

Annual Quality Assurance Report 2020-2021



AQAR
2020-2021



YEARLY STATUS REPORT - 2020-2021

Part A

Data of the Institution

1.Name of the Institution		NEHRU COLLEGE OF MANAGEMENT
• Name of the Head of the institution	Dr. R. MOSES DANIEL	
• Designation	PRINCIPAL	
• Does the institution function from its own campus?	Yes	
• Phone no./Alternate phone no.	04222270007	
• Mobile no	8056332932	
• Registered e-mail	ncmprincipal@nehrucolleges.com	
• Alternate e-mail	ncmiqac@nehrucolleges.com	
• Address	Nehru Gardens, Thirumalayampalayam	
• City/Town	Coimbatore	
• State/UT	Tamil Nadu	
• Pin Code	641105	
2.Institutional status		
• Affiliated /Constituent	Affiliated	
• Type of Institution	Co-education	
• Location	Rural	

• Financial Status	Self-financing				
• Name of the Affiliating University	Bharathiar University, Coimbatore				
• Name of the IQAC Coordinator	Dr. P. Kannan				
• Phone No.	042222700077				
• Alternate phone No.	9786144800				
• Mobile	9786144800				
• IQAC e-mail address	ncmiqac@nehrucolleges.com				
• Alternate Email address	ncmprincipal@nehrucolleges.com				
3.Website address (Web link of the AQAR (Previous Academic Year))	https://ncmbschool.com/igac/aqar-report%202019-2020.pdf				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://ncmbschool.com/images/Academic%20schedule%202020-21.pdf				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B++	2.76	2017	12/09/2017	11/09/2022
6.Date of Establishment of IQAC			20/01/2016		
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	0	
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	3	
<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 	No File Uploaded	
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)		
<ul style="list-style-type: none"> The IQAC cell works at three levels, as Initiator of the quality initiatives in the college, as collaborator with departments and committees and as monitoring/supervising agent in the college through regular academic audits. The IQAC encourages staff to organize and participate various National Level /International Level Conferences, Symposium, Guest Lectures, Seminars, Workshops and research paper publication. Utilizing the Learning Management System, ICAMPUZ and CMS along with various Digital Medias effectively to notify and monitor to various stakeholders IQAC educate and encourage the faculties to handle the classes through online mode like Google Class room and Google Meet, etc., IQAC adheres to follow academic calendar and preparation of Self Study Report for the next cycle. 		
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
To encourage the faculty members to organize online webinar.	The faculty team of NCM organize nearly 10 programs like webinar, FDP, online Competition etc.,
To educate the students about how to google meet for online classes	All the students got trained to attend the class in google meet. They got the Google class room code from the faculty and follow up the classes.
To educate the faculties to utilize iCampuz for their online classes and conduct quiz, Assignment etc.,	Faculties are continuously upload the material and conduct the quiz and assignment through iCampuz and google class room. .
To encourage the faculties to attend webinar, FDP and paper publication.	Faculties have participated FDP and online Courses to learn about teaching through online and they conduct classes in Google Meet
Plan to organize seminar on NAAC Accreditation process	Organised a Oneday workshop on NAAC Accreditation process by Dr. N.Muthumani, Principal, PPG College of Arts and Science on January 19,2021.
Frequently conduct IQAC Meeting.	IQAC composition has reformed by Principal on March 22, 2021.
To Conduct / Participate in various National Level / International Level Conferences, Symposium, Guest Lectures, Seminars and Workshops.	More than 15 Programmes namely Seminars Workshops; Guest Lectures were organized in association with IQAC. Staff also participated in 50 plus programmes conducted by other Colleges.
To Prepare Academic Calendar and ensure smooth functioning of activities through IQAC	Academic calendar prepared and circulated to faculty members and to all stakeholders and uploaded in college website
Preparation of AQAR 2019-20	2019-20 preparation has prepared and submitted.

13. Whether the AQAR was placed before statutory body?	Yes				
<ul style="list-style-type: none"> Name of the statutory body 					
<table border="1"> <tr> <td>Name</td> <td>Date of meeting(s)</td> </tr> <tr> <td>Management</td> <td>22/12/2021</td> </tr> </table>	Name	Date of meeting(s)	Management	22/12/2021	
Name	Date of meeting(s)				
Management	22/12/2021				
14. Whether institutional data submitted to AISHE					
<table border="1"> <tr> <td>Year</td> <td>Date of Submission</td> </tr> <tr> <td>2019-2020</td> <td>28/07/2021</td> </tr> </table>	Year	Date of Submission	2019-2020	28/07/2021	
Year	Date of Submission				
2019-2020	28/07/2021				
Extended Profile					
1. Programme					
1.1 Number of courses offered by the institution across all programs during the year	88				
<table border="1"> <tr> <th>File Description</th> <th>Documents</th> </tr> <tr> <td>Data Template</td> <td>View File</td> </tr> </table>	File Description	Documents	Data Template	View File	
File Description	Documents				
Data Template	View File				
2. Student					
2.1 Number of students during the year	205				
<table border="1"> <tr> <th>File Description</th> <th>Documents</th> </tr> <tr> <td>Institutional Data in Prescribed Format</td> <td>View File</td> </tr> </table>	File Description	Documents	Institutional Data in Prescribed Format	View File	
File Description	Documents				
Institutional Data in Prescribed Format	View File				
2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	124				
<table border="1"> <tr> <th>File Description</th> <th>Documents</th> </tr> <tr> <td>Data Template</td> <td>View File</td> </tr> </table>	File Description	Documents	Data Template	View File	
File Description	Documents				
Data Template	View File				

2.3	118
Number of outgoing/ final year students during the year	
File Description	Documents
Data Template	View File
3.Academic	
3.1	18
Number of full time teachers during the year	
File Description	Documents
Data Template	View File
3.2	5
Number of sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1	12
Total number of Classrooms and Seminar halls	
4.2	8.55
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	210
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

Nehru College of Management never compromise with the quality of

education and for the effective implementation, it is adopting the following steps:

- Apart from organizing regular faculty meetings at the beginning of every semester, Principal insists the faculty members for which activities priority should be given.
- The department heads organizes faculty meetings at the departmental level. In that meeting the innovative teaching methods and contemporary practices in the business world and Information Technology which has to be inculcated in the minds of the students was analysed. Workload and its effective implementation have been discussed in these meetings. Workload distribution and Timetable is submitted to the principal. Regular discussions are held between department heads and faculty members of the department.
- The college encourages the faculty members to upgrade themselves by attending FDPs / Conferences/Workshops/Symposiums/Seminars/Webinar etc.
- Research activities which plays a crucial role in making a faculty becoming very eminent was given due importance.
- Keeping in mind that each student should achieve their goal, Outcome based education was given importance along with Chalk and Blackboard method ICT classes for effective lecture delivery.
- Faculty members are encouraged to conduct classes in Activity based learning through Group discussions, Brain storming sessions and Case studies are discussed amongst the students during the Class.
- Micro-teaching and seminars by students related to curriculum.
- Students are encouraged to participate co-curricular, extra-Curricular, Sports and cultural activities in National and International level.
- Need based survey programmes, field works and educational excursions are carried by the departments.
- Project work and Internship are part of the curriculum for the successful completion of their degrees.
- To know about the recent advancements in Management and Computers Applications through special talks by experts are being arranged.
- Regular class test, internal examinations, regular assessment in practical classes, viva-voce, are done to keep track on the improvement of the students.
- Remedial classes for the weak students were conducted at regular intervals.
- To handle the students with utmost care and attention, a mentor-mentee allocation has been done. Every faculty is

assigned with students and the duty of that faculty is not only to ascertain the academic performance of their students at regular intervals but also to look after their mental health ie proper counselling should be given if they do have any issues. Similarly the physical well being of the students also will be monitored.

- To enhance the communicative, managerial and technical skills of the students value added courses has been conducted by external experts or in association with institutions.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	Nil

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

Our College Academic Calendar includes the detailed information about the various academic activities such as Mentor-Mentee Allocation, Society Reports, Environmental Club Activities, Women empowerment, Cultural Club, Functional Club and Staff Council Meetings. As far as the Mentor-Mentee allocation is concerned, every faculty member will be allotted with a prescribed number of students. Every Mentor will have the profile of their Students, their internal marks. These records are used to identify the weaker section of the students and do periodic counseling and special coaching.

The Environmental Club plays a key role in planting the saplings of the trees in and around our college so as to maintain an ecologically rich environment. Various awareness programmes were conducted by the women empowerment cell for women so as to inculcate in their mind, the rights they have. Fine Arts Club's Motto is to bring out the hidden talents of the students by means of various events such as singing, dancing, painting etc. Further this club pesters the students the need to know about our cultural heritage.

Functional Club takes into consideration the various core and specialized subjects taught in the club, for example HR and IT Club. Apart from the Academic Curriculum, the Club co-ordinators organize activities so that the technical, aptitude and skills of the

students in that particular subject will be enhanced.

Every Month Departmental Meetings will be conducted by the Director - MBA and HOD of MCA respectively. Syllabus Coverage, Internal and Model Examinations, Conferences, Symposiums, Seminars, Workshops and all other activities which are to be conducted for the welfare of the students will be discussed.

The College is affiliated to Bharathiar University, Coimbatore and follows the rules and guidelines regarding the assessment and evaluation process by the university. The internal exam time table prepared by the exam cell is communicated to the students and faculty members in advance. The schedule of the internal examination is decided at the beginning of the session, in the form of academic calendar. The institute follows continuous evaluation/assessment on the basis of curriculum prescribed by the University. Question paper is prepared by individual faculty/ faculty members teaching the same subject. Answer sheets are evaluated and checked answer sheets are shown to the students. Answer sheets are distributed to all the students and answers are also discussed with the respective student. Two internal tests and one Model were conducted. As per the direction given by the University, all the students must attend the internal examination compulsorily. The consolidated internal marks are sent to the university and this internal mark is added to the semester exam.

The college prepared the academic calendar which includes the Internal evaluation scheduled for the year. Due to Covind'19 pandemic situation the examination schedules has rescheduled based on the situation. As per the government directions all the classes are handled online mode and Continuous Internal evaluation (CIE) have been conducted online until the Government directed as offline.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	Nil

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

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

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

2

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
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)

1

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

44

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

A strong value based holistic approach for the development of the students is practiced in our college by effectively integrating cross cutting issues relevant to gender, sustainability, environment, human values and Professional ethics.

Gender

Gender related topics like women entrepreneurship and women wages Act are an integral component of various program. Students are sensitized and encouraged to work towards gender equity from a cross cultural perspective. Gender sensitization camps are organized in rural areas of Tirumalayampalayam that include Women's rights, human rights, child rights, gender justice and gender equality. Different functional cells of the college engage in various schemes and programmes related to these cross-cutting issues. As gender sensitivity the Women Empowerment Cell of the college provides training in Yoga & Safety awareness. The college conducts gender audit to check the adherence of college activities with its gender policy. The institution guarantees equal opportunities for all the students without considering their gender in Students Development Cell Election, departmental associations and various cells.

Environment and Sustainability

The college organizes programmes like Swachhata Rally and Street Plays to instill a sense of responsibility for Environmental Sanitation & Solid and Liquid Waste Management. The college developed Clean and Green eco-friendly Campus through Tree Plantations. Our college instruct all students and staff to use Jute bags instead of plastic bags to maintain Plastic Free Campus. The

Campus has Sewage Treatment Plant and Rainwater Harvesting and it's maintained well. Prohibition of health causing hazards like Tobacco, Pan, Gutka inside campus is effected through proper awareness programmes and posters. E-waste management audit is done regularly.

Human Values

The college insists "Amutha Surabi" to provide free food for 15 families in nearby villages to enrich the human values. The college also offers Nehru Dream House for poor families in nearby Villages. The learning of human value and organizational value happens through Organizational Behaviour course.

Professional Ethics:

The students must become empowered professionals and contribute to the economic and technological development of the nation besides acquiring skills for logical reasoning and decisions in times of crisis. During past decades, the college has made efforts towards developing value based education with a vision to promote values to be a better citizen. A strong community oriented work culture is based on the sustainability way of life that involves education and health care, innovation and human values. A compulsory course on Business ethics and values is offered in MBA programme. The students also educate in Ethical way in advertising, marketing, retailing and information Technology in the respective curriculum. The College also has a model code of ethics to curb various malpractices.

Various Career Guidance Programmes are organized to inculcate professional ethical practices in students. Special emphasis is given to encourage ethical, fair play and equity practices among students in the conduct of various inter-collegiate competitions and cultural practices.

The college has a Code of Conduct and Ethics Committee for students and teachers.

File Description	Documents
Any additional information	View File
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

03

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	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	View File

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

124

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	https://ncmbschool.com/naac/NAAC-Feedback-Analysis-Report-20-21.pdf
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	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://ncmbschool.com/naac/NAAC-Feedback-Analysis-Report-20-21.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 students admitted during the year

78

File Description	Documents
Any additional information	View File
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

60

File Description	Documents
Any additional information	View File
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

- Our Institution identifies the students as slow learners and advanced learners based on the internal test performances, class participation, assignment, seminar etc.
- Through a mentor-mentee system also all kinds of support are provided to the slow learners.
- The mentor also identifies other skills and strengths and encourages them to sharpen them which helps build self-confidence resulting in improvement in academic performance.
- The mentor also connects the weak learners to the subject teachers with whom they are comfortable for extra support.
- The Institute ensures that a slow learner clears all their subjects within stipulated time.
- The students are also given an opportunity to be office bearers of Student Development Council (SDC) to lead professional activities at college Levels and outside. This initiative teaches them to strike a perfect balance between academics and extra & co-curricular activities which goes a long way in achieving success in their professional career.
- For both slow and advanced Learners the placement training to be conducted through NCPIR (Nehru Corporate Placements and Industrial Relations)

Advanced Learners

- Our Institute encourages the advanced learners to organize workshops and seminars to improve their leadership skills and knowledge.
- They also given opportunities to be part of innovative projects and other technical initiatives of the institute through NGI-TBI (Nehru Group of Institutions - Technology Business Incubator) which is recognized by the National Science and Technology.
- Students are encouraged to do the real time projects for their project work as per University Syllabus.
- Students are encouraged to present their paper and Participate

in International, National conferences and enrich their skills in publishing papers in journals.

Slow learners:

- Individual counseling given through Mentor-Mentee system.
- Remedial Coaching classes conducted during the study holidays.
- Given assignments and revisions of previous year question papers.

Courses in soft skills are offered to improve reading and writing skills in English through value added course.

File Description	Documents
Paste 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
205	18

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

Experiential learning:

The students are engaged in rich experiential content through applying theoretical knowledge to Programming in Computer Laboratories, periodical industrial visits and their project works. All final year MBA & MCA students have project work in their third and final semester in the curriculum respectively.

Participative Learning:

Our College uses the Participative Learning to encourage students to actively involve them in learning process. We are using

participative learning and activity based teaching methods like Group Discussions, Role Plays, Assignments, Quiz.

Our College has special learning center called NOBLE (Nehru Outbound for Leadership Excellence). NOBLE offers Customized programmes to simulate established models on outbound format to bring out specific learning. The program is designed as a Two days, four days and weekend residential Programme for positive transformational change. It is designed to let individuals and teams discover their true potential.

Students Development Cell (SDC) is the best example for participative learning in our campus. Every year the office bearers have been selected by election and voluntary. Apart from the SDC all the Clubs, Committees and cells have the student coordinators to ensure the participative learning.

Lecture method:

Teaching and learning activities are made effective by these practices. The teachers use the conventional black-board presentation methods specifically for mathematics subjects. Apart from this the teachers use power point presentation and subject related games.

Project methods:

The project work shows the student's interest in the subject and provides an opportunity to freedom of thoughts and free exchange of different views. As per the requirement of University syllabus, the project work is carried out through summer project, Mini Project and Major project by the students with the help of internal and external guides.

ICT Enabled Classroom Teaching

The classrooms are equipped with Wi-Fi and LCD projector, audio visual facilities which make the classroom delivery more effective. Well equipped and ventilated, air-conditioned classrooms with smart interactive boards.

Learning through Extension Activities

The students can also participate in extension activities through various clubs in our college such as, IT Club, Environment Club and so on.

Industrial visits

Every year we organize International visit that bring the International exposure to the students. This year our Final year students visited Malaysia, all the arrangement and assistance were done by student committee that shows their participative Management.

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

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

- Well-equipped and ventilated, air-conditioned classrooms with smart interactive boards.
- The classrooms are equipped Wi-Fi and enabled with LCD projector, audio visual facilities which make the classroom delivery more effective
- Air-conditioned Wi-Fi enabled seminar hall with seating capacity of 150, equipped with Wi-Fi, LCD projectors, and interactive board for mass dissemination.
- The seminar hall is used for various events, symposiums, conferences & seminars hosted by Nehru College of management.
- Internet facility is provided to every faculty and student of the department through Wi-Fi modems.
- Wi-Fi facility has also been provided in the hostels where they have access to the World Wide Web and the e-mail server of the department.
- 24*7 Uninterrupted Power Supplies.
- Video Conferencing facility is available.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	No File Uploaded

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

11

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**

18

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**

5

File Description	Documents
Any additional information	View File
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

96

File Description	Documents
Any additional information	No File Uploaded
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 College is affiliated to Bharathiar University, Coimbatore and follows the rules and guidelines regarding the assessment and evaluation process by the university. The internal exam time table prepared by the exam cell is communicated to the students and faculty members in advance. The schedule of the internal examination is decided at the beginning of the session, in the form of academic calendar. The institute follows continuous evaluation/assessment on the basis of curriculum prescribed by the University. Question paper is prepared by individual faculty/ faculty members teaching the same subject. Answer sheets are evaluated and checked answer sheets are shown to the students. Answer sheets are distributed to all the students and answers are also discussed with the respective student. Two internal tests and one Model were conducted. As per the direction given by the University, all the students must attend the internal examination compulsorily. The consolidated internal marks are sent to the university and this internal mark is added to the semester exam.

The college prepared the academic calendar which includes the Internal evaluation scheduled for the year. Due to Covind'19 pandemic situation the examination schedules has rescheduled based on the situation. As per the government directions all the classes are handled online mode and Continuous Internal evaluation (CIE) have been conducted online until the Government directed as offline.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

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

There is complete transparency in the internal assessment.

- At the beginning of the semester, faculty members inform the students about the various components in the assessment process during the semester.
- The internal assessment test schedules are prepared as per the university curriculum and communicated to the students well in advance.

At Institute level:

- There is a Monitoring Committee at the department level that looks into students, grievances regarding errors in evaluation and it takes necessary steps to rectify them.
- The answer scripts of internal class tests/assignments are returned to the students after evaluation and they can immediately convey their grievances, if any, to the teachers.
- The corrected answer scripts at random are verified by HOD to ensure the standard evaluation process.

At University level:

- The queries related to results, corrections in mark sheets, other certificates issued by university are handled at our college after forwarding such quires through the college examination section.

Students are allowed to apply for revaluation, recounting and challenged evaluation by paying necessary processing fee to university if they are not satisfied with the university evaluation through college.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

PROGRAMME OUTCOMES, PROGRAMME SPECIFIC OUTCOMES, COURSE OUTCOMES**Mechanism of Communication:**

- Learning outcomes form an integral part of college vision, mission and objectives.
- The learning outcomes graduate attributes which are integrated into the assessment process in its syllabi that is clearly publicized through its website and other documents.
- The learning objectives are communicated through various means such as college prospectus, Publications, Magazines, Website, Principal's address to students and parents, Alumni meets and dissemination in classroom by concerned staff.
- The syllabus also provides information about scheme of instruction and evaluation.
- Students are made aware of the course specific outcomes through orientation programme, classroom discussion, expert lectures and practicals.
- The importance of the learning outcomes has been communicated to the teachers in IQAC Meeting and Staff Meeting.

The college encourages the teachers to participate in various seminars, FDPS, workshops etc., to enrich them and attain the outcomes while teaching / learning in the classes.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://ncmbsschool.com/images/MBA-2020-21.pdf
Upload COs for all Programmes (exemplars from Glossary)	View File

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

The Institution regularly evaluates the performance of students through various methods for measuring the attainment of each of the Program Outcomes, Program Specific Outcomes and Course Outcomes.

Evaluation Process:

- It is provided through University Examinations, terminal exams, internal and home assignments, seminars, unit tests, surprise tests, attendance regularity etc.

- The faculty records the performance of each student on each programme and is also taken care by the mentor.
- Remedial coaching is provided to slow learners to make pace with the desired progression.
- **External Assessment & Internships:** Students are encouraged to take up internships, projects, fieldwork, etc. This helps them to obtain necessary skills and practical experience in their chosen discipline. It is evaluated by external experts for the Practical examinations, appointed by the University through Viva-Voce and practical files.
- **Feedback Evaluation:** The Institution collects feedback from students, Alumni, Employers and Parents which is an important method of measuring attainment with objectives of identifying the attainment level of students in terms of programme, subject, course and syllabus outcomes and to understand the impact of teaching learning process.

Placements: The employability of students upon successful completion of their degree programme is also a measurement. The college placement cell takes care of the placements.

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

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

118

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	No File Uploaded
Paste link for the annual report	Nil

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://ncmbsschool.com/naac/NAAC-Feedback-Analysis-Report-20-21.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)

0

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 teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

01

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

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

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

0

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

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

The Institution provides a conducive environment for promotion of Innovation and Incubation. All required facilities are provided and guidance is extended to the students. Students are encouraged to actively involved in the application of Technology for societal needs. Necessary support is provided for Documentation, Publication of Research Papers and also for obtaining patents.

Awareness meets, workshops, seminars and guest lectures on Entrepreneurship are organized. Students are provided opportunities to directly interact with outstanding entrepreneurs excelling in their field. Product service Training is provided for creating awareness on marketing the products.

The sole objective of the Incubation Center is to facilitate students to convert their Ideas into Technological Innovations. Students are encouraged to gain hands on experience and better Industrial Exposure. College has recognized Research Centers in the departments and this would be an added advantage to the students to develop their Prototypes. Ideas and innovations flow steadily with the startup a beginning was done to nurture our students and transform, innovations in to a vital force for economic growth. Startups were initiated by the students for the latest innovations.

During the last five years 10 PhD's are produced by the research centers established in the college and 36 research scholars are working actively in these research centers under 5 recognised guides. Students are provided with an opportunity to acquire skills for commercialization of their product. The Local Entrepreneurs are invited to address the students and inspire them.

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

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

05

File Description	Documents
Report of the event	View File
Any additional information	View File
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

7

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

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

1

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

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

0

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

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

The College was set up a Rural Service (RS) allotted Nehru Group of Institutions, Coimbatore. About 200 students have enrolled their names as RS Volunteers. The motto of RS is ''Not Me But You''. Service to mankind is service to god. Imparting such values and attitude in to students is the motive of the institution. Believing in this, the institute carries out a number of extension activities in the neighbourhood community.

The RS units concentrates on the welfare of the neighbourhood community and sensitizes their social problems and takes necessary steps for the betterment of the society. These social outreach programmes brought a great impact on the holistic development of the students as they come across different categories of the people and their living standards.

Extension activities in the neighbourhood community during the accreditation period:

Activities like Swatch Bharath (2017-2019) is conducted in

Thirumalayampalayam, Arisipalayam, Pichanoor, Rottigoundanoor, Palathurai, Madukkarai Market, Nachipalayam and KG Chavadi Importance of cleanliness and its impact on health is delivered to villagers.

Created awareness on Rain water harvesting pits to the villagers in Mayilamparai and observed ground water level have improved.

Career guidance and Goal setting was carried out at St. Anns. High school, Thirumalayampalayam children are given career guidance. Students gained knowledge of various competitive exams.

Tree plantation was done at Perumalpathi. Planted hundreds of saplings to make green & clean Perumalpathi. Due to this tree plantation air pollution is reduced and residents are benefited.

Campaign was conducted Digital literacy and training on cashless transactions is done in and out of college area Different types of easy cashless transactions are familiarized by the students, to the villagers.

An awareness campaign on Plastic pollution and the ill effects of plastic usage and plastic waste was carried out in Thirumalayampalayam village. Usage of paper bags and jute bags are increased.

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

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

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

0

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

3.4.3 - 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

3.4.3.1 - 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

0

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

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

0

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

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

0

File Description	Documents
e-copies of related Document	No File Uploaded
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

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

3

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	No File Uploaded
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.

Nehru College of Management has continuously provided superior education and ensures 360 degree development of the students in order to create future generation managers, software technicians and developers. Eco-friendly campus and an aesthetic landscape with all the modern facilities bring uniqueness to the institution and the students. The institution has an exquisite infrastructure favorable

to teaching, learning and overall development of students. The academic block has a well ventilated and spacious classrooms, staff rooms, department rooms, computer labs and Library. To strengthen the academic delivering to the students, the classrooms are equipped with projectors, ICT network connections and system. There are three computer labs available for the students. These labs have adequate computer equipment, internet connectivity, required software for practical's and portable projectors to support practical sessions and examinations. The campus is Wi-Fi enabled along with LAN facility.

The Institution Library covers two floors of A Block building, with a total area of 4000sq feet. It is Wi-Fi enabled and has a seating capacity of 100 users. The first floor of the library has a librarian's room, circulation (Issue/Return) counter, Periodical Section and Processing Section. The second floor has the Text-Book Section for lending and reading purpose. Reading area is available on the first floor as well as the second floor for the faculty and students. The Administrative Block of the institution consists of the Office room, Principal's Office, Seminar Hall, Board room and Dining room which are fully Wifi enabled. Institution has a glorious Multi-Purpose Hall with an Auditorium that can accommodate 3000 persons and is used for Cultural events and Conferences.

Laboratory: Lab admin maintains the stock register and monitor the overall efficiency of the computers and accessories. The record of maintenance is maintained by lab technician and monitored by Heads of the department. Peripherals are checked by respective technical assistant for any problem. The software updates and ICT tool and internet related problems are resolved from the respective service providers

Library: The requirements of the books are given by the departments to the Librarian. The librarian prepares the final list of the books required and gets approval from the Principal. A separate register is maintained to periodically monitor the usage of books by the students.

Classrooms: Classrooms and seminar hall are provided with sufficient sitting capacity, LCD with necessary software. The classrooms are well air conditioned and maintained daily in the morning by the house keepers. The projectors and WiFi facilities are made available for the students and staff. The working condition of projectors and connections of WiFi are regularly monitored and issues are solved immediately by the technicians. Blackboard, furniture and white board are properly placed for usage.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://ncmbschool.com/naac/College-Infrastructure.pdf

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

Holistic growth of students is a prioritized commitment provided by the institution through infrastructure and learning facilities. It provides adequate facilities for indoor / outdoor sports and cultural activities. A spacious multipurpose hall fully equipped with Auditorium, Common Room and other amenities for the students to organize and participate in recreational, co-curricular and cultural activities. The Auditorium is a common infrastructure developed for group of institutions situated within the campus. It can accommodate 3000 persons. The auditorium has excellent sound system with speakers, amplifiers and a mixer. It also has two indoor synthetic courts for Badminton game. The auditorium has been provided with a movable screen and a portable projector. The institution also consists of a seminar hall within the campus that is fully equipped with sound system, projector and a system. The outdoor sports facilities include common Cricket & football court, Basketball court, Volleyball court etc. Indoor games include chess, carom and Badminton.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://ncmbschool.com/naac/College-Infrastructure.pdf

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

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

8.55

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 requirements of the books are given by the departments to the Librarian. The librarian prepared the final list of the books required and gets approval from the Principal. A separate register is maintained to periodically monitor the usage of books by the students. Autolib Software is used in the Library as a database management system.

The Institution Library covers two floors of A Block building, with a total area of 4000sqfeets. It is Wi-Fi enabled and has a seating capacity of 100 users. The first floor of the library has a librarian's room, circulation (Issue/Return) counter, Periodical Section, online Public Access Catalogue, Processing Section, and Stacks. The second floor has a Text-Book Section for lending and reading purpose. Reading area is available on the first floor as

well as the second floor for the faculty and students.

Library Services includes the following:

1. Circulation/Lending Service
2. Reference Service
3. Reprographic Services: Photocopy facility is available in the library for the students at and faculty.
4. News Paper Service

Online journal access service

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://ncmbschool.com/naac/College-Infrastructure.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 B. Any 3 of the above

File Description	Documents
Upload any additional information	View File
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)

0.497

File Description	Documents
Any additional information	View File
Audited statements of accounts	No File Uploaded
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

10

File Description	Documents
Any additional information	View File
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

1. Institute has 220Desktops/Workstations. Computer Labs have adequate number of desktops maintaining student to computer ratio of 1:1.
2. In addition there are 6 HP Deskjet printers, 10 LCD projectors (Hitachi/Epson), 17 WiFi devices, 26 speakers, 15 Network Switches, Laptops for Staff etc. This infrastructure is supported by computer networking devices, scanners and interactive teaching board etc.
3. The College has employed a full time System admin / IT Manager for maintenance and support of the ICT infrastructure.
4. Computing and internet facilities are available to all faculty and students in the campus which allows them to use it for academic projects, practical sessions and utilizing the e-resources.
5. Presentations and assignments are part of the MBA/MCA professional program and students use the ICT facilities effectively to explore and update their knowledge and showcase the skill.
6. All the computers are supported by a 40mpbs LAN and Wi-fi system.
7. The desktops and Laptops are running on windows 7, windows 7

pro, windows 10 and windows 10 pro operating systems.

Computers are installed with basic software like Open Office, MS Office, Antivirus and all standard Statistical and computational softwares and packages such as Python, R, SPSS, Stata, MATLAB, Tally ERP9 and Java etc.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://ncmbschool.com/naac/College-Infrastructure.pdf

4.3.2 - Number of Computers

220

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution B. 30 - 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)

8.55

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
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.

A separate committee has been formed to monitor the maintenance of buildings, classrooms, library and laboratory and other physical facilities. The college ensures optimal allocation and utilization of the available financial resources for maintaining various physical facilities. The Head of the Committee conducts periodic check to ensure effective maintenance and utilization of infrastructure. Cleanliness and service providing are done by house keepers and it is done regularly. Separate washrooms are available for the boys and girls students. Cleaning of seminar hall, board room, class rooms, staff rooms are done by the house keepers regularly. Wash rooms and rest rooms are well maintained. Parking facilities are provided for the students and staff. Water purifier with hot water, cold water and normal water is available for the staff and students. Cleaning of water purifier is done periodically. The campus is completely monitored through CCTV camera. The requirements of repairing any equipment are reported to HoDs and these are fulfilled by campus administrator at the earliest. Non teaching staffs are well trained to maintain office accessories and other office materials. Gardening is done regularly in the campus. Dust bins are placed and maintained in classrooms, seminar halls and all classrooms. Verification of stocks takes place at the end of the year. If any civil work like electric work, painting, plumbing and furniture repairing is required, the concerned team will take action regularly. Suggestion box is placed for giving suggestion by the students and staff. Notice board is made available in all floors in each block. The updated information, college circular, exam date announcement and notification from other colleges are displayed in the notice board. Fire extinguisher is kept in both the blocks. Maintenance of UPS and generator is done periodically.

Laboratory: Lab admin maintains the stock register and monitor the overall efficiency of the computers and accessories. The record of accounts is maintained by lab technician and monitored by Head of

the Computer Application Department. Peripherals are checked by respective technical assistant for any problem. The software updates, ICT tool and internet related problems are resolved from the respective service providers

Library: The requirements of the books are given by the departments to the Librarian. The librarian prepares the final list of the books required and gets approval from the Principal. A separate register is maintained to monitor the usage of books by the students.

Classrooms: Classrooms and seminar hall are provided with sufficient seating capacity and LCD with necessary software. The classrooms are well air conditioned and maintained daily in the morning by the house keepers. The projectors and wifi facilities are made available for the students and staff. The working condition of projectors and connections of wifi are regularly monitored and issues are solved immediately by the technicians. Blackboard, furniture and white board are properly placed for usage.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://ncmbschool.com/naac/College-Infrastructure.pdf

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

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	No File Uploaded
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 benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year

25

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	Nil
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

124

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

124

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	View File

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

10

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	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

0

File Description	Documents
Upload supporting data for student/alumni	No File Uploaded
Any additional information	No File Uploaded
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

0

File Description	Documents
Upload supporting data for the same	No File Uploaded
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	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.

0

File Description	Documents
e-copies of award letters and certificates	No File Uploaded
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 SDC Student Council, first formed in 2008 is elected annually through a fair and democratic process by active participation of all students. The Student Council consists of a President (Second year student) Vice-President (First year student), departmental and societal presidents, vice presidents, treasurers, and class representatives. In the academic year of 2020-2021, for instance, the Student Council was supported by I MBA, II MBA, I MCA, II MCA and III MCA students, within college and an organizing committee of 35 members.

The Student Council is officially recognized and felicitated during the annual SDC meet ceremony. During the ceremony, all members of the Student Council led by the President and the Vice-President of the council take an oath to serve in the interest of the institution and the society with integrity and devotion.

The Student Council - elected to represent the fellow students - work with the Principal, faculty convenors, and students for organizing events and also building a bridge between the faculty members, administrative staff, and students. The Student Council members help the faculty and administration in the Admission process

and the Orientation Programmes organised for new students annually also it take care of the programmes conducted by the institution where they get to get knowledge regarding the conduct of an event like- Genesis -a great cultural event organised by NCM involving a huge participation by all other colleges in Coimbatore. Funding for the activities organized by the council comes from the fees paid towards student aid fund, sponsorships, advertisements, donations etc.

The Board of Management and Staff at NCM actively encourages the Student Council to engage in a process of dialogue and consultation to help address student concerns.

Student societies: The College focuses on educating young women and training them in responsibility and accountability, enabling them to take their positions in a competitive world.

Students are encouraged to participate in activities beyond their academic curricula so they become confident and well balanced individuals. There are several student societies that cater to a range of interests encouraging the students to hone their unique talents and managerial skills. At present, there are innovation hub, entrepreneurship cells etc. which helps student to recognise their strengths and to search best way to serve themselves and to the society.

Besides representing the institution at different colleges and Universities, these societies also organize competitive events and showcase their talents in the various in-house events organized within NCM.

Academic Association: Each student, by default after admission also becomes a member of an Academic Association depending on the course joined. Each academic association is led by a President (Second year student), Vice-President (Third year student), and a Treasurer/ Secretary (First year student). Guided by the association in-charge (a faculty member), the association organizes seminars, symposia, debates, lectures, academic festivals etc. throughout the academic year.

Class Representative System: Besides an active Student Council, each class also has a Class Representative who acts as a bridge between fellow students and the teachers. He/She ensures timely dissemination of information regarding events, examinations, and even learning material.

File Description	Documents
Paste link for additional information	Nil
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

0

File Description	Documents
Report of the event	No File Uploaded
Upload any additional information	No File Uploaded
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

The NCM Alumni - The Association is dedicated to bringing together the alumni committee on a common platform to build another channel of personal and professional support to members through "Self Help" within the community. The Mission of NCM Alumni is to provide a vibrant, global network and forum that connects and engages the alumni with their Alma Mater.

The objectives of the Association are:

- To plan and organize successful reunions which NCM has been doing since its inception.
- Involve alumni in student development through participation in ongoing academic activities including teaching, research, workshops, conferences, and placements.

- To undertake activity to raise funds for the development of Student union.
- To promote best practices in different areas of social life for the benefit of society

NCM envisions a transformative and empowering role for the students in today's digitalized world. The NCM family is proud of students who are achievers in every field; carrying with them the values imparted by NCM and is making a significant contribution to society.

In order to foster a warm relationship, the College maintains regular contact with the alumni and former faculty through various email groups and social networking sites such as Facebook. The Alumni is very active in promoting, mentoring and guiding the current students of the College. It has worked extensively in connecting the alumni with its Alma Mater through motivational talks, workshops by eminent Alumni at various levels. Our former faculty and alumni have been keenly involved in all major college functions such as special guest in Genesis function (Cultural Program) Independently, various Departments of the College have taken initiatives to organize Departmental Meets which have facilitated the strengthening and widening of NCM family.

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

5.4.2 - Alumni contribution during the year E. <1Lakhs (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

Nehru College of Management, a unit of one of the largest educational conglomerate in Tamil Nadu is serving the society with its very purpose of serving the student community. The NGI (Nehru

Group of Institutions) with its humble beginning as a small centre has grown to this level with 22 institutions in a span of 53 years. During the course of its journey it has come across several challenges and hurdles. In all those incidences, the group could stand erect to fulfill its motto of "Moulding True Citizens". The admiring leadership of the founder chairman Shri PK Das paved the way for the delegating style prevailing in the group. The same style is taught to the students through all the activities and makes them the true leader of tomorrow. This aligns with the Vision and mission of the institution.

Enough and more clubs and cells are formed to incorporate all the practices to the students through activities. Every club has its own structure to distribute the responsibilities to the students and a faculty is assigned to monitor them. The vision of the institution is to make our students as international benchmarks on managerial capacities which we have proved thorough some of our students leading corporate and through the entrepreneurial achievements. All these practices are experienced by the students by participating in very many programmes organized in-house and in inter-college events. Above all, the flagship programme of NCM is Genesis, which is an inter-collegiate annual event gathers more than 2000 students. Various showcasing competitions will be conducted by the students from scratch to awarding. This gives the major exposure for the students in all functions of management.

Our institution has an exclusive facility to give more thrills in learning through the outbound facility called NOBLE (Nehru Out Bound for Leadership Excellence). This facility consists of many rope activities and ground activities that explain the concepts of life and business. The two days of fun filled core training in this area is a special attraction for the students to remember the concepts lifelong.

The international industrial visits and international students exchange programme is another attractive point to ponder while fulfilling the vision. The real-time international exposure moulds the students with value for life. The internships they get abroad expose them for international job market. Our Alumni also are a source of attaining our Vision and Mission. Apart from the classroom sessions the students undergo lot of training through the common facility called NCPIR, which is an exclusive training division of the group. All the students were given training in the skill and technical development. We also have a Technology Business Incubator supported by DST, India in the group which organizes lot of Entrepreneurship awareness and enhancement programmes to make our

vision come true. Regular programmes with experts and eminent entrepreneurs were organized for this purpose. Thus from classroom teaching to the international events are centered with the students and their learning and gives ample opportunity for the students to achieve their needs as per the strategies and goals of the institution.

File Description	Documents
Paste link for additional information	https://ncmbschool.com/vision-mission.html
Upload any additional information	View File

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

Nehru College of Management advocates the practice of decentralization and participative management not only in words but also in action in the areas namely academics, administration and extra-curricular activities. The practice of de-centralisation and participatory management is reflected in all the activities of the College through IQAC, the Staff Council, Student Development Council, and various other Clubs and committees.

The governing body has given powers to the principal to take decision in Academic and Co-curricular activities. The governing body meets at regular intervals and monitors the activities of the college. The Principal conducts regular meetings with the programme coordinators and discusses the activities of the department. The programme coordinators conduct meetings with faculties and nonteaching staff in the departments and discuss the activities. Under the guidance of the Management, Principal constitutes different committees for the successful operation of the institution. All the major stakeholders of the college work judiciously in a democratic way following the rules of accountability in execution of their duties and responsibilities.

CASE STUDY OF GENESIS, THE SIGNATURE EVENT OF THE COLLEGE

Genesis is the Signature event of the College organized by the Students Development council under the guidance of Faculty coordinators. The students, non-teaching staff and faculty work together as active members in managing the entire event. The students from various colleges in Tamilnadu and from its neighbouring States showcase their talents. This event witnesses the

practice of decentralisation and participative management in entirety.

The primary objective of decentralisation with regard to this particular signature event is to extend opportunities for teachers as well as students to contribute profoundly, enrich the decision-making process, take onus responsibility and nurture greater democratic professionalism, together with proficient skills of event management.

The Principal of the College has consultations with the faculty members and student representatives. Under the guidance of faculty coordinators to Student Development Council, various Committees and Sub-Committees are constituted to take care of Sponsorship, Finance and Accounts, Programmes, Stalls, Security, Publicity and Logistics.

Each Committee/Sub-Committee has Teaching and Non-teaching members as Staff Advisors and some students who are part of the Students Core Committee. The college effectively grooms proper leadership at various levels due to decentralization. It also allows the students to be more responsible, responsive, sensitive and proactive to exercise their own discretion for planning and execution in a participatory and democratic environment.

In this event the college follows standards in budgeting and over all transparency is maintained from proposal to expenditure statement.

File Description	Documents
Paste link for additional information	http://nehrucolleges.info/happenings/2020/02/07/genesis-2020/
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Nehru College of Management believes in hard work and excellence in all dimensions and devises plans to align with the vision and mission of the institution. The plans constitutes the major driving forces to improve academic quality policies and strategies in the areas of Industry Institute Interaction

The Industry Institute Interactions will reduce the gap by

understanding the expectations from the corporate world. This is reflected by organizing various Industrial Visits, Guest Lectures, Workshops covering topics with respect to emerging challenges and opportunities both at national and international level in today's global business environment

Teaching and Learning

The College follows an academic calendar for all its academic activities. The students are provided course outlines and course schedules prior to the commencement of the academic session. The activities are more student centric and Subject experts are invited for specialized inputs on regular basis. Various teaching pedagogies involving case studies, out bound training, field activities and activity based training are incorporated in the teaching learning system.

Examination Monitoring System (EMS)

The EMS cell takes care of all the examination related activities right from the internal examinations to University End Semester Examinations.

Research and Development

The Research Cell shoulders the responsibilities of guiding research scholars and conducting research related FDPs, Events and Seminars etc.

Library, ICT and Physical Infrastructure

Nehru College of Management continually updates and upgrades the physical infrastructure. The Central Library and E-Learning Center cater to the needs of all the students. The college has provided smart-class rooms with Wi-Fi connectivity, LCD, projectors with latest technology. The Library is provided with Delnet Support and various other open source software platforms.

Consulting & Training

The Center for Excellence provides Consulting and Training services to various other colleges and Industries based on the need. The Team has experienced and dedicated trainers for various trainings to focus on enriching the Skills of the students and staff in various aspects apart from regular curriculum which includes Design Thinking, Value Added Course etc.,

Human Resource Management

The college examines in designing and implementing development programmes for staff members. The programmes include induction and orientation centered initiatives, training and professional development programmes. The programmes are aimed to cater to all the levels of management. Social Responsibility

The College through its various club and committees plans and organizes rallies, competitions and events related to environment, human values, ethics etc.

Student Support Activities

The Student Development Council members under the guidance of its faculty co-coordinator takes care of all students support activities. The Institute practices democratic management by including them in all major decision-making processes.

Internal Quality Assurance System

The Internal Quality Assurance Cell (IQAC) along with various other governing bodies constantly monitors and provides valuable suggestions and helps in implementation of the plans well scheduled. It also takes care in maintaining the Institutional Values and Best Practices.

Governance, Leadership and Management

The College follows decentralization and it promotes and encourages leadership at all levels governed by the Management, Principal and other governing body council members.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
Upload any additional information	View File

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.

The college has a well-functioning organisational structure. It

consists of the Management, Governing body, The Principal, teaching staff, non-teaching staff and the students. The Institute functions under Nehru Group of Institutions. The Management of the College is governed by the NEHRU EDUCATIONAL AND CHARITABLE TRUST. It is the highest decision-making body which is in constant touch with the Principal on all matters pertaining to the smooth functioning of the institution. This is followed by the Governing body and advisory council which works under the Chief Executive Officer and Secretary of the institution. These two committees make policy and strategy implementation mechanism of the institute. The key issues discussed are prevalent to finance, infrastructure, faculty recruitment and the matters related to the overall development of College.

The Principal plays a major role between the management, staff and the student. He manages the day to day affairs of the college. The faculties and students can present their views and ideas to the management at any time. The rules, procedures, recruitment and promotional policies are explained in detail in the service book which is attached in the attachment.

The respective department heads conduct meetings at least twice every semester for the effective planning and implementation of programmes like teaching, learning, academic administration, curricular and extracurricular activities.

The College also has Internal Quality Assurance Cell (IQAC) which works towards realisation of the goals of quality enhancement and sustenance. The IQAC plays an important role for monitoring the internal quality of the institution.

The Institute has a student development council. The Council members along with the faculty co-ordinator holds meetings regularly to address the student related issues and organizing extracurricular activities through various clubs. The Library includes Librarian and Assistant Librarian.

College Committees: Various committees are constituted for the planning, preparation and execution of academic, administrative, gender sensitization and extra-curricular purposes. Each committee consists of the Convenor and its members.

The Anti Ragging Cell, Grievance Redressal Committee and the Internal Complaints Committee: The objective of these committees is to ensure that no violation of rules takes place within the College and work towards addressing and settling grievances if any.

File Description	Documents
Paste link for additional information	https://ncmbsschool.com/leadership.html
Link to Organogram of the institution webpage	https://ncmbsschool.com/naac/Mandatory-Disclosure.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	No File Uploaded
Screen shots of user interfaces	View File
Any additional information	No File Uploaded
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

Leave Benefits:

12 days of casual leave and Compensation Casual Leave are provided to both teaching and non-teaching staff. The institute provides 10 days vacation leave in odd semester and 20 days leave in even semester to all its teaching staff while the non-teaching staff are provided with 5 days vacation leave during odd semester and 10 days vacation leave during even semester. The leave is subject to constraints mentioned in the rule book.

Duty leaves or OD (On Duty) of maximum 20 days to the teaching staff are provided to attend various Orientation/Refresher/Seminar/workshops/Training Programs. Nonteaching staff is also given duty leave. Female teaching and non-teaching staff can avail a Maternity Leave of 180 days as per

Government rules. Male teaching and non-teaching staff can avail Paternity Leave of 15 days. Study leave up to 3 years is provided to both teaching and non-teaching staff. A Sabbatical Leave of 2 years may also be availed by the teaching staff subject to certain conditions.

Permission for Staff:

Two times per month an hour of permission can be availed by all the staff

Transportation facilities:

Free transportation facilities are given for non teaching staff while the teaching staffs are provided transportation at a subsidized cost.

Financial support for both teaching staff and non-teaching staff to attend conferences, workshops, refresher courses etc.:

The institute provides the above support for teaching faculty based on the event and place. It is well informed by the Management. Apart from the above Faculty Development Programmes Faculty Enhancement programmes for skill up-gradation and training are organized for both teaching and non-teaching staff.

Loan facilities with nominal and without interest, PF, ESI for teaching and non teaching staff. Loan facilities are provided based on request and approval is purely at the discretion of the Management.

Fees concession in Nehru International School and group institutions for the employees children is provided

Retirement Benefits (As per the University Rules)

GPF (General Provident Fund) which allows Pension to employees after superannuation.

CPF: In accordance with the University guidelines, the College has offered the option of Contributory Provident Scheme whereby the Management contributes its share equal to the share of the employee every month.

Gratuity NPS (National Pension Scheme for employees who joined services after 01.01.2004)

Support Facilities

The support facilities provided by the college includes Canteen, Grievance Redressal Cell, Internal Complaints Committee, Parking facilities for both teaching and non-teaching staff, Clean drinking water facilities, Bank facilities, Facilities such as ramps and others for differently abled.

ICT Facilities: The College is fully Wi-Fi enabled. Two full-fledged Computer lab including one for research work for both students and faculty. Laptop/Desktop facilities are provided in the library, class rooms and staff room.

Recreational Activities for Physical and Emotional Wellbeing

Separate department rooms are provided to the staff. Indoor game facilities like chess, carom and others are provided inside the premises.

File Description	Documents
Paste link for additional information	https://ncmbschool.com/naac/Welfare-measures.pdf
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

0

File Description	Documents
Upload any additional information	No File Uploaded
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

15

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	View File
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

14

File Description	Documents
IQAC report summary	No File Uploaded
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	View File
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 facilitates the professional growth and enrichment

for all the staff. The organization has a well designed performance appraisal system. It is executed with the help of Self Appraisal Reports which gives quantitative assessment of the staff members. This system is maintained with the objective of improving academic and administrative standards.

The Performance is self assessed by duly filling self appraisal report with proofs of performance by all the Staff at the end of academic year. The applications are then evaluated by respective Department Heads, Principal and an expert committee from the management side. The Expert Committee every year evaluates the performance of teachers in group and in person. They suggest corrective measures collectively and in person. The Principal submits a Confidential Report about teachers to the expert committee on an annual basis. The Expert Committee makes detailed evaluation of those reports and provides encouragement, suggestions for improvement and corrective measures confidentially.

Performance Appraisal System for Teachers

Quality teaching is imperative for improving student outcomes and achievements. The system inspires faculty which boosts professional knowledge and growth. This provides an insight into one's own assessment of effectiveness of the teaching style and its impact on the students. The faculty appraisal takes into consideration the following parameters namely Academic Performance including Teachers evaluation by students, Publications in Journals, Publications / Participation / Organising Conferences, Seminars, Workshops, Faculty Development Programs, Research Initiatives - Projects applied for funding, Consultancy Activities, Student development, Department Activity, Inter-department Activity, Outreach (External Resource Person), Online/ Hands-on Courses Certification, Industrial visits organized for students, Internship arranged etc.. Faculty members are also evaluated on the basis of various responsibilities entrusted on them as extracurricular and extension activities.

Performance Appraisal System for Non-Teaching Staff by Students, Management and Teaching Staff:

The Management evaluates the non-teaching staff every year through a performance appraisal system. Students also get opportunity to rate the performance of non-teaching staff while conducting survey on the institutional performance. The principal monitors the performance of non-teaching staff and gives them continuous feedback. In a given format the teachers and the students evaluate the non-teaching staff

regularly.

File Description	Documents
Paste link for additional information	https://ncmbsschool.com/naac/Performance-Appraisal.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

Institution conducts internal and external financial audits on a regular basis.

Mechanism for Internal Audit and External Audit is as follows.

Internal Audit:

The college itself carries out the initial stage of the internal audit to ensure the authenticity of each and every financial transaction frequently. The internal audit is carried out by the Principal. He scrutinizes and verifies the financial data which is further scrutinized by the Officer in-charge (Accounts) at the Management Office for clarity, authenticity, transparency and financial accuracy.

Proper procedure for purchases is adopted. Income/Expenditure is closely monitored by the Principal and the Officer in-charge (Accounts) at the Management Office.

External Audit:

The external audit takes place annually after the completion of every financial year. The external auditing involves performing procedures to obtain evidence about the amounts and disclosures in the financial statements. The bills and vouchers of the revenue expenditure and other files / registers are checked. Chartered Accountant, who works as an auditor is appointed by the College Management.

The Management is liberal and at the same time ensures the funds are utilized both effectively and efficiently. The audit objections/compliance, if any, is handled by the Accounts Department.

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)

0

File Description	Documents
Annual statements of accounts	No File Uploaded
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

The College has a well-functioning mechanism for mobilization of funds and optimum utilization of resources. The budgetary provision for academic and administrative activities is planned at the beginning of financial year by the Planning Board.

The Planning Board, constituted by the Principal and Departmental Heads has the responsibility for assessing, planning, implementing and supervising the fundraising activities of the college. The Management Committee evaluates the requirements of the departments and other forums for the proper allocation of funds.

The predominant sources of funds for the institution are:

1. Students fees (Tuition, College, Hostel, Transportation etc.)
2. Bank loans

3. Funds from Society and Promoters

Proper utilization of financial resources is planned at the beginning of every financial year. The utilization of these funds is ensured through financial auditing at the end of each financial year. The expenses of the funds are mainly due to the following

1. Salaries
2. Departmental Budget
3. Infrastructure including IT and Library
4. Maintenance etc.,
5. Administrative expenses
6. Cultural & Co-curricular activities (Seminars, Workshops, Conferences, Guest Lectures, Field Trips, Signature events etc.)
7. Promotional activities

Only authorized persons by management can operate the transaction through the bank. For each and every financial transaction proper permission is taken from the Principal of the College.

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

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 role of Internal Quality Assurance Cell is to monitor the quality of services being provided by the institution to its stakeholders. Reviewing of the quality policy is done once in every semester and the revision takes place as and when required by the IQAC committee.

The major initiatives include:

- Devising quality strategies
- Evaluating curricular and co-curricular activities
- Introducing best practices
- Organising Workshops, Seminars, Conferences
- Monitoring the extension and outreach programmes of the

departments of the college

- Promoting high professional standard by integrating research in teaching
- Ensuring stakeholder participation
- Introducing quality initiatives like accreditation and ranking, consultancy, collaboration, e-attendance, feedback analysis, initiative toward patent filing and incubation centre, internal promotion guidance, research quality enhancement etc

File Description	Documents
Paste link for additional information	http://ncmbsschool.com/naac/IQAC-Minutes-of-the-Meeting-&-Action-Plan-2020-2021.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

The College in keeping with its vision and mission to provide quality education to the students through an effective and meaningful teaching-learning process employs IQAC to play an important role by adapting to two practices namely:

1. Conducting Academic Audits regularly. The Departments do a SWOC Analysis of their performance based on results, research projects, effective curriculum implementation and use of ICT-related pedagogical methodologies. Based on the audit, the IQAC gives constructive feedback to the Departments suggesting measures for internal quality enhancement. It makes recommendations for the Departments to do self-evaluation and to set higher goals to meet new challenges.

2. Collecting feedback from stakeholders like students, parents, staff and alumni to facilitate teaching-learning reforms. This helps in obtaining an unbiased and honest opinion about the institutional performance especially in academics. Student feedback of teachers is conducted regularly. A careful analysis of the feedback received is done and communicated to the teachers to enable them to enhance their teaching skills and their relationship with the students.

IQAC Teaching Learning Review Mechanism

At the beginning of the academic year, IQAC collects department academic plans and monitors its effective implementation throughout the year. Teacher Performance Record devised by the IQAC is a continuous self-appraisal system to keep track of the performance of the faculty on desired outcomes. IQAC communicates its policies regarding Remedial, Mentoring and OBE to all teaching departments at the beginning of the academic year. IQAC has a practice of comprehensive semester wise result analysis to pinpoint strengths and weaknesses of different departments. IQAC monitors IT enabled, outcome based, student centric and holistic methodologies of teaching learning process.

IQAC Institutional Review Mechanism

IQAC and the management evaluate the performance of non-teaching staff. The institution takes feedback from students on Institutional Performance every year. IQAC conducts Annual Academic and Administrative Audit every year. IQAC encourages Peer Evaluation of teachers. Green audit and Gender audit are regular practices in the campus.

IQAC Evaluation of Learning Outcomes

At the end of the semester, the IQAC committee assesses the compliance of departments with the parameters of OBE set by the University. IQAC promotes the culture of research amongst students by organizing Research Workshops for students. Value added Courses impart life skills and are transacted by practitioners, thus providing opportunity to students for hands on experience and building bridges with the Corporate World.

The IQAC of NCM will inculcate innovative and research capabilities within students for product design and development, create entrepreneurial culture in the institution, reduce the gap between industry and academia and guide the students to provide innovative solutions for social problems.

File Description	Documents
Paste link for additional information	http://ncmbschool.com/naac/IQAC-Minutes-of-the-Meeting-&-Action-Plan-2020-2021.pdf
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)

B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	http://ncmbschool.com/naac/IQAC-Minutes-of-the-Meeting-&-Action-Plan-2020-2021.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 institute promotes gender sensitivity through various initiatives and actions for creating safe, secure and healthy atmosphere in the campus. This is not limited to the classrooms alone.

- The college promotes gender diversity in the admission policy, and it pays special attention to admitting female candidates
- CCTV cameras have been fixed in the prominent places like hostel, campus corridors, main campus building and common places.
- A resident lady warden in the ladies' hostel is employed along with a separate resident warden for boys' hostel.
- The college has an active Internal Complaints Committee, a statutory body formed to register complaints of harassment and to undertake formal proceedings to resolve them.
- Suggestion/complaint boxes are made available at defined locations for the students and faculties to drop in their

cause of concern in the form of a written complaint.

- Anti-ragging committee takes in stake of ragging incidents, if any regularly.
- Events relating to gender equity promotion are carried out throughout the year in the campus.
- The Mentor - Mentee Relationship takes care of the grievances and up-liftment of the students. Students meet their mentors for any grievances- regarding gender related issues if any, personal problems, general issues, lack of facilities, academics etc.
- Common rooms for girls are provided in the institute. All the required facilities to relax are provided in the common rooms.
- The college has organised an impressive number of events in the form of lectures, workshops each year in creating awareness amongst students about the inequalities confronting all genders. The topics includes gender sensitivity, women and work, sexual harassment, health and hygiene Counseling is given to the needy.

File Description	Documents
Annual gender sensitization action plan	https://drive.google.com/file/d/1uYGYK2F8uY7smzekp6m9bWPiji2PyTp1/view?usp=sharing
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://drive.google.com/file/d/1WRfgtDpmktG3LwCOaVZ0Fi3HI3R4B5Z/view?usp=sharing

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

Nehru College of Management facilitates several methods for the management of degradable and non-degradable waste. It tries to maintain a clean green eco friendly campus.

Solid Waste Management

- The Campus is maintained as clean green and plastic free campus adhering to governments rules and regulations.
- The old books (IA books) and assessment papers that are used for internal tests are given away for recycling after keeping them for a specified duration in store room. This ensures effective paper recycling which further aids in fewer trees being cut down.
- Collection drives for newspapers and posters have been organized by Environment Club.
- Recycling workshops held amongst students by the Environment Club arises awareness about plastic waste, food waste and menstrual waste.

Liquid Waste Management

- The college has systematically reduced water wastage by organizing various department and student level sensitization programmes.

E-Waste Management

- The e-waste generated in the Institute are collected together from all departments and handed over to an external e-waste recycling agency. We organized an E-Waste Awareness Campaign. And disposed the e-waste as per government norms.

Talks, quizzes and competitions were held to educate the students and staff alike and to encourage active participation.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	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	View File

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**

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File

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

E. None of the above

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

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	No File Uploaded
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	View File

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).

- **NCM believes in Unity in Diversity. It values inclusionary practices in its admission policy and scholarship schemes**
- **Learn and integrate various cultures through celebrations like Diwali, Onam, Christmas etc. with equal fervor and remove**

cultural shock.

- We celebrate and protect cultural, regional, linguistic, communal, socio-economic diversities through various programmes organized by the college.
- The Faculty while taking classes ensure that classroom discussions are to the expected level of respectability to all and encouraging all to participate.
- The Management considers that classroom homogeneity and participation of all students are extremely useful for effective learning of management lessons.
- The senior professors of NCM take up special interactive sessions for the incoming MBA/MCA students of every batch in their initial days of orientation programme about the values of an inclusive environment, and the role of cross-cultural communications
- NCM inculcates values of inclusion and respect for people from all strata. Through its students as ambassadors in the process of empowering young minds through education.
- The magazine contains with various language contents.

The college clubs engages with cultural, regional, communal, socio-economic and sexual diversities from a variety of gendered perspective.

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	View File

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

- Nehru College of Management has been committed in educating students as constitutionally aware citizens sensitized to their Fundamental Rights and Duties.
- The College organizes various programmes and activities related to the above mentioned topics.

- The Students Development Council renders its support by taking the message across the students and society through programmes organized by the college
- The college through its councils monitors the activities of the students to foster honesty and orient students towards fighting corruption. Pledges are taken by all on most important days.
- Cultural Celebrations like Genesis leads students to promote unity in diversity and religious harmony.
- Guest Lectures through Women Empowerment Cell and Screening of Movies are conducted regularly to understand the above mentioned topics.
- Students organize the teachers' day every year in the College campus to felicitate the teachers and also to show their gratitude towards a great teacher and a legend Dr. Sarvepalli Radhakrishnan

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://drive.google.com/file/d/11eqy7Gbm150-5MQiDFpOaxWdulVvgCIz/view?usp=sharing
Any other relevant information	https://drive.google.com/file/d/11eqy7Gbm150-5MQiDFpOaxWdulVvgCIz/view?usp=sharing

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	View File

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

- Nehru College of Management celebrates days of commemoration, events and festivals of national importance, recognizing and honoring momentous contributions of historical figures to freedom and justice.
- Various days of both National and International importance like environment day, yoga day, women's day and other days are made aware to all through programmes and celebrations..
- NCM undertakes several measures to enlighten students about the importance of hygiene and sanitation on an individual, local, regional and national level.
- NCM celebrates pan-Indian festivals like Diwali, Onam and Christmas to inculcate a sense of respect for our religio-cultural diversity among students.
- Students organize the teachers' day on 5th September every year in the College campus to felicitate the teachers and also to show their gratitude towards a great teacher and a legend Dr. Sarvepalli Radhakrishnan.

NCM celebrates pan-Indian festivals like Onam, Diwali, Christmas and Pongal to inculcate a sense of respect for our religio-cultural diversity among Students

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	View File
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.

BEST PRACTICE I Mentoring Systems Objective: The objective of Mentoring is: To achieve the vision of the institution viz., to develop into a truly Global citizen. To provide a continuous learning process for both the mentor and the mentee. • To establish the mentor as a role model and to support the mentee for personal and academic development. To establish a vibrant relationship between the teachers and the students that will ensure responsibility of academics discipline Procedures to be followed. Mentoring session is conducted every Saturday on a regular basis? The session is compulsory for every students' to attend without fail. Mentors are assigned some students for the whole duration of a semester each .i.e. six months. The mentoring parameters are based on four aspects i.e. academic, attendance, career and general. The mentors are provided with details of mentee's performances in terms of academic (weekly test, class test, mid-term and end-semester exam) and attendance records. The mentor also keeps track of the mentee's personal development such as co-curricular activities, discipline and career related issues. All Faculty members of Nehru College of Management play the role of a mentor with the motto of guiding the students' in the direction of career path, emotional and motivational support. Faculty Members help the students in setting goals, developing contacts, identifying resources and exploring hidden talents. The Faculty role as a mentor changes as the needs of the mentee changes. Every year mentoring team is formed and the mentoring process is reviewed in the Faculty Meeting. Every week one hour is allotted for mentoring, where students are hand held by faculty to set goals and achieve it. Record for each student is maintained by the respective mentor to have a consistent follow-up on student's performance on various dimensions. Mentoring is done for the Employment and career guidance to the students. Based on the students' feedback, the mentors concerned will incorporate new methodologies in teaching -learning process as well in Research and

Development activities.

BEST PRACTICE II Use of Social Media as Teaching Learning method

Objectives: Use of Social Media as Teaching Learning method is to encourage the development of transferable, technical, and social skills (TTS) of value in formal and informal learning.

- To promote participatory culture among students - space that allows engagement, sharing, mentoring, and an opportunity for social interaction.
- To discuss / share curriculum-related content and enhance the prescribed curriculum for students.
- To emphasize specialized in communication. To improve student comprehension
- To enhance student networking and collaboration with other nurture globally.
- To use the advanced technology in the teaching learning process. To make the teaching learning process more interesting.
- To get feedback from the students
- To post assignments, questions, readings, and grades as well as ways to interact with the students through forums or chats.
- To provide a virtual "space" for learners.

The Context: Students are changing, and those once effective teaching methods are becoming stale. Faculty, and campus administrators, can utilize social media as a tool for creating new ways to engage students and demonstrates to them a variety of uses for the internet and their favorite sites. One of the biggest challenges in online education is the lack of interaction between students where as this blogs try to provide more opportunities for discussion and communication. By this we meet the twin objective of Using ICT in day to day Class rooms and exposing students to new age Technology.

File Description	Documents
Best practices in the Institutional website	https://ncmbschool.com/naac/7.2-Supportive-documents-Best-Practices.pdf
Any other relevant information	Nil

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

To be a reputed top notch Business School, The College has shifted its focus from teacher centric to student centric. This is achieved by providing new specialisations like sports Management, Agricultural Management, Media Management, Logistics Management in the curriculum and offering value added courses like Business Analytics, Tourism Management and so on. New innovative teaching pedagogy using technology have been introduced. The college organizes various workshops, seminars and also encourages students to participate in activities organised by other institutions. Eminent experts from the industry were invited to interact and update with the latest developments in industry. The Placement and Training Cell helps in equipping the students through rigorous tests and makes them industry ready and readily employable. The students are also supported by Mentors and Alumni in shaping their career. Our Outbound Training Centre through its activities trains the students to face challenges in the corporate world. The economically weaker students are supported with scholarships. The internships in organisations and frequent industrial visits including both National and International enable the students to learn the prevailing practices of Management. The Entrepreneurship Cell promotes the Entrepreneurial Skills through awareness programmes and power talks from the entrepreneurs and government organisations.

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

Nehru College of Management never compromise with the quality of education and for the effective implementation, it is adopting the following steps:

- Apart from organizing regular faculty meetings at the beginning of every semester, Principal insists the faculty members for which activities priority should be given.
- The department heads organizes faculty meetings at the departmental level. In that meeting the innovative teaching methods and contemporary practices in the business world and Information Technology which has to be inculcated in the minds of the students was analysed. Workload and its effective implementation have been discussed in these meetings. Workload distribution and Timetable is submitted to the principal. Regular discussions are held between department heads and faculty members of the department.
- The college encourages the faculty members to upgrade themselves by attending FDPs / Conferences/Workshops/Symposiums/Seminars/Webinar etc.
- Research activities which plays a crucial role in making a faculty becoming very eminent was given due importance.
- Keeping in mind that each student should achieve their goal, Outcome based education was given importance along with Chalk and Blackboard method ICT classes for effective lecture delivery.
- Faculty members are encouraged to conduct classes in Activity based learning through Group discussions, Brain storming sessions and Case studies are discussed amongst the students during the Class.
- Micro-teaching and seminars by students related to curriculum.
- Students are encouraged to participate co-curricular, extra-Curricular, Sports and cultural activities in National and International level.
- Need based survey programmes, field works and educational excursions are carried by the departments.
- Project work and Internship are part of the curriculum for the successful completion of their degrees.

- To know about the recent advancements in Management and Computers Applications through special talks by experts are being arranged.
- Regular class test, internal examinations, regular assessment in practical classes, viva-voce, are done to keep track on the improvement of the students.
- Remedial classes for the weak students were conducted at regular intervals.
- To handle the students with utmost care and attention, a mentor-mentee allocation has been done. Every faculty is assigned with students and the duty of that faculty is not only to ascertain the academic performance of their students at regular intervals but also to look after their mental health ie proper counselling should be given if they do have any issues. Similarly the physical well being of the students also will be monitored.
- To enhance the communicative, managerial and technical skills of the students value added courses has been conducted by external experts or in association with institutions.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	Nil

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

Our College Academic Calendar includes the detailed information about the various academic activities such as Mentor-Mentee Allocation, Society Reports, Environmental Club Activities, Women empowerment, Cultural Club, Functional Club and Staff Council Meetings. As far as the Mentor-Mentee allocation is concerned, every faculty member will be allotted with a prescribed number of students. Every Mentor will have the profile of their Students, their internal marks. These records are used to identify the weaker section of the students and do periodic counseling and special coaching.

The Environmental Club plays a key role in planting the saplings of the trees in and around our college so as to maintain an

ecologically rich environment. Various awareness programmes were conducted by the women empowerment cell for women so as to inculcate in their mind, the rights they have. Fine Arts Club's Motto is to bring out the hidden talents of the students by means of various events such as singing, dancing, painting etc. Further this club pesters the students the need to know about our cultural heritage.

Functional Club takes into consideration the various core and specialized subjects taught in the club, for example HR and IT Club. Apart from the Academic Curriculum, the Club co-ordinators organize activities so that the technical, aptitude and skills of the students in that particular subject will be enhanced.

Every Month Departmental Meetings will be conducted by the Director - MBA and HOD of MCA respectively. Syllabus Coverage, Internal and Model Examinations, Conferences, Symposiums, Seminars, Workshops and all other activities which are to be conducted for the welfare of the students will be discussed.

The College is affiliated to Bharathiar University, Coimbatore and follows the rules and guidelines regarding the assessment and evaluation process by the university. The internal exam time table prepared by the exam cell is communicated to the students and faculty members in advance. The schedule of the internal examination is decided at the beginning of the session, in the form of academic calendar. The institute follows continuous evaluation/assessment on the basis of curriculum prescribed by the University. Question paper is prepared by individual faculty/faculty members teaching the same subject. Answer sheets are evaluated and checked answer sheets are shown to the students. Answer sheets are distributed to all the students and answers are also discussed with the respective student. Two internal tests and one Model were conducted. As per the direction given by the University, all the students must attend the internal examination compulsorily. The consolidated internal marks are sent to the university and this internal mark is added to the semester exam.

The college prepared the academic calendar which includes the Internal evaluation scheduled for the year. Due to Covind'19 pandemic situation the examination schedules has rescheduled based on the situation. As per the government directions all the classes are handled online mode and Continuous Internal evaluation (CIE) have been conducted online until the Government directed as offline.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	Nil

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

D. Any 1 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	View File

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

2

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
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)**1**

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**44**

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

A strong value based holistic approach for the development of the students is practiced in our college by effectively integrating cross cutting issues relevant to gender, sustainability, environment, human values and Professional ethics.

Gender

Gender related topics like women entrepreneurship and women wages Act are an integral component of various program. Students are sensitized and encouraged to work towards gender equity from a cross cultural perspective. Gender sensitization camps are organized in rural areas of Tirumalayampalayam that include Women's rights, human rights, child rights, gender justice and gender equality. Different functional cells of the college engage in various schemes and programmes related to these cross-cutting issues. As gender sensitivity the Women Empowerment Cell of the

college provides training in Yoga & Safety awareness. The college conducts gender audit to check the adherence of college activities with its gender policy. The institution guarantees equal opportunities for all the students without considering their gender in Students Development Cell Election, departmental associations and various cells.

Environment and Sustainability

The college organizes programmes like Swachhata Rally and Street Plays to instill a sense of responsibility for Environmental Sanitation & Solid and Liquid Waste Management. The college developed Clean and Green eco-friendly Campus through Tree Plantations. Our college instruct all students and staff to use Jute bags instead of plastic bags to maintain Plastic Free Campus. The Campus has Sewage Treatment Plant and Rainwater Harvesting and it's maintained well. Prohibition of health causing hazards like Tobacco, Pan, Gutka inside campus is effected through proper awareness programmes and posters. E-waste management audit is done regularly.

Human Values

The college insists "Amutha Surabi" to provide free food for 15 families in nearby villages to enrich the human values. The college also offers Nehru Dream House for poor families in nearby Villages. The learning of human value and organizational value happens through Organizational Behaviour course.

Professional Ethics:

The students must become empowered professionals and contribute to the economic and technological development of the nation besides acquiring skills for logical reasoning and decisions in times of crisis. During past decades, the college has made efforts towards developing value based education with a vision to promote values to be a better citizen. A strong community oriented work culture is based on the sustainability way of life that involves education and health care, innovation and human values. A compulsory course on Business ethics and values is offered in MBA programme. The students also educate in Ethical way in advertising, marketing, retailing and information Technology in the respective curriculum. The College also has a model code of ethics to curb various malpractices.

Various Career Guidance Programmes are organized to inculcate

professional ethical practices in students. Special emphasis is given to encourage ethical, fair play and equity practices among students in the conduct of various inter-collegiate competitions and cultural practices.

The college has a Code of Conduct and Ethics Committee for students and teachers.

File Description	Documents
Any additional information	View File
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

03

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	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	View File

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

124

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	https://ncmbsschool.com/naac/NAAC-Feedback-Analysis-Report-20-21.pdf
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	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://ncmbsschool.com/naac/NAAC-Feedback-Analysis-Report-20-21.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 students admitted during the year

78

File Description	Documents
Any additional information	View File
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

60

File Description	Documents
Any additional information	View File
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

- Our Institution identifies the students as slow learners and advanced learners based on the internal test performances, class participation, assignment, seminar etc.
- Through a mentor-mentee system also all kinds of support are provided to the slow learners.
- The mentor also identifies other skills and strengths and encourages them to sharpen them which helps build self-confidence resulting in improvement in academic performance.
- The mentor also connects the weak learners to the subject teachers with whom they are comfortable for extra support.
- The Institute ensures that a slow learner clears all their subjects within stipulated time.
- The students are also given an opportunity to be office bearers of Student Development Council (SDC) to lead professional activities at college Levels and outside. This initiative teaches them to strike a perfect balance between academics and extra & co-curricular activities which goes a long way in achieving success in their professional career.
- For both slow and advanced Learners the placement training

to be conducted through NCPIR (Nehru Corporate Placements and Industrial Relations)

Advanced Learners

- Our Institute encourages the advanced learners to organize workshops and seminars to improve their leadership skills and knowledge.
- They also given opportunities to be part of innovative projects and other technical initiatives of the institute through NGI-TBI (Nehru Group of Institutions - Technology Business Incubator) which is recognized by the National Science and Technology.
- Students are encouraged to do the real time projects for their project work as per University Syllabus.
- Students are encouraged to present their paper and Participate in International, National conferences and enrich their skills in publishing papers in journals.

Slow learners:

- Individual counseling given through Mentor-Mentee system.
- Remedial Coaching classes conducted during the study holidays.
- Given assignments and revisions of previous year question papers.

Courses in soft skills are offered to improve reading and writing skills in English through value added course.

File Description	Documents
Paste 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
205	18

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

Experiential learning:

The students are engaged in rich experiential content through applying theoretical knowledge to Programming in Computer Laboratories, periodical industrial visits and their project works. All final year MBA & MCA students have project work in their third and final semester in the curriculum respectively.

Participative Learning:

Our College uses the Participative Learning to encourage students to actively involve them in learning process. We are using participative learning and activity based teaching methods like Group Discussions, Role Plays, Assignments, Quiz.

Our College has special learning center called NOBLE (Nehru Outbound for Leadership Excellence). NOBLE offers Customized programmes to simulate established models on outbound format to bring out specific learning. The program is designed as a Two days, four days and weekend residential Programme for positive transformational change. It is designed to let individuals and teams discover their true potential.

Students Development Cell (SDC) is the best example for participative learning in our campus. Every year the office bearers have been selected by election and voluntary. Apart from the SDC all the Clubs, Committees and cells have the student coordinators to ensure the participative learning.

Lecture method:

Teaching and learning activities are made effective by these practices. The teachers use the conventional black-board presentation methods specifically for mathematics subjects. Apart from this the teachers use power point presentation and subject related games.

Project methods:

The project work shows the student's interest in the subject and provides an opportunity to freedom of thoughts and free exchange

of different views. As per the requirement of University syllabus, the project work is carried out through summer project, Mini Project and Major project by the students with the help of internal and external guides.

ICT Enabled Classroom Teaching

The classrooms are equipped with Wi-Fi and LCD projector, audio visual facilities which make the classroom delivery more effective. Well equipped and ventilated, air-conditioned classrooms with smart interactive boards.

Learning through Extension Activities

The students can also participate in extension activities through various clubs in our college such as, IT Club, Environment Club and so on.

Industrial visits

Every year we organize International visit that bring the International exposure to the students. This year our Final year students visited Malaysia, all the arrangement and assistance were done by student committee that shows their participative Management.

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

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

- Well-equipped and ventilated, air-conditioned classrooms with smart interactive boards.
- The classrooms are equipped Wi-Fi and enabled with LCD projector, audio visual facilities which make the classroom delivery more effective
- Air-conditioned Wi-Fi enabled seminar hall with seating capacity of 150, equipped with Wi-Fi, LCD projectors, and interactive board for mass dissemination.
- The seminar hall is used for various events, symposiums, conferences & seminars hosted by Nehru College of

management.

- Internet facility is provided to every faculty and student of the department through Wi-Fi modems.
- Wi-Fi facility has also been provided in the hostels where they have access to the World Wide Web and the e-mail server of the department.
- 24*7 Uninterrupted Power Supplies.
- Video Conferencing facility is available.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	No File Uploaded

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

11

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

18

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

5

File Description	Documents
Any additional information	View File
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

96

File Description	Documents
Any additional information	No File Uploaded
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 College is affiliated to Bharathiar University, Coimbatore and follows the rules and guidelines regarding the assessment and evaluation process by the university. The internal exam time table prepared by the exam cell is communicated to the students and faculty members in advance. The schedule of the internal examination is decided at the beginning of the session, in the form of academic calendar. The institute follows continuous evaluation/assessment on the basis of curriculum prescribed by the University. Question paper is prepared by individual faculty/faculty members teaching the same subject. Answer sheets are evaluated and checked answer sheets are shown to the students. Answer sheets are distributed to all the students and answers are also discussed with the respective student. Two internal tests and one Model were conducted. As per the direction given by the University, all the students must attend the internal examination compulsorily. The consolidated internal marks are sent to the university and this internal mark is added to the semester exam.

The college prepared the academic calendar which includes the Internal evaluation scheduled for the year. Due to Covind'19 pandemic situation the examination schedules has rescheduled based on the situation. As per the government directions all the classes are handled online mode and Continuous Internal evaluation (CIE) have been conducted online until the Government directed as offline.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

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

There is complete transparency in the internal assessment.

- At the beginning of the semester, faculty members inform the students about the various components in the assessment process during the semester.
- The internal assessment test schedules are prepared as per the university curriculum and communicated to the students well in advance.

At Institute level:

- There is a Monitoring Committee at the department level that looks into students, grievances regarding errors in evaluation and it takes necessary steps to rectify them.
- The answer scripts of internal class tests/assignments are returned to the students after evaluation and they can immediately convey their grievances, if any, to the teachers.
- The corrected answer scripts at random are verified by HOD to ensure the standard evaluation process.

At University level:

- The queries related to results, corrections in mark sheets, other certificates issued by university are handled at our college after forwarding such queries through the college examination section.

Students are allowed to apply for revaluation, recounting and challenged evaluation by paying necessary processing fee to university if they are not satisfied with the university evaluation through college.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

PROGRAMME OUTCOMES, PROGRAMME SPECIFIC OUTCOMES, COURSE OUTCOMES

Mechanism of Communication:

- Learning outcomes form an integral part of college vision, mission and objectives.
- The learning outcomes graduate attributes which are integrated into the assessment process in its syllabi that is clearly publicized through its website and other documents.
- The learning objectives are communicated through various means such as college prospectus, Publications, Magazines, Website, Principal's address to students and parents,

Alumni meets and dissemination in classroom by concerned staff.

- The syllabus also provides information about scheme of instruction and evaluation.
- Students are made aware of the course specific outcomes through orientation programme, classroom discussion, expert lectures and practicals.
- The importance of the learning outcomes has been communicated to the teachers in IQAC Meeting and Staff Meeting.

The college encourages the teachers to participate in various seminars, FDPS, workshops etc., to enrich them and attain the outcomes while teaching / learning in the classes.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://ncmbsschool.com/images/MBA-2020-21.pdf
Upload COs for all Programmes (exemplars from Glossary)	View File

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

The Institution regularly evaluates the performance of students through various methods for measuring the attainment of each of the Program Outcomes, Program Specific Outcomes and Course Outcomes.

Evaluation Process:

- It is provided through University Examinations, terminal exams, internal and home assignments, seminars, unit tests, surprise tests, attendance regularity etc.
- The faculty records the performance of each student on each programme and is also taken care by the mentor.
- Remedial coaching is provided to slow learners to make pace with the desired progression.
- External Assessment & Internships: Students are encouraged to take up internships, projects, fieldwork, etc. This helps them to obtain necessary skills and practical experience in their chosen discipline. It is evaluated by external experts for the Practical examinations, appointed

by the University through Viva-Voce and practical files.

- **Feedback Evaluation:** The Institution collects feedback from students, Alumni, Employers and Parents which is an important method of measuring attainment with objectives of identifying the attainment level of students in terms of programme, subject, course and syllabus outcomes and to understand the impact of teaching learning process.

Placements: The employability of students upon successful completion of their degree programme is also a measurement. The college placement cell takes care of the placements.

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

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

118

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	No File Uploaded
Paste link for the annual report	Nil

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://ncmbsschool.com/naac/NAAC-Feedback-Analysis-Report-20-21.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)**

0

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 teachers recognized as research guides (latest completed academic year)**3.1.2.1 - Number of teachers recognized as research guides**

01

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year**3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year**

0

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

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

The Institution provides a conducive environment for promotion of Innovation and Incubation. All required facilities are provided and guidance is extended to the students. Students are encouraged to actively involved in the application of Technology for societal needs. Necessary support is provided for Documentation, Publication of Research Papers and also for obtaining patents.

Awareness meets, workshops, seminars and guest lectures on Entrepreneurship are organized. Students are provided opportunities to directly interact with outstanding entrepreneurs excelling in their field. Product service Training is provided for creating awareness on marketing the products.

The sole objective of the Incubation Center is to facilitate students to convert their Ideas into Technological Innovations. Students are encouraged to gain hands on experience and better Industrial Exposure. College has recognized Research Centers in the departments and this would be an added advantage to the students to develop their Prototypes. Ideas and innovations flow steadily with the startup a beginning was done to nurture our students and transform, innovations in to a vital force for economic growth. Startups were initiated by the students for the latest innovations.

During the last five years 10 PhD's are produced by the research centers established in the college and 36 research scholars are working actively in these research centers under 5 recognised guides. Students are provided with an opportunity to acquire skills for commercialization of their product. The Local Entrepreneurs are invited to address the students and inspire them.

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

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year**05**

File Description	Documents
Report of the event	View File
Any additional information	View File
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards**3.3.1 - Number of Ph.Ds registered per eligible teacher during the year****3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year****7**

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year**3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year****1**

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

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

0

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

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

The College was set up a Rural Service (RS) allotted Nehru Group of Institutions, Coimbatore. About 200 students have enrolled their names as RS Volunteers. The motto of RS is 'Not Me But You'. Service to mankind is service to god. Imparting such values and attitude in to students is the motive of the institution. Believing in this, the institute carries out a number of extension activities in the neighbourhood community.

The RS units concentrates on the welfare of the neighbourhood community and sensitizes their social problems and takes necessary steps for the betterment of the society. These social outreach programmes brought a great impact on the holistic development of the students as they come across different categories of the people and their living standards.

Extension activities in the neighbourhood community during the accreditation period:

Activities like Swach Bharath (2017-2019) is conducted in Thirumalayampalayam, Arisipalayam, Pichanoor, Rottigoundanoor, Palathurai, Madukkarai Market, Nachipalayam and KG Chavadi. Importance of cleanliness and its impact on health is delivered to villagers.

Created awareness on Rain water harvesting pits to the villagers in Mayilamparai and observed ground water level have improved.

Career guidance and Goal setting was carried out at St. Anns. High school, Thirumalayampalayam children are given career guidance. Students gained knowledge of various competitive exams.

Tree plantation was done at Perumalpathi. Planted hundreds of samplings to make green & clean Perumalpathi. Due to this tree plantation air pollution is reduced and residents are benefited.

Campaign was conducted Digital literacy and training on cashless transactions is done in and out of college area Different types of easy cashless transactions are familiarized by the students, to the villagers.

An awareness campaign on Plastic pollution and the ill effects of plastic usage and plastic waste was carried out in Thirumalayampalayam village. Usage of paper bags and jute bags are increased.

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

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

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

0

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

3.4.3 - 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

3.4.3.1 - 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

0

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

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year
3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

0

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

3.5 - Collaboration
3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year
3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

0

File Description	Documents
e-copies of related Document	No File Uploaded
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

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

3

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	No File Uploaded
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.

Nehru College of Management has continuously provided superior education and ensures 360 degree development of the students in order to create future generation managers, software technicians and developers. Eco-friendly campus and an aesthetic landscape with all the modern facilities bring uniqueness to the institution and the students. The institution has an exquisite infrastructure favorable to teaching, learning and overall development of students. The academic block has a well ventilated and spacious classrooms, staff rooms, department rooms, computer labs and Library. To strengthen the academic delivering to the students, the classrooms are equipped with projectors, ICT network connections and system. There are three computer labs

available for the students. These labs have adequate computer equipment, internet connectivity, required software for practical's and portable projectors to support practical sessions and examinations. The campus is Wi-Fi enabled along with LAN facility.

The Institution Library covers two floors of A Block building, with a total area of 4000sq feet. It is Wi-Fi enabled and has a seating capacity of 100 users. The first floor of the library has a librarian's room, circulation (Issue/Return) counter, Periodical Section and Processing Section. The second floor has the Text-Book Section for lending and reading purpose. Reading area is available on the first floor as well as the second floor for the faculty and students. The Administrative Block of the institution consists of the Office room, Principal's Office, Seminar Hall, Board room and Dining room which are fully Wifi enabled. Institution has a glorious Multi-Purpose Hall with an Auditorium that can accommodate 3000 persons and is used for Cultural events and Conferences.

Laboratory: Lab admin maintains the stock register and monitor the overall efficiency of the computers and accessories. The record of maintenance is maintained by lab technician and monitored by Heads of the department. Peripherals are checked by respective technical assistant for any problem. The software updates and ICT tool and internet related problems are resolved from the respective service providers

Library: The requirements of the books are given by the departments to the Librarian. The librarian prepares the final list of the books required and gets approval from the Principal. A separate register is maintained to periodically monitor the usage of books by the students.

Classrooms: Classrooms and seminar hall are provided with sufficient sitting capacity, LCD with necessary software. The classrooms are well air conditioned and maintained daily in the morning by the house keepers. The projectors and WiFi facilities are made available for the students and staff. The working condition of projectors and connections of WiFi are regularly monitored and issues are solved immediately by the technicians. Blackboard, furniture and white board are properly placed for usage.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://ncmbschool.com/naac/College-Infrastructure.pdf

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

Holistic growth of students is a prioritized commitment provided by the institution through infrastructure and learning facilities. It provides adequate facilities for indoor / outdoor sports and cultural activities. A spacious multipurpose hall fully equipped with Auditorium, Common Room and other amenities for the students to organize and participate in recreational, co-curricular and cultural activities. The Auditorium is a common infrastructure developed for group of institutions situated within the campus. It can accommodate 3000 persons. The auditorium has excellent sound system with speakers, amplifiers and a mixer. It also has two indoor synthetic courts for Badminton game. The auditorium has been provided with a movable screen and a portable projector. The institution also consists of a seminar hall within the campus that is fully equipped with sound system, projector and a system. The outdoor sports facilities include common Cricket & football court, Basketball court, Volleyball court etc. Indoor games include chess, carom and Badminton.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://ncmbschool.com/naac/College-Infrastructure.pdf

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

12

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

8.55

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 requirements of the books are given by the departments to the Librarian. The librarian prepared the final list of the books required and gets approval from the Principal. A separate register is maintained to periodically monitor the usage of books by the students. Autolib Software is used in the Library as a database management system.

The Institution Library covers two floors of A Block building, with a total area of 4000sqfeets. It is Wi-Fi enabled and has a seating capacity of 100 users. The first floor of the library has a librarian's room, circulation (Issue/Return) counter, Periodical Section, online Public Access Catalogue, Processing Section, and Stacks. The second floor has a Text-Book Section for lending and reading purpose. Reading area is available on the

first floor as well as the second floor for the faculty and students.

Library Services includes the following:

1. Circulation/Lending Service
2. Reference Service
3. Reprographic Services: Photocopy facility is available in the library for the students at and faculty.
4. News Paper Service

Online journal access service

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://ncmbsschool.com/naac/College-Infrastructure.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

B. Any 3 of the above

File Description	Documents
Upload any additional information	View File
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)

0.497

File Description	Documents
Any additional information	View File
Audited statements of accounts	No File Uploaded
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

10

File Description	Documents
Any additional information	View File
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

1. Institute has 220Desktops/Workstations. Computer Labs have adequate number of desktops maintaining student to computer ratio of 1:1.
2. In addition there are 6 HP Deskjet printers, 10 LCD projectors (Hitachi/Epson), 17 WiFi devices, 26 speakers, 15 Network Switches, Laptops for Staff etc. This infrastructure is supported by computer networking devices, scanners and interactive teaching board etc.
3. The College has employed a full time System admin / IT Manager for maintenance and support of the ICT infrastructure.
4. Computing and internet facilities are available to all faculty and students in the campus which allows them to use it for academic projects, practical sessions and utilizing the e-resources.
5. Presentations and assignments are part of the MBA/MCA professional program and students use the ICT facilities effectively to explore and update their knowledge and showcase the skill.
6. All the computers are supported by a 40mpbs LAN and Wi-fi system.

7. The desktops and Laptops are running on windows 7, windows 7 pro, windows 10 and windows 10 pro operating systems.

Computers are installed with basic software like Open Office, MS Office, Antivirus and all standard Statistical and computational softwares and packages such as Python, R, SPSS, Stata, MATLAB, Tally ERP9 and Java etc.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://ncmbschool.com/naac/College-Infrastructure.pdf

4.3.2 - Number of Computers

220

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution

B. 30 - 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)

8.55

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
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.

A separate committee has been formed to monitor the maintenance of buildings, classrooms, library and laboratory and other physical facilities. The college ensures optimal allocation and utilization of the available financial resources for maintaining various physical facilities. The Head of the Committee conducts periodic check to ensure effective maintenance and utilization of infrastructure. Cleanliness and service providing are done by house keepers and it is done regularly. Separate washrooms are available for the boys and girls students. Cleaning of seminar hall, board room, class rooms, staff rooms are done by the house keepers regularly. Wash rooms and rest rooms are well maintained. Parking facilities are provided for the students and staff. Water purifier with hot water, cold water and normal water is available for the staff and students. Cleaning of water purifier is done periodically. The campus is completely monitored through CCTV camera. The requirements of repairing any equipment are reported to HoDs and these are fulfilled by campus administrator at the earliest. Non teaching staffs are well trained to maintain office accessories and other office materials. Gardening is done regularly in the campus. Dust bins are placed and maintained in classrooms, seminar halls and all classrooms. Verification of stocks takes place at the end of the year. If any civil work like electric work, painting, plumbing and furniture repairing is required, the concerned team will take action regularly. Suggestion box is placed for giving suggestion by the students and staff. Notice board is made available in all floors in each block. The updated information, college circular, exam date announcement and notification from other colleges are displayed in the notice board. Fire extinguisher is kept in both the blocks. Maintenance of UPS and generator is done periodically.

Laboratory: Lab admin maintains the stock register and monitor the overall efficiency of the computers and accessories. The

record of accounts is maintained by lab technician and monitored by Head of the Computer Application Department. Peripherals are checked by respective technical assistant for any problem. The software updates, ICT tool and internet related problems are resolved from the respective service providers

Library: The requirements of the books are given by the departments to the Librarian. The librarian prepares the final list of the books required and gets approval from the Principal. A separate register is maintained to monitor the usage of books by the students.

Classrooms: Classrooms and seminar hall are provided with sufficient seating capacity and LCD with necessary software. The classrooms are well air conditioned and maintained daily in the morning by the house keepers. The projectors and wifi facilities are made available for the students and staff. The working condition of projectors and connections of wifi are regularly monitored and issues are solved immediately by the technicians. Blackboard, furniture and white board are properly placed for usage.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://ncmbschool.com/naac/College-Infrastructure.pdf

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

9

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	No File Uploaded
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 benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year

25

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	Nil
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

124

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

124

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	View File

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**

10

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	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**

0

File Description	Documents
Upload supporting data for student/alumni	No File Uploaded
Any additional information	No File Uploaded
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**

0

File Description	Documents
Upload supporting data for the same	No File Uploaded
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	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.

0

File Description	Documents
e-copies of award letters and certificates	No File Uploaded
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 SDC Student Council, first formed in 2008 is elected annually through a fair and democratic process by active participation of all students. The Student Council consists of a President (Second year student) Vice-President (First year student), departmental and societal presidents, vice presidents, treasurers, and class representatives. In the academic year of 2020-2021, for instance, the Student Council was supported by I MBA, II MBA, I MCA, II MCA and III MCA students, within college and an organizing committee of 35 members.

The Student Council is officially recognized and felicitated during the annual SDC meet ceremony. During the ceremony, all members of the Student Council led by the President and the Vice-President of the council take an oath to serve in the interest of the institution and the society with integrity and devotion.

The Student Council - elected to represent the fellow students - work with the Principal, faculty convenors, and students for organizing events and also building a bridge between the faculty members, administrative staff, and students. The Student Council members help the faculty and administration in the Admission

process and the Orientation Programmes organised for new students annually also it take care of the programmes conducted by the institution where they get to get knowledge regarding the conduct of an event like- Genesis -a great cultural event organised by NCM involving a huge participation by all other colleges in Coimbatore. Funding for the activities organized by the council comes from the fees paid towards student aid fund, sponsorships, advertisements, donations etc.

The Board of Management and Staff at NCM actively encourages the Student Council to engage in a process of dialogue and consultation to help address student concerns.

Student societies: The College focuses on educating young women and training them in responsibility and accountability, enabling them to take their positions in a competitive world.

Students are encouraged to participate in activities beyond their academic curricula so they become confident and well balanced individuals. There are several student societies that cater to a range of interests encouraging the students to hone their unique talents and managerial skills. At present, there are innovation hub, entrepreneurship cells etc. which helps student to recognise their strengths and to search best way to serve themselves and to the society.

Besides representing the institution at different colleges and Universities, these societies also organize competitive events and showcase their talents in the various in-house events organized within NCM.

Academic Association: Each student, by default after admission also becomes a member of an Academic Association depending on the course joined. Each academic association is led by a President (Second year student), Vice-President (Third year student), and a Treasurer/ Secretary (First year student). Guided by the association in-charge (a faculty member), the association organizes seminars, symposia, debates, lectures, academic festivals etc. throughout the academic year.

Class Representative System: Besides an active Student Council, each class also has a Class Representative who acts as a bridge between fellow students and the teachers. He/She ensures timely dissemination of information regarding events, examinations, and even learning material.

File Description	Documents
Paste link for additional information	Nil
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

0

File Description	Documents
Report of the event	No File Uploaded
Upload any additional information	No File Uploaded
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

The NCM Alumni - The Association is dedicated to bringing together the alumni committee on a common platform to build another channel of personal and professional support to members through "Self Help" within the community. The Mission of NCM Alumni is to provide a vibrant, global network and forum that connects and engages the alumni with their Alma Mater.

The objectives of the Association are:

- To plan and organize successful reunions which NCM has been doing since its inception.
- Involve alumni in student development through participation in ongoing academic activities including teaching, research, workshops, conferences, and placements.

- To undertake activity to raise funds for the development of Student union.
- To promote best practices in different areas of social life for the benefit of society

NCM envisions a transformative and empowering role for the students in today's digitalized world. The NCM family is proud of students who are achievers in every field; carrying with them the values imparted by NCM and is making a significant contribution to society.

In order to foster a warm relationship, the College maintains regular contact with the alumni and former faculty through various email groups and social networking sites such as Facebook. The Alumni is very active in promoting, mentoring and guiding the current students of the College. It has worked extensively in connecting the alumni with its Alma Mater through motivational talks, workshops by eminent Alumni at various levels. Our former faculty and alumni have been keenly involved in all major college functions such as special guest in Genesis function (Cultural Program) Independently, various Departments of the College have taken initiatives to organize Departmental Meets which have facilitated the strengthening and widening of NCM family.

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

5.4.2 - Alumni contribution during the year (INR in Lakhs)	E. <1Lakhs
---	----------------------

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

Nehru College of Management, a unit of one of the largest

educational conglomerate in Tamil Nadu is serving the society with its very purpose of serving the student community. The NGI (Nehru Group of Institutions) with its humble beginning as a small centre has grown to this level with 22 institutions in a span of 53 years. During the course of its journey it has come across several challenges and hurdles. In all those incidences, the group could stand erect to fulfill its motto of "Moulding True Citizens". The admiring leadership of the founder chairman Shri PK Das paved the way for the delegating style prevailing in the group. The same style is taught to the students through all the activities and makes them the true leader of tomorrow. This aligns with the Vision and mission of the institution.

Enough and more clubs and cells are formed to incorporate all the practices to the students through activities. Every club has its own structure to distribute the responsibilities to the students and a faculty is assigned to monitor them. The vision of the institution is to make our students as international benchmarks on managerial capacities which we have proved thorough some of our students leading corporate and through the entrepreneurial achievements. All these practices are experienced by the students by participating in very many programmes organized in-house and in inter-college events. Above all, the flagship programme of NCM is Genesis, which is an inter-collegiate annual event gathers more than 2000 students. Various showcasing competitions will be conducted by the students from scratch to awarding. This gives the major exposure for the students in all functions of management.

Our institution has an exclusive facility to give more thrills in learning through the outbound facility called NOBLE (Nehru Out Bound for Leadership Excellence). This facility consists of many rope activities and ground activities that explain the concepts of life and business. The two days of fun filled core training in this area is a special attraction for the students to remember the concepts lifelong.

The international industrial visits and international students exchange programme is another attractive point to ponder while fulfilling the vision. The real-time international exposure moulds the students with value for life. The internships they get abroad expose them for international job market. Our Alumni also are a source of attaining our Vision and Mission. Apart from the classroom sessions the students undergo lot of training through the common facility called NCPIR, which is an exclusive training division of the group. All the students were given training in

the skill and technical development. We also have a Technology Business Incubator supported by DST, India in the group which organizes lot of Entrepreneurship awareness and enhancement programmes to make our vision come true. Regular programmes with experts and eminent entrepreneurs were organized for this purpose. Thus from classroom teaching to the international events are centered with the students and their learning and gives ample opportunity for the students to achieve their needs as per the strategies and goals of the institution.

File Description	Documents
Paste link for additional information	https://ncmbschool.com/vision-mission.html
Upload any additional information	View File

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

Nehru College of Management advocates the practice of decentralization and participative management not only in words but also in action in the areas namely academics, administration and extra-curricular activities. The practice of de-centralisation and participatory management is reflected in all the activities of the College through IQAC, the Staff Council, Student Development Council, and various other Clubs and committees.

The governing body has given powers to the principal to take decision in Academic and Co-curricular activities. The governing body meets at regular intervals and monitors the activities of the college. The Principal conducts regular meetings with the programme coordinators and discusses the activities of the department. The programme coordinators conduct meetings with faculties and nonteaching staff in the departments and discuss the activities. Under the guidance of the Management, Principal constitutes different committees for the successful operation of the institution. All the major stakeholders of the college work judiciously in a democratic way following the rules of accountability in execution of their duties and responsibilities.

CASE STUDY OF GENESIS, THE SIGNATURE EVENT OF THE COLLEGE

Genesis is the Signature event of the College organized by the Students Development council under the guidance of Faculty

coordinators. The students, non-teaching staff and faculty work together as active members in managing the entire event. The students from various colleges in Tamilnadu and from its neighbouring States showcase their talents. This event witnesses the practice of decentralisation and participative management in entirety.

The primary objective of decentralisation with regard to this particular signature event is to extend opportunities for teachers as well as students to contribute profoundly, enrich the decision-making process, take onus responsibility and nurture greater democratic professionalism, together with proficient skills of event management.

The Principal of the College has consultations with the faculty members and student representatives. Under the guidance of faculty coordinators to Student Development Council, various Committees and Sub-Committees are constituted to take care of Sponsorship, Finance and Accounts, Programmes, Stalls, Security, Publicity and Logistics.

Each Committee/Sub-Committee has Teaching and Non-teaching members as Staff Advisors and some students who are part of the Students Core Committee. The college effectively grooms proper leadership at various levels due to decentralization. It also allows the students to be more responsible, responsive, sensitive and proactive to exercise their own discretion for planning and execution in a participatory and democratic environment.

In this event the college follows standards in budgeting and over all transparency is maintained from proposal to expenditure statement.

File Description	Documents
Paste link for additional information	http://nehrucolleges.info/happenings/2020/02/07/genesis-2020/
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Nehru College of Management believes in hard work and excellence in all dimensions and devises plans to align with the vision and

mission of the institution. The plans constitutes the major driving forces to improve academic quality policies and strategies in the areas of Industry Institute Interaction

The Industry Institute Interactions will reduce the gap by understanding the expectations from the corporate world. This is reflected by organizing various Industrial Visits, Guest Lectures, Workshops covering topics with respect to emerging challenges and opportunities both at national and international level in today's global business environment

Teaching and Learning

The College follows an academic calendar for all its academic activities. The students are provided course outlines and course schedules prior to the commencement of the academic session. The activities are more student centric and Subject experts are invited for specialized inputs on regular basis. Various teaching pedagogies involving case studies, out bound training, field activities and activity based training are incorporated in the teaching learning system.

Examination Monitoring System (EMS)

The EMS cell takes care of all the examination related activities right from the internal examinations to University End Semester Examinations.

Research and Development

The Research Cell shoulders the responsibilities of guiding research scholars and conducting research related FDPs, Events and Seminars etc.

Library, ICT and Physical Infrastructure

Nehru College of Management continually updates and upgrades the physical infrastructure. The Central Library and E-Learning Center cater to the needs of all the students. The college has provided smart-class rooms with Wi-Fi connectivity, LCD, projectors with latest technology. The Library is provided with Delnet Support and various other open source software platforms.

Consulting & Training

The Center for Excellence provides Consulting and Training

services to various other colleges and Industries based on the need. The Team has experienced and dedicated trainers for various trainings to focus on enriching the Skills of the students and staff in various aspects apart from regular curriculum which includes Design Thinking, Value Added Course etc.,

Human Resource Management

The college examines in designing and implementing development programmes for staff members. The programmes include induction and orientation centered initiatives, training and professional development programmes. The programmes are aimed to cater to all the levels of management. Social Responsibility

The College through its various club and committees plans and organizes rallies, competitions and events related to environment, human values, ethics etc.

Student Support Activities

The Student Development Council members under the guidance of its faculty co-coordinator takes care of all students support activities. The Institute practices democratic management by including them in all major decision-making processes.

Internal Quality Assurance System

The Internal Quality Assurance Cell (IQAC) along with various other governing bodies constantly monitors and provides valuable suggestions and helps in implementation of the plans well scheduled. It also takes care in maintaining the Institutional Values and Best Practices.

Governance, Leadership and Management

The College follows decentralization and it promotes and encourages leadership at all levels governed by the Management, Principal and other governing body council members.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
Upload any additional information	View File

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.

The college has a well-functioning organisational structure. It consists of the Management, Governing body, The Principal, teaching staff, non-teaching staff and the students. The Institute functions under Nehru Group of Institutions. The Management of the College is governed by the NEHRU EDUCATIONAL AND CHARITABLE TRUST. It is the highest decision-making body which is in constant touch with the Principal on all matters pertaining to the smooth functioning of the institution. This is followed by the Governing body and advisory council which works under the Chief Executive Officer and Secretary of the institution. These two committees make policy and strategy implementation mechanism of the institute. The key issues discussed are prevalent to finance, infrastructure, faculty recruitment and the matters related to the overall development of College.

The Principal plays a major role between the management, staff and the student. He manages the day to day affairs of the college. The faculties and students can present their views and ideas to the management at any time. The rules, procedures, recruitment and promotional policies are explained in detail in the service book which is attached in the attachment.

The respective department heads conduct meetings at least twice every semester for the effective planning and implementation of programmes like teaching, learning, academic administration, curricular and extracurricular activities.

The College also has Internal Quality Assurance Cell (IQAC) which works towards realisation of the goals of quality enhancement and sustenance. The IQAC plays an important role for monitoring the internal quality of the institution.

The Institute has a student development council. The Council members along with the faculty co-ordinator holds meetings regularly to address the student related issues and organizing extracurricular activities through various clubs. The Library includes Librarian and Assistant Librarian.

College Committees: Various committees are constituted for the planning, preparation and execution of academic, administrative, gender sensitization and extra-curricular purposes. Each committee consists of the Convenor and its members.

The Anti Ragging Cell, Grievance Redressal Committee and the Internal Complaints Committee: The objective of these committees is to ensure that no violation of rules takes place within the College and work towards addressing and settling grievances if any.

File Description	Documents
Paste link for additional information	https://ncmbsschool.com/leadership.html
Link to Organogram of the institution webpage	https://ncmbsschool.com/naac/Mandatory-Disclosure.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	No File Uploaded
Screen shots of user inter faces	View File
Any additional information	No File Uploaded
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

Leave Benefits:

12 days of casual leave and Compensation Casual Leave are provided to both teaching and non-teaching staff. The institute provides 10 days vacation leave in odd semester and 20 days leave in even semester to all its teaching staff while the non-teaching staff are provided with 5 days vacation leave during odd semester and 10 days vacation leave during even semester. The leave is subject to constraints mentioned in the rule book.

Duty leaves or OD (On Duty) of maximum 20 days to the teaching staff are provided to attend various Orientation/Refresher/Seminar/workshops/Training Programs. Nonteaching staff is also given duty leave. Female teaching and non-teaching staff can avail a Maternity Leave of 180 days as per Government rules. Male teaching and non-teaching staff can avail Paternity Leave of 15 days. Study leave up to 3 years is provided to both teaching and non-teaching staff. A Sabbatical Leave of 2 years may also be availed by the teaching staff subject to certain conditions.

Permission for Staff:

Two times per month an hour of permission can be availed by all the staff

Transportation facilities:

Free transportation facilities are given for non teaching staff while the teaching staffs are provided transportation at a subsidized cost.

Financial support for both teaching staff and non-teaching staff to attend conferences, workshops, refresher courses etc.:

The institute provides the above support for teaching faculty based on the event and place. It is well informed by the Management. Apart from the above Faculty Development Programmes Faculty Enhancement programmes for skill up-gradation and training are organized for both teaching and non-teaching staff.

Loan facilities with nominal and without interest, PF, ESI for teaching and non teaching staff. Loan facilities are provided based on request and approval is purely at the discretion of the

Management.

Fees concession in Nehru International School and group institutions for the employees children is provided

Retirement Benefits (As per the University Rules)

GPF (General Provident Fund) which allows Pension to employees after superannuation.

CPF: In accordance with the University guidelines, the College has offered the option of Contributory Provident Scheme whereby the Management contributes its share equal to the share of the employee every month.

Gratuity NPS (National Pension Scheme for employees who joined services after 01.01.2004)

Support Facilities

The support facilities provided by the college includes Canteen, Grievance Redressal Cell, Internal Complaints Committee, Parking facilities for both teaching and non-teaching staff, Clean drinking water facilities, Bank facilities, Facilities such as ramps and others for differently abled.

ICT Facilities: The College is fully Wi-Fi enabled. Two full-fledged Computer lab including one for research work for both students and faculty. Laptop/Desktop facilities are provided in the library, class rooms and staff room.

Recreational Activities for Physical and Emotional Wellbeing

Separate department rooms are provided to the staff. Indoor game facilities like chess, carom and others are provided inside the premises.

File Description	Documents
Paste link for additional information	https://ncmbschool.com/naac/Welfare-measures.pdf
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**

0

File Description	Documents
Upload any additional information	No File Uploaded
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**

15

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	View File
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**

14

File Description	Documents
IQAC report summary	No File Uploaded
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	View File
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 facilitates the professional growth and enrichment for all the staff. The organization has a well designed performance appraisal system. It is executed with the help of Self Appraisal Reports which gives quantitative assessment of the staff members. This system is maintained with the objective of improving academic and administrative standards.

The Performance is self assessed by duly filling self appraisal report with proofs of performance by all the Staff at the end of academic year. The applications are then evaluated by respective Department Heads, Principal and an expert committee from the management side. The Expert Committee every year evaluates the performance of teachers in group and in person. They suggest corrective measures collectively and in person. The Principal submits a Confidential Report about teachers to the expert committee on an annual basis. The Expert Committee makes detailed evaluation of those reports and provides encouragement, suggestions for improvement and corrective measures confidentially.

Performance Appraisal System for Teachers

Quality teaching is imperative for improving student outcomes and achievements. The system inspires faculty which boosts professional knowledge and growth. This provides an insight into one's own assessment of effectiveness of the teaching style and

its impact on the students. The faculty appraisal takes into consideration the following parameters namely Academic Performance including Teachers evaluation by students, Publications in Journals, Publications / Participation / Organising Conferences, Seminars, Workshops, Faculty Development Programs, Research Initiatives - Projects applied for funding, Consultancy Activities, Student development, Department Activity, Inter-department Activity, Outreach (External Resource Person), Online/ Hands-on Courses Certification, Industrial visits organized for students, Internship arranged etc.. Faculty members are also evaluated on the basis of various responsibilities entrusted on them as extracurricular and extension activities.

Performance Appraisal System for Non-Teaching Staff by Students, Management and Teaching Staff:

The Management evaluates the non-teaching staff every year through a performance appraisal system. Students also get opportunity to rate the performance of non-teaching staff while conducting survey on the institutional performance. The principal monitors the performance of non-teaching staff and gives them continuous feedback. In a given format the teachers and the students evaluate the non-teaching staff regularly.

File Description	Documents
Paste link for additional information	https://ncmbschool.com/naac/Performance-Appraisal.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

Institution conducts internal and external financial audits on a regular basis.

Mechanism for Internal Audit and External Audit is as follows.

Internal Audit:

The college itself carries out the initial stage of the internal audit to ensure the authenticity of each and every financial

transaction frequently. The internal audit is carried out by the Principal. He scrutinizes and verifies the financial data which is further scrutinized by the Officer in-charge (Accounts) at the Management Office for clarity, authenticity, transparency and financial accuracy.

Proper procedure for purchases is adopted. Income/Expenditure is closely monitored by the Principal and the Officer in-charge (Accounts) at the Management Office.

External Audit:

The external audit takes place annually after the completion of every financial year. The external auditing involves performing procedures to obtain evidence about the amounts and disclosures in the financial statements. The bills and vouchers of the revenue expenditure and other files / registers are checked. Chartered Accountant, who works as an auditor is appointed by the College Management.

The Management is liberal and at the same time ensures the funds are utilized both effectively and efficiently. The audit objections/compliance, if any, is handled by the Accounts Department.

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)

0

File Description	Documents
Annual statements of accounts	No File Uploaded
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

The College has a well-functioning mechanism for mobilization of funds and optimum utilization of resources. The budgetary provision for academic and administrative activities is planned at the beginning of financial year by the Planning Board.

The Planning Board, constituted by the Principal and Departmental Heads has the responsibility for assessing, planning, implementing and supervising the fundraising activities of the college. The Management Committee evaluates the requirements of the departments and other forums for the proper allocation of funds.

The predominant sources of funds for the institution are:

1. Students fees (Tuition, College, Hostel, Transportation etc.)
2. Bank loans
3. Funds from Society and Promoters

Proper utilization of financial resources is planned at the beginning of every financial year. The utilization of these funds is ensured through financial auditing at the end of each financial year. The expenses of the funds are mainly due to the following

1. Salaries
2. Departmental Budget
3. Infrastructure including IT and Library
4. Maintenance etc.,
5. Administrative expenses
6. Cultural & Co-curricular activities (Seminars, Workshops, Conferences, Guest Lectures, Field Trips, Signature events etc.)

7. Promotional activities

Only authorized persons by management can operate the transaction through the bank. For each and every financial transaction proper permission is taken from the Principal of the College.

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

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 role of Internal Quality Assurance Cell is to monitor the quality of services being provided by the institution to its stakeholders. Reviewing of the quality policy is done once in every semester and the revision takes place as and when required by the IQAC committee.

The major initiatives include:

- Devising quality strategies
- Evaluating curricular and co-curricular activities
- Introducing best practices
- Organising Workshops, Seminars, Conferences
- Monitoring the extension and outreach programmes of the departments of the college
- Promoting high professional standard by integrating research in teaching
- Ensuring stakeholder participation
- Introducing quality initiatives like accreditation and ranking, consultancy, collaboration, e-attendance, feedback analysis, initiative toward patent filing and incubation centre, internal promotion guidance, research quality enhancement etc

File Description	Documents
Paste link for additional information	http://ncmbsschool.com/naac/IQAC-Minutes-of-the-Meeting-&-Action-Plan-2020-2021.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

The College in keeping with its vision and mission to provide quality education to the students through an effective and meaningful teaching-learning process employs IQAC to play an important role by adapting to two practices namely:

1. Conducting Academic Audits regularly. The Departments do a SWOC Analysis of their performance based on results, research projects, effective curriculum implementation and use of ICT-related pedagogical methodologies. Based on the audit, the IQAC gives constructive feedback to the Departments suggesting measures for internal quality enhancement. It makes recommendations for the Departments to do self-evaluation and to set higher goals to meet new challenges.
2. Collecting feedback from stakeholders like students, parents, staff and alumni to facilitate teaching-learning reforms. This helps in obtaining an unbiased and honest opinion about the institutional performance especially in academics. Student feedback of teachers is conducted regularly. A careful analysis of the feedback received is done and communicated to the teachers to enable them to enhance their teaching skills and their relationship with the students.

IQAC Teaching Learning Review Mechanism

At the beginning of the academic year, IQAC collects department academic plans and monitors its effective implementation throughout the year. Teacher Performance Record devised by the IQAC is a continuous self-appraisal system to keep track of the performance of the faculty on desired outcomes. IQAC communicates its policies regarding Remedial, Mentoring and OBE to all teaching departments at the beginning of the academic year. IQAC has a practice of comprehensive semester wise result analysis to

pinpoint strengths and weaknesses of different departments. IQAC monitors IT enabled, outcome based, student centric and holistic methodologies of teaching learning process.

IQAC Institutional Review Mechanism

IQAC and the management evaluate the performance of non-teaching staff. The institution takes feedback from students on Institutional Performance every year. IQAC conducts Annual Academic and Administrative Audit every year. IQAC encourages Peer Evaluation of teachers. Green audit and Gender audit are regular practices in the campus.

IQAC Evaluation of Learning Outcomes

At the end of the semester, the IQAC committee assesses the compliance of departments with the parameters of OBE set by the University. IQAC promotes the culture of research amongst students by organizing Research Workshops for students. Value added Courses impart life skills and are transacted by practitioners, thus providing opportunity to students for hands on experience and building bridges with the Corporate World.

The IQAC of NCM will inculcate innovative and research capabilities within students for product design and development, create entrepreneurial culture in the institution, reduce the gap between industry and academia and guide the students to provide innovative solutions for social problems.

File Description	Documents
Paste link for additional information	http://ncmbsschool.com/naac/IQAC-Minutes-of-the-Meeting-&-Action-Plan-2020-2021.pdf
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

B. Any 3 of the above

international agencies (ISO Certification, NBA)

File Description	Documents
Paste web link of Annual reports of Institution	http://ncmbsschool.com/naac/IQAC-Minutes-of-the-Meeting-&-Action-Plan-2020-2021.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 institute promotes gender sensitivity through various initiatives and actions for creating safe, secure and healthy atmosphere in the campus. This is not limited to the classrooms alone.

- The college promotes gender diversity in the admission policy, and it pays special attention to admitting female candidates
- CCTV cameras have been fixed in the prominent places like hostel, campus corridors, main campus building and common places.
- A resident lady warden in the ladies' hostel is employed along with a separate resident warden for boys' hostel.
- The college has an active Internal Complaints Committee, a statutory body formed to register complaints of harassment and to undertake formal proceedings to resolve them.
- Suggestion/complaint boxes are made available at defined locations for the students and faculties to drop in their cause of concern in the form of a written complaint.
- Anti-ragging committee takes in stake of ragging incidents, if any regularly.
- Events relating to gender equity promotion are carried out throughout the year in the campus.
- The Mentor - Mentee Relationship takes care of the

grievances and up-liftment of the students. Students meet their mentors for any grievances- regarding gender related issues if any, personal problems, general issues, lack of facilities, academics etc.

- Common rooms for girls are provided in the institute. All the required facilities to relax are provided in the common rooms.
- The college has organised an impressive number of events in the form of lectures, workshops each year in creating awareness amongst students about the inequalities confronting all genders. The topics includes gender sensitivity, women and work, sexual harassment, health and hygiene Counseling is given to the needy.

File Description	Documents
Annual gender sensitization action plan	https://drive.google.com/file/d/luYGYK2F8uY7smzekp6m9bWPi2PyTp1/view?usp=sharing
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://drive.google.com/file/d/1_WRfgtDpmktG3LwCOaVZ0Fi3HI3R4B5Z/view?usp=sharing

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

Nehru College of Management facilitates several methods for the management of degradable and non-degradable waste. It tries to maintain a clean green eco friendly campus.

Solid Waste Management

- The Campus is maintained as clean green and plastic free campus adhering to governments rules and regulations.
- The old books (IA books) and assessment papers that are used for internal tests are given away for recycling after keeping them for a specified duration in store room. This ensures effective paper recycling which further aids in fewer trees being cut down.
- Collection drives for newspapers and posters have been organized by Environment Club.
- Recycling workshops held amongst students by the Environment Club arises awareness about plastic waste, food waste and menstrual waste.

Liquid Waste Management

- The college has systematically reduced water wastage by organizing various department and student level sensitization programmes.

E-Waste Management

- The e-waste generated in the Institute are collected together from all departments and handed over to an external e-waste recycling agency. We organized an E-Waste Awareness Campaign. And disposed the e-waste as per government norms.

Talks, quizzes and competitions were held to educate the students and staff alike and to encourage active participation.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	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**

A. Any 4 or all of the above

distribution system in the campus	
File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	View File
7.1.5 - Green campus initiatives include	
7.1.5.1 - The institutional initiatives for greening the campus are as follows: <ol style="list-style-type: none"> 1.Restricted entry of automobiles 2. Use of bicycles/ Battery-powered vehicles 3. Pedestrian-friendly pathways 4. Ban on use of plastic 5. Landscaping 	A. Any 4 or All of the above
File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File
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 <ol style="list-style-type: none"> 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities 	E. None of the above

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

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	No File Uploaded
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	View File

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).

- **NCM believes in Unity in Diversity. It values inclusionary practices in its admission policy and scholarship schemes**
- **Learn and integrate various cultures through celebrations like Diwali, Onam, Christmas etc. with equal fervor and**

remove cultural shock.

- We celebrate and protect cultural, regional, linguistic, communal, socio-economic diversities through various programmes organized by the college.
- The Faculty while taking classes ensure that classroom discussions are to the expected level of respectability to all and encouraging all to participate.
- The Management considers that classroom homogeneity and participation of all students are extremely useful for effective learning of management lessons.
- The senior professors of NCM take up special interactive sessions for the incoming MBA/MCA students of every batch in their initial days of orientation programme about the values of an inclusive environment, and the role of cross-cultural communications
- NCM inculcates values of inclusion and respect for people from all strata. Through its students as ambassadors in the process of empowering young minds through education.
- The magazine contains with various language contents.

The college clubs engages with cultural, regional, communal, socio-economic and sexual diversities from a variety of gendered perspective.

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	View File

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

- Nehru College of Management has been committed in educating students as constitutionally aware citizens sensitized to their Fundamental Rights and Duties.
- The College organizes various programmes and activities related to the above mentioned topics.

- The Students Development Council renders its support by taking the message across the students and society through programmes organized by the college
- The college through its councils monitors the activities of the students to foster honesty and orient students towards fighting corruption. Pledges are taken by all on most important days.
- Cultural Celebrations like Genesis leads students to promote unity in diversity and religious harmony.
- Guest Lectures through Women Empowerment Cell and Screening of Movies are conducted regularly to understand the above mentioned topics.
- Students organize the teachers' day every year in the College campus to felicitate the teachers and also to show their gratitude towards a great teacher and a legend Dr. Sarvepalli Radhakrishnan

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://drive.google.com/file/d/11eqy7Gbml5O-5MQiDFpOaxWdulVvgCIz/view?usp=sharing
Any other relevant information	https://drive.google.com/file/d/11eqy7Gbml5O-5MQiDFpOaxWdulVvgCIz/view?usp=sharing

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	View File

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

- Nehru College of Management celebrates days of commemoration, events and festivals of national importance, recognizing and honoring momentous contributions of historical figures to freedom and justice.
- Various days of both National and International importance like environment day, yoga day, women's day and other days are made aware to all through programmes and celebrations..
- NCM undertakes several measures to enlighten students about the importance of hygiene and sanitation on an individual, local, regional and national level.
- NCM celebrates pan-Indian festivals like Diwali, Onam and Christmas to inculcate a sense of respect for our religio-cultural diversity among students.
- Students organize the teachers' day on 5th September every year in the College campus to felicitate the teachers and also to show their gratitude towards a great teacher and a legend Dr. Sarvepalli Radhakrishnan.

NCM celebrates pan-Indian festivals like Onam, Diwali, Christmas and Pongal to inculcate a sense of respect for our religio-cultural diversity among Students

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	View File
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.

BEST PRACTICE I Mentoring Systems Objective: The objective of Mentoring is: To achieve the vision of the institution viz., to develop into a truly Global citizen. To provide a continuous learning process for both the mentor and the mentee. • To establish the mentor as a role model and to support the mentee for personal and academic development. To establish a vibrant relationship between the teachers and the students that will ensure responsibility of academics discipline Procedures to be followed. Mentoring session is conducted every Saturday on a regular basis? The session is compulsory for every students' to attend without fail. Mentors are assigned some students for the whole duration of a semester each .i.e. six months. The mentoring parameters are based on four aspects i.e. academic, attendance, career and general. The mentors are provided with details of mentee's performances in terms of academic (weekly test, class test, mid-term and end-semester exam) and attendance records. The mentor also keeps track of the mentee's personal development such as co-curricular activities, discipline and career related issues. All Faculty members of Nehru College of Management play the role of a mentor with the motto of guiding the students' in the direction of career path, emotional and motivational support. Faculty Members help the students in setting goals, developing contacts, identifying resources and exploring hidden talents. The Faculty role as a mentor changes as the needs of the mentee changes. Every year mentoring team is formed and the mentoring process is reviewed in the Faculty Meeting. Every week one hour is allotted for mentoring, where students are hand held by faculty to set goals and achieve it. Record for each student is maintained by the respective mentor to have a consistent follow-up on student's performance on various dimensions. Mentoring is done for the Employment and career guidance to the students.

Based on the students' feedback, the mentors concerned will incorporate new methodologies in teaching -learning process as well in Research and Development activities.

BEST PRACTICE II Use of Social Media as Teaching Learning method
Objectives: Use of Social Media as Teaching Learning method is to encourage the development of transferable, technical, and social skills (TTS) of value in formal and informal learning.

- To promote participatory culture among students - space that allows engagement, sharing, mentoring, and an opportunity for social interaction.
- To discuss / share curriculum-related content and enhance the prescribed curriculum for students.
- To emphasize specialized in communication. To improve student comprehension
- To enhance student networking and collaboration with other nurture globally.
- To use the advanced technology in the teaching learning process. To make the teaching learning process more interesting.
- To get feedback from the students
- To post assignments, questions, readings, and grades as well as ways to interact with the students through forums or chats.
- To provide a virtual "space" for learners.

The Context: Students are changing, and those once effective teaching methods are becoming stale. Faculty, and campus administrators, can utilize social media as a tool for creating new ways to engage students and demonstrates to them a variety of uses for the internet and their favorite sites. One of the biggest challenges in online education is the lack of interaction between students where as this blogs try to provide more opportunities for discussion and communication. By this we meet the twin objective of Using ICT in day to day Class rooms and exposing students to new age Technology.

File Description	Documents
Best practices in the Institutional website	https://ncmbsschool.com/naac/7.2-Supportive-documents-Best-Practices.pdf
Any other relevant information	Nil

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

To be a reputed top notch Business School, The College has shifted its focus from teacher centric to student centric. This is achieved by providing new specialisations like sports Management, Agricultural Management, Media Management, Logistics Management in the curriculum and offering value added courses like Business Analytics, Tourism Management and so on. New innovative teaching pedagogy using technology have been introduced. The college organizes various workshops, seminars and also encourages students to participate in activities organised by other institutions. Eminent experts from the industry were invited to interact and update with the latest developments in industry. The Placement and Training Cell helps in equipping the students through rigorous tests and makes them industry ready and readily employable. The students are also supported by Mentors and Alumni in shaping their career. Our Outbound Training Centre through its activities trains the students to face challenges in the corporate world. The economically weaker students are supported with scholarships. The internships in organisations and frequent industrial visits including both National and International enable the students to learn the prevailing practices of Management. The Entrepreneurship Cell promotes the Entrepreneurial Skills through awareness programmes and power talks from the entrepreneurs and government organisations.

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

1. To facilitate continuous up gradation of knowledge and use of technology by both the students and teachers by utilizing various ICT tools and encouraging to participate in more programmes organized by other institutions.
2. To Conduct Quality Circle Meeting (QCM) through IQAC.
3. To create awareness and initiate measures for protecting and promoting environment.
4. To encourage and facilitate a research culture by promoting interdisciplinary research both by the students and faculty members.

5. To introduce value added courses based on specializations.
6. To increase alumni and industry interaction to students
7. To get listed in various rankings conducted by eminent institutions.
8. To increase Ph. D enrollment.

To organize programmes related to gender sensitization

NAAC