



YEARLY STATUS REPORT - 2022-2023

Part A

Data of the Institution

1. Name of the Institution

**BHARATIYA VIDYA BHAVAN INSTITUTE
OF MANAGEMENT SCIENCE**

- Name of the Head of the institution **DR. SIBA PRASAD MOHAPATRA**
- Designation **PRINCIPAL**
- Does the institution function from its own campus? **Yes**

- Phone no./Alternate phone no. **03340002446**
- Mobile no **9178566490**
- Registered e-mail **principal@bimskol.org**
- Alternate e-mail **admin@bimskol.org**
- Address **BLOCK- FA , SECTOR-3, SALT LAKE
SECTOR 3, NEAR TANK NO - 13
KOLKATA 700097**
- City/Town **KOLKATA**
- State/UT **WEST BENGAL**
- Pin Code **700097**

2. Institutional status

- Affiliated /Constituent **AFFILIATED**
- Type of Institution **Co-education**
- Location **Urban**

- Financial Status **Self-financing**
- Name of the Affiliating University **MAULANA ABUL KALAM AZAD
UNIVERSITY OF TECHNOLOGY**
- Name of the IQAC Coordinator **Dr Poulomi Bhattacharjee**
- Phone No. **9433932977**
- Alternate phone No. **7980882674**
- Mobile **7980882674**
- IQAC e-mail address **iqacbims@bimskol.org**
- Alternate Email address **poulomi@bimskol.org**

3. Website address (Web link of the AQAR (Previous Academic Year))

<https://bimskol.org/NAAC-2023/AQA/R/final%20aqar2023.pdf>

4. Whether Academic Calendar prepared during the year?

Yes

- if yes, whether it is uploaded in the Institutional website Web link:

<https://bimskol.org/Academic-Calendar-last-5-Years.php>

5. Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	C	1.98	2021	20/12/2021	20/12/2026

6. Date of Establishment of IQAC

03/03/2022

7. Provide the list of funds by Central / State Government

UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
nil	nil	nil	nil	nil

8. Whether composition of IQAC as per latest NAAC guidelines

Yes

- Upload latest notification of formation of IQAC

[View File](#)

9.No. of IQAC meetings held during the year **1**

- Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? **Yes**

- 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**

- If yes, mention the amount

11.Significant contributions made by IQAC during the current year (maximum five bullets)

Conducting increased number of research and development activities

Introduction of new value added courses across the all programmes

Conducting national conference, faculty and student development programmes

Preparation and submission of the AQAR

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 conduct seminars, workshops and conferences	Successfully organized in considerable numbers
Development ICT enabled teaching learning	Done successfully
Plan for Faculty, Staff and student Development programmes	Organized successfully
Preparation and submission of AQAR for 2021-22 to NAAC	Submitted successfully and subsequently approved

13.Whether the AQAR was placed before statutory body? **Yes**

- Name of the statutory body

Name	Date of meeting(s)
Academic Council	15/09/2023

14. Whether institutional data submitted to AISHE

Part A

Data of the Institution

1.Name of the Institution	BHARATIYA VIDYA BHAVAN INSTITUTE OF MANAGEMENT SCIENCE
• Name of the Head of the institution	DR. SIBA PRASAD MOHAPATRA
• Designation	PRINCIPAL
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	03340002446
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2.Institutional status	
• Affiliated /Constituent	AFFILIATED
• Type of Institution	Co-education
• Location	Urban
• Financial Status	Self-financing
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• Name of the IQAC Coordinator	Dr Poulomi Bhattacharjee				
• Phone No.	9433932977				
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• Mobile	7980882674				
• IQAC e-mail address	iqacbims@bimskol.org				
• Alternate Email address	poulomi@bimskol.org				
3.Website address (Web link of the AQAR (Previous Academic Year))	https://bimskol.org/NAAC-2023/AQAR/final%20aqar2023.pdf				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://bimskol.org/Academic-Calendar-last-5-Years.php				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	C	1.98	2021	20/12/2021	20/12/2026
6.Date of Establishment of IQAC			03/03/2022		
7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
nil	nil	nil	nil	nil	
8.Whether composition of IQAC as per latest NAAC guidelines			Yes		
• Upload latest notification of formation of IQAC			View File		
9.No. of IQAC meetings held during the year			1		
• Were the minutes of IQAC meeting(s) and compliance to the decisions have			Yes		

been uploaded on the institutional website?	
<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)	
Conducting increased number of research and development activities	
Introduction of new value added courses across the all programmes	
Conducting national conference, faculty and student development programmes	
Preparation and submission of the AQAR	
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	
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13. Whether the AQAR was placed before statutory body?	Yes
<ul style="list-style-type: none"> Name of the statutory body 	

Name	Date of meeting(s)
Academic Council	15/09/2023

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2021 - 22	15/12/2022

15. Multidisciplinary / interdisciplinary

The world has been witnessing spectacular transformations since the twentieth century, distinguished by ever rising intricate innovative products and mechanisms of trade which satisfy the global market requirements and are prepared to demonstrate consistent services over the period. The rising growth of Information and Communication Technology (ICT) together with the development of AI, Big data, IOT etc. have made it possible to confront the challenges by adopting multidisciplinary and interdisciplinary approaches.

The multidisciplinary and interdisciplinary approaches to education are particularly helpful for the holistic development which eventually would be useful for nation building. Inspired by the tradition of holistic and multidisciplinary approaches to learning of ancient India, the new National Education Policy, NEP 2020, have emphasized on a system of education which would allow the combination of subjects across disciplines. The policy advocates that the concept of 'liberal arts' would be at the core of modern Indian education system to cope with the challenges of the 21st Century and to comply the vision of Industry 4.0.

Several interdisciplinary courses have been introduced by the affiliating university which are taught by faculty members in a coordinated manner to keep the focus within the scope and boundaries of Business Administration. Such courses will help to understand the importance of synergistic integration of different domain knowledge to derive the potential benefits and apply the same in the industrial problem-solving.

A good number of Faculty Development Programmes and Student Development Programmes were organized to orient them in the direction of multidisciplinary approaches. It is expected that multidisciplinary and interdisciplinary approaches will grow further to derive the potential benefits of it, which will not

only enhance the employability of the students, but will also play a crucial role to promote the multidisciplinary research activities in the emerging areas, new idea development, and above all will help in nation building.

16.Academic bank of credits (ABC):

Academic Bank of Credit (ABC) is one of the distinguishing features of the NEP 2020 which offers flexibility in the academic process in terms of credit accumulation earned by the students of HEIs and its transfer across the country by a suitable mechanism. The ABC is a platform where, each student will enjoy the facility to open a unique ID and individual academic bank account in the digital mode. To this effect, the HEIs would register under ABC scheme for opening, closing and validation of the academic accounts of students. The major functions included are credit accumulation, credit verification, credit transfer, and credit redemption. A DigiLocker portal would be utilized for creating ABC IDs for students. The scheme is applicable for all types of courses such as diploma, degree, PG, PhD etc. offered by the HEIs and recognized by the competent authority (e.g. AICTE, UGC) irrespective of mode of execution such as regular mode, Online, ODL. Courses offered under SWAYAM, NPTEL, Virtual Lab are also included under ABC Scheme. The credits earned by the students will remain valid up to seven (07) years unless otherwise specified, after which it will become invalid automatically. The credits stored or accumulated by a particular student will be dynamically updated like a bank passbook and therefore will help students to enjoy greater academic flexibility. Under ABC, students will be able to drop out of their institute after completion of any year/semester and can exchange the credits earned so far with an appropriate certificate/diploma, if eligible. They will also be able to redeem the credits and rejoin the same or some other institute according to his/her choice immediately or later and continue from the year/semester his education is pending for a particular programme. Therefore, credits accumulated till the midway of any programme will not be wasted if he/she fails to continue. The system will also act as a powerful weapon against coercive system adopted by any institution to keep the students enrolled in their programme. Therefore, ABC is a scheme which will immensely benefit the students in terms of enjoying academic flexibility. Bharatiya Vidya Bhavan Institute of Management Science, Kolkata will initiate appropriate course of actions for its necessary implementation according to the instructions of the affiliated university and AICTE/UGC.

17.Skill development:

The main objective of the Skill India programme is to provide adequate training in industry-relevant areas. It also aims to create opportunities for the development of talent within the country and improve the overall scope and space for underdeveloped sectors. Skill Development programme is planned in resemblance with Skill India Initiative. The chief objective is to empower the youth of the country with adequate skill sets that will enable their employment in relevant sectors and improve productivity.

Objectives of Skill Development Initiative :

1. Bridging the gap between skill required by the industry and skills that people possess for employment generation.
2. Reducing poverty in the country.
3. Increasing the competitiveness of Indian businesses.
4. Ensuring that skill training imparted is relevant and of quality.
5. Preparing Indians to take on the world manpower/resources market.
6. Diversifying the existing skill development programmes to meet today's challenges.
7. Building actual competencies rather than giving people mere qualifications.
8. Offering opportunities for lifelong learning for developing skills.
9. Augmenting better and active engagement of social partners and building a strong public-private partnership in skill development.
10. Mobilizing adequate investments for financing sustainable skills development.

Features of the Skill Development Initiative:

The focus is on improving the employability of the youth so that they get employment and enhances the spirit of entrepreneurship among them. The mission offers training, guidance, and support for all traditional types of employment like weavers, cobblers, carpenters, welders, masons, blacksmiths, nurses, etc. New domains will also be emphasized such as real estate, transportation, construction, gem industry, textiles, banking, jewellery designing, tourism, and other sectors where the level of skill is inadequate. Training imparted would be of international standards so that India's youth get jobs not only

in India but also abroad where there is demand. An important feature is the creation of a new hallmark 'Rural India Skill'. Customized need-based programmes would be started for specific age groups in communication, life, and positive thinking skills, language skills, behavioural skills, management skills etc. The course methodology would also be unconventional and innovative. It would involve games, brainstorming sessions, group discussions, case studies, and so on.

18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

India is a multilingual nation with language changing every 15 to 20 kms according to the native communication style. In order to promote culture, it is very important to promote Indian languages. We converse in our native language and also reflect our culture and traditions through it. Indian languages are being integrated in our higher education system at every level, thanks to the government initiative. Emphasis on the multilingual education according to NEP 2020 for deliverance of education in regional languages will help the students to adopt proper education. Moreover, multilingual education must be improvised in order to provide language education not only in terms of literature, grammar and vocabulary or the language but also to interact with the students in the same language. Multilingual education must foster the extensive use of language for conversation and language-based teaching. The native language is being used as the medium of instruction and for bilingual programmes in our higher education. Our teachers teach the students bilingually to promote integration of Indian language system in Indian languages. These changes will also increase the employment opportunities for the facilitators of different courses.

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

In tune with the present industrial requirements of highly efficient and productive manpower, it is undeniable that the fresh graduates would be able to contribute significantly in solutions to the ever increasing and unprecedented industrial problems. In this highly competitive industrial environment, an industry cannot afford to provide extensive training to the fresh graduates over the period at the expense of time, effort, and money. Industry needs ready-to serve manpower compatible to the complex business requirements. In this regard, the educational institute must appreciate this requirement and adopt the practices to groom and educate the budding engineers with the

sound knowledge base and contemporary skill sets so that the graduates emerge as potential performers in the industries. Outcome based education (OBE) is an approach where students are expected to exhibit varieties of attributes such as analytical and problem-solving ability together with knowledge of modern technology and other human skills to enable the industries to face the growing challenges. Academic institutions would initiate the process of accreditation by NBA, which relies on the philosophy of OBE. Problem-based learning is becoming increasingly popular in educational institutions as an approach to mitigate the gaps of traditional teaching. In comparison to the traditional approaches, the students participate actively to respond to a real-life problem. This is why problem-based learning is envisaged as an innovative measure to encourage students to learn through real-life problems. In this direction, this institute emphasizes on the philosophy of outcome-based education as a solution to produce graduates, who are creative and can think critically, analytically, and provide solutions to the problems, which are sustainable and of course with a focus on ethical, environmental, and financial aspects. Small groups are formed combining bright and weak students. The faculty members act as the facilitator. Open source resources are consulted to aid the problem solving. A particular problem is dealt with due considerations to the components, constraints, operating environments, solutions required, and multiple approaches to the solution and their relative merit and demerits. The result analysis is also an important component of such problem solving. Quality enhancement is a continuous process and there is no room for complacency. The institute is poised to undertake different academic, research and other allied activities with more enthusiasm, which leverage further quality improvement.

20.Distance education/online education:

Online education is a flexible instructional delivery system that encompasses any kind of learning that takes place via the Internet. Online learning gives educators an opportunity to reach students who may not be able to enrol in a traditional classroom course and supports students who need to work on their own schedule and at their own pace. With the increased availability of the internet and computer technology, students are able to access information anytime and at any place that would normally be available only through a traditional classroom. Studies have shown that students learn just as effectively in an online

classroom as they do in the traditional classroom. Online education has become a viable and exciting method for instructional delivery in the global business society that runs on a 24/7 schedule because it provides students with great flexibility. The quantity of distance learning and online degrees in most disciplines is large and increasing rapidly. Schools and institutions that offer online learning are also increasing in number. Students pursuing degrees via the online approach must be selective to ensure that their coursework is done through a respected and accredited institution.

Extended Profile

1.Programme

1.1 Number of courses offered by the institution across all programs during the year	99
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File Description	Documents
Data Template	View File

2.Student

2.1 Number of students during the year	270
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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	0
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File Description	Documents
Data Template	No File Uploaded

2.3 Number of outgoing/ final year students during the year	101
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File Description	Documents
Data Template	View File
3.Academic	
3.1 Number of full time teachers during the year	16
File Description	Documents
Data Template	View File
3.2 Number of sanctioned posts during the year	16
File Description	Documents
Data Template	View File
4.Institution	
4.1 Total number of Classrooms and Seminar halls	8
4.2 Total expenditure excluding salary during the year (INR in lakhs)	183.83
4.3 Total number of computers on campus for academic purposes	129
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	
<p>The Institute ensures effective curriculum delivery through a well planned and documented process. This is done through the following steps: Academic Calendar: Academic Calendar is prepared as per the MAKAUT academic schedule. Paper Selection: The students are asked to select their preferred specialization subjects as per the CBCS</p>	

system Subject allocation: The Principal allocates the chosen subjects to the respective faculty members as per their academic background and experience. Lesson Plan: Every faculty member prepares a course outcome and course delivery plan about conducting the subject in class. Time Table: The time table for all the batches are prepared by the time table committee. Continuous assessment: For every credit course, continuous assessment in 4 parts (CA 1- CA 4) is conducted as instructed by the University. End semester examinations are conducted by the University as per their standards provided to the students.

Outcome based education: OBE fulfills the objectives and outcomes of different stake holders considering the local, regional, national, and global developmental requirements. For example, 5-6 Course Outcomes (COs) for each courses are developed by the respective subject teachers covering the entire syllabus using Bloom's taxonomy, and the attainment of COs are determined through class tests, assignments, mini projects, projects, end semester examinations etc.

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)

The institution adheres to the academic calendar of the affiliating University which is sent at the beginning of every academic year for the direction of the affiliated institutes. This institute prepares its own academic calendar in accordance with the one sent by the University and conducts the internal assessment as per the provided direction.

Continuous Assessments (CA) are held and summation of evaluation are converted to marks out of 25 each in CA1, CA2, CA3 and CA4 and are then uploaded in university site tentatively on 5th week, 10th week, 15th week and 20th week of the semester respectively. University converts these 100 marks to 30 marks as "Internal evaluation". Balance 70 marks are awarded by the University in the end semester exam. Component of evaluation is attendance, quality participation in the class, Pre-class / peer- group work preparation, post class quiz, Class participation and Case

presentation, and marks of the internal exam which can be conducted in the form of written exam (MCQ and subjective), project presentation, assignment, quiz, and viva.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://bimskol.org/NAAC-AOAR2022-23/CRITERION1/1.1.2/1.1.2.pdf

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

A. All of the above

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

9

File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	No File Uploaded
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

123

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	No File Uploaded

1.3 - Curriculum Enrichment

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

The curriculum which is framed by the affiliating university appropriately include courses that focus on Professional ethics, Universal human values and ethics in profession, as well as environmental and sustainability issues etc. in tune with the vision of NEP 2020. A manager or an entrepreneur is supposed to work in an organization within the framework of stipulated rules

and regulations. The ethical fundamentals and universal human values are appropriately included in the courses so that the budding managers will be able to learn about the different aspects of ethics and values and inculcate the same so that they can adopt these in their professional life. These aspects are adequately covered up in different courses.

The MBA & BBA curriculum includes the following courses related to the above mentioned areas. In MBA, there are courses on 1. Organisation Behaviour 2. Indian Ethics & Business Ethos 3. Human Resource Management

In BBA there are courses of 1. Organisation behavior 2. Indian History & culture

3. Environment management Apart from these core papers, several workshops, seminar and conferences are held to the students regarding the issues of gender sensitivity, Ethics, corporate social responsibility and environmental awareness.

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.	No File Uploaded

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

2

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	No File Uploaded
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

66

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

B. Any 3 of the above

File Description	Documents
URL for stakeholder feedback report	https://bimskol.org/NAAC-AQAR2022-23/CRITERION1/1.4.1/Feedback%20analysis.xlsx
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	View File

1.4.2 - Feedback process of the Institution may be classified as follows	B. Feedback collected, analyzed and action has been taken
File Description	Documents
Upload any additional information	View File
URL for feedback report	Nil
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	
123	
File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File
2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)	
2.1.2.1 - Number of actual students admitted from the reserved categories during the year	
12	
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	
During execution of the classes, be it theory or practical, interactive sessions are conducted. Further, class tests are organized after some progress is made in regard to the syllabus. Based on the test performance and interaction, respective subject	

teachers can identify the weak and bright students and accordingly, remedial and tutorial classes are arranged for the slow learners. Bridge Courses are also conducted for the first year students to orient them during transition phase from the school education to college education. These practices help the struggling learners to improve subject knowledge. Team work is also encouraged with the help of the advanced learners. Academic and personal counseling are provided to the slow learners by the faculty members, mentors and the counseling cell to get rid of any mental barrier. Special classes are also conducted for advanced learners for improvements in Soft skills, Communicative English, Aptitude etc. Learners are encouraged to enroll in MOOC Courses such as Swayam, NPTEL etc. and present papers in various Seminars/Workshops/Inter-Collegiate Competitions. Enthusiastic students are motivated to participate in different co-curricular and extra-curricular activities to hone their creative abilities.

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
270	16

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

The Institution practices a teaching methodology which focuses on imparting education through a student centric approach following the philosophy of Outcome based Education (OBE). This methodology helps to transform students from passive recipients to active learners. In OBE, the teacher facilitates learning by allowing each individual student to comprehend at their personal level by ensuring their involvement in class activities so that they can absorb and grasp information at their own pace. Courses of the

institution are developed with due considerations to the learning outcomes. It also helps them in self-evaluating their performance at different levels of the programmes. Emphasis is given on numerical problem solving, data analysis and interpretations. Teachers make classes' interactive and attractive using audio - visual methodology, Google Classroom etc. Industrial visits, Internship and Projects are some of the means to boost student participation. Regular seminars and discussions are organized to give exposure on the emerging topics. Guest lectures are of immense importance to provide exposure to the real-life scenarios. Plenty of MOOCS courses are also available which the students can undergo for enhancing the knowledge.

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

The Institute follows ICT enabled teaching, in addition to the traditional classroom education. Subsequent efforts are taken by the institute to provide e-learning atmosphere in the classroom. In addition to chalk and talk method of teaching, the faculty members use IT enabled tools such as PPT , Video clippings, Audio-visual systems, and online resources to expose the students for advanced knowledge and practical learning. Such approaches help the students to understand better through visual effects. Faculty members undertake interactive methods for better concept building, doubt clearing, data analysis etc. In addition, learning materials are sent to the students via email and students can access these resources round the clock according to their convenience. The students can go through the fundamentals before coming to the classes, where detailed and in-depth discussions can be held.

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

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****12**

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****16**

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****8**

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

95

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 programs of the Institute are affiliated to MAKAUT, West Bengal and follow the examination pattern of the university. The schedules of internal assessments are communicated to students and faculty at the beginning of the semester through the institute's academic calendar which is based on the university academic calendar. The institute follows four continuous assessments, namely CA1, CA2, CA3 and CA4. The institute has reformed the continuous internal evaluation system to be learner-centric. The examination can be in any of the following forms, such as written tests following either university format or MCQ, projects, presentations, quizzes, etc. As per the university instruction, all the documents need to be uploaded to the mobile app recommended by the university for every student. The evaluation is done in the university portal and marks are uploaded. The entire procedure must finish within the stipulated time as directed by the university. Students remain informed about the dates of their respective subjects' examinations and submission of assignments and can plan accordingly. Subject teachers teach students with the

guidelines of previous years' university exam papers and referred books by the university to prepare students. The questions are made following the guidelines to make them ready.

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

At the institute level, an examination committee, comprising of Officer-in-Charge-MBA, Officer-in-Charge-BBA with other teaching and non-teaching staff as the member, is constituted to handle the issues regarding the evaluation process and deal with any grievance related to examination process or assessment for smooth conduct of the internal assessment. After evaluation of the answer sheets, the students are shown the scripts (hard copy) to check for any discrepancies or doubts in the enquiry. Assessment copies and marks are then uploaded to the university portal as per the university guidelines. If the student has any grievances related to the evaluation of answer scripts, the student is allowed to challenge the evaluation.

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.

The faculty members are responsible for grooming the students with the philosophy of OBE, since the students are perhaps the most important stakeholders of an institution. In a class, the importance/objective of any topic, its content, relevance of the topic to the real-life situations etc. are adequately addressed along with the expected outcomes (COs). Additionally, the Program Outcomes (POs) and Program Specific Outcomes (PSOs) are also explained to the students which the incumbents would exhibit after the completion of their programs. This is done continuously so that students can inculcate the spirit of OBE and study

accordingly. In this regard, attempts are made to display POs, COs, PSOs etc. on the institute website, so that it attracts the attention of the students, the teachers and the other stakeholders. Further, the faculty members also prepare the lecture plans where, the COs and POs are correlated with different topics. The assignment and Class test question papers also reflect the mapping of COs with the questions. Eventually, the students develop better understanding about the objectives of OBE and how it is going to improve their careers in the coming years.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://bimskol.org/all-cos.php
Upload COs for all Programmes (exemplars from Glossary)	No File Uploaded

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

BIMS adopts an outcome-based education system to ensure the attainment of course outcomes and program outcomes. The knowledge and skills described by the course outcomes are mapped to specific problems on University examinations, internal exams and home assignments. Four internal tests are conducted per semester to evaluate whether corresponding COs are achieved or not. According to the performance of the student in answering each question, assessing the attainment level of the specific CO of the subject. At the end of each semester, the university conducts examinations based on the results published by the university and the course outcomes are measured. There is an internal examination committee that deals with the effective implementation of the evaluation reforms regarding the attainment of course outcomes and programme outcomes. The institute assesses the attainment level of COs, POs and PSOs, analysing the university results in a detailed manner and assessing students' placement in their specific functional areas (Major specialization).

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**

90

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://bimskol.org/NAAC-AOAR2022-23/CRITERION2/2.6.3/2.6.3%20Results%20of%20BBA%206th%20and%20MBA%204th%20sem%20students%20appeared%20and%20passed%20in%20the%20University%20Examination%20.pdf

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

https://bimskol.org/NAAC-AOAR2022-23/CRITERION2/2.7.1_/2.7.1.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)	No File Uploaded

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

1

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)	No File Uploaded
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 institute has created an ecosystem for Research and Innovation by recruiting & developing desirable human resource,

taking initiative for creation & dissemination of knowledge and establishing state of the art infrastructure. BIMS always encourages faculty and students to carry out research. certain extended facilities are provided for faculty and students to inculcate research orientation in them. Following facilities are made available to students and faculty members.

The details are as under:

1. Promoting Innovation: The College has created an Innovation & Entrepreneurship Development Cell (IEDC) and Institutional Innovation Council (IIC) for promoting innovation & entrepreneurship activities. The formation of IIC is as per the guidelines of MHRD & AICTE. Students are encouraged to present their innovative working project models & products through annual project contest inter college competition as well as in our campus. Organizing frequent workshops on entrepreneurship & startup. Students are started their own business identity (start-up) with the help of our Innovation & Entrepreneurship Development Cell (IEDC).

2. Modern Technology for innovation: College has also established Online Library facilities to the students, Software and statistical package: like SPSS 19, Office 365, Tally-ERP and Orell digital language Lab.

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

7

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

3.3 - 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

2

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

6

File Description	Documents
Any additional information	View File
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

Students at BIMS participate in community development program and extension activities increasing the awareness of students on issues like social justice and making them responsible corporate citizen having sensitiveness to social needs. The activities carried out are:

1. Participating in events of national interest
2. Celebrating important events like Women's Day, Teachers Day
3. Celebrating important festivals like Saraswati Puja, Diwali, Holi
4. Conduction and participating in intercollege events
5. Participating in NGO activities and participating in rural reporting on behalf of the NGO.
6. Organising blood donation camp.
7. Promoting green initiatives in the campus and supporting ban on plastics.
8. Organising seminars on Environment, sustainability, Water Management to sensitize the students about sustainable future development goals.

The participation of students in the activities give them understanding the challenge faced by the underprivileged section of the society and developing a feeling of empathy and the need of services to those section.

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

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)	No File Uploaded
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

1

File Description	Documents
Reports of the event organized	No File Uploaded
Any additional information	View File
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)	No File Uploaded

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

7

File Description	Documents
e-copies of related Document	View File
Any additional information	View File
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

4

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	No File Uploaded
Any additional information	View File
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The institution has the necessary physical infrastructure for teaching and learning which includes classrooms, labs, computers, and other instructional resources.

Details of the same has been uploaded in additional information section -14 Classrooms, 2 Tutorial rooms, Office Rooms, 1 Computer Lab, 1 Language Laboratory, 1 Seminar Hall, 2 Auditoriums: 1 in sharing basis and another exclusive basis. There is an air-conditioned conference room which is equipped with an oval seating arrangement and projection on screen where Board meetings, Faculty meetings are held. The parameters are as per the requirement of AICTE and/or MAKAUT.

Auditorium Area: 260 square meters with seating capacity 300. Entrepreneurship cell and Ladies Common Room are shared by a partition. Office rooms have ICT Facilities, Language Laboratory is sufficed by a teacher console with the server monitor and students console equipped with twenty-six LCD monitors, twenty-six goose neck mouthpieces, four speakers, one digital white board and a projector and screen. The room is also furnished with seven bookshelves for the purpose of equipment storage.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://bimskol.org/NAAC-AQAR2022-23/CRITERION4/4.1.3/CRITERION4.pdf

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

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

Facilities: Different types of sports facility is available in the campus. During orientation program students are briefed about these facilities. There is Common Sharing Facility (BIMS and Bhavan school) Auditorium which is 537sqm which is also used for the purpose of Yoga. The Yoga room is also used as a common facility.

Facilities for outdoor sports:

BIMS and Bhavan school has 5,916 sq. m lawn which was set up since 1985. Basket Ball Ground: It is as per the standard size of 448 sqm which the students use in the scheduled sports period and also after the college hours.

Facilities for indoor sports: Common room is used as daily requirement of indoor games. During intra and inter college competition Seminar rooms and lecture halls are used for indoor games.

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

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

8

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)**

File Description	Documents
Upload any additional information	No File Uploaded
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)

Library is automated using Integrated Library Management System (ILMS)**LIBRARY**

The resource centre of the college building is on the 3rd floor and is facilitated by both staircase and elevator. The centre has a collection of 15,223 books, 16 National and 3 International Journals, 4 magazines and approximately 100 project reports submitted by the students. The library has subscription of 5 English newspapers (TOI, The Telegraph, Business Standard, Economic Times & Financial Express) one vernacular newspaper (Anandabazar Patrika) and well-known Karmokhetro (Bengali employment news) and Employment News to remain updated about job market. The institute has subscription of E journals like J- Gate, ProQuest e - Books. Since 2013 till 2016 Libsys software had facilitated issuing and returning of books but from 2016 onward to facilitate the issuing and returning books for both the students and staffs Koha has been installed which is more updated and modified. The operation timing for the library is from 9:30 am to 6 pm, five days a week from Monday to Friday. We also have a collection of rare books which the students may access.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	Nil
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)	
2.86277	
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	
41	

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

4.3 - IT Infrastructure

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

Up-gradation of IT facilities is periodically done on priority basis. Regular updating is done in facilities at institute level as well as department level. The detail description of the same is as follows:

Internet Connection: The institute periodically updates the internet connection every year and as of now, the available internet bandwidth is 400 MBPS provided by Alliance Broadband second line by Airtel provided with bandwidth of 40 MBPS.

No. of Systems: Institution has a total of 129 computers for students & staff.

Wifi Facility: There are 7 Nos Access point in and around campus for all staff and students in the Institute.

Networking Peripherals: Institution has networking switch provided by DLINK of speed 1GBPS.

Licensed version of OS: The institute has license copies of Windows Operating System, Office 365 and works with opensource operating systems like Ubuntu OS and other software tools.

I/O Devices: As per the requirements of the departments, printers are purchased by the Institute. There are all total 13 laser printers and 2 heavy duty multi-functional laser printers cum scanners in the Institute.

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

4.3.2 - Number of Computers

129

File Description	Documents
Upload any additional information	No File Uploaded
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	View File
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)**

18.8542

File Description	Documents
Upload any additional information	No File Uploaded
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.

For maintaining and utilizing physical, academic and support facilities there are established systems and procedures like laboratory, library, sports complex, computers, classrooms etc.

Physical & Academic Facilities - Utilization & Maintenance:

Specific systems and procedures are there for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classroom etc. The campus is under CCTV surveillance.

Classroom: The classrooms are titled G1, G2, F3, F4, LH1, LH2, LH4 with different size and seating capacity. G1, G2 allotted for MBA, F3, F4 allotted for MBA Specialization, LH1, LH2, LH4 allotted for BBA. Classrooms are equipped with mounted LCD projectors, white boards, PC with internet facility, sound system, air conditioning, proper lighting and sitting arrangement.

Cleaning: To clean various offices of the institute and other spaces regularly trained staffs are assigned. All equipment is checked regularly, and preventive maintenance is carried out.

Computer Laboratory: Area 120 Sqm with 60 Desktop computers, all the computers relate to LAN

Communication Laboratory: Area 100 Sqm with 26 Desktop, all relate to LAN and using Orell Software.

Outdoor Games: Facilities for outdoor sports: 5,916 sq. m lawn was set up since 1985 for utilisation on sharing basis. Facilities available for volleyball and basketball, football.

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

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

33

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

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

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

10

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)	No File Uploaded

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

0

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

0

File Description	Documents
Any additional information	No File Uploaded
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	No File Uploaded

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**

52

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**

10

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.

70

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

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

Students have an active representation in academic and administrative bodies and committees of the Institute.

Class Representatives: All programmes have class representatives along with faculty members who act as mentors. The Class representatives provide feedback on all aspects of the programme and respective course and also function as the bridge between the administration and student section.

Cultural and Sports Committees: Students have strong representations in all cultural and sports and games committees and help in organization and management of events under the aegis of the Anti-ragging committee: Students have strong representations and active participation in the anti- ragging committee. Although the institute boasts of a ragging free campus, the anti ragging committee members are forever alert and ensure the safety and security of their peers.

Organization of Special Events: Students organize, and celebrate the Teachers Day, on 5 th September every year by honoring their teachers and presenting cultural programme, and other National

celebrations that include, Independence Day, Republic Day, and various NSS and social service activities. Students also organize the annual cultural festival IGNACIA with great pomp and show. The above activities enhance their communication skills, management skills, leadership skills, team-work, time-management, resource management skills and builds confidence in each student. They are also involved in the organization of conferences, workshops and exhibitions.

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

70

File Description	Documents
Report of the event	No File Uploaded
Upload any additional information	View File
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions) (Data Template)	No File Uploaded

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

Alumni Activities of BIMS (2022)

BIMS has a rich database of alumni. They have been extending support to the institute in terms of conducting insightful

sessions with the existing students, imparting training to them for interview. They have also acted as the alumni mentors and guided the students on various aspects of placement and the corporate life thereafter. They have always given valuable inputs which had really been very helpful for the students. Many of them have also conducted soft skills grooming sessions and even corporate seminars for the students. They have always guided the students in conducting events and seminars. They have extended their support in providing both summer internship and facilitated placement opportunities with their respective current employers and other companies as well.

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)

C. 3 Lakhs - 4Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The institute has a well-defined vision and mission to fulfil the need of the different stake holders and harmonizes all activities to excel in academics. The institution follows a decentralized and participatory mode of governance, where people from different levels of hierarchy, participate actively in administration and academic process. The Principal of Bharatiya Vidya Bhavan Institute of Management Science (BIMS) is responsible for the decentralized alignment of good management practices. These practices are in keeping with the requirements of

1. Maulana Abul Kalam Azad University of Technology (MAKAUT) [formerly WBUT]
2. All India Council of Technical Education (AICTE)

3. The Institute's parent organization, Bharatiya Vidya Bhavan

The intent of the Institute is the creation of an immersive learning environment that ensures employability and capability of working in industry for every student. BIMS also ensures building our students as socially sensitive corporate citizen with Indian ethos and values.

BIMS has sanctioned capacity of students' intake of 120 in MBA.

This selection process is based on the Institute's preference for quality of students. We offer merit based scholarship to 20 -25% students based on their past academic performance.

The Institute's curriculum is geared toward making students aware of the osmotic relationship between the natural environment and the industry, among other topical factors. The Institute strives for continuous improvement in pedagogic practices to focus on these factors.

File Description	Documents
Paste link for additional information	https://bimskol.org/NAAC-AQAR2022-23/CRITERION6/6.1.1/Mission_Vision_Statement.pdf
Upload any additional information	No File Uploaded

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

Decentralization and participative management is an approach to offer flexibility in decision-making process. Rigid hierarchical and orthodox management hinders progress and often results in a deadlock. The success of an institution is the outcome of unified efforts put together by all concerned to materialize the vision of the institution into a reality. Decentralized and participative management aims at participation of the employees as an individual and as a team so that their endeavour and contribution helps in realizing growth, excellence, and competitive edge of the institution. The Governing Body is at the top and is the highest decision making authority. To implement and practice decentralized and participative management various academic and administrative committees are framed to perform specific responsibilities.

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

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The institute formulates well-defined strategic plan to comply its mission and vision. This includes achieving the quality benchmark accreditation by NAAC in pursuit of academic excellence. Some of the highlights are innovative methods in teaching & learning, increased research activities, offering services to the community, increased placements and holistic development of students. The institute provides adequate infrastructure and also recruits faculty members to pursue quality teaching-learning, research, industrial & pedagogical training, student induction programme etc. Adequate measures have been taken to reform the examination and evaluation process and to maintain transparency in the system. Additionally, an efficient administrative system is in force to ensure smooth day to day functioning. Sufficient financial and infrastructural supports are also provided to organize conferences, seminars, workshops, faculty & staff development programme etc. so that faculty members and students can get acquainted with the recent developments. Emphasis is also laid on innovative idea incubation, skill development, entrepreneurship etc. Provision of pursuing varieties of co-curricular and extracurricular activities are also made to ensure holistic developments of the students. Further, the institute is gradually undertaking different measures enshrined in NEP 2020 so as to contribute significantly in the process of nation building.

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.

BIMS is managed by Bharatiya Vidya Bhavan Trust and has its governing body to take care of academic and administrative policies and for decision making processes and their and Principal; Director of Bharatiya Vidya Bhavan, Kolkata Kendra; University Nominee; State Government (Director, Technical Education) Nominee; AICTE Representative; members from Bharatiya Vidya Bhavan, industry, alumni and educational institutions; and Faculty Representatives.

Governing body is the ultimate authority for any decision in the institution. Board members are under the Chairman. The formal responsibilities of governing body includes institutional performance evaluation, fund raising, introduction of new program, construction of new blocks, enhancement of physical facilities and other initiatives for growth and improvement of the institution, investment decisions etc.

The Principal is the academic and administrative head of the institution to function in order to fulfill the vision and mission of the institution. He is involved in the implementation of the plans of the college and ensures that regular day to day operations are properly conducted through feedback from faculty, teaching and non-teaching and supporting staff; in fact from all stakeholders. Faculty members are core in service delivery of BIMS and are responsible for setting academic priorities and exposing to wide spectrum of knowledge and creating a culture of promoting research.

File Description	Documents
Paste link for additional information	https://bimskol.org/NAAC-AOAR2022-23/CRITERION6/6.2.2/Additional%20docs.pdf
Link to Organogram of the institution webpage	https://bimskol.org/NAAC-2023/Organizational-Chart/6.2.2%20organogram.pdf
Upload any additional information	No File Uploaded

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	No File Uploaded
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

The monetary welfare measures available to the staff of the Institute are as follows:

- 1. Provident Fund:** Both the teaching and the non-teaching staff have access to Provident Fund after they retire. The age of retirement for the teaching staff is, as of now, set at 65, while the nonteaching staff have to retire at the age of 60.
- 2. Gratuity:** As with Provident Fund, a gratuity is available to both teaching and non-teaching staff when they retire.
- 3. Financial aid for conference / seminar/ workshop participation, registration charge for PhD is given to encourage the faculty members to pursue more research & development activities.**

3. **Staff Medical Insurance:** Each member of the staff is provided with a Mediclaim scheme so that should s/he be admitted to a medical facility, the Institute will provide her/him a maximum of INR 200000.00 to cover the requisite medical expenses.

4. **Subsidized Food:** The canteen provides nutritious vegetarian food for staff members and students alike.

5. A Pre-paid mobile telephone number is provided for all teaching and non-teaching staff members.

The non-monetary welfare measures provided to the staff include:

1. **Staff Picnic:** The Institute recognizes the need for teaching and non-teaching staff to socialize for the sake of their mental health, hence organizes annual picnic

2. **Annual Sports:** conducted in BIMS playground along with students and all staff members.

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

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

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

2

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

6.3.3 - Number of professional development /administrative training programs organized by

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

5

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**

12

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

BIMS has a structured system of conducting performance appraisals for teachers as well as non-teaching employees. A yearly cycle follows from April of a year to March of the following year. Appraisal form is as per AICTE format for career advancement system (CAS). There are 2 steps appraisal followed at BIMS; self-appraisal and appraisal by immediate superior. After this, Principal meets the regular faculty members and non-teaching employees. In case of visiting faculty, honorarium is advised as per industrial standard in force from time to time. In case of promotion, potential appraisal is done as per CAS FORMAT. Screening and evaluation committee is formed as per guideline of AICTE.

File Description	Documents
Paste link for additional information	Nil
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

BIMS has a regular internal and external audit. Internal / interim audit is conducted in the months of July, October , January and April quarterly ; considering April , May and June in July ; July, August and September in October ; October, November December in January ; January , February and March in April. Both the internal and external audit are conducted by statutory bodies namely D. Ghosh & Associates and D Basu & Company respectively. The queries raised by the auditor are addressed by Administrative Officer who is responsible for administration and accounts. If necessary Principal is also involved in the meeting and the ambiguity if any, is sorted out by the auditor.

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)

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)	No File Uploaded

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

The availability and mobilization of fund and its proper utilisation is very much essential for any organisation. Being a privately managed institute our major source of income is fees collected from the students. The institute also mobilises its funds through registration fees collected from external participants in various conferences and FDPs. Optimum utilisation of resources is essential for the growth of any institute, So for smooth functioning of our institute various committees have been constituted which analyse the requirements in the relevant areas and forward the same to IQAC, who in turn judge these requirements and finally place before the approving authority. The financial resources mobilised from different sources during the year are utilised according to the Budget for infrastructure development, disbursement of salary, statutory liabilities and other overheads for the development and smooth running of the college.

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

6.5 - Internal Quality Assurance System

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

The IQAC of the institute forms the nucleus and is at the centre stage of the teaching-learning, research and innovation and offering services to the community. The IQAC channelizes its effort for undertaking various activities for quality enhancement. IQAC activities ensure incremental, but continuous improvement. Teaching-learning is perhaps the most fundamental activity, which needs major attention for its continuous upgradation. Classes are organized to reflect the spirit of Outcome based Education, which help to attain COs, POs, and PSOs and also fulfil PEOs. Due emphasis is provided to include additional topics, which are crucial for adding competitive edge towards employability. Another significant contribution is promoting research activities e.g. publications, organizing seminars, workshops, etc. to foster growth towards quality benchmark. Additional activities include providing services to the community for improving the quality of life of neighbouring people. Some notable contributions of IQAC are:

1. Organizing considerable number of FDPs, conferences and workshops
2. Organizing Staff and student development programmes
3. Preparing and submitting the 2021 - 22 AQAR

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

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

In tune with the growing need of innovations in teaching learning process, the faculty members contribute significantly and explore the different mechanisms to make the process highly effective and attractive. The syllabus that is framed by the affiliating university is adhered to. Teaching - learning process can be envisaged as a closed loop control system, wherein LRs such as study materials, video lectures, along with infrastructures act as an input. A class is a platform, where value addition in the form of knowledge, and skill transfer take place. While doing so, the process is monitored and evaluated for necessary improvement. According to the learning levels, students are categorized as weak

or bright and accordingly plan of actions are chalked out and executed. As a part of Flipped learning, the subject teachers prepare the study materials and share them with the students via email so that the students can access it round the clock and progress as an individual or in a small group. The learning outcomes captured through CO and PO attainment are determined consistently to realize the true spirit of OBE.

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

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)

C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://bimskol.org/NAAC-AOAR2022-23/CRITERION6/6.5.3/6.5.3%20Annual%20Report.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

For gender sensitization at the campus, a committee cum cell has been constituted in August 2021. The committee looks after the

women's issues, if any, and works towards generating a healthy mindset about gender equity among both genders. The committee consists of faculty and student representatives. Activities conducted by the cell: 1. Regular monitoring of girl student issues and challenges, if any 2. Celebration of International Women's Day on 8th March.

3. Special counseling through the existing mentor-mentee format 4. Birthdaycelebration of staff at the end of each calendar month

5. Creating a cordial work environment across all genders, for example, a group lunch in a month together.

Specific facilities provided for the safety of women in terms of -Lifts, classes, and corridors are under CCTV blanket

Counseling - Special counseling for girl's students through a mentor-mentee format Washroom - Properly tagged separate girls' washroom

Day-care - we have a dedicated and women-only center at our campus

Sick Room - We have a sick room on the ground floor near the entrance.

Fire extinguishers on each floor and required places.

File Description	Documents
Annual gender sensitization action plan	Nil
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://bimskol.org/NAAC-AQAR2022-23/CRITERION7/7.1.1.pdf

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

B. Any 3 of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	No File Uploaded

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

Solid waste management

- Garbage bins have been placed at various points across the campus in all rooms at strategic points and in surrounding roads. The garbage is collected daily by contractual sweepers, segregated, and disposed at Bidhannagar Municipal Corporation (BMC) vats.

BMC in turn makes compressed solid waste and converts it into fertilizer in their plant.

Liquid waste management

A drainage system has been provided for liquid waste disposal to a pit connected to the main underground high drain line of BMC. BMC has got scientific drain water disposal plant.

E-waste management

Old computers, printers, and other electronic devices are repaired through selected specified vendors and reused as per requirement.

All E-Waste is indexed and disposed of as per Institute Policy.

Institute-approved vendor has been there for all disposal of E-Waste. The same is strictly monitored by the System Administrator and Finance & Administrative Officer.

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

<p>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</p>	<p>A. Any 4 or all of the above</p>
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File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

<p>7.1.5.1 - The institutional initiatives for greening the campus are as follows:</p> <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 	<p>A. Any 4 or All of the above</p>
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File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	No File Uploaded

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

<p>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</p>	<p>E. None of the above</p>
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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

<p>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</p> <p>5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading</p>	<p>C. Any 2 of the above</p>
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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	No File Uploaded

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

There are students in BIMS from different religious, cultural, and linguistic backgrounds. It has been regularly discussed in class through the subject of ethics, communication, and human resource management about the sensitivity and awareness of diverse groups and how one can capitalize on the "oneness" factor we have in the

diversity in our country. The students and the faculty observe various religious gatherings and exchange wishes, like Durga Puja, Eid, Guru Nanak B'day, Buddha Jayanti, Christmas, etc. At the institute level Saraswati puja, Ganesh Puja, etc has been observed and students from other religious groups also have been invited to take part in them.

A book fair to promote readings on a diverse topic and lingua has also been organized. The fair saw a decent collection of management and books from other socioeconomic and general issues.

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

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

BIMS has organized many activities to sensitize students and employees to the constitutional obligation: Values, Rights, Duties, and responsibilities of the citizens. Every year, on Republic Day and Independence Day, Director Sir appeals to all to remember the struggle for freedom and respect the National Flag and National Anthem. Our constitution provides for human dignity, equality, social justice, human rights and freedom, the rule of law, equity and respect, and the superiority of the constitution in national life. The whole country is governed based on the rights and duties preserved in the Constitution of India. Every year Republic Day is Celebrated on 26th Jan by organizing activities highlighting the importance of the Indian Constitution. Independence Day is also celebrated every year to highlight the struggle for freedom and the importance of the Indian constitution. The annual cultural fest also promotes awareness towards the rights and duties of citizens where Skits, Dances, Poetry, singing, etc are based on such themes. In the BIMS library, the volumes of the Indian constitution have been kept physically and students are encouraged to read those at regular intervals.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://bimskol.org/NAAC-AQAR2022-23/CRITERION7/7.1.9.pdf
Any other relevant information	Nil

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

C. Any 2 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

Republic Day Celebration- On this day students and faculty are invited for flag hoisting. Students and teachers perform patriotic events to raise awareness of constitutional rights and historical achievements. This is followed by sweets distribution and snacks.

Independence Day celebration- On this day, students and faculty are invited for flag hoisting. Students and teachers perform patriotic events to raise awareness of the value of Indian independence and the cost we have paid to get it. This is followed

by sweets distribution and snacks.

Teachers Day Celebration- Teacher's Day has been organized by students of the institute in memory of Dr. S Radhakrishnan. They perform to appraise the efforts made by the faculties year-round to uplift their career.

Women's Day celebration- International Women's Day is observed in the light of women's respect, empowerment, and upliftment.

Bijoya Get-together- Every year after the Durga puja break, a Bijoya Sammilani, a get-together has been organized to celebrate the emotion of victory over evil by Maa Durga. The meet is followed by Sweets and snacks.

Unity Day - On the birthday of Sardar Vallabhbhai Patel, the Ironman of India, a tribute and lecture have been organized to commemorate the spirit of unity in diversity which is the backbone of Indian civilization.

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

7.2 - Best Practices

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

1. Title of the Practice

HR Sampark & Corporate Training Programs for Students

1.2 Objectives of the Practice

The sole objective of this is to enhance the visibility and employability of students in the professional world.

1.3 The Context

The context of these programs rests on the changing industry skill demand and networking at an early stage.

1.4 The Practice

HR Sampark program is a program designed to give MBA students a flavor of corporate and HR demands and policies right from the corporates at their campus.

1.5 Evidence of Success

Better placement statistics, Confidence to crack GD-PI in a better manner, Better selection in the SIP program

1.6 Problems Encountered and Resources Required

NA.

2. Title of the Practice

Employee connect programs.

2.1 Objectives of the Practice

The sole objective of this program is to go for more social connections with the employees.

2.2 The Context

As we all know academia demands more intrapersonal involvement and that leaves fatigue among us.

2.3 The Practice

- Staff picnics
- Group lunch sessions
- Pre & post puja gatherings
- Special leaves

2.4 Evidence of Success

Improve attendance rate, More focus and productivity, less attrition, more friendly work environment.

2.5 Problems Encountered and Resources Required

File Description	Documents
Best practices in the Institutional website	https://bimskol.org/NAAC-AOAR2022-23/CRITERION7/best%20practices.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

BIMS, as a pioneer institution in the field of management, has always believed in the concept of "holistic development " of its learners. We not only provide education but truly believe in delivering" extra value" to the learners, in comparison to what they are paying. We do not practice a frugal temperament and thus to achieve this distinctiveness, we have designed several programs for our learners, which are way beyond imitating others, in the current market space.

Some of them are • Yoga training in a dedicated yoga infrastructure • Start-Up Conclaves • Trips • Competitions • Clubs etc.

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

7.3.2 - Plan of action for the next academic year

More value addition for the stake holders.