



# YEARLY STATUS REPORT - 2022-2023

## Part A

### Data of the Institution

#### 1.Name of the Institution

**A.J. INSTITUTE OF MANAGEMENT**

- Name of the Head of the institution

**DR. T. JAYAPRAKASH RAO**

- Designation

**DIRECTOR**

- Does the institution function from its own campus?

**Yes**

- Phone no./Alternate phone no.

**08242455340**

- Mobile no

**9448812099**

- Registered e-mail

**ajimmangalore@rediffmail.com**

- Alternate e-mail

**naac@ajimmangalore.ac.in**

- Address

**OPP. MAHINDRA SHOWROOM, KOTTARA CHOWKI, MANGALORE**

- City/Town

**MANGALORE**

- State/UT

**KARNATAKA**

- Pin Code

**575006**

#### 2.Institutional status

- Affiliated /Constituent

**AFFILIATED**

- Type of Institution

**Co-education**

- Location

**Urban**

- Financial Status **Self-financing**
- Name of the Affiliating University **MANGALORE UNIVERSITY**
- Name of the IQAC Coordinator **K DEEPAK RAO**
- Phone No. **7892521502**
- Alternate phone No. **08242455340**
- Mobile **8147618678**
- IQAC e-mail address **deepak@ajimmangalore.ac.in**
- Alternate Email address **naac@ajimmangalore.ac.in**

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

[https://ajimmangalore.ac.in/wp-content/uploads/2023/08/AQAR-REPORT\\_2021-22.pdf](https://ajimmangalore.ac.in/wp-content/uploads/2023/08/AQAR-REPORT_2021-22.pdf)

**4. Whether Academic Calendar prepared during the year?**

**Yes**

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

<https://ajimmangalore.ac.in/calendar-of-events/>

**5. Accreditation Details**

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
<b>Cycle 1</b>	<b>B</b>	<b>2.83</b>	<b>2012</b>	<b>15/09/2012</b>	<b>14/09/2017</b>
<b>Cycle 2</b>	<b>B+</b>	<b>2.63</b>	<b>2018</b>	<b>03/07/2018</b>	<b>02/07/2023</b>

**6. Date of Establishment of IQAC**

**18/05/2012**

**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
<b>INSTITUTION</b>	<b>UBA</b>	<b>GOVT OF INDIA</b>	<b>2022</b>	<b>50000</b>

**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** 03

- 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)**

Series of Outreach/ Extension activities in association with JCI and Young India were organized.

Sessions were conducted to students on Personal and Professional ethics in CPBFI programme

ERP software of Heraizen Technologies is installed to manage the academic activities of the Institute

MOUs were signed with various organizations like Prozpect Three Solutions Pvt Ltd for Digital Marketing, Young India and Productivity Council of Mangalore.

Institute Registered with Institution's Innovation council and established Innovation council in the campus

**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
Resolved that outreach/extension activities be conducted	<p>Series of Outreach/ Extension activities in association with JCI and Young India were organized in this academic year</p> <ul style="list-style-type: none"> <li>• Swachh AJIM was organized on 09.06.2023 at the Institute campus</li> <li>• Special school visit to Saanidhya and contribution in cash and kind was organized on 12.09.2023 in association with JJC wing and Community Development of the Institute.</li> <li>• Beach Cleaning Drive was organized on International Coastal Clean-up Day in association with JJC wing of the Institute on 16.09.2023 at Tannirbhavi beach.</li> <li>• Mega Cleanliness Drive- Ek Tareek, Er Ghanta, Ek Saath was organized in association with JJC wing and Community Development of the Institute on 01.10.2023.</li> <li>• Ode to Entrepreneurship- Street Play was organized in association with Young India, Institution Incubation Centre and Entrepreneurship cell to celebrate the art of entrepreneurship with the local essence of city inclusions at Vendor Development Programme and Industrial Exhibition.</li> </ul>
Resolved to inculcate Personal and Professional ethics among students through some add-on courses or workshop programmes.	Sessions were conducted to students on Personal and Professional ethics in CPBFI programme
Resolved that special day/s be observed by the Institute	<p>Institute organized commemorative days</p> <ul style="list-style-type: none"> <li>• Women's day and felicitating women achievers</li> <li>• Vijay Diwas</li> <li>• Yoga Day</li> <li>• Swachh Bharat Diwas</li> </ul>

Resolved to introduce ERP system in this academic year	ERP software of Heraizen Technologies is installed to manage the academic activities of the Institute.
Resolved to enhance MOU with companies	MOUs were signed with • Prozpect Three Solutions Pvt Ltd for Digital Marketing • Young India • Productivity Council of Mangalore
Resolved to instill incubation centre	• Institute Registered with Institution's Innovation council and established Innovation council in the campus.

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

- Name of the statutory body

Name	Date of meeting(s)
Governing Council	30/12/2022

**14. Whether institutional data submitted to AISHE**

**Part A****Data of the Institution**

<b>1.Name of the Institution</b>	<b>A.J. INSTITUTE OF MANAGEMENT</b>
• Name of the Head of the institution	<b>DR. T. JAYAPRAKASH RAO</b>
• Designation	<b>DIRECTOR</b>
• Does the institution function from its own campus?	<b>Yes</b>
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• Mobile no	<b>9448812099</b>
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• Pin Code	<b>575006</b>
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• Affiliated /Constituent	<b>AFFILIATED</b>
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Plan of Action	Achievements/Outcomes
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Governing Council	30/12/2022				
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2022	31/01/2024				
<b>15. Multidisciplinary / interdisciplinary</b>					
<p>Institute's mission is to impart value-based management education, designed to prepare young men and women as responsible citizens of India. To inculcate a Multidisciplinary and interdisciplinary education system, the Institute has incorporated the following measures.</p> <ul style="list-style-type: none"> <li>Apart from the regular course contents, to inculcate multidisciplinary and interdisciplinary education, the institute has added an essential subject titled Soft Skills for Managers which gives an understanding of professional ethics, value systems, interpersonal skills, body language which is an important element in shaping the students as a</li> </ul>					

responsible citizen.

- University has course content in Hardcore and Softcore to be incorporated in each semester by the Institutes. Out of many courses, the Institute has selected courses like business analytics, and behavioural finance which is very apt and need of the hour.
- The institute is recognized as a research centre and a guideship was provided for two faculty members with a intake of 14 candidates.
- Institute has been selected under the Flagship Programme of the Government of India-Unnat Bharat Abhiyan (UBA) to conduct the survey and other extension activities. Accordingly, Institute has adopted 5 villages of Mulki and have conducted surveys to identify challenges faced in these villages and have submitted the responses to UBA portal.
- The institute has signed MOU with Bajaj Fiserv for a Certificate Programme in Banking, Finance, Insurance and Communication skills and have conducted offline classes of 96 hours' duration at the Institute and also signed an MOU with Avashyak Corporate Services Bangalore for an Internship and HR Industry Certificate Programme. The institute has also signed MOU with JCI Mangalore Impact for Internship and Outreach programmes and Installed Junior JCI at the Institute, MOU with CII Young Indians to promote entrepreneurship, innovation, outreach programs and socio-centric activities. MOU with Shubhavarana Yaksha Sampada (R), Marakada to foster a local culture in the form of Yakshagana training and spreading awareness on value system.
- The Institute organizes regular workshops and expert lectures on different themes like A Leaders Guide to Decision Making, Find your Voice : Open House by Karavali Toastmasters Mangalore, Better environment better tomorrow, Start-up procedure & entrepreneurship, Opportunities for entrepreneurship & Start-ups, Mutual Fund, Voting as a Constitutional responsibility issues & Concern, Water Management for a Sustainable Future, Yoga for Resilience, Mind and Meditation, Intellectual Property Rights, Miraculous power of the subconscious mind- Mentalism Show, Overseas Education & Entrepreneurship Opportunities, Educating Entrepreneurs- Navigating Capital Markets for Success, Funding Your Vision: Capital Market Strategies for

Entrepreneurs, Entrepreneur's Roadmap to Capital Markets Excellence, Cultivating curiosity - Exploring research Inquisitiveness among MBA students, Review of Literature, The art of Entrepreneurial Mindset : Cultivating traits for success, Developing a Business plan and financing Entrepreneurship were organized.

- Institute organizes "PANTOMIME- An Art bey, ond words" competition wherein the students were given the themes on Human rights and Waste Management mainly focusing on sensitizing students to socio-centric issues. Institute also provides a platform for students to portray short movies on themes like environmental and socio-centric issues.
- The Institute inculcates multidisciplinary and interdisciplinary education, conducts social surveys on social-centric issues and prepares a report on the same.
- The Institute also maintains a Vermi-Composting Unit reflecting the environmental and sustainability concerns. Institute has a sewage water treatment plant which tries to protect the environment and public health from the pollutants. This practice of recycling of water has aided in reducing the consumption of water nearly by 30,000 litres per day in the campus.
- Outreach and Extension club of the Institute have organized a Workshop on Waste Management and Terrace Gardening in association with Horticulture Department, Mangalore and Elixir club for the benefit of General public. Institute have organized a Blood Donation camp in association with A.J Institute of Medical Science and Research, Mangalore and also organized an awareness programme on 'Better Environment-Better Tomorrow'- Save Marine Life which sensitizes the students regarding human values.

#### **16.Academic bank of credits (ABC):**

- Institute has many memorandum of understanding to help the students in Internship and also in providing Industry certified Add-on programme to our students in addition to University provided specializations. These credits are automatically added to the academic bank of credits
- As per the instructions by the Mangalore University, students are given awareness on the importance and use of Academic Bank of Credits and creation of Digilocker. It is a digital document storage platform launched by the Government of India. Digilocker allows students to store

and access various academic documents, such as marksheets, degree certificates, transfer certificates, migration certificates, and more. Institute has enabled the students to register and retrieve all their earlier academic certificates and all other important documents through Digilocker.

### 17.Skill development:

- Institute has included Add-on programmes in its curriculum like Soft skills implemented in the First and Second semesters in addition to the course mandatory offered by University to inculcate skills and professional ethics among students. Institute also offers Industry certified add-on programmes in the third and fourth semesters to students in the areas of Marketing, Logistics, Hospital Administration, Finance and Human resource.
- In order to develop the skills, Institute encourages the students to register and complete MOOC and SWAYAM NPTEL courses as per their area of interest.
- Institute has 23 Clubs and Associations functioning in the Institute which facilitated the development of leadership qualities among the students.
- Expert Lectures/webinars on contemporary topics by eminent scholars enabled the students, to update their knowledge through participation in the proceedings.
- The Outreach and Extension Club of the Institute have organized a Workshop on Waste Management and Terrace Gardening in association with Horticulture Department, Mangalore and Elixir Club for the benefit of the General public. Institute has organized a Blood Donation camp in association with A.J Institute of Medical Science and Research, Mangalore and also organized an awareness programme on 'Better Environment-Better Tomorrow'- Save Marine Life which sensitizes the students regarding human values.
- Institute organizes a series of workshops, and expert lectures to inculcate and strengthen their professional skills and equip them to the corporate environment. The Events organized by the Institute are:

Programs Conducted	Date of Commencement
Better environment better tomorrow	10-10-2022
Start-up procedure & entrepreneurship	28-12-2022
Opportunities for entrepreneurship & Start-ups	05-01-2023
Mutual Fund	20-03-2023
Voting as a Constitutional responsibility issues & concern	30-03-2023
A Leaders Guide to Decision Making	31-03-2023
Find your Voice : Open House by Karavali Toastmasters Mangalore	12-04-2023
Water Management for a Sustainable Future	08-06-2023
Yoga for Resilience	21-06-2023
Mind and Meditation	27-06-2023
Moment Marketing	19-07-2023
Intellectual Property Rights	02-08-2023
Miraculous power of the subconscious mind-Mentalism Show	17-08-2023
Business Analytics & Visualization in Excel	25-08-2023
Overseas Education & Entrepreneurship Opportunities	22-09-2023
Educating Entrepreneurs- Navigating Capital Markets for Success	26-09-2023
Funding your vision: Capital Market Strategies for entrepreneurs	27-09-2023
Entrepreneur's Roadmap to Capital Markets Excellence	28-09-2023
Cultivating curiosity - Exploring reserach Inquisitiveness among MBA students	3-10-2023
Review of Literature	5-10-2023
The art of Entrepreneurial Mindset : Cultivating traits for success	6-10-2023
Developing a Business plan and financing Entrepreneurship	13-10-2023

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

Institute has integrated Indian Culture in its co-curricular and extra-curricular activities by conducting various programmes like short films on socio-centric themes, Conduct of events like Sharada Pooja and so on.

Institute organizes an Inter-collegiate Yakshagana Competition titled "Yakshakalatosava" to uphold and nurture Indian Culture among the students.

To inculcate Indian culture and tradition, Cultural club of the Institute organizes various cultural events such as Classical-Western Solo dance, Group dance, Face painting, Traditional day, Pantomime, Jashan-Sing and Dance competition, Vijay Diwas, Rangoli, Cooking without fire, pencil sketching, Mehndi and so on were organized in the Institution.

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

Institute strives in providing outcome-based education by implementing various Plans of Action in its curricular endeavours. Institute has introduced various initiatives like insisting rubrics to various components like Presentations, Assignments, and preparation of questions in question papers based on Bloom's Taxonomy. Each course has a definite course objective and outcome prepared by the faculty members. Institute has implemented Teaching Learning Practices (TLP) to be incorporated by the faculty members and the preparation of course files. Institute has also implemented Student Progress Tracker as it tracks the entire data of a student during the period of two years. To assess the outcome based education and to enhance the effectiveness of teaching and learning, Institute collects feedback from different stakeholders of Institute like Faculty, Students, Alumni, and from Employers.

**20.Distance education/online education:**

All the classrooms of the Institute are equipped with ICT tools and techniques which help the faculty and students to have blended learning. The Wi-Fi facility in the campus was enhanced from 32 Mbps to 50 Mbps. 3 XP Pen Deco Digital graphics drawing

pen tablets were purchased to help in the conduct of online classes. The seminar hall is equipped with multimedia facilities using ICT tools. Invited talks and webinars are conducted in the seminar hall using ICT facilities. The faculty members create Google classrooms of respective subjects to enable the students with enhanced learning. In order to develop the skills, Institute encourages the students to register and complete MOOC and SWAYAM NPTEL courses as per their area of interest.

A Certification Programme in Banking Finance and Insurance by Bajaj Finserv was also provided by the Institute to offer guidance for competitive examinations and career advancement.

Institute provides Industry certified add programs on SAP, Excel and analytics, Digital marketing, and Aviation,

## Extended Profile

### 1.Programme

1.1

47

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

File Description	Documents
Data Template	<a href="#">View File</a>

### 2.Student

2.1

360

Number of students during the year

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

2.2

90

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

File Description	Documents
Data Template	<a href="#">View File</a>

2.3

180

Number of outgoing/ final year students during the year		
File Description	Documents	
Data Template	<a href="#">View File</a>	
<b>3.Academic</b>		
3.1	16	
Number of full time teachers during the year		
File Description	Documents	
Data Template	<a href="#">View File</a>	
3.2	18	
Number of sanctioned posts during the year		
File Description	Documents	
Data Template	<a href="#">View File</a>	
<b>4.Institution</b>		
4.1	10	
Total number of Classrooms and Seminar halls		
4.2	345.40	
Total expenditure excluding salary during the year (INR in lakhs)		
4.3	110	
Total number of computers on campus for academic purposes		
<b>Part B</b>		
<b>CURRICULAR ASPECTS</b>		
<b>1.1 - Curricular Planning and Implementation</b>		
1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process		
A J Institute of Management, affiliated with Mangalore University, has provided high-quality management education for the last twenty-four years. This has been achieved through a balanced approach that combines both curriculum and extracurricular activities.		

## Curriculum planning

- **Timetable:** Aligned with the University's calendar, which encompasses both academic and extracurricular events, the Dean Academics organizes the course timetable by distributing work among faculty members based on their expertise.
- **Course Objectives and Outcomes:** During the commencement of each course, the members of the faculty plan to adhere to course objectives and course outcomes in accordance with the University syllabus, with minor modifications if necessary.
- **Lesson plan:** Faculty maintain Work Diary for assigned courses spanning 16 weeks. Teaching hours are allocated on content depth and extra hours to quantitative subjects. Students maintain work diary to ensure timely completion of project.
- **Beyond-curriculum activities:** Faculty conduct various activities as per the calendar to create a holistic learning environment, nurturing personal growth, soft skills, leadership abilities, and industry connections.

## Effective Curriculum Delivery

- Curriculum delivery involves lectures, discussions, case studies, labs, internships, projects, and presentations, promoting active engagement and collaborative learning.
- Institute imparts beyond curriculum knowledge through expert lectures/seminars, workshops, management fests, developing short movies, interactive movie, club activities, wall magazines, conference/seminars, field study, industrial visits, outreach programs, cultural activities, sports and training activities which provide contemporary, multi-disciplinary knowledge and develop social sensitivity among the students.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="https://ajimmangalore.ac.in/naac/agar/1.1.1_6_mb.pdf">https://ajimmangalore.ac.in/naac/agar/1.1.1_6_mb.pdf</a>

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

### Academic Calendar

- Schedule of events received from the University serves as the roadmap and Dean Academics and Student Council Advisor prepare calendar of events for curriculum and beyond-curriculum activities respectively, in consultation with Director and Principal.
- Institute Calendar of events is approved in and faculty meeting and discussed in IQAC meeting.

### Continuous internal evaluation

Students undergo diverse internal assessments including tests, assignments, presentations, book reviews, and viva-voce sessions—aligned with the calendar of events. Assessment dates are communicated beforehand and displayed.

Faculty, guided by the Director, create question papers based on Bloom's taxonomy, reviewed by a committee. Rubrics are tailored for each evaluation type. Term-end exam papers from Mangalore University are securely stored and opened by designated personnel before exams.

A Student Progress Tracker monitors both academic and extracurricular growth, with faculty mentors assigned to groups of 12-14 students, overseeing their progress.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="https://ajimmangalore.ac.in/naac/aqar/1.1.2_Supporting_compressed.pdf">https://ajimmangalore.ac.in/naac/aqar/1.1.2_Supporting_compressed.pdf</a>

**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/**

**B. Any 3 of the above**

<b>Diploma Courses Assessment /evaluation process of the affiliating University</b>	
File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
<b>1.2 - Academic Flexibility</b>	
<b>1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented</b>	
<b>1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented</b>	
<b>01</b>	
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)	<a href="#">View File</a>
<b>1.2.2 - Number of Add on /Certificate programs offered during the year</b>	
<b>1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)</b>	
<b>22</b>	
File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	<a href="#">View File</a>
List of Add on /Certificate programs (Data Template )	<a href="#">View File</a>
<b>1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year</b>	
<b>180</b>	

File Description	Documents
Any additional information	No File Uploaded
Details of the students enrolled in Subjects related to certificate/Add-on programs	<a href="#">View File</a>

### 1.3 - Curriculum Enrichment

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

A J Institute of Management is dedicated to integrating cross-cutting issues such as professional ethics, gender sensitivity, human values, environment, and sustainability into both its curriculum and extracurricular activities. The institute not only includes relevant topics in its curriculum but also organizes additional seminars and workshops to complement these efforts.

In terms of professional ethics, the curriculum is supplemented with expert lectures and seminars covering intellectual property rights, cyber safety, corporate expectations versus student preparedness, and professionalism and communication.

For gender sensitivity, the institute's Anti-women Harassment Cell and Internal Complaint Committee conduct programs addressing women's sensitive issues. Events such as the National Conference on the Relevance of Raja Ram Mohan Roy in Women Empowerment, Women's Day celebrations, and seminars on topics like women's contribution to entrepreneurship and menstrual hygiene are organized.

Human values are fostered through activities like expert lectures on human rights and gender equity, mime show competitions on themes like human rights and citizenship, and events like Yakshakalotsava aimed at nurturing Indian culture and universal human values.

In the realm of environment and sustainability, the curriculum emphasizes relevant issues across various courses, while additional initiatives include short movies, mime show competitions, seminars on water management, participation in Swatch Bharath Abhiyan, and programs under Unnat Bharat Abhiyan.

Through these efforts, A J Institute of Management aims to instill in its students a comprehensive understanding and appreciation of

these crucial cross-cutting issues, preparing them to be responsible and socially conscious professionals.

File Description	Documents
Any additional information	No File Uploaded
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	<a href="#">View File</a>

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

02

File Description	Documents
Any additional information	<a href="#">View File</a>
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	<a href="#">View File</a>
Institutional Data in Prescribed Format	<a href="#">View File</a>

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

180

File Description	Documents
Any additional information	<a href="#">View File</a>
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	<a href="#">View File</a>

### 1.4 - Feedback System

<b>1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni</b>	<b>A. All of the above</b>
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------

File Description	Documents
URL for stakeholder feedback report	<a href="https://ajimmangalore.ac.in/naac/agar/1.4.1_Feedback.pdf">https://ajimmangalore.ac.in/naac/agar/1.4.1_Feedback.pdf</a>
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<b>No File Uploaded</b>
Any additional information	<a href="#">View File</a>

<b>1.4.2 - Feedback process of the Institution may be classified as follows</b>	<b>A. Feedback collected, analyzed and action taken and feedback available on website</b>
---------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------

File Description	Documents
Upload any additional information	<a href="#">View File</a>
URL for feedback report	<a href="https://ajimmangalore.ac.in/curriculum-feedback/">https://ajimmangalore.ac.in/curriculum-feedback/</a>

## 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

**180**

File Description	Documents
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>

#### 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

81

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of seats filled against seats reserved (Data Template)	<a href="#">View File</a>

## 2.2 - Catering to Student Diversity

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

Our Institution prioritized tailored programs for both advanced and slow learners to ensure equal educational opportunities. Advanced learners excel in comprehension, critical thinking, and creativity, demonstrating high potential. They undertake advanced academic responsibilities and pursue higher-level learning. Conversely, slow learners face challenges in understanding, retention, and exam performance, potentially leading to academic struggles.

Identification of advanced learners relies on classroom performance and exam results, while slow learners are identified by their difficulties in grasping concepts and achieving satisfactory grades. Given the diverse backgrounds of MBA students, including non-commerce fields, the following common courses are identified to assist slow learners, they are: Business Accountancy and Finance and Business Analytics in the 1st Semester; Business Research Methods in the 2nd Semester; and Strategic Cost Management and Operations Research in the 3rd Semester.

Action plan for Slow and Advanced Learners

Slow Learners

Advanced Learners

Remedial Class

Fest Deputation

**Supply of Question Bank****Event Organization****Giving Additional material****Club / Committee heads****Personal Attention and Counselling**

Additionally, personalized strategies such as remedial classes and counselling are implemented. Remedial classes are tracked through the attendance book. Advanced learners benefit from activities like event organization and leadership roles in clubs or committees.

Overall, our Institution is committed to fostering an inclusive learning environment by addressing the diverse needs of all students.

File Description	Documents
Paste link for additional information	<a href="https://ajimmangalore.ac.in/naac/agar/2.2.1.pdf">https://ajimmangalore.ac.in/naac/agar/2.2.1.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

Number of Students	Number of Teachers
360	19

File Description	Documents
Any additional information	<a href="#">View File</a>

**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 Institute envisions delivering management education that equips young individuals for leadership roles through a dedicated commitment to excellence in teaching and learning. To achieve this

goal, the Institute has redefined its teaching methods, incorporating experiential and participative learning that integrates problem-solving approaches. The diagrams and accompanying explanations offer a comprehensive overview of the Institute's student-centric strategies.

Table:1 An overview of the Institute's efforts to make learning student-centric through Experiential learning

Types of Student-Centric Approach

Methodology adopted by Faculty

Experiential learning

Summer Internship

Expert Lecture/ Seminar

Outreach program

Industrial Visit

Social Survey/ Field Survey

Interactive movie

Computer Lab Exercise

Table 2 An overview of the Institute's efforts to make learning student-centric through Participative learning:

Types of Student-Centric Approach

Methodology adopted by Faculty

Participative learning

- Workshop
- Presentations by students
- Management Fest
- Mime Competition
- Short movie
- Club activity
- Unnat Bharat Abhiyan (UBA)
- Impulsive Seminar
- Sports and Cultural
- Group Discussion

Table 3 An overview of the Institute's efforts to make learning student-centric through Problem Solving

Types of Student-Centric Approach

Methodology adopted by Faculty

Problem Solving Methodologies

- Project work
- Case Analysis
- Online Aptitude Test

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Link for additional information	<a href="https://ajimmangalore.ac.in/naac/agar/2.3.1_Supporting%20document.pdf">https://ajimmangalore.ac.in/naac/agar/2.3.1_Supporting%20document.pdf</a>

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

maximum of 200 words

The Institution aims to cultivate a more dynamic learning atmosphere by leveraging ICT tools and online resources to enrich educational experiences. The following diagram illustrates the ICT tools and online resources employed by the Institute.

1. **Virtual Classrooms:** Tools such as Zoom, You Tube, and Google Meet are used by the Institute to enable live, interactive online classes.
2. **E-learning Platform:** Websites like Great learning, TCS ion, NPTEL, Google Digital Garage Udemy etc. offer a variety of online courses, including many related to business and management.
3. **Online Library and Databases:** Resources like E-journal, E-book, Google Scholar, Research gate, Sci hub, NDL provide access to a vast collection of academic journals, articles, and research papers.
4. **Computers and Audiovisual Facilities** including projectors for effective teaching learning and practical
5. **WIFI Facility:** Provides widespread internet access, allowing students and facilities to connect to online resources and educational platforms from various locations on campus.
6. **Microsoft Excel and power point Presentation:** Practical training sessions on Microsoft Excel are offered by the institute, while both faculty and students utilize PowerPoint presentations for their presentation needs.
7. **ERP of the Institute** serves as a comprehensive solution for managing and optimizing various processes, contributing to the overall efficiency, transparency, and effectiveness of the institution's operations.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	<a href="#">View File</a>

### 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

15

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	<a href="#">View File</a>
Circulars pertaining to assigning mentors to mentees	<a href="#">View File</a>
Mentor/mentee ratio	<a href="#">View File</a>

## 2.4 - Teacher Profile and Quality

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

19

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	<a href="#">View File</a>

### 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

08

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

### 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

119.35

File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	<a href="#">View File</a>

## 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 Institute aligns with university regulations for student internal and external assessments. Internal assessment, carrying a weightage of thirty marks, includes 360 evaluations, encompassing two tests, a presentation, an assignment, and a viva voce, with a specific emphasis on attendance. In contrast, external assessment, accounting for 70 marks is administered by the university through semester-end examinations.

The procedure for ensuring transparency in the assessment is detailed as follows.

### Internal Assessment Transparency Mechanism

1. **Information Dissemination:** Students receive details about internal assessment dimensions, such as tests, presentations, assignments, viva voce, and attendance, through multiple channels—orientation programs, notice boards, progress trackers, assignment books, and direct communication from instructors in regular classes, often with accompanying evaluation rubrics.
2. **Calendar of Events** is prominently displayed on the college notice board and Institute website.
3. **Announcement of the Internal Test** are posted on student notice boards, providing a minimum one-week notice.
4. **Question Paper Preparation**
5. **Selection and Scrutiny of Question Papers**
6. **Transparency in other dimensions of internal assessment** are posted on the notice board and, if needed, on Google Classroom.
7. **Publish of Internal Assessment marks** to Mangalore University's UUCMS portal.

**External Assessment Transparency Mechanism**

- Communication of University Notification are promptly informed about examination guidelines through notices and phone calls.
- Confidentiality Assurance: To maintain confidentiality and transparency during the semester-end examination, the question paper packets are unsealed in the presence of an external examiner.
- Result Accessibility: Students can access and download examination results through UUCMS student portal
- Challenge Valuation: Facilitating challenge valuation in the event of discrepancies through timely communication with the concerned students.

File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	<a href="https://ajimmangalore.ac.in/naac/aqar/2.5.1_Supporting%20document_6%20mb.pdf">https://ajimmangalore.ac.in/naac/aqar/2.5.1_Supporting%20document_6%20mb.pdf</a>

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

The Institute's mechanism for addressing students' evaluation grievances is both efficient and time-bound and is addressed through the following process.

**Internal Assessment**

- The examination committee schedules re-internal examination only in authentic cases
- The answer scripts are evaluated and distributed within 10 days and grievances if any on marks are addressed by the course instructor in the classroom.
- Any additional grievances are handled by the examination committee.
- Internal assessment marks are finalized by the course instructor and submitted to the Director.
- Scrutiny is conducted by the examination committee ensuring accuracy and resolve any discrepancies.
- After addressing grievances, the marks are uploaded onto the UUCMS portal.

**External Assessment**

- Semester exam grievances are resolved through challenge valuation on the UUCMS Portal, where they apply and pay.
- The Institute sends the list and payment details to the University, and after evaluation, revised mark cards are issued via the portal for any changes.
- Other issues are individually addressed

File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	<a href="https://ajimmangalore.ac.in/naac/aqar/2.5.2_Supporting%20Document.pdf">https://ajimmangalore.ac.in/naac/aqar/2.5.2_Supporting%20Document.pdf</a>

## 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.

Institute has clearly stated the MBA programme and Course outcomes in the Institute website and also the following mechanism is followed by the Institute to communicate the same to the faculties and students.

- Before the commencement of the classes, Course Instructors develop the course objectives and outcomes and the same is been communicated to the students by the course instructors along with the syllabus.
- Director of the Institute communicates the Programme outcomes to the students and the parents during the orientation programme.
- The importance of the programme and course outcomes has been communicated to the faculties in the meetings before the commencement of the semesters.

Stating and displaying of Course Outcomes:

### 1. Syllabi Availability

Hard copies of syllabi are readily available in the Institute library and computer lab facilitating easy access to programme and course outcomes.

### Online Accessibility

1. In addition to hard copies, the Institute provides soft

copies of the curriculum, programs and course outcomes on the Institute's website.

2. The ERP software employed by the Institute provides comprehensive visibility into the attainment of COs and POs.

#### 1. Faculty Engagement

The Institute recognizes the crucial role of faculty in attaining course objectives. Consequently, faculty meetings occur at the beginning and during each semester, emphasizing the significance of course outcomes. These meetings ensure faculty alignment with the Institute's mission.

#### 1. Student Awareness

At the commencement of each course, faculty members assure that students are well-informed about the course outcomes, in addition to being stated in the syllabus.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	<a href="https://ajimmangalore.ac.in/programme-outcome/">https://ajimmangalore.ac.in/programme-outcome/</a>
Upload COs for all Programmes (exemplars from Glossary)	<a href="#">View File</a>

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

Efforts to attain Programme Outcomes and Course Outcomes (POs and COs) are integral to the vision and mission of the Institute. These efforts steer us towards excellence, realizing the academic and professional aspirations of our students. Aligned with Outcome-Based Education, the Institute employs diverse methods to assess and evaluate both COs and POs. We meticulously collect and analyze data to measure the attainment of these outcomes.

#### Methods Used to Measure the Attainment

Assessment tools for COs and POs are categorized into Direct Assessment (80% weightage) and Indirect Assessment (20% weightage).

**Direct Assessment:** Evaluating course outcomes involves various

academic activities, constituting internal tests, presentations/book reviews, assignments, viva voce, attendance and semester-end examinations. These methods offer a representative glimpse into students' knowledge and capabilities, providing robust evidence of their learning.

The internal assessment mapping to the course outcome is done through a well-defined rubrics developed by the Institute. While the semester-end examination mapping is done based on the marks scored by the students in each course.

**Indirect Assessment:** relies on the feedback collected directly from students concerning the delivered course content. This valuable input provides insights into the overall learning experience.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	<a href="https://ajimmangalore.ac.in/naac/agar/2.6.2_Supporting%20document.pdf">https://ajimmangalore.ac.in/naac/agar/2.6.2_Supporting%20document.pdf</a>

### 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

174

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Paste link for the annual report	<a href="https://ajimmangalore.ac.in/annual-reports/">https://ajimmangalore.ac.in/annual-reports/</a>

### 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://ajimmangalore.ac.in/student-satisfaction-survey-sss/>

## 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)

325000

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

#### 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

02

File Description	Documents
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>

#### 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

325000

File Description	Documents
List of research projects and funding details (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded
Supporting document from Funding Agency	<a href="#">View File</a>
Paste link to funding agency website	<a href="https://ajimmangalore.ac.in/naac/aqar/3.1.3.pdf">https://ajimmangalore.ac.in/naac/aqar/3.1.3.pdf</a>

### 3.2 - Innovation Ecosystem

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

A J Institute of Management (AJIM) recognizes critical need of innovation and manage intellectual assets and has responded by establishing an ecosystem for nurturing and developing Innovations, Indian Knowledge System (IKS) and creation and transfer of knowledge and technology. This innovative framework encompasses essential elements such as awareness about Intellectual Property Rights (IPR), the provision of an Incubation Centre, and through Entrepreneurial Development programs.

#### ECOSYSTEM FOR INNOVATIONS

Institute has maintained its innovations through prioritizing in the following initiatives. This includes:

? Institution's Innovation Council (IIC), Incubation Centre and Entrepreneurship Development

The institution is registered with the Ministry of Education (MoE) through its Innovation Cell (MIC) to establish an Innovation Council, fostering an innovative environment and supporting skill development.

? Research and Development Centre

The Institution has been recognized as a Mangalore University PhD program Centre in Management; the institution has two faculty research supervisors overseeing up to fourteen candidates.

? Institute Research Bi-Annual Journal-ANVESHANA

The institute has been consistently publishing research journals with ISSN 2249-1449 for the past 11 years.

? Unnat Bharat Abhiyan (UBA) and Social Survey

The institute regularly conducts social surveys on socio-centric issues involving students and faculty members.

#### CREATION AND TRANSFER OF KNOWLEDGE/TECHNOLOGY

The Institute engages in creating and transferring knowledge or technology, involving the development and sharing of information, innovations, or expertise. The Institute has initiated the following activities:

? Comprehensive Academic Enrichment Initiatives

? Collaboration

? Extension and Outreach Programs

? Language and Business Lab

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://ajimmangalore.ac.in/naac/aqar/3.2.1.pdf">https://ajimmangalore.ac.in/naac/aqar/3.2.1.pdf</a>

### 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

50

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	<a href="#">View File</a>

<b>3.3 - Research Publications and Awards</b>	
<b>3.3.1 - Number of Ph.Ds registered per eligible teacher during the year</b>	
<b>3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year</b>	
0	
<b>File Description</b>	<b>Documents</b>
URL to the research page on HEI website	<a href="https://ajimmangalore.ac.in/research-and-development/">https://ajimmangalore.ac.in/research-and-development/</a>
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded
<b>3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year</b>	
<b>3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year</b>	
08	
<b>File Description</b>	<b>Documents</b>
Any additional information	<a href="#">View File</a>
List of research papers by title, author, department, name and year of publication (Data Template)	<a href="#">View File</a>
<b>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</b>	
<b>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</b>	
01	
<b>File Description</b>	<b>Documents</b>
Any additional information	<a href="#">View File</a>
List books and chapters edited volumes/ books published (Data Template)	<a href="#">View File</a>

### 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

Institute has an Outreach and Extension club which organizes and participates in various extension activities to promote College-Neighbourhood-Community network and to sensitize the students towards community needs. The students of our college actively participate in social service activities leading to their overall development.

To sensitize students to social issues for holistic development Institute has conducted awareness campaigns and programs involving students and faculty, on social issues such as poverty, education, healthcare and created occasions for students for conversation with the local community. Workshops, seminars are also conducted as the part of extension activities, the glimpses extension activities are given below.

Extension Activities in the Neighbourhood Community during the year

- Community Service and Blood Donation
- Awareness on environmental concern
- Beach cleaning drive
- Plastic free Abhiyan
- Swachh Bharat Abhiyan in public place
- Medical charity and donation of blood
- Effective management of Water resource
- Swachh campus
- Special school visit
- Beach Cleaning drive
- Swachhta Hi Seva 2023, the special campaign of Government of India

Thus, as an impact factor, above mentioned extension activities provided platform for students to engage in socially responsible initiatives. This has served as a foundation for students to develop their skills in Corporate Social Responsibility (CSR) activities. These initiatives trained the students in planning and executing outreach activities, which they are expected to pursue during their professional life. Further, these initiatives enabled the Institute not only to establish community-based partnerships, but also to incorporate social consciousness in its future endeavours.

File Description	Documents
Paste link for additional information	<a href="https://ajimmangalore.ac.in/naac/aqar/3.4.1_Website.pdf">https://ajimmangalore.ac.in/naac/aqar/3.4.1_Website.pdf</a>
Upload any additional information	<a href="#">View File</a>

### 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

05

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	<a href="#">View File</a>
e-copy of the award letters	<a href="#">View File</a>

### 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

12

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

### 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**

156

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	<a href="#">View File</a>

**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**

19

File Description	Documents
e-copies of related Document	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	<a href="#">View File</a>

**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**

19

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

## 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 Institute has a state-of-art facility for teaching-learning in the form of classrooms, library, computing facilities etc. The following explanation highlights the infrastructural facilities at the Institute.

- **Class Rooms:**

The Institute boasts with eight ergonomic classrooms, including a multipurpose classroom all featuring cushioned chairs, air conditioners, CCTV cameras, projectors with screens, AV systems, and computers.

- **Library:**

Library spanning 2604.87 sq. ft. is equipped with 16065 bound books, 4555 e-books, e-resources-DELNET and NDL, 40 periodicals, and a reading room with open access. Additionally, it consists of 8 Desktops, a 100 Mbps leased-line internet connection, Wi-Fi, EasyLib library software with barcoding, and a photocopier.

- **Computer Lab:**

Air-conditioned computer lab covering, 2454.17 sq. ft., houses 75 systems with licensed software, along with a 100 Mbps leased-line network connection and CCTV cameras.

- **Language & Business Lab:**

Air-conditioned lab, connected via LAN, features resources such as

audiobooks, short movies, project reports, and utilizes free software for various applications.

- **Research Centre:**

Air-conditioned Research Centre equipped with 400 research books, back volumes of journals, computing facilities, including a high-speed leased-line internet connection of 100Mbps.

- **Industry-Institute-Interaction (III) cell:**

Functioning as a crucial link between Industry and the Institute, the III cell facilitates placement activities such as placement workshops, aptitude tests, career guidance, counselling, training, mock interviews, and arrangements for final placement.

- **Digital display board:** Institute has installed a Digital Display Board in the ground floor to display the details of upcoming events, announce educational programmes etc.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://ajimmangalore.ac.in/facilities/">https://ajimmangalore.ac.in/facilities/</a>

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

The Institute supports the students with adequate facilities for cultural activities, sports, games and yoga which are given below.

#### Cultural activities

A.J Institute of Management has a cultural club which is responsible for all the cultural events in the Institute around the year. Club strives to bring out the hidden talent of the students and is the place where students can showcase what they have got. The Institute is equipped with classical instruments. Students use the Conference Hall as well as classrooms as per their requirement. The Conference Hall is equipped with cushion chairs and support facilities such as Air conditioners, LCD facilities, CC Cameras, Internet, Audio System, Green Room etc. Various cultural events such as Inter-collegiate Yakshagana competition Titled Yakshotasava, Solo dance, Group dance, Face

painting, Pantomime, Sing and Dance, Vijay Diwas, Rangoli, Cooking without fire, pencil sketching, Mehndi and so on were organized in the Institution.

#### Sports activities

The Institute provides facilities for indoor games such as Carrom, Table Tennis, Chess and outdoor games like Shuttle and Volleyball. These in-campus sports facilities are made available to the students from 4.30 p.m. - 6 p.m. All track events and games are facilitated in the common playground maintained by our Trust, near A.J. Medical College.

#### Yoga Sessions

Yoga classes for the students are arranged on demand in the Institute campus.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://ajimmangalore.ac.in/naac/aqar/4.1.2.pdf">https://ajimmangalore.ac.in/naac/aqar/4.1.2.pdf</a>

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

10

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://ajimmangalore.ac.in/naac/aqar/4.1.3.pdf">https://ajimmangalore.ac.in/naac/aqar/4.1.3.pdf</a>
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

#### 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)****196.25**

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	<a href="#">View File</a>
Upload Details of budget allocation, excluding salary during the year (Data Template)	<a href="#">View File</a>

**4.2 - Library as a Learning Resource****4.2.1 - Library is automated using Integrated Library Management System (ILMS)**

The library activities of the Institute are automated by using Software called Easy Lib. It is a data source, residing on a server and serves as a Centre to our entire network, having the ability to build and manage our library. Easylib provides extensive features that a library requires and desires. Basic features include: Acquisition, Cataloguing, Membership management, circulation, periodical and OPAC

**Main menu**

- Cataloguing and Accessioning
- Circulation
- OPAC
- Setup and Securities
- Members
- Periodicals
- Registration
- Digital Library

**Easy Lib enables the library users to**

- Perform extensive search from various terminals through our LAN
- Perform various library related activities such as procurement, classification, coding, issuing etc.

- Functions as software for security and log on mechanisms
- Connect our library to other digital information centers, on demand
- Use as a multilingual data entry facility

Easy lib also offers bar coding compatibility of the entire library stack. The multimedia and PC/s with internet provided at the library, enables the use of Easy Lib.

The students and faculty are given ID and password for the use of online journal portals.

Likewise, our research journal - Anveshana has a separate website ([www.anveshana.in](http://www.anveshana.in)).

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional Information	<a href="https://ajimmangalore.ac.in/naac/agar/4.2.1b.pdf">https://ajimmangalore.ac.in/naac/agar/4.2.1b.pdf</a>

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

A. Any 4 or more of the above

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	<a href="#">View File</a>

**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)**

282615

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

#### 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

23.46

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	<a href="#">View File</a>

#### 4.3 - IT Infrastructure

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

The Information Technology infrastructure within the institute functions as the digital nervous system, seamlessly connecting people, devices, and data to support the institution's operations and facilitates a diverse range of technological services. The following table outlines the details of updating and upgrading Institute's IT facilities in accordance with usage requirements over the past five years.

##### FACILITIES

2018-19

2019-20

2020-21

2021-22

2022-23

No. of Application Softwares

155

134

156

156

182

No. of System Softwares

110

90

99

99

110

No. of Anti-virus

39

38

51

51

65

Internet Speed

2 MBPS

4 MBPS

50 MBPS

50 MBPS

100 MBPS

No. of Systems

110

90

99

99

110

No. of Projector

06

06

09

09

14

Projection Screen

02

03

06

06

12

Server

01

01

01

01

01

LAN Connection

129

129

135

135

135

Firewall Security

01

01

01

01

01

UPS (big)

02

02

03

03

03

UPS (small)

05

05

07

12

15

No. of Scanners

02

02

02

02

03

Wi-Fi Access Point

04

04

05

05

05

Enterprise Resource Planning (ERP software)

-

-

-

-

1

Digital Display

-

-

1

1

2

**Amount spent for IT Upgradation**

11,46,887

13,90,155

5,29,282

7,96,970

24,62,849

**Updated and Upgraded details of IT facilities**

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://ajimmangalore.ac.in/naac/aqar/4.3.1b.pdf">https://ajimmangalore.ac.in/naac/aqar/4.3.1b.pdf</a>

**4.3.2 - Number of Computers**

91

File Description	Documents
Upload any additional information	No File Uploaded
List of Computers	<a href="#">View File</a>

**4.3.3 - Bandwidth of internet connection in the Institution**

A. ? 50MBPS

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	<a href="#">View File</a>

#### 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)

90.76

File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	<a href="#">View File</a>
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	<a href="#">View File</a>

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

The College has a well-defined policy and system in place for the maintenance and utilization of all its physical and academic facilities.

**Classrooms:** Institute encompasses sufficient number of well-furnished, well ventilated, spacious classrooms. Classrooms are air-conditioned and ICT enabled with Multi-media facilities. Entire Institute campus is under CCTV surveillance ensures the safety and the security of all students, teachers and equipment. Class representatives are given the responsibility of switching on/off the AC's, Projectors and returning the remotes to the office on daily basis and are also responsible to keep the classrooms clean.

**Computer Lab:** Institute has fully air conditioned computer lab equipped with 74 systems with LAN connectivity. Institute has a

Language and Business Lab equipped with web cam connectivity which helps the students in their interview process. Lab is used for conduct of Online Aptitude test and other placement related activities.

**Library:** Institute has a Library Advisory Committee comprises of Director, Dean Academics, One faculty and Library staffs along with two student's coordinators for smooth and efficient functioning of the library. Library is equipped with 10 computers to enable students to access E-resources. At end of Academic year stock verification is done. Procurement of books as per the requirement is initiated through library committee by inviting the requirement of books from each course instructors and the same is processed following the procurement procedure.

**Wi-Fi:** Institute has Wi-Fi connectivity of 100 Mbps which helps faculty and students with faster and un-interrupted internet connectivity.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://ajimmangalore.ac.in/naac/aqar/4.4.2_6_mb.pdf">https://ajimmangalore.ac.in/naac/aqar/4.4.2_6_mb.pdf</a>

## 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

86

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

### 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

119

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

**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	<a href="https://ajimmangalore.ac.in/naac/agar/5.1.3_6%20mb.pdf">https://ajimmangalore.ac.in/naac/agar/5.1.3_6%20mb.pdf</a>
Any additional information	<a href="#">View File</a>
Details of capability building and skills enhancement initiatives (Data Template)	<a href="#">View File</a>

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

180

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

165

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	<a href="#">View File</a>

**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	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of student grievances including sexual harassment and ragging cases	No File Uploaded

**5.2 - Student Progression****5.2.1 - Number of placement of outgoing students during the year****5.2.1.1 - Number of outgoing students placed during the year**

65

File Description	Documents
Self-attested list of students placed	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of student placement during the year (Data Template)	<a href="#">View File</a>

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

#### 5.2.2.1 - Number of outgoing student progression to higher education

0

File Description	Documents
Upload supporting data for student/alumni	No File Uploaded
Any additional information	No File Uploaded
Details of student progression to higher education	No File Uploaded

### 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)	No File Uploaded

### 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.**

44

File Description	Documents
e-copies of award letters and certificates	<a href="#">View File</a>
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)	<a href="#">View File</a>

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 )

In the academic year 2022-23, the Student Council at our Institute works really well with about 68 students. This group has a Student Chief Executive, Deputy Executive, Secretary-General, Joint Secretary, Class Representatives from all sections, and Office Bearers of many Clubs and Associations. A senior teacher helps them as an advisor, with input from the Dean and Director, to plan all the curricular and co-curricular activities for each semester.

The Student Council's main job is to help students become leaders by organizing college events and doing community service projects. They also speak up for students, sharing their ideas and concerns with everyone at the college.

There are 25 Clubs and Associations at the Institute, each offering different activities. They are run by one teacher as faculty coordinator and two to three students from each class. These clubs have organized various events like seminars/expert lectures, short movie productions, inspirational movie review sessions, mime shows, open assemblies, outreach programmes, Intrafest events as well as representation in fests held by other institutions, and E-Symposiums.

File Description	Documents
Paste link for additional information	<a href="https://ajimmangalore.ac.in/naac/aqar/5.3.2_Supporting%20document.pdf">https://ajimmangalore.ac.in/naac/aqar/5.3.2_Supporting%20document.pdf</a>
Upload any additional information	<a href="#">View File</a>

### 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

13

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

### 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

A J Institute of Management has a registered Alumni Association named AJIM Alumni Association, Mangalore. Over the years, the Institute's Alumni Association remained an integral part of the Institute's growth, providing valuable contributions by joining hands in all its academic endeavours. All graduating students are automatically enrolled as members of the association. To support its initiatives, the Institute charges a nominal membership fee of Rs.200 per student.

Ms. Thriveni Muthuvelu Director, Chiguru Institute, Bengaluru, Mr. Shijomon Yesudas, Manager, Strategic Alliances, IDP Education Ltd., Mangalore, Ms. Vishmitha & Ms. Shipali Suvarna (Alumni Batch 2019-21) and Sri Reji Kumar P, Managing Director, Excelro Centre

for Education & Career Excellence, Kasaragod, Kerala have conducted seminars for the students on the relative industry aspects.

Mr. Deepak Rao Director, Simplus Financial Service was the Alumni Guest for Management Fest Elixir -2023. Mr. Melrick, Ms. Meghana, Ms. Vishmitha, Ms. Asma and Ms. Nishmitha Shetty were the judges for the Management Fest Elixir -2023. Alumni meet was held on 22nd July 2023 and Ms. Earshia Mallick Senior Associate (CGI India) was the chief guest for the Alumni meet. Several alumni have extended their support in placement activities as well.

File Description	Documents
Paste link for additional information	<a href="https://ajimmangalore.ac.in/naac/aqar/5.4.1_6%20mb.pdf">https://ajimmangalore.ac.in/naac/aqar/5.4.1_6%20mb.pdf</a>
Upload any additional information	<a href="#">View File</a>

**5.4.2 - Alumni contribution during the year (INR in Lakhs)**

**E. <1Lakhs**

File Description	Documents
Upload any additional information	<a href="#">View File</a>

## 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

A J Institute of Management (AJIM) functioning under Laxmi Memorial Education Trust ® (LMET), was established in the year 1999 with its own academic philosophy, giving top priority to two key ideologies of education on priority - "Creation of New Knowledge" and "Achieving Par-Excellence."

#### VISION

An Institution to be the centre of excellence in Management Education by continuously benchmarking itself against the WORLD'S BEST. As an Institution with a difference, it looks beyond its boundaries and strives hard to achieve better of the best in Management Education.

**MISSION**

"Our mission is to impart value-based management education, designed to prepare young men and women for leadership positions in corporate and non-corporate sectors through a relentless pursuit of excellence in teaching, research, consultancy, management development and industry-institution interaction in the country and abroad"

The Institute functions under the guidance of three supervisory bodies:

1. **Governing Council:** This body's primary objective is to provide strategic leadership, ensuring effective governance, growth, and the accomplishment of the Institute's Vision and Mission.
2. **Academic Advisory Board:** This board aims to offer expert guidance and advice on academic pursuits to enhance the overall quality of education.
3. **Internal Quality Assurance Cell (IQAC):** Functioning with the objective of ensuring and enhancing the quality of education in both curriculum and beyond-curriculum activities at the Institute.

File Description	Documents
Paste link for additional information	<a href="https://ajimmangalore.ac.in/about-us/">https://ajimmangalore.ac.in/about-us/</a>
Upload any additional information	<a href="#">View File</a>

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

The Institute values decentralization of authority across functional tiers, encouraging active and efficient participation in academic pursuits to meet Institutional objectives. The Director (Trust) provides overarching guidance for the Institute. At the Institutional level, the Director oversees both the curriculum and beyond-curriculum activities along with the Principal, Dean Academics, Student Council Advisor and other functionaries. To ensure decentralisation and active participation in the institutional functioning, in addition to other functionaries, key positions are created each with a defined set of roles and responsibilities.

**Roles and Responsibilities of Key Positions and Other Functionaries:**

**KEY POSITIONS AND OTHER FUNCTIONARIES**

**ROLES & RESPONSIBILITY**

**Director**

Guides and monitors the curricular and beyond curricular activities

**Principal**

Leads and coordinates curricular and beyond curricular activities

**Dean Academics**

Oversees the process of curricular execution

**Student Council Advisor**

Plans and monitors the beyond curricular activities

**IQAC Coordinator**

Planning and implementation of quality enhancement initiatives

**Research and Development Coordinator**

Monitors the research and publication activities of the Institute

**Industry- Institution Interaction Cell Coordinator**

Liaison between Industry and Institute and coordinates training and placement activities

**Members of Faculty**

Perform different roles such as course instructor, mentor, project guide, in-charge of clubs and associations

**Administrative Staff**

Perform administrative duties and responsibilities in Library, Computer Lab and Office

File Description	Documents
Paste link for additional information	<a href="https://ajimmangalore.ac.in/management/">https://ajimmangalore.ac.in/management/</a>
Upload any additional information	<a href="#">View File</a>

## 6.2 - Strategy Development and Deployment

### 6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

In the last two years institute has able to achieve many milestones which was mentioned in institute perspective plan of 2018-23 . The following are the some of the activities successfully implemented last 2022-23.

#### FIFTH YEAR ACTION TAKEN REPORT OF FIVE-YEAR PERSPECTIVE PLAN (2023)

##### Dimension

##### Decision Taken

##### Action Taken Report

- Infrastructure and Maintenance
- Enhancement of Internet speed and WIFI connectivity
- Installing Audio Systems for classroom and maintenance of existing audio systems.
- Institute Enhance the speed of Internet at campus (100 Mbps)
- New purchase of Amplifier for class and service and Repair work was done for old existing amplifier.
- Accreditation & Ranking
- Apply for NBA Accreditation
- Preparation for NBA already started
- Industry Interaction / Collaboration and Placement Activities

- Signing of MOUs with the industry for the Add on certificate programmes, internship etc
- Signed MOU with Headvyas and Chiguru Company for providing Certificate Programme on Digital Marketing and Aviation's.
- Alumni Interaction and Engagement
- Registering Alumni Association of the institute
- Registration of Institute Alumni Association work started.
- Infrastructure and Maintenance
- Expansion and renovation of the canteen.
- Installation of Enterprise Resource Planning (ERP) system
- 
- Purchased 80 steel chair and 22 table and lunch table for the canteen
- Institute purchased Enterprise Resource Planning system from Heraizen Technologies Pvt. Ltd., Banglore
- Research and Development
- Infrastructure augmentation in research centre
- 
- Institute got Approval from Mangalore University Research Centre for Ph.D. Programme
- Installed AC and Computer cubicles are done for keeping computer system and connected all the system with LAN

File Description	Documents
Strategic Plan and deployment documents on the website	<a href="#">View File</a>
Paste link for additional information	<a href="https://ajimmangalore.ac.in/perspective-plan/">https://ajimmangalore.ac.in/perspective-plan/</a>
Upload any additional information	No File Uploaded

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

The effective functioning of the Institute is ensured by the Trust with the formation of Three levels of administrative setup: Strategic Level, Function Level and Operation Level.

The Trust has specific policies and procedures for day-to-day affairs, administrative Setup, recruitment of teaching and non-teaching staff and service rules.

Functioning of the Institutional Bodies

Functions

Institutional bodies

Governance and Strategy

Governing Council and Academic Advisory Board of the Institute

Routine Functioning of the Institute

Director of the Trust with the help of director of the Institute

Quality Enhancement Initiatives

IQAC in association with Coordinator, Director and Members of the Faculty

Strategy Implementations

Director and key positions of the Institute

Branding / Expansion

Management and Director of the Institute

Students Admissions

Management and Director of the Institute.

Curriculum Activities

Academic Dean under the guidance of Director and Principal

**Beyond Curriculum Activities**

Student Council Advisor and Faculty Member under the guidance of Director and Principal

**Student Assessment**

Academic Dean, Examination Committee and Faculty Members under the guidance of Director and Principal

**Industry Interaction and Placement and Training**

Co-ordinator of Industry Interaction cell under the guidance of Director and Principal

**Research Activities**

Co-ordinator of Research and Development Cell

**Clubs and Associations**

Faculty Members and Students under the guidance of Director and Principal

**Library Management**

Library Committee under the guidance of Director and Principal

**Computer Lab**

Lab In-charge under the guidance of Director and Principal

**Day to day Operations**

Non-Teaching Staff under the guidance of Director and Principal

File Description	Documents
Paste link for additional information	<a href="https://ajimmangalore.ac.in/naac/aqar/6.2.2_website.pdf">https://ajimmangalore.ac.in/naac/aqar/6.2.2_website.pdf</a>
Link to Organogram of the institution webpage	<a href="https://ajimmangalore.ac.in/management/">https://ajimmangalore.ac.in/management/</a>
Upload any additional information	<a href="#">View File</a>

<b>6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination</b>	<b>A. All of the above</b>
File Description	Documents
ERP (Enterprise Resource Planning)Document	<a href="#">View File</a>
Screen shots of user inter faces	<a href="#">View File</a>
Any additional information	<b>No File Uploaded</b>
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	<a href="#">View File</a>
<b>6.3 - Faculty Empowerment Strategies</b>	
6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff	
<p><b>Effective Welfare Measures</b></p> <p>The Trust implements welfare initiatives aimed at enhancing the overall well-being of employees, fostering a healthier and more supportive environment. The subsequent table offers an overview of these welfare measures</p> <p><b>Welfare Measures for Teaching and Non-Teaching Staffs</b></p> <p><b>Teaching</b></p> <ul style="list-style-type: none"> <li>• Employee Provident Fund - EPF</li> <li>• Gratuity Facility</li> <li>• Casual Leave, Sick Leave, Duty Leave and Vacation</li> <li>• Reimbursement of all incidental expenses incurred in connection for attending conferences</li> <li>• Organizing Faculty Development Programmes at the Institute</li> <li>• Financial assistance for research and publication activities</li> <li>• Incentive for clearing NET / KSET</li> <li>• Maternity Leave</li> </ul>	

- Medical facility at A. J. Hospital and Research Centre

Non

Teaching

- Casual Leave, Sick Leave, Duty Leave and Earned Leave
- Employee Provident Fund - EPF
- Gratuity Facility
- Employee State Insurance Scheme - ESIC
- Maternity Leave
- Organizing Staff Development Programmes at the Institute
- Two sets of Uniform

File Description	Documents
Paste link for additional information	<a href="https://ajimmangalore.ac.in/naac/agar/6.3.1_Supporting%20document_6%20mb.pdf">https://ajimmangalore.ac.in/naac/agar/6.3.1_Supporting%20document_6%20mb.pdf</a>
Upload any additional information	<a href="#">View File</a>

**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**

10

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<a href="#">View File</a>

**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****03**

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	<a href="#">View File</a>
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	<a href="#">View File</a>

**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****11**

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

**6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff****The following are the performance appraisal system adopted by the**

**Institute.**

- **Teacher performance evaluation by students:**At the end of each semester, Institute collects the feedback from students on curriculum and syllabus completion through a structured questionnaire, administered among the students at the computer lab/through google form and made to record their opinion on different dimensions.
- **Student Satisfaction Survey:** Every year Institute conducts a student satisfaction survey (SSS) from final year students through a questionnaire.
- **Feedback session:**Director of the Institute conducts face-to-face interview with the students whenever possible and the feedback is being used to future improvements of the Institute.
- **Performance assessment through Suggestion Box:**Feedback received from the students through Suggestion Box, kept at the entrance of the Institute. Workable suggestions are implemented at right time.
- **Programme feedback appraisal:** After completion of each programme, The Institute collects the feedback from the participants and based on the results, apt suggestions are offered with regard to their planning and organizing.
- **For Non-teaching staff,** Director of the Institute interacts with them and provide suggestions for improvements.

File Description	Documents
Paste link for additional information	<a href="https://ajimmangalore.ac.in/naac/agar/6.3.5.pdf">https://ajimmangalore.ac.in/naac/agar/6.3.5.pdf</a>
Upload any additional information	<a href="#">View File</a>

**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

The external auditor conducts a Statutory Audit at the close of every fiscal year. Further, the external auditor performs quarterly audits at the Institute office, where cash receipts are cross-checking against fee receipts. The auditor ensures that payments align with vouchers and related supporting documents, all verified in the presence of internal staff.

File Description	Documents
Paste link for additional information	<a href="https://ajimmangalore.ac.in/naac/aqar/6.4.1_Supporting%20document.pdf">https://ajimmangalore.ac.in/naac/aqar/6.4.1_Supporting%20document.pdf</a>
Upload any additional information	<a href="#">View File</a>

#### 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)

4,28,73,488

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

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

The Institute employs sound strategies to secure and effectively utilize funds from various sources, including both governmental and non-governmental organizations.

##### Tuition fees:

The Institute primarily relies on tuition fees as its main revenue stream, as highlighted in the Annual Audited Statement. This consistent income enables the Institution to provide exceptional academic infrastructure and faculty resources, ensuring the delivery of high-quality education.

##### Funds Received for Organizing Conferences:

This reflects the funds acquired from both governmental and non-governmental entities to host national-level conferences with a focus on social-centric themes. Sponsors comprise the Ministry of Culture - Government of India, Canara Bank, Karnataka Private Post

Graduate Colleges Association (KPPGCA) based in Bangalore and philanthropic donors.

Funds Received for Infrastructure Use: Governmental and non-governmental organizations have utilized the Institute's facilities, including the Computer Lab, for conducting examinations.

Subscription Fees of Anveshana- Institutional Journal: It signifies the funds received from external organizations, institutions, or individuals subscribing to the Institution's Research Journal - Anveshana.

Management Fest: The Institute annually hosts a National Level Management and Cultural Fest, securing sponsorship from both governmental (Canara Bank) and non-governmental entities. These funds are allocated towards organizing programs, specifically geared towards enhancing students' skill development.

#### Optimum Utilization of Funds

The institution has adeptly allocated funds acquired from various Government and Non-Government entities for specific purposes including knowledge generation, skill enhancement, infrastructure development, organizing conferences for knowledge dissemination, sustaining publication efforts, and addressing rural community issues. These allocations are detailed in the accompanying visual representation.

File Description	Documents
Paste link for additional information	<a href="https://ajimmangalore.ac.in/naac/agar/6.4.3_Supporting%20document.pdf">https://ajimmangalore.ac.in/naac/agar/6.4.3_Supporting%20document.pdf</a>
Upload any additional information	<a href="#">View File</a>

### 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 Institute's IQAC is committed to enhancing the quality of both curriculum and beyond curriculum activities by embedding a culture of quality and implementing effective enhancement strategies. In this capacity, members offer insights into teaching methods, learning processes, assessment techniques, operational approaches,

extracurricular practices, and skill development, thereby influencing program outcomes. The contributions of IQAC towards institutionalizing the quality assurance strategies in the teaching - learning process and ensuring an effective understanding of learning outcomes at periodic intervals.

1.

#### Quality Assurance Suggestions

##### Strategies Reviewed and Accepted

o

Broadening outreach/extension initiatives.

Collaborative extension activities organized in association with JCI and Young India.

- Swachh AJIM
- Special school visit
- Beach Cleaning Drive
- Mega Cleanliness Drive- Ek Tareek, Er Ghanta, Ek Saath

##### Street Play

##### Enhancing Organizational Efficiency

Introduction of ERP system.

ERP software of Heraizen Technologies is installed to manage the academic activities of the Institute.

Strengthening Entrepreneurial Skill Development Initiatives.

##### Installation of incubation centre

- Registered with Innovation Council of Government of India.
- Organized one day workshop for select 20 students on Entrepreneurship Development through MSME.
- Deputation of students to a two-day Vendor Development Programme and Industrial Exhibition conducted by MSME.
- Performed a street play in association with Young India during Vendor Development Programme.

File Description	Documents
Paste link for additional information	<a href="https://ajimmangalore.ac.in/iqac-meeting/">https://ajimmangalore.ac.in/iqac-meeting/</a>
Upload any additional information	<a href="#">View File</a>

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

**IQAC being the central body within the Institute continuously reviews and takes steps to improve the quality of the teaching-learning process regularly.**

- **Academic Calendar-** Based on the University Academic Calendar the Institute schedules the academic calendar well in advance at the start of the year with ample time frame for not only the regular teaching-learning process but also to accommodate the various events like Expert lectures, Workshops, Club activities and many more.
- **Course Instructor Work Diary-** After the allotment of the subjects, each faculty prepares lesson plans for each course highlighting the course objectives and outcomes and likely hours allotted for the completion of course contents and units of the syllabus.
- **Student Progress Tracker-** Institute has implemented Student Progress Tracker to facilitate mentoring programme and tracks the entire data of a student consisting curriculum and beyond curriculum activities during the period of two years.
- **Effective Internal examination and evaluation systems-** The Institute has Formative assessment of 30 Marks for each course. Formative assessment comprises of two internal examinations, presentations, assignments, Viva-Voce and also Beyond Curriculum Contribution of students.
- **Slow and Advanced Learners** are identified in each semester based on the performances in their internal assessments and they are facilitated with additional classes and mentoring programmes.
- **Feedback-** To assess the outcome based education and to enhance the effectiveness of teaching and learning, Institute collects feedback from different stakeholders of Institute like Faculty, Students, Alumni, and from Employers.

File Description	Documents
Paste link for additional information	<a href="https://ajimmangalore.ac.in/naac/aqar/6.5.2.pdf">https://ajimmangalore.ac.in/naac/aqar/6.5.2.pdf</a>
Upload any additional information	<a href="#">View File</a>

**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	<a href="https://ajimmangalore.ac.in/annual-reports/">https://ajimmangalore.ac.in/annual-reports/</a>
Upload e-copies of the accreditations and certifications	<b>No File Uploaded</b>
Upload any additional information	<a href="#">View File</a>
Upload details of Quality assurance initiatives of the institution (Data Template)	<a href="#">View File</a>

## **INSTITUTIONAL VALUES AND BEST PRACTICES**

### **7.1 - Institutional Values and Social Responsibilities**

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

The Institute has acknowledged the importance of gender balance and taken multiple initiatives to promote gender equity across student admissions, staff appointments, and various programs. Measures Initiated by the Institution for the Promotion of Gender Equity and Sensitization.

Course content

- HRM, OB, GHRM, and Legal issues in health care and Business

Ethics, IBECourses include topics on the Protection of employees: guarding against sexual harassment.

- Stress Management course includes common stressors at the workplace: Stressors unique to age and gender.

Programs and other initiatives

- Conduct of National Conference on the theme "Relevance of Raja Ram Mohan Roy in Women Empowerment and Transformation in New India"
- Women's Day Celebration and felicitation of womenachievers
- Conduct sessions on Human Rights and Gender Equity, Mental Health among Students.
- Awareness program and campaign on Women's rights and Gender equality.
- Functioning of anti-women harassment cell and conduct of periodic meetings.
- Promoting activities related to health, nutrition, self-defence and entrepreneurship among female students.

Infrastructure ensuring Safety and Security:

- To ensure girls' safety, 36Closed Circuit Cameras are installed covering classrooms, lounges, corridors, canteen etc., with display in the Director's chamber.
- In-campus hostel facility for girls.
- The Anti-Ragging Committee, functioning in the Institute, visits the hostel, if necessary, to ensure the safety of the students.
- Separate common rooms for boys and girls with the facilities such as first aid, bed facility with good ventilation for fresh air and good lighting.
- Pad vending machine with incinerator.

File Description	Documents
Annual gender sensitization action plan	<a href="https://ajimmangalore.ac.in/wp-content/uploads/2023/07/7.1.1 Annual-gender-sensitization-action-plan.pdf">https://ajimmangalore.ac.in/wp-content/uploads/2023/07/7.1.1 Annual-gender-sensitization-action-plan.pdf</a>
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	<a href="https://ajimmangalore.ac.in/facilities/">https://ajimmangalore.ac.in/facilities/</a>

<b>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>	<b>C. Any 2 of the above</b>
<b>File Description</b>	<b>Documents</b>
Geo tagged Photographs	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>
<p>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</p>	
<p>The Institute has introduced sustainability programs known as the Clean and Green Campus Initiatives, aiming to promote eco-conscious practices within the campus. These efforts play a vital role in raising environmental consciousness among students and staff, educating them about sustainability and supporting a healthier global environment.</p> <p><b>Solid Waste Management</b></p> <p>The Institute occupies a 2.5-acre campus with greenery and includes canteen and hostel accommodating 500 female residents. Additionally, the Institute incorporates a vermicomposting unit to efficiently manage dry leaves, paper waste, and vegetable scraps generated within the canteen, hostel, and on-campus premises.</p> <p><b>Liquid Waste Management</b></p> <p>With the overarching goal of 'Save Water, Save Life' the Institute has installed a Sewage Water Treatment Plant within its premises. The daily water consumption on campus stands at 58,500 Kilo Litres per Day (KLD), sourced from bore wells and public water supply. Following the treatment of this sewage water, approximately 50,400 KLD of water becomes available and is utilized for gardening and flushing purposes in the institute's washrooms. Water recycling plays a crucial role in reducing overall water usage within the campus. The surplus water discharged into the underground drainage is devoid of hazardous chemicals and unpleasant odours, contributing significantly to environmental preservation.</p>	

**E-Waste Management**

The management of electronic waste involves its disposal through buyback or sale practices. An agreement has been established via a Memorandum of Understanding (MOU) with Emdees Computers and IT solutions, Mangalore and Durga Daya Systems and Services, Mangalore for the proper disposal of e-waste generated within the Institute.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	<a href="#">View File</a>
Geo tagged photographs of the facilities	<a href="#">View File</a>

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

**A. Any 4 or all of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

**7.1.5 - Green campus initiatives include**

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

- 1. Restricted entry of automobiles**
- 2. Use of bicycles/ Battery-powered vehicles**
- 3. Pedestrian-friendly pathways**
- 4. Ban on use of plastic**
- 5. Landscaping**

**C. Any 2 of the above**

File Description	Documents
Geo tagged photos / videos of the facilities	<a href="#">View File</a>
Various policy documents / decisions circulated for implementation	<a href="#">View File</a>
Any other relevant documents	<a href="#">View File</a>

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

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

**B. Any 3 of the above**

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	<a href="#">View File</a>
Certification by the auditing agency	<a href="#">View File</a>
Certificates of the awards received	<a href="#">View File</a>
Any other relevant information	<b>No File Uploaded</b>

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

**C. Any 2 of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
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).

A J Institute of Management is steadfast in fostering an inclusive environment through continuous sensitization efforts. Through ongoing initiatives and awareness programs on cultural diversity, values, rights and duties etc. The institute promotes understanding and respect for diverse perspectives, ensuring an environment that celebrates differences and encourages mutual understanding among its community members.

Creation of inclusive environment

Establishing an inclusive environment that nurtures tolerance, harmony, and embraces cultural, regional, linguistic, and socioeconomic diversity at A J Institute of Management (AJIM) involves the following measures

Creation of inclusive environment

1

Program initiatives on tolerance, harmony, and embraces cultural, regional, linguistic, and socioeconomic diversity

2

Extension and Outreach programs

3

Socio economic diversity

4

**Financial Aid and Scholarships**

5

MOUs with organization such as JCI, Young India, Shubhavarna Yaksha Sampada etc for extension and cultural promotion

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	<a href="#">View File</a>
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

Apart from the regular course contents, Institute provides add-on programme titled Soft skills for Managers for first year students which gives an understanding of professional ethics, value systems, interpersonal skills, body language which is an important element in shaping the students as a responsible citizen.

Code of Conduct of the Institute for students to be signed during admission which gives the students the information on the dress code, attendance, discipline, how students should use public properties and so on which guides the students towards making a responsible citizen of India.

With noble intension of developing a sensitivity among students and employees on the issues such as values, rights, responsibilities of citizens, constitutional obligations etc., the Institute has initiated providing contents in the course such as Indian Business Environment, Seminars and Expert Lecture, Programs such as Pantomime, preparation of short movie on the theme such as Human rights and Waste Management, mainly focusing on sensitizing students to socio-centric issues.

Sensitization of students and employees

1

Program initiatives on the issues such as values, rights, responsibilities of citizens, constitutional obligations etc

2

Extension and Outreach programs

3

National Conference

4

Commemoration of National days

5

Oath taking to promote national integration during Sadh Bhavana day, constitutional day

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	<a href="https://ajimmangalore.ac.in/naac/aqar/7.1.9_Supporting_Document.pdf">https://ajimmangalore.ac.in/naac/aqar/7.1.9_Supporting_Document.pdf</a>
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**

**A. All of the above**

File Description	Documents
Code of ethics policy document	<a href="#">View File</a>
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	<a href="#">View File</a>
Any other relevant information	No File Uploaded

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

International Women's Day is an occasion to celebrate the progress made towards achieving gender equality and women's empowerment. The institute celebrated Women's Day and felicitated women achievers.

Institute celebrated 'Vijay Diwas' on 26th July 2023 and organized an Inter-class singing (patriotic) competition, titled 'JASHAN'.

Intending to create oneness among the students forgetting all differences with respect to caste, creed, colour, etc., the Institute celebrates various cultural programs like Sharada Pooja every year.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	<a href="#">View File</a>
Geo tagged photographs of some of the events	<a href="#">View File</a>
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.

### Progressive TLP

**Objective: To streamline educational processes, nurture distinct**

student abilities, achieve learning objectives efficiently, ensure excellence through quality enhancement, and uphold transparency and fairness in student evaluation.

**Context:** Recognizing evolving stakeholder expectations and aligning with the NEP, the Institute sought a structured approach integrating academic and non-academic realms for holistic student development.

**Practices:** The institute developed a manual categorizing teaching, learning, and assessment methods, utilizing rubrics for continuous student evaluation to ensure comprehensive development and attainment of program outcomes.

**Success Indicators:** The institute structured manuals for both curricular and extracurricular activities, monitored faculty and student progress through course files and trackers, ensuring assessment transparency.

**Title:** Cultivating Socio-Ethical and Emotional Awareness in Future Managers

**Objective:** The Institute aims to sensitize students to universal values alongside managerial skills, fostering community responsibility, collaboration for addressing social issues, critical thinking for innovative solutions, and ethical application in corporate settings.

**Context:** Recognizing community sensitization as vital for empathy, social responsibility, and active citizenship, the institution seeks to equip students with an understanding of local needs, challenges, and diversity.

**Practice:** Various activities such as visits to special schools and orphanages, charity initiatives, rural education contributions, disaster relief efforts, cleanliness drives, seminars on socio-centric themes promote community engagement.

**Success Indicators:** Implementation of Pantomime competitions, and organized outreach programs contribute to students' empathy-building and personal growth beyond the classroom.

**Challenges and Resources:** Despite challenges like lack of awareness and logistical constraints, the institute utilizes guest speakers, field trips, and community partnerships to engage students in community sensitization programs and foster awareness.

and involvement.

File Description	Documents
Best practices in the Institutional website	<a href="https://ajimmangalore.ac.in/best-practices/">https://ajimmangalore.ac.in/best-practices/</a>
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

#### Emphasis on Skill Enhancement and Career Development

A J Institute of Management distinguishes itself through its unwavering commitment to fostering the future managers via inventive skill enhancement programs. These initiatives encompass a spectrum of activities geared towards augmenting students' proficiencies across various domains, aimed at aligning with shifting industry demands and technological advancements. The overarching goal is to furnish students with requisite knowledge, competencies, and adaptability crucial for succeeding in their careers and making meaningful contributions to society.

The institute's skill enhancement endeavors comprise several focused programs. Firstly, the Capacity Enhancement Workshop provides specialized training to equip students with essential academic and professional skills. Additionally, Life Skill Enhancement Programs aim to cultivate a broader range of skills essential for personal growth and professional success. Aptitude tests are conducted regularly to bolster students' academic and career prospects, particularly during placement processes.

Furthermore, seminars, expert lectures, and Management Fests offer platforms for students to glean insights from industry stalwarts, delve into contemporary business issues, and hone their practical acumen. The institute also offers Add-On Certificate Programs and facilitates internships, providing avenues for students to gain hands-on experience and expertise in their chosen fields. Club activities supplement these efforts, providing additional opportunities for skill development.

These distinctive practices have yielded commendable outcomes.

Notably, high academic achievements, real-world application of knowledge, skill development through internships, and enhanced resumes have all contributed to preparing students effectively for the competitive job market.

File Description	Documents
Appropriate web in the Institutional website	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

#### 7.3.2 - Plan of action for the next academic year

- Introduce job oriented/ vocational programmes and new courses in emerging areas
- Skill enhancement programmes
- Augmentation of MOU with Industries/Organizations for strengthening internship/ placement/ extension activities
- Development of Institute Innovation Council
- Organize national and international seminars on regular basis for boosting the academic outlook of faculty and students in various aspects