



A J INSTITUTE OF MANAGEMENT

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Criterion 7 - Institutional Values and Best Practices

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

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I certify that all the evidence included in this document is authentic and duly verified.



COURSE CONTENT SYLLABUS

HUMAN RESOURCE MANAGEMENT

MBAH 451: HUMAN RESOURCE MANAGEMENT

Workload : 4 hours per week - Total credits 04

Examination : 3 hours; 30 marks continuous evaluation & 70 marks final examination.

- Objectives**
1. To understand the theory and the concepts of HRM.
 2. To get a summary of the various HRM roles and activities.
 3. To understand HR acquisition and retention strategies
 4. To know the emerging trends in HRM
 5. To Analyze performance management and compensation management.
 6. To get an insight into the legislative basic requirements.
 7. To understand the occupational safety and labour welfare activities

Course Outcomes

1. Knowing HRM functions, concepts, role analysis that promotes the creation of a job description and job specification for different employee levels for students.
2. Synthesize information on recruitment process efficiency, sources & formal selection method comprehension.
3. Identify different types of preparation, and develop a training program.
4. Understand the concept of an organization's performance assessment process.
5. Have knowledge of the concepts and tools of HRM as relevant to industrial organisation
6. Have an understanding of the role of HRM in the overall strategy setting.
7. Able to know the importance of training and development, and performance appraisal.

Pedagogy: Lectures, assignments, practical exercises, discussions, seminars, etc.

Module 1: Human Resource Management: Concept and Challenges - Introduction, Objectives, Scope, Features of HRM, Role of HRM, Importance of HRM, Policies and Practices of HRM, Functions of HRM, Challenges of HRM. Introduction to Strategic HRM: Definition of SHRM, importance and nature. HRM Models: Harvard Model, SHRM "matching model".

Module 2: HR Acquisition & Retention: Human Resource Planning: Definition, Objective, Need and Importance, HRP Process, Barriers to HRP. Job Analysis Process – Contents of Job Description & Job Specification, Job description V/s job specification, Job design, Factors affecting Job design, Job enrichment V/s job enlargement. Recruitment Introduction & Sources of Recruitment, Difference between recruitment and Selection-Recruitment, Selection Process, Induction and Orientation. Career Planning-Process of career planning and development Succession Planning Process, Transfer and Promotion. Retention of Employees: Importance of retention, strategies of retention.



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Module 3: Managing Employee Performance: Performance Appraisal & Performance Management – Definition, Objective, Importance, Appraisal Process and Appraisal Methods. Why to measure performance and its purpose. Performance Appraisal V/s Performance Management, Potential Management.

Module 4: Training and Development: - Definition – Scope – Conceptual framework of **Training and development of Employees**, Role of Training in Organizations, Objectives, The Training and Development Process, Training Need Assessment, Types of training, Difference between training and development, E-Learning. Benefits of training, Evaluation of Training Effectiveness: Kirkpatrick model.

Module 5: Compensation Management: Concept, Objectives, Importance of Compensation Management, Process, Current Trends in Compensation. Factors in compensation plan. Wage/ Salary differentials, Components of salary. Incentives and Benefits – Financial & Nonfinancial Incentive, Fringe Benefits. Employees Separation - Retirement, Termination, VRS, Golden Handshake, Suspension, Concepts & Methods, **Grievance Procedure in Indian Industry**.

Module 6: Labour relations and Employee security: Industrial relation and collective bargaining: Trade unions - Collective bargaining - future of trade unionism. Discipline administration - grievances handling - managing dismissals and separation. Labour Welfare: Importance & Implications of labour legislations - Employee health - Auditing HR functions, Future of HRM function.

Module 7: Emerging Trends in HRM: HRIS- Need, Advantages & Uses of HRIS. HR Accounting- Concepts, Objective, Advantage, Limitation & Method. HR Audit- Concept, Objective, Scope & Process. HR Shared Services- Concept, Objective, Benefits, Issues creating HR Shared Services. Overview of global human resource management.

Reference Books:

1. Human Resource Management, Arun Monappa, Tata McGraw Hill Publishing Company
2. Human Resource Management, C.B. Matoria, Himalaya Publishing House
3. Human Resource Management, Gary Dessler Dorling Kindersley Pvt.Ltd.
4. Human Resource Management: Text and Cases, K Aswathappa, Tata McGraw Hill Publishing Company.
5. Performance Appraisal and Management, Himalaya Publishing House.
6. Winning on HR analytics: Leveraging data for competitive advantage, Ramesh Soundararajan and Kuldeep Singh, Sage Publication
7. The Practical Guide to HR Analytics: Using Data to Inform, Transform, and Empower HR Decisions Paperback, Shonna D. Waters, Valerie N. Streets, Lindsay McFarlane, Rachael Johnson-Murray.
8. Human Resource Management, Dr. S.S. Khanka, Sultan Chand, Delhi
9. Human Resource Management, Deepak Bhattacharya, Sage Publishing Ltd.
10. Human Resource Management, Mirza & Zaiyaddin
11. Human Resource Management, Dr.P.C.Pardeshi, Niramli Publication
12. Human Resource Management, R.S. Dwiwedi, Vikas Publishing House.
13. Human Resource Management in Organizations, Izabela Robinson, Jaico Publishing House.
14. Armstrong's Essential Human Resource Management Practice - A guide to people Management, Michael Armstrong, Koganpage.
15. Applied Psychology in Human Resource Management, Cascio & Aguinis,



ORGANISATION BEHAVIOUR AND COMMUNICATIONS

MBAH 403: ORGANISATION BEHAVIOUR AND COMMUNICATIONS

Workload : 4 hours per week - Total credits 04

Examination : 3 hours; 30 marks continuous evaluation & 70 marks final examination.

- Objectives :**
1. To understand the fundamental principles and ideas of human behavior.
 2. To familiarize with the behavioral patterns of human beings.
 3. To understand power and politics and its impact on individual behavior.
 4. To make students aware of individual behavior in groups, group dynamics.
 5. To develop a better understanding about building of effective teams.
 6. To develop communication skills.
 7. To inculcate interview and group discussion techniques.

- Course Outcomes :**
1. Describe the key concepts of organizational behavior.
 2. Enhance the ability in terms of control of human behavior in an organization.
 3. Have knowledge on motivational factors that influence the individual behavior.
 4. Have understanding about the organizational power and politics.
 5. Understand theories about how managers should behave to motivate and control employees.
 6. Build people and leadership skills essential for managerial success.
 7. Appraise the basic principles of communication

Pedagogy Lectures, assignments, practical exercises, discussions, seminars, etc.

Module 1, Fundamentals of OB: Evolution of management thought, five functions of management, Definition, scope and importance of OB, Relationship between OB and the individual, Evolution of OB, Models of OB (Autocratic, Custodial, Supportive, Collegial & SOBC), Limitations of OB.

Module 2, Values, Attitudes and Emotions: Introduction, Values, Attitudes, Definition and Concept of Emotions, Emotional Intelligence - Fundamentals of Emotional Intelligence, The Emotional Competence Framework, Benefits of Emotional Intelligence, difference between EQ and IQ. Personality & Attitude: Definition Personality, importance of personality in Performance, The Myers-Briggs Type Indicator and The Big Five personality model, Johari Window, Transaction Analysis, Definition Attitude Importance of attitude in an organization, Right Attitude, Components of attitude, Relationship between behavior and attitude.

Module 3, Perception: Meaning and concept of perception, Factors influencing perception, Selective perception, Attribution theory, Perceptual process, Social perception (stereotyping and halo effect). **Motivation:** Definition & Concept of Motive & Motivation, The Content Theories of Motivation (Maslow's Need Hierarchy & Herzberg's Two Factor model Theory), The Process Theories (Vroom's expectancy Theory & Porter Lawler model), Contemporary Theories- Equity Theory of Work Motivation.



Module 4, Group and Team Dynamics : The Meaning of Group & Group behavior & Group Dynamics, Types of Groups, The Five -Stage Model of Group Development Team Effectiveness & Team Building. **Leadership:** Introduction, Managers V/s Leaders. Overview of Leadership- Traits and Types, Theories of Leadership.- Trait and Behavioral Theories.

Module 5, Conflict Management – Definition and Meaning, Sources of Conflict, Types of Conflict, Conflict Management Approaches. **Organizational Culture:** Meaning and Nature of Organization Culture - Origin of Organization Culture, Functions of Organization Culture, Types of Culture, Creating and Maintaining Organization Culture, Managing Cultural Diversity.

Module 6, Stress at workplace: Work Stressors – Prevention and Management of stress – Balancing work and Life, workplace spirituality. **Organizational Change:** Meaning, definition & Nature of Organizational Change, Types of Organizational change, Forces that acts as stimulants to change. Kurt Lewin's Three step model, How to overcome the Resistance to Change, **Methods of Implementing Organizational Change**, Developing a Learning Organization.

Module 7, Communication Basics: Introduction to Communication , Meaning & Process, Objectives- Channels of Communication –Models of Communication–Group Communication- Barriers to effective Communication.

Module 8, Listening, Interview and Negotiations: Listening as a Managerial Process - Good Listening – Determinants of good listening -Difference between hearing and listening. Interview: Concept, Typology, **Effective Interview:** Ingredients, preparation for a good Interview, Interview facing and guiding techniques -Group Discussion: Ingredients of good discussion. Effective Negotiation Techniques, guiding the Negotiation process – Ingredients of good negotiation process.

Reference Books:

1. Organizational Behavior, Robins
2. Organizational Behavior, Nelson & Quick
3. Organizational Behavior, Fred Luthans
4. Organizational Behavior, Stephen Robins, Timothy Judge, Neharika Vohra
5. Organizational Behavior, M N Mishra
6. Organizational Behavior, K Ashwathappa
7. MatthuKutty MM, Business Communication Strategies, TMH, 2001.
8. Lessikar, Basic Communication, Tata McGrawHill.-2001.
9. Understanding OB, UdayPareek
10. Human Resource Management, Nkomo, CENGAGE Learning
11. Ken Robert W., A short guide to successful Writing in Management, HBS, 1986
12. Mudd Cs and SillersMd, Speech and Content and Communication, Thomas Crowell Company, 1985
13. Rayudu, Business Communication, Himalaya Publishers, 2001.
14. Aruna, Business Communication. TMH.



GLOBAL HUMAN RESOURCE MANAGEMENT

MBAS 559: GLOBAL HUMAN RESOURCE MANAGEMENT

Workload : 04 hours per week

Examination: 03 hours & 70 marks

- Objective** :
1. To expose the students with GHRM concepts and practices.
 2. To understand the domestic HRM and global HRM.
 3. To know the recent trends and challenges of GHRM
 4. To engage students in independent and life-long learning.
 5. To identify the key issues facing a business or business subdivision.
 6. To develop analytical and critical thinking abilities for decision making.
 7. To integrate tools and concepts from multiple functional areas.

- Course outcome:**
1. Get in-depth knowledge about the different dimension of GHRM.
 2. Understand MNCs and their HR practices.
 3. Acquire required competencies for international HR managers.
 4. Demonstrate the knowledge in this area and solve complex corporate problems.
 5. Identify business opportunities, design and implement innovations in work space.
 6. Apply reasonings informed by the contextual knowledge in the given area.
 7. Apply ethical principles for making judicious managerial decisions.

Pedagogy: Lectures, Assignments, Practical exercises, case studies, seminars, Role play
Game play.

Module 1, Introduction to Global HRM - nature and scope, domestic versus Global HRM, types of global business, Globalization and HRM, Impact of national culture on HRM and employee management issues, multi- culturalism, HRM in Cross-Border Mergers& Acquisitions, the Role of HR Departments in MNCs – Competencies for International HR Managers.

Module 2, Theoretical framework – Approaches to the study of GHRM – Convergence Theory, Marxist theory, cultural approach, Hofstede model and Trompennar Model – Confucian Dynamism - Andre Lawrent, Models of International HRM – Pooles adaptation of the Harvard Model – Brewster and Bournois Model, Organisational structure and design in global organisations.

Module 3, International staffing – policies and practices, techniques and sources of global recruitment, selection process, global labour market differences, global compensation factors, components, approaches and cultural impact on compensation, global compensation practices and recent trends in global staffing – expatriates failures & their minimization.



Module 4, Global Management Development – role of expatriate training, pre-departure training, development of staff and international assignments, training strategies, HCN & TCN training, repatriate training, emerging trends in training.

Module 5, Performance management – significance and concerns of performance management, setting individual performance goals, performance variables, performance appraisal for expatriates, feedback, linking rewards and results, challenges in managing performance, country – specific management practices.

Module 6, Repatriation – Re-entry and career issues, culture shock, benefits from repatriates, challenges of re-entry, repatriation process, managing repatriation, designing a successful repatriation programme.

Module 7, Comparative Labour Relations – Key issues, international pressures on national practices, multinational ownership and collective bargaining, women in global business, Quality Circles, participative management, responses of Labour Unions to MNCs.

Module 8, Global HRM practices – an overview of HRM in USA, UK, Japan, West Germany, China & India, innovative management techniques and their influences, social responsibility and global business ethics and International HR managers, future of GHRM.

Reference Books:

1. Evans, Pucik&Barsoure, The Global Challenges – Framework for International Human Resource Management - Tata McGraw Hill/Irwin.
2. Peter J. Dowling and Welsh – International Human Resource Management - Thomson Publications.
3. Aswathappa, K &Sadhna Dash– International Human Resource Management - McGraw-Hill.
4. Tony Edwards & Chris Rees, International Human Resource Management - Pearson Education.
5. Monir H. Tayeb – International Human Resource Management, Oxford University Press.
6. Rao P.L. – International Human Resource Management - Excel Books.
7. Dennis R. Briscoe and Randall S.Schuler- International Human Resource Management, Routledge Publications. Hilary Harris- Chris Brewester and Paul Sparrow Publications,
8. Hilary Harris, Chris Brewester and Paul Sparros– International Human Resource Management- Routledge Publications.
9. Bartlett C., Ghoshal S. and Birkinshaw, J– Transnational Management: Text, Cases and Readings in Cross Border Management, Boston, M.A. McGraw-Hill/Irwin
10. Geert Hofstede (1980) – Cultures, Consequences: International differences in work related values-Sage Publishers.
11. IAN Beard Well& Len Holden - Human Resource Management- Macmillan Publishers.
12. Gary Dessler, Human Resource Management, Prentice Hall.
13. Willy McCourt and Derek Eldridge- Global Human Resource Management- Edward Elgar Publishing Ltd.
14. Gordon Redding & Bruce W Stening - Cross-Cultural Management-Edward Eelgar Publishing Limited.



LEGAL ISSUES IN HEALTHCARE & BUSINESS ETHICS

MBAS 566: LEGAL ISSUES IN HEALTHCARE & BUSINESS ETHICS

Workload 4 hours per week – Total credits 4

Examination 3 hours 70 marks

- Objectives**
1. Understand the legal implications of provision of medical advice, diagnosis and treatment.
 2. Be familiar with the medical legal procedures and the provisions of various acts related to healthcare.
 3. Trace the development of professional and ethical obligations in the health care.
 4. Be aware of the occupational hazards, safety and measures in healthcare.
 5. To describe the MCI Act.
 6. To describe the issues relates to Consumer Protection Act – Patient Rights.
 7. To describe the Contract Labour and casual Labour Acts in Health care business.
- Course outcome**
1. Understand the legal and ethical issues in healthcare organization
 2. Understand the Contract Labour and casual Labour Acts
 3. Able to Medical Legal Procedures
 4. Able to manage the Contract Labour and casual Labour
 5. Able to handle the issues relates to Consumer Protection and Patient Rights.
 6. Able to advice the issues relates to healthcare business ethics.
 7. Able to handle issues in ethics in management.
- Pedagogy** Lectures, assignments, practical exercises, discussions, seminars.

Module 1: Introduction: Overview of laws in business and healthcare – Source of law – interpretation of law – Trade Union Act – Trust Act – Societies Registration Act.

Module 2: Medical Legal Procedures – Medical Jurisprudence – Patient confidentiality – Law of Torts – Law on Communicable diseases – Notifiable diseases – WHO – International Health Regulations.

Module 3: Environment Protection Act: Salient Features Occupational hazards, Safety and Health Measures – Food and Drugs Laws – Drugs and Cosmetics Act – Mental Health Act – Birth & Death Registrations Act – Biomedical Waste management Act and their applications and relevance in healthcare.

Module 4: An overview of MCI Act, Pre Natal Diagnostic Test Act, Medical Termination of Pregnancy Act, Organ Transplantation Act – Medical Negligence – Consumer Protection Act – Patient Rights.

Module 5: Contract Labour and casual Labour Acts - an over view of Shops and Establishment Act, Minimum Wages Act, Payment of Wages Act, Employees State Insurance Act, Provident Fund Act, Payment of Gratuity and Equal Remuneration Act.



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Module 6: Introduction to ethics; nature, scope and purpose – Importance of ethics and moral standards – Values, Norms, Beliefs and Standards – Normative ethics in management – ethics and morals.

Module 7: Managing ethics – ethics and the organization – Myths about business ethics – Ethical dilemma – Ethics and the Environment – Ethical decision making – Moral Reasoning; Psychological perspectives – Moral Reasoning and Organization Culture: Cultures based on fear, punishment and exchange.

Module 8: Ethics in Management – Ethics in HRM – Ethics in Marketing – Ethics in Finance – Corporate Social responsibility: Pyramid of corporate social responsibility, domains of corporate social responsibility – Ethical codes of conduct – Protection of employees: guarding against sexual harassment.

Reference Books:

1. Kuchhal M C– Business Laws -Vikas Publishing House Pvt. Ltd., New Delhi.
2. Goswani V.G.–Labour& Industrial Laws - Central Law Agency, Allahabad.
3. Kapur N D - A Handbook of Industrial Law- Sultan Chand and Sons New Delhi.
4. Raj kumar –Acts applicable to hospitals in India.
5. Knight Bernard – Legal Aspects of Medical Practice- Churchill Livingstone.
6. Saravanavel& Others – Labour Laws – Himalaya Publishing House, Bangalore.
7. Bhatia S.K. – Business Ethics and Managerial Values -Deep & Deep Publications Pvt. Ltd., New Delhi.
8. Murthy CSV – Business Ethics: Text & Cases - Himalaya Publishing House, Bangalore.
9. Biswanath Ghosh – Ethics in Management and the Indian ethos -Vikas Publishing House Pvt. Ltd., New Delhi.



BUSINESS ETHICS AND SOCIAL RESPONSIBILITY

MBAS 456: BUSINESS ETHICS AND SOCIAL RESPONSIBILITY

Workload	: 4 hours per week - Total credits 04
Examination	: 3 hours; 30 marks continuous evaluation & 70 marks final examination.
Objectives	<ol style="list-style-type: none">1. To understand business ethics and its relevance in the business field2. To understand the concepts of ethics and social responsibility.3. To provide exposure on the Indian Heritage & CSR4. To inculcate ethical principles.5. To build ethical behavior.6. To understand Indian ethos and morals.7. To gain knowledge over positive work culture and moral values
Course Outcomes	<ol style="list-style-type: none">1. Appreciate the concepts of business ethics2. Understand the basic concepts of Indian Ethos3. Able to understand and apply work ethos and values4. Get familiar with the basic sources of Indian ethos and values5. Understand the Indian Systems of learning.6. Able to practice ethical principles.7. Able to implement Indian ethos and morals.
Pedagogy	Lectures, assignments, practical exercises, discussions, seminars, etc.

Module 1, Nature of business ethics. Moral development and Moral reasoning, arguments for and against business-ethics. Moral responsibility. Social responsibility and business ethics. Development of business Ethics-Development of business ethics in different countries.

Module 2, Ethical principles. Utilitarianism, The moral status of corporations. Ethical theory. Ethics and business -decision making. Case studies of ethics in practice. Discrimination in employment. Affirmative action. Unjust dismissal, workers' rights and duties. Whistle blowing, working conditions. Quality of working life. Gender issues. Women at workplace. Protecting consumers: Ethical issues in delivering consumer needs. Marketing strategy and Ethics-Ethical practices in the market place - advertising. Marketing and product Safety-Government regulations: Role of government, corporate democracy. Government and corporate codes

Module 3, Controlling for more ethical behavior. Implementing business ethics, interpersonal relationships in organization- Controlling personal moral development within the organization. Controlling corporate culture and ethical decision making. Organizational politics.

Module 4, Indian ethos – an overview: Meaning, Features, Need, History, Relevance, Principles Practiced by Indian Companies, Requisites, Elements, Role of Indian Ethos in Managerial Practices



Module 5, Work ethos and values: Meaning, Levels, Dimensions, Steps, Factors Responsible for Poor Work Ethos Life Goals or Purusharthas, Professionalism and Karma Yoga, Values Vs Skills, Value System, Values & Purity of Mind, Indian Values & Wisdom relevant to modern management. **Values are universal, why should we call them Indian Values**

Module 6, Sources of Indian ethos in management: Management Lessons from Vedas, Management Lessons from Mahabharata, Management Lessons from Bible, Management Lessons from Quran, and Management Lessons from Kautilya's Arthashastra Indian Heritage in Business, Management, Production and Consumption. Ethics v/s Ethos Indian Management v/s Western Management

Module 7, Indian systems of learning: Gurukul System of Learning: Meaning, Features, Advantages, Disadvantages. Modern System of Learning: Meanings, Features, Advantages, Disadvantages. Karma: Meaning, Importance of Karma to Managers, Nishkama Karma. Laws of Karma: The Great Law, Law of Creation, Law of Humility, Law of Growth, Law of Responsibility, Law of Connection Corporate Karma: Meaning, Methodology, Guidelines for good Corporate Karma. Self-Management: Personal growth and Lessons from Ancient Indian Education System. Personality Development: Meaning, Determinants, Indian Ethos and Personality Development

Module 8, Indian heritage and CSR: Business Ethics, Theories of Business Ethics, Corporate Social Responsibility, Utilitarian Views on Business Ethics - Methods and means of checking corruption, Whistle blowing Fivefold debts (PanchaRina) Vs **Corporate Social Responsibility.**

Reference Books:

1. Devdutt Pattanaik (2015), Business Sutra: A Very Indian Approach to Management
2. R Nandagopal, Ajith Sankar RN: Indian Ethics and Values in Management, Tata Mc Graw Hill, 2011
3. Bhatta, S.K. (2006), Business Ethics & Managerial Values, Deep and Deep Publications, New Delhi.
4. Jackall, R. - Moral Mazes: The World of Corporate Managers., New York, Oxford University Press.
5. Business Ethics Concepts and cases by Manuel G Velasquez, Fifth edition, PHI
6. Business Ethics - Ethical decision making and cases by Ferrell & Frederic, Houghton Mifflin Company, Boston, 1991.
7. Business Ethics - by Richard T De George, Third edition. Me Millan Publishing Co.
8. Business Ethics - A managerial, stakeholder approach by Joseph W Weiss. Wadsworth Publishing Co., California 1994.
9. Ethics in Business - A Philosophical approach. By Thomas Donaldson and Patricia H Werhane, Fourth edition,
10. Rogene A Buchholz, Fundamental concepts & problem in business ethics, PHIC
11. Philip Kotler, Nancy Lee, Corporate Social Responsibility. John Wiley & Sons Inc. 2005
12. Dave, Nalini V (2003): Vedanta and Mana. Deep and Deep Publications, New Delhi.
13. Adair, J. Management and Morality: The Problems and Opportunities of Social Capitalism. Farnborough: Gower.



INDIAN BUSINESS ENVIRONMENT

MBAH 453: INDIAN BUSINESS ENVIRONMENT

Workload : 4 hours per week - Total credits 04

Examination : 3 hours; 30 marks continuous evaluation & 70 marks final examination.

- Objectives
1. To provide awareness about the business's Macro Economic Climate.
 2. To have an appreciation of the macroeconomic fundamentals.
 3. To study our country's different economic policies.
 4. To study and Analyse the technological environment.
 5. To study the levels of socio-cultural factors that influence buying behaviour.
 6. To study the Human Resources development and Economic Development.
 7. To study the current business environment in India.

Course

- Outcomes
1. Students will get an understanding of the Business macro climate and various macroeconomic principles.
 2. The student should understand past and present industrial policies and development over time, and how the structure of Indian Industry evolved over time.
 3. The student will be exposed to different nation and state economic policies.
 4. The students will be able manage their roles in the changing business scenario.
 5. Able to Analyse the environmental factors that influence business.
 6. Able to understand the impact of Technical environment on business.
 7. Able to assess the influence of nature on business.

Pedagogy Lectures, assignments, practical exercises, discussions, seminars, etc.

Module 1: Introduction: Concept of Business Environment-Definition-Characteristics-Environmental factors affecting decision making of the business Firm-Environmental Scanning: importance, process of scanning.

Module 2: Economic and Technological Environment: Concept-definition of Economic Environment-Economic Systems- Relative merits and demerits of each Systems-Economic Policies-Monetary-Fiscal-Industrial Policy (1991)-Exim (Latest policy) - Economic Planning: Objectives, Merit, Limitations-Technological Environment: Features, Its impact on Business, Restraints on Technological Growth.

Module 3: Political and Social Environment: Concept and Meaning of Political Environment-Political Institutions: Legislature, Executive, Judiciary, And Its Impact on Business-Social Environment: Meaning-Business and Ethics-Social Responsibility of Business-Its impact on Business Decisions.



Module 4: Perspective of Indian Economy: Indian Economy as a Developing Economy, Basic Characteristics Overview of Economic Planning, Role of Monetary policy and Fiscal Policy, Budget terminology, Economic Growth, GDP and GDP Trends, Money Supply & Inflation, Inflation trends, RBI – overview of role and functions, Capital Markets – overview of role and functions, Concept of Poverty, Estimates of Poverty, Poverty Line, Economic Reforms and Reduction of Poverty, Concept of Inclusion, Need of inclusive growth, Financial inclusion. Concept of Hard & Soft Infrastructure. Hard Infrastructure - Transport Infrastructure, Energy Infrastructure, Water management infrastructure, Communication Infrastructure, Solid waste management, Earth monitoring and measuring networks. Soft Infrastructure - Governance Infrastructure, Economic infrastructure, Social infrastructure, Critical Infrastructure, Urban infrastructure, Green infrastructure, Education Infrastructure, Health Infrastructure.

Module 5: Human Resources and Economic Development: The Theory of Demographic Transition, Size and Growth Rate of Population in India, Quantitative Population Growth Differentials in Different Countries, The Sex Composition of Population, Age Composition of Population, Density of Population, Urbanization and Economic Growth in India, The Quality of Population, Population Projections (2001-2026), Demographic Dividend. **Human Development in India - The Concept and Measures of Human Development, Human development Index for Various States in India, National Human Development Report**, Changing profile of GDP and employment in India, GDP, Employment and Productivity per Worker in India, Relative Shift in the Shares of NSDP and Employment in Agriculture, Industry and Services in Different States.

Module 6: Sectoral composition of Indian Economy: Primary, Secondary, Tertiary Sectors, Issues in Agriculture sector in India, land reforms, Green Revolution and agriculture policies of India, Industrial development, small scale and cottage industries, Industrial Policy, Public sector in India, Services sector in India. Areas of Market Failure and Need for State Intervention, Redefining the Role of the State, Liberalization, Privatization and Globalization (LPG) Model of Development, NITI Analog, Public Versus Private Sector Debate, Unorganized Sector and India's Informal Economy.

Module 7: Inequality and Economic Power in India: FDI, Angel Investors and Start-ups, Unicorns, M&A, Investment Models, Role of State, PPP (Public-Private Partnership), Savings and Investment Trends. Growth of Large Industrial Houses Since Independence, Growth of Monopolies and Concentration of Economic Power in India, Competition Policy and Competition Law, Growth and Inequality, India as an Economic Superpower, Growth of the Indian Middle Class, Indian MNCs : Mergers and Acquisitions, Outsourcing, Nationalism and Globalization, Small-scale and Cottage Enterprises, The Role of Small-scale Industries in **Indian Economy**, Poverty, Vulnerability and Unorganized Sector Employment-The High Degree of Correlation, Estimate of Organized and Unorganized Workers.

Module 8: The Foreign Trade of India: Importance of Foreign Trade for a Developing Economy, Overview of Foreign Trade Since Independence, Composition of India's Foreign Trade, Direction of India's Foreign Trade, India's Balance of Payments on Current Account, Balance of Payments Crisis, Balance of Payments Since the New Economic Reforms of 1991, India's Trade Policy, India's Foreign Trade Policy, An Analysis of Trends in Exports and Imports, Special Economic Zones (SEZs)-An Overview.



STRESS MANAGEMENT

MBAS 512: STRESS MANAGEMENT

Workload : 4 hours per week. - Total credits: 4

Examination : 3 hours 70 marks

- Objectives:
1. To understand the nature and consequences of stress
 2. To understand the impact of stress on work
 3. To recognise the stressors, Adaptive and Maladaptive behaviour
 4. To engage students in independent and life-long learning.
 5. To identify the key issues facing a business or business subdivision.
 6. To develop analytical and critical thinking abilities for decision making.
 7. To integrate tools and concepts from multiple functional areas.

- Course outcome
1. Understand the cognitive variables of stress
 2. Learn Managing Work-Life Balance
 3. Preparing for better future by reducing the stress.
 4. Demonstrate the knowledge in this area and solve complex corporate problems.
 5. Identify business opportunities, design and implement innovations in work space.
 6. Apply reasonings informed by the contextual knowledge in the given area.
 7. Apply ethical principles for making judicious managerial decisions.

Pedagogy: Lectures, assignments, Group discussions, seminars and training programmes

Module 1, Meaning and nature of stress: Difference between eustress and distress; Frustration, conflict and pressure; Meaning of stressors; common stressors at work place: Stressors unique to age and gender.

Module 2, Cognitive appraisal of stress: General adaptation to stress; Consequences of stress; Physiological and psychological changes associated with the stress response. **Stress and Memory;** Stress and Other Cognitive Variables; Stressful environmental conditions on performance.

Module 3, Behavioural aspects of Stress: Adaptive and Maladaptive Behaviour; Individual and Cultural Differences: Sources of Stress- Across the Lifespan; College and Occupational Stress.



Module 4, Stress and Work performance: Role of communication in managing stress and work performance: Emotional regulation and coping; Emotional intelligence and conflict management: Emotional Basis and Stress; Stress and Conflict in Relationships.

Module 5, Stress Intervention: Performance and Stress Intervention- The relationship between stress and performance; Stress intervention – interpersonal, Management Standards and Management Competencies.

Module 6, Strategies of Stress Management: Prevention of stress Challenging Stressful Thinking; Problem Solving; Emotional and cognitive coping styles: Strategies of Synthesis and Prevention: Resilience and Stress; Optimal functioning; Making changes last; Small changes and large rewards.

Module 7, Preparing for the Future: Care of the Self: Nutrition and Other Lifestyle Issues: Stress reduction practices: Time management; Exercise; Relaxation techniques; yoga; meditation.

Reference Books:

1. Baron .L.&Feist.J (2000) Health Psychology 4th edition, USA Brooks/Cole
2. Barlow, Rapee, and Perini(2014), 10 Steps to Mastering Stress: A Lifestyle Approach, USA
3. Clayton,M, (2011). Brilliant stressmanagement How to manage stress in any situation's 1st edition, Great Britain Pearson Education
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6. Lee, K. (2014). Reset: Make the Most of Your Stress: Your 24-7 Plan for Well-being. Universe Publishing.
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EMPLOYEE RELATIONS MANAGEMENT

MBAS 511: EMPLOYEE RELATIONS MANAGEMENT

Workload : 4 hours per week. - Total credits: 4

Examination : 3 hours 70 marks

Objectives : 1. To differentiate between industrial relations and employee relations.
2. To understand the significance of employee relation at work place.
3. To know the role of employee relation managers.
4. To engage students in independent and life-long learning.
5. To identify the key issues facing a business or business subdivision
6. To develop analytical and critical thinking abilities for decision making.
7. To integrate tools and concepts from multiple functional areas

Course outcome
1. Understand the relationship between employer relatives and labor legislations.
2. Understand the importance of WPM and conflict management in industries.
3. In- depth knowledge on present scenario of industrial relations.
4. Demonstrate the knowledge in this area and solve complex corporate problems.
5. Identify business opportunities, design and implement innovations in work space.
6. Apply reasonings informed by the contextual knowledge in the given area.
7. Apply ethical principles for making judicious managerial decisions.

Pedagogy : Lectures, assignments, practical exercises, discussions, seminars.

Module 1, Introduction: Concept and importance of Employee relations, comparison between Industrial relations and Employee relations, paradigm shift from IR to ER, trends in employee relations management.

Module 2, Employee Relations Management at Work: A strategic frame work, policies and processes, culture and employee relations, the role of ER manager, the future of employee relations. Changing characteristics of industrial employees.

Module 3, Employee Relations and Legislations: Regulations of employee relations- ID Act, 1947. Regulations of working conditions- Factories Act, 1948, Contract Labour Act, 1970, Shops and Establishments Act, 1953. Regulations of social securities- ESI Act, 1948, Workmen Compensation Act, 1923, Payment of Gratuity Act, 1972. Regulations of wage- Payment of Wages Act, 1936, Minimum Wages Act, 1948, Payment of Bonus Act, 1965.

Module 4, Employee Discipline: Code of Discipline- Industrial Employment (SO) Act, 1946. Employee grievance handling procedure, Domestic inquiry procedure.

Module 5, Employee Relations and Negotiation: Conflict and Negotiations, situations requiring negotiation, integrative and distributive negotiation strategies, the basic negotiation process- strengthening collective bargaining, employee counseling methods.

Module 6, Industrial Conflict: Nature of conflict and its manifestations - conflict data and trends, Conflict resolutions, tripartite and labour administrative machinery, Prevention and



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Settlement of industrial disputes; Rise of industrial disputes - meaning and forms of Industrial disputes, Causes & effects of industrial disputes, right to strike and industrial peace, Settlement of industrial disputes, Joint consultations, negotiations, conciliation and mediation, Arbitration (Voluntary & compulsory) Adjudication Procedure.

Module 7, Workers participation in Management: Introduction and concept - determinants, forms and level of participation -Sachar and Verma Committees, workers' participation in management in India -Jamshedpur experiment -workers participation and different schemes - workers participation in Management practices in USA, UK, Germany, China and Japan.

Module 8, Prevention of Sexual harassment at workplace: Meaning and significance, Supreme court verdict in Vishaka Versus State of Rajasthan case, **Employer responsibility to create harassment free work place, Training of employees for good behavior, Modifying service rules to include sexual harassment as misconduct.** Punishing the perpetrator and protecting the victim.

Reference Books:

1. Singh P.N. and Neeraj Kumar- Employee Relations Management - Pearson Education, Noida,.
2. Charles Myers-Industrial Relations in India, 2ndedn - Asia Publishing House, London.
3. VermaPramod -Management of Industrial Relations - Oxford and IBH.
4. Mamoria, Mamoria and Gankar -Dynamics of Industrial Relations-Himalaya Publishing House.
5. ArunMonappa- Industrial Relations, TataMc.GrawHill- New Delhi.
6. Sinha P.R.N, Sinha I.B and Shekhar S.P-Industrial Relations- Pearson Education.
7. Srivastava S.C-Industrial Relations and Labour Laws, 5thedn-Vikas Publishing House.
8. Singh B.D-Industrial Relations and Labour Law- Excel Books.
9. Sarma A.M-Industrial Jurisprudence and Labour Legislation, 5thedn - Himalaya Publishing House.
10. Davar.R.S- Personnel Management and Industrial Relations, 10thedn -Vikas Publishing House.
11. Kapoor N.D- Hand Book of Industrial Law - Sultan Chand and Sons, New Delhi.
12. Venkataratnam C.S- Industrial Relations - Oxford University Press, New Delhi.



Gender Sensitization Action Plan

Sl. No	Gender Sensitization Action Plan
1	Women's Day Celebration felicitating women entrepreneurs, achievers in various fields
2	Sessions on Human Rights and Gender Equity, Mental Health among Students-Issues and Concerns
3	Awareness program and campaign on Women's rights and Gender equality
4	Meetings with the anti-harassment women's cell representatives on gender issues.
5	Promoting activities related to health, nutrition, self- defence, and entrepreneurship among female students.
6	Mentorship in the Institution provided where faculty and students can approach gender-related issues
7	Balanced gender quota in faculty and staff recruitment



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1. Women's Day Celebration felicitating women entrepreneurs, achievers in various fields





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2. Sessions on Human Rights and Gender Equity, Mental Health among Students-Issues and Concerns

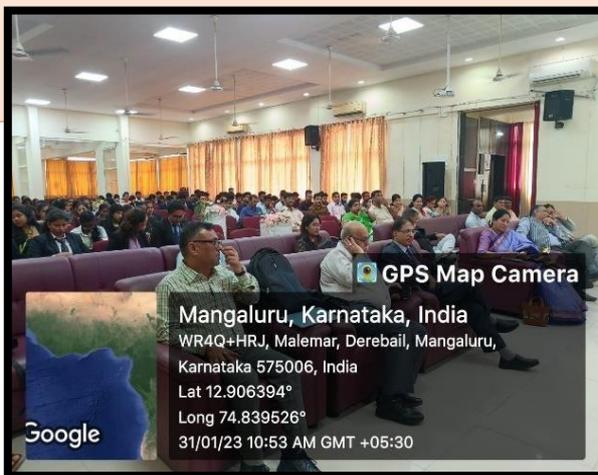
Programmes Organised in Promotion of Gender Equity

Two-day National Conference on the theme ‘Relevance of Raja Ram Mohan Roy in Women Empowerment and Transformation in New India’

Date of event	30th and 31st January 2023
Theme	Gender Sensitivity
No. of participants	500
Resource Person	Eminent personalities from various fields

Brief Report:

A J Institute of Management - a unit of Laxmi Memorial Education Trust, will be organizing Two-day National Conference on the theme ‘Relevance of Raja Ram Mohan Roy in Women Empowerment and Transformation in New India’, to commemorate 250th birth anniversary of father of Indian renaissance and pioneer of women empowerment - ‘Raja Ram Mohan Roy’, on 30th and 31st January 2023, through the sponsorship of Ministry of Culture Government of India and in association with AnanyaInstitute for Development and Social Action Lucknow. Mr. Sunil Kumar, Minister for Kannada, Culture and Department of Energy, Government of Karnataka and dignitaries from various fields will be participating in this program. Eminent personalities from various fields of women empowerment will present their ideologies on six key technical sessions. Dr. R.V.P Singh, Deputy Director NITI Ayog, Government of India and Mangalore South Assembly Member Mr. Vedavyasa Kamath and other dignitaries will participate in valedictory program on 31st January 2023 at 3.30 pm in the institute campus.





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Sessions on Human Rights and Gender Equity

Human Rights & Gender Equity

Date of event	02-03-2022
Theme	Human Rights & Gender Equity
No. of participants	178
Resource Person	Mr Udayananda, Advocate, Mangalore

Brief Report:

On March 2, 2022, Mr. Udayananda, an esteemed Advocate from Mangalore, delivered an insightful seminar on "Human Rights and Gender Equity" to an attentive audience of 178 MBA students. The main aim of the lecturer was to create awareness of human rights and gender equity and their impact on society. He stressed that in the Indian context human rights should be given more importance because people in India are discriminated in many ways





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Sessions on Mental Health among Students-Issues and Concerns

Mental Health among Students-Issues and Concerns

Date of event	23-03-2022
Theme	Mental Health among Students-Issues and Concerns
No. of participants	168
Resource Person	Ms Vishaka Vishwanath M, Nexstar Extrusions, Mangalore

Brief Report:

Ms. Vishaka Vishwanath, from Nexstar Extrusions, Mangalore, delivered a compelling seminar on "Mental Health Among Students: Issues and Concerns" on March 23, 2022, which was attended by 168 MBA students. The seminar shed light on the pressing challenges that students face in terms of mental well-being, emphasizing the need for open conversations and support systems. Ms. Vishwanath highlighted the impact of academic pressures, social expectations, and the importance of work-life balance. She also discussed effective coping mechanisms, stress management techniques, and the significance of seeking professional help when needed. The session resonated strongly with the audience, prompting a lively Q&A session where students actively engaged with the speaker, seeking practical strategies to enhance their mental health. Overall, the seminar proved instrumental in raising awareness and fostering a more empathetic and understanding approach towards mental health in the academic environment.





3. Awareness program and campaign on Women's rights and Gender equality

Legal Rights and Gender Sensitization

Date of event	09-09-2019
Theme	Legal Rights and Gender Sensitization
No. of participants	113
Resource Person	Ms. Avni Bhatia (Trainer and Campaign Manager, Josh Talks, ITC Vivel)

Brief Report:

Under IQAC and Anti-Harassment Women Cell, an expert lecture program was organised on the theme "Legal Rights and Gender Sensitisation" for the II nd year MBA students on 9th September 2019 in the Conference Hall, AJIM. The resource person started off her session by narrating the story of an elephant who is chained since its childhood but is unaware about its strength and capabilities just like how many of us are unaware of our rights. She tried to explain the meaning of gender its types and the difference between gender and sex. She highlighted on marginality of women, the kind of problems faced by women in cases of crime against women and types of legal remedies used to put such crimes to an end. She further stated that "We all are aware that women safety is one big move taken into consideration by most nations. She emphasised on gender equity and spoke about the existing gender stereotypes with regard to time, age, culture, and hierarchy. From Sexual Harassment at Work Place(SHWP) to eve teasing and flirting, informed about penalty and charges taken against the accused. Finally, the students had to fill in and handover the feedback form and were awarded with the certificates and goody bags at the end of the session.





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4. Meetings with the Anti-harassment women's cell representatives on gender issues.

2018-19

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Website: www.ajimmangalore.ac.in

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MEETING NOTICE

Date: 19.11.2018

The Anti-Women Harassment Cell meeting is scheduled on 22nd November 2018 at 3.30 pm, at our Institute Board Room. The Committee members are hereby informed to attend the same.

Sl. No	Name	Designation
1.	Dr T Jayaprakash Rao	Director, AJIM
2.	Dr Vijay Kumar	Dean, AJIM
3.	Prof. Rashmitha Kotian	Student Council Advisor, AJIM
4.	Prof. Arathi K	Assistant Professor, AJIM
5.	Ms. Manisha	Student Member
6.	Ms Reethika	Student Member
7.	Ms Meghana	Student Member
8.	Ms Shashirashmi	Student Member
9.	Ms Aishwarya Krishnan	Student Member
10.	Ms Karishma U Kulal	Student Member
11.	Ms Jini	Student Member
12.	Ms Vandana S Shenoy	Student Member
13.	Ms Femi Vargese	Student Member
14.	Ms Jesna George	Student Member
15.	Ms Reethu Mohandas	Student Member
8.	Ms Tincy Tomy	Student Member

Agenda:

1. Discuss on the programmes to be organized under this Cell.
2. Any other matter

Dr. T. Jayaprakash Rao
PRINCIPAL / DIRECTOR
A. J. INSTITUTE OF MANAGEMENT (AJIM),
KOTTARA CHOWKI
MANGALORE - 575 006

22/11/2018

Anti Sexual Harassment Cell meeting was held on 22/11/2018 Thursday at the Board Room.

Members present

- 1) Dr. T. Jayaprakash Rao (Chairman)
- 2) Dr. Vijay Kumar (Dean)
- 3) Mrs. Rashmitha Kotian
- 4) Mrs. Arathi K
- 5) Ms. Manisha
- 6) Ms. Reethika
- 7) Ms. Meghana
- 8) Ms. Shashirashmi
- 9) Ms. Aishwarya Krishnan
- 10) Ms. Karishma U. Kulal
- 11) Ms. Jini
- 12) Ms. Vandana S. Shenoy
- 13) Ms. Shashrashi Naik
- 14) Ms. Femi Vargese
- 15) Ms. Jesna George
- 16) Ms. Reethu Mohandas
- 17) Ms. Tincy Tomy

→ From the discussion with the Students representatives of women cell it was found that no incidence of Sexual Harassment has taken place in the Institute.

→ Hostel visit was scheduled on the same day.

→ It was decided to install a vending machine in the institute and over time from various vendors were collected.

→ In the meeting it was also decided to conduct program relating to women safety and health.



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2019

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Website: www.ajim-mangalore.ac.in

MEETING NOTICE

Date: 18.01.2019

The Anti-Women Harassment Cell meeting is scheduled on 23rd January 2019 at 3.30 pm, at our Institute Board Room. The Committee members are hereby informed to attend the same.

Sl. No	Name	Designation
1.	Dr T Jayaprakash Rao	Director, AJIM
2.	Dr Vijay Kumar	Dean, AJIM
3.	Prof. Arathi K	Student Council Advisor, AJIM
4.	Prof. Deeksha Rao	Assistant Professor, AJIM
5.	Ms Karishma U Kulal	Student Member
6.	Ms Rajalaxmi	Student Member
7.	Ms Anusha	Student Member
8.	Ms Vijetha	Student Member

Agenda:

1. Discuss on the programmes to be organized under this Cell.
2. Review on the girl's hostel visit .
3. Any other matter.

Dr. T. PRINCIPAL / DIRECTOR
A. J. INSTITUTE OF MANAGEMENT (AJIM),
KOTTARA CHOWKI
MANGALORE

23/1/2019

Anti Sexual Harassment cell meeting was held on 23/1/19 at the Board Room

Dr. T. Jayaprakash Rao (Director)
 Dr. Vijay Kumar (Dean)
 Ms. Arathi (Student Council Advisor)
 Ms. Deeksha Rao
 Ms. Karishma U. Kulal
 Ms. Rajalaxmi
 Ms. Anusha
 Ms. Vijetha

Hostel Representatives

Roshni G?
 Manjuma Raja
 Chirya Johny
 Masia Deensia
 Aishwarya Dilipkumar
 Vanshika Pereira
 Nikita B
 Masreena
 Asma Mahalaxmi
 Anjali Gishish
 Dhanya
 Anyal s. nair
 Amama Tina
 Gopika K J
 Arathi Prashwanth

-> Resolved to conduct a training programme for students on women's day
 -> Hostel visit was scheduled on the same day and NO case of harassment was noticed
 -> From the discussion with students & parents it was found that NO incidence of sexual harassment was reported to the Institute



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2021

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MEETING NOTICE

Date: 12.03.2021

The Anti-Women Harassment Cell meeting is scheduled on 16th March 2021 at 3.30 pm, at our Institute Board Room. The Committee members are hereby informed to attend the same.

Sl. No	Name	Designation
1.	Dr T Jayaprakash Rao	Director, AJIM
2.	Dr Vijay Kumar	Dean, AJIM
3.	Prof. Arathi K	Student Council Advisor, AJIM
4.	Prof. Swapna Shetty	Assistant Professor, AJIM
5.	Ms Kavya Shetty	Student Member
6.	Ms Shahistha	Student Member
7.	Ms Vishmitha	Student Member
8.	Ms Anjana Renny	Student Member
9.	Ms Theertha Vinod	Student Member
10	Ms Manjusha	Student Member
11	Ms. Ashwitha A Shetty	Student Member

Agenda:

1. Discuss on the programmes to be organized under this Cell.
2. Discuss on any grievances that the female students at the institute may have.
3. Review on the girl's hostel visit.
4. Any other matter.

Dr. T. Jayaprakash Rao DIRECTOR
A. J. INSTITUTE OF MANAGEMENT
MANGALORE

Anti-Sexual-Harassment cell meeting was held on 16/Mar/2021 Tuesday at the Board Room

Members Present

- 1) Dr. T. Jayaprakash Rao (Chairman)
- 2) Dr. Vijaya Kumar (Dean - Academics)
- 3) Ms. Arathi K (Student Council Advisor)
- 4) Ms. Kavya Shetty
- 5) Ms. Shahistha
- 6) Ms. Vishmitha
- 7) Ms. Anjana Renny
- 8) Ms. Theertha Vinod
- 9) Ms. Manjusha
- 10) Ms. Ashwitha A. Shetty
- 11) Ms. Swapna Shetty (Assistant Professor)

→ Hostel Visit to be conducted (Girls Hostel) in the campus to be arranged

→ One-to-One discussion with the doctor or Counsellor for girls needing assistance

→ From the discussion with the student representatives of women cell it was found that no incidence of Sexual harassment has taken place at the institute.

→ Mixer to be provided to the ground-floor Toilet.

→ Taps & flush to be checked.

→ Two Expert lecture to be conducted & One Self defence program



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Guest Lecture Programme organised in association with Anti Women Harassment Cell

A.J. INSTITUTE OF MANAGEMENT
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in association with
IQAC & Women's Cell

cordially invite you for a Guest Lecture programme on the topic

"Menstrual Hygiene Session"

Ms. ROSHNEE BHOWMICK
(CSR Executive, Unicharm)

is the resource person

Time : 3.30 p.m.
Date : 25th March, Thursday, 2021
Venue : Conference Hall (Online Session)

For 1st & 2nd year MBA girls students

Prof. Swapna Shetty J.
Women Cell Co-ordinator

Dr. T. Jayaprakash Rao
Director

A.J. INSTITUTE OF MANAGEMENT
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in association with
IQAC & Women's Cell

cordially invite you for a Guest Lecture programme on the topic

"Women Health and Well Being"

Dr. SHRUTHI BHAT
(MBS, MD, Yenepoya Hospital, Deralakatte, Mangaluru)

is the resource person

Time : 3.30 p.m.
Date : 29th March, Monday, 2021
Venue : Conference Hall

For 1st & 2nd year MBA girls students

Prof. Swapna Shetty J.
Women Cell Co-ordinator

Dr. T. Jayaprakash Rao
Director

ಎ.ಜಿ. ಇನ್‌ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ : ಉಪನ್ಯಾಸ

ಬೋಧಕರು, ಎ. ತಿ. ಲಕ್ಷ್ಮಿ ಮೆಮೋರಿಯಲ್ ಎಜುಕೇಶನ್ ಟ್ರಸ್ಟ್ (ಎಲ್.ಎಂ.ಇ.ಟಿ.) ಅಂಗಸಂಸ್ಥೆಯಾದ ಎ.ಜಿ. ಇನ್‌ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಸಂಸ್ಥೆಯಲ್ಲಿ 'ಸಮಾಜದಲ್ಲಿ ಮಹಿಳೆಯರ ಪಾತ್ರ' ವಿಷಯದ ಬಗ್ಗೆ ಉಪನ್ಯಾಸ ಜರಗಿತು.

ಮುಖ್ಯ ಅತಿಥಿಯಾಗಿದ್ದ ದೇಶಕಟ್ಟೆಯ ಯೇನಪೊಯ ವೈದ್ಯಕೀಯ ಕಾಲೇಜು ಮತ್ತು ಆಸ್ಪತ್ರೆಯ ಸಹಾಯಕ ಪ್ರಾಧ್ಯಾಪಕಿ ಡಾ| ಶ್ರುತಿ. ಎಸ್., ಅವರು ಮಹಿಳೆಯರ ಆರೋಗ್ಯ ಹಾಗೂ

ಸ್ವನ ಕ್ಯಾನ್ಸರ್, ರಕ್ತದೊತ್ತಡ ಪತ್ತೆ ಹಾಗೂ ನಿಯಂತ್ರಣ, ವ್ಯಾಯಾಮದ ಅವಶ್ಯಕತೆ ಕುರಿತು ವಿವರಿಸಿದರು. ರೋಶನಿ ಭೌಮಿಕ್ ಅವರು ಮುಟ್ಟಿನ ನೈರ್ಮಲ್ಯದ ಬಗ್ಗೆ ಮಾಹಿತಿ ನೀಡಿದರು. ಸಂಸ್ಥೆಯ ನಿರ್ದೇಶಕ ಡಾ| ಟಿ. ಜಯಪ್ರಕಾಶ್ ರಾವ್ ಅಧ್ಯಕ್ಷತೆ ವಹಿಸಿದ್ದರು. ಪ್ರೊ| ಆರತಿ ಸ್ವಾಗತಿಸಿದರು. ತೀರ್ಥ ವಿನೋದ್ ನಿರೂಪಿಸಿದರು. ಪ್ರಾಧ್ಯಾಪಕಿ ಪ್ರೊ| ಸ್ವಪ್ನಾ ಶೆಟ್ಟಿ ವಂದಿಸಿದರು.





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2022

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MEETING NOTICE

Date: 21.02.2022

The Anti-Women Harassment Cell meeting is scheduled on 25th February, 2022 at 2.30 pm, at our Institute Board Room. The Committee members are hereby informed to attend the same.

Sl. No	Name	Designation
1.	Dr T Jayaprakash Rao	Director, AJIM
2.	Dr Vijay Kumar	Dean, AJIM
3.	Prof. Chethan Kumar	Student Council Advisor, AJIM
4.	Prof. Arathi K	Associate Professor, AJIM
5.	Prof. Decksha Rao	Assistant Professor, AJIM
6.	Ms Sreelaxmi C	Student Member
7.	Ms Anusha S P	Student Member
8.	Ms Linsha P K	Student Member

Agenda:

1. Discuss on the Women's day Celebration at our Institute.
2. Review on measures taken on safe disposal of sanitary pads.
3. Decide on the programmes to be conducted in relation to womens safety and health.
4. Any other matter.

Dr. T. Jayaprakash Rao
Director

PRINCIPAL / DIRECTOR
A.J. INSTITUTE OF MANAGEMENT (AJIM),
KOTTARA CHOWKI
MANGALORE - 575 006

Anti-Women Harassment Cell Meeting was held on
25th Feb 2022 Friday at the Board Room.

Members Present :-

1. Dr. T. Jayaprakash Rao (Director)
2. Dr. Vijaya Kumari (Dean Academics)
3. Prof. Chethan Kumar (Student Council Advisor)
4. Prof. Arathi K
5. Prof. Decksha Rao
6. Ms. Sreelaxmi C
7. Ms. Anusha S. P
8. Ms. Linsha P. K

→ Resolved to conduct a Programme for students on Women's Day (8th March 2022)

→ Resolved to felicitate the women achievers from the diverse field on the occasion of Women's Day Celebration

→ It was decided to install a sanitary pad vending machine and incinerator in the Institute for the well-being for the students in the Institute and quotations from various vendors were collected.

→ From the discussion with the students representatives of Women Cell it was found that no incident of harassment has taken place in the Institute.

→ In the Meeting it was also decided to conduct programmes relating to Women's safety and health.

PRINCIPAL / DIRECTOR
A.J. INSTITUTE OF MANAGEMENT (AJIM),
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Womens Day Celebration organised in association with Anti Women Harassment Cell

A.J. INSTITUTE OF MANAGEMENT
(A UNIT OF LAXMI MEMORIAL EDUCATION TRUST)
Elixir Club
In association with IQAC, Students Council and
Anti-Harassment Women Cell
Cordially invite you to the celebration of Women's Day
"Women thy name the Earth"

Mrs. SHILPA
(Entrepreneur, Halli Mane Rottis, Mangalore)

Mrs. JYOTHI
(National Level Sports Achiever)

Mrs. ANITHA KUMARI
(Primary Health Care Officer)
are the guest of honour

Dr. T. JAYAPRAKASH RAO
(Director, A.J. Institute of Management)
will Preside over the Programme

Time : 2:30 p.m.
Date : Tuesday, 8th March, 2022
Venue : Conference Hall

Prof. Deeksha Rao
Faculty Coordinator

Dr. T. Jayaprakash Rao
Director

A.J. Institute of Management, Mangalore
Elixir Club
In association with IQAC, Students Council and
Anti-Harassment Women Cell
"Women thy name the Earth"
PROGRAMME SCHEDULE

Time : 2:30 p.m. Date: 8th March, 2022

- Invocation : Ms. Greeshma and Team (Ist Year MBA Students)
- Welcome Address : Prof. Deeksha Rao (Assistant Professor, AJIM)
- Lighting of Lamp : Ms. Shilpa, Ms. Jyothi & Ms. Anitha Kumari (Guest of Honour-Achievers)
- Song Tribute to women : Ms. Ambika and Team (Ist and IInd Year MBA Students)
- Felicitation to the achievers : Dr. T. Jayaprakash Rao (Director, A.J. Institute of Management)
- Experience sharing by the Achievers : Mrs. Shilpa, Mrs. Jyothi & Mrs. Anitha Kumar (Guest of Honour-Achievers)
- Presidential Remarks : Dr. T. Jayaprakash Rao (Director, A.J. Institute of Management)
- Vote of thanks : Prof. Vaishnavi M N (Assistant Professor, AJIM)
- Master of Ceremony : Ms. Manisha and Ms. Sushmitha

PHOTO GALLERY





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LIGHTING THE LAMP BY THE DIGNITARIES



**FELICITATION TO THE WOMEN ACHIEVERS ON THE OCCASION OF WOMENS DAY:
MRS ANITHA KUMARI, PRIMARY HEALTHCARE OFFICER, MRS JYOTHI,
NATIONAL LEVEL SPORTS ACHIEVER, MRS SHILPA, ENTREPRENEUR, HALLI
MANE ROTTIS , MANGALORE**



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2023



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Website: www.ajimangalore.ac.in

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An Advanced Centre for Management Studies and Research

Meeting Notice

Date: 22.02.2023

The Anti-Women Harassment Cell meeting is scheduled on 24th February, 2023 at 2.30 pm at our Institute Board Room. The committee members are hereby informed to attend the same.

Sl. No.	Name	Designation
1.	Dr. T. Jayaprakash Rao	Director, AJIM
2.	Dr. Vijaya Kumar	Dean, AJIM
3.	Prof. Chethan Kumar	Students Council Advisor, AJIM
4.	Prof. Arathi K.	Associate Professor, AJIM
5.	Prof. Deeksha Rao	Assistant Professor, AJIM
7.	Ms Anjali	Student Member
8.	Ms Jannet	Student Member
9.	Ms Shruthi	Student Member

Agenda:

1. Discuss on the Women's day celebration at our Institute.
2. Decide on the programmes to be conducted in relation to women's safety and health.
3. Any other matter.

Dr. T. Jayaprakash Rao

Director
PRINCIPAL / DIRECTOR
A.J. INSTITUTE OF MANAGEMENT (AJIM)
KOTTARA CHOWKI
MANGALORE - 575 006

Anti-Women Harassment Cell Meeting was held on
24th Feb 2023 (Friday) at the Board Room

Members Present :-

1. Dr. T. Jayaprakash Rao
2. Dr. Vijaya Kumar
3. Prof. Chethan Kumar
4. Prof. Arathi K.
5. Prof. Deeksha Rao
6. Ms. Anjali
7. Ms. Jannet
8. Ms. Shruthi

→ Resolved to conduct a Programme for students on Women's Day (8th March 2023)

→ Resolved to felicitate the women achievers from the diverse fields on the occasion of Women's Day Celebration

→ From the discussion with the students representatives of Women Cell, it was found that no incident of Harassment has taken place in the Institute

→ In the meeting it was also decided to conduct programmes relating to Women's Safety and Health

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Womens Day Celebration organised in association with Anti Women Harassment Cell



A.J. INSTITUTE OF MANAGEMENT

(A UNIT OF LAXMI MEMORIAL EDUCATION TRUST)

Elixir Club

*In association with IQAC, Students Council and
Anti-Harassment Women Cell*

Cordially invite you to the celebration of Women's Day

"Women thy name the Earth"

Ms. BHARATHI G

(Police Inspector, Urwa Police Station)

Mrs. MAMATHA POONJA

(President, Balkunje Grama Panchayat)

Mrs. GEETHA R SHETTY

(Founder, Sevaashram, Sevaa Bhaava Charitable Trust)

Mrs. SUMA R NAYAK

(Trustee, Animal Care Trust)

are the guest of honour

Dr. T. JAYAPRAKASH RAO

(Director, A.J. Institute of Management)

will Preside over the Programme

Time : 1:30 p.m.

Date : Wednesday, 8th March, 2023

Venue : Conference Hall

Prof. Deeksha Rao
Faculty Coordinator

Dr. T. Jayaprakash Rao
Principal
A.J. INSTITUTE OF MANAGEMENT (AJIM)
KOTTARBANGOVANI
MANGALORE - 575 006



A.J. Institute of Management, Mangalore

Elixir Club

*In association with IQAC, Students Council and
Anti-Harassment Women Cell*

Women thy name the Earth"

PROGRAMME SCHEDULE

Time : 1:30 p.m.

Date: 8th March, 2023

- Invocation : Ms Sharadhi and Team
(1st Year MBA Students)
- Welcome Dance : Ms Sharanya and Team
(1st Year MBA Students)
- Welcome Address : Prof. Deeksha Rao
(Assistant Professor, AJIM)
- Lighting of Lamp &
Inaugural Address : Ms Bharathi G
(Police Inspector, Urwa Police Station)
- Song Tribute to women : Ms. Prathima and Team
(1st and 2nd Year MBA Students)
- Felicitation to the achievers : Ms Bharathi G and Mrs. Mamatha Poonja
(Guest of Honour)
- Experience sharing
by the Achievers : Mrs. Geetha R Shetty and Mrs Suma R Nayak
(Guest of Honour-Achievers)
- Presidential Remarks : Dr. T. Jayaprakash Rao
(Director, A.J. Institute of Management)
- Vote of thanks : Prof. Roshella D'costa
(Assistant Professor, AJIM)
- Master of Ceremony : Prof. Slima Pinto
(Assistant Professor, AJIM)

PHOTO GALLERY



WELCOME DANCE ON THE OCCASION OF WOMENS DAY CELEBRATION



LIGHTING THE LAMP BY THE DIGNITARIES



**FELICITATION TO THE WOMEN ACHIEVERS ON THE OCCASSION OF WOMENS DAY:
MRS GEETHA R SHETTY, FOUNDER, SEVASHRAM, SEEVA BHAVA CHARITABLE
TRUST**



**FELICITATION TO THE WOMEN ACHIEVERS ON THE OCCASSION OF WOMENS DAY:
MRS SUMA R NAYAK, TRUSTEE , ANIMAL CARE TRUST**



5. Promoting activities related to health, nutrition, self- defence, and entrepreneurship among female students

Promoting activities related to health, nutrition among female students

Menstrual Hygiene

Date of event	25-03-2021
Theme	Menstrual Hygiene
No. of participants	95
Resource Person	Ms Roshnee Bhowmick, CSR Executive, Unicharm India

Brief Report:

An Expert lecture was conducted on the "Menstrual Hygiene" by Ms. Roshnee Bhowmick (CSR Executive, Unicharm India) on 25 Mar 2021 through online mode. During the lecture girls were motivated to adopt hygiene during menstruation and they were made aware of the ill effects of poor menstrual and personal hygiene. Ms. Deepika of 1 year hosted the event and Mrs. Swapna Shetty, Assistant Professor, A J Institute of Management was the co-ordinator of the event.





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Promoting activities related to health, nutrition among female students

Women Health & Well Being

Date of event	29-03-2021
Theme	Women Health & Well Being
No. of participants	88
Resource Person	Dr Shruthi Bhat, Yenopoya Hospital , Mangalore

Brief Report:

An Expert lecture was conducted on the "Women Health & Well Being" by Dr. Shruthi Bhat MD, Assistant Professor, Yenepoya Hospital Deralakatte, Mangaluru on 29 Mar 2021. During the session the doctor the addressed girls / women (students and faculty) regarding the issues faced by women, physical as well as mental health. Menstrual issues, nutrition and various matters were discussed. The doctor also encouraged the students to ask questions about their health. Further, one to one session was arranged for the students who needed consultation. Swapna Shetty, Assistant Professor, A J Institute of Management was the coordinator of the event.





Promoting activities related to entrepreneurship among female students

Contribution of Women in Promoting Social Entrepreneurship

Date of event	06-03-2019
Theme	Contribution of Women in Promoting Social Entrepreneurship
No. of participants	113
Resource Person	Dr. Devi Prabha Alva (Associate Professor of Commerce, St. Agnes College,(Autonomous), Mangalore

Brief Report:

A seminar on "Contribution of Women in Promoting Social Entrepreneurship" was held for MBA students on March 6, 2019, by Dr. Devi Prabha Alva, an associate professor of commerce at St. Agnes College. Dr. Alva emphasized how crucial women are to the advancement of social entrepreneurial activities. She emphasized the beneficial effects that successful female social entrepreneurs have on communities and society as a whole while showcasing illustrative instances of their work. The discussion shed important light on the distinctive perspectives and methods that women in social entrepreneurship bring to the area. By using inclusive and creative business models, students were better able to comprehend the possibilities for positive change. Everyone in attendance was deeply affected by Dr. Alva's knowledge and captivating presentation.



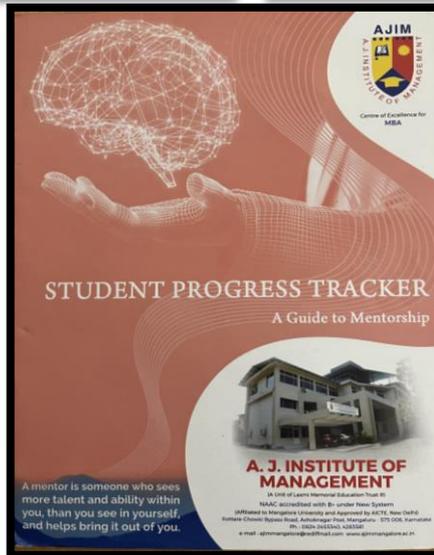
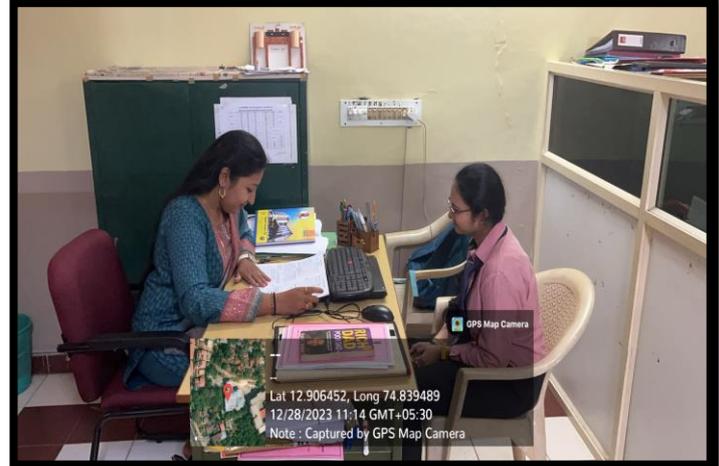


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6. Mentorship in the Institution provided where faculty and students can approach gender-related issues



Self-Assessment by Student - 1

This exercise is designed to help the student to do the self-evaluation as well as introspection to get more clarity and help them achieve their long term career objectives. Further, this self assessment is to be conducted during the first semester of Mentor and Student in the 1st Semester.

1. Briefly state your long term objectives.
Getting the good job to do a good job.

2. What are your strengths as an individual?
Self Motivation, justified trust.

3. State your weakness (if any) in your personality which hinders your growth.
Not good in English.

4. Special achievements in sports / cultural / management fest or any other field, if so, specify.
Swagat & Dandiya

5. Please rate yourself on the following skill-sets on a scale of 1 to 5. (1 being poor and 5 being excellent)

Sl. No.	Skills	1	2	3	4	5
a	English Oral Communication					
b	English Written Communication					
c	Interpersonal Skill					
d	Public Speaking Skill					
e	Organizing Skill					
f	Leadership Skill					
g	General Knowledge					
h	Attitude Skill					

6. Choose your area of interest

Finance Management Human Resource Management

Marketing Management Hospital Administration

Logistics Management Banking and Insurance

7. Mention your work experience details, if any.

Student Signature: _____ Mentor Signature: _____ Reviewed by: _____

Student Record: I Semester

Academic Record

Course/Subject	I Internal Test (50 Marks)	II Internal Test (50 Marks)	Formative Assessment (out of 30 Marks)	University Exam (Grade)
1. Business Environment & Issues	30	32	25	B (65)
2. Business Fundamentals	30	30	23	B+ (68)
3. Economics for Managers	34	31	25	B (66)
4. Information Technology	33	34	31	C (60)
5. Human Organization Mgt	20	18	19	E (47)
6. Organizational Behavior	26	20	21	C (57)
7				

Marks scored in Add-on Subject: _____

Signature of the Mentor: _____

Record of Attendance

Course/Subject	1 st month	2 nd month	3 rd month	4 th month
1. Business Environment & Issues				100%
2. Business Fundamentals				96%
3. Economics for Managers				95%
4. Information Technology				95%
5. Human Organization Mgt				100%
6. Organizational Behavior				96%
7				

Signature of the Student: _____

Signature of the Mentor: _____

Record of Beyond Curriculum Contribution

Mention participation and prizes won in co-curricular / extra-curricular activities (including organizing the programme, master of ceremony and report writing)

Participated in three human resource class. Participated in Student Fest. Participated in group song. Participated in program club.

Student Signature with date: _____ Mentor Signature with date: _____ Reviewed by: _____

Student Record: IV Semester

Academic Record

Course/Subject	I Internal Test (50 Marks)	II Internal Test (50 Marks)	Formative Assessment (out of 30 Marks)	University Exam (Grade)
1				
2				
3				
4				
5. Project Work				
6				
7				

Marks scored in Dual Subject: _____

Marks scored in Dual Subject: _____

Signature of the Mentor: _____

Record of Attendance

Course	1 st Month	2 nd Month	3 rd Month	4 th Month
1				
2				
3				
4				
5				
6				
7				

Signature of the Student: _____

Signature of the Mentor: _____

Record of Beyond Curriculum Contribution

Mention participation and prizes won in co-curricular / extra-curricular activities (including organizing the programme, master of ceremony and report writing)

Student Signature with date: _____ Mentor Signature with date: _____ Reviewed by: _____

Self-Assessment by Student - 2

This exercise is under taken at the end of programme duration to understand the outcome in terms of essential conceptual knowledge gained, skills acquired and human values enhanced as the result of academic and beyond academic endeavours performed during four semesters.

1. Whether courses you have studied was able to meet your knowledge requirements?
Yes/No

2. What steps have you taken during the study of MBA to achieve your long term career objectives?

3. How have your strengths improved during the course?

4. How were you able to overcome your weakness?

5. Did you acquire any human values during your study in this Institute? If Yes, specify.

6. Please rate yourself on the following skill-sets (On a scale of 1 to 5, 1 being poor and 5 being excellent)

Sl. No	Skill	1	2	3	4	5
a	Course knowledge					
b	English oral Communication					
c	English written Communication					
d	Interpersonal skills					
e	Public speaking skills					
f	Organizing skills					
g	General knowledge					
h	Leadership skills					
i	Attitude skills					

Student Signature: _____ Mentor Signature: _____



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Gender Equity in Staff

Balanced gender quota in faculty and staff recruitment

2018-19



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ajimmangalore2018@gmail.com
Website : www.ajimmangalore.ac.in

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List of Staff at the Institute in the year 2018-19

Teaching Staff		
Sl. No	Name	Designation
1.	Dr. T. Jayaprakash Rao	Director, Professor
2.	Dr. Vijaya Kumar	Dean, Professor
3.	Mr. Chethan Kumar	Asst. Professor
4.	Mr. K. Deepak Rao	Asst. Professor
5.	Dr. Govinda Bhat	Professor
6.	Mrs. Rashmitha R. Kotian	Asst. Professor
7.	Mrs. Arathi K.	Asst. Professor
8.	Mrs. Swapna Shetty J.	Asst. Professor
9.	Mr. Mahesh P.G.	Asst. Professor
10.	Mrs. Mallika D.K.G.	Asst. Professor
11.	Dr. Rajesha M.	Associate Professor

Non-Teaching Staff		
Sl. No	Name	Designation
1.	Mrs. Deepalatha D.	Accountant
2.	Mr. Harinaksha	Academic Clerk
3.	Mrs. Usha M.	Office Assistant
4.	Mrs. Ajitha Kumar G.K.	Library Assistant
5.	Mr. Kiran Kumar	Library Assistant
6.	Mr. Raveendra	Lab Technician
7.	Mr. Sudhir K.	Attender
8.	Mr. Prashanth Kumar Bekal	Attender
9.	Mrs. Shashikala Amin	Sweeper
10.	Mrs. Soniya	Sweeper


DIRECTOR
PRINCIPAL / DIRECTOR
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2019-20



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List of Staff at the Institute in the year 2019-20

Teaching Staff		
Sl. No	Name	Designation
1.	Dr. T. Jayaprakash Rao	Director, Professor
2.	Dr. Vijaya Kumar	Dean, Professor
3.	Mr. Chethan Kumar	Asst. Professor
4.	Mr. K. Deepak Rao	Asst. Professor
5.	Dr. Govinda Bhat	Professor
6.	Mrs. Arathi K.	Asst. Professor
7.	Mrs. Swapna Shetty J.	Asst. Professor
8.	Mr. Mahesh P.G.	Asst. Professor
9.	Dr. Rajesha M.	Associate Professor
10.	Ms. Deeksha Rao	Asst. Professor
11.	Mrs. Ganavi K.K.	Asst. Professor
12.	Mr. Jeevan Lawrence	Asst. Professor
13.	Mr. Prashanth Shetty	Asst. Professor

Non-Teaching Staff		
Sl. No	Name	Designation
1.	Mrs. Deepalatha D.	Accountant
2.	Mr. Harinaksha	Academic Clerk
3.	Mrs. Usha M.	Office Assistant
4.	Mrs. Swathi Shetty	Office Assistant
5.	Mrs. Ajitha Kumar G.K.	Library Assistant
6.	Mr. Kiran Kumar	Library Assistant
7.	Mr. Rakshith	Lab Technician
8.	Mr. Sudhir K.	Attender
9.	Mr. Prashanth Kumar Bekal	Attender
10.	Mrs. Jayalaxmi	Attender
11.	Mrs. Shashikala Amin	Sweeper
12.	Mrs. Soniya	Sweeper
13.	Mrs. Shobha	Sweeper

Director
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2020-21



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List of Staff at the Institute in the year 2020-21

Teaching Staff			Non-Teaching Staff		
Sl. No	Name	Designation	Sl. No	Name	Designation
1.	Dr. T. Jayaprakash Rao	Director, Professor	1.	Mrs. Deepalatha D.	Accountant
2.	Dr. Vijaya Kumar	Dean, Professor	2.	Mr. Harinaksha	Academic Clerk
3.	Mr. Chethan Kumar	Asst. Professor	3.	Mrs. Usha M.	Office Assistant
4.	Mr. K. Deepak Rao	Asst. Professor	4.	Mrs. Swathi Shetty	Office Assistant
5.	Dr. Govinda Bhat	Professor	5.	Mrs. Ajitha Kumar G.K.	Library Assistant
6.	Mrs. Arathi K.	Asst. Professor	6.	Mr. Kiran Kumar	Library Assistant
7.	Mrs. Swapna Shetty J.	Asst. Professor	7.	Mr. Rakshith	Lab Technician
8.	Mr. Mahesh P.G.	Asst. Professor	8.	Mr. Sudhir K.	Attender
9.	Dr. Rajesha M.	Associate Professor	9.	Mr. Prashanth Kumar Bekal	Attender
10.	Ms. Deeksha Rao	Asst. Professor	10.	Mrs. Jayalaxmi	Attender
11.	Mrs. Ganavi K.K.	Asst. Professor	11.	Mrs. Soniya	Sweeper
12.	Mr. Prashanth Shetty	Asst. Professor	12.	Mrs. Shobha	Sweeper


Director
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2021-22



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11.	Mrs. Ganavi K.K.	Asst. Professor
12.	Mr. Prashanth Shetty	Asst. Professor
13.	Mrs. Roshella Dcosta	Asst. Professor
14.	Mr. H.G. Nagaraja Nayak	Asst. Professor
15.	Ms. Sheethal N Nayak	Asst. Professor
16.	Ms. Vaishnavi M N	Asst. Professor
17.	Mrs. Shruthi K	Asst. Professor

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5.	Mrs. Ajitha Kumar G.K.	Library Assistant
6.	Mrs. Vidyathatha K.	Library Assistant
7.	Mrs. Veena/Mrs. Ashwini	Lab Technician
8.	Mr. Sudhir K.	Attender
9.	Mr. Prashanth Kumar Bekal	Attender
10.	Mrs. Jayalaxmi	Attender
11.	Mrs. Soniya	Sweeper
12.	Mrs. Shobha	Sweeper
13.	Mrs. Ravikala	Sweeper


Director

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2022-23



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11.	Mr. Prashanth Shetty	Asst. Professor
12.	Mrs. Roshella Dcosta	Asst. Professor
13.	Mr. H.G. Nagaraja Nayak	Asst. Professor
14.	Mrs. Shruthi K.	Asst. Professor
15.	Mrs. Slima Pinto	Asst. Professor
16.	Mrs. Soumya Shetty	Asst. Professor

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5.	Mrs. Ajitha Kumar G.K.	Library Assistant
6.	Mrs. Vidyalyatha K.	Library Assistant
7.	Mr. Prashanth Kumar Bekal	Attender
8.	Mrs. Jayalaxmi	Attender
9.	Mr. Udaya Naik	Attender
10.	Mrs. Soniya	Sweeper
11.	Mrs. Shobha	Sweeper
12.	Mrs. Ravikala	Sweeper


Director
PRINCIPAL / DIRECTOR
A.J. INSTITUTE OF MANAGEMENT (AJIM)
KOTTARA CHOWKI
MANGALORE - 575 006



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Staff Attendance Register

MUSTER													ROLL																						
NO	NAME	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	REMARKS		
01	Dr. T. Jayaprakash Rao																																		
02	Dr. Vijaya Kumar CL-07, SL-10																																		
03	Mr. Chathan Kumar CL-05, SL-09																																		
04	Mr. Deepak Rao CL-07, SL-03	K																																	
05	Dr. Govinda Bhat CL-02	N																																	
06	Mrs. Rashmi Kulkarni CL-06, SL-02	N																																	
07	Mrs. Anshu CL-09, SL-06	A																																	
08	Mrs. Swapna Shetty CL-05, SL-06	R																																	
09	Mr. Mahesh P.G. CL-03, SL-03	T																																	
10	Mrs. Mallika D.K.G. CL-03	D																																	
11	Dr. Rajesh M. CL-03, SL-04	H																																	
12	Mrs. Harshika V. Shetty CL-04	V																																	

MUSTER													ROLL																							
NO	NAME	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	REMARKS			
1	Dr. T. Jayaprakash Rao																																			
2	Dr. Vijaya Kumar CL-08, SL-07																																			
3	Mr. Chathan Kumar CL-05, SL-10																																			
4	Mr. Deepak Rao CL-02																																			
5	Dr. Govinda Bhat																																			
6	Mrs. Anshu CL-09, SL-03																																			
7	Mrs. Swapna Shetty CL-05, SL-05																																			
8	Mr. Mahesh P.G. CL-03, SL-02																																			
9	Dr. Rajesh M. CL-03, SL-07																																			
10	Mrs. Deeksha Rao CL-02																																			
11	Mr. Jeevan Lawrance CL-01																																			
12	Mrs. Sarani K.K. CL-03																																			



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FOR THE MONTH OF March - 2020

NO	NAME	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
01	Dr T Jayaprakash Rao																															
02	Dr Vijaya kumar																															
03	Mr chethan kumar																															
04	Mr Deepak Rao																															
05	Dr Gowda Bhat																															
06	Mrs Arathi																															
07	Mrs Swarna Shetty																															
08	Mr. Mahesh P.G.																															
09	Dr. Rajesh M																															
10	Ms Deeksha Rao																															
11	Mrs Ganavi K.K.																															
12	Mr. Prashant Shetty																															
13	Mrs. Roshella D'Costa																															

FOR THE MONTH OF Oct - 2020

NO	NAME	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
01	Dr T Jayaprakash Rao																															
02	Dr Vijaya kumar																															
03	Mr chethan kumar																															
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11	Mrs Ganavi K.K.																															
12	Mr. Prashant Shetty																															
13	Mrs. Roshella D'Costa																															



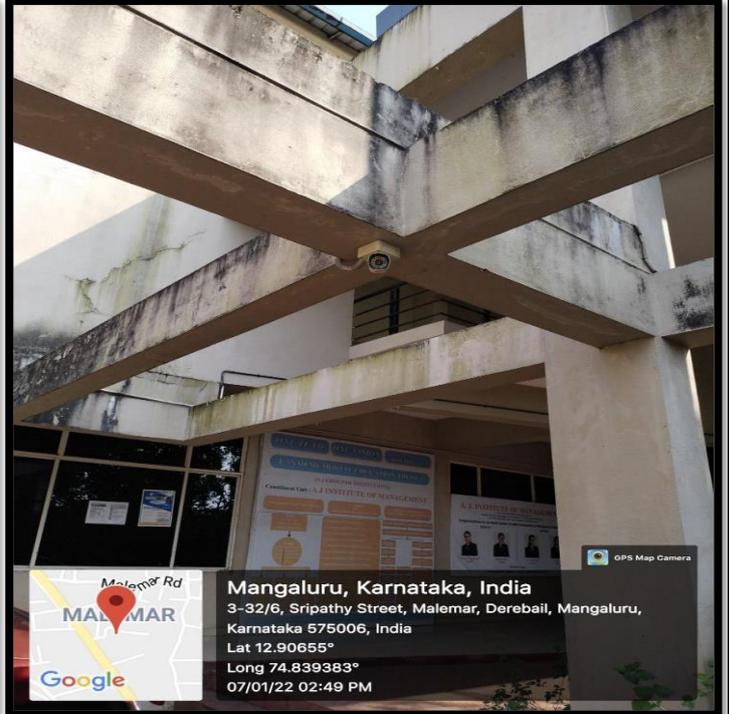
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Infrastructure Ensuring Safety & Security

- Closed Circuit Camera



- 125 KV Generator Ensures Uninterrupted Power Supply in the Campus.





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- 24*7 Security Personnel



- First Aid Room



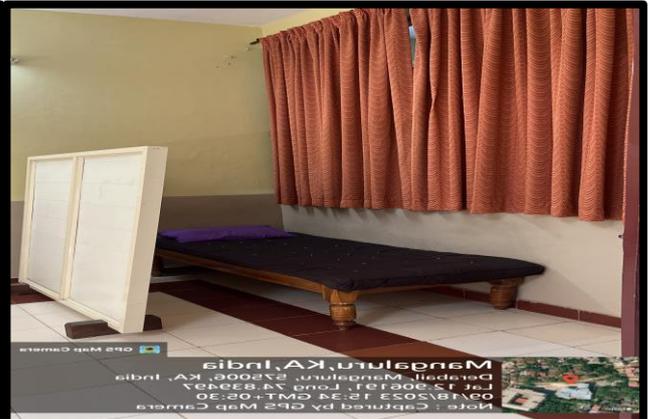


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- Ladies rest room



- Incineration

Tax Invoice for purchase of Incineration



INVOICE		CREDIT									
MAISHINAVI SURGICALS A-1-507/171, HOTEL KOOPA BUILDING, KANAKIA ROAD, HANFANKATTA, MANGALURU - 575001 Tel: 9722355833, 9366001539 Email: KA.DKD/208/839 KA.DKD/215/744 Tel No: 122ANDTTR011E1L5		A.J INSTITUTE OF MANAGEMENT A UNIT OF LAXMI MEMORIAL EDUCATION TRUST, BRICKY, CHIT BAHUBHUBA, DROMBOKH, PUTTANA Contact: VJG KESHAV Phone: 2433369, 426140866 Credit: SAJURIS APPARATUS DR									
Invoice No: 333 Date: 04/04/2023 GST No: 29AAAL178000222 GST No: 29AAAL178000222		Page 1 of 1									
QTY	UNIT	DESCRIPTION	PACK	DISC	MRP	TAX	EXP	DATE	VAL	NET	GR. NO
1	REP	SANITARY WASTE DESTROYER MAX 8000	1	0	8000.00	12%	8960.00	04/04/2023	8960.00	0.00	19-04411
1	M	SANITARY PAD VENDING MACHINE	1	0	4000.00	12%	4480.00	04/04/2023	4480.00	0.00	19-044700000
1	M	SOFT WAX BACTERIA KILLER	1	0	266.00	12%	298.92	04/04/2023	298.92	0.00	19-044700000
TOTAL											
NET AMOUNT											
26,806.00											
GST 12% = 3216.72 Total = 29,992.72											
Paid by: MAISHINAVI SURGICALS Date: 04/04/2023 Total: 26,806.00 GST: 3216.72 Total: 29,992.72											

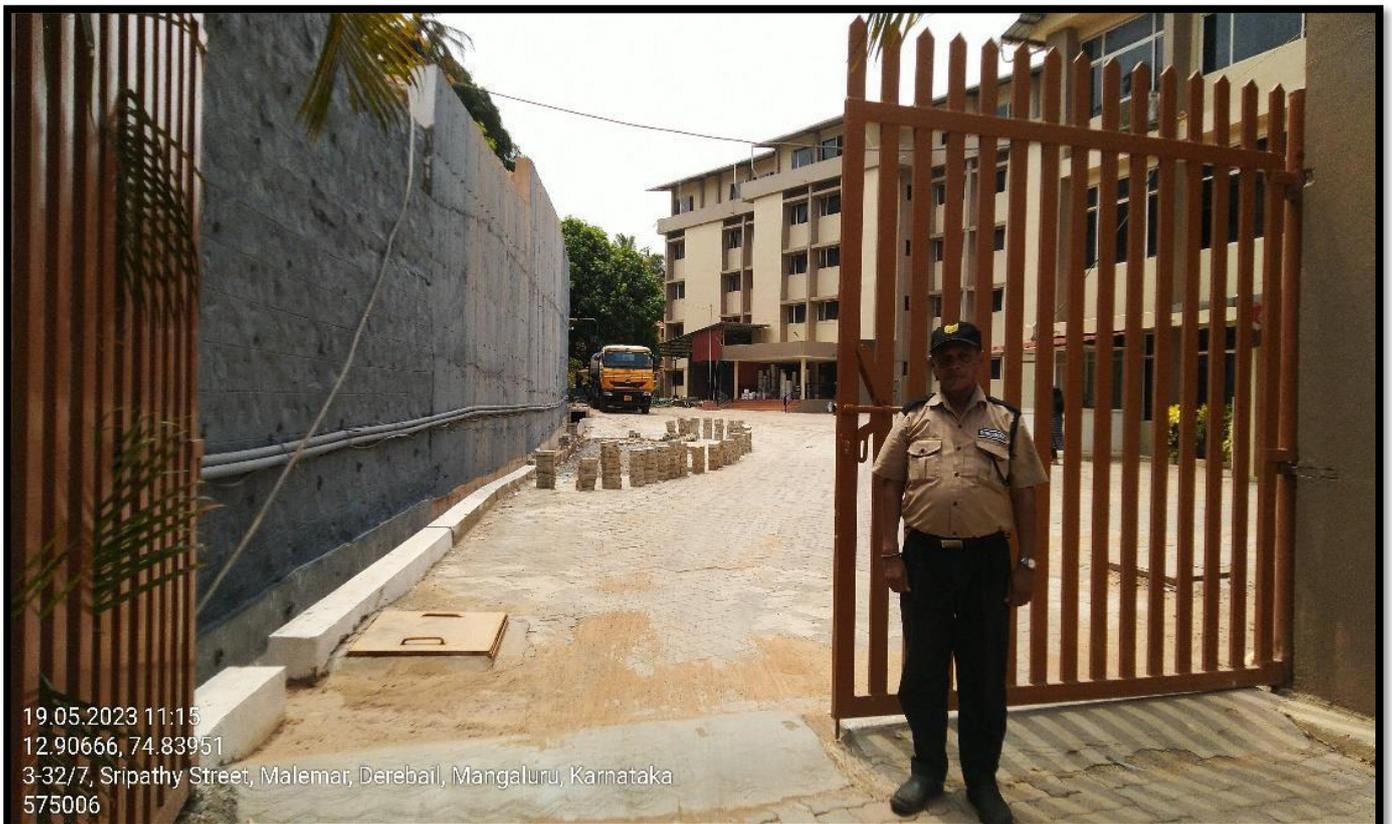
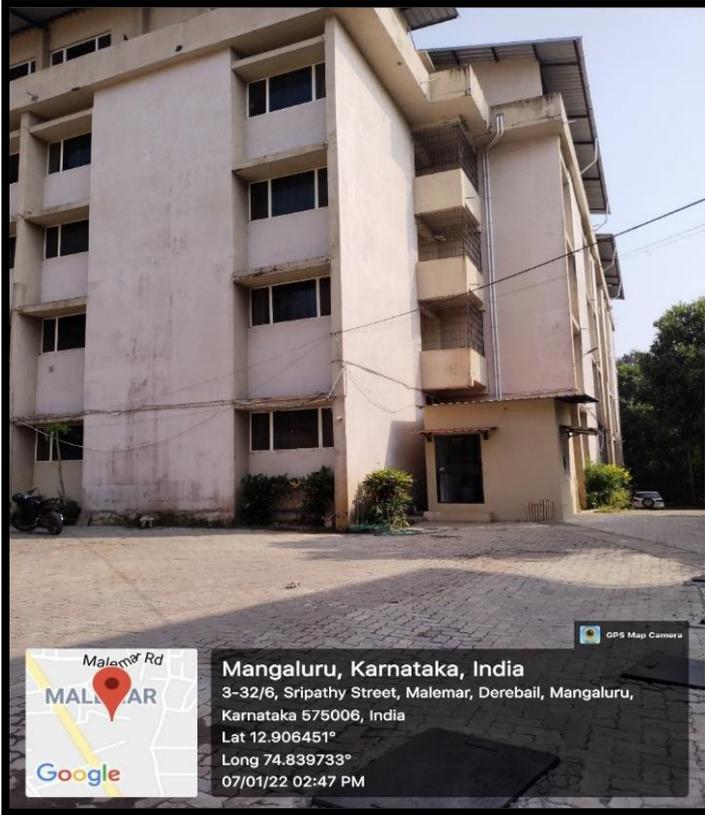


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- **Girls Hostel Block**





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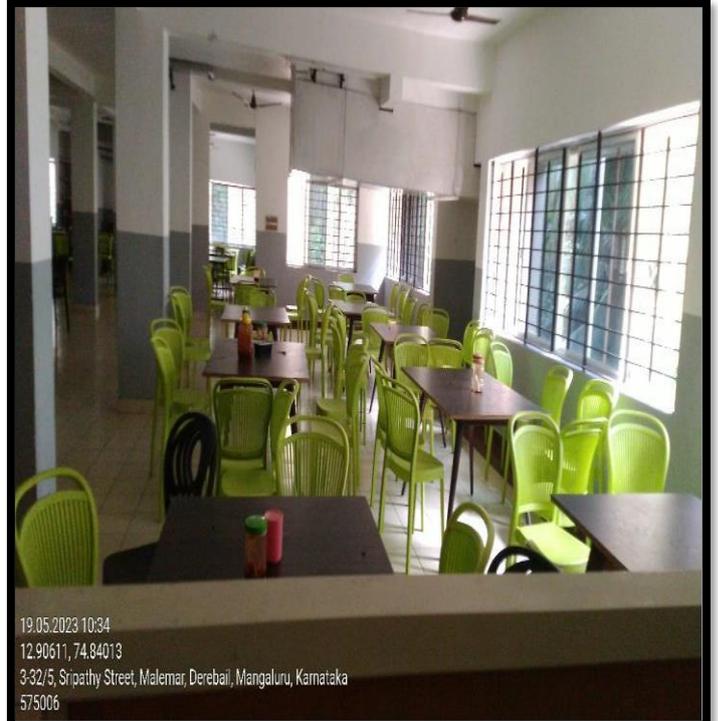
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Girls Hostel Mess

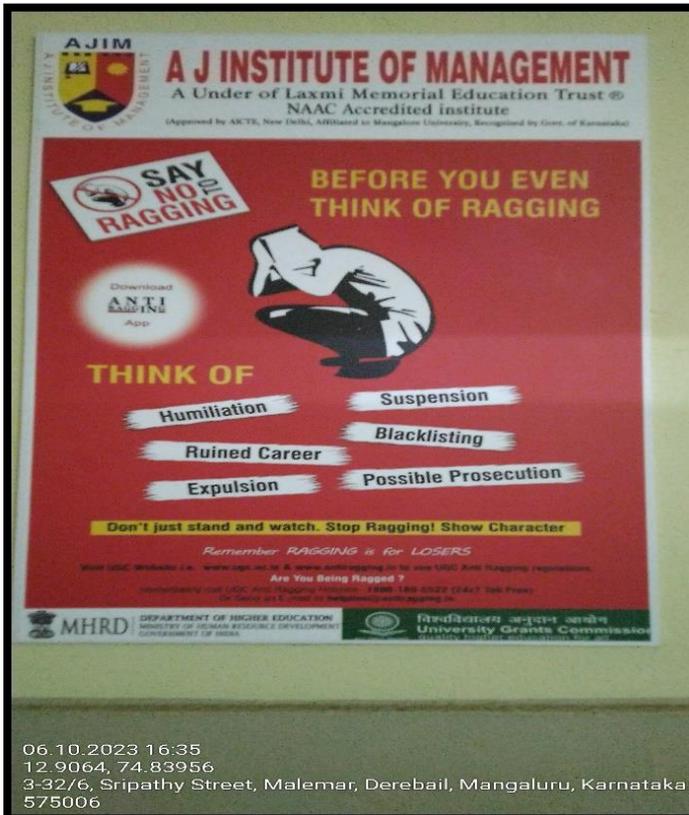


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3-32/5, Sripathy Street, Malemar, Derebail, Mangaluru, Karnataka
575006



19.05.2023 10:34
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3-32/5, Sripathy Street, Malemar, Derebail, Mangaluru, Karnataka
575006

Anti-Ragging Awareness



06.10.2023 16:35
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3-32/6, Sripathy Street, Malemar, Derebail, Mangaluru, Karnataka
575006



07.10.2023 11:14
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3-32/6, Sripathy Street, Malemar, Derebail, Mangaluru, Karnataka
575006