SELF STUDY REPORT

FOR

2ⁿᵈ CYCLE OF ACCREDITATION

NEHRU COLLEGE OF MANAGEMENT

NEHRU COLLEGE OF MANAGEMENT, NEHRU GARDENS,
THIRUMALAYAMPALAYAM, COIMBATORE -641105
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https://ncmbschool.com

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

ABOUT NEHRU COLLEGE OF MANAGEMENT

NCM is one of the prestigious Business offering two years full time MBA programme & MCA programme, approved by AICTE, recognized by the UGC and affiliated to Bharathiar University. This Institution sponsored by Nehru College of Educational and Charitable Trust, was established in the year 1996. Over a period of Twenty five years, it has grown by leaps and bounds with its clear-cut vision and mission to shape, mould and perfect the new generation managers. The Institution offers Full & Part Time M.Phil & Ph.D Programmes.

HIGHLIGHTS OF NCM

Twenty five year young institution constantly ranked among top 50 B-Schools in India Unique B-School with its own outbound training centre- NOBLE featuring south India's longest zip line

Institute with two Asian records for nonstop 24 hrs HR conclave

Conducted over 35 MDP's and over 50 FDP's organized over 26 international conferences in international destinations like Malaysia. Thailand. Srilanka and Australia.

Nearly 5000 students and over 1000 faculty trained by "Centre of Excellence-as part of CSR initiative.

To groom student's leadership skills we have 12 clubs in campus and Entrepreneur development cell fostering startups

Vision

To be a renowned top notch business school in the country with an international benchmarking and to be accepted as a global incubation centre for new generation entrepreneurial managers.

Mission

Inculcating managerial and entrepreneurial skills through quality devoted and sophisticated training methods and innovative management practices and to give real time exposure by participating in consultancy and research projects there by contributing to the nation's healthy economic landscape.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

Nehru College of Management popularly known as NCM is a pioneering institute for Management Education

in Coimbatore. It serves the student community for the past 27 years since 1996. The long and vibrant environment speak son its output. Nehru College of Management has developed a wonderful infra structure with state of the art facilities. The Air-conditioned class rooms are enabled with strong Wi-Fi and Interactive Panel Boards. These latest technologies are useful to bring the related information in the World to the class room. The students can make their presentations effectively with all presentation aids and make the presentation meaningful and useful to the listeners. The institution has a well equipped Laboratory with latest configuration computers and software to give reasonable training for the students in programming and networking technologies. The Library is flooded with more volumes of books in all related topics and general. We get more than 70 journals both domestic and international to enrich the students with current affairs and prevailing technology. Thus we take utmost care to improve the employability of the students. The other facilities like Seminar Hall, Open Gallery, Indoor facility and Gymnasium are used for the extracurricular activities. Any cultural event will be organized in the Gallaria and seminars and Guest Lectures are organized in the Seminar Hall called Vaiduria. The Gallaria is used by our sister concerns also for their programmes. The Student Development Cell is an opportunity for the students to learn by practice. The students are involved in every activity through SDC, wherein they learn the various streams of management by practice. The faculty used to help them in execution. The encouragement from the management is a strength for the institution. NOBLE (Nehru Out Bound for Leadership Excellence) is a facility for the students to learn several management concepts like group dynamics and lateral thinking, through rope activities. We have the second longest ZIP line in South India. The SDC and NOBLE are considered as best practices for the students.

Institutional Weakness

In fact with all the strengths in NCM, still we have certain weaknesses. The major weakness is the change of faculty just before the Covid-19. Due to unavoidable reasons, there happened a sudden change in the management that took some time to understand the system. Immediately after the change in management the Covid-19 gave the hardship in setting up. The total teaching methodology changed to online and the interaction or the relationship between the student and faculty gone down. But this weakness was temporary and our faculties were able to recapture the system to its normalcy. During the Covid-19, the network in the remote area was a problem. We were not able to conduct the online classes flawless as the network from students was feable. The location of the college can also be considered as a weakness. The college is situated in rural area and the accessibility is too low. Though the college has a fleet of buses, the rural areas of the neighbouring state could not be covered. However, when the students come by their own vehicle, the find it distant from home. This leads to more absenteeism in the class. The faculty was not able to control the students in the online classes. However, the learning materials were uploaded for the students.

Institutional Opportunity

Research papers: NCM has 5 Doctorates in the Management Department and 3 Doctorates in the Computer Applications. As a research centre NCM has 31 PhD Students under the guideship of these Doctorates and have enough opportunities to do research work. All the PhD scholars used to present paper in reputed journals and write book chapters and books. Though we were not able to get more funding during the Covid-19 period, the "2f & 12b" status give us more opportunity for applying for funded projects. The increased scope for funding and the projects creates opportunity for and motivating us towards getting the Autonomous Status for the college. Fortunately, the group also has the DST project called TBI (Technology Business Incubator) supported by Department of Science and Technology, India which helps the students in creating Start-ups. Thus it helps in creating Entrepreneurs who become employers of the country. Through this TBI, we organize Entrepreneurs

Awareness camps and Awareness on various funding sources. Though the institution is in the rural area, it is an opportunity for the students to visit the villages around and provide services and advice to the villagers on various social issues. Our students quiet often visit those places and the old age homes to do services time to time. The students are also able to understand the need of the villagers and the need for the distribution of resources to the villagers.

Institutional Challenge

In the prevailing competitive world, the greatest challenge for any educational institution is placement. In Tier-2 institutions, the capacity of the students is limited and so Capacity Building is a challenge. The distance from the city is also a challenge for us to bring the students to the class. Even if they miss the transportation, they will not be able to reach the college on time. The non-availability of the public transportation is the reason for that. Creating the power backup is also a challenge for the institution. As the institution is in the rural area, the power failure due to maintenance is a menace. So to provide continuous power supply and smooth maintenance of equipments, a strong power back up is created. Being in the rural area, our students have to put extra efforts to pull the crowd during competitive events. But our students are well trained to get a loud crowd with the use of social media and publicity. In this way the challenges are converted as opportunities many a time.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The goal of Nehru College of Management is to inculcate quality education for the students and for the same it is adopting the following steps: Apart from organizing regular faculty meetings at the beginning of every semester, the Principal insists the faculty members that priority should be given for the activities. Periodic discussions are held between department heads and faculty members of the department. The college encourages the faculty members to upgrade themselves by attending FDPs / Conferences/Workshops/Symposiums/Seminars/Webinar,etc.Research activity is given utmost importance as it plays a vital role in education. Keeping in mind that each student should achieve their goal, Outcome based education was given importance along with Chalk and Blackboard method and ICT classes for effective lecture delivery. Role playing, Case studies, Management games, Business games, Group discussion and Brain storming sessions are the other various forms of our teaching methods. Students are encouraged to participate in co-curricular, extracurricular, Sports and cultural activities at National and International levels. The institution adheres to the academic calendar which includes conducting the Continuous Internal Evaluation (CIE).Our College Academic Calendar comprises the detailed information about the various academic activities such as Mentor-Mentee Allocation , Environmental Club Activities, Women empowerment, Cultural Club, Functional Club and Staff Council Meetings. Discussions are held between department heads and faculty members consistently. For a semester the students should undergo at least one value added course. Steps are taken to make the students realize the significance of NPTEL, SWAYAM and MOOC courses apart from the syllabus education.The students are enriched with professional ethics, gender equity, human values and environmental sustainability. It is mandatory that the students should undergo a project work internship to understand the practical implications in the industry. As a part of the feedback mechanism, the feedback has been collected from the stakeholders. The feedback action has been recorded; documented, analyzed and suitable action has been taken pertaining to

it.

Teaching-learning and Evaluation

The college follows a transparent admission policy. The institution ensures adequate response from the public for admission through Admission prospectus and college website. The admission of the MBA & MCA courses are made through TANCET conducted by Tamilnadu state government or CET conducted by ASFASM, Coimbatore entrance tests qualifying examination. Student mentoring in our institution is defined as a one-to-one relationship between a student and the mentor that occurs over a prolonged period of time. Our institution identifies the students as slow learners and advanced learners based on the internal test performances, class participation, assignment, seminar etc. The students are engaged in rich experiential content through applying theoretical knowledge to Programming in Computer Laboratories, periodical industrial visits and their project works. There are clubs formed within the department such as Marketing Club, Finance club, HR club and IT club for conducting departmental events & inviting guest faculties for their respective verticals. To cater to the diverse needs of the student's various subject specializations are offered as per the Bharathiar University, so that the students can choose the combination of subjects according to their liking and competence. As an affiliated institution, the college conducts the recruitment process through a transparent process in accordance with the regulations laid down by the AICTE (Student-Teacher Ratio). Recruitment process from advertising of a post to appointment is subject to university stipulation. The teaching learning process of this institute is ability of its teachers to create passion, and generate interest among the students. The teachers and students are allowed to participate in conferences, seminars and symposia, orientation and refresher courses to boost their knowledge. The College is affiliated to Bharathiar University, Coimbatore and follows the rules and guidelines regarding the assessment and evaluation process by the university. There is a Examination Committee at the college level that looks into students, grievances regarding errors in evaluation and it takes necessary steps to rectify them. In the Outcome-Based Education (OBE), assessment is done through more than one process, which is carried out by the institution that identifies, collects, and prepares data to evaluate the achievement of course outcomes (COs).

Research, Innovations and Extension

Nehru College of Management with its vibrant research focus and technical expertise has constantly been on a growth trajectory. The research and consultancy activities have helped attract substantial funding from a wide spectrum of local and national agencies to the tune of knowledge insights during the review period, establish collaborations with prestigious research institutions, foster academy-industry interaction, address issues of social and national importance, extend service to social organizations and most importantly, led to value addition for faculty and students in the academic prospectus. The significant increase in the quality of publications in the last five years has resulted in enormous manner. The institute offers M.Phil. and Ph.D. programmes in field of Management and Computer Science. Research scholars undergo a rigorous coursework and their progress is monitored regularly through the Department Research Committees. Ph.D. research scholars are required to publish minimum two papers in the area of their research before submission of the thesis. Workshops on research methodology are organized annually for all the research students in the institute. Faculty members pursuing on their Ph.D in respective discipline. The Institute has invested substantially over the last few years to improve the classroom and laboratory

infrastructure, books and journals, and online resources for teaching, learning, and research. In order to meet the above objectives related to innovation, NEHRU GROUP OF INSTITUTIONS has established Incubation Hub to provide a channel by which students can access entrepreneurial resources and share their ideas. Incubation Hub assists start-ups in converting their early-stage business into a highly scalable, commercially viable business and envisions fostering an entrepreneur- friendly culture around academics & research. It also provides services related to patenting and commercialization. Incubation Hub, NEHRU GROUP OF INSTITUTIONS has developed comprehensive expertise to foster innovations at the ideation stage of businesses aiming to scale up. It aims to provide critical ingredients for technology-driven, multidisciplinary innovations across agriculture, healthcare, aerospace, energy, water, and education.

Infrastructure and Learning Resources

Infrastructural developments at NCM, apart from providing an aesthetic image to the college, keep pace with academic growth and offer a wonderful opportunity for students to enjoy learning. Class rooms are well-equipped with the necessary facilities such as Wifi enabled, Interactive smart boards, Projector -screen, Air Conditioned and computers. There are two departments with separate faculty rooms for Gents and Ladies.The college is augmented with two spacious libraries that house reading rooms for students, scholars and staff, xerography center and stack room. The college has a comprehensive IT policy. It has been formulated to maintain, secure and to assure the appropriate use of the campus IT infrastructure. The IT infrastructure supports teaching, learning, evaluation, research and governance. Office of the Principal, Exam Cell, IQAC Department, Office for Director & HoD, Ph.D & M.Phil research scholar rooms, Computer Laboratories, Audio Visual Seminar Hall (Vaidurya), Open Auditorium (Galleria), College Office, Attendance Section and Stationery Depot have been provided with sufficient number of computers. We have facilities for indoor, outdoor games and gymnasium. Vaidurya hall is used for conducting Departmental Seminars, Workshops, Guest Lectures and FDPs. Boys and girls have separate restrooms. CCTV cameras have been installed at various locations of the college to monitor the movements of students and staff. A public address system is operational in the college. Reverse Osmosis water plants have been set up. Water purifiers have been installed in every block. The infrastructural design of the college thus accelerates the teaching learning process to a great extent.

Student Support and Progression

The Institution always had focus on student empowerment and their career development. It has vision to create better citizens to uplift the economy of the country. The institution has extended all its help in getting student scholarship from government and non government institutions. The institution's office provides adequate information and collects required documents and act as a Nodal office for government and students. Capacity building and skills enhancement initiatives taken by the institution includes training in 1. Soft skills 2. Language and communication skills 3. Life skills (Yoga, physical fitness, health and hygiene) 4. ICT/computing skills. The Soft Skills & Communication Skills were trained by "Nehru Corporate Placement & Industrial Relations" (an exclusive unit of Nehru Group of Institutions for Training and Placement), "Be Positive" Institute and the "Grammar Box" institute during this period. Apart from that students are encouraged to apply for JAM/CLAT/GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil

Services/State government examinations. The institution has providing extra coaching for the students to perform well in these exams. Every year the number of benefited students was on the rise. Timely redressal of student grievances including sexual harassment and ragging cases. Implementation of guidelines of statutory/regulatory bodies, Organisation 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 had been done. There was a separate entity created for assisting the students for placements .Nehru Corporate Placements & Industrial Relations rendering great yeo man service to the students. One hand it gives pre placement training to the students and on the other hand it brought companies to the Campus for placement drives. It has been doing a commendable job in the student support and progression. The intuition had belief in for a complete human being the fine arts and sports play a vital role. So Institution supports and encourages the students to participate sports and cultural meets all over the states. The Alumni association also supporting the students by employment opportunities, referral, financial assistance to their Almamatar. Every academic year minimum two Alumni meet conducted and Alumni chapter was created in Cochin for smooth functioning of Alumni engagement.

Governance, Leadership and Management

The College, with a visionary Leadership and a team of dedicated, experienced and learned teachers, aims at producing responsible and competent citizens to fulfil their professional, social and national obligations. In tune with the Vision and Mission, the campus is vibrant with Seminars, Conferences, Research and other extracurricular activities, explicitly reflecting the ethos of the college in its quest for innovation, excellence, development of society, promotion of research and use of technology. The College maintains a culture which fosters participative management. The top priority decision-making is done by the Governing Body which comprises the Chairman, Co-Chairman, Members, Principal, and Heads of Departments. The team-work culture creates institutional loyalty and willingness to discharge duties in an exemplary manner. The college maintains a healthy relationship with its stakeholders through periodical interaction with the Staff, Students, Parents, Alumni and experts in Industries. The college strives for upward transformation in planning perspectives and suitable strategies. The college ensures that grievances/complaints are promptly attended to and resolved effectively. Anti Ragging Committee, Internal Compliance Committee, Grievance Redressal Committee, SC ST Committee receive and resolve grievances of its stakeholders. Various Clubs/Committees functioning in the college organize its own meetings and resolve a number of issues to the well-functioning of the institution. Management ensures the welfare of the faculty, Non-teaching and support staff. Academic Audit is conducted by IQAC. Based on their recommendations, quality enhancement initiatives are implemented in the administrative and academic domains.

Institutional Values and Best Practices

The Institution is always open to adapting to emerging trends in higher education through
various innovative and healthy practices as and when applicable. The institution is proactive in fostering the cause of gender equity. The Internal Complaints Committee and Women
Empowerment Cell prevents and monitors sexual harassment of women and also conduct various activities on gender concerns such as workshops, seminars, competitions, self–defence training and awareness programmes. International Women's Day is celebrated every year. Safety and security is the requirement for all, irrespective of gender, and this is taken care of through installation of CCTV, Security guards, Speed Governance facilities,

Visitors pass, fire extinguisher, first-aid kit, suggestion box, Generator, Power room, etc.. Principal number and Anti Ragging information is displayed in various places in the campus. Active counseling system and mentoring is followed in the institution which provides counseling to students, including gender sensitive issues. Solar energy, Bio-Gas Plant, Use of LED bulbs, rain water harvesting, modern kitchen, Borewell /Open well recharge, Construction of tanks and bunds, Waste water recycling, Maintenance of water bodies and distribution system are available in the campus.Green campus initiatives include tree plantation and awareness programmes both inside the campus and surrounding areas. Efficient Waste management is implemented through its policy of reduce, recycle and re-use. The Institution has disabled-friendly, barrier free environment and also provides an inclusive environment towards cultural, regional, linguistic, communalsocioeconomic and other diversities through various programmes organized by IQAC, ISRC and SDC. The Student Development Council in the Institution comprises members from the courses of all batches which acts as a representative body and serves as a primary communication between the students and the administration. The SDC provides opportunities in the holistic Skill Development of Students and to be a part of success in all the endeavours of the Institution. NOBLE an initiative of NGI provides a platform for the students to horne their personal, inter-personal and team skills through outbound activities.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	NEHRU COLLEGE OF MANAGEMENT
Address	Nehru College of Management, Nehru Gardens, Thirumalayampalayam, Coimbatore -641105
City	Coimbatore
State	Tamil Nadu
Pin	641105
Website	https://ncmbschool.com

Contacts for Communication					
Designation	**Name**	**Telephone with STD Code**	**Mobile**	**Fax**	**Email**
Principal	R Moses Daniel	0422-2270007	8056332932	-	ncmprincipal@nehrucolleges.com
IQAC / CIQA coordinator	M. Sengaliappan	-	9944976309	-	ncmdrsengaliappan@nehrucolleges.com

Status of the Institution	
Institution Status	Private and Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minroity institution	No

Establishment Details	

State	University name	Document
Tamil Nadu	Bharathiar University	View Document

Details of UGC recognition

Under Section	Date	View Document
2f of UGC	26-07-2019	View Document
12B of UGC	26-07-2019	View Document

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
AICTE	View Document	03-07-2022	12	AICTE Extension of Approval

Recognitions

Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus

Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Nehru College of Management, Nehru Gardens, Thirumalayampalayam, Coimbatore -641105	Rural	2.5	4230

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	**Name of Programme/Course**	**Duration in Months**	**Entry Qualification**	**Medium of Instruction**	**Sanctioned Strength**	**No.of Students Admitted**
PG	MCA,Department Of Computer Applications	24	Any UG degree with maths as a subject	English	63	63
PG	MBA,Department Of Management Studies	24	Any UG degree	English	126	126
Doctoral (Ph.D)	PhD or DPhil ,Department Of Computer Applications	36	MCA or M.Phil in Computer Applications	English	8	5
Doctoral (Ph.D)	PhD or DPhil ,Department Of Management Studies	36	MBA or M.Phil in Computer Applications	English	32	30
Pre Doctoral (M.Phil)	MPhil,Department Of Computer Applications	12	MCA	English	5	0
Pre Doctoral (M.Phil)	MPhil,Department Of Management Studies	12	MBA	English	20	0

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	5				6				12			
Recruited	5	0	0	5	0	1	0	1	7	5	0	12
Yet to Recruit	0				5				0			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				3
Recruited	2	1	0	3
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

Technical Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				2
Recruited	0	2	0	2
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualificatio n	**Professor**			**Associate Professor**			**Assistant Professor**			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	5	0	0	0	1	0	0	0	0	6
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	7	5	0	12
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers									
Highest Qualification	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	Male	Female	Others	Total
	0	0	0	0

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
PG	Male	77	56	0	0	133
	Female	16	40	0	0	56
	Others	0	0	0	0	0
Doctoral (Ph.D)	Male	0	1	0	0	1
	Female	1	1	0	0	2
	Others	0	0	0	0	0
Pre Doctoral (M.Phil)	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years

Category		Year 1	Year 2	Year 3	Year 4
SC	Male	4	1	1	3
	Female	2	1	1	0
	Others	0	0	0	0
ST	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
OBC	Male	61	6	36	21
	Female	9	7	11	10
	Others	0	0	0	0
General	Male	48	40	21	75
	Female	14	23	9	24
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		138	78	79	133

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	The NCM curriculum allows our students to explore and study distinct subjects from various fields. We have signed an MOU with Viba Edu Serv. LLP and Bharathiar University Viba Edu Serv. LLP is an academic partner to provide advice, consultancy and delivery of classes. Bharathiar University MoU was signed with an objective of encouraging distance education for the needy students and welfare of the society. This MoU is applicable for all the UG & PG courses offered by the university Apart from the core management subjects, the students are taught economics, Business ethics, mathematics, statistics and research methodology. Besides the various management related fields the students are trained in

	technical expertise to viz cloud computing, Big data analytics and cyber security. As far Interdisciplinary is concerned the management strength can choose specialization such as health care hospitality, etc. Whereas the computer application students can choose python augmented reality and Industry 4.0.
2. Academic bank of credits (ABC):	Nehru College of Management is affiliated to Bharathiar University. We are following the syllabus and curriculum framed by the university in OBE pattern. The New Education Policy introduced by the UGC is yet to implement by the university and once implemented, with the guidance of the university procedure we will adopt it.
3. Skill development:	The basis qualities required for the management student as well as the computer application students is being taught in the campus. Moreover the skills required to face the competition has also been inculcated in the younger minds as interpersonal relations, decision making skills, problem solving, quick learning, going by priorities, time management, change management and various other soft skills like grammar box for improving communication skills, noble outbound training for team building and interpersonal skills, student development council for organising various college programs and events. Trekking to nearest hills (Pathi Malai) by the students to improve their both physical and mental endurance.
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	At Nehru College of Management, we have students from all over the nation especially from south India. Apart from the basic skills the students are well versed with our traditional knowledge in promoting and protecting our culture and identity. The significance of resilience is inculcated in the younger minds as we are living in an era were we are exposed to man made and natural disaster such as Tsunami, earth quake, Covid-19 etc.
5. Focus on Outcome based education (OBE):	As per the instruction given by the Bharathiar University in which we are affiliated, the curriculum has been framed in OBE pattern. The focus empathize on what the students want and what the students wants to be. Keeping in mind what are all the skills the students required when they leave the college. We enrich those in them so that they can come out with required Industrial knowledge.
6. Distance education/online education:	Nehru College of Management has an MoU with the

school of distance education Bharathiar University. There is a rule that the student can learn dual courses in relation to that the student can choose any to from the list of courses offered by the university. The main purpose is to help the students to enrich their skills and knowledge in two fields parallelly. During Covid -19 we made it easier for the rural students to come and study in our institution without going to a long distance for the university. This is our contribution to the society for the welfare of mankind. Swayam, NPTEL, Click campus are also made an option for the students to get certification courses in online education.

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	Electoral Literacy Club (ELC) is a platform to engage students and promote the electoral literacy among all age groups of the Indian Citizens through interesting activities and hands on experience by which they are sensitized on their electoral rights and familiarised with the electoral process of registration and voting. The Electoral Literacy Club at Nehru College of Management aims to raise awareness among students about their democratic rights, including the right to vote through various initiatives such as mock polling activities, poster presentations, debates, mock parliaments, elocution etc. The Club plays a crucial role in educating and encouraging students to participate in shaping the future of their country.
2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?	Yes. The ELC has the Principal as the Chairperson, The HOD / Director as Functional Co- ordinators, SDC faculty co-ordinator as Additonal Co-ordinator and SDC Chairman as Student representative. The ELC is functioning with the following objectives : ? To create awareness and interest among faculties and students through awareness activities and camps ? To educate the targeted populations about voter registration, electoral process, EVM and their value of Vote to ensure that they exercise their right in a confident, comfortable and ethical manner ? The main objective is to ensure the principle "every Vote Counts " and "No Voter to be left behind"

3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.	? Right to vote - Pledge ? The students from our college may actively take part in Voter Awareness Campaigns, which are designed to educate the residents of neighboring villages about the importance of voting and electoral processes. ? Workshops may be organized to generate interest and awareness among the faculty and students about electoral procedures and related topics. ? The primary objective of these campaigns and workshops are to provide a hands-on experience to the target population and educate them about the voter registration process, the electoral process, and other relevant matters.
4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.	The ELC has arranged facilities in the premises to conduct awareness and training programs to the needy related to electoral process. The ELC is dedicated to achieve its objectives by also participating in government initiatives related to electoral process.
5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.	The ELC aims at students above 18 years of age to be a registered voter by way of awareness programs and pledge. The ELC focuses on raising awareness among eligible student voters about their democratic rights, which includes the right to vote in elections. The students also witness and have hands on experience during the Student Development Council elections. Overall, the club efforts to sensitize students about democratic values and encourage their participation in shaping the future of their country are commendable.

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
219	205	279	222	197

File Description	Document
Upload Supporting Document	[View Document](#)
Institutional data in prescribed format	[View Document](#)

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 47

File Description	Document
Upload Supporting Document	[View Document](#)
Institutional data in prescribed format	[View Document](#)

2.2

Number of teaching staff / full time teachers year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
20	23	30	24	30

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
55.45	30.94	90.859	78.05	86.57

File Description	Document
Upload Supporting Document	[View Document](View%20Document)

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1

The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

The goal of Nehru College of Management is to inculcate quality education for the students and for the same it is adopting the following steps: Apart from organizing regular faculty meetings at the beginning of every semester, Principal insists the faculty members for which ties priority

should be given for the activities. Periodic discussions are held between department heads and faculty members of the department. The college encourages the faculty members to upgrade themselves by attending FDPs / Conferences/Workshops/Symposiums/Seminars/Webinar etc.

Research activities which is given utmost importance as it plays a Pivottal role in education. Keeping in mind that each student should achieve their goal, Outcome based education was given importance along with Chalk and Blackboard method ICT classes for effective lecture delivery. Students are encouraged to participate co-curricular, extracurricular, Sports and cultural activities in National and International level. Every faculty is assigned with students and the duty of that faculty is not only to ascertain the academic performance of their students at regular intervals but also to look after their mental health ie proper counseling should be given if they do have any issues.. To enhance the communicative, managerial and technical skills of the students value added courses has been conducted by external experts or in association with institutions.The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE) Our College Academic Calendar includes the detailed information about the various academic activities such as Mentor-Mentee Allocation, Society Reports, Environmental Club Activities, Women empowerment, Cultural Club, Functional Club and Staff Council Meetings. Various awareness programmes were conducted by the women empowerment cell for women so as to inculcate in their mind, the rights which they possess. Fine Arts Club's Motto is to bring out the hidden talents of the students by means of various events such as singing, dancing, painting etc. This club pesters the students the need to know about our cultural heritage. Functional Club takes into consideration the various core and specialized subjects taught in the club, for example HR and IT Club. Apart from the Academic Curriculum, the Club co-ordinators organize activities so that the technical, aptitude and skills of the students in that particular

subject will be improved. Every Month Departmental Meetings will be conducted by the Director – MBA and HOD of MCA respectively. Syllabus Coverage, Internal and Model Examinations, Conferences, Symposiums, Seminars, Workshops and all other activities which are to be conducted for the welfare of the students will be discussed.. The internal exam time table prepared by the exam cell is communicated to the students and faculty members in advance. The schedule of the internal examination is decided at the beginning of the session, in the form of academic calendar. The institute follows continuous evaluation/assessment on the basis of curriculum prescribed by the University. Two internal tests and one Model were

conducted. As per the University norms, the consolidated internal marks are sent to the university and this internal mark is added to the semester exam.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

1.2 Academic Flexibility

1.2.1

Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)

Response: 06

File Description	Document
List of students and the attendance sheet for the above mentioned programs	[View Document](#)
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Evidence of course completion, like course completion certificate etc. Apart from the above:	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Other Upload Files	
1	[View Document](#)

1.2.2

Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

Response: 41.09

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
150	00	195	116	00

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.3 Curriculum Enrichment

1.3.1

Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum

Response:

Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum A strong value based holistic approach for the development of the students is practiced in our college by effectively integrating cross cutting issues relevant to gender, sustainability, environment, human values and Professional ethics. Gender related topics related to women entrepreneurship and women wages Act are an integral component of various program. Students are sensitized and encouraged to work towards gender equity from a cross cultural perspective. Gender sensitization camps are organized in rural areas of Tirumalayampalayam that include Women's rights, human rights, child rights, gender justice and gender equality. Different clubs of the college engage in various schemes and programmes related to these cross-cutting issues. As gender sensitivity the Women Empowerment Cell of the college provides training in Yoga & Safety awareness. The institution guarantees equal opportunities for all the students without considering their gender in Students Development Cell Election, departmental associations and various cells. Environment and Sustainability.The college developed Clean and Green eco-friendly Campus through Tree Plantations. Our college instruct all students and staff to use Jute bags instead of plastic bags to maintain Plastic Free Campus. The Campus has Sewage Treatment Plant and Rainwater Harvesting and it's maintained well. Prohibition of health causing hazards like Tobacco, Pan, Gutka inside campus is effected through proper awareness programmes and posters. E-waste management audit is done regularly. The students should be empowered professionals and contribute to the economic and technological development of the nation besides acquiring skills for logical reasoning and decisions in times of crisis. During past decades, the college has made efforts towards developing value based education with a vision to promote values to be a better citizen. A strong community oriented work culture is based on the sustainability way of life that involves education and health care, innovation and human values. A compulsory course on Business ethics and values is offered in the MBA programme. The students are also educated in various fields such as advertising, marketing, retailing and information Technology. The College also has a model code of ethics to curb various malpractices. Various Career Guidance Programmes are organized to inculcate professional ethical practices among the students. Special emphasis is given to encourage

ethical, fair play and equity practices among students in the conduct of various inter-collegiate competitions and cultural practices. The college has a Code of Conduct and Ethics Committee for students and teachers.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

1.3.2

Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Response: 36.53

1.3.2.1 **Number of students undertaking project work/field work / internships**

Response: 80

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.4 Feedback System

1.4.1

Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website

Response: B. Feedback collected, analysed and action has been taken and communicated to the relevant bodies

File Description	Document
Feedback analysis report submitted to appropriate bodies	[View Document](#)
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	[View Document](#)
Action taken report on the feedback analysis	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)
Link of institution's website where comprehensive feedback, its analytics and action taken report are hosted	[View Document](#)

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1

Enrolment percentage

Response: 61.56

2.1.1.1 **Number of seats filled year wise during last five years (Only first year admissions to be considered)**

2021-22	2020-21	2019-20	2018-19	2017-18
138	78	79	133	126

2.1.1.2 **Number of sanctioned seats year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
180	180	180	180	180

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Final admission list as published by the HEI and endorsed by the competent authority	[View Document](#)
Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.1.2

Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years

Response: 31.06

2.1.2.1 **Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)**

2021-22	2020-21	2019-20	2018-19	2017-18
76	15	49	34	17

2.1.2.2 **Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
123	123	123	123	123

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	[View Document](#)
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule (Translated copy in English to be provided as applicable)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.2 Student Teacher Ratio

2.2.1

Student – Full time Teacher Ratio
(Data for the latest completed academic year)

Response: 10.95

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 and teachers use ICT- enabled tools including online resources for effective teaching and learning process

Response:

Experiential learning:

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

Participative Learning:

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

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

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

Lecture method:

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

Project methods:

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

ICT Enabled Classroom Teaching

The classrooms are equipped with Wi-Fi and LED projector, audio visual facilities which make the classroom delivery more effective. We have well-equipped and ventilated, air-conditioned classrooms with SMART INTERACTIVE BOARDS.

Learning through Extension Activities

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

Industrial visits

Every year we organize International visit that bring the International exposure to the students. The students visited Malaysia, Dubai, Thailand and Sri Lanka, all the arrangement and assistance were done by student committee that shows their participative Management.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.4 Teacher Profile and Quality

2.4.1

Percentage of full-time teachers against sanctioned posts during the last five years

Response: 94.07

2.4.1.1 **Number of sanctioned posts year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
22	23	30	30	30

File Description	Document
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.4.2

Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)

Response: 8.66

2.4.2.1 **Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	11

File Description	Document
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	[View Document](#)
Institution data in the prescribed format	[View Document](#)
Copies of Ph.D./D.Sc / D.Litt./ L.L.D awareded by UGC recognized universities	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.5 Evaluation Process and Reforms

2.5.1

Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient

Response:

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

Grievance Redressal System

The objective of the Grievance Cell is to develop a responsive and accountable attitude among all the stakeholders in order to maintain a harmonious educational atmosphere in the institute. A Grievance Cell should be constituted for the redressal of the problems in relation to internal and external examinations reported by the Students of the College with the following **objectives:**

1) To Encourage the Students to express their grievances/ problems freely and frankly, without any fear

of being victimized. 2) To maintain the anonymity of students- Suggestion / Complaint Box is installed in Administrative block in which the Students, who want to remain anonymous, can put their grievances in writing. 3)To ensure the fairness of the examination process. 4)To solve the grievances related to the examination of the students and teachers.

Functions:

The cases will be attended promptly on receipt of written grievances from the students. The cell will formally review all cases and will act accordingly as per the Institutional policy. The cell will give report to the authority about the cases attended to and the number of pending cases, if any, which require direction and guidance from the higher authorities.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6 Student Performance and Learning Outcomes

2.6.1

Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website

Response:

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

The institute has formulated well-defined Vision and Mission statements. The department formulates the Programme Educational Objectives (PEOs), Program Specific Outcomes (PSOs) for each Programme Outcomes (POs) and Course Outcomes (COs) for all the courses in the curriculum. All outcomes are analyzed and approved. The approved statements are published in the Institute Website and communicated to various Stakeholders. The respective subject faculty expatiate the course outcomes to the learners. The objectives and outcomes of each topic are expatiated to the learners for the betterment and to get the confidence to take up the university Examination.

Program outcomes are derived from the Program Education Objectives and are finetuned to the specifics

of each program. All students are appraised of the objectives and expected outcomes of their programme on admission during the compulsory Orientation programs. Students are also educated and provided with the detailed syllabus and course outcomes in each course and the assessment strategy for each course.

The mechanism for dissemination:

The process for publication and dissemination of the stated vision, Mission of the Institute/ Department, POs/PSOs/PEOs/COs of the programme are carried out by the listed mechanism:

- Website: Vision, Mission, POs, PSOs, PEOs and COs are published on the college website.
- Posted Location: Banner is exhibited in the main floor of the concerned department.

They are also prominently displayed on the Department Notice Board.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6.2

Attainment of POs and COs are evaluated.

Explain with evidence in a maximum of 500 words

Response:

The Institution regularly evaluates the performance of students through various methods for measuring the attainment of each of the Program Outcomes, Program Specific Outcomes and Course Outcomes. In the Outcome-Based Education (OBE), assessment is done through more than one process, which is carried out by the institution that identifies, collects, and prepares data to evaluate the achievement of course outcomes (COs).

Mapping Factor (Correlation Level)

It indicates to what extent a certain component (either assessment method to CO or CO to PO or PO to PEO & PSO

· 3-indicates Substantial (high) mapping (high contribution towards attainment)
· 2-indicates Moderate (medium) mapping (medium contribution towards attainment)
· 1-indicates Slight (low) mapping (some contribution towards attainment)

Attainment of COs
The attainment for each course outcome is generally divided into two types:
1. **Direct Assessment method**: Direct attainment of COs can be determined from the performances of

students in all the relevant assessment instruments.

2. Indirect Assessment method: Indirect attainment of COs can be determined from the course exit survey. The exit survey form should permit receiving feedback from students on all the COs

Process for measuring CO attainment:

- 80% of formative and summative assessments are carried out to calculate the direct attainment of courses.
- 20% of the Course End survey is considered to calculate the indirect attainment of courses.
- 100% of course attainment is brought out by the comprehensive (direct and indirect) attainment of all the courses

Evaluation Process:

It is provided through University Examinations, terminal exams, internal and home assignments, seminars, unit tests, surprise tests, attendance regularity etc. The faculty records the performance of each student on each programme and is also taken care by the mentor. Remedial coaching is provided to slow learners to make pace with the desired progression.

External Assessment & Internships:

Students are encouraged to take up internships, projects, fieldwork, etc. This helps them to obtain necessary skills and practical experience in their chosen discipline. It is evaluated by external experts for the Practical examinations, appointed by the University through Viva-Voce and practical files.

Feedback Evaluation:

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

Placements:

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

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.6.3

Pass percentage of Students during last five years (excluding backlog students)

Response: 92.92

2.6.3.1 **Number of final year students who passed the university examination year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
78	117	138	57	122

2.6.3.2 Number of final year students who appeared for the university examination year-wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
80	123	144	64	140

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Certified report from Controller Examination of the affiliating university indicating pass percentage of students of the final year (final semester) eligible for the degree programwise / year-wise.	[View Document](#)
Annual report of controller of Examinations(COE) highlighting the pass percentage of final year students	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

2.7 Student Satisfaction Survey

2.7.1

Online student satisfaction survey regarding teaching learning process

Response: 3.37

File Description	Document
Upload database of all students on roll as per data template	[View Document](#)

Criterion 3 - 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 last five years (INR in Lakhs)

Response: 1.4

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	0.5	0.3	0.3	0.3

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.2 Innovation Ecosystem

3.2.1

Institution has created an ecosystem for innovations, Indian Knowledge System (IKS),including awareness   about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident

Response:

Ecosystem for Innovations
Institution has created an Ecosystem for Innovations including Incubation Center and other initiatives for creation and Transfer of knowledge. The Institution provides a conducive environment for promotion of Innovation and Incubation. All required facilities are provided and guidance is extended to the students. Students are encouraged to actively involved in the application of Technology for societal needs. Necessary support is provided for Documentation, Publication of Research Papers and also for obtaining patents. Awareness meets, workshops, seminars and guest lectures on
Entrepreneurship are organized. Students are provided opportunities to directly interact with outstanding entrepreneurs excelling in their field. Product service Training is provided for creating awareness on marketing the products.The sole objective of the Incubation Center is to facilitate students to convert their Ideas into Technological Innovations. Students are encouraged to gain hands on experience and better Industrial Exposure. College has recognized Research Centers in the departments and this

would be an added advantage to the students to develop their Prototypes. Ideas and innovations flow steadily with the startup a beginning was done to nurture our students and transform, innovations in to a vital force for economic

growth. Startups were initiated by the students for the latest innovations. During the last five years many PhD's are produced by the institute and 36 research scholars are working actively under 5 recognized guides. Students are provided with an opportunity to acquire skills for commercialization of their product. The Local Entrepreneurs are invited to address the students and inspire them. Entrepreneurship Development Cell (EDC) The objective of promoting entrepreneurship among the youth is to nurture a passion for self employment. This will open gates for creation of new knowledge- based innovative hi-tech ventures, industries and new breed of technopreneurs and more avenues of employment opportunities, thus turning job seekers into job creators. This leads the nation towards industrial excellence and self-reliance. The Entrepreneurship Development Cell of the college aims towards achieving the same. College hosts a well-furnished, state of art Incubation Centre to provide office space equipment, technology support and seed capital to nurture the upcoming entrepreneurial talents. It offers a more robust and approachable facility to the individuals who have high entrepreneur ambitions. Conduction Entrepreneurship Awareness Program (EAP)- the new generation entrepreneurs,

corporate executives, guest speakers on various domains covering technology & management are invited to guide and motivate students. Industrial Visits are part of EAP, which is a great source to gain practical knowledge. Intellectual Property Right (IPR) Cell An Intellectual Property Right (IPR) Cell has been formed at Nehru College of Management to provide knowledge by coordinating and conducting activities related to the Intellectual Property Rights in the Institution and also to create awareness among the stakeholders.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.2.2

Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years

Response: 6

3.2.2.1 **Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
03	03	00	00	00

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.3 Research Publications and Awards

3.3.1

Number of research papers published per teacher in the Journals notified on UGC care list during the last five years

Response: 1.04

3.3.1.1 **Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
3	7	22	11	6

File Description	Document
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	[View Document](#)
Link to re-directing to journal source-cite website in case of digital journals	[View Document](#)
Links to the papers published in journals listed in UGC CARE list or	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

3.3.2

Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 0.36

3.3.2.1 **Total number of books and chapters in edited volumes/books published and papers in**

national/ international conference proceedings year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
13	0	2	2	0

File Description	Document
List of chapter/book along with the links redirecting to the source website	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

3.4 Extension Activities

3.4.1

Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.

Response:

The college organizes a number of extension activities to promote institute- neighborhood community to sensitize the students towards community needs. The students of our college actively participate in social service activities leadi ng to their overall development. The College has set up Institutional Social Respeonsiblity Council. The motto of ISRC is Not Me But You Service to mankind is service to god. Imparting such values and attitude in to students is the motive of the institution. Believing in this, the institute carries out a number of extension activities in the neighborhoods community. The Rural Service units concentrates on the welfare of the neighbourhood community and sensitizes their social problems and takes necessary steps for the betterment of the society. These social outreach programmes brought a great impact on the holistic development of the students as they come across different categories of the people and their living standards. Extension activities in the neighbourhood community during the accreditation period: Activities like Swatch Bharath (2017-2022) is conducted in Thirumalayampalayam, Arisipalayam, Pichanoor, Rottigoundanoor, Palathurai, Madukkarai Market, Nachipalayam and KG ChavadiImportance of cleanliness and its impact on health is delivered to villagers. Created awareness on Rain water harvesting pits to the villagers in Mayilamparai and observerd ground water level have improved. Tree plantation was done at Perumalpathi. Planted hundreds of samplings to make green & clean Perumalpathi. Due to this tree plantation air pollution is reduced and residents are benefited. An awareness campaign on Plastic pollution and the ill effects of plastic usage and plastic waste was carried out in Thirumalayampalayam village. Usage of paper bags

27-09-2023 04:11:54

and jute bags are increased. The College also has self motivated unit of students which has diversified activities in association with NGOs like Helmet Awareness Program, helping hand to the pilgrims of Dharmalingeshwara temple, Environmental issues etc. by involving youth. This joint venture encourages and facilitates various extension programs.Events like participation of the students who take up activities in collaboration with other agencies to spread awareness. India is the birthplace of Yoga and by participating in International Yoga day students become global stakeholders in ensuring sound mind in a healthy body. Programs like rainwater harvesting and conservation of drinking water, tree plantation drive, sowing the seeds in forest near Walayar Dam, KG Chavadi Taluk in collaboration with Council for Green Revolution, and forest department have been taken up as part of environment consciousness and encouraging the community to initiate steps in this regard. Blood donation camps in the College is regular feature (twice a year) whereby students and staff donate blood for the cause.

All these mentioned activities have positive impact on the students and it developed student community relationship, leadership skill and self confidence of students. It also helped in cultivating hidden personality of students and created awareness among students.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.4.2

Awards and recognitions received for extension activities from government / government recognised bodies

Response:

Nehru College of Management got the prestigious university level Member of Board of studies, Recognized as a member of Board of studies in Management (PG), Bharathiar University, Coimbatore. The Institute received an award of National Economic Growth & Social Development, Rashtriya Vibhushan Samman Puraskar, given by Association for Rising and Talented Personalities. The Institute honored by Bharathiar University, Coimbatore for nominating Member of Senate by twice in the period of 2016- 2020 and 2020- 2024. Dr.L.Karthikeyan received an award on Teaching Excellence Award on 2020 from Vivekanandha Institute of Information & Management, Namakkal, Tamilnadu. Dr.L.Karthikeyan honoured Global Management Trainer on 2019 from Sri Ramalinga Sowdambigai College of Arts & Science, Coimbatore, Tamilnadu. Dr.L.Karthikeyan acknowledged as an Innovative Trainer 2020 from Manonmanium Sundaranar University, Tirunelveli, Tamilnadu. Dr.L.Karthikeyan recognized Global Faculty Award on 2020 by Pondicherry University, Pondicherry Union Territory, India.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

3.4.3

Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.

Response: 23

3.4.3.1 **Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
11	3	3	3	3

File Description	Document
Photographs and any other supporting document of relevance should have proper captions and dates.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and the details of the collaborating agency	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

3.5 Collaboration

3.5.1

Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.

Response: 09

File Description	Document
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	[View Document](#)
List of year wise activities and exchange should be provided	[View Document](#)
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1

The Institution has adequate infrastructure and other facilities for,

- **teaching – learning, viz., classrooms, laboratories, computing equipment etc**
- **ICT – enabled facilities such as smart class, LMS etc.**

Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)

Response:

Nehru College of Management has LCD enabled class rooms. All eight class rooms have Wi-Fi / LAN facilities for the students when they are attending classes. Number of smart board class rooms is two. Faculty members are used to take classes through smart system regularly almost from every stream. Institute have ICT enabled seminar hall which basically used for seminars and other cultural activities.

Sports play an important role in shaping the individual personality, Health and fitness which is necessary in today's era. Nehru College of Management makes sincere efforts to provide the best infrastructural facilities for sports and games.
o The institute has a well-qualified and experienced Physical Education Director to guide and prepare the students in physical activities, sports and
games.
o Separate indoor game facility and spacious ground is laid out for tennis court, baskets ball, ball badminton, throw ball, shuttle badminton and volley ball.
o Students are encouraged to participation in different sports and games activities conducted by the university and other
institutions.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.1.2

Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years

Response: 0

4.1.2.1 **Expenditure for infrastructure development and augmentation, excluding salary year wise**

during last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

4.2 Library as a Learning Resource

4.2.1

Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students

Response:

The Library plays a central role in enhancing the quality of academic and research environment in Education institutions. The Institute library is a place in the Institute where huge collections of academic books, journals, magazines, research projects, rare books, other knowledgeable books and newspapers are kept. These books are made available to the students to increase their knowledge and understanding on various subjects.

The college library is an important hub of student life. There, student can check out books, conduct their research, find a quiet place to study, and maybe even flip through magazine. The students can extend their search with use of internet, e-books, e-journals etc. made available in the digital library. The Institute library exhibits positive impact on the academic achievement of the student. Students can perform better during examination and placement as students are explored to the knowledge through various means. Adequate space is provided for browsing and relaxed reading.

NCM has subscribed journals of national and international repute, along with magazines and newspapers for general reading. Nehru College of Management Library holdings also include dissertations, doctoral theses and project reports on various subjects.

The library also provides access to Internet as well as CD/DVD based electronic resources. Each library has terminals to facilitate searching/accessing e-resources, web browsing and for other academic work. Provision has also been made to allow downloading/printing of material from

these resources. NCM is also member of DELNET. Initiatives taken by the
University, are the following :
1. Free WI-FI, internet access, download and printout facility have been provided.
2. Reprographic facilities.
3. Organization of Book Exhibitions/Display of new books.
4. System of recommendation for purchase of books through Departments.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.3 IT Infrastructure

4.3.1

Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words

Response:

With the increasing demand for internet access in educational campuses due to evolving standard of education and flexibility offered by the Internet -
universities, colleges, educational institutes etc., are keenly stepping forward to setup secured and stable wired or Wi-Fi network campus for their students.There are different digital technological facilities available in the college. There are 02- smart classrooms and 01-digitally equipped conference hall available in the college. Well equipped computer labs are also functioning in the college. The students of the college are access to the computer lab. Nehru College of Management is facilitated with the Wi-Fi connectivity. There is open access of Wi- Fi connectivity to all student and the staff members of the college. All the departments of the college are provided with computer and other related accessories. All teaching staff member use the ICT in the classrooms and laboratories, whenever needed. The different educational sites are shown to the students with
the help of digital device. Most of the official work is being done with the help of ICT. The college regularly maintains the IT facilities. Following are some basic facilities for updating: Computer is formatted in regular basis. College itself formats the computer without no fees and by the help of computer operator. Anti- virus is regularly installed in computer.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

4.3.2

Student – Computer ratio (Data for the latest completed academic year)

Response: 1.22

4.3.2.1 **Number of computers available for students usage during the latest completed academic year:**

Response: 180

File Description	Document
Purchased Bills/Copies highlighting the number of computers purchased	[View Document](#)
Extracts stock register/ highlighting the computers issued to respective departments for student's usage.	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

4.4 Maintenance of Campus Infrastructure

4.4.1

Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)

Response: 99.69

4.4.1.1 **Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
55.40	30.88	90.80	77.75	85.98

File Description	Document
Institutional data in the prescribed format	[View Document](#)
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1

Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years

Response: 24.06

5.1.1.1 **Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
55	52	70	45	48

File Description	Document
Year-wise list of beneficiary students in each scheme duly signed by the competent authority.	[View Document](#)
Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).	[View Document](#)
Upload policy document of the HEI for award of scholarship and freeships.	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.1.2

Following capacity development and skills enhancement activities are organised for improving students' capability

1. *Soft skills*
2. *Language and communication skills*
3. *Life skills (Yoga, physical fitness, health and hygiene)*
4. *ICT/computing skills*

Response: A. All of the above

File Description	Document
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	[View Document](#)
Report with photographs on ICT/computing skills enhancement programs	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)	

5.1.3

Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response: 63.46

5.1.3.1 **Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
102	139	194	140	137

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.4

The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

1. **Implementation of guidelines of statutory/regulatory bodies**
2. **Organisation wide awareness and undertakings on policies with zero tolerance**
3. **Mechanisms for submission of online/offline students' grievances**
4. **Timely redressal of the grievances through appropriate committees**

Response: A. All of the above

File Description	Document
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	[View Document](#)
Proof related to Mechanisms for submission of online/offline students' grievances	[View Document](#)
Proof for Implementation of guidelines of statutory/regulatory bodies	[View Document](#)
Details of statutory/regulatory Committees (to be notified in institutional website also)	[View Document](#)
Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.2 Student Progression

5.2.1

Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response: 65.43

5.2.1.1 **Number of outgoing students placed and / or progressed to higher education year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
67	8	98	40	122

5.2.1.2 **Number of outgoing students year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
78	117	138	57	122

File Description	Document
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	**View Document**
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	**View Document**
Institutional data in the prescribed format	**View Document**
Provide Links for any other relevant document to support the claim (if any)	**View Document**

5.2.2

Percentage of students qualifying in state/national/ international level examinations during the last five years

Response: 10.14

5.2.2.1 **Number of students qualifying in state/ national/ international level examinations year wise during last five years (eg: IIT/JAM/NET/SLET/GATE/GMAT/GPAT/CLAT/CAT/ GRE/TOEFL/ IELTS/Civil Services/State government examinations etc.)**

2021-22	2020-21	2019-20	2018-19	2017-18
4	6	4	2	5

File Description	Document
List of students qualified year wise under each category and links to Qualifying Certificates of the students taking the examination	**View Document**
Institutional data in the prescribed format	**View Document**
Provide Links for any other relevant document to support the claim (if any)	**View Document**

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 last five years

Response: 8

5.3.1.1 *Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year wise during the last five years*

2021-22	2020-21	2019-20	2018-19	2017-18
02	00	00	02	04

File Description	Document
Upload supporting document	[View Document](#)
list and links to e-copies of award letters and certificates	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

5.3.2

Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 30.8

5.3.2.1 **Number of sports and cultural programs in which students of the Institution participated year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
41	0	27	36	50

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

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

Response:

The concept of alumni association evolved for needs from both the ends, i.e. academicians and professionals, in the aim of building a bridge between college life and career life, so that the fresher graduates are made proactive to face the current challenges of competitive professional world. Both the ends shall work hand in hand to help each other for achieving the goal. The idea took shape and formation of Alumni Association turned into reality.

The Alumni Association functions effectively for the development of the college, whenever a developmental move is taken, and suggests constructive opinions for the welfare of the college.

OUR OBJECTIVES:

? To re-unite in the nest from where we grew and flew off.

? To build a bridge between college life and career life, so as introduce present students to the professional world and to make them proactive to face the challenges that may emerge in their career path.

? To provide job opportunities to fresh bachelors through references of professionals.

? To conduct orientation and training programs to students on various topics to enhance their skills.

? To create awareness among students about the scope of their subject in the professional world.

? To provide a platform for students to develop their qualities.

? To participate in social welfare activities for social accountability.

PLAN OF ACTION:

? Conducting periodic meetings of the committee to chalk out plan of action.

? Conducting training sessions on industry practices and professional approach by industry professionals.

? Conducting personality development trainings, interview answering skills and confidence building programs.

? Interacting with unemployed ex- students to find probability of employment with reference of professionals.

? Conducting social welfare activities such as blood donation, health awareness programs, tree plantation, cleanliness drive etc.

? Re-unions of ex- students.

? Felicitation of achievers.

FURTHER ACTIVITIES IN PIPELINE

? Blood Donation Camp,

? Free Medical and eye test camp,

? Training sessions for fresher graduates to introduce them to industry sector,

? Social awareness programs to prevent increasing Suicides, drugs and Alcohol.
? The Alumni association is moving ahead, with selfless intentions for the growth and development of college students and society around. The
association will continuously work towards its vision for a better tomorrow

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1

The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.

Response:

The institution has an effective system of governance which is structured and synchronized with the vision and mission of the institution. The vision and mission of the institution are realized through effective participation of staff and students as a team, under the leadership of the Principal.

Nature of Governance
The governance system at Nehru College of Management is inclusive and participative with equitable representation of all the key stakeholders – the NGI Trust, University Nominees, Industry Experts, Eminent Academicians, Employers, Faculty, Alumni and Students. Nehru College of Management advocates the practice of decentralization and participative management not only in words but also in action in the areas namely academics, administration and extra-curricular activities. The practice of decentralization and participatory management is reflected in all the activities of the College through IQAC, the Staff Council, Student Development Council, and various other Clubs and committees.

The Institution has efficient and effective coordination between internal management systems. Head of Departments / Director and Principal act as a management for designing and implementation of quality policies. The Internal Quality Assurance Cell (IQAC) is formulated to ensure the quality strengthening of academic and administrative activities. The institution is committed to follow a quality framework with the support of IQAC.

Role of teachers / faculty in Decision Making Bodies
Teachers / faculty actively participate in department level meetings and act as members of various committees formed at department level and institute level where the decisions and opinions of committee members play pivotal roles in decision making.

The Institution has different Committees to reflect participative management. They are
1. Internal Quality Assurance Cell (IQAC)
2. Examination Committee
3. Alumni Cell
4. Anti-Ragging Committee
5. Technology Business Incubation Centre (TBI) in association with NGI-TBI
6. Professional Chapters
7. Research and Development Cell
8. Training and Placement Cell
9. Women Empowerment Cell
10. Internal Compliance Committee etc.

PERSPECTIVE PLAN

? Organize various programmes to update, upgrade and upskill students and faculty to meet current industrial trends

? Promoting research culture among faculty and students through incentives and awards

? Quality sustenance through Internal Quality Assurance Cell (IQAC)

? Provide access to quality education and empower the under privileged through scholarships

? Moulding True Citizens in alignment with ethics and cultural values.

? To become an autonomous institution and get ranked in various rankings.

? Functional MoUs to connect industries

? To inculcate leadership among students through NOBLE (Nehru Outbound for Leadership Excellence)

? To promote entrepreneurship with the support from NGI-TBI

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.2 Strategy Development and Deployment

6.2.1

The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc

Response:

Nehru College of Management believes in hard work and excellence in all dimensions and devises plans to align with the vision and mission of the institution The Institution has established an organizational structure to implement efficient and effective management of academic processes. The Organizational Structure comprises of various bodies. The governing body is constituted as per the guidelines of competent authorities.

Governance, Leadership and Management The Institution follows decentralization and it promotes and encourages leadership at all levels

governed by the Management, Principal and other governing body council members. The Institution has a well-functioning organisational structure. It consists of the Management, Governing body, The Principal, teaching staff, non-teaching staff and the students. The Institution functions under Nehru Group of Institutions. The Management of the College is governed by the NEHRU EDUCATIONAL AND CHARITABLE TRUST. It is the highest

decision-making body which is in constant touch with the Principal on all matters pertaining to the smooth functioning of the institution. This is followed by the Governing body and advisory council which works under the Chief Executive Officer and Secretary of the institution. These

two committees make policy and strategy implementation mechanism of the institute. The key issues discussed are prevalent to finance, infrastructure, faculty recruitment and the matters related to the

overall development of College. The Anti Ragging Cell, Grievance Redressal Committee and the Internal Complaints Committee has to ensure that no violation of rules takes place within the College and work towards addressing and settling grievances if any. The College follows an academic calendar for all its academic activities. The activities are

more student centric and Subject experts are invited for specialized inputs on regular basis. Various teaching pedagogies involving case studies, out bound training, field activities and activity based training are incorporated in the teaching learning system. The Examination Cell takes care of all the examination related activities right from the internal examinations to University End Semester Examinations. The Research Cell shoulders the responsibilities of guiding research scholars and conducting research related FDPs, Events and Seminars etc. The Social Responsibility of the Institution is achieved through its various club and committees that plans and organizes rallies, competitions and events related to environment, human values, ethics etc. The Student Development Council members under the guidance of its faculty co-coordinator takes care of all students support activities. The Internal Quality Assurance Cell (IQAC) along with various other governing bodies constantly monitors and provides valuable suggestions and helps in implementation of the plans well scheduled. It also takes care in maintaining the Institutional Values and Best Practices. Service rules, Procedures, Recruitment and Promotional Policies: As per the norms of AICTE, UGC and State Government of Tamilnadu and Bharathiar University, the institution has designed service rules, different policies and regulations which have been approved by the Governing Body. The Institution has prepared standard operating procedure (SOP) document which is made available to all teaching and non-teaching staff.

File Description	Document
Upload Additional information	[View Document](#)
Institutional perspective Plan and deployment documents on the website	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.2.2

Institution implements e-governance in its operations

    1. Administration
    2. Finance and Accounts
    3. Student Admission and Support
    4. Examination

Response: B. 3 of the above

File Description	Document
Screen shots of user interfaces of each module reflecting the name of the HEI	[View Document](#)
Institutional expenditure statements for the budget heads of e-governance implementation ERP Document	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

6.3 Faculty Empowerment Strategies

6.3.1

The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Response:

Effective Welfare Measures
Response:
The dedicated staff both teaching and non-teaching are the major strength of the institution. Welfare measures are formulated and monitored by the HR department to motivate and improve the life-style of staff and boost their morale. The following are the welfare measures available for
both teaching and non- teaching staff:
? All staff are eligible for casual leave, vacation leave, compensation leave, medical leave, Maternity leave, OD (On Duty), IOD (Internal On Duty) and others as per norms.
? Group Insurance Scheme for the staff.
? Financial Support to attend conference/seminar/refresher course/workshop/FDP/Travel grant, Membership in professional bodies,to file patent and copyright
? Concession in tuition fee for the teaching staff to pursue M.Phil. / Ph.D. in the Institution.
? Concession in transportation fee for both teaching and non-teaching staff.
? Fee Concession and preference in admission for children of Staff in Nehru Group of Institutions
? Hostel facility within the campus for teaching faculty.
? Canteen, Exclusive Vehicle Parking facility, Canara Bank ATM within the campus
? Awareness programmes for Non-Teaching Staff
? Internal Compliance Committee, First aid facility, Sanitary napkin incinerator, GYM facility within the campus.
? Computer systems with internet facility in all the departments, lab, library and office.
Managements recognition, gratitude, and support have resulted in personal and professional development for both teaching and non-teaching staff.
Institutions Performance Appraisal System for teaching and non-teaching staff
Response:
The institution follows an effective Performance Appraisal System for teaching and non- teaching staff members which is assessed annually after completion of one year of service.
The salient features of the performance appraisal system are as follows:

Teaching Staff

The institution evaluates the performance of the faculty members through self appraisal form and teaching evaluation form which is circulated to the faculty members by the IQAC.

1.The performance of each faculty member is assessed according to the Annual Self Assessment for the Performance Based Appraisal System (PBAS).

2.The Teaching staff are required to do Self Appraisal based on three categories (I) Academic Performance Indicators (II) Research and Development Contribution (III) Other Contributions such as programme organized, membership in Professional Bodies, Major Contribution for the

development of the Institution etc.,

3.The PBAS proforma filled by the Faculty Member is checked and verified by the Heads of the

Departments, followed by the Principal.

Non-Teaching Staff

The Non -Teaching staff are evaluated by the head on the categories such as Punctuality, Sincerity, Working efficiency, Conduct, Character, Ethics, Special Skills and Talents, contribution for the development of institution etc., The Head of the Department , Principal, and HR Head will discuss results of the appraisal with each employee. Throughout the year, the employee and employer may refer to this document to track progress made towards objectives, highlight areas of concern and indicate challenges identified along the way.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.3.2

Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 17.32

6.3.2.1 **Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
05	04	06	04	03

File Description	Document
Policy document on providing financial support to teachers	[View Document](#)
Institutional data in the prescribed format	[View Document](#)
Copy of letter/s indicating financial assistance to teachers and list of teachers receiving financial support year-wise under each head.	[View Document](#)
Audited statement of account highlighting the financial support to teachers to attend conferences / workshop s and towards membership fee for professional bodies	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

6.3.3

Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

Response: 13.14

6.3.3.1 **Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP),** *Management Development Programmes (MDPs)* **professional development /administrative training programs during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
04	02	06	04	02

6.3.3.2 **Number of non-teaching staff year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
02	02	02	02	02

File Description	Document
Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.	View Document
Institutional data in the prescribed format	View Document
Copy of the certificates of the program attended by teachers.	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

6.4 Financial Management and Resource Mobilization

6.4.1

Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

Nehru College of Management is a self-financed unaided private institute run by the trust. The predominant sources of funds for the institution are from Students fees (Tuition, College, Hostel, Transportation, Bank loans, Funds from Society and Promoters. The Institution has a well-functioning mechanism for mobilization of funds and optimum utilization of resources. The Management has a well-defined procedure to monitor effective and

efficient utilization of available resources for infrastructure, development and teaching learning process. The budgetary provision for academic and administrative activities is planned at the beginning of financial year by the Planning Board. The Planning Board, constituted by the Principal and Departmental Heads has the responsibility for assessing, planning, implementing and supervising the fundraising activities of the college. The Management Committee evaluates the requirements of the departments and other forums for the proper allocation of funds. Proper utilization of financial resources is planned at the beginning of every financial year. The utilization of these funds is ensured through financial auditing at the end of each financial year. The expenses of the funds are mainly due to Salaries, Departmental Budget, Infrastructure including IT and Library, Maintenance, Administrative expenses, Cultural & Co-curricular activities (Seminars, Workshops, Conferences, Guest Lectures, Field Trips, Signature events etc.) and Promotional activities. The Accounts Section of the Management verifies the expenses against the sanctioned amount carried out under various institutional / departmental activities from the supporting documents and gives their remarks for the final settlement. Institution conducts internal and external financial audits on a regular basis. Mechanism for Internal Audit and External Audit is as follows.

Internal Audit: The college itself carries out the initial stage of the internal audit to ensure the authenticity of each and every financial transaction frequently. The internal audit is carried out by the Principal. He scrutinizes and verifies the financial data which is further scrutinized by the

Officer in-charge (Accounts) at the Management Office for clarity, authenticity, transparency and financial accuracy. Proper procedure for purchases is adopted. Income/Expenditure is closely monitored by the Principal and the Officer in-charge (Accounts) at the Management Office. External Audit: The external audit takes place annually after the completion of every financial year. The external auditing involves performing procedures to obtain evidence about the amounts and disclosures in the financial statements. The bills and vouchers of the revenue expenditure and other files / registers are checked. Chartered Accountant, who works as an auditor is appointed by the College Management. The Management is liberal and at the same time ensures the funds are utilized both effectively and efficiently. The audit objections/compliance, if any, is handled by the Accounts Department.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

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. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

The role of Internal Quality Assurance Cell is to monitor the quality of services being provided by the institution to its stakeholders. Reviewing of the quality policy is done once in every semester and the revision takes place as and when required by the IQAC committee. The major
initiatives include:
? Devising quality strategies
? Evaluating curricular and co-curricular activities
? Introducing best practices
? Organising Workshops, Seminars, Conferences
? Monitoring the extension and outreach programmes of the departments of the college
? Promoting high professional standard by integrating research in teaching
? Ensuring stakeholder participation
? Introducing quality initiatives like accreditation and ranking, consultancy, collaboration,
feedback analysis, initiative towards patent filing and incubation centre, research quality enhancement etc. Some of the notable activities organized by IQAC for the development of the institution are English communication skills, yoga, professional behavior workshop, aptitude training, training
for labs and trainings on outcome based education etc.

It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

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

to provide quality education to the students through an effective and meaningful teaching- learning process employs IQAC to play an important role by adapting to two practices namely:

1. Conducting Academic Audits regularly. It makes recommendations for the Departments to do self-evaluation and to set higher goals to meet new challenges.

2. Collecting feedback from stakeholders about the institutional performance especially in academics. A careful analysis of the feedback received is done and communicated to the teachers to enable them to enhance their teaching skills and their relationship with the students.

? IQAC Teaching Learning Review Mechanism is a continuous self-appraisal system to keep track of the performance of the faculty on desired outcomes.

? IQAC communicates its policies regarding Remedial, Mentoring and OBE to all teaching departments at the beginning of the academic year.

? IQAC monitors IT enabled, outcome based, student centric and holistic methodologies of teaching learning process.

IQAC Institutional Review Mechanism

? IQAC and the management evaluate the performance of non-teaching staff.

? The institution takes feedback from students on Institutional Performance every year.

? IQAC conducts Annual Academic and Administrative Audit every year.

? IQAC encourages Peer Evaluation of teachers.

IQAC Evaluation of Learning Outcomes

At the end of the semester, the IQAC committee assesses the compliance of departments with the parameters of OBE set by the University. IQAC promotes the culture of research amongst students by organizing Research Workshops for students.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

6.5.2

Quality assurance initiatives of the institution include:

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented**
2. **Academic and Administrative Audit (AAA) and follow-up action taken**
3. **Collaborative quality initiatives with other institution(s)**
4. **Participation in NIRF and other recognized rankings**
5. **Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.**

Response: C. Any 2 of the above

File Description	Document
Quality audit reports/certificate as applicable and valid for the assessment period.	[View Document](#)
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date.	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)
Link to Minute of IQAC meetings, hosted on HEI website	[View Document](#)

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1

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

Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Response:

The Institution promotes gender sensitivity through various initiatives and actions for creating safe, secure and healthy atmosphere in the campus. This is not limited to the classrooms alone. The Institute has undertaken a number of activities through its curricular and co-curricular
programmes in order to raise awareness among students and public regarding gender equality.
Gender Diversity
The Institution promotes gender diversity in the admission policy, and it pays special attention in admitting female candidates. The Institution encourages women empowerment in all aspects including recruitment and all other matters thereof related in clubs and activities. The Grievances Redressal Committee tackles the issues raised by the students and ensures remedial action. Suggestion box is also provided near college office for
students to post their grievances.
Safety and Security
Safety and Security of girl students have been the top priorities always. CCTV cameras have been fixed in the prominent places like hostel, campus corridors and main campus buildings. A resident lady warden in the ladies' hostel is employed along with a separate resident warden for
boys' hostel apart from the security guards at prominent locations inside the campus. GPRS, CCTV and Speed Control governance facilities are installed in the bus. A gate register to record the details of the visitors and visitors pass are provided to the visitors. Facilities like Incirenators, fire extinguisher, first-aid kit, Generator etc.. are available. Principal number and Anti Ragging information is displayed in various places in the campus.
Counselling
Active counselling system is followed in the institution which provides counselling to students. The Mentor – Mentee Relationship takes care of the grievances and up-liftment of the students in an effective manner on issues like personal problems, general issues, lack of facilities,
academics etc. An exclusive external counsellor is utilized on need basis for mentoring and counselling the students. We believe that Teachers, as class advisors and mentors, are the best counsellors for students, second only to their parents.
Common Room
Common rooms for girls and boys with required facilities are provided in the institute apart from the class rooms and cafeteria. Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals The institution organizes / celebrates National and International, commemorative days, events, and festivals with great zeal regularly where programmes are conducted by the departments,
clubs and cells. The following important events which are celebrated are: Observation of Gandhi

Jayanthi, B.R.Ambedkar and National Youth Day etc., to encourage national integration, peace, affection and communal harmony are organized. Teachers Day is observed to show gratitude towards teachers. Regional Festivals like Pongal, Onam, Diwali and Christmas are celebrated to acknowledge the culture of various religions and traditions in the country and bring out unity in diversity among students. Days of Honor such as National Girl Child Day, International Women's Day, Mother's Day are celebrated to recognize the significant contributions of women. Yoga for health and to maintain clean green environment, saplings are planted on important days along with the guests visiting the campus.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

7.1.2

The Institution has facilities and initiatives for

1. **Alternate sources of energy and energy conservation measures**
2. **Management of the various types of degradable and nondegradable waste**
3. **Water conservation**
4. **Green campus initiatives**
5. **Disabled-friendly, barrier free environment**

Response: B. 3 of the above

File Description	Document
Policy document on the green campus/plastic free campus.	[View Document](#)
Geo-tagged photographs/videos of the facilities.	[View Document](#)
Circulars and report of activities for the implementation of the initiatives document	[View Document](#)
Bills for the purchase of equipment's for the facilities created under this metric	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

7.1.3

Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

1. **Green audit / Environment audit**
2. **Energy audit**
3. **Clean and green campus initiatives**
4. **Beyond the campus environmental promotion activities**

Response: C. Any 2 of the above

File Description	Document
Report on Environmental Promotional activities conducted beyond the campus with geo tagged photographs with caption and date	[View Document](#)
Policy document on environment and energy usage Certificate from the auditing agency	[View Document](#)
Provide Links for any other relevant document to support the claim (if any)	[View Document](#)

7.1.4

Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

NCM believes in Unity in Diversity. NCM inculcates values of inclusion and respect for people from all strata. The institution embraces inclusiveness and diversity. The institution regularly organizes activities for inculcating values of tolerance, harmony towards cultural, regional, linguistic, communal socio-economic and other diversities.
Measures for Equal Opportunities
It values inclusionary practices in its admission policy and scholarship schemes The institution strictly follows reservation policies laid out by Government for students admissions. The institution provides equal educational opportunity to speech and hearing impaired students. The institution has constituted Anti-Ragging Committee and various other cells to facilitate the students.. Students from low socio-economic spectrum are granted fee concessions in every academic session.
Cultural and Regional
The Institution learns and integrates various cultures through celebrations like Diwali, Onam, Christmas, etc. with equal fervor and removes the cultural shock. Regional values includes programmes like visit to pathimalai hills, Kathaippoma – an event to bring out stories of various
regions, Ethnic Food Culture in the form of Cookery Competition to bring out the various food flavours and other awareness programmes for local public. Genesis (A National Level Cultural Meet for UG Students) is conducted in the institution to provide a platform for the students to exhibit their innate cultural talents. Gender Equity is promoted through a range of programs held in the campus. Alumni Meets in UAE (International), Cochin (National) and Chennai (State level) promotes diverse culture.
Linguistic
The institution offers Value added Course to improve the communication skills of the students every

year. Two days student Innovation Programme and two days FDP on NLP was conducted in the campus. Through its students as ambassadors in the process of empowering young minds

through education the magazine includes contents from various languages.

Communal / Socio Economic

The Institution through its IQAC, SDC and various Clubs organize programmes to promote and maintain Communal / Socio Economic values like Dr.B.R.Ambedkar Day Celebrations and Entrepreneur week Celebrations. The campus and its surroundings are maintained Green through initiatives like tree/ sapling plantations on auspicious days. Eminent speakers deliver motivational talks to students in order to help them to develop their personalities and become responsible citizens who adhere to national values of social and communal peace and national integration

Societal

We are part of the society and its our duty to facilitate the students with the concept and practice of social responsibility through various programmes. The institution promotes societal responsibility by conducting programmes on commemorative days like International Women's day, International Yoga Day, National Youth Day, etc.

Other Diversities

The institution organises the programmes related to gender sensitivity through Women Cell and SDC. The institution provides disabled friendly environment for the Divyangjan students.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

7.2 Best Practices

7.2.1

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

Response:

Response:
BEST PRACTICE – 1
Title of the Practice: Student Development Council
The Student Development Council (SDC) in the Institution comprises members from the courses of all batches which acts as a representative body and serves as a primary communication between the students and the administration. The SDC members are selected by the students of NCM through the democratic election process. The SDC also plays an important role as they actively participate and assist in planning and development of various Curricular, Co-curricular, Cultural, Sports and various other programmes benefitting the students in the institution. The SDC provides opportunities in the holistic skill development of Students and be a part of success in all the endeavors of the Institution. This includes

providing information to students, identifying and solving issues of concern, to be part of

Institutions growth and to maintain good relations with the Institute staff. The Success of SDC is evidenced through various programmes organized by them and the skill development of the students facilitating them in their placements.

Response:
BEST PRACTICE – 2
Title of the Practice: Nehru Group of Institutions Technology Business Incubator (NGI TBI)
The Institution believes in providing more opportunities to students to think creatively and provide optimal solutions to challenges faced by the people globally. Knowledge coupled with creativity and innovation helps mould the students and define higher education's purpose. This paves opportunity for students to become employment givers rather than employment seekers. The institution is proud in its association with NGI-TBI (Nehru Group of Institutions Technology Business Incubator) to provide ample opportunities in the skill development of students. The institution strives to induce the social responsibility in the minds of the students and NGI TBI provides good infrastructure and good laboratories with state of the art facilities. The Institution along with NGI TBI signs MOUs with companies and provides the students: internships, Interaction with eminent personalities in various programmes organized by NGI-TBI, applying for seed funds and grants through distinct proposals. The Institution acts as an evaluator for idea proposals submitted to NGI-TBI. The Institution also conducts boot camps awareness programmes like Design Thinking, Lean Startup, Availability of Resources like Seed Funds, Applying for grants and patents in support with NGI TBI. The faculties of the Institution also serve as resource persons for the programmes organized by NGI TBI to promote Business Incubation. NGI-TBI supplements in the Entrepreneurial Journey of the students as part of the curriculum.
Link: https://ngitbi.com/

File Description	Document
Any other relevant information	[View Document](#)
Best practices as hosted on the Institutional website	[View Document](#)

7.3 Institutional Distinctiveness

7.3.1

Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

NOBLE- OUTBOUND TO UNLEARN & LEARN
Nehru Group of Institutions, a premier group of educational institutions facilitate its students by Nehru Outbound for Leadership Excellence (NOBLE), a South India's largest Unique Outbound experiential learning program for Leadership Excellence to unleash the hidden potential & help people reinvent themselves. The program has been designed to offer the participants understand the inner view of an

Individual's strengths and limitations thereby leading to high powered Individuals with a strong Team spirit. NOBLE offers Customized programmes to simulate established models on outbound format to bring out specific learning. The program is designed as a Two days, four days and weekend residential Programme for positive transformational change. It is designed to let individuals and teams discover their true potential. The program is designed for School and College Students, Faculty Members and Corporate Fraternity and it is also offered to general audience on a specific request and charged separately. The Outbound Training of NOBLE is located at Nehru Gardens, Thirumalapalayam, Coimbatore which promote experiential learning through a range of activities which brings over 100 activities to cherish and transform through Astounding Adventure, Tons of Excitement, Confidence Building Measures, Clarity of thought, Elimination of "Inhibition" Factors, Sense of Belongingness & Pride, Experiential Learning Low and High Ropes for team building, there's a lot on offer. The equipment used in NOBLE meets global safety standards and facilitators are trained, experienced professionals. The emphasis is on learning through play, which reduces the pressure of learning and makes it easy to assimilate ideas. The unique NOBLE Outbound Training facility is set away from the hustle of the City and is devoid of pressure from Urbanization. This is the best designed Programme to bring out the camaraderie and gel as a team. The organization believes that learning in a natural environment is beneficial and offers out-of-the-box outbound training options. The launch of NOBLE presided by Adv. Dr. P. Krishnadas, Managing Trustee of Nehru Group of Institutions. NOBLE which is set to be India's premier outbound training provider by 2020 was blessed and dedicated by Rt. Rev. Timothy Ravinder, Bishop, CSI Coimbatore Dioces, Dr. Marudhasala Adihal, Syndicate Member, Bharathiar University and Principal, Thavathiru Santhalinga Arts Science & Tamil Kalloori in the august presence of Dr. P. Krishnakumar, CEO & Secretary, Nehru Group of Institutions. The inauguration was felicitated by eminent industrialist in Coimbatore including Mr. Naved Narayan, General Manager, Automotive Systems, Robert Bosch, Coimbatore, PMJF Lion S. Shanmugam, Managing Director & PDG, Kasthuri Packagings, Coimbatore, Mr. Saravanan, Business Head – Airtel, Coimbatore and Ms. S. Vijayalakshmi, Associate Vice President, Payoda Technologies Pvt Ltd, Coimbatore.

File Description	Document
Appropriate web in the Institutional website	[View Document](#)

5. CONCLUSION

Additional Information :

Digital Info Board: In line with the aim of the Govt. of India, NCM would like to digitize its learning environment. Digital Boards with QR codes are printed and hanged here and there in the campus. Students on the way can just scan the code and read the respective topic either as text or video and understand it. Almost all the topics are created in this form and the students are encouraged to use it on the move.

Books to library: Another important step we have taken is to make the students realize their responsibility when they make mistakes. Committing mistake is a natural phenomenon. But using that in a positive sense makes us different from others. When our students make a mistake, we don't give punishment to pinch their pocket alone but at the same time we make it useful either to the students or to the community. Depending on the severity of the mistake the students are asked to buy general books to the Library. Thus it is treated as contribution and the student also feels satisfied by the suggestion.

Taking care of elderly: we also give treatment in another way, if the mistake is done by a group of students, then they are asked to visit the nearby old age homes or children's homes and take care of their needs for a day. This is used to show the responsibility and status of needy while the students are irresponsible. So far in all these visits the students have felt worthy of the punishment. Once they visit, they would like to visit them even if they don't commit mistakes.

Green, Energy and Environment Audit: Control and maintenance is an outcome of Audit. But it has to be done meticulously. Because f the change in college management and the Pandemic Covid-19, we were

Concluding Remarks :

With the wide experience and experienced faculty NCM always thrive to create knowledgeable students with high employability through the outcome based education. Experiential learning is the key for the success of NCM. No student leave the campus unturned. This experiential learning keeps the faculty also updated which intern help the students to learn more and leads to higher placement with numbers and salary. But, in NCM we don't stop. With innovative methodologies and efforts we keep improving every year and our next step is to get Autonomy status. After getting the autonomous status, we have the freedom to tune the syllabus to the need of the industry. Within two years of change in the administration we could raise our voice in the Senate to represent the flaw in the structure of the course. Hence it will be easy for us to create valuable structure and syllabus aligned with the syllabus framed by TANSCHE, Tamil Nadu and the Government of India. Ultimately NCM will be a place to learn and create valuable and true citizens of India, the motto of Nehru Group of Institutions.

6.ANNEXURE

1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification

1.2.1	**Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)**
	
	      Answer before DVV Verification :
	      Answer After DVV Verification :06
	    Remark : DVV has made changes as per the report shared by HEI.

1.2.2	*Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years*
	
	    1.2.2.1. Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years
	      Answer before DVV Verification:
	
		2021-22	2020-21	2019-20	2018-19	2017-18

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188	44	195	199	184 | Answer After DVV Verification : | 2021-22	2020-21	2019-20	2018-19	2017-18
---	---	---	---	---
150	00	195	116	00	 Remark : DVV has made changes as per the report shared by HEI.

1.4.1	*Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website*
	
	      Answer before DVV Verification : A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website
	      Answer After DVV Verification: B. Feedback collected, analysed and action has been taken and communicated to the relevant bodies
	      Remark : DVV has made changes as per the report shared by HEI.

2.4.2	*Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)*
	
	    2.4.2.1. **Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years**
	      Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
10	9	13	11	11

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	11

Remark : Detailed bifurcation of full time teachers for the years 2021-22, 2020-21, 2019-20 and 2018-19 is not provided. Hence, DVV has made changes as per the report shared by HEI.

3.2.2 *Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years*

3.2.2.1. **Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
4	21	7	2	2

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
03	03	00	00	00

Remark : DVV has made changes as per the report shared by HEI.

3.5.1 *Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.*

Answer before DVV Verification :
Answer After DVV Verification :09
Remark : DVV has made changes as per the report shared by HEI.

4.1.2 *Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years*

4.1.2.1. **Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
2.65	0	3.28	0	3.23

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

Remark : DVV has made changes as per the report shared by HEI.

4.4.1	*Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)* 4.4.1.1. **Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)** Answer before DVV Verification: <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>45.6</td><td>27.1</td><td>79.8</td><td>66.8</td><td>78.3</td></tr></table> Answer After DVV Verification : <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>55.40</td><td>30.88</td><td>90.80</td><td>77.75</td><td>85.98</td></tr></table> Remark : DVV has made changes as per the report shared by HEI.

5.1.1	*Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years* 5.1.1.1. **Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years** Answer before DVV Verification: <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>165</td><td>156</td><td>202</td><td>184</td><td>157</td></tr></table> Answer After DVV Verification : <table><tr><td>2021-22</td><td>2020-21</td><td>2019-20</td><td>2018-19</td><td>2017-18</td></tr><tr><td>55</td><td>52</td><td>70</td><td>45</td><td>48</td></tr></table> Remark : DVV has made changes as per the report shared by HEI.

5.2.1	**Percentage of placement of outgoing students and students progressing to higher education**

during the last five years

5.2.1.1. **Number of outgoing students placed and / or progressed to higher education year wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
67	8	98	40	131

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
67	8	98	40	122

5.2.1.2. **Number of outgoing students year wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
80	123	144	64	140

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
78	117	138	57	122

Remark : DVV has made changes as per the report shared by HEI.

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 last five years** 5.3.1.1. *Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year wise during the last five years* Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
13	0	0	11	14

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
02	00	00	02	04

Remark : DVV has made changes as per the report shared by HEI.

6.3.2	**Percentage of teachers provided with financial support to attend conferences/workshops and**

towards membership fee of professional bodies during the last five years

6.3.2.1. **Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
16	14	17	15	11

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
05	04	06	04	03

Remark : DVV has made changes as per the report shared by HEI.

6.3.3	*Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years*

6.3.3.1. **Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP),** *Management Development Programmes (MDPs)* **professional development /administrative training programs during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
16	14	30	18	11

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
04	02	06	04	02

6.3.3.2. **Number of non-teaching staff year wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
6	6	6	6	6

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
02	02	02	02	02

Remark : DVV has made changes as per the report shared by HEI.

6.5.2	**Quality assurance initiatives of the institution include:** 1. **Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented** 2. **Academic and Administrative Audit (AAA) and follow-up action taken** 3. **Collaborative quality initiatives with other institution(s)** 4. **Participation in NIRF and other recognized rankings** 5. **Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.** Answer before DVV Verification : A. Any 4 or more of the above Answer After DVV Verification: C. Any 2 of the above Remark : DVV has made changes as per the report shared by HEI.
7.1.2	**The Institution has facilities and initiatives for** 1. **Alternate sources of energy and energy conservation measures** 2. **Management of the various types of degradable and nondegradable waste** 3. **Water conservation** 4. **Green campus initiatives** 5. **Disabled-friendly, barrier free environment** Answer before DVV Verification : A. 4 or All of the above Answer After DVV Verification: B. 3 of the above Remark : DVV has made changes as per the report shared by HEI.

2.Extended Profile Deviations

Extended Profile Deviations
No Deviations