



## YEARLY STATUS REPORT - 2020-2021

### Part A

#### Data of the Institution

##### 1.Name of the Institution

PES Institute of Advanced  
Management Studies

- Name of the Head of the institution **Dr. K Sailatha**
- Designation **Principal**
- Does the institution function from its own campus? **Yes**
- Phone no./Alternate phone no. **8217377219**
- Mobile no **9886612196**
- Registered e-mail **principaliams@pestrust.edu.in**
- Alternate e-mail **cca@pestrust.edu.in**
- Address **NH-206, Sagar Road**
- City/Town **Shivamogga**
- State/UT **Karnataka**
- Pin Code **577204**

##### 2.Institutional status

- Affiliated /Constituent **Affiliated**
- Type of Institution **Co-education**
- Location **Rural**

- Financial Status **Self-financing**
- Name of the Affiliating University **Kuvempu University**
- Name of the IQAC Coordinator **Mr. Prashanth Kumar R**
- Phone No. **9538818158**
- Alternate phone No. **8147053084**
- Mobile **7892220209**
- IQAC e-mail address **prashanthkumarr@pestrust.edu.in**
- Alternate Email address **principaliams@pestrust.edu.in**

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

<https://pestrust.edu.in/pesiams/>

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

**Yes**

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

<https://pestrust.edu.in/pesiams/pesiams-AQAR1/IQAC-Meeting-2021.pdf>

**5. Accreditation Details**

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
<b>Cycle 1</b>	<b>A</b>	<b>3.14</b>	<b>2021</b>	<b>05/10/2021</b>	<b>04/10/2026</b>

**6. Date of Establishment of IQAC**

**14/09/2017**

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

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

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>

**8. Whether composition of IQAC as per latest NAAC guidelines**

**Yes**

- Upload latest notification of formation of IQAC

[View File](#)

**9.No. of IQAC meetings held during the year 3**

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

- If No, please upload the minutes of the meeting(s) and Action Taken Report **No File Uploaded**

**10.Whether IQAC received funding from any of the funding agency to support its activities during the year? No**

- If yes, mention the amount

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

Completion of NAAC Accreditation process

Offering Job Oriented non-academic Certificate Courses.

Introducing Internship Program

Formation of CSR Wing

Introducing Micro Teaching Practices

**12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year**

Plan of Action	Achievements/Outcomes
Completion of NAAC Accreditation process	Achieved 'A' Grade
Offering Job Oriented Certificate Courses	Offered Beautician Certificate Course
Formation of CSR Wing	Proposed on 9/12/2021 and Formed on 28/01/2022
Introducing Micro Teaching Practices	PG Students done micro teaching classes to UG students
Organizing Alumni meet	Organized on 5/12/2021
Proposed to apply for NIRF	Applied on 27th November, 2021 and submitted the data on 5th February, 2022

**13. Whether the AQAR was placed before statutory body?** **No**

- Name of the statutory body

Name	Date of meeting(s)
Nil	Nil

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

## Part A

### Data of the Institution

<b>1.Name of the Institution</b>	PES Institute of Advanced Management Studies
• Name of the Head of the institution	Dr. K Sailatha
• Designation	Principal
• Does the institution function from its own campus?	Yes
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• Type of Institution	Co-education
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• Name of the IQAC Coordinator	Mr. Prashanth Kumar R

• Phone No.	9538818158				
• Alternate phone No.	8147053084				
• Mobile	7892220209				
• IQAC e-mail address	prashanthkumarr@pestrust.edu.in				
• Alternate Email address	principaliams@pestrust.edu.in				
<b>3.Website address (Web link of the AQAR (Previous Academic Year))</b>	<a href="https://pestrust.edu.in/pesiams/">https://pestrust.edu.in/pesiams/</a>				
<b>4.Whether Academic Calendar prepared during the year?</b>	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/IQAC-Meeting-2021.pdf">https://pestrust.edu.in/pesiams/pesiams-AQAR1/IQAC-Meeting-2021.pdf</a>				
<b>5.Accreditation Details</b>					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	A	3.14	2021	05/10/2021	04/10/2026
<b>6.Date of Establishment of IQAC</b>			14/09/2017		
<b>7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,</b>					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
NIL	NIL	NIL	NIL	NIL	
<b>8.Whether composition of IQAC as per latest NAAC guidelines</b>			Yes		
• Upload latest notification of formation of IQAC			<a href="#">View File</a>		
<b>9.No. of IQAC meetings held during the year</b>			3		
• Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional			Yes		

website?	
<ul style="list-style-type: none"> <li>If No, please upload the minutes of the meeting(s) and Action Taken Report</li> </ul>	No File Uploaded
<b>10. Whether IQAC received funding from any of the funding agency to support its activities during the year?</b>	No
<ul style="list-style-type: none"> <li>If yes, mention the amount</li> </ul>	
<b>11. Significant contributions made by IQAC during the current year (maximum five bullets)</b>	
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Formation of CSR Wing	
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<b>13. Whether the AQAR was placed before statutory body?</b>	No

• Name of the statutory body	
Name	Date of meeting(s)
Nil	Nil
<b>14. Whether institutional data submitted to AISHE</b>	
Year	Date of Submission
2020	29/06/2020
<b>15. Multidisciplinary / interdisciplinary</b>	
<b>16. Academic bank of credits (ABC):</b>	
<b>17. Skill development:</b>	
<b>18. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)</b>	
<b>19. Focus on Outcome based education (OBE): Focus on Outcome based education (OBE):</b>	
<b>20. Distance education/online education:</b>	

## Extended Profile

### 1. Programme

1.1

5

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

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



**2.Student**2.1 799

Number of students during the year

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

2.2 212Number of seats earmarked for reserved category as per GOI/  
State Govt. rule during the year

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

2.3 210

Number of outgoing/ final year students during the year

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

**3.Academic**3.1 32

Number of full time teachers during the year

File Description	Documents
Data Template	No File Uploaded

3.2 30

Number of sanctioned posts during the year

<b>Extended Profile</b>	
<b>1.Programme</b>	
1.1 Number of courses offered by the institution across all programs during the year	<b>5</b>
File Description	Documents
Data Template	<a href="#">View File</a>
<b>2.Student</b>	
2.1 Number of students during the year	<b>799</b>
File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>
2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	<b>212</b>
File Description	Documents
Data Template	<a href="#">View File</a>
2.3 Number of outgoing/ final year students during the year	<b>210</b>
File Description	Documents
Data Template	<a href="#">View File</a>
<b>3.Academic</b>	
3.1 Number of full time teachers during the year	<b>32</b>
File Description	Documents
Data Template	No File Uploaded

3.2	30
Number of sanctioned posts during the year	
File Description	Documents
Data Template	<a href="#">View File</a>
<b>4.Institution</b>	
4.1	20
Total number of Classrooms and Seminar halls	
4.2	73,86,415.25
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	73
Total number of computers on campus for academic purposes	

## Part B

### CURRICULAR ASPECTS

#### 1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

The PES Institute of Advanced Management Studies is a GoK approved institution affiliated to Kuvempu University, offering both graduate and post-graduate programs. While modifying the curriculum, subject specific workshops are held by University and collects the opinion of faculty on changes of curriculum. While designing the curriculum University takes feedback from all its stakeholders with regards to the existing syllabus. Opinion of the faculty and feedback from the stockholders are placed in front of BOS of the University. BOS incorporates all changes and modifications and submits the same to Academic Council for the approval. After approval from Academic Council, the curriculum is circulated to all affiliated colleges. The University normally revises curriculum once in 3 years.

The faculty of the institution are member of BOS of other autonomous institution of the State. The institution offers Add-on and certificate courses, the faculty are assigned to develop

and design the curriculum of the same. The curriculum designed by the faculty is submitted to College Academic Council (CAC) of the institution which evaluates and approves after incorporating the improvements of curriculum. The College Governing Council approves the proceedings of CAC along with fund requires to run these courses, after obtaining necessary explanations.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-naac/1.1.1/">https://pestrust.edu.in/pesiams/pesiams-naac/1.1.1/</a>

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

The academic Calendar of Events (CoE) of Kuvempu University includes date of commencement of the semester, last date for admission, end of semester classes, commencement of vacation, commencement of theory examinations, commencement of valuation and announcement of results.

The Institution strictly adheres to the Calendar of Events issued by the University and prepares its Calendar of Events for all the departments which include internal assessment tests, classroom activities, curricular, co-curricular, extra-curricular activities and various competitions are planned to organize under different forums.

Internal Assessment (IA) test is an important tool to evaluate the teaching-learning process of students. The IA marks for different courses are allocated as per the University guidelines.

The students and faculty are communicated about the dates of IA, Skill development, Syllabus for IA and Lab examinations through a circular.

The faculty members strictly adhere to the dates mentioned in the CoE to evaluate the answer scripts and display of IA marks.

The CS and Examination Committee take the responsibility of smooth conduct of the semester-end examination. KU appoint sitting squad to ensure proper conduct of examinations.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/1.1.2/1.1.2-New.pdf">https://pestrust.edu.in/pesiams/pesiams-AQAR1/1.1.2/1.1.2-New.pdf</a>

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

**A. All of the above**

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

## 1.2 - Academic Flexibility

**1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented**

**1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented**

**3**

File Description	Documents
Any additional information	<a href="#">View File</a>
Minutes of relevant Academic Council/ BOS meetings	<a href="#">View File</a>
Institutional data in prescribed format (Data Template)	<a href="#">View File</a>

**1.2.2 - Number of Add on /Certificate programs offered during the year****1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)**

10

File Description	Documents
Any additional information	<a href="#">View File</a>
Brochure or any other document relating to Add on /Certificate programs	<a href="#">View File</a>
List of Add on /Certificate programs (Data Template )	<a href="#">View File</a>

**1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year**

1036

File Description	Documents
Any additional information	<a href="#">View File</a>
Details of the students enrolled in Subjects related to certificate/Add-on programs	<a href="#">View File</a>

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

The Institution strictly adheres to the CoE delivered by the University. Apart from this institution prepares its own CoE and includes all the activities of various forums and committees. These forums and committees takes care of organizing special talks on life skills, employability skills, human values, awareness on saving environment, etc.

The Institution has Mythri (Internal Complaint Committee) to ensure safety of the girl students and takes initiatives in organizing special talks to sensitize the gender equality concepts. It also takes initiatives to offer job oriented non-academic certificate course exclusively for female students.

NSS & YRC units conducts programs, focusing on clean, green

environment, first aid training and using of fire extinguishers during emergencies. Efforts are being made for conservation of environment on campus.

There are subjects in the curriculum itself to sensitize the students on professional ethics, Human Resource Management, Corporate Strategy and Governance, Business Law, Business Regulations make them understand as to their roles and responsibilities, directly and/or indirectly, not only on professional ethics but also in their general behavior. The University curriculum has made it mandatory to study the subjects such as Environmental Science, Indian Constitution, Soft skills and Logical and Analytical Reasoning.

File Description	Documents
Any additional information	<a href="#">View File</a>
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	<a href="#">View File</a>

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

3

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	<a href="#">View File</a>
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	<a href="#">View File</a>
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	<a href="#">View File</a>

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

158

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

## 1.4 - Feedback System

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

File Description	Documents
URL for stakeholder feedback report	<a href="https://pestrust.edu.in/pesiams/feedback/">https://pestrust.edu.in/pesiams/feedback/</a>
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<a href="#">View File</a>
Any additional information	No File Uploaded

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

File Description	Documents
Upload any additional information	<a href="#">View File</a>
URL for feedback report	<a href="https://pestrust.edu.in/pesiams/feedback/">https://pestrust.edu.in/pesiams/feedback/</a>

## TEACHING-LEARNING AND EVALUATION

### 2.1 - Student Enrollment and Profile

#### 2.1.1 - Enrolment Number Number of students admitted during the year

##### 2.1.1.1 - Number of students admitted during the year



348

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

**2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)**

**2.1.2.1 - Number of actual students admitted from the reserved categories during the year**

143

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

## 2.2 - Catering to Student Diversity

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

The Institution takes all possible measures to enhance the quality of students who seek admission. Student's development program begins with an orientation by the Head of the Institution and respective HODs to familiarize them with the rules and regulations of the Institution and the department. The orientation programme includes information on programme structure, attendance requirement as per university, mode of internal assessment, code of conduct, course outcome, program outcome and examination. Further, they also orient them with various student forums of the Institution such as Sankalpa, Synthesis, Cluster, Kalarava, Abhiviyakti, Anti-Ragging Committee, Mythri (Internal Complaint Committee), Sports Committee, NSS and YRC.

The Institution follows learning level assessment procedure as directed by Kuvempu University. The Kuvempu University conducts examination in all the subjects for all the courses and programs. The Internal Assessment tests are conducted by the concerned subject faculty in the Institution as per the guidelines issued by the examination section of Kuvempu

University. Based on the marks secured in this examination the Institution segregate them as slow learners, average learners and advanced learners. Students who secured less than 45 marks out of 100 are considered as slow learners, students who secure from 45 to 55 as average learners, above 55 as advanced learners. For the first year students, the classification is based on the marks secured in the previous PU examination and marks secured in the test of bridge course. For the slow learners, Institution organizes the remedial coaching classes to enable them to perform well in the coming examination. For the conduct of remedial coaching classes, the Institution has Timetable Committee which finalizes the timetable and methodology for coaching classes. The academic performance and regularity of the student is intimated to their parents through phone calls. For advanced learners the management has created a smart strategy in admission fee to encourage Meritorious Students (More you score the less you pay). CA and CS foundation courses are offered to advanced learners along with various certificate courses to Increase the Competitiveness. Management provides book coupons worth Rs 750/- (earlier worth Rs 500/-) for top 5 students who secure highest marks during their semester end exam. The management motivates the Rank Holders by felicitating them during Institution Day. Advanced learners are motivated to participate in workshops, national, international seminars and conferences to present papers under the guidance of faculty members. Students are also encouraged to attend various Invited talk, management fest and competitions organized by other Institutions. Advanced learners are involved in organizing management fest to acquaint with management and leadership skills and they are also made members of IQAC and different committees/student forums.

File Description	Documents
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.2.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.2.1/</a>
Upload any additional information	<a href="#">View File</a>

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

Number of Students	Number of Teachers
799	32

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

## 2.3 - Teaching- Learning Process

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

The faculty members of our Institution have well comprehended the changing trends and have adapted the modern ways of teachings along with Innovative classroom teaching and laboratory experiment based learning. The student centered learning is implemented at different levels by Commerce, Management and Computer Science Departments to stimulate creative thinking and gift the posterity with life skills to face the real life challenges at different levels. We are providing various programs and those programs are designed by the university like experiential learning, participative learning and problem solving methodologies. For example, BCA and B.Sc. program comes under experiential learning, BBA and B. Com is participative and problem solving learning.

The following activities are conducted by Institution to make the teaching-learning process more students centric under the different forums and clubs like Sankalpa, Synthesis, Cluster, Kalarava, Abhvyakthi.

### Experiential learning

- Role Play.
- Coding for BCA students.

### Participative learning

- Guest Talk.
- Seminars.
- Paper Presentation.

### Class Activity for all the programmes.

- Problem Solving
- Case Study.
- Projects.
- Chalk and Talk

Details of Students Paper Presentation in Conferences

Year

No.

Student Name

Topic

2020-21

02

Adithi

Kavya T S

"A Study on Marketing Practices of Self-help Groups Special Reference to Shivamoga District"

Mohammed Ayan

Almomina

Mehak Fazal

"Covid-19 Impact on Rural Economy"

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.3.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.3.1/</a>

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

Technology is an important platform to reach out to a large number of audiences and plays a key role in the teaching-learning process. The faculty of the Institution makes best of

best efforts to use Information and Communications Technology (ICT) enabled teaching methodologies and advanced technology in their teaching-learning process. The use of multimedia teaching aids like, LCD projectors and WIFI enabled computers are used by the faculty through Power Point Presentation to reach out the content of syllabus to the students very effectively. 11 classrooms of our Institution are furnished with mounted projectors and 2 movable projectors are also available for the non-mounted LCD classrooms.

The faculty members have created Google Classrooms with their Google accounts to which all the students have registered. These classrooms are useful in streamlining the process of sharing teaching materials and resources to the students. The Google Meet was effectively used by the faculty members to conduct online classes during lockdown due to COVID-19 and Google Classroom was used for giving assignments and conducting tests. Language classes are always the source of inspiration and students get this motivation from the inspirational videos which are screened in the language learning process using projectors via internet. The library is also a source of e-learning with sufficient e-journals and e-books. to facilitate this resource 7 computers with internet connection are allotted for digital library usage. Our Institution has subscribed e-Shodh Sindhu (N-list): AInstitution component of e-ShodhSindhu consortium with access to 6,000 plus e-Journals and 1,64,300e-books under N-List and 6,00,000 e-books through NDL. Lib Software is being used by the library of our Institution which has been linked with OPAC (Online Public Access Catalog) for easy and convenient access of question papers and lab manuals.

Many of our faculties uploaded their Power Point Presentation in SlideShare. The students are given effective training by the placement cell from the initial stages for facing competitive exams. Mock tests are given regularly using Bizotic application. BIZOTIC app is effectively used by the final year students to practice in Mock test of different companies under the supervision of the faculty. This enhances the placement record of theInstitution. All faculties and most of our students are familiar with MS-Word, MS-Excel, MS-PPT to makes their teaching and learning process effective.

File Description	Documents
Upload any additional information	No File Uploaded
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	<a href="#">View File</a>

### 2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year )

#### 2.3.3.1 - Number of mentors

31

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

### 2.4 - Teacher Profile and Quality

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

32

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
List of the faculty members authenticated by the Head of HEI	<a href="#">View File</a>

#### 2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

##### 2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

5

File Description	Documents
Any additional information	<a href="#">View File</a>
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	<a href="#">View File</a>

### 2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

#### 2.4.3.1 - Total experience of full-time teachers

32

File Description	Documents
Any additional information	<a href="#">View File</a>
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	<a href="#">View File</a>

## 2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

The Institution has affiliated to Kuvempu University and follows its guidelines to conduct Internal Assessment accordingly.

For M. Com the ratio of Internal and external assessment marks is 25:75, for B.Com, BBA and BCA 20:80 and B.Sc. 10:40:50 (10-IA; 40-practical and 50 for theory examination).

As per the University guidelines, the first IA should be conducted after 45 days and second IA should be conducted after 90 days of the commencement of the semester. The frequency of IA for different programmes is as follows:

- M.Com: 25 marks of IA will be awarded by conducting two tests of 20 marks each and the same reduced to 10 marks. Remaining 15 marks will be awarded for assignment, seminars and attendance of 5 marks each.

- B.Com and BBA: 20 marks of IA will be awarded by conducting one test of 40 marks and same reduced to 10 marks. Remaining 10 marks will be awarded for skill development activity.
- BCA: 20 marks of IA for both theory and practical will be awarded by conducting 2 tests for 20 marks each and will be finalized by taking average of 2 tests.
- B.Sc. (PMCs): 10 Marks of IA will be awarded by conducting 2 tests for 20 marks each and will be finalized by taking average of 2 test.

Our Institution follows systematic approach in conducting the IA Test:

The Principal and HODs will decide the dates of conducting IA test and the same will be incorporated in the COE of the Institution. Both students and faculty are provided with the COE of the Institution at the beginning of the semester. The faculty copy of COE includes dates of IA, submission of question paper and submission of IA marks. Syllabus of IA is informed to the students and the same is recorded in a register which is signed by both teacher and student. The departments of the Institution have formed IA Question Paper Scrutiny Committee to ensure the quality of question papers. All faculties will submit their question papers to IA Coordinator on specified dates and the same will be reviewed by the committee, in case of changes the same will be intimated to respective subject faculty through the IA coordinator for modifications. The faculty members are informed to evaluate the IA answer scripts within three working days after the completion of IA test. The internal squad committee ensures the fair and transparent manner of conducting IA test of the Institution. The evaluated answer scripts are shown to the students regularly regarding fairness and the transparency in the evaluation process, in any case of discrepancies in awarding the marks will be resolved by respective subject teachers after providing due explanation. The same will be intimated to concerned HODs and the Principal. The final IA marks will be uploaded into the Kuvempu University examination portal on or before specified dates. The hard copy of the consolidated IA marks will be submitted to the Kuvempu University after getting signature of the students.



File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.5.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.5.1/</a>

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

As the internal examination plays an important role in achieving the higher performance of the students during the end semester examination. Hence, the institution will take all efforts to address the grievances related to internal examination.

The Internal Assessment grievances resolving mechanism of the institution is as follows:

Both students and faculty are provided with the COE of the Institution at the beginning of the semester. The faculty copy of COE includes dates of internal assessment, submission of question paper and submission of internal assessment marks. Examination committee of the Institution provides code of conduct for both faculty and students. Internal assessment is conducted on basis of regularity and punctuality of the students. As per the Kuvempu university norms 75% attendance is compulsory to appear for the end semester examinations. Similarly, Institution has made mandatory of 75% attendance in all subjects to take up the internal assessment. In any case, if students do not get eligibility of 75% attendance due to health of his/her own or near and dear ones, marriage or any other major functions, such students will be given a chance to write missed internal assessment after following due procedure set for the same.

Students will be given instructions through class teacher for submission of supportive documents of any issues mentioned in the above. Class teacher collects all supportive documents, and calls for meeting preceded by Principal, including HODs and internal assessment coordinators to check for genuineness of the document submitted by the students. During the meeting the decision will be taken whether to allow or not allow students to write internal assessment and the same is intimated to students through the class teacher. In any case, if students fail to take up internal assessment based on the decision taken during the meeting, he or she will be given one more chance to take up

internal assessment after attending the remedial classes. After all the procedure, the evaluated internal assessment papers will be distributed to students, in any case of discrepancies in awarding the marks will be resolved by respective subject teachers after providing due explanation. The same will be intimated to concerned HOD and the Principal.

The External Examination Grievances Resolving Mechanism of the Institution is as follows

External examination needs to be conducted as per the guidelines of the Kuvempu University and grievances mechanism for the external examination will be followed as per the norms of the University. Issues like loss of hall ticket, ID card etc., will be resolved by the office staff after the consultation of Chief Superintendent.

File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.5.2/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.5.2/</a>

## 2.6 - Student Performance and Learning Outcomes

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

The Institution is affiliated to Kuvempu University, Shankaraghatta, Shivamogga and follows the curricula prescribed by the University. The learning effectiveness of any programme and course depends on the program outcome and course outcome. The college has developed program outcome and course outcome taking into consideration of its vision and mission statements.

The program outcome has been developed for the entire program and course outcome for all the courses in accordance with the university guidelines and corporate requirement.

The programme outcomes and course outcomes primarily aim at imparting knowledge and skills which is critical for building students' competence and personality. The Institution has made MOUs with most reputed local and outside companies. The program outcome and course outcome are scientifically designed by taking the inputs from the resource persons from these companies. There

is also an emphasis on holistic development of the students as the learning outcomes focus on imparting values and ethics and enhancing their interpersonal and communication skills.

The program outcome/course outcome is thus developed in keeping with the prime motto of the Institute i.e. empowering students and preparing them to be catalysts of change. All the departments have brainstorming sessions to draw up the programme outcomes and course outcomes of the various programmes. The program outcome and course outcome are discussed, reviewed by the respective HODs which will then be presented to the principal for approval. Once approval has been given, the same will be made available in the concerned department.

At the beginning of the academic year during the Orientation Programme the students and parents are briefed about the program outcome and course outcome by the respective department Heads.

The syllabi of all the subjects in each course offered by the departments (UG and PG programmes) with the programme outcomes and the course outcomes are displayed on the College website.

At the end of the semester the program outcome and course outcome attainment are reviewed by the Department Heads during the departmental meeting based on the performance of the students in the internal assessment test and external examination conducted by the university. The final program outcome and course outcome are reported to the Principal.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.6.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.6.1/</a>
Upload COs for all Programmes (exemplars from Glossary)	<a href="#">View File</a>

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

The Institution is affiliated to the Kuvempu University, both UG & PG programs, are offered and the University set norms is

meticulously followed. The University is making continuous efforts to review and redesign the summative and formative assessment norms for different courses.

Semester End Examinations (SEE) conducted by the University comprise of 75 marks for PG program and 80 marks for UG program in the summative format and for formative assessment tests 25 marks and 20 marks respectively. The subject faculty is assigned with the task of conducting written tests, giving assignments/skill development report, administering seminars, regularity of attendance conducting group discussion as a part of formative assessment.

Besides the University prescribed curriculum, the Institution conducts various other value added courses and activities. These courses include imbibing of soft skills, communication skills, Chartered Accountancy and Company Secretary Foundation Programs (CA & CS), concentration building techniques like yoga and meditation. For all these events to know the success rate and level of students, learning or performance outcomes the Institution has formulated different norms for different events. The assessment is the sole responsibility of the respective subject teachers, including the physical director for sports and cultural events.

For the purpose of computing the attainment level of program outcomes and course outcomes, the Institution follows its own method of assessment by combining both summative and formative assessment norms. For each unit the subject teacher identifies the learning outcome and mapping is done for the program outcomes. The final course outcome and program outcome is calculated by consolidating all the subjects taught in the semester. Taking into account this attainment map, the learning outcomes of all the students in the class would be classified as low (L) medium (M) and high (H). In the end, the result analysis would be taken up at the College Academic Committee and CGC for taking stock of the students learning outcomes in consonance with the vision and mission of the Institution for further development.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.6.2">https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.6.2</a>

### 2.6.3 - Pass percentage of Students during the year

#### 2.6.3.1 - Total number of final year students who passed the university examination during the year

189

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for the annual report	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.6.3/2.6.3%20(2).pdf">https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.6.3/2.6.3%20(2).pdf</a>

### 2.7 - Student Satisfaction Survey

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

<https://pestrust.edu.in/pesiams/wp-content/uploads/2023/07/2.7.1-Student-Satisfaction-Survey.pdf>

## RESEARCH, INNOVATIONS AND EXTENSION

### 3.1 - Resource Mobilization for Research

#### 3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

##### 3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

0

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	No File Uploaded

### 3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

#### 3.1.2.1 - Number of teachers recognized as research guides

00

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	No File Uploaded

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

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

0

File Description	Documents
List of research projects and funding details (Data Template)	No File Uploaded
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	<a href="#">NIL</a>

## 3.2 - Innovation Ecosystem

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

**Innovation is an act of finding new ideas and avenues to**

successfully accomplish the task. The institution is committed to create quality excellence in curriculum design, teaching learning and evaluation, creation of infrastructure, strengthening the student support system, pro-activating the governance and finding the best methods palatable to students learning. The institution has designed the certificate courses needed to strengthen the learning capabilities of students and empowering them with the required knowledge of skills in addition to the university delivered curriculum, the institution follows the feedback system to take the opinions of stake holders to strengthen the strategic planning in designing the curriculum and its delivery through motivated faculty. The institution has the effective ways of implementing the ICT in teaching, learning, evaluation, research and extension activities by creating the needed infrastructure in the classrooms, library, laboratories and seminar hall. Various programs are conducted in institution to support the traditional lecture method with special lecture, seminars, group discussions and activity oriented practices. Activity oriented practices are largely related to the curriculum aspects as prescribed by the university and also supported by the institution in the form of certificate courses. The institution plan and execute number of extension activities within the institution and outside, that is in the surrounding villages to take the community exposure in to the classroom and link the classroom to the community based activities. These activities are conducted in the form of socio-economic surveys, social service activity, self-employment exposure training and other skill oriented activities including art and music. MOUs are entered into with industrial institution and other government and non-government organizations to effectively conduct these activities.

Research is considered as an important quality enrichment activity, since the teachers who are actively involved in research definitely leave effective imprints on the minds of the students in the subjects they teach. The teachers attend seminars and workshop organized to promote a research and extension activities. The institution also provides necessary infrastructure needed for the research by providing them ICT facility, financial assistance and leave facility to create the ambience of innovative and research environment in the intuition.

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

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

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

4

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
List of workshops/seminars during last 5 years (Data Template)	<a href="#">View File</a>

### 3.3 - Research Publications and Awards

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

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

0

File Description	Documents
URL to the research page on HEI website	<a href="#">NIL</a>
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	No File Uploaded
Any additional information	No File Uploaded

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

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



30

File Description	Documents
Any additional information	No File Uploaded
List of research papers by title, author, department, name and year of publication (Data Template)	<a href="#">View File</a>

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

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

5

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	<a href="#">View File</a>

### 3.4 - Extension Activities

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

The very purpose of extension activities is to give community exposure to the students and faculty. Today the Indian society is facing a number of problems like Poverty, Unemployment, Community pollution, Communal disharmony, Environmental Pollution, Blind beliefs and so on. To make the students, who are the prospective responsible citizen of nation, it is necessary to make them face to face with these issues. Therefore, the institution has constituted number of committees to conduct various programs to sensitize the students on these issues and also make the community people to understand about the burning issues hunting them. The issues on which the institution had conducted & has been conducting include social-hygiene and sanitation, health awareness, disaster management, unemployment, communal harmony, ideals of selfless service, wild life protection, the value of patriotism, Tobacco, alcoholic and drug addiction and other social-economic and cultural issues. Since the institution is located on the

outskirts of the city, that is about eight kilo meters away, it is surrounded by the number of villages. These villages are taken as potential areas to conduct the extension activities by the institution.

The programs conducted in the past five years include cleaning the roads and drainages in the institution, health awareness jatha, De-addiction programs like "Pana nirodhaka Jagruthi Yathra", Aids awareness program, Literacy campaign, Cursive writing improvement program for the children in the rural school, Patriotic songs competition for the rural youth during the NSS special annual camps, Blood donation program under the aegis of Red Cross Unit, Women Entrepreneurship training in making daily usable products like phenyl, detergents, agarbathis, candles and so on.

The large numbers of students participate in these activities under the guidance and supervision of faculty members who are entrusted with the responsibility of conducting these programs. The students learnt the skills of understanding and conducting socio-economic survey, cohesive behavior, communal and religious harmony, the bitterness of poverty life, group dynamism in rural area and other leadership traits. The constitutional values like Equality, Liberty, Justice and Fraternity were made them to understand in the context of the day to day life. The traditional family and rural life values, mutual cooperation, living in harmony with the nature, love towards domestic and wild animals were thought during the conduct of these activities.

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

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

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

0

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	No File Uploaded
e-copy of the award letters	No File Uploaded

**3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., ( including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs ) during the year**

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

12

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

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

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

1113

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

### 3.5 - Collaboration

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

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

9

File Description	Documents
e-copies of related Document	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of Collaborative activities with institutions/industries for research, Faculty	<a href="#">View File</a>

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

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

9

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	<a href="#">View File</a>

### INFRASTRUCTURE AND LEARNING RESOURCES

#### 4.1 - Physical Facilities

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

##### Response:

1. Our Institution is constructed on a area of 01 acre 13

gunthas and has a built up area of 4.200.74 sq.mts with lush greeneries.

2. Our Institution has 19 class rooms spread across 3 floors.
3. 11 class rooms are furnished with LCD Projectors along with Wi-Fi speed of 70 Mbps.
4. 2 Movable Projectors are available to make use in non furnished LCD classrooms.
5. 06 computers are available in Faculty Browsing Centre with LAN connectivity.
6. 12 computers are available in Principal Chamber, Office, HOD Chambers and Staff rooms.
7. Our Institution has a computer lab with 63 computers with LAN connectivity.
8. 09 Computers are available in Library. Out of which 7 Computers are made use for Digital Library. Our Library is stacked with 5710 Volumes and 934 Titles.
9. Our Institution is subscribed e-ShodhaSindhu (N-List), a college component e-ShodhaSindhu consortium with access to 6,000+ Journals, 1, 64,300+ e-books under NLIST 6, 00,000 e-books through NDJ.
10. ICT enabled Seminar hall with seating capacity of 304.
11. Our campus has fully air-conditioned auditorium with seating capacity of 3000.
12. We are Providing Transportation facility for the Staff and Students.
13. The college is equipped with 60 KVA UPS and Generator of 320 KVA.
14. The college is covered with 24/7, 13 CCTV recording security Camera.
15. We have 24/7 Security facility.
16. 20 fire Extinguishers equipments are installed under safety measures.
17. We have SBI Branch with ATM facility in the campus.

The Institution and Campus has the following facilities:

Other Facilities available in the Institution

Sl. No.

Particulars

Numbers

01

**Principal Chamber with Strong Room**

01

02

**HOD Chambers**

03

03

**Faculty Rooms**

07

04

**YRC & NSS Room**

01

05

**Placement**

01

06

**Common Room for Boys**

01

07

**Common Room for Girls**

01

08

**First Aid Room**

01

09

Students activity Centre

01

10

Administrative office

01

11

Reception counter

01

12

Waiting Lounge

01

13

Washrooms for Boys

03

14

Washrooms for Girls

03

15

Washrooms for Specially disabled students

01

16

Washrooms for Gents faculty

03

17

Washrooms for Ladies faculty

03

18

Sports club

01

19

RO Room

01

20

UPS Room

01

21

Power Room

01

22

Server / CC TV Room

01

Common Facilities on Campus

Particulars

Numbers

23



Boys Hostel

02

24

Girls hostel

02

25

Common health centre

01

26

Food court

02

27

Bakery point

01

28

Stationary shop with Xerox facility

01

29

Sports courts and Play Grounds

10

30

High tech Multi Gymnasium

01

31

Principal Quarters

01

32

Staff Quarters

23

33

Guest House

01

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/building-2">https://pestrust.edu.in/pesiams/building-2</a>

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

The institution believes in the development of overall personality of the students. In order to achieve this goal the institution gives importance to strengthen not only to the academic excellence of students but also their physical and mental well being. Sports and games play a vital role which enable the youth with physical and mental health by inculcating the life skills to face the challenges of the real world. Hence, the college provides an opportunity for both indoor and outdoor games and not restricting itself only to academic knowledge. The following infrastructural facilities are available in the college to support the vision of the institution.

Sl. No.

Name of the Sports Court

Court No.

Sq mtr area

01

International Standard Cricket Stadium with Pavilion

01

spread in 14,756 sq mtrs

02

Foot Ball Field and 400 Meters Track

01

with 19,405 sq mtrs

03

Synthetic Tennis Court

01

04

Basket Ball Court

01

laid in 11035sq mtrs

05

Throw Ball Court

01

06

Kho Kho Court

01

07

Kabbaddi Court

01

08

Handball Court

01

09

### Volleyball Courts

02

Furthermore, indoor games like carrom, chess and table tennis are also given equal importance with proper facilities.

By utilizing the above mentioned facilities in an effective manner, the students of our college have been participating in different competitions and getting laurels at University, National and International levels. The institution is proud in claiming that our alumnus is ranked as Federated Grand Master in Chess.

Fully Hi Tech Multi Gymnasium built in an area of 5,000 sq. ft. with cardio workout equipment is made available to students. A specialized trainer in house is appointed to guide the students at Individual stations and Aerobics.

'Yoga Day' is celebrated every year with great enthusiasm to educate the young generation to embrace yoga as a way of life to manage the stress levels and to have a harmony of mind and body. The students are advised to practice yoga as it strengthens at mental and physical levels.

Co-Curricular activities (Cultural) are given importance and the students are encouraged to take part in different cultural activities.

Sl. No.

PARTICULARS

QUANTITY

1

Tread mill- CTX 8

03

2

Spin Bike

02

3

Dumbbells 3 Layer all in one rack

01

4

Elliptical cross -CEX400

02

5

Horizontal parallel ban with pull up's

01

6

Cable Cross over

01

7

Smith machine

01

8

Function trainer

01

9

Pec-Dec /Rear delt

01

10

Lat pull down/seated rowing

01

11

Multi press

01

12

Leg Extension/Leg curl

01

13

Biceps/Triceps

01

14

Ab/Low back

01

15

Leg Press/Calf Raise

01

16

Bench press-Incline-Dcline, Flat

01

17

Squat stand

01

18

Abdominal Board

01

19

Digital Weighing scale

01

20

Hip Twister

01

21

Exercise Matt

10

22

Weight Lifting & Power Lifting set

01

23

Gym ball

01

24

Stepper

02



25

**Multigym 6 Stations**

01

26

**Fitness Centre Music System**

01

**Dumbbells**

27

**2.5k.g**

06

28

**5k.g**

06

29

**7.5k.g**

04

30

**10k.g**

06

31

**12.5k.g**

02

32

15k.g

02

33

17.5k.g

02

34

20k.g

02

Plates

35

2.5k.g

06

36

5k.g

12

37

7.5k.g

02

38

10k.g

04

39

12.5k.g

02

40

15k.g

06

41

20k.g

04

42

7k.g

02

43

Barbell

02

44

Bench Press Incline - Decline, flat

01

45

Knee wrapper

04

46

Power Lifting belt

01

47

**Weight Lifting Costume**

05

48

**Zig Zag Barbell**

02

49

**Straight Barbell**

03

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/sports/">https://pestrust.edu.in/pesiams/sports/</a>

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

13

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/4.1.3/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/4.1.3/</a>
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

#### 4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

##### 4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

73,86,415.25

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Upload audited utilization statements	<a href="#">View File</a>
Upload Details of budget allocation, excluding salary during the year (Data Template)	<a href="#">View File</a>

#### 4.2 - Library as a Learning Resource

##### 4.2.1 - Library is automated using Integrated Library Management System (ILMS)

###### Response:

The library is fully automated with ILMS LIB software of 10.2 versions. This automated software was installed in the year 2012. The New version of software 12.0 is updated during 2020. The library has the OPAC system through which students can access books, previous year question papers, journals and abstracts of different authors from remote area. When students barrow/return books, librarian will scan students ID card to update the book details in the software. This automated procedure has made library administration more efficient and student friendly.

- Name of ILMS Software - LIBSOFT
- Nature of automation - Fully
- Version - 10.2 - Year of Automation - 2012
- Version 12.0 - Year of Automation -2020

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional Information	<a href="https://pestrust.edu.in/pesiams/pesiams-naac/4.2.1/PESIAMS_Libsoft.pdf">https://pestrust.edu.in/pesiams/pesiams-naac/4.2.1/PESIAMS_Libsoft.pdf</a>

**4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources** **A. Any 4 or more of the above**

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

**4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)**

**4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)**

**1,66,506**

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

**4.2.4 - Number per day usage of library by teachers and students ( foot falls and login data for online access) (Data for the latest completed academic year)**

**4.2.4.1 - Number of teachers and students using library per day over last one year**

**3.898**

File Description	Documents
Any additional information	<a href="#">View File</a>
Details of library usage by teachers and students	<a href="#">View File</a>

**4.3 - IT Infrastructure**

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

Response:

1. The Institution has upgraded its IT facilities including Wi-Fi frequently as per the needs and requirements in the last five years

b). The Institution has updated its IT facilities with increasing the number of computers, printers, scanners, interactive LCD projectors, Xerox machines, online admission process, dynamic website and various software.

c) The admission software of the Institution gets updated periodically.

d) During 2019-2020 Google classroom have been introduced.

e) Since our Institution affiliated Kuvempu University The Admission software, Examination soft wares and Affiliation regulated soft wares get updated periodically accordingly the Institution adapts the same.

Table 4.3.1 ( a) Comparative chart showing updates of IT facilities in the last five years:

Sr. No

Facility

In 2015

2020-2021

01

Total No of Computers

70

92+01 Laptop

02

Campus Network

Broadband with LAN in Lab, Library and Office

Broadband connection with LAN in office, Library, Laboratory and campus Wi-Fi facility

03

Internet Speed

16 Mbps

70Mbps

04

Computer laboratory

1

1

05

ICT enabled class Rooms

3

10

06

Printers with Scanners

3

7

07

e- Journals

3800 +

6000+ (eShodhSindhu)

08



e- Books

80000+

164300+(eShodhSindhu)

Number of LCD Projectors

3

13

09

Bio metric

1

1

Table 4.3.1 (b) Updation and Up gradation of IT Facility:

Sl. No

Particulars of Up gradation

Year of Up gradation

01

Up gradation of Internet Bandwidth

2020

02

Website designing and development

2019

03

Wi-Fi

2019-2020

04

Online Admission software

2017,2018,2019

05

Regular Up gradation of PC configuration

2018,2019(RAM)

06

Regular up gradation of OPAC

2020

07

Regular Up gradation of Libsoft

2020

08

Fedora

2019

09

Java JDK

2018

10

Obuntu

2019

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

#### 4.3.2 - Number of Computers

73

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

#### 4.3.3 - Bandwidth of internet connection in the Institution A. ? 50MBPS

File Description	Documents
Upload any additional Information	<a href="#">View File</a>
Details of available bandwidth of internet connection in the Institution	<a href="#">View File</a>

#### 4.4 - Maintenance of Campus Infrastructure

##### 4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

##### 4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

73,86,415.25

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Audited statements of accounts	<a href="#">View File</a>
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	<a href="#">View File</a>

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

**Response:**

Our institution ensures the timely maintenance of the labs, library, classrooms, building, sanitary related issues, sports etc. for the smooth functioning of the teaching and learning process. The college has an established system and procedure for the maintenance of all the physical facilities.

**Building / Electrical/ Plumbing / Furniture's / Fire extinguisher Maintenance**

A person has been appointed from the Management to supervise the matters of Building, Electrical, Plumbing, Furniture's, Fire extinguisher Maintenance and all necessary infrastructure.

The supervisor further informs the qualified civil engineer regarding the problems.

The civil engineer making the decision of what needs to be done urgently, informs the principal.

The Principal considers all the matters which benefits the institution in every way possible writes a request letter to the Management.

Chief Coordinator Administration will look in to the issue and needs approval letter to do the much needed work.

**IT infrastructure Maintenance**

Before the appointment of the technician mails were sent directly to the system Admin, he would further sent a technician to look in to the issues.

A separate staff appointed by the college to look after maintenance, repairs and up gradation of computers and IT infrastructure and CCTV's. All the major repairs are reported to Chief Coordinator Administration through the Principal.

Annual Maintenance Contracts (AMC) for UPS batteries undertakes the responsibilities of renewal and ensuring their good service.

IT Stock register are maintained in the College.

### Library Advisory Committee

The Principal is the chair person of Library Advisory Committee and All Head of Departments, senior staff, Librarian and students were members The Head of the Departments submit the list of required text books, journals, periodicals, magazines, competitive examination books and newspapers in consultation with other staff members.

The Librarian collects the list and finalizes the requirements and submits the list to the principal for further action. The library Advisory committee meets twice in a year before the commencement of the semester.

Due care is taken for maintenance of books in library. Naphthalene balls are used for prevention of pests and termites.

### House keeping

Class Rooms, Wash rooms and other service areas are maintained by house keepers. A supervisor has been appointed to supervise them.

Indents needed for the work are approved and provided by the Management through The Principal

### Garden Maintenance

The serene, lush green campus needs an extensive maintenance schedule in order to retain its good looks and charms. Trained persons who know the perfect art of cutting, pruning and trimming grasses, shrubs and bushes are hired on daily wages by the management under the supervisor appointed for that purpose.

### Sports complex Maintenance:-

Sports complex and play grounds are maintained by two permanent male ground staffs. The physical Director supervise the sports complex and grounds.

### Security :-

The Management has signed an agreement with The Mythreya security service with yearly renewal procedure.

To provide security for every nook and cranny of the

institution.

Hostel Maintenance :-

The maintenance of hostel is taken care by the Chief wardens and wardens.

STP Maintenance:-

The Management has signed a pact with Aqua Chemtech consultants with yearly renewal plan.

The Capacity of STP provided by Aqua Chemtech is 250 KLD STP.

The Man powers on three shift basis and a experienced supervisor who visit on daily basis.

Nature of work

Name of agency/ person

Building Maintenance

Mr. Ranganath

Gardening

Mr. Manikya

Plumbing

Mr.Niranjan

Housekeeping

Mr.Ranganath

Computer maintenance

Mr.Shashwath Bharadhwaj

Security Guard

The Mythreya Security services

Electric Maintenance

Mr. Parameshwar

Library

Mr. Prasad S V

Sports complex

Dr. Sendhil

Fire extinguisher

Premier Fire and Safety

STP

Aqua chemtech, Bangalore

Boys Hostels (Chief Warden)

Dr. Sendhil.G

Girls Hostels (Chief Warden)

Mrs. Yadnodbavi H.M

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/4.4.2/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/4.4.2/</a>

## STUDENT SUPPORT AND PROGRESSION

### 5.1 - Student Support

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

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

216

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	<a href="#">View File</a>

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

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

718

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

### 5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills

C. 2 of the above

File Description	Documents
Link to Institutional website	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/5.1.3/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/5.1.3/</a>
Any additional information	<a href="#">View File</a>
Details of capability building and skills enhancement initiatives (Data Template)	<a href="#">View File</a>



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

237

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

237

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

**5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees**

C. Any 2 of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of student grievances including sexual harassment and ragging cases	No File Uploaded

## 5.2 - Student Progression

### 5.2.1 - Number of placement of outgoing students during the year

#### 5.2.1.1 - Number of outgoing students placed during the year

17

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

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

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

55

File Description	Documents
Upload supporting data for student/alumni	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of student progression to higher education	<a href="#">View File</a>

### 5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

#### 5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

28

File Description	Documents
Upload supporting data for the same	<a href="#">View File</a>
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	<a href="#">View File</a>

### 5.3 - Student Participation and Activities

**5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the year**

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

4

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

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

Student participation is an integral part for all the activities of the Institution. Students' Representatives (SR) and other active students are involved in most of academic and non-academic bodies, committees, forum of the institution. Students are made representative of IQAC, Alumni Association, NSS, YRC, Sports and in various forums (Students Clubs) such as Sankalpa, Synthesis, Cluster, Kalarava, Abhivyakthi Mythri, CSR Wing, Student Welfare Committee. Students are selected as Class Representative (CR) based on their academic performance, attitude behavior and Leadership qualities. Students participate in all major events of the institution as members of various committees such as registration, hospitality, event management, feedback, certificate distribution and food committees. They also take lead in organizing various events of the forums by taking guidance and support of the faculty.

File Description	Documents
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/#">https://pestrust.edu.in/pesiams/#</a>
Upload any additional information	<a href="#">View File</a>

### 5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

#### 5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

5

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

## 5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

PESIAMS Alumna is a Registered Association under the Societies Registration Act 1960 with a Registration No: DRSH/SOR/255/2019-20. It was formed on 12th December 2019 at The Registrar of Society, Shivamogga Region and Govt. of Karnataka.

PESIAMS and the Alumni association jointly believe in creating and maintaining association with its alumni. The Alumni Association provides an interface for establishing a link between the alumni, staff, and students of the institute. PESIAMS alumni are currently working at various positions all over the globe and proving their mettle in all spheres of professional career.

The Alumni Association Contributes through various means:

1. Book Donation
2. Alumni Interaction
3. Placement and Career Guidance Assistance
4. Entrepreneurship Awareness
5. Alumni Meet
6. Promoting Institute Events

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

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

File Description	Documents
Upload any additional information	No File Uploaded

## GOVERNANCE, LEADERSHIP AND MANAGEMENT

### 6.1 - Institutional Vision and Leadership

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

The Institution's governance is focused on the realization of vision into missions and missions into reality. The overall governance lies with the apex authority, the PES Trust (R). The BoT takes almost all the pivotal decisions relating to the overall functioning of the institution. CEO is nominated by the BoT to guide and supervise the Institution's activities in regular coordination with the Management. The Trust has appointed and authorized CCA to look into the day to day affairs relating to educational development. The GC has been constituted to guide the academic and administrative activities of the institution. The vision and missions of the institution are formulated by the GC. The GC assesses the performance of the institution during its periodical meetings and provides suggestive measures for further development. The Principal of

the Institution is responsible for the overall functioning of academic and administrative activities. The HODs assist the Principal on academic aspects and the Head of the office assists on office affairs. The institution prepares the curriculum content and plan of action for the materialization of set vision and missions through strategic prospective plans and the same would be finalized by GC in the beginning of every AY.

File Description	Documents
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.1.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.1.1/</a>
Upload any additional information	<a href="#">View File</a>

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

Institution ensures decentralization to ensure participatory management at all levels. The BoT, PES Trust (R) has created different administrative levels besides the Organogram as provided by the GOK exclusively for HEIs. The CEO is nominated by the BoT to coordinate the overall functioning of the Trust. PESIAMS has its own GC for which one of the Trustees is the Chairperson nominated by the BoT. CEO, GC Chairperson and CCA act as the representatives of Management.

The Principal is the Member Secretary of GC. After collecting and compiling the draft strategic plan of action from the HODs of various activities to be conducted during the AY, the Principal submits to the GC for approval. After the approval, the Principal entrusts the same to HODs and respective committees to implement the same as envisioned in strategic plan. The GC periodically reviews the progress to confirm that are in accordance with the strategic plan. For the successful implementation of the strategic plan; students' and alumni cooperation is sought.

COVID-19 pandemic has thrown major challenges for industries and there is no exception for HEIs. During pandemic, Institution organized 07 Online National/State Level programmes which were successfully completed because of active coordination of faculty members.

File Description	Documents
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.1.2/committee%20merged%20copy.pdf">https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.1.2/committee%20merged%20copy.pdf</a>
Upload any additional information	No File Uploaded

## 6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

As a part of the strategic plan, the COE is prepared by incorporating the University delivered and the additional events and activities planned to be conducted in the institution during the AY. The CGC approval is taken with financial sanctions needed for the conduct of activities. For instance, the Institution would like to submit the remedial coaching activity as a successful event implemented in the past 3 years.

**Remedial Coaching Classes:** As an initiative to achieve good results in the examinations and helping the students to pass in the subjects, the Institution conducts remedial coaching classes in each semester. The slow learners are identified based on their performance in the previous examination and the IA tests. Remedial classes are conducted during the free time of the students, besides the morning hours, that is, 9:00 to 10:00 AM and on few Saturdays. The subject teachers are advised to maintain the student register, timetable, review the subject content in the first 3 hours and in the next 5 hours, the previous years' question papers are solved. The conduct of remedial classes resulted in the improvement of overall results and has secured 32 University ranks.

File Description	Documents
Strategic Plan and deployment documents on the website	<a href="#">View File</a>
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.2.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.2.1/</a>
Upload any additional information	No File Uploaded

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

The PES Trust (R) is the apex authority and the Principal is the administrative head of the Institution. All strategic decisions are taken by the Trust and the CGC. The Principal acts in two capacities as the Institution head and the Management representative. Various Committees/Cells/Forums have been constituted as a part of decentralization and participative management, to assist the Principal and implement the Institutional policies.

The Organogram of the Institution illustrates the Organizational structure from the top to grass root level based on the devolution of power and decentralization of the functions with flow of responsibility. The Institution has its own administrative and service policy with regard to the conduct of research and faculty development programs. The Institution has a Recruitment Committee to appoint the faculty and staff as and when needed. The appointments are in accordance with the norms of the Government of Karnataka and the Kuvempu University. The faculty and staff recruitments are made directly in accordance with the norms. The salary, placement, promotion, leave benefits, PF, ESI benefits, maternity leave and gratuity benefits are according to the service rules of the Trust and the same has been approved by the Board of Trustees.

File Description	Documents
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.2.2/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.2.2/</a>
Link to Organogram of the institution webpage	<a href="https://pestrust.edu.in/pesiams/organization-chart/">https://pestrust.edu.in/pesiams/organization-chart/</a>
Upload any additional information	<a href="#">View File</a>

**6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination**

**A. All of the above**



File Description	Documents
ERP (Enterprise Resource Planning) Document	<a href="#">View File</a>
Screen shots of user inter faces	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	<a href="#">View File</a>

### 6.3 - Faculty Empowerment Strategies

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

The efficiency of the employees is directly linked to motivational benefits. These are classified into Financial benefits and Non-Financial benefits. The PES Trust (R) is a philanthropic educational Trust and hence caters to the employees' welfare needs. It has generously provided the legal and motivating benefits to the teachers and the staff to enable them to work with commitment to materialize the vision and missions of the institutions. Almost all the legal benefits for which the employees are eligible like the on-time credit of the salary, PF, ESIC, gratuity, Yearly Increments, leave facilities, Fee concession, Financial assistance, Salary advance and Residential quarters etc.

Besides the above financial benefits the Institution has created a motivating environment by felicitating the dedicated and outstanding faculty and staff. The Ph.D. holders are felicitated on the important occasions. One month leave facility is provided to the faculty who are on the verge of the submission of their thesis.

File Description	Documents
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.3.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.3.1/</a>
Upload any additional information	<a href="#">View File</a>

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

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

1

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

### 6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

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

7

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	<a href="#">View File</a>

### 6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

#### 6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the

year

196

File Description	Documents
IQAC report summary	<a href="#">View File</a>
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of teachers attending professional development programmes during the year (Data Template)	<a href="#">View File</a>

### 6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

Performance Appraisal System is an instrument to assess performance of faculty and staff with regard to set standards and actual performance through which the Management understands the competency of faculty and staff. The Institution has a unique way of measuring performance of employees in a systematic way which is done once in AY. The Institution has designed its own format of the Performance Appraisal Report. The report include the details - Qualification, Experience, Results in the subject, Students feedback, Academic and Administrative support, Research progress, Textbooks written, Conferences/Workshops Organized /Attended etc. HR Manager sends the self-appraisal form to the Principal for distributing among employees. The process is as follows: Duly filled Self Appraisal Form with supportive documents will be submitted to HODs, HODs evaluate with remarks/recommendations and forward to Principal. Based on the same and observations made with respect to Academic and Administrative support, Principal will evaluate and forward the same to HR. HR consolidates and submit to the Management. The increment will be decided by Management in consultation with Principal and HR. The Institution has a mechanism to evaluate performance of supportive staff based on their work output, functional competency, performance, effective office administrative skills, general conduct and qualities.

File Description	Documents
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.3.5/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.3.5/</a>
Upload any additional information	<a href="#">View File</a>

## 6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The Institution follows the set financial accounting and audit procedure as per the norms of financial accounting and audit. Every AY, the HODs prepare the budget proposal and submit the same to the Principal. In turn, the Principal consolidates the Department budgets and incorporates requirements related to Physical and Academic facilities and gets approval from the CGC. The expenditure which is not included in the budget, based on the Principal's request and justification, the Management will approve the same.

**Internal Audit (IA):** The Institution has a mechanism for IA to ensure financial compliance. The Accounting system is so designed that the entries made by accounts assistant are checked by the accounts superintendent as and when the transaction happens. The accounting procedure is maintained on Tally software. The observations of the auditors, if any, are immediately corrected.

**External Audit:** The qualified CA Mr. Gowreesh Bharghav is appointed by the Management. The CA and his team will check and verify all the payments, fees receipts, vouchers, cash books and ledger accounts. The financial accounts are audited at the end of each financial year and financial statements are certified. These statements are duly authorized by the Managing Trustee, PES Trust (R) and CA.

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

## 6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

### 6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

0

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

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

The Institution is self-financed with well-defined financial policies and has sufficient resources to develop and sustain its programs on a continual basis. The Institution ensures effective and optimal utilization of finances for Academic, Physical, Administrative and Developmental activities, which help to implement Institution's vision and missions. Sources of funds are students tuition fee, registration fee collected from participants and Miscellaneous income

The Institution strictly confined to the norms of fee fixation by University and GOK in their periodical orders and receives periodical instructions from Management. The Institution has a procedure for preparing the financial plan for all the necessary infrastructure and physical facilities needed to be created as and when demand arises. Based on the indent by the HODs, the consolidated Annual Financial Plan is submitted by the Principal to CGC. CGC approves and earmarks funds needed. In case of shortage of funds, Management supports by providing required finance. The purchase indents are made by following systematic purchase procedure. All major purchases are made against the requisition by Principal after obtaining approval from Management through CCA. CGC is solely responsible for generation and application of funds. Funds mobilized are effectively used under the supervision of Management, CCA and Principal.

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

## 6.5 - Internal Quality Assurance System

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

The IQAC was constituted in the year 2017 as per the guidelines of the NAAC. Since then it has become a driving force for ushering into quality enrichment initiatives. It has initiated the process of the development of quality benchmarks for academic and administrative activities of the Institution.

Best Practices initiated by IQAC:

- Achieved "A" Grade by NAAC
- Encouraged participation in NIRF process
- Initiated and organized Online National and State level FDPs/Webinars etc. during Covid-19 pandemic
- Introduced successfully Job Oriented Non-Academic Certificate Courses
- Successfully implemented NEP Curriculum and evaluation system

File Description	Documents
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.5.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.5.1/</a>
Upload any additional information	<a href="#">View File</a>

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

The Institution has constituted IQAC as per the guidelines of NAAC. The IQAC has been proficiently contributing and showing keen interest in all-round development of faculty and students. It constantly strives to enrich quality with regard to curriculum content, use of ICT in teaching, learning and evaluation, research and innovation, extension activities and

other best practices. IQAC in coordination with the Principal, HODs and Examination Committee conducts periodical review of performance of students in the IA tests and as well as University examinations and takes necessary measures. The CGC discusses the performance of students threadbare and gives necessary directions for further improvements. The institution encourages the faculty to enrich their knowledge and skills through participation in various quality enhancing programmes organized at the Institution and by other Institutions. The Institution has clearly understood that quality enrichment of teachers would be the only way for the quality performance by students. Therefore, to confirm the quality attainment of faculty members, the Institution has designed the mechanism of self appraisal system, students' feedback on teachers and academic audit of teachers by external experts. The feedback and suggestions taken from these sources would be seriously looked into and any lapses are addressed accordingly.

File Description	Documents
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.5.2/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.5.2/</a>
Upload any additional information	<a href="#">View File</a>

**6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)**

**A. All of the above**

File Description	Documents
Paste web link of Annual reports of Institution	<a href="https://pestrust.edu.in/pesiams/igac/">https://pestrust.edu.in/pesiams/igac/</a>
Upload e-copies of the accreditations and certifications	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Upload details of Quality assurance initiatives of the institution (Data Template)	<a href="#">View File</a>

## INSTITUTIONAL VALUES AND BEST PRACTICES

### 7.1 - Institutional Values and Social Responsibilities

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

#### Response:

The Institution is very specific on gender equity and sensitization. The following measures are taken to ensure the gender equity at all levels that are faculty, office staff and students.

#### 1. Safety and security:

Women safety and security are the priorities of the Institution. Measures are taken to imbibe the everlasting cultural values of motherland India. "Matru Devo Bhava", is the cultural tenet of the country ever since the Indus Valley Civilization. It is the guiding principle for the Institution to ensure the dignity, decency and respect towards women.

Besides, the Govt. of India, the Govt. of Karnataka, the UGC and all other Apex Authorities have issued guidelines to sensitize the faculty, students and parents towards gender equity. To materialize this objective, the Institution conducts various programmes like special lectures by the experts, successful women entrepreneurs, renown women social activists, researchers and legal experts in women laws and security. Under the guidance of the faculty both boys and girls students conduct the programmes like group singing, group dance, solo dance, folk performances to harmoniously involve them in group events. Guest lectures are organized by inviting the legal experts from law



courts who handle the cases relating to women problems like domestic violence, dowry menace, sexual harassment and other related issues.

The Institution has constituted Mythri (Internal Complaint Committee) which exclusively takes care of organizing variety of programmes with regard to gender equity and women empowerment. Out of the total number of 799 students in the year 2020-2021, 461 are the girl students. All the academic and academic supported programs conducted in the Institution, boys and girls equally participate and equally take leadership in the organization and coordination these programs. Both boys and girls equally participate in Sports and cultural activities.

The institute has adequate security personnel, who are vigilant 24x7. CCTV cameras are installed on the campus at strategic places. Strict procedures are laid for the girl's students who residing girls hostels on the campus along with days scholars. The successful women entrepreneurs are invited to the Institution to interact with students and faculty, especially for the girls students to emulate.

In order to physically and mentally empower the girls' students self defense techniques like unarmed combat and karate like activities are taught under the guidance of physical director and women faculty members. Decent dress code is enforced on the campus.

## 2. Counseling:

The Counseling is conducted severally and in group. The Teacher -Mentors counsel both boys and girls students assigned them. Any problem relating to the boys and girls students are commonly addressed by the college Disciplinary Committee. On certain occasion like International Women's Day, the group awareness programs are conducted in the form of special lectures by legal and medical experts.

## 3. Common Rooms:

Ladies common-rooms facilities are provided in the Institution ensuring proper privacy and facilities. Lady attenders are assigned the job of cleaning and maintenance of ladies common rooms. Dust bins are provided to collect wastes and used sanitary materials.

File Description	Documents
Annual gender sensitization action plan	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/7.1.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/7.1.1/</a>
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/7.1.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/7.1.1/</a>

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

**B. Any 3 of the above**

File Description	Documents
Geo tagged Photographs	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

**7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management**

**Response:**

Waste management is crucial not only in maintaining the cleanliness of the campus but also in keeping the good health of all. The Institution has ensured the proper control on waste generation and disposal on the campus and within the Institution. The segregation of waste is per the norms of the Department of Environment, Govt. of Karnataka. The principles of recovery, recycle and reuse are practiced. In all, the institution has taken all measures to ensure lush green, eco-friendly, healthy and esthetic environment during all seasons.

- **Solid Waste Management**

Being an Institution with residential facility, considerable quantity of wet (food/organic) waste is generated in the premises. Biodegradable wet waste is mostly generated from

hostel kitchens and food waste is generated in the dining hall. It is properly collected and sent to the nearby Pig Farm, where it is processed and used as food for pigs. In classrooms, generally the paper waste and plastic wrappers are generated. Dustbins are provided in each classroom, in staff rooms, laboratories, washrooms, cafeteria and kitchens and in campus area. Hostel dining room has signages for creating awareness on minimizing the wastage food. Sanitary napkin vending machine and disposal facility (Incinerator) has been installed in ladies hostel.

Plastic ban: Notices are displayed on notice-board educating the students to refrain from the use of plastics. Institution encourages students and faculty usage of stain steel water bottles. Institution also organizes activities pertaining to plastic ban.

- Liquid waste management

The Institution has Sewage Treatment Plant (STP) for treating the liquid waste which is generated in the campus. This plant has purification capacity of 2000 liters per day. The recycled water is used for gardening. Wastewater is mainly generated from toilet flushing and hostel kitchens. Academic block has 14 wash rooms, boys hostel has 140 bathrooms and 140 toilets, girls hostel has 59 bathrooms and 72 toilets and staff quarters has 48 bathrooms and 48 toilets. Sewage which is generated from the academic block as well as hostel block is conveyed through the underground sewers to the Sewage Treatment Plant.

- E- Waste Management:

E-waste bin has been kept in the PESIAMS and equipments such as non-working computers, monitors, power supplies, printers, keyboards, mouse etc. are collected from time to time. Awareness is created among the students, faculty and the staff to dump the e-waste into the specific bin. The faculty in charge of IT facility in the Institution ensure makes sure that the e-waste collected will be sent to the PESITM IT Cell as per the internal MOU made. IT cell of PESITM will in turn handover the same to SOGO Computers Pvt. Ltd. Bangalore, where the MOU has been signed for E-Waste disposal.

- Biomedical Waste Management:

No biomedical waste is generated in the campus.

- **Hazardous chemicals and radioactive waste management**

**No hazardous chemicals and radioactive waste is generated in the campus.**

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

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

**B. Any 3 of the above**

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

**7.1.5 - Green campus initiatives include**

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

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

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

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

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

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

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

**7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading** **B. Any 3 of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Policy documents and information brochures on the support to be provided	<a href="#">View File</a>
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	<a href="#">View File</a>

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

**Response:**

PESIAMS is located in the region where Kannada is the local language. The Hindi, English and other languages taught in the Institution. The medium of instruction is English in all programs. The Institution has been endeavoring to attain a success in creating inclusive environment within the Institution and on-the campus. It is to ensure the acceptance and gaining of the respect towards the vivid culture of the land. The Institution where it has a co-education system, firmly believes in the ideology of 'unity in diversity' and has adopted the system of providing admission to students coming from different communities, religions and socio-economic background. Hence, the students, faculty and staff who are from different cultural background, uphold and promote the inclusiveness and respect cultural diversity not only in the Institution but also in the society.

**Tolerance and harmony towards cultural, regional and linguistic diversity:**

India is a nation embodied with diverse culture. Every region has its own rich geographical resources biodiversity and immense minerals. Creating a harmony among these geographical and cultural diversities is a big challenge for the education. Ensuring the unity amidst of diversity is also the constitutional obligation of all the governments and citizens of the nation. A tuned with this obligation, the Institution is striving hard to build harmony and tolerance among the entire

human force working in the Institution. The faculty, staff and students are though from different regional, cultural and linguistic backgrounds, have a cordial relation and respect among themselves.

The people connected to the Institution know four languages by default, i.e. Kannada, Hindi, English and Sanskrit. There is a village called Mathur in the vicinity of the Institution, where the entire village people converse in Sanskrit only. The Institution conducts guest lecturers, group discussion, cultural events like skit presentation, staging of drama to address these diversities. The Hindi Divas is celebrated every year. The extension programs organized in the surrounding villages through NSS unit are related to the building of tolerance and harmony towards these cultural, communal and regional diversities.

Tolerance and harmony towards communal, social-economic and other diversities:

The Institution ensures tolerance and harmony among various group of people, irrespective of the community they belong to, the religion they follow, the language they speak, whether rich or poor, by conducting various programs like debate, pick and speak, essay competition, writing and recitation of poems presentation of skills and so on. Every year the Institution conducts the Annual Talent Fest, in which various programs are conducted to give an opportunity for the students, faculty and staff to express their knowledge, skill and artistic traits. Students take part in these programs as participants and coordinators. Some of the programs organized carry the flag of colloquial titles like Kalarava, Abhivyakthi, and Mythri. Majority of the programs are conducted by NSS unit and Sports Committee, in cooperation/collaboration with other local organizations and Districts Administration.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	<a href="#">View File</a>
Any other relevant information	No File Uploaded

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



**Response:**

The Institution believes that the constitution of India is the common text of culture and religion for all the citizens of the nation to follow and perpetuate. Hence, the Institution conducts various programs - academic and academic supported - to imbibe and instill the values and legal obligations enshrined in the Constitution of India. Indian Constitution and Environmental Science are the two subjects mandatorily taught in all the higher educational intuitions affiliated to the Kuvempu University. As a result, these two subjects are taught for all the students in all programs. Apart from the classroom teaching of these subjects, the Institution conducts various programs to make the students understand about the provisions of the Constitution with regard to fundamental rights, duties and Directive Principles of State Policy. Creating awareness about the Constitutional provision is taken as the responsibility of the Institution to build tolerance and harmony among the students, faculty and staff.

The Institution has made it a practice to sing the National Anthem and State Song at the daily prayer in the beginning of everyday. The dedicated days of national and state importance like Independence Day, Republic Day, Kannada Rajyaostva, Hindi Divas, National Youth Day, Constitution Day, Mahathma Gandhi Jayanti/Lal Bahadur Shastri Jayanti, Dr. Radhakrishna Jayanti, Dr. B R Ambedkar Jayanti, etc. are celebrated with great reverence and interest. During all these celebrations, the importance of constitutional values, rights, duties, and responsibilities of citizens are highlighted. Experts from the legal background of the Constitution of India and Freedom Fighters are invited on these occasions to deliver motivational lectures and interact with the faculty and students.

For the success of democracy in India, the systematic and ethical way of conduct of elections is utmost important. To imbibe the value of descent way of participation in different elections where even the students, faculty and staff are the voters, the Institution takes interest in conducting various voters' awareness programs in the form of campaigns.

NSS unit of the Institution, Youth Red Cross unit and other related committees like Mythri (Internal Complaint Committee) are collaborated together to successfully conducted these programmes. The programmes generally conducted include special



lecturers on Value based Life System, Protection of Biodiversity in Southern Ghats, Stress Management, Protection of Live Stock, Disaster Management, Employability Training, National Integration Programmes, Environmental Awareness Programmes, Consumer Protection Programmes, Programmes on Patriotism and other are conducted in the Institution in which the students take leadership and the faculty members guide them to conduct successfully.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/7.1.9/7.1.9.pdf">https://pestrust.edu.in/pesiams/pesiams-AQAR1/7.1.9/7.1.9.pdf</a>
Any other relevant information	<a href="#">NIL</a>

**7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized**

**B. Any 3 of the above**

File Description	Documents
Code of ethics policy document	<a href="#">View File</a>
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

**Response:**

Celebrating national festivals, national and international commemorative days, bring a sense of responsibility, unity, harmony and gratitude among the people at large. Hence, Prerana Educational and Social Trust (R), Shivamogga has a culture of collectively organizing along with its group of institutions all national and state level festivals and commemorative days such as Republic Day, Independence Day, Youth Day, Ghandi Jayanthi, Lal Bahadur Shastri Jayanthi, Ekta Diwas or National Unity Day, International Yoga Day, International Women's Day, World Environment day, World Literacy Day, World Aids Day, World Anti Tobacco Day on its campus. The Institution collaborates in all these celebrations with other sister institutions like PES Institute of Technology & Management, PES Pubic School, PES Poly Techniques, PES Pre University functioning on the campus. There is a big and beautiful conventional hall with a capacity of 3000 seats, where all these collaborative programs are conducted. The students, faculty and staff actively take part in planning and conduct of these programs every year.

Besides, the Institution also exclusively celebrates some of the national and international commemorative days on its own campus. These programs are conducted in the Institution own auditorium or seminar hall as a part of which special lecturers, guest lecturers, cultural events, debates, quiz etc. are conducted. For instance, Teachers Day on 5th September, Sadbhavana Divas and Devarjuras jayathi on 20th August, Dr. Ambedkar Jayathi on 14th April, National Science day 23 February, Youth day or Swami Vivekananda Jayathi on 12th June , Hindi Divas on 14th September, World Environment Day on 5th June, NSS day on 24th September, Constitution Day on 26th November, Deeksha Divas on 29th November are celebrated in the Institution.

On the day of Gandhi Jayanthi celebration, the Institution organizes Swachatha Andollan program on the campus and also in the selected surrounding villages. The students and faculty participate in sweeping roads, cleaning drainages, planting tree seedlings and organizing awareness programs like presentation of skits and street plays. On account of Swami Vivekananda Jayanthi, special lectures from the philanthropic leaders like Swamij's from Ramakrishna Ashram, seers from Sister Niveditha Prathistan are organized in which the students actively take part and interact with them on relevant issues. In this program

the students play the role of teachers which convey many meaningful messages to both students community and teachers feternity. International Yoga Day is celebrated during which, apart from yoga demonstrations, the inspirational talk about the importance of yoga and meditation would be got delivered and demonstrated from experts. As a part of celebration of Hindi Divas, quiz competition, debate, pick and speak competition are conducted not only for the students of the Institution but also for the students from sister institutions located on the campus.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	<a href="#">View File</a>
Geo tagged photographs of some of the events	No File Uploaded
Any other relevant information	No File Uploaded

## 7.2 - Best Practices

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

### 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:**

I. Academic and Administrative Audit (AAA)

II. Gender Equity

1. Title of the Practice:

I. Academic and Administrative Audit (AAA)

2. Objectives of Academic and Administrative Audit:

**Introduction:**

The development of a country is generally determined by the status of education in that country. Every development is a

result of education only. As the saying goes, "the destiny of the country is built in a class room". Therefore, the teaching learning and evaluation in an academic institution plays a vital role. Therefore the following objectives:

- To design effective curriculum and pedagogy
- To evaluate Course and Program Outcomes
- To materialize the strategic plan of the Institution
- To motivate the faculty to update themselves with regard to development taken place in their academic and applied fields.

### 3. The Context:

Academic and Administrative Audit (AAA) is a system to control and maintain high standards in the field of Higher Education. It plays a vital role in providing quality education to the learners. It is a continuous process of self-introspection for the better growth of the institution by suggesting further improvement in quality of teaching-learning process, research, administration, co-curricular and extra-curricular activities.

To evolve an effective AAA system, which not only keeps our technological progress alive but also caters to the needs of the global job market, every institution has to make a special effort. It presupposes the continuous process of setting quality standards and checking them with actual performance. Comparing the actual performance with set standards delivers the variances which form the basis for periodical decision making. It serves us to introspect with regard to what was planned and what has happened.

### 4. Practice of AAA at PESIAMS:

Twenty first century has witnessed rapid changes in all walks of life. Considering these changes, a mechanism is proposed to examine and enhance the quality of academic aspects of institutions of Higher Education. While defining Academic Audit, B.L.Gupta states that, "it is a systematic and scientific process of designing, implementing, monitoring and reviewing the quality of academic systems. It includes the inputs, process and outputs. It emphasizes on reviewing the performance of the academic inputs with respect to quality assurance."

For the purpose of implementing the AAA in the Institution, after due deliberation at the College

Governing Council, the Academic and Administrative Audit Committee was constituted in the year 2019. The committee consists of the principal as a chairperson, a coordinator and two senior faculty members and two from office staff. It is entrusted with the task of planning, conduct and reporting of the audit aspects of academic and administrative activities in the Institution. In the beginning the faculty and staff of the Institution were briefed about the meaning, objectives and the process of Academic and Administrative Audit initiated in the Institution. The process of audit began from individual faculty level and passed through Heads of the Departments (HODs) up to the Principal's level. The Committee designs the Standard Assessment Form (SAF) that would be given to each faculty. While designing the SAF the committee takes in to account the standard levels or setting benchmarks to be achieved with regard to curriculum design, pedagogy and evaluation. The HODs collect and submit the same to the Principal with his/her own note. The Principal receives these forms and submit to the AAA Committee. The committee looks into these forms and analyzes the variances with regard to set standards or benchmarks. The detailed report would be submitted to the Principal for further action.

#### 5. Evidence of Success:

Firstly, the induction of the practice of AAA ignited the initiatives of the faculty with regard to the individual and institutional goals. The goals include the increase in the average percentage of results in each programme, students support and progression system to be followed, the best practices to be innovated in each and every academics supported activity, sports and cultural events to be conducted, feedback to be taken from the stakeholders and so on.

Secondly, it inspires the faculty, students and the staff with regard to translation of the institution's vision into missions, missions into goals and objectives and ultimately the goals and objectives in to reality. Thirdly, it created an opportunity for faculty and the administration to self-introspect with regard to what is expected and what is delivered. No need to emphasize that the practice of AAA in the Institution leads to self-realization and in turn generated proactive bent of mind amongst faculty and administration.

#### 6. Problem Encountered and Resources Required:

While implementing AAA in the Institution, the following are the

problems encountered and resources needed.

**Problem Encountered:**

- Clarity and understanding about AAA.
- Lack of availability of back references.
- Understanding about the setting of standards for each event.
- Designing of standard assessment form to facilitate the preparation of audit report.
- Preparation of methodology to be followed in preparation of AAA report.

**Resources Needed:**

- Experience and expertise needed to plan, execute and report on academic and administrative performance.
- Required Number of Standard Assessment Forms (SAF) for faculty and office staff.
- Computing skills for both faculty and office staff.

**Conclusion:**

Academic and Administrative Audit gives a standard system for audit of academic and administrative performance of an institution over a period of time, which serves the purpose of knowing as to what was decided and what is being delivered. It largely helps to introspect as to the variances between set standards and actual performance at various levels of management- floor level, middle level and top level. It facilitates to contemplate and execute corrective measures. The implementation of AAA in the Institution as an initiative of IQAC provided a new exposure and experience with regard to innovative efforts to be made by faculty and administration to enrich the quality in teaching, learning, evaluation, research, extension activities and other value based best practices. In this process documentation of Institution, departments and personal shall be updating which was very useful at the time of writing of SSR.

File Description	Documents
Best practices in the Institutional website	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/7.2.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/7.2.1/</a>
Any other relevant information	<a href="#">NIL</a>

### 7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

#### Response:

#### 1. Title of the Practice: Experiential Learning

The traditional chalk & talk lecturer method has become absolute in the modern era of educational expectations from the teachers and the taught. The examination centered rote methodology has curtailed the opportunities for the students to come out of the institutions with full swing of employability. A matter of fact the Institutions decided to link every subject and every chapter in the subject to the activity it presupposes outside the class room. Therefore, the CAC of the Institution decided to translate, as far as possible, the theoretical aspects into connected activities in the industry or profession.

#### 2. Objectives of the Practice:

Experiential learning is a proven pedagogy to make the teaching & learning most effective with common acceptability of all the stake holders. After due discussion and deliberations at the academic committee, the faculty and the management decided to practice activity oriented experiential teaching & learning pedagogy with the following objectives:

1. To translate the subject content into a perceived activities.
2. To prepare annual plan of action to conduct these activities within the Institution and outside.
3. To effectively make use of the available laboratories and IT infrastructure.
4. To instill the culture of effective use of library and laboratory to meet the purposes of experiential learning.
5. To establish industry-institution linkages with outside



agencies.

6. To create simulative industry-institute environment in the institution.
7. To achieve distinctiveness in the pedagogy of teaching learning.

### 3. The Context:

The traditional exam centric teaching-learning pedagogy as landed the students in an unemployable condition. Because of the big gap sneaked into the teaching-learning and actual practice. The outgoing students though of high potential are left with no jobs leading to immense unemployment of young graduates. The land and laboratory, classroom and community, industry and Institution interface is virtually possible and can be implemented if the faculty and students are properly guided. The parents and prospective employers expect the same from an Institution. The students would learn virtually skills of job or self-employment during the course of the stay in the Institution.

### 4. Practice of experiential learning:

The PES Trust (R) has proactively considered this pedagogy of experiential teaching-learning has distinctive aspects and provided all the support in terms of infrastructure and motivation.

The Kuvempu University has also given due emphases for enriching experiential learning of students and experiential teaching pedagogy for the faculty. Hence it has accordingly designed the curriculum by incorporating various experiential learning and problem solving methodologies in almost all the programs conducted in the institution. i.e. M. Com, BBA, BCA, B. Com and B.Sc.

The following are the activities grouped in different heads

- a. Internship for M. Com students
- b. Project Work
- c. Role Play
- d. Computer Based Coding and debugging learning



## 5. Evidence of Success:

It is a pleasure and contentment for the faculty, students and management that what was expected has been achieved through the experiential learning activities conducted by the Institution. It has evidenced as under:

### a. Internship for M. Com Students

The PG students undergo mandatorily the internship training of one month in their third semester. Under the guidance of faculty members, students approach industry/Company to work continuously for a month. After completion of internship, it is surprise to observe that attitudinal changes taken place in their studies and behavior.

### b. Project Work

For both PG and UG student's project work is administered to enable them to learn about making project for the desired job, professional or enterprise. It would be in two ways - Individual or group wise. Concern subject teachers work as project guide. The students have learnt as per the methodology of project making, i.e. project selection, the purpose, profile of the company, area and problem analysis. The successful outcome is the effective understanding of research methodology.

### c. Role Play

Students displayed most effective artistic expression during their assigned role play. On the occasion of Teacher's day, selected students were asked to play the role of teachers and teach a particular topic relating to their subject. Teachers and the remaining students of the class were the audience. It was a time to witness the creative expression of prospective teachers. Along with this students enacted the real case study of Sunderland Vs Barclays Bank in front of all the audience.

### d. Computer Based Coding and Debugging Learning

Coding is an activity, which is common in case of Computer science subjects. Students are asked to designed and code the given problem. It conducted in the computer lab under the supervision of teachers. It is a training given to the students to enhance the learning experience through activities. It enhances the technical skills needed to undertake the job.

## 6. Problem Encountered and Resources Required:

Following are the some of the general problems encountered during the course of conduct of Industrial visit, internship, project work, role play and coding.

1. Getting permission from the industry/company to undergo the internship.
2. Lack of presentation skills in students.
3. Lingering nature while participating in the role play
4. Lack of debugging knowledge of the given program with regard to coding activities.
5. Lack of time management skills

### Conclusion:

The experiential teaching-learning activities are the supportive and innovative methodologies followed in the Institution mainly to bridge the gap between the classroom teaching and practice. The concerned class or subject teachers act as guides under whose supervision the activities successfully conducted throughout the academic year. It has largely contributed to the enhancement of academic performance of students and teaching qualities of faculty members. It has received the appreciation of management and parents.

## Part B

### CURRICULAR ASPECTS

#### 1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

The PES Institute of Advanced Management Studies is a GoK approved institution affiliated to Kuvempu University, offering both graduate and post-graduate programs. While modifying the curriculum, subject specific workshops are held by University and collects the opinion of faculty on changes of curriculum. While designing the curriculum University takes feedback from all its stakeholders with regards to the existing syllabus. Opinion of the faculty and feedback from the stockholders are placed in front of BOS of the University. BOS incorporates all changes and modifications and submits the same to Academic Council for the approval. After approval from Academic Council, the curriculum is circulated to all affiliated colleges. The University normally revises curriculum once in 3 years.

The faculty of the institution are member of BOS of other autonomous institution of the State. The institution offers Add-on and certificate courses, the faculty are assigned to develop and design the curriculum of the same. The curriculum designed by the faculty is submitted to College Academic Council (CAC) of the institution which evaluates and approves after incorporating the improvements of curriculum. The College Governing Council approves the proceedings of CAC along with fund requires to run these courses, after obtaining necessary explanations.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-naac/1.1.1/">https://pestrust.edu.in/pesiams/pesiams-naac/1.1.1/</a>

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

The academic Calendar of Events (CoE) of Kuvempu University

includes date of commencement of the semester, last date for admission, end of semester classes, commencement of vacation, commencement of theory examinations, commencement of valuation and announcement of results.

The Institution strictly adheres to the Calendar of Events issued by the University and prepares its Calendar of Events for all the departments which include internal assessment tests, classroom activities, curricular, co-curricular, extra-curricular activities and various competitions are planned to organize under different forums.

Internal Assessment (IA) test is an important tool to evaluate the teaching-learning process of students. The IA marks for different courses are allocated as per the University guidelines.

The students and faculty are communicated about the dates of IA, Skill development, Syllabus for IA and Lab examinations through a circular.

The faculty members strictly adhere to the dates mentioned in the CoE to evaluate the answer scripts and display of IA marks.

The CS and Examination Committee take the responsibility of smooth conduct of the semester-end examination. KU appoint sitting squad to ensure proper conduct of examinations.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AOAR1/1.1.2/1.1.2-New.pdf">https://pestrust.edu.in/pesiams/pesiams-AOAR1/1.1.2/1.1.2-New.pdf</a>

**1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and**

**A. All of the above**

**Development of Curriculum for Add on/  
certificate/ Diploma Courses Assessment  
/evaluation process of the affiliating  
University**

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**1.2 - Academic Flexibility**

**1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented**

**1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented**

3

File Description	Documents
Any additional information	<a href="#">View File</a>
Minutes of relevant Academic Council/ BOS meetings	<a href="#">View File</a>
Institutional data in prescribed format (Data Template)	<a href="#">View File</a>

**1.2.2 - Number of Add on /Certificate programs offered during the year**

**1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)**

10

File Description	Documents
Any additional information	<a href="#">View File</a>
Brochure or any other document relating to Add on /Certificate programs	<a href="#">View File</a>
List of Add on /Certificate programs (Data Template )	<a href="#">View File</a>

**1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year**

1036

File Description	Documents
Any additional information	<a href="#">View File</a>
Details of the students enrolled in Subjects related to certificate/Add-on programs	<a href="#">View File</a>

**1.3 - Curriculum Enrichment**

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

The Institution strictly adheres to the CoE delivered by the University. Apart from this institution prepares its own CoE and includes all the activities of various forums and committees. These forums and committees takes care of organizing special talks on life skills, employability skills, human values, awareness on saving environment, etc.

The Institution has Mythri (Internal Complaint Committee) to ensure safety of the girl students and takes initiatives in organizing special talks to sensitize the gender equality concepts. It also takes initiatives to offer job oriented non-academic certificate course exclusively for female students.

NSS & YRC units conducts programs, focusing on clean, green environment, first aid training and using of fire extinguishers during emergencies. Efforts are being made for conservation of environment on campus.

There are subjects in the curriculum itself to sensitize the students on professional ethics, Human Resource Management, Corporate Strategy and Governance, Business Law, Business Regulations make them understand as to their roles and responsibilities, directly and/or indirectly, not only on professional ethics but also in their general behavior. The University curriculum has made it mandatory to study the subjects such as Environmental Science, Indian Constitution, Soft skills and Logical and Analytical Reasoning.

File Description	Documents
Any additional information	<a href="#">View File</a>
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	<a href="#">View File</a>

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

3

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	<a href="#">View File</a>
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	<a href="#">View File</a>
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	<a href="#">View File</a>

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

158

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

### 1.4 - Feedback System

<b>1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni</b>	<b>A. All of the above</b>
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File Description	Documents
URL for stakeholder feedback report	<a href="https://pestrust.edu.in/pesiams/feedback/">https://pestrust.edu.in/pesiams/feedback/</a>
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<a href="#">View File</a>
Any additional information	No File Uploaded

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

File Description	Documents
Upload any additional information	<a href="#">View File</a>
URL for feedback report	<a href="https://pestrust.edu.in/pesiams/feedback/">https://pestrust.edu.in/pesiams/feedback/</a>

## TEACHING-LEARNING AND EVALUATION

### 2.1 - Student Enrollment and Profile

#### 2.1.1 - Enrolment Number Number of students admitted during the year

##### 2.1.1.1 - Number of students admitted during the year

**348**

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



## 2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

### 2.1.2.1 - Number of actual students admitted from the reserved categories during the year

143

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

## 2.2 - Catering to Student Diversity

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

The Institution takes all possible measures to enhance the quality of students who seek admission. Student's development program begins with an orientation by the Head of the Institution and respective HODs to familiarize them with the rules and regulations of the Institution and the department. The orientation programme includes information on programme structure, attendance requirement as per university, mode of internal assessment, code of conduct, course outcome, program outcome and examination. Further, they also orient them with various student forums of the Institution such as Sankalpa, Synthesis, Cluster, Kalarava, Abhivyakti, Anti-Ragging Committee, Mythri (Internal Complaint Committee), Sports Committee, NSS and YRC.

The Institution follows learning level assessment procedure as directed by Kuvempu University. The Kuvempu University conducts examination in all the subjects for all the courses and programs. The Internal Assessment tests are conducted by the concerned subject faculty in the Institution as per the guidelines issued by the examination section of Kuvempu University. Based on the marks secured in this examination the Institution segregate them as slow learners, average learners and advanced learners. Students who secured less than 45 marks out of 100 are considered as slow learners, students who secure from 45 to 55 as average learners, above 55 as advanced learners. For the first year students, the

classification is based on the marks secured in the previous PU examination and marks secured in the test of bridge course. For the slow learners, Institution organizes the remedial coaching classes to enable them to perform well in the coming examination. For the conduct of remedial coaching classes, the Institution has Timetable Committee which finalizes the timetable and methodology for coaching classes. The academic performance and regularity of the student is intimated to their parents through phone calls. For advanced learners the management has created a smart strategy in admission fee to encourage Meritorious Students (More you score the less you pay). CA and CS foundation courses are offered to advanced learners along with various certificate courses to Increase the Competitiveness. Management provides book coupons worth Rs 750/- (earlier worth Rs 500/-) for top 5 students who secure highest marks during their semester end exam. The management motivates the Rank Holders by felicitating them during Institution Day. Advanced learners are motivated to participate in workshops, national, international seminars and conferences to present papers under the guidance of faculty members. Students are also encouraged to attend various Invited talk, management fest and competitions organized by other Institutions. Advanced learners are involved in organizing management fest to acquaint with management and leadership skills and they are also made members of IQAC and different committees/student forums.

File Description	Documents
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.2.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.2.1/</a>
Upload any additional information	<a href="#">View File</a>

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

Number of Students	Number of Teachers
799	32

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

## 2.3 - Teaching- Learning Process

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

The faculty members of our Institution have well comprehended the changing trends and have adapted the modern ways of teachings along with Innovative classroom teaching and laboratory experiment based learning. The student centered learning is implemented at different levels by Commerce, Management and Computer Science Departments to stimulate creative thinking and gift the posterity with life skills to face the real life challenges at different levels. We are providing various programs and those programs are designed by the university like experiential learning, participative learning and problem solving methodologies. For example, BCA and B.Sc. program comes under experiential learning, BBA and B. Com is participative and problem solving learning.

The following activities are conducted by Institution to make the teaching-learning process more students centric under the different forums and clubs like Sankalpa, Synthesis, Cluster, Kalarava, Abhvyakthi.

### Experiential learning

- Role Play.
- Coding for BCA students.

### Participative learning

- Guest Talk.
- Seminars.
- Paper Presentation.

### Class Activity for all the programmes.

- Problem Solving
- Case Study.
- Projects.
- Chalk and Talk

### Details of Students Paper Presentation in Conferences

Year

No.

Student Name

Topic

2020-21

02

Adithi

Kavya T S

"A Study on Marketing Practices of Self-help Groups Special Reference to Shivamoga District"

Mohammed Ayan

Almomina

Mehak Fazal

"Covid-19 Impact on Rural Economy"

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.3.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.3.1/</a>

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

Technology is an important platform to reach out to a large number of audiences and plays a key role in the teaching-learning process. The faculty of the Institution makes best of best efforts to use Information and Communications Technology (ICT) enabled teaching methodologies and advanced technology in their teaching-learning process. The use of multimedia teaching aids like, LCD projectors and WIFI

enabled computers are used by the faculty through Power Point Presentation to reach out the content of syllabus to the students very effectively. 11 classrooms of our Institution are furnished with mounted projectors and 2 movable projectors are also available for the non-mounted LCD classrooms.

The faculty members have created Google Classrooms with their Google accounts to which all the students have registered. These classrooms are useful in streamlining the process of sharing teaching materials and resources to the students. The Google Meet was effectively used by the faculty members to conduct online classes during lockdown due to COVID-19 and Google Classroom was used for giving assignments and conducting tests. Language classes are always the source of inspiration and students get this motivation from the inspirational videos which are screened in the language learning process using projectors via internet. The library is also a source of e-learning with sufficient e-journals and e-books. To facilitate this resource 7 computers with internet connection are allotted for digital library usage. Our Institution has subscribed e-Shodh Sindhu (N-list): AInstitution component of e-ShodhSindhu consortium with access to 6,000 plus e-Journals and 1,64,300e-books under N-List and 6,00,000 e-books through NDL. Lib Software is being used by the library of our Institution which has been linked with OPAC (Online Public Access Catalog) for easy and convenient access of question papers and lab manuals.

Many of our faculties uploaded their Power Point Presentation in SlideShare. The students are given effective training by the placement cell from the initial stages for facing competitive exams. Mock tests are given regularly using Bizotic application. BIZOTIC app is effectively used by the final year students to practice in Mock test of different companies under the supervision of the faculty. This enhances the placement record of theInstitution. All faculties and most of our students are familiar with MS-Word, MS-Excel, MS-PPT to makes their teaching and learning process effective.

File Description	Documents
Upload any additional information	<b>No File Uploaded</b>
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	<a href="#">View File</a>

### 2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year )

#### 2.3.3.1 - Number of mentors

31

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

### 2.4 - Teacher Profile and Quality

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

32

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
List of the faculty members authenticated by the Head of HEI	<a href="#">View File</a>

#### 2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

##### 2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

5

File Description	Documents
Any additional information	<a href="#">View File</a>
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	<a href="#">View File</a>

### 2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

#### 2.4.3.1 - Total experience of full-time teachers

32

File Description	Documents
Any additional information	<a href="#">View File</a>
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	<a href="#">View File</a>

### 2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

The Institution has affiliated to Kuvempu University and follows its guidelines to conduct Internal Assessment accordingly.

For M. Com the ratio of Internal and external assessment marks is 25:75, for B.Com, BBA and BCA 20:80 and B.Sc. 10:40:50 (10-IA; 40-practical and 50 for theory examination).

As per the University guidelines, the first IA should be conducted after 45 days and second IA should be conducted after 90 days of the commencement of the semester. The frequency of IA for different programmes is as follows:

- M.Com: 25 marks of IA will be awarded by conducting two tests of 20 marks each and the same reduced to 10 marks. Remaining 15 marks will be awarded for

assignment, seminars and attendance of 5 marks each.

- B.Com and BBA: 20 marks of IA will be awarded by conducting one test of 40 marks and same reduced to 10 marks. Remaining 10 marks will be awarded for skill development activity.
- BCA: 20 marks of IA for both theory and practical will be awarded by conducting 2 tests for 20 marks each and will be finalized by taking average of 2 tests.
- B.Sc. (PMCs): 10 Marks of IA will be awarded by conducting 2 tests for 20 marks each and will be finalized by taking average of 2 test.

Our Institution follows systematic approach in conducting the IA Test:

The Principal and HODs will decide the dates of conducting IA test and the same will be incorporated in the COE of the Institution. Both students and faculty are provided with the COE of the Institution at the beginning of the semester. The faculty copy of COE includes dates of IA, submission of question paper and submission of IA marks. Syllabus of IA is informed to the students and the same is recorded in a register which is signed by both teacher and student. The departments of the Institution have formed IA Question Paper Scrutiny Committee to ensure the quality of question papers. All faculties will submit their question papers to IA Coordinator on specified dates and the same will be reviewed by the committee, in case of changes the same will be intimated to respective subject faculty through the IA coordinator for modifications. The faculty members are informed to evaluate the IA answer scripts within three working days after the completion of IA test. The internal squad committee ensures the fair and transparent manner of conducting IA test of the Institution. The evaluated answer scripts are shown to the students regularly regarding fairness and the transparency in the evaluation process, in any case of discrepancies in awarding the marks will be resolved by respective subject teachers after providing due explanation. The same will be intimated to concerned HODs and the Principal. The final IA marks will be uploaded into the Kuvempu University examination portal on or before specified dates. The hard copy of the consolidated IA marks will be submitted to the Kuvempu University after getting signature of the students.



File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.5.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.5.1/</a>

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

As the internal examination plays an important role in achieving the higher performance of the students during the end semester examination. Hence, the institution will take all efforts to address the grievances related to internal examination.

The Internal Assessment grievances resolving mechanism of the institution is as follows:

Both students and faculty are provided with the COE of the Institution at the beginning of the semester. The faculty copy of COE includes dates of internal assessment, submission of question paper and submission of internal assessment marks. Examination committee of the Institution provides code of conduct for both faculty and students. Internal assessment is conducted on basis of regularity and punctuality of the students. As per the Kuvempu university norms 75% attendance is compulsory to appear for the end semester examinations. Similarly, Institution has made mandatory of 75% attendance in all subjects to take up the internal assessment. In any case, if students do not get eligibility of 75% attendance due to health of his/her own or near and dear ones, marriage or any other major functions, such students will be given a chance to write missed internal assessment after following due procedure set for the same.

Students will be given instructions through class teacher for submission of supportive documents of any issues mentioned in the above. Class teacher collects all supportive documents, and calls for meeting preceded by Principal, including HODs and internal assessment coordinators to check for genuineness of the document submitted by the students. During the meeting the decision will be taken whether to allow or not allow students to write internal assessment and the same is intimated to students through the class teacher. In any case, if students fail to take up internal assessment based on the

decision taken during the meeting, he or she will be given one more chance to take up internal assessment after attending the remedial classes. After all the procedure, the evaluated internal assessment papers will be distributed to students, in any case of discrepancies in awarding the marks will be resolved by respective subject teachers after providing due explanation. The same will be intimated to concerned HOD and the Principal.

The External Examination Grievances Resolving Mechanism of the Institution is as follows

External examination needs to be conducted as per the guidelines of the Kuvempu University and grievances mechanism for the external examination will be followed as per the norms of the University. Issues like loss of hall ticket, ID card etc., will be resolved by the office staff after the consultation of Chief Superintendent.

File Description	Documents
Any additional information	<a href="#">View File</a>
Link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.5.2/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.5.2/</a>

## 2.6 - Student Performance and Learning Outcomes

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

The Institution is affiliated to Kuvempu University, Shankaraghatta, Shivamogga and follows the curricula prescribed by the University. The learning effectiveness of any programme and course depends on the program outcome and course outcome. The college has developed program outcome and course outcome taking into consideration of its vision and mission statements.

The program outcome has been developed for the entire program and course outcome for all the courses in accordance with the university guidelines and corporate requirement.

The programme outcomes and course outcomes primarily aim at imparting knowledge and skills which is critical for building students' competence and personality. The Institution has

made MOUs with most reputed local and outside companies. The program outcome and course outcome are scientifically designed by taking the inputs from the resource persons from these companies. There is also an emphasis on holistic development of the students as the learning outcomes focus on imparting values and ethics and enhancing their interpersonal and communication skills.

The program outcome/course outcome is thus developed in keeping with the prime motto of the Institute i.e. empowering students and preparing them to be catalysts of change. All the departments have brainstorming sessions to draw up the programme outcomes and course outcomes of the various programmes. The program outcome and course outcome are discussed, reviewed by the respective HODs which will then be presented to the principal for approval. Once approval has been given, the same will be made available in the concerned department.

At the beginning of the academic year during the Orientation Programme the students and parents are briefed about the program outcome and course outcome by the respective department Heads.

The syllabi of all the subjects in each course offered by the departments (UG and PG programmes) with the programme outcomes and the course outcomes are displayed on the College website.

At the end of the semester the program outcome and course outcome attainment are reviewed by the Department Heads during the departmental meeting based on the performance of the students in the internal assessment test and external examination conducted by the university. The final program outcome and course outcome are reported to the Principal.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.6.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.6.1/</a>
Upload COs for all Programmes (exemplars from Glossary)	<a href="#">View File</a>

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

The Institution is affiliated to the Kuvempu University, both UG & PG programs, are offered and the University set norms is meticulously followed. The University is making continuous efforts to review and redesign the summative and formative assessment norms for different courses.

Semester End Examinations (SEE) conducted by the University comprise of 75 marks for PG program and 80 marks for UG program in the summative format and for formative assessment tests 25 marks and 20 marks respectively. The subject faculty is assigned with the task of conducting written tests, giving assignments/skill development report, administering seminars, regularity of attendance conducting group discussion as a part of formative assessment.

Besides the University prescribed curriculum, the Institution conducts various other value added courses and activities. These courses include imbibing of soft skills, communication skills, Chartered Accountancy and Company Secretary Foundation Programs (CA & CS), concentration building techniques like yoga and meditation. For all these events to know the success rate and level of students, learning or performance outcomes the Institution has formulated different norms for different events. The assessment is the sole responsibility of the respective subject teachers, including the physical director for sports and cultural events.

For the purpose of computing the attainment level of program outcomes and course outcomes, the Institution follows its own method of assessment by combining both summative and formative assessment norms. For each unit the subject teacher identifies the learning outcome and mapping is done for the program outcomes. The final course outcome and program outcome is calculated by consolidating all the subjects taught in the semester. Taking into account this attainment map, the learning outcomes of all the students in the class would be classified as low (L) medium (M) and high (H). In the end, the result analysis would be taken up at the College Academic Committee and CGC for taking stock of the students learning outcomes in consonance with the vision and mission of the Institution for further development.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.6.2">https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.6.2</a>

### 2.6.3 - Pass percentage of Students during the year

#### 2.6.3.1 - Total number of final year students who passed the university examination during the year

189

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for the annual report	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.6.3/2.6.3%20(2).pdf">https://pestrust.edu.in/pesiams/pesiams-AQAR1/2.6.3/2.6.3%20(2).pdf</a>

### 2.7 - Student Satisfaction Survey

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

<https://pestrust.edu.in/pesiams/wp-content/uploads/2023/07/2.7.1-Student-Satisfaction-Survey.pdf>

### RESEARCH, INNOVATIONS AND EXTENSION

#### 3.1 - Resource Mobilization for Research

##### 3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

##### 3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

0

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	No File Uploaded

### 3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

#### 3.1.2.1 - Number of teachers recognized as research guides

00

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	No File Uploaded

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

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

0

File Description	Documents
List of research projects and funding details (Data Template)	No File Uploaded
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	<a href="#">NIL</a>

## 3.2 - Innovation Ecosystem

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

Innovation is an act of finding new ideas and avenues to successfully accomplish the task. The institution is committed to create quality excellence in curriculum design, teaching learning and evaluation, creation of infrastructure, strengthening the student support system, pro-activating the governance and finding the best methods palatable to students learning. The institution has designed the certificate courses needed to strengthen the learning capabilities of students and empowering them with the required knowledge of skills in addition to the university delivered curriculum, the institution follows the feedback system to take the opinions of stake holders to strengthen the strategic planning in designing the curriculum and its delivery through motivated faculty. The institution has the effective ways of implementing the ICT in teaching, learning, evaluation, research and extension activities by creating the needed infrastructure in the classrooms, library, laboratories and seminar hall. Various programs are conducted in institution to support the traditional lecture method with special lecture, seminars, group discussions and activity oriented practices. Activity oriented practices are largely related to the curriculum aspects as prescribed by the university and also supported by the institution in the form of certificate courses. The institution plan and execute number of extension activities within the institution and outside, that is in the surrounding villages to take the community exposure in to the classroom and link the classroom to the community based activities. These activities are conducted in the form of socio-economic surveys, social service activity, self-employment exposure training and other skill oriented activities including art and music. MOUs are entered into with industrial institution and other government and non-government organizations to effectively conduct these activities.

Research is considered as an important quality enrichment activity, since the teachers who are actively involved in research definitely leave effective imprints on the minds of the students in the subjects they teach. The teachers attend seminars and workshop organized to promote a research and extension activities. The institution also provides necessary infrastructure needed for the research by providing them ICT facility, financial assistance and leave facility to create the ambience of innovative and research environment in the intuition.



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

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

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

4

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
List of workshops/seminars during last 5 years (Data Template)	<a href="#">View File</a>

### 3.3 - Research Publications and Awards

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

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

0

File Description	Documents
URL to the research page on HEI website	<a href="#">NIL</a>
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	No File Uploaded
Any additional information	No File Uploaded

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

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



30

File Description	Documents
Any additional information	No File Uploaded
List of research papers by title, author, department, name and year of publication (Data Template)	<a href="#">View File</a>

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

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

5

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	<a href="#">View File</a>

### 3.4 - Extension Activities

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

The very purpose of extension activities is to give community exposure to the students and faculty. Today the Indian society is facing a number of problems like Poverty, Unemployment, Community pollution, Communal disharmony, Environmental Pollution, Blind beliefs and so on. To make the students, who are the prospective responsible citizen of nation, it is necessary to make them face to face with these issues. Therefore, the institution has constituted number of committees to conduct various programs to sensitize the students on these issues and also make the community people to understand about the burning issues hunting them. The issues on which the institution had conducted & has been conducting include social-hygiene and sanitation, health awareness, disaster management, unemployment, communal harmony, ideals of selfless service, wild life protection, the value of patriotism, Tobacco, alcoholic and drug

addiction and other social-economic and cultural issues. Since the institution is located on the outskirts of the city, that is about eight kilo meters away, it is surrounded by the number of villages. These villages are taken as potential areas to conduct the extension activities by the institution.

The programs conducted in the past five years include cleaning the roads and drainages in the institution, health awareness jatha, De-addiction programs like "Pana nirodhaka Jagruthi Yathra", Aids awareness program, Literacy campaign, Cursive writing improvement program for the children in the rural school, Patriotic songs competition for the rural youth during the NSS special annual camps, Blood donation program under the aegis of Red Cross Unit, Women Entrepreneurship training in making daily usable products like phenyl, detergents, agarbathis, candles and so on.

The large numbers of students participate in these activities under the guidance and supervision of faculty members who are entrusted with the responsibility of conducting these programs. The students learnt the skills of understanding and conducting socio-economic survey, cohesive behavior, communal and religious harmony, the bitterness of poverty life, group dynamism in rural area and other leadership traits. The constitutional values like Equality, Liberty, Justice and Fraternity were made them to understand in the context of the day to day life. The traditional family and rural life values, mutual cooperation, living in harmony with the nature, love towards domestic and wild animals were thought during the conduct of these activities.

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

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

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

0

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	No File Uploaded
e-copy of the award letters	No File Uploaded

**3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., ( including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs ) during the year**

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

12

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

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

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

1113

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

### 3.5 - Collaboration

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

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

9

File Description	Documents
e-copies of related Document	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of Collaborative activities with institutions/industries for research, Faculty	<a href="#">View File</a>

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

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

9

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	<a href="#">View File</a>

## INFRASTRUCTURE AND LEARNING RESOURCES

### 4.1 - Physical Facilities

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

#### Response :

1. Our Institution is constructed on a area of 01 acre 13 gunthas and has a built up area of 4.200.74 sq.mts with lush greeneries.
2. Our Institution has 19 class rooms spread across 3 floors.
3. 11 class rooms are furnished with LCD Projectors along with Wi-Fi speed of 70 Mbps.
4. 2 Movable Projectors are available to make use in non furnished LCD classrooms.
5. 06 computers are available in Faculty Browsing Centre with LAN connectivity.
6. 12 computers are available in Principal Chamber, Office, HOD Chambers and Staff rooms.
7. Our Institution has a computer lab with 63 computers with LAN connectivity.
8. 09 Computers are available in Library. Out of which 7 Computers are made use for Digital Library. Our Library is stacked with 5710 Volumes and 934 Titles.
9. Our Institution is subscribed e-ShodhaSindhu (N-List), a college component e-ShodhaSindhu consortium with access to 6,000+ Journals, 1, 64,300+ e-books under NLIST 6, 00,000 e-books through NDL.
10. ICT enabled Seminar hall with seating capacity of 304.
11. Our campus has fully air-conditioned auditorium with seating capacity of 3000.
12. We are Providing Transportation facility for the Staff

and Students.

13. The college is equipped with 60 KVA UPS and Generator of 320 KVA.
14. The college is covered with 24/7, 13 CCTV recording security Camera.
15. We have 24/7 Security facility.
16. 20 fire Extinguishers equipments are installed under safety measures.
17. We have SBI Branch with ATM facility in the campus.

The Institution and Campus has the following facilities:

Other Facilities available in the Institution

Sl. No.

Particulars

Numbers

01

Principal Chamber with Strong Room

01

02

HOD Chambers

03

03

Faculty Rooms

07

04

YRC & NSS Room

01

05

Placement

01

06

Common Room for Boys

01

07

Common Room for Girls

01

08

First Aid Room

01

09

Students activity Centre

01

10

Administrative office

01

11

Reception counter

01

12

Waiting Lounge

01

13

Washrooms for Boys

03

14

Washrooms for Girls

03

15

Washrooms for Specially disabled students

01

16

Washrooms for Gents faculty

03

17

Washrooms for Ladies faculty

03

18

Sports club

01

19

RO Room

01

20

UPS Room



01

21

Power Room

01

22

Server / CC TV Room

01

Common Facilities on Campus

Particulars

Numbers

23

Boys Hostel

02

24

Girls hostel

02

25

Common health centre

01

26

Food court

02

27

**Bakery point**

01

28

**Stationary shop with Xerox facility**

01

29

**Sports courts and Play Grounds**

10

30

**High tech Multi Gymnasium**

01

31

**Principal Quarters**

01

32

**Staff Quarters**

23

33

**Guest House**

01

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/building-2">https://pestrust.edu.in/pesiams/building-2</a>

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

The institution believes in the development of overall personality of the students. In order to achieve this goal the institution gives importance to strengthen not only to the academic excellence of students but also their physical and mental well being. Sports and games play a vital role which enable the youth with physical and mental health by inculcating the life skills to face the challenges of the real world. Hence, the college provides an opportunity for both indoor and outdoor games and not restricting itself only to academic knowledge. The following infrastructural facilities are available in the college to support the vision of the institution.

Sl. No.

Name of the Sports Court

Court No.

Sq mtr area

01

International Standard Cricket Stadium with Pavilion

01

spread in 14,756 sq mtrs

02

Foot Ball Field and 400 Meters Track

01

with 19,405 sq mtrs

03

Synthetic Tennis Court

01

04

Basket Ball Court

01

laid in 11035sq mtrs

05

Throw Ball Court

01

06

Kho Kho Court

01

07

Kabbaddi Court

01

08

Handball Court

01

09

Volleyball Courts

02

Furthermore, indoor games like carrom, chess and table tennis are also given equal importance with proper facilities.

By utilizing the above mentioned facilities in an effective manner, the students of our college have been participating in different competitions and getting laurels at University, National and International levels. The institution is proud in claiming that our alumnus is ranked as Federated Grand Master in Chess.

Fully Hi Tech Multi Gymnasium built in an area of 5,000 sq. ft. with cardio workout equipment is made available to students. A specialized trainer in house is appointed to guide the students at Individual stations and Aerobics.

'Yoga Day' is celebrated every year with great enthusiasm to

educate the young generation to embrace yoga as a way of life to manage the stress levels and to have a harmony of mind and body. The students are advised to practice yoga as it strengthens at mental and physical levels.

Co-Curricular activities (Cultural) are given importance and the students are encouraged to take part in different cultural activities.

Sl. No.

PARTICULARS

QUANTITY

1

Tread mill- CTX 8

03

2

Spin Bike

02

3

Dumbbells 3 Layer all in one rack

01

4

Elliptical cross -CEX400

02

5

Horizontal parallel ban with pull up's

01

6

Cable Cross over

01

7

Smith machine

01

8

Function trainer

01

9

Pec-Dec /Rear delt

01

10

Lat pull down/seated rowing

01

11

Multi press

01

12

Leg Extension/Leg curl

01

13

Biceps/Triceps

01

14

Ab/Low back

01

15

Leg Press/Calf Raise

01

16

Bench press-Incline-Dcline, Flat

01

17

Squat stand

01

18

Abdominal Board

01

19

Digital Weighing scale

01

20

Hip Twister

01

21



Exercise Matt

10

22

Weight Lifting & Power Lifting set

01

23

Gym ball

01

24

Stepper

02

25

Multigym 6 Stations

01

26

Fitness Centre Music System

01

Dumbbells

27

2.5k.g

06

28

5k.g

06

29

7.5k.g

04

30

10k.g

06

31

12.5k.g

02

32

15k.g

02

33

17.5k.g

02

34

20k.g

02

Plates

35

2.5k.g

06

36

5k.g

12

37

7.5k.g

02

38

10k.g

04

39

12.5k.g

02

40

15k.g

06

41

20k.g

04

42

7k.g

02

43

Barbell

02

44

Bench Press Incline - Decline, flat

01

45

Knee wrapper

04

46

Power Lifting belt

01

47

Weight Lifting Costume

05

48

Zig Zag Barbell

02

49

Straight Barbell

03

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/sports/">https://pestrust.edu.in/pesiams/sports/</a>

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

13

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AOAR1/4.1.3/">https://pestrust.edu.in/pesiams/pesiams-AOAR1/4.1.3/</a>
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

#### 4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

##### 4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

73,86,415.25

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Upload audited utilization statements	<a href="#">View File</a>
Upload Details of budget allocation, excluding salary during the year (Data Template)	<a href="#">View File</a>

#### 4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

**Response:**

The library is fully automated with ILMS LIB software of 10.2 versions. This automated software was installed in the year 2012. The New version of software 12.0 is updated during 2020. The library has the OPAC system through which students can access books, previous year question papers, journals and abstracts of different authors from remote area. When students barrow/return books, librarian will scan students ID card to update the book details in the software. This automated procedure has made library administration more efficient and student friendly.

- Name of ILMS Software - LIBSOFT
- Nature of automation - Fully
- Version - 10.2 - Year of Automation - 2012
- Version 12.0 - Year of Automation -2020

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional Information	<a href="https://pestrust.edu.in/pesiams/pesiams-naac/4.2.1/PESIAMS_Libsoft.pdf">https://pestrust.edu.in/pesiams/pesiams-naac/4.2.1/PESIAMS_Libsoft.pdf</a>

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

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

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

**4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)**

**4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)**

<b>1,66,506</b>	
File Description	Documents
Any additional information	<a href="#">View File</a>
Audited statements of accounts	<a href="#">View File</a>
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	<a href="#">View File</a>
<b>4.2.4 - Number per day usage of library by teachers and students ( foot falls and login data for online access) (Data for the latest completed academic year)</b>	
<b>4.2.4.1 - Number of teachers and students using library per day over last one year</b>	
<b>3.898</b>	
File Description	Documents
Any additional information	<a href="#">View File</a>
Details of library usage by teachers and students	<a href="#">View File</a>
<b>4.3 - IT Infrastructure</b>	
<b>4.3.1 - Institution frequently updates its IT facilities including Wi-Fi</b>	
<b>Response:</b>	
<p>1. The Institution has upgraded its IT facilities including Wi-Fi frequently as per the needs and requirements in the last five years</p> <p>b). The Institution has updated its IT facilities with increasing the number of computers, printers, scanners, interactive LCD projectors, Xerox machines, online admission process, dynamic website and various software.</p> <p>c) The admission software of the Institution gets updated periodically.</p> <p>d) During 2019-2020 Google classroom have been introduced.</p> <p>e) Since our Institution affiliated Kuvempu University The</p>	

Admission software, Examination soft wares and Affiliation regulated soft wares get updated periodically accordingly the Institution adapts the same.

Table 4.3.1 ( a) Comparative chart showing updates of IT facilities in the last five years:

Sr. No

Facility

In 2015

2020-2021

01

Total No of Computers

70

92+01 Laptop

02

Campus Network

Broadband with LAN in Lab, Library and Office

Broadband connection with LAN in office, Library, Laboratory and campus Wi-Fi facility

03

Internet Speed

16 Mbps

70Mbps

04

Computer laboratory

1



1

05

ICT enabled class Rooms

3

10

06

Printers with Scanners

3

7

07

e- Journals

3800 +

6000+ (eShodhSindhu)

08

e- Books

80000+

164300+(eShodhSindhu)

Number of LCD Projectors

3

13

09

Bio metric

1

1

Table 4.3.1 (b) Updation and Up gradation of IT Facility:

Sl. No

Particulars of Up gradation

Year of Up gradation

01

Up gradation of Internet Bandwidth

2020

02

Website designing and development

2019

03

Wi-Fi

2019-2020

04

Online Admission software

2017,2018,2019

05

Regular Up gradation of PC configuration

2018,2019(RAM)

06

Regular up gradation of OPAC

2020

07

Regular Up gradation of Libsoft

2020

08

Fedora

2019

09

Java JDK

2018

10

Obuntu

2019

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

#### 4.3.2 - Number of Computers

73

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

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

A. ? 50MBPS

File Description	Documents
Upload any additional Information	<a href="#">View File</a>
Details of available bandwidth of internet connection in the Institution	<a href="#">View File</a>

#### 4.4 - Maintenance of Campus Infrastructure

##### 4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

##### 4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

73,86,415.25

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Audited statements of accounts	<a href="#">View File</a>
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	<a href="#">View File</a>

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

#### Response:

Our institution ensures the timely maintenance of the labs, library, classrooms, building, sanitary related issues, sports etc. for the smooth functioning of the teaching and learning process. The college has an established system and procedure for the maintenance of all the physical facilities.

Building / Electrical/ Plumbing / Furniture's / Fire extinguisher Maintenance

A person has been appointed from the Management to supervise

the matters of Building, Electrical, Plumbing, Furniture's, Fire extinguisher Maintenance and all necessary infrastructure.

The supervisor further informs the qualified civil engineer regarding the problems.

The civil engineer making the decision of what needs to be done urgently, informs the principal.

The Principal considers all the matters which benefits the institution in every way possible writes a request letter to the Management.

Chief Coordinator Administration will look in to the issue and needs approval letter to do the much needed work.

#### IT infrastructure Maintenance

Before the appointment of the technician mails were sent directly to the system Admin, he would further sent a technician to look in to the issues.

A separate staff appointed by the college to look after maintenance, repairs and up gradation of computers and IT infrastructure and CCTV's. All the major repairs are reported to Chief Coordinator Administration through the Principal.

Annual Maintenance Contracts (AMC) for UPS batteries undertakes the responsibilities of renewal and ensuring their good service.

IT Stock register are maintained in the College.

#### Library Advisory Committee

The Principal is the chair person of Library Advisory Committee and All Head of Departments, senior staff, Librarian and students were members The Head of the Departments submit the list of required text books, journals, periodicals, magazines, competitive examination books and newspapers in consultation with other staff members.

The Librarian collects the list and finalizes the requirements and submits the list to the principal for further action. The library Advisory committee meets twice in

a year before the commencement of the semester.

Due care is taken for maintenance of books in library. Naphthalene balls are used for prevention of pests and termites.

#### House keeping

Class Rooms, Wash rooms and other service areas are maintained by house keepers. A supervisor has been appointed to supervise them.

Indents needed for the work are approved and provided by the Management through The Principal

#### Garden Maintenance

The serene, lush green campus needs an extensive maintenance schedule in order to retain its good looks and charms. Trained persons who know the perfect art of cutting, pruning and trimming grasses, shrubs and bushes are hired on daily wages by the management under the supervisor appointed for that purpose.

#### Sports complex Maintenance:-

Sports complex and play grounds are maintained by two permanent male ground staffs. The physical Director supervise the sports complex and grounds.

#### Security :-

The Management has signed an agreement with The Mythreya security service with yearly renewal procedure.

To provide security for every nook and cranny of the institution.

#### Hostel Maintenance :-

The maintenance of hostel is taken care by the Chief wardens and wardens.

#### STP Maintenance:-

The Management has signed a pact with Aqua Chemtech

consultants with yearly renewal plan.

The Capacity of STP provided by Aqua Chemtech is 250 KLD STP.

The Man powers on three shift basis and a experienced supervisor who visit on daily basis.

Nature of work

Name of agency/ person

Building Maintenance

Mr. Ranganath

Gardening

Mr. Manikya

Plumbing

Mr.Niranjan

Housekeeping

Mr.Ranganath

Computer maintenance

Mr.Shashwath Bharadhwaj

Security Guard

The Mythreya Security services

Electric Maintenance

Mr.Parameshwar

Library

Mr.Prasad S V

Sports complex

Dr.Sendhil

**Fire extinguisher****Premier Fire and Safety****STP****Aqua chemtech, Bangalore****Boys Hostels (Chief Warden)****Dr. Sendhil.G****Girls Hostels (Chief Warden)****Mrs. Yadnodbavi H.M**

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/4.4.2/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/4.4.2/</a>

**STUDENT SUPPORT AND PROGRESSION****5.1 - Student Support****5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year****5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year****216**

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	<a href="#">View File</a>
Upload any additional information	<b>No File Uploaded</b>
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	<a href="#">View File</a>



**5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year****5.1.2.1 - Total number of students benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year**

718

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

**5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills**

C. 2 of the above

File Description	Documents
Link to Institutional website	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/5.1.3/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/5.1.3/</a>
Any additional information	<a href="#">View File</a>
Details of capability building and skills enhancement initiatives (Data Template)	<a href="#">View File</a>

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

237

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

237

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

**5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees**

**C. Any 2 of the above**

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of student grievances including sexual harassment and ragging cases	<b>No File Uploaded</b>

## **5.2 - Student Progression**

**5.2.1 - Number of placement of outgoing students during the year**

**5.2.1.1 - Number of outgoing students placed during the year**

**17**

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

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

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

55

File Description	Documents
Upload supporting data for student/alumni	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of student progression to higher education	<a href="#">View File</a>

### 5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

#### 5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

28

File Description	Documents
Upload supporting data for the same	<a href="#">View File</a>
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	<a href="#">View File</a>

### 5.3 - Student Participation and Activities

**5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the year**

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

4

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

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

Student participation is an integral part for all the activities of the Institution. Students' Representatives (SR) and other active students are involved in most of academic and non-academic bodies, committees, forum of the institution. Students are made representative of IQAC, Alumni Association, NSS, YRC, Sports and in various forums (Students Clubs) such as Sankalpa, Synthesis, Cluster, Kalarava, Abhivyakthi Mythri, CSR Wing, Student Welfare Committee. Students are selected as Class Representative (CR) based on their academic performance, attitude behavior and Leadership qualities. Students participate in all major events of the institution as members of various committees such as registration, hospitality, event management, feedback, certificate distribution and food committees. They also take lead in organizing various events of the forums by taking guidance and support of the faculty.

File Description	Documents
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/#">https://pestrust.edu.in/pesiams/#</a>
Upload any additional information	<a href="#">View File</a>

### 5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

#### 5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

5

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

### 5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

PESIAMS Alumna is a Registered Association under the Societies Registration Act 1960 with a Registration No: DRSH/SOR/255/2019-20. It was formed on 12th December 2019 at The Registrar of Society, Shivamogga Region and Govt. of Karnataka.

PESIAMS and the Alumni association jointly believe in creating and maintaining association with its alumni. The Alumni Association provides an interface for establishing a link between the alumni, staff, and students of the institute. PESIAMS alumni are currently working at various positions all over the globe and proving their mettle in all spheres of professional career.

The Alumni Association Contributes through various means:

1. Book Donation
2. Alumni Interaction
3. Placement and Career Guidance Assistance
4. Entrepreneurship Awareness
5. Alumni Meet
6. Promoting Institute Events

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

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

**E. <1Lakhs**

File Description	Documents
Upload any additional information	No File Uploaded

## GOVERNANCE, LEADERSHIP AND MANAGEMENT

### 6.1 - Institutional Vision and Leadership

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

The Institution's governance is focused on the realization of vision into missions and missions into reality. The overall governance lies with the apex authority, the PES Trust (R). The BoT takes almost all the pivotal decisions relating to the overall functioning of the institution. CEO is nominated by the BoT to guide and supervise the Institution's activities in regular coordination with the Management. The Trust has appointed and authorized CCA to look into the day to day affairs relating to educational development. The GC has been constituted to guide the academic and administrative activities of the institution. The vision and missions of the institution are formulated by the GC. The GC assesses the

performance of the institution during its periodical meetings and provides suggestive measures for further development. The Principal of the Institution is responsible for the overall functioning of academic and administrative activities. The HODs assist the Principal on academic aspects and the Head of the office assists on office affairs. The institution prepares the curriculum content and plan of action for the materialization of set vision and missions through strategic prospective plans and the same would be finalized by GC in the beginning of every AY.

File Description	Documents
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.1.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.1.1/</a>
Upload any additional information	<a href="#">View File</a>

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

Institution ensures decentralization to ensure participatory management at all levels. The BoT, PES Trust (R) has created different administrative levels besides the Organogram as provided by the GOK exclusively for HEIs. The CEO is nominated by the BoT to coordinate the overall functioning of the Trust. PESIAMS has its own GC for which one of the Trustees is the Chairperson nominated by the BoT. CEO, GC Chairperson and CCA act as the representatives of Management.

The Principal is the Member Secretary of GC. After collecting and compiling the draft strategic plan of action from the HODs of various activities to be conducted during the AY, the Principal submits to the GC for approval. After the approval, the Principal entrusts the same to HODs and respective committees to implement the same as envisioned in strategic plan. The GC periodically reviews the progress to confirm that are in accordance with the strategic plan. For the successful implementation of the strategic plan; students' and alumni cooperation is sought.

COVID-19 pandemic has thrown major challenges for industries and there is no exception for HEIs. During pandemic, Institution organized 07 Online National/State Level programmes which were successfully completed because of

active coordination of faculty members.

File Description	Documents
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.1.2/committee%20merged%20copy.pdf">https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.1.2/committee%20merged%20copy.pdf</a>
Upload any additional information	No File Uploaded

## 6.2 - Strategy Development and Deployment

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

As a part of the strategic plan, the COE is prepared by incorporating the University delivered and the additional events and activities planned to be conducted in the institution during the AY. The CGC approval is taken with financial sanctions needed for the conduct of activities. For instance, the Institution would like to submit the remedial coaching activity as a successful event implemented in the past 3 years.

**Remedial Coaching Classes:** As an initiative to achieve good results in the examinations and helping the students to pass in the subjects, the Institution conducts remedial coaching classes in each semester. The slow learners are identified based on their performance in the previous examination and the IA tests. Remedial classes are conducted during the free time of the students, besides the morning hours, that is, 9:00 to 10:00 AM and on few Saturdays. The subject teachers are advised to maintain the student register, timetable, review the subject content in the first 3 hours and in the next 5 hours, the previous years' question papers are solved. The conduct of remedial classes resulted in the improvement of overall results and has secured 32 University ranks.



File Description	Documents
Strategic Plan and deployment documents on the website	<a href="#">View File</a>
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.2.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.2.1/</a>
Upload any additional information	No File Uploaded

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

The PES Trust (R) is the apex authority and the Principal is the administrative head of the Institution. All strategic decisions are taken by the Trust and the CGC. The Principal acts in two capacities as the Institution head and the Management representative. Various Committees/Cells/Forums have been constituted as a part of decentralization and participative management, to assist the Principal and implement the Institutional policies.

The Organogram of the Institution illustrates the Organizational structure from the top to grass root level based on the devolution of power and decentralization of the functions with flow of responsibility. The Institution has its own administrative and service policy with regard to the conduct of research and faculty development programs. The Institution has a Recruitment Committee to appoint the faculty and staff as and when needed. The appointments are in accordance with the norms of the Government of Karnataka and the Kuvempu University. The faculty and staff recruitments are made directly in accordance with the norms. The salary, placement, promotion, leave benefits, PF, ESI benefits, maternity leave and gratuity benefits are according to the service rules of the Trust and the same has been approved by the Board of Trustees.

File Description	Documents
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.2.2/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.2.2/</a>
Link to Organogram of the institution webpage	<a href="https://pestrust.edu.in/pesiams/organization-chart/">https://pestrust.edu.in/pesiams/organization-chart/</a>
Upload any additional information	<a href="#">View File</a>

### 6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	<a href="#">View File</a>
Screen shots of user interfaces	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	<a href="#">View File</a>

### 6.3 - Faculty Empowerment Strategies

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

The efficiency of the employees is directly linked to motivational benefits. These are classified into Financial benefits and Non-Financial benefits. The PES Trust (R) is a philanthropic educational Trust and hence caters to the employees' welfare needs. It has generously provided the legal and motivating benefits to the teachers and the staff to enable them to work with commitment to materialize the vision and missions of the institutions. Almost all the legal benefits for which the employees are eligible like the on-time credit of the salary, PF, ESIC, gratuity, Yearly Increments, leave facilities, Fee concession, Financial assistance, Salary advance and Residential quarters etc.

Besides the above financial benefits the Institution has created a motivating environment by felicitating the dedicated and outstanding faculty and staff. The Ph.D. holders are felicitated on the important occasions. One month leave facility is provided to the faculty who are on the verge of the submission of their thesis.

File Description	Documents
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.3.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.3.1/</a>
Upload any additional information	<a href="#">View File</a>

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

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

1

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

### **6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year**

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

7

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	<a href="#">View File</a>

### 6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

#### 6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

196

File Description	Documents
IQAC report summary	<a href="#">View File</a>
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of teachers attending professional development programmes during the year (Data Template)	<a href="#">View File</a>

### 6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

Performance Appraisal System is an instrument to assess performance of faculty and staff with regard to set standards and actual performance through which the Management

understands the competency of faculty and staff. The Institution has a unique way of measuring performance of employees in a systematic way which is done once in AY. The Institution has designed its own format of the Performance Appraisal Report. The report include the details - Qualification, Experience, Results in the subject, Students feedback, Academic and Administrative support, Research progress, Textbooks written, Conferences/Workshops Organized /Attended etc. HR Manager sends the self-appraisal form to the Principal for distributing among employees. The process is as follows: Duly filled Self Appraisal Form with supportive documents will be submitted to HODs, HODs evaluate with remarks/recommendations and forward to Principal. Based on the same and observations made with respect to Academic and Administrative support, Principal will evaluate and forward the same to HR. HR consolidates and submit to the Management. The increment will be decided by Management in consultation with Principal and HR. The Institution has a mechanism to evaluate performance of supportive staff based on their work output, functional competency, performance, effective office administrative skills, general conduct and qualities.

File Description	Documents
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.3.5/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.3.5/</a>
Upload any additional information	<a href="#">View File</a>

#### 6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The Institution follows the set financial accounting and audit procedure as per the norms of financial accounting and audit. Every AY, the HODs prepare the budget proposal and submit the same to the Principal. In turn, the Principal consolidates the Department budgets and incorporates requirements related to Physical and Academic facilities and gets approval from the CGC. The expenditure which is not included in the budget, based on the Principal's request and justification, the Management will approve the same.

**Internal Audit (IA):** The Institution has a mechanism for IA to ensure financial compliance. The Accounting system is so designed that the entries made by accounts assistant are checked by the accounts superintendent as and when the transaction happens. The accounting procedure is maintained on Tally software. The observations of the auditors, if any, are immediately corrected.

**External Audit:** The qualified CA Mr. Gowreesh Bharghav is appointed by the Management. The CA and his team will check and verify all the payments, fees receipts, vouchers, cash books and ledger accounts. The financial accounts are audited at the end of each financial year and financial statements are certified. These statements are duly authorized by the Managing Trustee, PES Trust (R) and CA.

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

#### **6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)**

##### **6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)**

0

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

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

**The Institution is self-financed with well-defined financial**

policies and has sufficient resources to develop and sustain its programs on a continual basis. The Institution ensures effective and optimal utilization of finances for Academic, Physical, Administrative and Developmental activities, which help to implement Institution's vision and missions. Sources of funds are students tuition fee, registration fee collected from participants and Miscellaneous income

The Institution strictly confined to the norms of fee fixation by University and GOK in their periodical orders and receives periodical instructions from Management. The Institution has a procedure for preparing the financial plan for all the necessary infrastructure and physical facilities needed to be created as and when demand arises. Based on the indent by the HODs, the consolidated Annual Financial Plan is submitted by the Principal to CGC. CGC approves and earmarks funds needed. In case of shortage of funds, Management supports by providing required finance. The purchase indents are made by following systematic purchase procedure. All major purchases are made against the requisition by Principal after obtaining approval from Management through CCA. CGC is solely responsible for generation and application of funds. Funds mobilized are effectively used under the supervision of Management, CCA and Principal.

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

## 6.5 - Internal Quality Assurance System

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

The IQAC was constituted in the year 2017 as per the guidelines of the NAAC. Since then it has become a driving force for ushering into quality enrichment initiatives. It has initiated the process of the development of quality benchmarks for academic and administrative activities of the Institution.

Best Practices initiated by IQAC:

- Achieved "A" Grade by NAAC

- Encouraged participation in NIRF process
- Initiated and organized Online National and State level FDPs/Webinars etc. during Covid-19 pandemic
- Introduced successfully Job Oriented Non-Academic Certificate Courses
- Successfully implemented NEP Curriculum and evaluation system

File Description	Documents
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.5.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.5.1/</a>
Upload any additional information	<a href="#">View File</a>

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

The Institution has constituted IQAC as per the guidelines of NAAC. The IQAC has been proficiently contributing and showing keen interest in all-round development of faculty and students. It constantly strives to enrich quality with regard to curriculum content, use of ICT in teaching, learning and evaluation, research and innovation, extension activities and other best practices. IQAC in coordination with the Principal, HODs and Examination Committee conducts periodical review of performance of students in the IA tests and as well as University examinations and takes necessary measures. The CGC discusses the performance of students threadbare and gives necessary directions for further improvements. The institution encourages the faculty to enrich their knowledge and skills through participation in various quality enhancing programmes organized at the Institution and by other Institutions. The Institution has clearly understood that quality enrichment of teachers would be the only way for the quality performance by students. Therefore, to confirm the quality attainment of faculty members, the Institution has designed the mechanism of self appraisal system, students' feedback on teachers and academic audit of teachers by external experts. The feedback and suggestions taken from these sources would be seriously looked into and any lapses are addressed accordingly.



File Description	Documents
Paste link for additional information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.5.2/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/6.5.2/</a>
Upload any additional information	<a href="#">View File</a>

**6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)**

**A. All of the above**

File Description	Documents
Paste web link of Annual reports of Institution	<a href="https://pestrust.edu.in/pesiams/iqac/">https://pestrust.edu.in/pesiams/iqac/</a>
Upload e-copies of the accreditations and certifications	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Upload details of Quality assurance initiatives of the institution (Data Template)	<a href="#">View File</a>

## **INSTITUTIONAL VALUES AND BEST PRACTICES**

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

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

#### **Response:**

**The Institution is very specific on gender equity and sensitization. The following measures are taken to ensure the gender equity at all levels that are faculty, office staff and students.**

## 1. Safety and security:

Women safety and security are the priorities of the Institution. Measures are taken to imbibe the everlasting cultural values of motherland India. "Matru Devo Bhava", is the cultural tenet of the country ever since the Indus Valley Civilization. It is the guiding principle for the Institution to ensure the dignity, decency and respect towards women.

Besides, the Govt. of India, the Govt. of Karnataka, the UGC and all other Apex Authorities have issued guidelines to sensitize the faculty, students and parents towards gender equity. To materialize this objective, the Institution conducts various programmes like special lectures by the experts, successful women entrepreneurs, renown women social activists, researchers and legal experts in women laws and security. Under the guidance of the faculty both boys and girls students conduct the programmes like group singing, group dance, solo dance, folk performances to harmoniously involve them in group events. Guest lectures are organized by inviting the legal experts from law courts who handle the cases relating to women problems like domestic violence, dowry menace, sexual harassment and other related issues.

The Institution has constituted Mythri (Internal Complaint Committee) which exclusively takes care of organizing variety of programmes with regard to gender equity and women empowerment. Out of the total number of 799 students in the year 2020-2021, 461 are the girl students. All the academic and academic supported programs conducted in the Institution, boys and girls equally participate and equally take leadership in the organization and coordination these programs. Both boys and girls equally participate in Sports and cultural activities.

The institute has adequate security personnel, who are vigilant 24x7. CCTV cameras are installed on the campus at strategic places. Strict procedures are laid for the girl's students who residing girls hostels on the campus along with days scholars. The successful women entrepreneurs are invited to the Institution to interact with students and faculty, especially for the girls students to emulate.

In order to physically and mentally empower the girls' students self defense techniques like unarmed combat and

karate like activities are taught under the guidance of physical director and women faculty members. Decent dress code is enforced on the campus.

## 2. Counseling:

The Counseling is conducted severally and in group. The Teacher -Mentors counsel both boys and girls students assigned them. Any problem relating to the boys and girls students are commonly addressed by the college Disciplinary Committee. On certain occasion like International Women's Day, the group awareness programs are conducted in the form of special lectures by legal and medical experts.

## 3. Common Rooms:

Ladies common-rooms facilities are provided in the Institution ensuring proper privacy and facilities. Lady attenders are assigned the job of cleaning and maintenance of ladies common rooms. Dust bins are provided to collect wastes and used sanitary materials.

File Description	Documents
Annual gender sensitization action plan	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/7.1.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/7.1.1/</a>
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/7.1.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/7.1.1/</a>

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

**B. Any 3 of the above**

File Description	Documents
Geo tagged Photographs	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

**Response:**

Waste management is crucial not only in maintaining the cleanliness of the campus but also in keeping the good health of all. The Institution has ensured the proper control on waste generation and disposal on the campus and within the Institution. The segregation of waste is per the norms of the Department of Environment, Govt. of Karnataka. The principles of recovery, recycle and reuse are practiced. In all, the institution has taken all measures to ensure lush green, eco-friendly, healthy and esthetic environment during all seasons.

- Solid Waste Management

Being an Institution with residential facility, considerable quantity of wet (food/organic) waste is generated in the premises. Biodegradable wet waste is mostly generated from hostel kitchens and food waste is generated in the dining hall. It is properly collected and sent to the nearby Pig Farm, where it is processed and used as food for pigs. In classrooms, generally the paper waste and plastic wrappers are generated. Dustbins are provided in each classroom, in staff rooms, laboratories, washrooms, cafeteria and kitchens and in campus area. Hostel dining room has signages for creating awareness on minimizing the wastage food. Sanitary napkin vending machine and disposal facility (Incinerator) has been installed in ladies hostel.

Plastic ban: Notices are displayed on notice-board educating the students to refrain from the use of plastics. Institution encourages students and faculty usage of stain steel water bottles. Institution also organizes activities pertaining to plastic ban.

- Liquid waste management

The Institution has Sewage Treatment Plant (STP) for treating the liquid waste which is generated in the campus. This plant has purification capacity of 2000 liters per day. The recycled water is used for gardening. Wastewater is mainly generated from toilet flushing and hostel kitchens. Academic block has 14 wash rooms, boys hostel has 140 bathrooms and 140 toilets, girls hostel has 59 bathrooms and 72 toilets and staff quarters has 48 bathrooms and 48 toilets. Sewage which is generated from the academic block as well as hostel block is conveyed through the underground sewers to the Sewage Treatment Plant.

- E- Waste Management:

E-waste bin has been kept in the PESIAMS and equipments such as non-working computers, monitors, power supplies, printers, keyboards, mouse etc. are collected from time to time. Awareness is created among the students, faculty and the staff to dump the e-waste into the specific bin. The faculty in charge of IT facility in the Institution ensure makes sure that the e-waste collected will be sent to the PESITM IT Cell as per the internal MOU made. IT cell of PESITM will in turn handover the same to SOGO Computers Pvt. Ltd. Bangalore, where the MOU has been signed for E-Waste disposal.

- Biomedical Waste Management:

No biomedical waste is generated in the campus.

- Hazardous chemicals and radioactive waste management

No hazardous chemicals and radioactive waste is generated in the campus.

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

**7.1.4 - Water conservation facilities**

**B. Any 3 of the above**

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

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

### **7.1.5 - Green campus initiatives include**

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

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

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

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

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

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

**C. Any 2 of the above**

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

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

**B. Any 3 of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Policy documents and information brochures on the support to be provided	<a href="#">View File</a>
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	<a href="#">View File</a>

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

**Response:**

PESIAMS is located in the region where Kannada is the local language. The Hindi, English and other languages taught in the Institution. The medium of instruction is English in all programs. The Institution has been endeavoring to attain a success in creating inclusive environment within the Institution and on-the campus. It is to ensure the acceptance and gaining of the respect towards the vivid culture of the land. The Institution where it has a co-education system, firmly believes in the ideology of 'unity in diversity' and has adopted the system of providing admission to students coming from different communities, religions and socio-economic background. Hence, the students, faculty and staff who are from different cultural background, uphold and promote the inclusiveness and respect cultural diversity not only in the Institution but also in the society.

**Tolerance and harmony towards cultural, regional and linguistic diversity:**

India is a nation embodied with diverse culture. Every region has its own rich geographical resources biodiversity and immense minerals. Creating a harmony among these geographical and cultural diversities is a big challenge for the education. Ensuring the unity amidst of diversity is also the constitutional obligation of all the governments and citizens of the nation. A tuned with this obligation, the Institution is striving hard to build harmony and tolerance among the entire human force working in the Institution. The faculty, staff and students are though from different regional, cultural and linguistic backgrounds, have a cordial relation and respect among themselves.

The people connected to the Institution know four languages by default, i.e. Kannada, Hindi, English and Sanskrit. There is a village called Mathur in the vicinity of the Institution, where the entire village people converse in Sanskrit only. The Institution conducts guest lecturers, group discussion, cultural events like skit presentation, staging of drama to address these diversities. The Hindi Divas is celebrated every year. The extension programs organized in the surrounding villages through NSS unit are related to the building of tolerance and harmony towards these cultural, communal and regional diversities.



Tolerance and harmony towards communal, social-economic and other diversities:

The Institution ensures tolerance and harmony among various group of people, irrespective of the community they belong to, the religion they follow, the language they speak, whether rich or poor, by conducting various programs like debate, pick and speak, essay competition, writing and recitation of poems presentation of skills and so on. Every year the Institution conducts the Annual Talent Fest, in which various programs are conducted to give an opportunity for the students, faculty and staff to express their knowledge, skill and artistic traits. Students take part in these programs as participants and coordinators. Some of the programs organized carry the flag of colloquial titles like Kalarava, Abhivyakthi, and Mythri. Majority of the programs are conducted by NSS unit and Sports Committee, in cooperation/collaboration with other local organizations and Districts Administration.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	<a href="#">View File</a>
Any other relevant information	No File Uploaded

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

**Response:**

The Institution believes that the constitution of India is the common text of culture and religion for all the citizens of the nation to follow and perpetuate. Hence, the Institution conducts various programs - academic and academic supported - to imbibe and instill the values and legal obligations enshrined in the Constitution of India. Indian Constitution and Environmental Science are the two subjects mandatorily taught in all the higher educational intuitions affiliated to the Kuvempu University. As a result, these two subjects are taught for all the students in all programs. Apart from the classroom teaching of these subjects, the Institution conducts various programs to make the students

understand about the provisions of the Constitution with regard to fundamental rights, duties and Directive Principles of State Policy. Creating awareness about the Constitutional provision is taken as the responsibility of the Institution to build tolerance and harmony among the students, faculty and staff.

The Institution has made it a practice to sing the National Anthem and State Song at the daily prayer in the beginning of everyday. The dedicated days of national and state importance like Independence Day, Republic Day, Kannada Rajyaostva, Hindi Divas, National Youth Day, Constitution Day, Mahathma Gandhi Jayanti/Lal Bhahuddur Shastri Jayanti, Dr. Radhakrishna Jayanti, Dr. B R Ambedkar Jayanti, etc. are celebrated with great reverence and interest. During all these celebrations, the importance of constitutional values, rights, duties, and responsibilities of citizens are highlighted. Experts from the legal background of the Constitution of India and Freedom Fighters are invited on these occasions to deliver motivational lectures and interact with the faculty and students.

For the success of democracy in India, the systematic and ethical way of conduct of elections is utmost important. To imbibe the value of descent way of participation in different elections where even the students, faculty and staff are the voters, the Institution takes interest in conducting various voters' awareness programs in the form of campaigns.

NSS unit of the Institution, Youth Red Cross unit and other related committees like Mythri (Internal Complaint Committee) are collaborated together to successfully conducted these programmes. The programmes generally conducted include special lecturers on Value based Life System, Protection of Biodiversity in Southern Ghats, Stress Management, Protection of Live Stock, Disaster Management, Employability Training, National Integration Programmes, Environmental Awareness Programmes, Consumer Protection Programmes, Programmes on Patriotism and other are conducted in the Institution in which the students take leadership and the faculty members guide them to conduct successfully.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/7.1.9/7.1.9.pdf">https://pestrust.edu.in/pesiams/pesiams-AQAR1/7.1.9/7.1.9.pdf</a>
Any other relevant information	<u>NIL</u>

**7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized**

**B. Any 3 of the above**

File Description	Documents
Code of ethics policy document	<a href="#">View File</a>
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

**Response:**

**Celebrating national festivals, national and international commemorative days, bring a sense of responsibility, unity, harmony and gratitude among the people at large. Hence, Prerana Educational and Social Trust (R), Shivamogga has a**

culture of collectively organizing along with its group of institutions all national and state level festivals and commemorative days such as Republic Day, Independence Day, Youth Day, Ghandi Jayanthi, Lal Bahadur Shastri Jayanthi, Ekta Diwas or National Unity Day, International Yoga Day, International Women's Day, World Environment day, World Literacy Day, World Aids Day, World Anti Tobacco Day on its campus. The Institution collaborates in all these celebrations with other sister institutions like PES Institute of Technology & Management, PES Pubic School, PES Poly Techniques, PES Pre University functioning on the campus. There is a big and beautiful conventional hall with a capacity of 3000 seats, where all these collaborative programs are conducted. The students, faculty and staff actively take part in planning and conduct of these programs every year.

Besides, the Institution also exclusively celebrates some of the national and international commemorative days on its own campus. These programs are conducted in the Institution own auditorium or seminar hall as a part of which special lecturers, guest lecturers, cultural events, debates, quiz etc. are conducted. For instance, Teachers Day on 5th September, Sadbhavana Divas and Devarjuras jayathi on 20th August, Dr. Ambedkar Jayathi on 14th April, National Science day 23 February, Youth day or Swami Vivekananda Jayathi on 12th June , Hindi Divas on 14th September, World Environment Day on 5th June, NSS day on 24th September, Constitution Day on 26th November, Deeksha Divas on 29th November are celebrated in the Institution.

On the day of Gandhi Jayanthi celebration, the Institution organizes Swachatha Andollan program on the campus and also in the selected surrounding villages. The students and faculty participate in sweeping roads, cleaning drainages, planting tree seedlings and organizing awareness programs like presentation of skits and street plays. On account of Swami Vivekananda Jayanthi, special lectures from the philanthropic leaders like Swamij's from Ramakrishna Ashram, seers from Sister Niveditha Prathistan are organized in which the students actively take part and interact with them on relevant issues. In this program the students play the role of teachers which convey many meaningful messages to both students community and teachers feternity. International Yoga Day is celebrated during which, apart from yoga

demonstrations, the inspirational talk about the importance of yoga and meditation would be got delivered and demonstrated from experts. As a part of celebration of Hindi Divas, quiz competition, debate, pick and speak competition are conducted not only for the students of the Institution but also for the students from sister institutions located on the campus.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	<a href="#">View File</a>
Geo tagged photographs of some of the events	No File Uploaded
Any other relevant information	No File Uploaded

## 7.2 - Best Practices

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

### 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:

I. Academic and Administrative Audit (AAA)

II. Gender Equity

1. Title of the Practice:

I. Academic and Administrative Audit (AAA)

2. Objectives of Academic and Administrative Audit:

#### Introduction:

The development of a country is generally determined by the status of education in that country. Every development is a result of education only. As the saying goes, "the destiny of the country is built in a class room". Therefore, the

teaching learning and evaluation in an academic institution plays a vital role. Therefore the following objectives:

- To design effective curriculum and pedagogy
- To evaluate Course and Program Outcomes
- To materialize the strategic plan of the Institution
- To motivate the faculty to update themselves with regard to development taken place in their academic and applied fields.

### 3. The Context:

Academic and Administrative Audit (AAA) is a system to control and maintain high standards in the field of Higher Education. It plays a vital role in providing quality education to the learners. It is a continuous process of self-introspection for the better growth of the institution by suggesting further improvement in quality of teaching-learning process, research, administration, co-curricular and extra-curricular activities.

To evolve an effective AAA system, which not only keeps our technological progress alive but also caters to the needs of the global job market, every institution has to make a special effort. It presupposes the continuous process of setting quality standards and checking them with actual performance. Comparing the actual performance with set standards delivers the variances which form the basis for periodical decision making. It serves us to introspect with regard to what was planned and what has happened.

### 4. Practice of AAA at PESIAMS:

Twenty first century has witnessed rapid changes in all walks of life. Considering these changes, a mechanism is proposed to examine and enhance the quality of academic aspects of institutions of Higher Education. While defining Academic Audit, B.L.Gupta states that, "it is a systematic and scientific process of designing, implementing, monitoring and reviewing the quality of academic systems. It includes the inputs, process and outputs. It emphasizes on reviewing the performance of the academic inputs with respect to quality assurance."

For the purpose of implementing the AAA in the Institution, after due deliberation at the College

Governing Council, the Academic and Administrative Audit Committee was constituted in the year 2019. The committee consists of the principal as a chairperson, a coordinator and two senior faculty members and two from office staff. It is entrusted with the task of planning, conduct and reporting of the audit aspects of academic and administrative activities in the Institution. In the beginning the faculty and staff of the Institution were briefed about the meaning, objectives and the process of Academic and Administrative Audit initiated in the Institution. The process of audit began from individual faculty level and passed through Heads of the Departments (HODs) up to the Principal's level. The Committee designs the Standard Assessment Form (SAF) that would be given to each faculty. While designing the SAF the committee takes in to account the standard levels or setting benchmarks to be achieved with regard to curriculum design, pedagogy and evaluation. The HODs collect and submit the same to the Principal with his/her own note. The Principal receives these forms and submit to the AAA Committee. The committee looks into these forms and analyzes the variances with regard to set standards or benchmarks. The detailed report would be submitted to the Principal for further action.

#### 5. Evidence of Success:

Firstly, the induction of the practice of AAA ignited the initiatives of the faculty with regard to the individual and institutional goals. The goals include the increase in the average percentage of results in each programme, students support and progression system to be followed, the best practices to be innovated in each and every academics supported activity, sports and cultural events to be conducted, feedback to be taken from the stakeholders and so on.

Secondly, it inspires the faculty, students and the staff with regard to translation of the institution's vision into missions, missions into goals and objectives and ultimately the goals and objectives in to reality. Thirdly, it created an opportunity for faculty and the administration to self-introspect with regard to what is expected and what is delivered. No need to emphasize that the practice of AAA in the Institution leads to self-realization and in turn generated proactive bent of mind amongst faculty and administration.



## 6. Problem Encountered and Resources Required:

While implementing AAA in the Institution, the following are the problems encountered and resources needed.

### Problem Encountered:

- Clarity and understanding about AAA.
- Lack of availability of back references.
- Understanding about the setting of standards for each event.
- Designing of standard assessment form to facilitate the preparation of audit report.
- Preparation of methodology to be followed in preparation of AAA report.

### Resources Needed:

- Experience and expertise needed to plan, execute and report on academic and administrative performance.
- Required Number of Standard Assessment Forms (SAF) for faculty and office staff.
- Computing skills for both faculty and office staff.

### Conclusion:

Academic and Administrative Audit gives a standard system for audit of academic and administrative performance of an institution over a period of time, which serves the purpose of knowing as to what was decided and what is being delivered. It largely helps to introspect as to the variances between set standards and actual performance at various levels of management- floor level, middle level and top level. It facilitates to contemplate and execute corrective measures. The implementation of AAA in the Institution as an initiative of IQAC provided a new exposure and experience with regard to innovative efforts to be made by faculty and administration to enrich the quality in teaching, learning, evaluation, research, extension activities and other value based best practices. In this process documentation of Institution, departments and personal shall be updating which was very useful at the time of writing of SSR.



File Description	Documents
Best practices in the Institutional website	<a href="https://pestrust.edu.in/pesiams/pesiams-AQAR1/7.2.1/">https://pestrust.edu.in/pesiams/pesiams-AQAR1/7.2.1/</a>
Any other relevant information	<u>NIL</u>

### 7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

#### Response:

#### 1. Title of the Practice: Experiential Learning

The traditional chalk & talk lecturer method has become absolute in the modern era of educational expectations from the teachers and the taught. The examination centered rote methodology has curtailed the opportunities for the students to come out of the institutions with full swing of employability. A matter of fact the Institutions decided to link every subject and every chapter in the subject to the activity it presupposes outside the class room. Therefore, the CAC of the Institution decided to translate, as far as possible, the theoretical aspects into connected activities in the industry or profession.

#### 2. Objectives of the Practice:

Experiential learning is a proven pedagogy to make the teaching & learning most effective with common acceptability of all the stake holders. After due discussion and deliberations at the academic committee, the faculty and the management decided to practice activity oriented experiential teaching & learning pedagogy with the following objectives:

1. To translate the subject content into a perceived activities.
2. To prepare annual plan of action to conduct these activities within the Institution and outside.
3. To effectively make use of the available laboratories and IT infrastructure.
4. To instill the culture of effective use of library and laboratory to meet the purposes of experiential

learning.

5. To establish industry-institution linkages with outside agencies.
6. To create simulative industry-institute environment in the institution.
7. To achieve distinctiveness in the pedagogy of teaching learning.

### 3. The Context:

The traditional exam centric teaching-learning pedagogy as landed the students in an unemployable condition. Because of the big gap sneaked into the teaching-learning and actual practice. The outgoing students though of high potential are left with no jobs leading to immense unemployment of young graduates. The land and laboratory, classroom and community, industry and Institution interface is virtually possible and can be implemented if the faculty and students are properly guided. The parents and prospective employers expect the same from an Institution. The students would learn virtually skills of job or self-employment during the course of the stay in the Institution.

### 4. Practice of experiential learning:

The PES Trust (R) has proactively considered this pedagogy of experiential teaching-learning has distinctive aspects and provided all the support in terms of infrastructure and motivation.

The Kuvempu University has also given due emphases for enriching experiential learning of students and experiential teaching pedagogy for the faculty. Hence it has accordingly designed the curriculum by incorporating various experiential learning and problem solving methodologies in almost all the programs conducted in the institution. i.e. M. Com, BBA, BCA, B. Com and B.Sc.

The following are the activities grouped in different heads

- a. Internship for M. Com students
- b. Project Work
- c. Role Play

d. Computer Based Coding and debugging learning

5. Evidence of Success:

It is a pleasure and contentment for the faculty, students and management that what was expected has been achieved through the experiential learning activities conducted by the Institution. It has evidenced as under:

a. Internship for M. Com Students

The PG students undergo mandatorily the internship training of one month in their third semester. Under the guidance of faculty members, students approach industry/Company to work continuously for a month. After completion of internship, it is surprise to observe that attitudinal changes taken place in their studies and behavior.

b. Project Work

For both PG and UG student's project work is administered to enable them to learn about making project for the desired job, professional or enterprise. It would be in two ways - Individual or group wise. Concern subject teachers work as project guide. The students have learnt as per the methodology of project making, i.e. project selection, the purpose, profile of the company, area and problem analysis. The successful outcome is the effective understanding of research methodology.

c. Role Play

Students displayed most effective artistic expression during their assigned role play. On the occasion of Teacher's day, selected students were asked to play the role of teachers and teach a particular topic relating to their subject. Teachers and the remaining students of the class were the audience. It was a time to witness the creative expression of prospective teachers. Along with this students enacted the real case study of Sunderland Vs Barclays Bank in front of all the audience.

d. Computer Based Coding and Debugging Learning

Coding is an activity, which is common in case of Computer science subjects. Students are asked to designed and code the

given problem. It conducted in the computer lab under the supervision of teachers. It is a training given to the students to enhance the learning experience through activities. It enhances the technical skills needed to undertake the job.

#### 6. Problem Encountered and Resources Required:

Following are the some of the general problems encountered during the course of conduct of Industrial visit, internship, project work, role play and coding.

1. Getting permission from the industry/company to undergo the internship.
2. Lack of presentation skills in students.
3. Lingering nature while participating in the role play
4. Lack of debugging knowledge of the given program with regard to coding activities.
5. Lack of time management skills

#### Conclusion:

The experiential teaching-learning activities are the supportive and innovative methodologies followed in the Institution mainly to bridge the gap between the classroom teaching and practice. The concerned class or subject teachers act as guides under whose supervision the activities successfully conducted throughout the academic year. It has largely contributed to the enhancement of academic performance of students and teaching qualities of faculty members. It has received the appreciation of management and parents.

File Description	Documents
Appropriate web in the Institutional website	<a href="#">View File</a>
Any other relevant information	No File Uploaded

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

1. Improving BBA, B.Sc and M.Com admissions.
2. Getting permanent affiliation status for BBA, BCA and B.Com.

3. Organizing Coaching classes for students on NET/K-SET and other competitive examinations.
4. Organizing FDP/SDP to upgrade the contemporary knowledge of both faculty and students.
5. Improving research culture among the faculty and students.
6. Ensuring faculty to register for Ph.D. program.
7. Offering Certificate Course on recent trends via Swayam & MOOCs which helps in gaining competitive advantage in the job market.
8. Offering job oriented non academic certificate courses.
9. Providing training on employability skills by industry experts.
10. Implementing micro teaching practice.