



YEARLY STATUS REPORT - 2022-2023

Part A

Data of the Institution

Part A	
Data of the Institution	
1.Name of the Institution	Gnanam School of Business
• Name of the Head of the institution	Dr. S. Sundar
• Designation	Director
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	04362221102
• Mobile no	9677582082
• Registered e-mail	mail@gsb.co.in
• Alternate e-mail	director@gsb.co.in
• Address	Mary's Nagar, Trichy - Thanjavur Expressway, Sengipatti
• City/Town	Thanjavur
• State/UT	Tamilnadu
• Pin Code	613402
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Rural

• Financial Status	Self-financing				
• Name of the Affiliating University	Anna University				
• Name of the IQAC Coordinator	ARANGANATHAN P				
• Phone No.	04362221102				
• Alternate phone No.	04362221103				
• Mobile	09750991371				
• IQAC e-mail address	iqac@gsb.co.in				
• Alternate Email address	aranganathanp@gmail.com				
3.Website address (Web link of the AQAR (Previous Academic Year))	https://gsb.ac.in/home/naac/AQAR_2021-2022.pdf				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://gsb.ac.in/home/academic-calendar-2022-23/				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B	2.27	2018	30/11/2018	20/11/2023
6.Date of Establishment of IQAC			12/07/2017		
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	
NIL	NIL	NIL	NIL	NIL	
8.Whether composition of IQAC as per latest NAAC guidelines			Yes		
• Upload latest notification of formation of IQAC			View File		

9.No. of IQAC meetings held during the year	4
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No
<ul style="list-style-type: none"> If yes, mention the amount 	
11.Significant contributions made by IQAC during the current year (maximum five bullets)	
Appropriate addition of Value-Added Courses and motivation of students to apply for MOOC courses to bridge the gap between academics and Industrial expectation.	
Ensured that students' summer internships and projects are organized properly to help students' placements.	
Revamping the extension activities by students sensitizing the students towards their social and community responsibilities.	
Enhancing the ICT infrastructure with assessing the Computer Lab needs	
To improve faculty research and skill development	
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
Appropriate addition of Value-Added Courses and motivation of students to apply for MOOC courses to bridge the gap between academics and Industrial expectation.	The students' placements got increased and also the students were able to get placed in new areas such as business analytics
Increase MoUs with different organization to strengthen the Industry Institute Interaction	All the student's carried out summer internships and projects in various organizations which increased their placement abilities.
Revamping the extension activities by students sensitizing the students towards their social and community responsibilities.	Programmes were implemented to commemorate important international days such as Anti-Tobacco Day, International women's day, International Yoga Day, etc.
Enhancing the ICT infrastructure with assessing the Computer Lab needs	60 number of new systems were purchased to improve the quality of computer labs.
To improve faculty research and skill development	Faculty were sponsored by the management for various FDPs and conferences. Mindstor'23 A two days national level conference was organized by the institution improve research. DELNET was purchased for library to improve faculty's research.
13. Whether the AQAR was placed before statutory body?	No
<ul style="list-style-type: none"> Name of the statutory body 	
Name	Date of meeting(s)
Nil	Nil
14. Whether institutional data submitted to AISHE	

Year	Date of Submission
2022-23	06/03/2024

15. Multidisciplinary / interdisciplinary

Interdisciplinarity refers to the integration of two or more academic disciplines in the pursuit of learning, emphasizing a holistic approach. By synthesizing insights and methods from diverse fields, we aim to achieve overarching learning objectives. This approach is particularly prevalent in management education, where we amalgamate methodologies, concepts, and applications from various disciplines to construct a cohesive subject. The primary advantage of interdisciplinary learning is its capacity to enhance students' cognitive knowledge and provide a comprehensive learning experience. Unlike multidisciplinary approaches, which maintain separate disciplinary boundaries, interdisciplinarity emphasizes integration, facilitating the comparison of different concepts and insights across disciplines to generate novel understandings. The University's MBA curriculum, established by 2021, offers extensive opportunities for interdisciplinary learning. It encompasses five key specializations: Marketing (Customer-Oriented), Finance (Money and Profit/Wealth Orientation), HR (Behavior and Productivity of Human Beings), Operations (Engineering and Process Orientation), and Business Analytics (Information Technology and Analytics Oriented). Each specialization complements the others, fostering synergy among diverse areas of study and maximizing students' potential. In contrast to unidirectional learning, which limits knowledge acquisition, the MBA program's interdisciplinary nature underscores its uniqueness compared to other courses.

16. Academic bank of credits (ABC):

We are a private institution affiliated to Anna University, Chennai. The curriculum and credits are prescribed by them. Core Courses: 3 Credits - 45 Clock Hours Elective Courses: 3 Credits - 45 Clock Hours Professional Electives: 3 Credits - 45 Clock Hours Practical Courses: 4 Credits - 60 Clock Hours Projects: 4 Credits (60 Clock Hours) Value Added Courses: (30 Hours - 2 Credits). It is planned by the institution through the recommendation Value Added Curriculum Development Committee to bridge the gap between the institution and industry.

17. Skill development:

Skill development is a fundamental aspect of management education, divided into two primary domains: Soft Skills (such as Communication

and Interpersonal abilities) and Hard Skills (comprising Technical expertise). Within these, there's a predominant emphasis on enhancing Soft Skills due to their critical relevance in today's professional landscape. Therefore, an array of activities, ranging from reading newspapers to participating in class presentations, business communication sessions, guest lectures, seminars, and case study discussions, are meticulously designed to cultivate and refine the soft skills of students at Gnanam School of Business. The institution is deeply committed to nurturing English proficiency through continuous training provided by faculty members and resource persons from diverse backgrounds. Students are encouraged to sharpen their soft skills through various avenues, including participation in the Cicero Circle, a dedicated student club focused on communication enhancement. This club orchestrates weekly activities, emphasizing the art of speech delivery, language proficiency, and presentation techniques through debates, seminars, role-plays, and more. Attention is given to pronunciation, articulation, and fluency to overcome inhibitions and shyness, fostering an environment conducive to effective communication. Furthermore, students are incentivized to use English in classrooms and academic settings to overcome linguistic barriers. Additionally, specialized training is provided to prepare students for corporate placements. In parallel, Hard Skills, or technical competencies, are equally prioritized through hands-on training programs in software applications such as Tora, R, Excel, Python, and SPSS. These initiatives not only familiarize students with essential tools but also enhance their quantitative abilities, preparing them comprehensively for the demands of the professional world.

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

Understanding culture, sub-culture, and their manifestations in educational tools and practices is paramount for fostering students' competencies in self-understanding and self-expression. This holistic approach not only cultivates a sense of identity and belonging among students but also fosters an appreciation for diverse cultures and identities. In the academic framework, a dedicated course titled "Indian Ethos" is integrated as a Non-Elective course. This course serves as a cornerstone for nurturing students' understanding of their cultural heritage, encompassing history, arts, languages, and traditions. By engaging with various topics individually and collaboratively, students develop a deep appreciation and pride in their cultural roots, bolstering their cultural identity and self-esteem. The curriculum ensures comprehensive coverage of Indian knowledge systems, seamlessly

blending them into the syllabus to provide students with ample knowledge and exposure. This deliberate integration aims to preserve and enrich our cultural heritage, nurturing a generation well-grounded in the values and traditions that define our collective identity.

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

Outcome-Based Education (OBE) has emerged as a pivotal concept in the landscape of Indian higher education, catalyzing transformative changes within academic institutions. Recognized as a crucial step towards enhancing the quality of education, particularly in technical fields, OBE is instrumental in aligning Indian institutions with global standards. Its implementation is already leaving a profound impact on educational practices nationwide. OBE embodies an educational philosophy and approach that places emphasis on clearly defined outcomes in the organization and delivery of courses. It adapts to the diverse capabilities of students, offering an effective framework for program engagement. At its core, OBE prioritizes student-centered instruction, aiming to measure performance through predefined outcomes. These outcomes encompass a blend of knowledge, skills, abilities, attitudes, and understanding that students are expected to acquire through their higher education experiences. By focusing on tangible outcomes, OBE facilitates a more comprehensive evaluation of student progress and achievement.

20.Distance education/online education:

Gnanam School of Business offers a full-time residential MBA program that is affiliated with Anna University. Unlike distance learning programs, Gnanam exclusively provides on-campus education. To enrich the learning experience, the school hosts online seminars and lectures featuring distinguished speakers from national and international backgrounds, including foreign universities and organizations. These virtual events leverage advanced online technologies to connect students with experts and insights from across the globe, enhancing the program's educational breadth and depth.

Extended Profile

1.Programme

1.1

89

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

File Description	Documents
Data Template	View File

2.Student

2.1 139

Number of students during the year

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2 83

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

File Description	Documents
Data Template	View File

2.3 78

Number of outgoing/ final year students during the year

File Description	Documents
Data Template	View File

3.Academic

3.1 13

Number of full time teachers during the year

File Description	Documents
Data Template	View File

3.2 3

Number of sanctioned posts during the year

Extended Profile

1. Programme

1.1	89
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2. Student

2.1	139
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2	83
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	View File

2.3	78
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	View File

3. Academic

3.1	13
Number of full time teachers during the year	

File Description	Documents
Data Template	View File

3.2	3
Number of sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1	8
Total number of Classrooms and Seminar halls	
4.2	8556123
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	60
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 college adheres to the curriculum outlined by the University and supplements it with Value-Added Courses designed by the Value Addition Curriculum Committee to foster student development. It follows the University's Academic calendar and devises its own Semester Calendar, diligently implementing it. The Director appoints an Academic Coordinator responsible for crafting the timetable, which is then disseminated to students via email, Moodle, and WhatsApp.

Each faculty member prepares a teaching plan at the semester's outset, outlining their respective subjects. They document teaching and practical activities in a logbook and compile course files. Various teaching methods such as classroom sessions, seminars, group discussions, quizzes, and case studies are employed to deliver the curriculum effectively. Organized industrial visits and fieldwork opportunities are provided, and individual projects are assigned to encourage knowledge sharing

and research presentation skills.

ICT-based materials are available on Moodle, while smartboards, internet access, computers, projectors, and audio-visual aids are regularly utilized. The curriculum, as prescribed by the University, is imparted using the Choice Based Credit System (CBCS). Remedial coaching is provided for slower learners, while advanced learners are encouraged to further their progress through participation in both inbound and outbound co-curricular activities.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://drive.google.com/file/d/1avt29vHWfWO2OMbMDSTBnf3jraX31ZvN/view?usp=drive_link

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

GSB conducts two Continuous Internal Evaluations (CIEs) per semester, adhering to University guidelines for mark uploads. A designated faculty member serves as Coordinator for the Examination Cell. The examination schedule is clearly outlined in the student academic calendar, and exams are typically conducted as scheduled. However, if changes are necessary, they are communicated and rescheduled with advance notice. Two sets of question papers, along with answer keys, must be submitted by faculty at least three days before the examination. One question paper is randomly selected and administered by the exam cell. Faculty members conduct invigilation duties according to the designated timetable. Answer scripts are promptly evaluated, and mark statements must be submitted within five days of the exam's conclusion. Marks are entered into MOODLE, and a hardcopy of the mark statement, along with analysis, is submitted to the exam cell after obtaining the Director's signature. Additionally, faculty members conduct remedial classes for slow learners, and retests are organized as needed. The CIE process prioritizes objectivity, transparency, and systematic adherence to clear instructions.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://drive.google.com/file/d/1avt29vHWfW02OMbMDSTBnf3jraX31ZvN/view?usp=drive_link

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

D. Any 1 of the above

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

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

1

File Description	Documents
Any additional information	No File Uploaded
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
Institutional data in prescribed format (Data Template)	View File

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

60

File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

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

60

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

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 2021 Regulations include a total of 36 courses offered on campus, with 11 courses specifically addressing topics related to human values, ethics, sustainability, and the environment, constituting 30.55% of the total courses offered. Among these, two seminar courses, namely "Indian ethos" and "Business Ethics," comprehensively cover 100% of the syllabus in Human Values and Ethics, respectively. These seminar courses encourage students to take initiative and explore these topics in greater depth, leading to enhanced learning through student-led presentations.

Moreover, at GSB, we offer three value-added courses focusing on these areas to further sensitize students to contemporary issues and shape them into holistic managers. Our value-added course on "Diversity, Equity, and Inclusion" provides complete coverage of

topics related to Human Values and Gender. Similarly, our course on "Business and Society" offers comprehensive coverage of Sustainability and Ethics topics, while our course on "Environment and Sustainability" covers Sustainability and Environmental issues entirely. These three value-added courses are conducted annually to supplement and offer more in-depth knowledge coverage in these vital areas.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

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

1

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

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

77

File Description	Documents
Any additional information	No File Uploaded
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders
Students
Teachers
Employers
Alumni

A. All of the above

File Description	Documents
URL for stakeholder feedback report	https://gsb.ac.in/home/feedback/
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	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	No File Uploaded
URL for feedback report	https://gsb.ac.in/home/feedback/

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

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

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

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

48

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

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

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

Slow Learners: The institution takes proactive measures to support slow learners, closely monitoring their progress and providing necessary mentoring. It offers revision classes and counseling sessions, supplemented with additional teaching as required. Peer tutoring, guidance from seniors, and mentorship opportunities are readily available. Corrected assignments and answer scripts are shared with students for discussion, aiding them in identifying and addressing weaknesses. Faculty members prioritize patience and accessibility, communicating with students through various channels such as personal interactions, phone calls, emails, and social apps. Individual counseling, mentoring support, and remedial coaching are provided to assist slow learners in overcoming challenges.

Advanced Learners: Advanced learners are encouraged to delve deeper into their studies, exploring research articles and pursuing publication opportunities to excel beyond academic standards. Recognition, such as medals during convocation

ceremonies, is awarded to batch toppers. Meritorious students are appointed to serve on institutional committees, enhancing their leadership skills. The Training and Placement Cell offers preferential treatment to advanced learners during placement drives, urging them to apply for prestigious positions in top-tier companies. Advanced notes tailored to their level, along with diverse learning opportunities such as group discussions, seminar sessions, industrial tours, and projects, are provided to further enrich their academic journey. Access to value-added courses and MOOCs enhances their knowledge and skills, facilitating comprehensive learning experiences.

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

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

Number of Students	Number of Teachers
139	13

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

Various student-centric methods such as experiential learning, participative learning, and problem-solving methodologies are implemented to enrich learning experiences. Faculty members utilize a range of teaching-learning methods, including the Lecture Method, Interactive Method, Project-based Learning, Computer-assisted Learning, Experiential Learning, and Case study method, among others. These methods are complemented by illustration and special lectures to enhance effectiveness.

Teaching-learning activities are made engaging through PowerPoint presentations, smartboards, and oral presentation methods. The Lecture Method is commonly employed, allowing teachers to interpret, explain, and revise textual content for better

comprehension. Interactive methods include:

1. **Experiential Learning:** Additional programs are introduced to support students in experiential learning, such as hands-on laboratory sessions with content beyond the syllabus, including experiments utilizing software like Excel and SPSS.
2. **Participatory Learning:** Quizzes are organized to encourage student participation at intra-student level activities. Seminar presentations enable students to develop technical skills while presenting papers.
3. **Problem-Solving Methods:** Students are encouraged to acquire and refine problem-solving skills through various activities. Expert lectures, technical tests, competitions, assignments based on problems, case study discussions, class presentations, role play, activity-based learning, flipped classroom approach, group discussions/debates, peer learning groups, Google Classroom, and mind mapping are among the techniques utilized.

These diverse approaches foster a dynamic learning environment, promoting active engagement and skill development among students.

File Description	Documents
Upload any additional information	View File
Link for additional information	Nil

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

ICT tools empower both teachers and learners by shifting the focus of teaching and learning processes from teacher-centric to student-centric. This transformation not only enhances efficiency in terms of cost and time but also facilitates swift and dynamic transmission of content during sessions. The institute ensures access to dynamic teaching by equipping faculty members with ICT-enabled classrooms featuring LCD projectors, WiFi connectivity, and software. Faculty members utilize PowerPoint presentations developed in-house to provide students with advanced knowledge and practical learning experiences. Furthermore, the labs are equipped with the latest software, including Microsoft Office and Excel utilities, to support hands-on learning. The institution encourages the use of ICT resources and provides access to

computing and storage facilities such as Cloud-based Google Drive. Additionally, IT-enabled learning tools such as PowerPoint presentations, video demonstrations, and smart board usage are employed to facilitate an effective teaching-learning process.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

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

2.3.3.1 - Number of mentors

8

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	No File Uploaded
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

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

13

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	View File

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

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

8

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

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

2.4.3.1 - Total experience of full-time teachers

5.46

File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

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

GSB conducts two Continuous Internal Evaluations (CIEs) per semester, adhering to University norms for mark uploads. A designated faculty member acts as Coordinator for Examination Cell, ensuring clarity in exam schedule, which is prominently featured in the student academic calendar. Exams are typically conducted as scheduled, with any necessary changes communicated and rescheduled in advance. Question papers, tailored to Bloom's Taxonomy and CO-PO attainment, are submitted along with answer keys three days prior to the examination by faculty members. One question paper is randomly selected and administered. Following the exam, answer scripts are diligently evaluated, and mark statements are submitted within five days. Marks are promptly entered into MOODLE, with a hardcopy of the mark statement and analysis submitted to the exam cell after obtaining the Director's signature. Internal marks awarded by faculty members are uploaded to University Web Portal within the stipulated time frame. Students who fail in a subject are provided with assignments or offered a retest as a corrective measure. Additionally, faculty members conduct remedial classes for slow learners, with retests organized as needed. Internal components are planned by subject handling faculty based on requirements and nature of the course, ensuring comprehensive assessment and effective learning outcomes.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

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

The Continuous Internal Evaluation (CIE) process at GSB emphasizes objectivity, transparency, and systematic assessment. Led by the exam cell, it maintains academic standards while fostering student development. Faculty participation encourages collaboration in refining evaluation methods.

Transparency is pivotal, with internal marks accessible to students before entry into the university portal, fostering trust and accountability. Opportunities for students to enhance marks

demonstrate a commitment to fairness and continuous improvement. A dedicated committee promptly addresses evaluation issues, ensuring integrity and fairness.

The CIE process at GSB reflects the institution's dedication to educational excellence by prioritizing objectivity and transparency, creating a supportive learning environment for student growth and success.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

2.6 - Student Performance and Learning Outcomes

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

The institution meticulously outlines and publicly displays program and course outcomes for all offered programs on its website, ensuring transparency and accessibility. These outcomes serve as guiding benchmarks for student learning and achievement. Whether pursuing undergraduate, graduate, or specialized programs, students can easily access this vital information, empowering them to align their educational journey with established goals and expectations.

Moreover, the institution goes beyond mere display by integrating these outcomes into its learning management system, such as Moodle. By incorporating them into the Moodle platform, students have convenient access to course-specific outcomes throughout their academic endeavors. This seamless integration enhances the learning experience, allowing students to continuously refer to and engage with the intended learning objectives of their courses.

This commitment to clarity and accessibility underscores the institution's dedication to academic excellence and student success. By providing comprehensive program and course outcomes via both its website and Moodle, the institution ensures that students are well-informed and equipped to navigate their educational paths effectively. This proactive approach fosters a supportive learning environment where students can confidently pursue their academic and professional aspirations.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://gsb.ac.in/home/mba-master-of-business-administration/
Upload COs for all Programmes (exemplars from Glossary)	View File

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

The institution rigorously evaluates both Programme and Course Outcomes to ensure academic excellence. Assessment methods include exams, assignments, projects, and feedback from alumni and employers, aiming to enhance educational quality and relevance.

PROCEDURE OVERVIEW:

1. Identification of key competencies (POs) for each Course Outcome (CO).
2. Mapping COs of each course with POs using a rating system.
3. Creation of CO-PO Course Articulation Matrix.
4. Calculation of CO Attainment through direct and indirect assessments.

CO ATTAINMENT CALCULATION: A. Direct Attainment of COs (80%): a. Two Continuous Internal Examinations (CIE) based on COs and Bloom's Taxonomy. b. Assignments, Activities, Seminars, Presentations, etc. c. University Examination marks. d. Day-to-day evaluation in laboratory performance.

B. Indirect Attainment of COs (20%):

- Feedback from students via course end surveys, assessing performance across various evaluation components.

SETTING TARGETS:

- Targets for attainment levels are established based on direct assessment: Level 0 (Not satisfactory): Less than 60% students attain >60% marks. Level 1 (Low): 60% or more students attain >60% marks. Level 2 (Moderate): 70% or more students attain >60% marks. Level 3 (High): 80% or more students attain >60% marks.

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

2.6.3 - Pass percentage of Students during the year

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

75

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	Nil

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://drive.google.com/file/d/1wWWCNJuYyWKWE13m7EAnFEoWd74n2jVn/view?usp=drive_link

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)	View File

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

0

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

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

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

0

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

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

GSB fosters an engaging atmosphere to foster innovation and entrepreneurship. It offers all necessary amenities and guidance

to students, empowering them to actively apply technology to address societal challenges. The institution hosts awareness sessions, workshops, seminars, and guest lectures on entrepreneurship, encouraging students to interact with accomplished entrepreneurs through the programmes including "Meet the Entrepreneurs" and "Coffee Table Talk". Employing contemporary pedagogical methods, GSB enriches the teaching-learning experience. Additionally, it provides essential equipment to support faculty and students alike.

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

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

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

47

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

3.3 - Research Publications and Awards

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

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

8

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	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

7

File Description	Documents
Any additional information	No File Uploaded
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

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

9

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

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

GSB endeavors to make meaningful contributions to society and the environment through active participation in promoting community engagement within the college neighborhood. The institution places

significant emphasis on student involvement, service-oriented initiatives, and the holistic development of students towards fostering good citizenship. The CSR club organizes various programs, including visits to old-age homes, government schools, and engagement with children during national celebrations like Independence Day and Republic Day. Recognizing the challenges faced by rural India such as uncleanliness, poor hygiene, malnutrition, and open defecation, the institution's CSR Clubworks to address these issues through awareness campaigns and activities like plogging. By engaging with diverse social groups beyond the college campus, students develop self-confidence, autonomy, and empathy, which in turn prepares them to be effective leaders and responsible citizens.

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

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

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

0

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	View File
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

4

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

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

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

160

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

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

0

File Description	Documents
e-copies of related Document	No File Uploaded
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	View File

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

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

13

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

ACADEMIC FACILITIES: GSB offers cutting-edge infrastructure to students, aiming to be a hub of excellence in management education devoted to high-quality teaching, learning, and research. The college provides various facilities, including conference halls, tutorial rooms, ICT-enabled classrooms, syndicate rooms, a computer laboratory, library, and an auditorium, all regularly upgraded to meet evolving needs.

COMPUTER LAB: GSB boasts a computer laboratory equipped with 60 systems and necessary software tailored to course requirements. The campus is equipped with LAN and Wi-Fi connectivity, providing internet speeds of up to 30 mbps.

SPORTS AND RECREATION: The institution actively encourages student participation in diverse sports and games activities and competitions. GSB features a spacious indoor sports room equipped with amenities for table tennis, caroms, chess, and a gym. Outdoor grounds facilitate cricket, volleyball, football, and host the Gnanam Premier League (GPL).

CULTURAL ACTIVITIES: The auditorium provides ample space and

facilities for a wide range of cultural events. It serves as a venue for occasions such as fresher's day, annual day celebrations, and Euphoria, the college's one-day intra-college cultural fest. Additionally, various clubs are formed to nurture and showcase students' talents, allowing them to participate based on their interests.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://gsb.ac.in/home/infrastructure/

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

GSB offers comprehensive support facilities to ensure the well-being and recreational needs of its students. These include comfortable hostels, a vibrant food court offering a variety of culinary options, a fully-equipped gymnasium to promote physical fitness, and a fitness center for holistic wellness. Additionally, the institution boasts expansive sports grounds ideal for conducting events such as the Gnanam Premier League, a thrilling 20-20 cricket tournament that showcases the sporting prowess of its participants.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://gsb.ac.in/home/ict-facilities#auditorium

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

8

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://gsb.ac.in/home/ict-facilities
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

4483563

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

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

The library at GSB spans an area of 219 square meters, offering a serene and quiet environment conducive to reading and referencing materials. Operating hours are from 9:00 AM to 9:00 PM, providing ample time for students and faculty to utilize its resources. Utilizing Open Biblio software under the GPU License, the library is automated, facilitating efficient management of bibliographic records and patron information. Regular updates are made to the database, ensuring it reflects the latest acquisitions.

Subscriptions to full-text e-resources grant users access to e-journals, e-books, newspapers, and more, with authentication based on IP addresses. This access is available campus-wide via the Intranet, allowing users to benefit from these resources at any time. The Digital Library is equipped with three desktops

featuring Wi-Fi and LAN connectivity, boasting internet speeds of up to 30 Mbps for seamless browsing and access to e-resources to aid in academic and research pursuits.

For additional convenience, the library's website offers access to various services and e-resources, along with comprehensive information about its offerings. The library's collection includes 3950 books spanning 2200 titles, supplemented by 12 print journals (6 national and 6 international), 816 e-books (via DELNET), and 1413 e-journals (via DELNET).

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional Information	https://gsb.ac.in/home/library/

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources B. Any 3 of the above

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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

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

408520

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

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

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

10

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

4.3 - IT Infrastructure

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

Gnanam School of Business is dedicated to providing essential IT facilities to its students and faculty. This commitment includes ensuring a reliable Wi-Fi connection with adequate bandwidth speed to support various academic and administrative activities. Recently, the institution has made significant investments to enhance its technological infrastructure. This includes the purchase and replacement of 60 systems in the computer lab, ensuring students have access to up-to-date hardware for their coursework and projects.

Moreover, recognizing the importance of interactive learning experiences, the school has also introduced smart LED televisions in classrooms. These state-of-the-art displays enable dynamic and engaging teaching methods, enhancing the overall learning environment for students.

Through these initiatives, Gnanam School of Business is committed to staying at the forefront of technological advancements in education, providing students with the tools and resources they need to succeed in today's digital age.

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

4.3.2 - Number of Computers

60

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution

B. 30 - 50MBPS

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

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

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

4072560

File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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

Administration: The campus maintenance is overseen by the Administrative Officer and the Estate Officer, with surveillance cameras ensuring effective control. They are responsible for supervising the upkeep of buildings, classrooms, and laboratories.

Maintenance Management: The maintenance committee, led by the Administrative Officer, manages maintenance activities. They efficiently organize the workforce and maintain duty rosters detailing individual responsibilities by floor.

Computer Lab: The Technical Support Staff team conducts annual audits and ensures maintenance, with lab assistants supervised by the System Administrator handling day-to-day upkeep.

Library: The Librarian is responsible for library maintenance, guided by the Faculty Coordinator. Regular audits are conducted to update books, journals, and other resources.

Sports Complex & Hostel: In-house support staff ensure hygiene and cleanliness to create a conducive environment for residents.

Estate Maintenance: Trained in-house electricians manage specialized tasks, while civil and electrical work is maintained by the institution. Separate gardening staff maintain the campus's greenery.

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

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

0

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
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)	View File

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

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

111

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

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

A. All of the above

File Description	Documents
Link to Institutional website	https://www.gsb.ac.in/home1/list-of-events/
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

76

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

76

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	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

76

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	View File

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

5.2.2.1 - Number of outgoing student progression to higher education

0

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

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

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

0

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

5.3 - Student Participation and Activities

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

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

0

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

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

Gnanam School of Business actively fosters the holistic development of its students, encouraging them to excel not only in academics but also in extracurricular pursuits. To facilitate

this, the school has established separate student committees, namely the Sports Committee (responsible for organizing events like the Gnanam Premiere League) and the Events Committee (which oversees festivals, special days, and other relevant events throughout the academic year). These committees operate under the guidance of faculty members, who provide support and mentorship.

Regular meetings are held between the student committees and faculty advisors to ensure smooth coordination and effective reporting of events. The institution emphasizes student involvement in these activities as a means to actively represent their interests in accordance with the norms set by the University and AICTE.

Moreover, students are encouraged to participate in various other committees such as grievance handling, women's redressal, residence, library advisory, entrepreneurship development, and student-run clubs. These clubs, led by faculty mentors specializing in different fields (such as Opera Jaguars Club, Finrostra Club, Law Incarnate Club, Cyber Conquerors, and Marketing Emporia Club), provide platforms for students to explore their interests and develop leadership skills.

Furthermore, students are motivated to participate in competitions related to academics, sports, and cultural activities both within and outside the institution. Regularly conducted competitions within the institution serve as opportunities for students to showcase their talents and skills. Overall, Gnanam School of Business encourages active student engagement and participation to foster a well-rounded educational experience.

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

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

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

File Description	Documents
Report of the event	View File
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)	View File

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

The institution hosts a registered alumni association known as "GSB Alumni Association," facilitating regular alumni gatherings held in March and October. These events serve as opportunities for alumni to reconnect with one another and engage with current students. A variety of activities, including games and competitions, are organized to foster camaraderie and networking among alumni.

The alumni play a crucial role in supporting the association's activities through their contributions to the fund, which finances various alumni and developmental initiatives.

In terms of career guidance and placements, alumni serve as valuable resources for students. With alumni placed in esteemed organizations across the country, they offer insights and advice to students on improving articulation and soft skills, crucial for securing placements. Additionally, they share their professional experiences to help students acclimate to different work environments and understand industry standards and ethics.

Through the Alumni Interaction Program, alumni generously impart their corporate knowledge and experiences to their juniors, enhancing their understanding of the corporate world and empowering them to meet the demands of the current job market.

File Description	Documents
Paste link for additional information	https://alumni.gsb.ac.in/
Upload any additional information	View File

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

File Description	Documents
Upload any additional information	View File

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 mission and vision of GSB have been carefully crafted under the esteemed leadership of our Governing Board, led by Chairman Rev. Fr. Casmir Raj, the Founder of LIBA, Chennai, and former Director of XLRI, Jamshedpur. It is his visionary leadership that has steered GSB to operate as a fully residential business school since its inception. Embracing this residential model enables our students to sharpen their skills through interactions and activities beyond traditional classroom hours.

Governance at GSB, overseen by the Governing Body (GB) and Internal Quality Assurance Cell (IQAC), plays a pivotal role in driving continual reforms to position the institute favorably among all stakeholders. Aligned with the institution's Vision and Mission, quality policies are formulated to meet the evolving needs of the corporate world, society, and stakeholders. A perspective plan, developed collaboratively by the CEO, Director, and IQAC under the guidance of the Governing Body, outlines strategic objectives to guide the institute's growth.

The implementation of quality policies is facilitated by providing essential academic infrastructure, fostering a conducive learning environment, and promoting a harmonious work culture. Regular monthly meetings between the CEO and Director are held to review academic progress, center activities, student clubs, and other

initiatives aimed at advancing the institution's growth trajectory.

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

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

GSB operates under a hierarchical structure led by the Governing Body, chaired by Rev. Fr. Casmir Raj, providing strategic direction. The CEO and Director oversee daily operations, executing directives from the Governing Body. Essential roles like Exam Coordinator, Placement Coordinator, and Academic Coordinators manage academic and administrative functions.

Various councils, including the Faculty Council and Students' Council, foster collaboration and representation. Clubs under faculty coordinators offer extracurricular exploration. Policies like HR, Green, Environment, and Energy Policies uphold ethical and sustainability standards, enforced by committees like the Governing Body and Financial Committee.

Additionally, committees such as Class Committees and Event Management Committee ensure effective governance. The Internal Quality Assurance Cell (IQAC) ensures academic quality through assessments and improvements. GSB is dedicated to providing a comprehensive and high-quality education experience.

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

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The Institute's commitment to fostering students' technical and social development is facilitated by a robust infrastructure. In line with this commitment, a strategic plan was devised in 2018 to establish the Internal Quality Assurance Cell (IQAC), aimed at ensuring excellence in teaching and learning, fostering industry-institute interaction, establishing an incubation center, and promoting research among staff and students.

The IQAC, established as per the institution's vision, focuses on aligning major tasks with teaching, learning, and administrative planning. It monitors the implementation of these initiatives, emphasizing a shift from a traditional teacher-centric approach to a student-centric one. This includes regular reviews of the teaching-learning process, monitoring student academic progress, and fostering ICT-enabled interactive learning environments to facilitate self-learning.

Moreover, the institution encourages faculty and students to engage in research activities, publishing papers in academic conferences and quality management research journals, as well as undertaking industry-sponsored consultancy projects.

In terms of training and placements, the Institute has forged partnerships with industries to provide student training, internships, and placements. The Gnanam Aptitude Test (GAT) is conducted regularly to enhance students' employability skills, covering verbal, aptitude, and reasoning aspects. Additionally, the Training and Placement Cell organizes Aptitude and Soft Skills Training as part of the Professional Enhancement Program (PEP) on a weekly basis, aiming to continuously improve students' readiness for the professional world.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
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 institutional bodies operate with efficiency and effectiveness, as evidenced by the clarity and adherence to policies, administrative structures, appointment protocols, and service regulations. Specifically, the Human Resources (HR) policy governs recruitment processes, outlining job descriptions, roles, and responsibilities to ensure transparent hiring practices.

Moreover, the HR policy extends to faculty welfare, encompassing provisions for various leave types such as Casual Leave (CL), Medical Leave, and Vacation Leave. This ensures faculty members can maintain a healthy work-life balance while attending to personal or health-related matters. Additionally, the institution sponsors Faculty Development Programs (FDPs), seminars, and conferences, enabling continuous professional growth and knowledge enhancement among faculty members.

By meticulously adhering to these policies and procedures, the institution demonstrates its commitment to providing a conducive and supportive environment for its faculty members, fostering their well-being and professional development.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	https://gsb.ac.in/home/organogram/
Upload any additional information	View File

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	No File Uploaded
Screen shots of user inter faces	View File
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

The following Welfare Measures are provided to the staff members:

1. Gratuity is provided to all staff members after completing five years of permanent service.
2. Female employees are entitled to two periods of fully paid Maternity Leave, each lasting 90 days.
3. Reimbursement of membership fees for professional bodies is offered.
4. Leave entitlements include: a. 12 Casual Leaves per year. b. Up to 15 days of Vacation Leave annually. c. Medical Leave up to 6 days per year, with a medical certificate required for approval.
5. Free accommodation and nutritionally balanced vegetarian lunches are provided on campus for resident faculty and staff.
6. Incentive Scheme:
 - Rs. 1,000 for paper presentations at National Conferences, Rs. 2,000 for International Conferences.
 - Rs. 2,000 for publications in UGC CARE journals and IIMS recognized Management journals.
 - Rs. 3,000 for publications in Scopus listed Journals, Rs. 5,000 for international publications in ABDC list.
7. Book Publication Incentive: Rs. 5,000 for books published by regional/local publishers, Rs. 10,000 for textbooks published by reputable national publishers.
8. Non-doctoral staff members are encouraged to enroll in part-time Ph.D. programs and are supported with time off for research classes. Upon successful completion, faculty members receive an incentive of Rs. 30,000.

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

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

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

2

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

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

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

4

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

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

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

4

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

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

Performance Appraisal System for Teaching and Non-Teaching Staff: The institution conducts annual performance appraisals for faculty and non-teaching staff to assess their contributions and achievements.

For Teaching Staff: Faculty members submit a self-appraisal form at the end of each academic year. This self-assessment report, verified by the Director, is then forwarded to the CEO. The appraisal form comprises two parts:

Part I:

- Professional details and teaching load of faculty members.
- Details of project works guided, participation in FDPs/seminars/workshops, and administrative responsibilities.

Part II: Quantitative assessment, including:

- Contributions to departmental work, student activities, research publications, and consultancy projects.
- Analysis of student feedback and results.

For Non-Teaching Staff: Non-teaching and administrative staff complete a self-appraisal form based on assigned duties. The performance appraisal for technical support staff evaluates parameters such as workload, academic duties, and attendance at training courses.

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

6.4 - Financial Management and Resource Mobilization

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

The administration department compiles budget estimates by assessing recurring and non-recurring expenses at the Institute level. Prior to the start of the academic year, the director convenes a budget meeting to gather requirements from faculty, librarians, and lab in-charges. This includes procurement of equipment to align with curriculum changes or replace obsolete items, as well as budget allocation for equipment maintenance in the upcoming semester.

Admin consolidates all budget requirements to refine financial and

academic year needs. The final budget proposal, overseen by the director, is submitted for management approval. Upon approval, the department implements activities outlined in the proposals using the allocated funds. The sanctioned budget is released following proper procedures, and the accounts department collects necessary bills for expenditure incurred.

The institute undergoes both internal and external audits. The Administrative Officer scrutinizes budget proposals, receipts, bills, vouchers, and supporting documents for the current year. They ensure adherence to due processes in budget application, sanction, and utilization. Following verification, the accountant prepares the balance sheet.

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

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)	View File

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

The institution employs various strategies to mobilize funds and ensure optimal resource utilization. These strategies include:

1. **Student Fees:** Fees are collected from students of both granted and self-financed courses, adhering to university and government regulations.
2. **Self-Managed Salary Disbursement:** The institution prepares an annual budget and manages salary disbursement using internal resources.
3. **Management Authority:** The institution's management holds the final authority regarding fund mobilization and resource utilization decisions.
4. **Stakeholder Coordination:** Close coordination is maintained with stakeholders such as alumni, who contribute funds for the organization's benefit.

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

6.5 - Internal Quality Assurance System

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

In response to UGC directives in 2018, the institution established an Internal Quality Assurance Cell (IQAC) to initiate quality assurance strategies and processes. Oversight of quality assurance efforts is facilitated by a dedicated committee. Key initiatives include:

1. **Enhancing Academic Quality**
2. **Improving Placements and Training Quality**

3. Enhancing Waste Management Systems
4. Upgrading Campus and Residence Wi-Fi Facilities
5. Strengthening Counseling Services
6. Expanding Industry, Academic, and Organizational Collaborations through MOUs
7. Increasing Extension and Outreach Activities
8. Encouraging Faculty Participation in FDPs, Workshops, and Conferences to enhance their expertise.

Additionally, the IQAC implemented an effective student mentoring system, assigning each faculty member to mentor 15 students. This approach fosters interaction among students, mentors, and parents, resulting in improved attendance and academic performance.

To further enrich learning experiences, the IQAC promotes Technology-Enhanced Learning by facilitating enrollment in Massive Open Online Courses (MOOCs). Regular reviews of Teaching-Learning Processes are conducted to ensure optimal methodologies and outcomes.

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

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

1. **Operational Methodologies for Teaching-Learning Skill Upgradation:** The IQAC initiates feedback collection from stakeholders to identify gaps in the teaching-learning process. These gaps include the need for value-added courses, skill development courses, MOOC certification courses, and enhanced industry interaction for internships and design projects. The Placement Committee addresses these

gaps by conducting value-added courses to enhance knowledge and introducing skill development courses, such as communication and technical skills, from the first year in collaboration with various organizations. Students are encouraged to undergo internships and projects at government and private organizations to enrich their industrial exposure and practical knowledge.

2. **Operational Methodologies for Implementation of Outcome-Based Education (OBE) in TLP:** The institution has transitioned to outcome-based education (OBE) and formulated Course Outcomes (COs), Program Outcomes (POs), Program Specific Outcomes (PSOs), and Program Educational Objectives (PEOs) for all programs. Course attainment computations are conducted at the end of each semester, mapping and evaluating Program Outcomes. These assessments inform necessary improvements for the next semester. Feedback from students at the end of courses and programs is collected, and corrective actions are initiated to enhance delivery based on this feedback.

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

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

C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	Nil
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

The institution prioritizes gender equity and sensitization in co-curricular activities, fostering inclusivity and empowerment. A diverse array of club events, including Cultural programs, Fresher's Day, and International Women's Day celebrations, showcase the talents and potential of all students, with particular emphasis on encouraging female participation.

In addition to promoting gender equality in activities, the institution provides specific facilities to ensure the safety and security of women on campus. This includes comprehensive surveillance through CCTV cameras, the deployment of security personnel across the premises, and the availability of a dedicated lady warden in the girls' residence 24/7. To further safeguard against issues such as ragging and sexual harassment, the institution maintains active committees and monitoring systems.

Moreover, the institution recognizes the importance of supporting the holistic well-being of its female students. Counseling services are tailored to address academic, career, and behavioral concerns, offering a supportive environment for personal and professional development.

Overall, the institution's commitment to gender equity extends beyond rhetoric to tangible actions, creating a campus culture where all students feel valued, respected, and safe to thrive academically and personally.

File Description	Documents
Annual gender sensitization action plan	https://drive.google.com/file/d/1OgvHEYUVJ8X_JSDwr8Zc2L24XEvkj940/view?usp=drive_link
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	Nil

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

B. Any 3 of the above

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

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

The institution implements robust waste management practices across various fronts.

Solid Waste Management: An effective system is in place for handling solid waste, particularly food waste, which undergoes vermicomposting. Collected from the food court, it's meticulously composted in designated pits, gradually transforming into nutrient-rich fertilizer used to nourish the campus vegetation.

Liquid Waste Management: To manage liquid waste, black water from toilets undergoes treatment in the Sewage Treatment Plant (STP) located on campus. The treated grey water is then repurposed for irrigation purposes, ensuring sustainable water usage for maintaining the lush greenery across the premises.

Plastic-Free Campus Initiative: A concerted effort is made to

minimize plastic usage on campus. Non-plastic utensils and containers are provided for domestic purposes, promoting environmental sustainability. Students are actively engaged in awareness campaigns to reduce plastic consumption, both within the campus premises and in surrounding communities. Through initiatives like community plogging activities, they advocate for a plastic-free environment as part of the broader Swachh Bharat Scheme.

Hazardous Material Management: The institution maintains strict protocols to prevent the use of hazardous materials on campus. Additionally, proper disposal procedures are followed to manage any e-waste generated, ensuring environmental safety and compliance with regulatory standards.

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

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

A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	View File

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	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	No File Uploaded

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

A. Any 4 or all of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	View File
Certificates of the awards received	No File Uploaded
Any other relevant information	No File Uploaded

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

C. Any 2 of the above

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

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

Cultural Diversity: The college is dedicated to nurturing students' personal development within a richly diverse environment. Actively engaging in cultural festivities during occasions like festivals, fresher and farewell events not only cultivates interpersonal skills but also celebrates the unique contributions of students, adding to the vibrant tapestry of campus life.

Regional Diversity: Embracing the essence of regional identity, the college wholeheartedly commemorates festivals such as Pongal, Onam, and Dussehra. These celebrations serve as platforms for fostering inclusivity and mutual understanding among students from various backgrounds.

Linguistic Diversity: The institution encourages students to broaden their linguistic horizons through immersive workshops, enlightening talks, and insightful lectures delivered by seasoned professionals from diverse institutional and organizational backgrounds. This multifaceted approach not only enriches communication skills but also fosters an appreciation for linguistic diversity.

Communal Harmony: With a commitment to nurturing a harmonious campus community, the college organizes events like Euphoria, as well as fresher and farewell days, creating avenues for students to forge lasting bonds and strengthen interpersonal relationships. Additionally, the college embraces religious diversity by accommodating students, facilitating optional leave to observe significant festivals such as Onam, Ramzan, and Bakrid, thereby fostering a spirit of inclusivity and respect for all religious

beliefs.

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

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

At GSB, we prioritize providing holistic education to our students, which includes sensitizing them to their constitutional rights, values, duties, and responsibilities. This education is integrated into both primary education and extracurricular activities, as well as through the curriculum itself. Many subjects cover topics related to constitutional obligations, while value-added courses, such as environmental and sustainability studies, provide insight into global environmental concerns.

Independence Day celebrations extend beyond campus, with student clubs organizing events in nearby schools to instill patriotism in the local community's youth. Various programs, including patriotic movie screenings and Teacher's Day activities, reinforce values such as respect and support for elders through activities like visits to old age homes.

Faculty organize academic and co-curricular activities to propagate the Fundamental Duties and Rights of Indian citizens, ensuring students understand and appreciate their role as responsible citizens.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	Nil
Any other relevant information	Nil

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

C. Any 2 of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	No File Uploaded

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

Each year, the institution celebrates International Women's Day by inviting inspiring female leaders from various fields to motivate and empower female students. In the evening, cultural events organized by male students honor the achievements of girls on campus. Similarly, Teacher's Day, observed annually on September 5th, is a heartfelt occasion where educators are showered with gratitude and tokens of appreciation from both the management and students. Special activities arranged by the institution and students alike entertain faculty members on this memorable day.

Additionally, the institution commemorates important events such as Anti-Tobacco Day and Environmental Day, underscoring its commitment to social awareness and responsibility.

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

7.2 - Best Practices

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

At GSB, we implement a process known as PtoP - Passport to Placement, aimed at guiding students towards successful career paths. Each student receives a PtoP book, tracking their progress throughout their GSB journey. This tool helps students articulate their career goals and commit to relevant curricular and extracurricular activities each semester. Mentors monitor and rate their participation, advising on additional activities such as certifications, paper presentations, and inter-college meets. The book also records book reviews and aptitude test scores.

Moreover, GSB offers student-driven extracurricular activities to provide practical experience alongside academic studies. The Finance Club operates the Bank of Finrostra, a fully functional model bank managed entirely by students. This initiative allows students to apply finance principles in a real-world context. Similarly, KwiK Stop, the on-campus convenience store, provides students with hands-on experience in operations, finance, and marketing, simulating a business environment within an academic setting.

File Description	Documents
Best practices in the Institutional website	https://gsb.ac.in/home/best-practices/
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

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

At GSB, each day begins at 8:30 a.m. with an engaging newspaper reading session led by faculty. Beyond simply skimming headlines, students actively participate, discussing and analyzing articles to enhance their English-speaking abilities and expand their vocabulary. They also select and summarize news articles, receiving feedback to refine their writing skills.

This daily ritual offers numerous benefits. Students develop both deep and speed reading skills, essential for academic and professional success. Their vocabulary steadily grows as they encounter new words in context. Staying informed about current affairs fosters a nuanced understanding of social, political, and economic issues. Active participation in discussions not only improves English fluency but also cultivates critical thinking skills.

Moreover, the session provides access to course-related information and insights into contemporary trends. Armed with knowledge and strong communication skills, students are better prepared for examinations, competitions, and life beyond academia. This holistic approach to learning ensures that students not only excel academically but also develop the skills necessary for success in the real world.

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 college adheres to the curriculum outlined by the University and supplements it with Value-Added Courses designed by the Value Addition Curriculum Committee to foster student development. It follows the University's Academic calendar and devises its own Semester Calendar, diligently implementing it. The Director appoints an Academic Coordinator responsible for crafting the timetable, which is then disseminated to students via email, Moodle, and WhatsApp.

Each faculty member prepares a teaching plan at the semester's outset, outlining their respective subjects. They document teaching and practical activities in a logbook and compile course files. Various teaching methods such as classroom sessions, seminars, group discussions, quizzes, and case studies are employed to deliver the curriculum effectively. Organized industrial visits and fieldwork opportunities are provided, and individual projects are assigned to encourage knowledge sharing and research presentation skills.

ICT-based materials are available on Moodle, while smartboards, internet access, computers, projectors, and audio-visual aids are regularly utilized. The curriculum, as prescribed by the University, is imparted using the Choice Based Credit System (CBCS). Remedial coaching is provided for slower learners, while advanced learners are encouraged to further their progress through participation in both inbound and outbound co-curricular activities.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://drive.google.com/file/d/1avt29vHWfWO2OMbMDSTBnf3jraX31ZvN/view?usp=drive_link

1.1.2 - The institution adheres to the academic calendar including for the conduct of

Continuous Internal Evaluation (CIE)

GSB conducts two Continuous Internal Evaluations (CIEs) per semester, adhering to University guidelines for mark uploads. A designated faculty member serves as Coordinator for the Examination Cell. The examination schedule is clearly outlined in the student academic calendar, and exams are typically conducted as scheduled. However, if changes are necessary, they are communicated and rescheduled with advance notice. Two sets of question papers, along with answer keys, must be submitted by faculty at least three days before the examination. One question paper is randomly selected and administered by the exam cell. Faculty members conduct invigilation duties according to the designated timetable. Answer scripts are promptly evaluated, and mark statements must be submitted within five days of the exam's conclusion. Marks are entered into MOODLE, and a hardcopy of the mark statement, along with analysis, is submitted to the exam cell after obtaining the Director's signature. Additionally, faculty members conduct remedial classes for slow learners, and retests are organized as needed. The CIE process prioritizes objectivity, transparency, and systematic adherence to clear instructions.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://drive.google.com/file/d/1avt29vHWfWO20MbMDSTBnf3jraX31ZvN/view?usp=drive_link

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

D. Any 1 of the above

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

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

1

File Description	Documents
Any additional information	No File Uploaded
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
Institutional data in prescribed format (Data Template)	View File

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

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

60

File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

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

60

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

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 2021 Regulations include a total of 36 courses offered on campus, with 11 courses specifically addressing topics related to human values, ethics, sustainability, and the environment, constituting 30.55% of the total courses offered. Among these, two seminar courses, namely "Indian ethos" and "Business Ethics," comprehensively cover 100% of the syllabus in Human Values and Ethics, respectively. These seminar courses encourage students to take initiative and explore these topics in greater depth, leading to enhanced learning through student-led presentations.

Moreover, at GSB, we offer three value-added courses focusing on these areas to further sensitize students to contemporary issues and shape them into holistic managers. Our value-added course on "Diversity, Equity, and Inclusion" provides complete coverage of topics related to Human Values and Gender. Similarly, our course on "Business and Society" offers comprehensive coverage of Sustainability and Ethics topics, while our course on "Environment and Sustainability" covers Sustainability and Environmental issues entirely. These three value-added courses are conducted annually to supplement and offer more in-depth knowledge coverage in these vital areas.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

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

1	
File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	View File
1.3.3 - Number of students undertaking project work/field work/ internships	
77	
File Description	Documents
Any additional information	No File Uploaded
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File
1.4 - Feedback System	
1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	A. All of the above

File Description	Documents
URL for stakeholder feedback report	https://gsb.ac.in/home/feedback/
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	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	No File Uploaded
URL for feedback report	https://gsb.ac.in/home/feedback/

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

61

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

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

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

48

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

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

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

Slow Learners: The institution takes proactive measures to support slow learners, closely monitoring their progress and providing necessary mentoring. It offers revision classes and counseling sessions, supplemented with additional teaching as required. Peer tutoring, guidance from seniors, and mentorship opportunities are readily available. Corrected assignments and answer scripts are shared with students for discussion, aiding them in identifying and addressing weaknesses. Faculty members prioritize patience and accessibility, communicating with students through various channels such as personal interactions, phone calls, emails, and social apps. Individual counseling, mentoring support, and remedial coaching are provided to assist slow learners in overcoming challenges.

Advanced Learners: Advanced learners are encouraged to delve deeper into their studies, exploring research articles and pursuing publication opportunities to excel beyond academic standards. Recognition, such as medals during convocation ceremonies, is awarded to batch toppers. Meritorious students are appointed to serve on institutional committees, enhancing their leadership skills. The Training and Placement Cell offers preferential treatment to advanced learners during placement drives, urging them to apply for prestigious positions in top-tier companies. Advanced notes tailored to their level, along with diverse learning opportunities such as group discussions, seminar sessions, industrial tours, and projects, are provided to further enrich their academic journey. Access to value-added courses and MOOCs enhances their knowledge and skills, facilitating comprehensive learning experiences.

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

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

Number of Students	Number of Teachers
139	13

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

Various student-centric methods such as experiential learning, participative learning, and problem-solving methodologies are implemented to enrich learning experiences. Faculty members utilize a range of teaching-learning methods, including the Lecture Method, Interactive Method, Project-based Learning, Computer-assisted Learning, Experiential Learning, and Case study method, among others. These methods are complemented by illustration and special lectures to enhance effectiveness.

Teaching-learning activities are made engaging through PowerPoint presentations, smartboards, and oral presentation methods. The Lecture Method is commonly employed, allowing teachers to interpret, explain, and revise textual content for better comprehension. Interactive methods include:

1. **Experiential Learning:** Additional programs are introduced to support students in experiential learning, such as hands-on laboratory sessions with content beyond the syllabus, including experiments utilizing software like Excel and SPSS.
2. **Participatory Learning:** Quizzes are organized to encourage student participation at intra-student level activities. Seminar presentations enable students to develop technical skills while presenting papers.
3. **Problem-Solving Methods:** Students are encouraged to

acquire and refine problem-solving skills through various activities. Expert lectures, technical tests, competitions, assignments based on problems, case study discussions, class presentations, role play, activity-based learning, flipped classroom approach, group discussions/debates, peer learning groups, Google Classroom, and mind mapping are among the techniques utilized.

These diverse approaches foster a dynamic learning environment, promoting active engagement and skill development among students.

File Description	Documents
Upload any additional information	View File
Link for additional information	Nil

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

ICT tools empower both teachers and learners by shifting the focus of teaching and learning processes from teacher-centric to student-centric. This transformation not only enhances efficiency in terms of cost and time but also facilitates swift and dynamic transmission of content during sessions. The institute ensures access to dynamic teaching by equipping faculty members with ICT-enabled classrooms featuring LCD projectors, WiFi connectivity, and software. Faculty members utilize PowerPoint presentations developed in-house to provide students with advanced knowledge and practical learning experiences. Furthermore, the labs are equipped with the latest software, including Microsoft Office and Excel utilities, to support hands-on learning. The institution encourages the use of ICT resources and provides access to computing and storage facilities such as Cloud-based Google Drive. Additionally, IT-enabled learning tools such as PowerPoint presentations, video demonstrations, and smart board usage are employed to facilitate an effective teaching-learning process.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

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

2.3.3.1 - Number of mentors

8

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	No File Uploaded
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

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

13

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	View File

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

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

8

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

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

2.4.3.1 - Total experience of full-time teachers

5.46

File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

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

GSB conducts two Continuous Internal Evaluations (CIEs) per semester, adhering to University norms for mark uploads. A designated faculty member acts as Coordinator for Examination Cell, ensuring clarity in exam schedule, which is prominently featured in the student academic calendar. Exams are typically conducted as scheduled, with any necessary changes communicated and rescheduled in advance. Question papers, tailored to Bloom's Taxonomy and CO-PO attainment, are submitted along with answer keys three days prior to the examination by faculty members. One question paper is randomly selected and administered. Following the exam, answer scripts are diligently evaluated, and mark statements are submitted within five days. Marks are promptly entered into MOODLE, with a hardcopy of the mark statement and analysis submitted to the exam cell after obtaining the Director's signature. Internal marks awarded by faculty members are uploaded to University Web Portal within

the stipulated time frame. Students who fail in a subject are provided with assignments or offered a retest as a corrective measure. Additionally, faculty members conduct remedial classes for slow learners, with retests organized as needed. Internal components are planned by subject handling faculty based on requirements and nature of the course, ensuring comprehensive assessment and effective learning outcomes.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

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

The Continuous Internal Evaluation (CIE) process at GSB emphasizes objectivity, transparency, and systematic assessment. Led by the exam cell, it maintains academic standards while fostering student development. Faculty participation encourages collaboration in refining evaluation methods.

Transparency is pivotal, with internal marks accessible to students before entry into the university portal, fostering trust and accountability. Opportunities for students to enhance marks demonstrate a commitment to fairness and continuous improvement. A dedicated committee promptly addresses evaluation issues, ensuring integrity and fairness.

The CIE process at GSB reflects the institution's dedication to educational excellence by prioritizing objectivity and transparency, creating a supportive learning environment for student growth and success.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

2.6 - Student Performance and Learning Outcomes

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

The institution meticulously outlines and publicly displays program and course outcomes for all offered programs on its website, ensuring transparency and accessibility. These outcomes serve as guiding benchmarks for student learning and achievement. Whether pursuing undergraduate, graduate, or specialized programs, students can easily access this vital information, empowering them to align their educational journey with established goals and expectations.

Moreover, the institution goes beyond mere display by integrating these outcomes into its learning management system, such as Moodle. By incorporating them into the Moodle platform, students have convenient access to course-specific outcomes throughout their academic endeavors. This seamless integration enhances the learning experience, allowing students to continuously refer to and engage with the intended learning objectives of their courses.

This commitment to clarity and accessibility underscores the institution's dedication to academic excellence and student success. By providing comprehensive program and course outcomes via both its website and Moodle, the institution ensures that students are well-informed and equipped to navigate their educational paths effectively. This proactive approach fosters a supportive learning environment where students can confidently pursue their academic and professional aspirations.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://gsb.ac.in/home/mba-master-of-business-administration/
Upload COs for all Programmes (exemplars from Glossary)	View File

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

The institution rigorously evaluates both Programme and Course Outcomes to ensure academic excellence. Assessment methods include exams, assignments, projects, and feedback from alumni and employers, aiming to enhance educational quality and relevance.

PROCEDURE OVERVIEW:

1. Identification of key competencies (POs) for each Course Outcome (CO).
2. Mapping COs of each course with POs using a rating system.
3. Creation of CO-PO Course Articulation Matrix.
4. Calculation of CO Attainment through direct and indirect assessments.

CO ATTAINMENT CALCULATION: A. Direct Attainment of COs (80%):

a. Two Continuous Internal Examinations (CIE) based on COs and Bloom's Taxonomy. b. Assignments, Activities, Seminars, Presentations, etc. c. University Examination marks. d. Day-to-day evaluation in laboratory performance.

B. Indirect Attainment of COs (20%):

- Feedback from students via course end surveys, assessing performance across various evaluation components.

SETTING TARGETS:

- Targets for attainment levels are established based on direct assessment: Level 0 (Not satisfactory): Less than 60% students attain >60% marks. Level 1 (Low): 60% or more students attain >60% marks. Level 2 (Moderate): 70% or more students attain >60% marks. Level 3 (High): 80% or more students attain >60% marks.

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

2.6.3 - Pass percentage of Students during the year

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

during the year

75

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	Nil

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://drive.google.com/file/d/1wWwCNJuYyWKWE13m7EAnFEoWd74n2jVn/view?usp=drive_link

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)	View File

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

0	
File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

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

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

0	
File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

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

GSB fosters an engaging atmosphere to foster innovation and entrepreneurship. It offers all necessary amenities and guidance to students, empowering them to actively apply technology to address societal challenges. The institution hosts awareness sessions, workshops, seminars, and guest lectures on entrepreneurship, encouraging students to interact with accomplished entrepreneurs through the preprogrammes including "Meet the Entrepreneurs" and "Coffee Table Talk". Employing contemporary pedagogical methods, GSB enriches the teaching-learning experience. Additionally, it provides essential equipment to support faculty and students alike.

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

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

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

47

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

3.3 - Research Publications and Awards

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

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

8

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	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

7

File Description	Documents
Any additional information	No File Uploaded
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

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

9

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

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

GSB endeavors to make meaningful contributions to society and the environment through active participation in promoting community engagement within the college neighborhood. The institution places significant emphasis on student involvement, service-oriented initiatives, and the holistic development of students towards fostering good citizenship. The CSR club organizes various programs, including visits to old-age homes, government schools, and engagement with children during national celebrations like Independence Day and Republic Day. Recognizing the challenges faced by rural India such as uncleanliness, poor hygiene, malnutrition, and open defecation, the institution's CSR Clubworks to address these issues through awareness campaigns and activities like plogging. By engaging with diverse social groups beyond the college campus, students develop self-confidence, autonomy, and empathy, which in turn prepares them to be effective leaders and responsible citizens.

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

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

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

0

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	View File
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

4

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

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

3.4.4.1 - Total number of Students participating in extension activities conducted in

collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

160

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

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

0

File Description	Documents
e-copies of related Document	No File Uploaded
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	View File

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

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

13

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

ACADEMIC FACILITIES: GSB offers cutting-edge infrastructure to students, aiming to be a hub of excellence in management education devoted to high-quality teaching, learning, and research. The college provides various facilities, including conference halls, tutorial rooms, ICT-enabled classrooms, syndicate rooms, a computer laboratory, library, and an auditorium, all regularly upgraded to meet evolving needs.

COMPUTER LAB: GSB boasts a computer laboratory equipped with 60 systems and necessary software tailored to course requirements. The campus is equipped with LAN and Wi-Fi connectivity, providing internet speeds of up to 30 mbps.

SPORTS AND RECREATION: The institution actively encourages student participation in diverse sports and games activities and competitions. GSB features a spacious indoor sports room equipped with amenities for table tennis, caroms, chess, and a gym. Outdoor grounds facilitate cricket, volleyball, football, and host the Gnanam Premier League (GPL).

CULTURAL ACTIVITIES: The auditorium provides ample space and facilities for a wide range of cultural events. It serves as a venue for occasions such as fresher's day, annual day celebrations, and Euphoria, the college's one-day intra-college cultural fest. Additionally, various clubs are formed to nurture and showcase students' talents, allowing them to participate based on their interests.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://gsb.ac.in/home/infrastructure/

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

GSB offers comprehensive support facilities to ensure the well-being and recreational needs of its students. These include comfortable hostels, a vibrant food court offering a variety of culinary options, a fully-equipped gymnasium to promote physical fitness, and a fitness center for holistic wellness. Additionally, the institution boasts expansive sports grounds ideal for conducting events such as the Gnanam Premier League, a thrilling 20-20 cricket tournament that showcases the sporting prowess of its participants.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://gsb.ac.in/home/ict-facilities#auditorium

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

8

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://gsb.ac.in/home/ict-facilities
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

4483563

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

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

The library at GSB spans an area of 219 square meters, offering a serene and quiet environment conducive to reading and referencing materials. Operating hours are from 9:00 AM to 9:00 PM, providing ample time for students and faculty to utilize its resources. Utilizing Open Biblio software under the GPU License, the library is automated, facilitating efficient management of bibliographic records and patron information. Regular updates are made to the database, ensuring it reflects the latest acquisitions.

Subscriptions to full-text e-resources grant users access to e-journals, e-books, newspapers, and more, with authentication based on IP addresses. This access is available campus-wide via the Intranet, allowing users to benefit from these resources at any time. The Digital Library is equipped with three desktops featuring Wi-Fi and LAN connectivity, boasting internet speeds of up to 30 Mbps for seamless browsing and access to e-resources to aid in academic and research pursuits.

For additional convenience, the library's website offers access to various services and e-resources, along with comprehensive information about its offerings. The library's collection includes 3950 books spanning 2200 titles, supplemented by 12 print journals (6 national and 6 international), 816 e-books (via DELNET), and 1413 e-journals (via DELNET).

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional Information	https://gsb.ac.in/home/library/
4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	B. Any 3 of the above
File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File
4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)	
4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)	
408520	
File Description	Documents
Any additional information	View File
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File
4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)	
4.2.4.1 - Number of teachers and students using library per day over last one year	
10	

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

4.3 - IT Infrastructure

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

Gnanam School of Business is dedicated to providing essential IT facilities to its students and faculty. This commitment includes ensuring a reliable Wi-Fi connection with adequate bandwidth speed to support various academic and administrative activities. Recently, the institution has made significant investments to enhance its technological infrastructure. This includes the purchase and replacement of 60 systems in the computer lab, ensuring students have access to up-to-date hardware for their coursework and projects.

Moreover, recognizing the importance of interactive learning experiences, the school has also introduced smart LED televisions in classrooms. These state-of-the-art displays enable dynamic and engaging teaching methods, enhancing the overall learning environment for students.

Through these initiatives, Gnanam School of Business is committed to staying at the forefront of technological advancements in education, providing students with the tools and resources they need to succeed in today's digital age.

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

4.3.2 - Number of Computers

60

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution	B. 30 - 50MBPS
File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	View File
4.4 - Maintenance of Campus Infrastructure	
4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)	
4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)	
4072560	
File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File
4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.	
<p>Administration: The campus maintenance is overseen by the Administrative Officer and the Estate Officer, with surveillance cameras ensuring effective control. They are responsible for supervising the upkeep of buildings, classrooms, and laboratories.</p> <p>Maintenance Management: The maintenance committee, led by the Administrative Officer, manages maintenance activities. They efficiently organize the workforce and maintain duty rosters detailing individual responsibilities by floor.</p> <p>Computer Lab: The Technical Support Staff team conducts annual</p>	

audits and ensures maintenance, with lab assistants supervised by the System Administrator handling day-to-day upkeep.

Library: The Librarian is responsible for library maintenance, guided by the Faculty Coordinator. Regular audits are conducted to update books, journals, and other resources.

Sports Complex & Hostel: In-house support staff ensure hygiene and cleanliness to create a conducive environment for residents.

Estate Maintenance: Trained in-house electricians manage specialized tasks, while civil and electrical work is maintained by the institution. Separate gardening staff maintain the campus's greenery.

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

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

0

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
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)	View File

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

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

111

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

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

A. All of the above

File Description	Documents
Link to Institutional website	https://www.gsb.ac.in/home1/list-of-events/
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

76

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

76

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	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**

76

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	View File

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

5.2.2.1 - Number of outgoing student progression to higher education

0

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

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

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

0

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

5.3 - Student Participation and Activities

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

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

0

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

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

Gnanam School of Business actively fosters the holistic development of its students, encouraging them to excel not only in academics but also in extracurricular pursuits. To facilitate this, the school has established separate student committees, namely the Sports Committee (responsible for organizing events like the Gnanam Premiere League) and the Events Committee (which oversees festivals, special days, and other relevant events throughout the academic year). These committees operate under the guidance of faculty members, who provide support and mentorship.

Regular meetings are held between the student committees and faculty advisors to ensure smooth coordination and effective reporting of events. The institution emphasizes student involvement in these activities as a means to actively represent their interests in accordance with the norms set by the University and AICTE.

Moreover, students are encouraged to participate in various

other committees such as grievance handling, women's redressal, residence, library advisory, entrepreneurship development, and student-run clubs. These clubs, led by faculty mentors specializing in different fields (such as Opera Jaguars Club, Finrostra Club, Law Incarnate Club, Cyber Conquerors, and Marketing Emporia Club), provide platforms for students to explore their interests and develop leadership skills.

Furthermore, students are motivated to participate in competitions related to academics, sports, and cultural activities both within and outside the institution. Regularly conducted competitions within the institution serve as opportunities for students to showcase their talents and skills. Overall, Gnanam School of Business encourages active student engagement and participation to foster a well-rounded educational experience.

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

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

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

8

File Description	Documents
Report of the event	View File
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)	View File

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

The institution hosts a registered alumni association known as "GSB Alumni Association," facilitating regular alumni gatherings held in March and October. These events serve as opportunities for alumni to reconnect with one another and engage with current students. A variety of activities, including games and competitions, are organized to foster camaraderie and networking among alumni.

The alumni play a crucial role in supporting the association's activities through their contributions to the fund, which finances various alumni and developmental initiatives.

In terms of career guidance and placements, alumni serve as valuable resources for students. With alumni placed in esteemed organizations across the country, they offer insights and advice to students on improving articulation and soft skills, crucial for securing placements. Additionally, they share their professional experiences to help students acclimate to different work environments and understand industry standards and ethics.

Through the Alumni Interaction Program, alumni generously impart their corporate knowledge and experiences to their juniors, enhancing their understanding of the corporate world and empowering them to meet the demands of the current job market.

File Description	Documents
Paste link for additional information	https://alumni.gsb.ac.in/
Upload any additional information	View File

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

E. <1Lakhs

File Description	Documents
Upload any additional information	View File

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 mission and vision of GSB have been carefully crafted under the esteemed leadership of our Governing Board, led by Chairman Rev. Fr. Casmir Raj, the Founder of LIBA, Chennai, and former Director of XLRI, Jamshedpur. It is his visionary leadership that has steered GSB to operate as a fully residential business school since its inception. Embracing this residential model enables our students to sharpen their skills through interactions and activities beyond traditional classroom hours.

Governance at GSB, overseen by the Governing Body (GB) and Internal Quality Assurance Cell (IQAC), plays a pivotal role in driving continual reforms to position the institute favorably among all stakeholders. Aligned with the institution's Vision and Mission, quality policies are formulated to meet the evolving needs of the corporate world, society, and stakeholders. A perspective plan, developed collaboratively by the CEO, Director, and IQAC under the guidance of the Governing Body, outlines strategic objectives to guide the institute's growth.

The implementation of quality policies is facilitated by providing essential academic infrastructure, fostering a conducive learning environment, and promoting a harmonious work culture. Regular monthly meetings between the CEO and Director are held to review academic progress, center activities, student clubs, and other initiatives aimed at advancing the institution's growth trajectory.

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

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

GSB operates under a hierarchical structure led by the Governing Body, chaired by Rev. Fr. Casmir Raj, providing strategic direction. The CEO and Director oversee daily operations, executing directives from the Governing Body. Essential roles like Exam Coordinator, Placement Coordinator, and Academic Coordinators manage academic and administrative functions.

Various councils, including the Faculty Council and Students' Council, foster collaboration and representation. Clubs under faculty coordinators offer extracurricular exploration. Policies like HR, Green, Environment, and Energy Policies uphold ethical and sustainability standards, enforced by committees like the Governing Body and Financial Committee.

Additionally, committees such as Class Committees and Event Management Committee ensure effective governance. The Internal Quality Assurance Cell (IQAC) ensures academic quality through assessments and improvements. GSB is dedicated to providing a comprehensive and high-quality education experience.

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

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The Institute's commitment to fostering students' technical and social development is facilitated by a robust infrastructure. In line with this commitment, a strategic plan was devised in 2018 to establish the Internal Quality Assurance Cell (IQAC), aimed at ensuring excellence in teaching and learning, fostering industry-institute interaction, establishing an

incubation center, and promoting research among staff and students.

The IQAC, established as per the institution's vision, focuses on aligning major tasks with teaching, learning, and administrative planning. It monitors the implementation of these initiatives, emphasizing a shift from a traditional teacher-centric approach to a student-centric one. This includes regular reviews of the teaching-learning process, monitoring student academic progress, and fostering ICT-enabled interactive learning environments to facilitate self-learning.

Moreover, the institution encourages faculty and students to engage in research activities, publishing papers in academic conferences and quality management research journals, as well as undertaking industry-sponsored consultancy projects.

In terms of training and placements, the Institute has forged partnerships with industries to provide student training, internships, and placements. The Gnanam Aptitude Test (GAT) is conducted regularly to enhance students' employability skills, covering verbal, aptitude, and reasoning aspects. Additionally, the Training and Placement Cell organizes Aptitude and Soft Skills Training as part of the Professional Enhancement Program (PEP) on a weekly basis, aiming to continuously improve students' readiness for the professional world.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
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 institutional bodies operate with efficiency and effectiveness, as evidenced by the clarity and adherence to policies, administrative structures, appointment protocols, and service regulations. Specifically, the Human Resources (HR) policy governs recruitment processes, outlining job descriptions, roles, and responsibilities to ensure transparent hiring practices.

Moreover, the HR policy extends to faculty welfare, encompassing provisions for various leave types such as Casual Leave (CL), Medical Leave, and Vacation Leave. This ensures faculty members can maintain a healthy work-life balance while attending to personal or health-related matters. Additionally, the institution sponsors Faculty Development Programs (FDPs), seminars, and conferences, enabling continuous professional growth and knowledge enhancement among faculty members.

By meticulously adhering to these policies and procedures, the institution demonstrates its commitment to providing a conducive and supportive environment for its faculty members, fostering their well-being and professional development.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	https://gsb.ac.in/home/organogram/
Upload any additional information	View File

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	No File Uploaded
Screen shots of user inter faces	View File
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

The following Welfare Measures are provided to the staff members:

1. Gratuity is provided to all staff members after completing five years of permanent service.
2. Female employees are entitled to two periods of fully paid Maternity Leave, each lasting 90 days.
3. Reimbursement of membership fees for professional bodies is offered.
4. Leave entitlements include: a. 12 Casual Leaves per year. b. Up to 15 days of Vacation Leave annually. c. Medical Leave up to 6 days per year, with a medical certificate required for approval.
5. Free accommodation and nutritionally balanced vegetarian lunches are provided on campus for resident faculty and staff.
6. Incentive Scheme:
 - Rs. 1,000 for paper presentations at National Conferences, Rs. 2,000 for International Conferences.
 - Rs. 2,000 for publications in UGC CARE journals and IIMS recognized Management journals.
 - Rs. 3,000 for publications in Scopus listed Journals, Rs. 5,000 for international publications in ABDC list.
7. Book Publication Incentive: Rs. 5,000 for books published by regional/local publishers, Rs. 10,000 for textbooks published by reputable national publishers.
8. Non-doctoral staff members are encouraged to enroll in part-time Ph.D. programs and are supported with time off for research classes. Upon successful completion, faculty members receive an incentive of Rs. 30,000.

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

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

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

2

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

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

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

4

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

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

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

year	
4	
File Description	Documents
IQAC report summary	No File Uploaded
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File
6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff	
<p>Performance Appraisal System for Teaching and Non-Teaching Staff: The institution conducts annual performance appraisals for faculty and non-teaching staff to assess their contributions and achievements.</p> <p>For Teaching Staff: Faculty members submit a self-appraisal form at the end of each academic year. This self-assessment report, verified by the Director, is then forwarded to the CEO. The appraisal form comprises two parts:</p> <p>Part I:</p> <ul style="list-style-type: none"> • Professional details and teaching load of faculty members. • Details of project works guided, participation in FDPs/seminars/workshops, and administrative responsibilities. <p>Part II: Quantitative assessment, including:</p> <ul style="list-style-type: none"> • Contributions to departmental work, student activities, research publications, and consultancy projects. • Analysis of student feedback and results. <p>For Non-Teaching Staff: Non-teaching and administrative staff complete a self-appraisal form based on assigned duties. The</p>	

performance appraisal for technical support staff evaluates parameters such as workload, academic duties, and attendance at training courses.

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

6.4 - Financial Management and Resource Mobilization

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

The administration department compiles budget estimates by assessing recurring and non-recurring expenses at the Institute level. Prior to the start of the academic year, the director convenes a budget meeting to gather requirements from faculty, librarians, and lab in-charges. This includes procurement of equipment to align with curriculum changes or replace obsolete items, as well as budget allocation for equipment maintenance in the upcoming semester.

Admin consolidates all budget requirements to refine financial and academic year needs. The final budget proposal, overseen by the director, is submitted for management approval. Upon approval, the department implements activities outlined in the proposals using the allocated funds. The sanctioned budget is released following proper procedures, and the accounts department collects necessary bills for expenditure incurred.

The institute undergoes both internal and external audits. The Administrative Officer scrutinizes budget proposals, receipts, bills, vouchers, and supporting documents for the current year. They ensure adherence to due processes in budget application, sanction, and utilization. Following verification, the accountant prepares the balance sheet.

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

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)	View File

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

The institution employs various strategies to mobilize funds and ensure optimal resource utilization. These strategies include:

1. **Student Fees:** Fees are collected from students of both granted and self-financed courses, adhering to university and government regulations.
2. **Self-Managed Salary Disbursement:** The institution prepares an annual budget and manages salary disbursement using internal resources.
3. **Management Authority:** The institution's management holds the final authority regarding fund mobilization and resource utilization decisions.
4. **Stakeholder Coordination:** Close coordination is maintained with stakeholders such as alumni, who

contribute funds for the organization's benefit.

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

6.5 - Internal Quality Assurance System

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

In response to UGC directives in 2018, the institution established an Internal Quality Assurance Cell (IQAC) to initiate quality assurance strategies and processes. Oversight of quality assurance efforts is facilitated by a dedicated committee. Key initiatives include:

1. Enhancing Academic Quality
2. Improving Placements and Training Quality
3. Enhancing Waste Management Systems
4. Upgrading Campus and Residence Wi-Fi Facilities
5. Strengthening Counseling Services
6. Expanding Industry, Academic, and Organizational Collaborations through MOUs
7. Increasing Extension and Outreach Activities
8. Encouraging Faculty Participation in FDPs, Workshops, and Conferences to enhance their expertise.

Additionally, the IQAC implemented an effective student mentoring system, assigning each faculty member to mentor 15 students. This approach fosters interaction among students, mentors, and parents, resulting in improved attendance and academic performance.

To further enrich learning experiences, the IQAC promotes Technology-Enhanced Learning by facilitating enrollment in Massive Open Online Courses (MOOCs). Regular reviews of

Teaching-Learning Processes are conducted to ensure optimal methodologies and outcomes.

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

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

1. **Operational Methodologies for Teaching-Learning Skill Upgradation:** The IQAC initiates feedback collection from stakeholders to identify gaps in the teaching-learning process. These gaps include the need for value-added courses, skill development courses, MOOC certification courses, and enhanced industry interaction for internships and design projects. The Placement Committee addresses these gaps by conducting value-added courses to enhance knowledge and introducing skill development courses, such as communication and technical skills, from the first year in collaboration with various organizations. Students are encouraged to undergo internships and projects at government and private organizations to enrich their industrial exposure and practical knowledge.
2. **Operational Methodologies for Implementation of Outcome-Based Education (OBE) in TLP:** The institution has transitioned to outcome-based education (OBE) and formulated Course Outcomes (COs), Program Outcomes (POs), Program Specific Outcomes (PSOs), and Program Educational Objectives (PEOs) for all programs. Course attainment computations are conducted at the end of each semester, mapping and evaluating Program Outcomes. These

assessments inform necessary improvements for the next semester. Feedback from students at the end of courses and programs is collected, and corrective actions are initiated to enhance delivery based on this feedback.

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

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

C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	Nil
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

The institution prioritizes gender equity and sensitization in co-curricular activities, fostering inclusivity and empowerment. A diverse array of club events, including Cultural programs, Fresher's Day, and International Women's Day celebrations, showcase the talents and potential of all students, with particular emphasis on encouraging female participation.

In addition to promoting gender equality in activities, the institution provides specific facilities to ensure the safety and security of women on campus. This includes comprehensive surveillance through CCTV cameras, the deployment of security personnel across the premises, and the availability of a dedicated lady warden in the girls' residence 24/7. To further safeguard against issues such as ragging and sexual harassment, the institution maintains active committees and monitoring systems.

Moreover, the institution recognizes the importance of supporting the holistic well-being of its female students. Counseling services are tailored to address academic, career, and behavioral concerns, offering a supportive environment for personal and professional development.

Overall, the institution's commitment to gender equity extends beyond rhetoric to tangible actions, creating a campus culture where all students feel valued, respected, and safe to thrive academically and personally.

File Description	Documents
Annual gender sensitization action plan	https://drive.google.com/file/d/1QgvHEYUVJ8X_JSDwr8Zc2L24XEvkj940/view?usp=drive_link
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	Nil

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

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

The institution implements robust waste management practices across various fronts.

Solid Waste Management: An effective system is in place for handling solid waste, particularly food waste, which undergoes vermicomposting. Collected from the food court, it's meticulously composted in designated pits, gradually transforming into nutrient-rich fertilizer used to nourish the campus vegetation.

Liquid Waste Management: To manage liquid waste, black water from toilets undergoes treatment in the Sewage Treatment Plant (STP) located on campus. The treated grey water is then repurposed for irrigation purposes, ensuring sustainable water usage for maintaining the lush greenery across the premises.

Plastic-Free Campus Initiative: A concerted effort is made to minimize plastic usage on campus. Non-plastic utensils and containers are provided for domestic purposes, promoting environmental sustainability. Students are actively engaged in awareness campaigns to reduce plastic consumption, both within the campus premises and in surrounding communities. Through initiatives like community plogging activities, they advocate for a plastic-free environment as part of the broader Swachh Bharat Scheme.

Hazardous Material Management: The institution maintains strict protocols to prevent the use of hazardous materials on campus.

Additionally, proper disposal procedures are followed to manage any e-waste generated, ensuring environmental safety and compliance with regulatory standards.

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

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

A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	View File

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	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	No File Uploaded

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

A. Any 4 or all of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	View File
Certificates of the awards received	No File Uploaded
Any other relevant information	No File Uploaded

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

C. Any 2 of the above

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

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

Cultural Diversity: The college is dedicated to nurturing students' personal development within a richly diverse environment. Actively engaging in cultural festivities during occasions like festivals, fresher and farewell events not only cultivates interpersonal skills but also celebrates the unique contributions of students, adding to the vibrant tapestry of campus life.

Regional Diversity: Embracing the essence of regional identity, the college wholeheartedly commemorates festivals such as Pongal, Onam, and Dussehra. These celebrations serve as platforms for fostering inclusivity and mutual understanding among students from various backgrounds.

Linguistic Diversity: The institution encourages students to broaden their linguistic horizons through immersive workshops, enlightening talks, and insightful lectures delivered by seasoned professionals from diverse institutional and organizational backgrounds. This multifaceted approach not only enriches communication skills but also fosters an appreciation for linguistic diversity.

Communal Harmony: With a commitment to nurturing a harmonious campus community, the college organizes events like Euphoria, as well as fresher and farewell days, creating avenues for students to forge lasting bonds and strengthen interpersonal relationships. Additionally, the college embraces religious diversity by accommodating students, facilitating optional leave to observe significant festivals such as Onam, Ramzan,

and Bakrid, thereby fostering a spirit of inclusivity and respect for all religious beliefs.

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

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

At GSB, we prioritize providing holistic education to our students, which includes sensitizing them to their constitutional rights, values, duties, and responsibilities. This education is integrated into both primary education and extracurricular activities, as well as through the curriculum itself. Many subjects cover topics related to constitutional obligations, while value-added courses, such as environmental and sustainability studies, provide insight into global environmental concerns.

Independence Day celebrations extend beyond campus, with student clubs organizing events in nearby schools to instill patriotism in the local community's youth. Various programs, including patriotic movie screenings and Teacher's Day activities, reinforce values such as respect and support for elders through activities like visits to old age homes.

Faculty organize academic and co-curricular activities to propagate the Fundamental Duties and Rights of Indian citizens, ensuring students understand and appreciate their role as responsible citizens.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	Nil
Any other relevant information	Nil

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

C. Any 2 of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	No File Uploaded

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

Each year, the institution celebrates International Women's Day by inviting inspiring female leaders from various fields to motivate and empower female students. In the evening, cultural events organized by male students honor the achievements of girls on campus. Similarly, Teacher's Day, observed annually on September 5th, is a heartfelt occasion where educators are showered with gratitude and tokens of appreciation from both the management and students. Special activities arranged by the

institution and students alike entertain faculty members on this memorable day. Additionally, the institution commemorates important events such as Anti-Tobacco Day and Environmental Day, underscoring its commitment to social awareness and responsibility.

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

7.2 - Best Practices

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

At GSB, we implement a process known as PtoP - Passport to Placement, aimed at guiding students towards successful career paths. Each student receives a PtoP book, tracking their progress throughout their GSB journey. This tool helps students articulate their career goals and commit to relevant curricular and extracurricular activities each semester. Mentors monitor and rate their participation, advising on additional activities such as certifications, paper presentations, and inter-college meets. The book also records book reviews and aptitude test scores.

Moreover, GSB offers student-driven extracurricular activities to provide practical experience alongside academic studies. The Finance Club operates the Bank of Finrostra, a fully functional model bank managed entirely by students. This initiative allows students to apply finance principles in a real-world context. Similarly, KwiK Stop, the on-campus convenience store, provides students with hands-on experience in operations, finance, and marketing, simulating a business environment within an academic

setting.

File Description	Documents
Best practices in the Institutional website	https://gsb.ac.in/home/best-practices/
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

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

At GSB, each day begins at 8:30 a.m. with an engaging newspaper reading session led by faculty. Beyond simply skimming headlines, students actively participate, discussing and analyzing articles to enhance their English-speaking abilities and expand their vocabulary. They also select and summarize news articles, receiving feedback to refine their writing skills.

This daily ritual offers numerous benefits. Students develop both deep and speed reading skills, essential for academic and professional success. Their vocabulary steadily grows as they encounter new words in context. Staying informed about current affairs fosters a nuanced understanding of social, political, and economic issues. Active participation in discussions not only improves English fluency but also cultivates critical thinking skills.

Moreover, the session provides access to course-related information and insights into contemporary trends. Armed with knowledge and strong communication skills, students are better prepared for examinations, competitions, and life beyond academia. This holistic approach to learning ensures that students not only excel academically but also develop the skills necessary for success in the real world.

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

7.3.2 - Plan of action for the next academic year

Introduce relevant Value-Added Courses to equip students with practical skills for the job market.

Encourage and motivate students to enroll in Massive Open Online Courses (MOOCs) for continuous learning and skill enhancement.

Expand partnerships with various organizations through Memorandums of Understanding (MoUs).

Revamp extension activities to instill social and community responsibilities in students.

Promote engagement in projects benefiting society and the local community.

Provide support for faculty research initiatives and consultancy projects.

Facilitate access to resources and funding for research endeavors.

Enhance governance structures and processes for effective decision-making and accountability.

Streamline administrative procedures to optimize organizational efficiency.

Improve documentation processes to meet National Assessment and Accreditation Council (NAAC) requirements.

Ensure comprehensive documentation of academic and administrative activities.

Expand the scope and frequency of Faculty Development Programs (FDPs) to enhance teaching and research skills.

Offer Management Development Programs (MDPs) to cultivate leadership and managerial competencies among faculty and staff.