YEARLY STATUS REPORT - 2020-2021

Part A	
Data of the Institution	
1.Name of the Institution	Sindhi College
• Name of the Head of the institution	Dr. B S Srikanta
• Designation	Principal
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	08023637543
• Mobile no	9844143944
• Registered e-mail	principal@sindhicollege.com
• Alternate e-mail	srikantabs58@gmail.com
• Address	33/2B, Kempapura, Hebbal
• City/Town	Bengaluru
• State/UT	Karnataka
• Pin Code	560024
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Urban
• Financial Status	Self-financing

• Name of the Affiliating University	**Bengaluru City University**
• Name of the IQAC Coordinator	**Asha N**
• Phone No.	**9986342725**
• Alternate phone No.	**08023637543**
• Mobile	**7022037902**
• IQAC e-mail address	**iqac@sindhicollege.com**
• Alternate Email address	**asha_skm@rediffmail.com**

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

https://www.sindhicollege.com/pdf/AQAR_acknowlegement/aqar_2019_20.pdf

4.Whether Academic Calendar prepared during the year?

Yes

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

https://www.sindhicollege.com/pdf/College_Calendar_20_21.pdf

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**B**	**2.24**	**2014**	**21/02/2014**	**20/02/2019**
Cycle 2	**B++**	**2.98**	**2021**	**07/09/2021**	**06/09/2026**

6.Date of Establishment of IQAC

05/04/2012

7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
NA	**NA**	**NA**	**NA**	**NA**

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	6	
• Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?	Yes	
• If No, please upload the minutes of the meeting(s) and Action Taken Report	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
• If yes, mention the amount		

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

1.Enhancing employability skills of students through value added programmes

2.Promoting Student Centric Teaching Learning process through innovative practices especially introducing flipped classes

3. Organising FDPs, Seminars/webinars and Workshops to facilitate updation and up gradation of knowledge by faculty and students.

4. Continued with extension services through NSS/NCC in particular with construction of classrooms in adopted Government Primary School at Dasegowdana Doddi Village, Ramanagara District was inaugurated on 18th October 2020.

5.A seminar hall with 200 seating capacity was constructed and inaugurated in the month of November 2020

6. Conducted Covid - 19 several vaccination drives for Employees, Students, Alumni & their families and Local residents.

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
https://www.sindhicollege.com/pdf/2020-21/PIanofAction-2020-2021.pdf	https://www.sindhicollege.com/pdf/2020-21/ActionTakenReport-2020-2021.pdf

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

- Name of the statutory body

Name	Date of meeting(s)
Management	05/03/2022

14.Whether institutional data submitted to AISHE

Year	Date of Submission
2022	03/02/2022

Extended Profile

1.Programme

1.1 Number of courses offered by the institution across all programs during the year	9

File Description	Documents
Data Template	View File

2.Student

2.1 Number of students during the year	1251

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	350

File Description	Documents
Data Template	View File

2.3 Number of outgoing/ final year students during the year	**379**

File Description	Documents
Data Template	 [View File](#)

3.Academic

3.1 Number of full time teachers during the year	**44**

File Description	Documents
Data Template	 [View File](#)

3.2 Number of sanctioned posts during the year	**44**

File Description	Documents
Data Template	 [View File](#)

4.Institution

4.1 Total number of Classrooms and Seminar halls	**30**
4.2 Total expenditure excluding salary during the year (INR in lakhs)	**258.03**
4.3 Total number of computers on campus for academic purposes	**151**

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 curriculum provided by the Bengaluru Central University is

adopted. Quality education is imparted through a well-planned curriculum delivery and documentation in tune with the goals and objectives of the institution. In the beginning of the semester, orientation programme is organised for both parents and students.

Each Department has its own vision and mission. PSOs, POs and COs are developed for each program and assessed.

- Faculty Meetings are conducted periodically to discuss action plans and their implementation.
- College calendar is prepared in tune with the university academic calendar and uploaded on the college website.
- Academic schedule/lesson plan is prepared by the individual faculty and the same is recorded in the work diary and followed scrupulously during each semester, through syllabus completion reports.
- Bridge courses are conducted for non-commerce students of B.Com and BBA courses and non-Science students of BCA.
- Two internal examinations, class test and assignment conducted per semester to assess the efficiency. Remedial classes are conducted.
- The outcome of curriculum planning , delivery and implementation is communicated to the students and parents through PTA meetings
- Study material is sent to students through their e-mails.
- Well-structured feedback mechanism ensures the effectiveness of the process of curriculum delivery and implementation.

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	https://www.sindhicollege.com/AQAR/1

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

The college strictly adheres to the academic calendar put forth by the Bengaluru City University before commencement and closure of the semester, practical and theory examination, submission of internal assessment marks and so on.

The college designs a structured format of calendar of events for academic year uploads on the college website. It gives detailed information about the various curricular and co -curricular

activities covering minute aspects. The academic calendar is prepared so that teachers and students know all the activities regarding teaching- learning process. The college aims at adhering to the same and any changes are immediately addressed to avoid future pitfalls caused by it in the conduct of the college activities.

The college plans and organizes the teaching, learning and evaluation schedules as follows:

- With the calendar as a framework, which encompasses all activities, is prepared in consultation with the heads of the departments and Conveners of various committees.
- Work allotment and unitization of the syllabus are done and lesson plan, schedule for assignments and internal examinations are planned much before the commencement of the semester.
- Review meetings are periodically conducted both at the college as well as at the department level and future plans are discussed.

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	https://www.sindhicollege.com/pdf/College_Calendar_20_21.pdf

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

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	[View File](#)
Any additional information	[View File](#)

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

9

File Description	Documents
Any additional information	[View File](#)
Minutes of relevant Academic Council/ BOS meetings	[View File](#)
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)

11

File Description	Documents
Any additional information	[View File](#)
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

936

File Description	Documents
Any additional information	View File
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 cross-cutting issues like Gender, Environment Sustainability, Human Values and Professional Ethics are integrated into the curriculum. A multi-faceted approach is undertaken to implement and integrate such relevant issues into the curriculum.

The curriculum is designed by the University to be taught as Foundation Courses:

- Indian Constitution and Human Rights
- Environment and Public Health
- Science and Society
- Business Ethics
- Personality Development
- Culture and Diversity

The above mentioned subjects are compulsory and syllabi are attached.

- Women Empowerment Committee comprises female faculty members and girl students. The Committee organises many programs.

- We are proud to state that in our college the incidents of sexual harassment of students hardly occur due to the discipline in the campus. Anti-sexual Harassment Cell conducts awareness programmes on a regular basis. A well-defined redressal mechanism is in place. Extreme level of confidentiality and integrity is maintained.
- Anti-Ragging Cell has been constituted. Any student can lodge a complaint without disclosing his/her identity. There is a provision in the website for registering grievances online.
- The college conducts various programmes on Human Rights in collaboration with NSS and NCC units.
- Social Programmes are organised by the college under the aegis of the Eco club to create awareness towards Environmental

issues.

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

4

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	View File
Institutional Data in Prescribed Format	View File

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

189

File Description	Documents
Any additional information	View File
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	A. All of the above

from the following stakeholders Students Teachers Employers Alumni

File Description	Documents
URL for stakeholder feedback report	https://www.sindhicollege.com/AQAR/1/1.4.1
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	View File

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	View File
URL for feedback report	https://www.sindhicollege.com/AQAR/1/1.4.2

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

455

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

69

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 college admission process is transparent and equal opportunity is given to all sections of the students and adheres to the affiliation norms of the Bangalore Central University and State Government. During admissions, the marks secured in the qualifying examination becomes a benchmark in assessing their performance at the entry level and performance is regularly monitored by subject teachers and mentors. The other parameters for identification are:

-Interaction with the subject teachers in the class.

- Performance in class tests and qualifying examination.

Advanced learners are encouraged:

- To actively participate in seminars/workshops
- Merit scholarships are provided by Sindhi Seva Samiti generously every year
- To participate in quiz, debate, writing skills, workshops, group discussions, etc. and peer learning is encouraged.
- To apply for internships
- To contest in the selection process of student Governing Council of the institution as leaders

After identifying the slow learners at the entry level the following steps are taken to improve them:

- Slow learners are constantly encouraged and motivated by the mentors and counselor.
- Remedial, bridge courses and special classes are conducted to improve their learning level.
- Parent- teacher's meeting is conducted each semester and they are informed about the performance of their wards

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
1251	**44**

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

The college provides wide variety of student centric programmes to accomplish the distinct learning needs of the students.

Participatory learning methods are adopted in the classrooms to develop critical and evaluative thinking among students.

Initiative learning is followed wherein students are asked to solve problems on the board .ICT enabled student-centric learning and a holistic approach of Value based education which not only improves their intellectual capabilities but also ensures their emotional, physical, spiritual and psychological well-being.

Students are taught by didactic lectures with PowerPoint presentations. Active participation of the students is encouraged.

Subject experts and industrial experts are invited to give subject based guest lectures besides moral and ethical values. The students are encouraged to imbibe the moral values by experiential learning.

Assignments, class test, subject notes, regular interaction enables them to perform well in the University exams. Value added programmes are offered to enable student acquire the requisite employable skills.

College library is well-stocked with wide range of books for

students to become acquainted with the latest developments in all the fields. Reflective learning is followed. Brainstorming methods, experimental based learning are an integral part of teaching -learning process.

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

In addition to chalk and talk method of teaching, the faculty members are using the IT enabled learning tools such asPPT, Video clippings, movies, Audio system, online sources, to expose the students for advanced knowledge and practical learning. Classrooms are fully furnished with LCD projectors. Institution is WIFI enabled. To inculcate research instincts among teachers and students, INFLIBNET is made available, which enable users to access reputed journals of global importance.

Due to covid, all teachers and students have access online learning resources. Many applications like Zoom, Google meet, teams, WebEx, etc. are utilized. Online tests were also conducted. Many activities were conducted which included virtual cultural competitions. Webinars were conducted by all the departments of the institution to ensure that teaching fraternity are in forefront of knowledge world.

All teachers in the institution use LCD Projectors and e-learning technology. Public address system, cameras, Computers, Laptop, Wifi, LAN connected system, are also used by the faculty. There are 28 classrooms with LCD projectors in the institution. The laboratories and Seminar Halls, are well equipped with ICT facilities. ICT techniques are used by most of the teachers in the institution. Library offers wide range of e-resources.

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

44

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
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

44

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
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

10

File Description	Documents
Any additional information	View File
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

188

File Description	Documents
Any additional information	View File
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.

Continuous assessment being an important component of semester system, it encourages the students to work systematically throughout the course.

The college conducts two internal tests in a semester and adopts evaluation system as per the guidelines of the affiliated University. The students and faculties are intimated well in advance about the tests through college calendar, notice board and circular. In the beginning of the academic year, the newly admitted students and their parents are oriented about the importance of these tests.

The internal tests are conducted for 40 marks. Tests are closely supervised and systematic seating arrangements are made. Evaluation of the test papers are carried out efficiently by the teachers. After the evaluation, the answer scripts are given back to the students and answers are discussed for their information which provides transparency and accountability to the evaluation process.

PTM is conducted to inform the parents about the performance of their wards in these tests.

Several reforms are made in the conduct of CIE. Online tests were conducted due to covid in all the departments. Conceptual objective type of questions (MCQ) are framed. Class tests, surprise tests and repeated tests are also conducted in some subjects.

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 college ensures smooth conduct of the examination with proper display of the various Do's/Don'ts at the time of the examination.

The college mainly aims at conducting examinations in a fair atmosphere not giving scope for any grievances. However, the institution has established a strong Grievance redressal system for all grievances in the college.

Major thrust is on the redressal of examination related grievances such as results not processed, improvement of marks, re totaling, release of withheld result, consolidation of marks card, provisional pass certificate, convocation certificate, migration certificate, transfer cases, rank certificate, refund of fees correction in marks card, correction in name etc. The college addresses to these grievances with the help of examination committee constituted in the college, college Liaison officer as well as the officials of the Bangalore University. The college addresses to any grievances put forth by the student directly to the university. The college ensures time-bound and efficient system of the procedure to be followed in helping the student to solve grievances of any kind. The college Liaison officer maintains the records for the same for continuous follow up.

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 college has clearly stated learning outcomes and aims at

achieving excellence in academics and in all other spheres as well. Each programme of the college has clearly stated learning outcomes in terms of program outcomes (POs) and course outcomes (COs). The POs define the abilities of the students of that program expected at the time of graduation and COs are the learning outcomes that the students imbibe at the end of each course. Learner centric initiatives have ensured that all the academic processes are drafted and implemented with certain learning outcomes in mind. For this purpose, college has adapted outcome based education system.

The intended learning outcomes are clearly stated by the Bengaluru Central University in the syllabus copy.

Besides, the mechanism of communication is transparent and robust in the following ways:

- Vision and mission statement of the college.
- College website, college notice boards, lab manuals and college prospectus.
- Orientation/induction programme at the beginning of the academic year.
- Periodical meetings conducted by Principal
- Lesson plan discussed by each faculty with the students at the start of each semester.
- Guest lectures and interactions with the experts.
- Seminars, workshops and conferences.
- Feedback mechanism.
- Value education programme
- Innovative teaching methods
- Parent Teacher meeting.
- Mentoring and counseling.

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

Curriculum, Assessment and evaluation are the major tools by which program outcomes are attained. Curriculum planning and evaluation are carried out by the affiliated University and intimated to the

colleges. The major thrust in the B.Com program is to enable students imbibe core competencies in banking, charted accountancy, etc.

BBA program has several measurable and achievable objectives like to develop entrepreneurs, HR, Managers, Business Scientists, etc. BCA program also has well defined objectives: instilling programming skills, the program has been designed to cater to the ever-growing demands of Information technology. B.Sc. Program prepares the students for a career in software industry and BA programme aims at media career, several areas related to Psychology, etc.

The students are assessed at two levels: 1. Continuous internal evaluation and 2. End semester University examination.

To bridge the gap between Academia and industry, the college provides exhaustive programmes like guest lectures from industry experts, recognized personalities in the area, and Value- add programs are provided. Co-curricular and extra-curricular activities are extended and it enhances all round personality of the student

All these multi-dimensional programs help students to attain sufficient knowledge and skills to face the highly competitive world with confidence.

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

320

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	https://www.sindhicollege.com/pdf/2020-21/Annual%20Report%20Final2020-21.pdf

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://www.sindhicollege.com/pdf/2020-21/SSS%202020-21.pdf

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

Due to pandemic, we could not contact any Government or Non-Governmental Organisations for sanction of research grants

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

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

3.1.2.1 - Number of teachers recognized as research guides

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

Due to pandemic, we could not contact any Government or Non-Governmental Organisations for sanction of research grants

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

- **Sindhi College has equipped Research Centre with Six computer systems, and easy access to e-Journals and eBooks with INFLIBNET.**
- **Research Advisory Committee headed by Dr. H A Ranganath, former VC, Bangalore University, Former Director NAAC, academician from IISc, Dr. K Erasi, Former Dean of Commerce, BU, Dr. Y Rajaram, Former Director, MSRIM, Dr. H. Hanumanthappa, Chairman Department of CS, BU, Dr.Y. Narahari, Chairman CS Department IISc are serving on the Committee as members.**
- **"VIDWATH" published its fifth issue with Research papers and scholarly articles of faculty and students under RNI number RNI.KARMUL/2018/76078.**
- **The "Wissen" intercollegiate students seminar, published Ten research papers of UG and PG students with ISBN 978- 93- 5437- 039-7**

- **Nine faculty members have acquired Ph. D and seven are pursuing. Several students have won best paper award from other colleges.**
- **Students are given opportunity to organise and participate in cultural events to implement their innovative ideas in co-curricular and extra-curricular activities**
- **Incubation centre organised EDP training programmes to embolden students to become entrepreneurs.**

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sindhicollege.com/research_cell_activities

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

04

File Description	Documents
Report of the event	View File
Any additional information	View File
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

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)	**No File Uploaded**
Any additional information	**No File Uploaded**

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

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

04

File Description	Documents
Any additional information	[View File](#)
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

04

File Description	Documents
Any additional information	[View File](#)
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

Our students understand the community needs and find practical solutions to such problems. Sindhi college is promoting national integration and social harmony in the society.

To inculcate social values and spirit of sacrifice among the students, Martyr's Day was observed on 30th January 2021, which happens to death anniversary of Mahatma Gandhi.

In order to build healthy society and promote wellness among students and faculty, International Yoga Day was celebrated in our college on 21st June 2021.

Our college organised a rally to create awareness on road safety among the Citizens in association with Bangalore Traffic Police as a part of National safety Month on 17th Feb 2021.

Dr Ambedkar's Jayanthi was celebrated on 14th April 2021 to create awareness among the students on the on the contribution of Dr Ambedkar particularly towards eradication of untouchability.

Sindhi College, conducted 13 vaccination drives, in association with BBMP and 3258 Covaxin and Covishield vaccines were administered during the pandemic.

Several camps and rallis are being held every year in our institution to promote social responsibility among the students.

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

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

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

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

09

File Description	Documents
Reports of the event organized	View File
Any additional information	View File
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

1083

File Description	Documents
Report of the event	View File
Any additional information	View File
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

50

File Description	Documents
e-copies of related Document	View File
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

09

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	View File
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.

Sindhi College has adequate infrastructure for conducting all academic related activities. The details regarding the availability of Classrooms, Laboratories, Seminar Hall, Library and Auditorium are given below:

Sl. No

Particular

Total

1

Class Rooms

28

2

Electronic Lab

01

3

Computer Lab

02

4

Business Lab

01

5

Psychology Lab

01

6

Library

01

7

Reading Room

01

8

Seminar Hall

02

9

Air Conditioned Golden Jubilee Hall

01

10

Air Conditioned Auditorium

01

11

Amphitheatre

01

12

Staff Room

06

13

Research Centre

01

14

Canteen

01

15

Board Room

01

16

Parking Area (29 x 27.70 sq. mts)

(95.02 x 90.10 sq.ft)

01

17

IQAC Cell

01

18

Career guidance and Placement cell

01

19

Girls common room

01

The institute is having sufficient Computing Facilities along with LAN as well as Wi-Fi Internet and also the facilities are available as per requirement which includes 151 computers, 36 laptops, 70 legal system software, 153 legal application software, 1 Ghz 40 mbps broadband, 15 printers and LCD projectors. Facilities for teaching and learning augmented during the year 2020-21 includes, 40 computers ,1 laptop,1121 library books, installation of 1 inflibnet,16 LCD projectors.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.sindhicollege.com/AQAR/4

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

In order to facilitate overall development of students, the institution is providing state - of - the - art Infrastructure for conducting co - curricular and extra-curricular activities. The well-equipped indoor sports facility (international standard) includes

badminton, basketball, table tennis, chess, carom, tennikoit netball covering area of 36.50x24.40sq.mtrs, 119.10x80.1 Sq.ft.

For outdoor games we have ground of area measuring 240 x 102 Sq.ft/73 x 31 mtrs. For conducting Yoga Classes, we have Golden Jubliee Hall measuring 73 x 142.5 sq.ft area For Conducting Cultural activities we have fully equipped (good light and sound system) A/C Auditorium of Capacity 840 with good acoustics. For a smaller scale activities we have, Amphitheatre and G.J Hall, Seminar Hall, Quadrangle.

All the cultural activities are organised by Student Government Council, under the guidance of the faculty members. The college has appointed full time male and female Physical Education Director(s).Apart from these two Physical Education Directors, the college has also appointed coaches for Basket Ball and Cricket. Students also participate at University/State level competitions. Best performing students at University/State/National level are provided special coaching with facilities, like TA/DA, Jerkins and T-shirts.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sindhicollege.com/students_support#cultural

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

30

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.sindhicollege.com/pdf/aqar202020 21/1/1.1.1%20Time%20table%202020-21.pdf
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)

46.58

File Description	Documents
Upload any additional information	View File
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)

Library is an effective source of information of all kinds to be shared by people from all walks of life. A Library is completely computerized only if the user, irrespective of background or knowledge, is able to access information available in the library from anywhere just by typing few letters / words Libsoft is a package designed and developed for effective management of library which is fully automated with 12.0.0 web version and looked after by a qualified Librarian. As of now, the library has got collection of 25141 Volumes with titles of 7634 , 17 magazines and 13 Newspapers. A good number of books exclusively related to competitive exams are made available in the Library. Open Access system is adopted. Internet and reprography facilities are provided. The college has subscribed to institutional membership to British Council Library. E-resources can be accessed through INFLIBNET. Faculty is also provided to access remote e-books. A separate book bank is provided for students belonging to SC/ST Categories. Exclusive 10 systems are provided to E - library to facilitate uninterrupted browsing. In order to encourage reading habits amongst students "Best Reader Award" is given to students and also Librarian Day is celebrated.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://www.sindhicollege.com/pdf/aqar202020 21/4/4.2.4%20library%20usuage.pdf

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

File Description	Documents
Upload any additional information	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)

1.86

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

14

File Description	Documents
Any additional information	[View File](#)
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

Sindhi College has established adequate ICT infrastructure facility to support academic, research, administrative and all other activities in the institution as per the requirement with 151 computers and required software. The campus is Wi – Fi enabled. In addition to Wi-Fi, all the class rooms, departmental staff rooms, seminar hall, auditorium, library, laboratories, and administrative staff members have been provided with LAN. The majority of the faculty members are also provided with Laptops for their research and academic activities. Digita campus LMS is installed. LCD projectors are fixed in 22 class rooms. ICT is extensively used by all staff members and students. The ICT facility is regularly updated as and when required. The details are furnished in the table below:

Details of ICT facilities

Date of Updation

Nature of Updation

Upgradation of Bandwidth

40Mbps

23 October 2017

Separate internet Broad band connection with the speed of 40 mbps installed for Wifi. (ISP : AIRTEL)

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.sindhicollege.com/AQAR/4/4.3.1

4.3.2 - Number of Computers

151

File Description	Documents
Upload any additional information	[View File](#)
List of Computers	[View File](#)

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	[View File](#)
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)

46.58

File Description	Documents
Upload any additional information	[View File](#)
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.

A separate budget is prepared and all the facilities are looked after by the Facility Manager. The I.T. infrastructure and lab equipments are maintained by a full time System Administrator who is assisted by two Lab Assistants, having the required technical know-how. Electronic equipments are served by the respective suppliers whenever required. The Institution has entered into annual maintenance contract with external agencies for maintenance of generator, lift and air-conditioners, library software, house-keeping services, round the clock security services etc. A full time electrician will look after the electrical installations in the campus. A part time plumber and carpenter are available. The college is fitted with fire safety equipment. 116 number of cameras are installed in the campus to ensure safety of students and staff. The Auditorium is looked after by a Supervisor who also keeps record of events and availability of the auditorium for conducting functions. A Gardener is appointed to maintain garden in the campus. Canteen is maintained in the college by giving contract to external caterers. Vermi Compost tank is installed in the campus. The Facility Manager after approval by the Principal provides stationery to the staff when required. Sports facilities are maintained by the Physical Directors.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.sindhicollege.com/AQAR/4/4.4.2

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

131

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

1251

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.sindhicollege.com/pdf/aqar202020 21/5/5.1.3%202020-21.pdf
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

275

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

275

File Description	Documents
Any additional information	View File
Number of students benefited 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	View File

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

27

File Description	Documents
Self-attested list of students placed	[View File](#)
Upload any additional information	[View File](#)
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

37

File Description	Documents
Upload supporting data for student/alumni	[View File](#)
Any additional information	[View File](#)
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

1

File Description	Documents
Upload supporting data for the same	[View File](#)
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.

5

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File
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)

We, in Sindhi College are committed to groom leadership qualities and organizational skills amongst students through several initiatives undertaken at the institutional level. Opportunities are provided for students to participate in co-curricular, extra-curricular activities and also in the organization and conduction of the events.

Presence of active Student Governing Council

Student Governing Council (SGC) is in place and very active. SGC comprises of President, Vice President, Cultural Secretary (Male and Female), General Secretary (Male and Female), Sports Secretary (Male and Female), Joint Secretary (Male and Female), Deputy Secretary and Discipline Secretary, providing equal representation to women thus maintaining gender equality. There are House Captains, Vice Captains and Class Representatives from each class (One Boy and One Girl). The roles and responsibilities of SGC mainly include organization and conduction of co-curricular, extra-curricular and outreach activities and also maintaining academic ambience. SGC undertakes the entire responsibility of organizing events under the guidance and supervision of faculty. SGC is constituted through

selection. Applications are scrutinized by the faculty and applicants are interviewed in an open house to judge their capabilities. College has adopted various strategies to promote leadership qualities and organizational skills through their participation in activities and various committees.

File Description	Documents
Paste link for additional information	https://www.sindhicollege.com/pdf/aqar202020 21/5/5.3.2%20-%20SGC.pdf
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

63

File Description	Documents
Report of the event	View File
Upload any additional information	View File
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 Alumni Association/ Chapters (registered and functional) contributes significantly to the development of the institution through financial and non-financial means.

We strongly believe that alumni are the cultural ambassadors of the institution and arethe role models for the current students. Alumni are one of the important stakeholders and can contribute significantly both financially and non-financially to the

development of the institution.

The college has established SC Alumni Association (SCAA), which was registered recently under Societies Registration Act 1960 with registration number DRB1/SOR/158/2018-19 dated 07/06/2018. Every passed out student is eligible to become a member of the Alumni Association.

The organizational structure of SCAA comprises of President (EX-Officio) Working president, 4 Vice Presidents, Secretary, Joint secretary and Treasurer. Prof. R.Hemalatha, faculty member is functioning as the coordinator of the SCAA. Alumni meet is organized once a year, which gives an opportunity for the alumni to reconnect with their Alma Mater and provides them a platform to share their past and present experiences and their memories as well. During the Alumni Meet, Virtual Cultural Events were also organized.Their valuable suggestions for the development of the institution are notable through active involvement in IQAC.

File Description	Documents
Paste link for additional information	https://www.sindhicollege.com/alumni#alumni_association
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs) | D. 1 Lakhs - 3Lakhs

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

Vision

To nurture creativity, talent and performance by providing high quality education in a state- of- the-art environment and mould aspiring youth into future leaders.

Mission

- Inculcating high value through integrity
- Empowerment through knowledge
- Development through social conscience
- Community upliftment through employability

Core Values

- Academic Excellence
- Access, Equity and Relevance
- Skill Development
- Global Competence
- Value Based Education
- Holistic Development

Nature of Governance

Board of Management, Committee of Office Bearers and Executives act as top management and are vested with powers. IQAC looks into various aspects of quality enhancements and sustenance in all dimensions and prepares policies in tune with vision and mission of the institution.

Perspective Plan

- Effective curriculum planning and implementation
- Need-based skill development programmes
- Enhancing quality of teaching-learning process
- Promoting research culture
- Promoting entrepreneurship and academia-industry interface
- Augmenting infrastructure .
- Enhancing student support services

Participation of Teachers in Decision Making Bodies

Teacher's contribution for achieving institutional excellence is immense and immeasurable. All HODs, Physical Director, Librarian and Office Manager are members of IQAC. Decisions regarding academics, extra – curricular and activities taken by the teachers in staff meetings are implemented.

File Description	Documents
Paste link for additional information	https://www.sindhicollege.com/pdf/aqar202020 21/6/6.1.1%20Governance.pdf
Upload any additional information	View File

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

The top management comprising of BOM, OB and Executives of the institution frames policies for the Institutional Development.

The Principal and the Vice-Principal are empowered in the implementation of the policies. HODs are entrusted with the task of running activities of the departments. Librarians, Physical Director, NCC, NSS and Placement Officers are given powers to organize activities in the respective fields.

The participative management is ensured by constituting various committees which are given freedom to organize the event. The College grooms leadership qualities and organizational skills among its students by constituting SGC. The Council is actively involved in organizing academic, co-curricular and extra-curricular activities. The responsibilities allotted to the administrative, accounts and supporting staff are based on their designations.

Case study

The In-house fest – CULTURAL EXTRAVAGANZA is a platform to showcase the talents of students. Volunteers are entrusted the responsibility of organizing and supervising the entire event with the support of cultural committee. SGC reach out to the students for maximum participation.

Due to pandemic the event was conducted online and more than 200 students have participated.

With this process of decentralization and participative management, we have been able to successfully conduct the event for the last one decade.

File Description	Documents
Paste link for additional information	https://www.sindhicollege.com/pdf/aqar202120 22/6/6.1.2%20Decentralization%20&%20Particip ative%20Management.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Human Resource Management

1. **Recruitment :** Institute has its own Job manual description where each job's role and responsibilities are well defined . Accordingly recruitment will be done. The teaching faculty are recruited as per UGC norms. The admin staff is appointed whenever there is a requirement.
2. **Training :** Newly appointed faculty members are given Orientation and sent to attend Faculty Development Programme.
3. **Motivation :** Teachers are encouraged to attend FDP program on a regular basis for knowledge enhancement and competency building are motivated to update their knowledge through participation in various institutional events, state, National, International seminars and conferences. They are encouraged to publish articles and present papers.
4. **Faculty performance Evaluation :** Students' feedback on faculty performance is collected and analyzed and the report of the feedback analysis is conveyed to the staff. A one to one feedback is given to the concerned teacher for improvement.
5. **Financial Support:** Faculty Security Fund is Created by the institute if any financial requirements, staff can take advance on their deposit without charging interest but deposits of the staff attract interest every year.
6. **Grievances Redressal:** Staff Grievances are resolved by the Principal in the staff meetings as and when required.

File Description	Documents
Strategic Plan and deployment documents on the website	[View File](#)
Paste link for additional information	https://assessmentonline.naac.gov.in/storage/app/public/aqar/14875/14875_164_397.PDF?1648283548
Upload any additional information	[View File](#)

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.

Sindhi College, Bangalore was established in the year 2002, under the aegis of "Sindhi Seva Samiti", a philanthropic organization, with motto "Service to human kind" . The BOM and OB constitute the top management who frame the policies.

The Principal and Vice- Principal implements the policies of the BOM, University and State Government, who monitors the activities of the institution with the support of the staff.

HODs prepare the calendar of events, budget and enjoy the academic, administrative autonomy as regards the departmental activities.

Staff contributes significantly to the development of the institution. Decentralized governance and participative management practices are followed. Non- teaching staffs are assigned with various responsibilities.

Service rules, procedures, recruitment and promotional policies

The Management has framed out well defined HR policy, which includes service rules, recruitment and promotional policies as per the UGC guidelines and the University. Job description manual which specifies duties of each personnel is framed.

Grievance Redressal Mechanism

The objective of Grievance Redressal Cell is to maintain a harmonious atmosphere. Students' grievances, are redressed by the committee. The cell enables students to deal with problems. It helps students to alleviate distress, enhance wellness, utilizing their

best potentials and facilitate their achievements.

File Description	Documents
Paste link for additional information	https://www.sindhicollege.com/pdf/ssrdocuments/622/institutional_bodies.pdf
Link to Organogram of the institution webpage	https://www.sindhicollege.com/about_us#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	View File
Screen shots of user inter faces	View File
Any additional information	View File
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

Sindhi College strongly believes that human resource planning and development plays a key role in the sustainable development of the institution. Hence, it has instituted several measures to support and strengthen the human resource in the college. The services rendered by the staff are recognized and rewarded by the management through various welfare measures.

Following are the welfare measures implemented in the Institute towards maintaining a healthy Employer- Employee relationship:

Financial Support

- Funding Minor Research Projects
- Interest free Loans
- Leave Encashment
- Earned Leave Encashment
- Interest on Staff Security Deposit
- Gratuity
- Ph.D. incentives
- Loyalty Bonus
- PF Contribution
- Reimbursement of registration fees for Seminars/Workshops/Conferences.
- Providing TA and DA for Paper presentation in Conferences/ Seminars.
- Fee concession for children of staff studying in Sindhi Institutions.

Non- Financial Support

- Group Medi-claim Insurance
- OOD facility for research related works and University assignments.
- Promotion Policy defined
- Annual Staff Trip
- Celebration of Teachers Day and giving mementos and gifts on the occasion
- Maternity and Paternity Leaves

Note: Documents for five years are available in the college office. Sample copies under each head are uploaded for your kind information.

File Description	Documents
Paste link for additional information	https://www.sindhicollege.com/pdf/aqar202020 21/6/6.3.1%20Financial%20And%20NonFinancial% 20Details.pdf
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. Due to pandemic offline programmes were not conducted. Only webinars were held

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

16

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

| 176 | |

File Description	Documents
IQAC report summary	View File
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

The Self-performance Appraisal System has been adopted in the college for both teaching and non- teaching staff . The self-appraisal forms are collected and assessed from the staff annually by quantifying the parameters.

Various Steps involved in the process of annual appraisal are as follows:

1. The staff member fills the appraisal form every year and submits to the concerned Head of the Department or immediate superior.
2. After going through the details furnished by the staff member, the Head of the Department records his observations and opinion and forwards it to the Principal.
3. The Principal after the receipt of the form convenes one-to-one interactive meeting with the staff member. The strengths, weaknesses and measures to overcome the weaknesses are discussed with the staff. Good work is also appreciated. Valuable suggestions from the staff are also noted for the strategic planning of the institution.
4. The final decision on the performance is taken by the Principal and the same is brought to the notice of the management.
5. The recommendation of the Principal which includes the marks secured in the quantification process is considered for granting annual increments.

Good performance is rewarded.

Note: Samples are uploaded. Documents are available.

File Description	Documents
Paste link for additional information	https://www.sindhicollege.com/pdf/aqar202020 21/6/6.3.5%20staff_appraisal_sample.pdf
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 institution has adopted a robust mechanism for the conduct of periodic internal and external audits every year. All the Bills, Vouchers, Journal entries and Accounts are scrutinized by Internal Auditors Team appointed by the Management, almost on a daily basis (2 to 3 times a week).

The Internal Auditors team also scrutinizes all the accounts, Bills, Salaries, Vouchers, Leave records etc., on a monthly basis. The internal auditors team is headed by Certified Chartered Accountant. The Annual Financial Audit of the institution, sister-institutions and the Samiti are carried out by an external auditor appointed by the Management.

Thus a robust financial audit mechanism is adopted in the institution. The queries raised by the audit team are clarified on either daily/ monthly basis by the Accounts Department, Principal and the Management. Most of the queries raised by the audit team are attended to before the commencement of the audit.

File Description	Documents
Paste link for additional information	https://www.sindhicollege.com/pdf/aqar202020 21/6/6.4.1%20audit%20report.pdf
Upload any additional information	View File

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)

NIL (Due to COVID)

File Description	Documents
Annual statements of accounts	View File
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

Our institution is a fully self-financing college. Hence, the major source of funding is fee collected from students. Besides, the funds are also received from individuals, philanthropists and through sponsorship for some of the events. Scholarships under various heads like Government of India, SC/ST scholarships, Scholarship for Backward classes, Minorities, Physically handicapped are received from Government.

Scholarships are also provided by the Management. Any short-falls in finances is met by Sindhi Seva Samiti, Sponsors of the institution (Management).

The funds so generated are utilized for the following purposes on a priority basis and as per the budgetary provisions made:

- **Disbursement of Salaries to the staff**
- **Infrastructure Development like Purchase of Equipments,**

- Computers etc. Minor repairs and maintenance of the infrastructure.
- Purchase and maintenance of furniture. Office expenses
- Printing and Stationery
- Conduct of various academic, co-curricular and extra-curricular programmes. Miscellaneous expenses.
- The funds are utilized optimally keeping pace with the development of the institution.

File Description	Documents
Paste link for additional information	https://www.sindhicollege.com/pdf/aqar202020 21/5/5.1.2%20Mgmt%20Scholarship.pdf
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

The institution has IQAC Cell constituted as per the NAAC guidelines. The objective of this is to improve the overall quality of Academic, Administrative functioning and other activities of the institution in accordance with Vision & Mission. It contributes in formulating and implementing various quality policies, initiatives and processes.

Two examples of Best Practices institutionalized as a result of IQAC initiatives are;

1: Curriculum Enrichment; The Institution aims at providing academic requirements through insight filled classroom teaching for the holistic development of the students. To bridge the gap between industry and academia, the institution has initiated Value added certificate programs.

Cross cutting issues like Human Values and Professional Ethics etc., find an ample space in the curriculum. The committees like Grievance Redressal Cell, NSS, etc., which take care of the issues and create awareness. To enhance subject knowledge, industrial visits and expert sessions by academicians are organized.

Best practices – 2: Faculty Professional Enrichment

The institution organizes seminars, workshops and FDPs on a regular

basis to enhance and update the knowledge of the faculty. To promote research culture faculties are encouraged to pursue Ph.D -motivated to take up research projects through funds granted by the institution

File Description	Documents
Paste link for additional information	https://www.sindhicollege.com/pdf/2020-21/Annual%20Report%20Final2020-21.pdf
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

The IQAC is in charge of reviewing and assessing the academic outcomes in the departments. IQAC has implemented online feedback system through DIGITA CAMPUS Portal to assess the teaching.

1. Review of Teaching -Learning Process and its Outcomes; Due to the pandemic, all the academic activities were conducted on online mode. IQAC cell was initiated to conduct online webinars, club activities and competitions as part of students' learning. Our institution was one of the first to start online classes for which we were appreciated by the central higher education minister, Dr. Ramesh Pokhriyal. The college conducted online internal examinations and evaluation. The PTM is conducted. Learning outcomes of each programme and course are defined and evaluated at the end of a semester.

2. Review of Structures and Methodologies of Operations: Institution has a well-structured academic planning and systematically implements the as per the calendar of events. Subjects are allotted to the faculty and they prepare session plan as per the academic schedule. Time Table Committee circulates timetable to all. Bridge course is conducted for the first year students. Remedial classes are for slow learners. Study materials are mailed to students. Thus IQAC has effectively implemented initiatives to enhance teaching-learning process.

File Description	Documents
Paste link for additional information	https://www.sindhicollege.com/pdf/aqar202020 21/6/6.5.2%20Incremental%20Improvements.pdf
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)	B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://www.sindhicollege.com/pdf/2020-21/An nual%20Report%20Final2020-21.pdf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
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

Gender equity and sensitisation is ingrained in the unique work culture, healthy traditions and ethos of the Institution as is evident by the following:

Curricular activities: Subjects that envision and empower the students in relation to gender issues are taught as per the syllabus itself Ex: 1) Environment and public health2) Culture and diversityetc.

Co-curricular activities:

- Women Empowerment cell and Anti-sexual harassment cell organised National level webinar on "Going beyond marginalised-Women through ages ", various harassment, ,equity related issues were discussed in the webinar.
- Gender neutrality is observed in NSS, NCC, Placements, Sports, Student governing council etc
- Anti-ragging cell, Grievance redressal cell and discipline committee also function in line with gender equity

Facilities for women:

- Sanitary napkin vending machines and eco -friendly sanitary napkin incinerators have been installed
- Women employees are provided with maternity leave
- Female physical education director has been appointed to motivate girls in sports
- College provides infirmary to rest in case of sudden sickness for girl students.

Safety and security:

- The college has posted well-trained and vigilant security guards
- 24/7 CCTV surveillance

Counselling:

- Mentoring system and active counselling cell

Common rooms:

- Girls' common room has been allocated

File Description	Documents
Annual gender sensitization action plan	https://www.sindhicollege.com/pdf/aqar202020 21/7/7.1.1%20Annual%20Gender%20Sensitisation %20Plan.pdf
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	https://www.sindhicollege.com/pdf/aqar202020 21/7/7.1.1%20Specific%20Facilities%20Provide d%20for%20Women.pdf

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	**C. Any 2 of the above**

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	View File

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

It is the predominant motive of the Management to maintain an atmosphere of conservation and protection of the natural resources through various initiatives.

Solid Waste Management:

Organic waste management-

- **Canteen waste and dry leaves are collected and filled in a vermicomposting pit which is used as a bio fertiliser.**
- **Newspapers, old books, magazines, are sold and proceeds are deposited to the college account and single sided papers are utilised for internal use.**

Inorganic waste management-

- **Metal scraps are sold and proceeds are deposited to the college account.**
- **Containers labelled as "Dry waste ", "Wet waste" and "E-waste" are used to enable segregation of waste**

Liquid waste management system-

- **The liquid waste generated in the campus is managed through well planned drainage systems and by avoiding wastage/leakage.**

E-Waste Management-Given away to external recycling agency

Other Initiatives enabling waste management:

- **Boards with meaningful slogans and suitable instructions have been displayed**
- **Ground water recharge system**
- **Solar powered LED lamps**
- **Energy saving equipments**

Waste recycling system::Waste is segregated at thepoint of collection itself and segregated as dry waste,wet waste and E waste.Dry waste is collected by BBMP(Local Municipality),E-waste is handed over to external agency while wet waste goes to Vermi composting pit

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	C. Any 2 of the above

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

File Description	Documents
Geo tagged photographs / videos of the facilities	[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	**D. Any 1 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	**No File Uploaded**
Certificates of the awards received	**No File Uploaded**
Any other relevant information	View File

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	**A. Any 4 or all 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	View File
Details of the Software procured for providing the assistance	**No File Uploaded**
Any other relevant information	View File

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).

The institution provides equal opportunity wherein students who intend to study in the institution are admitted without any regional, language or gender discrimination. Various sports, cultural activities, commemorative days, national festivals etc., are celebrated to promote cultural unity and also to instil

patriotic fervour among the students.

Various active cells in the College resolves issues in an unbiased manner. NCC, NSS, Student Governing Council, Health insurance benefits provided to faculty and students, compulsory uniform system for the students on all Mondays and Thursdays upholds inclusiveness regardless of their socio-economic or the linguistic backgrounds.

Human Rights cell ensures that human rights are not violated at any stage in the academic tenure of the students

Institution facilitates students' engagement- to promote inclusivity, and to establish a positive climate for learning:

- Collaborative understanding is encouraged through the conduct of cultural extravaganza-Inter class competitions and classroom activities that aim at involving all the students in various activities conducted by the faculty.

- All students are provided with clear standards of evaluation criteria, objective comments on their work are delivered with tact and empathy.

- Institution establishes processes to receive feedback on the teaching, infrastructure, etc. from all stake holders without any discrimination.

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	View File

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

The institution believes in imbibing a basic sense of social responsibility among students and employees as responsible citizens

of India. In this direction, subjects like Indian Constitution and Human rights and Personality Development are taught as per the curriculum, various constitutional duties, obligations and values are indoctrinated through the same

Human Rights cell conducted a "National webinar on Human rights evolution-Importance and relevance".

The following are some of the major activities/programmes conducted by the college from time to time which enables the students to understand social values like tolerance, non-violence, cultural harmony, linguistic and communal harmony etc,

- National Youth Day Celebrations commemorating the birth anniversary of Sri Swami Vivekananda.
- National webinars were organized by the language departments on life and works of great personalities to ingrain values among the student community.
- Celebration of national festivals, Republic day etc
- Kannada Rajyothsava celebrations.
- Celebration of Gandhi Jayanthi and Dr.B.R.Ambedkar Jayanthi
- Women empowerment and anti-sexual harassment cells conducted a National webinar on "Going beyond marginalized-Women through ages"
- Covid vaccination drive

Thus, the college is unique integration of value based education and holistic development of students empowering them to become globally competent, confident and responsible citizens who value education as a lifelong process.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://www.sindhicollege.com/pdf/aqar202020 21/7/7.1.9%20final.pdf
Any other relevant information	https://www.sindhicollege.com/pdf/nss_activities2020_21.pdf

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	A. All of the above

of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized

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	View File

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

It is not only the quality of teaching, aesthetic aspects of life are also nurtured and efforts are being made by the Institution to make the graduated students socially conscious citizens of the country. In this direction the following national and international commemorative days are celebrated

- Independence Day(15 th Aug)is celebrated with great honour. March past,cultural events are organised.
- College takes pride in celebrating Republic Day(26th Jan)to imbibe the patriotism among the students and staff.
- National Youth Day (12th Jan) is observed to commemorate the birth day of Youth icon Swami Vivekananda.
- International Day For Yoga (21st June) was celebrated on a virtual mode due to the pandemic to imbibe daily practice of Yoga among students and staff. Benefits of yoga and pranayama were discussed.
- Dr.B.R.Ambedkar jayanthi (14 April) is celebrated to recognize his achievements that stand as a colossal.
- Mahatma Gandhi jayanthi is celebrated to honour Gandhi's principles of ahimsa, sathyagraha, righteousness, etc.
- International Women's Day (08th March) is celebrated by women Empowerment Cell of the college as per the theme outlined by United Nations. The objective of the programme is to sensitize the students about gender equity and equality.

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	[View File](#)

7.2 - Best Practices

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

Best Practice 1:

1. Title of the Practice Scholarships for meritorious and needy students

2. Objectives of the Practice

• **To enhance accessibility of higher education**

• **To reduce dropout rate among students belonging to economically weaker sections of the society • To encourage meritorious students to pursue higher education**

• **To encourage achievers in the field of sports extracurricular activities.**

• **To assist students belonging to deprived sections of the society to pursue higher education**

3. The Context: Accessibility is one of the prime concerns in the field of higher education in our country. This issue needs to be addressed by all the stakeholders. We are aware of the fact that despite measures initiated by the government, Gross Enrolment Ratio (GER) in higher education is only 26 which is far below compared GER in advanced countries. Many dropouts occur from the intermediate level to graduate level due to several reasons, mainly due to financial problems. Realising this fact, the management instituted practice of awarding scholarships and freeships to students belonging to economically weaker sections and deprived sections of the society. Further, our institution is located at Kempapura, Hebbal, where a sizeable population belong to middle and lower middle class sections of the society. As per the data available with

us, about 30 of the parents' annual income is less than Rs.1 Lakh. Sindhi Seva Samiti started this institution with a philanthropic objective of providing quality education at an affordable cost. It has also inclusive policy as its guiding mandate. Hence, in order to provide financial assistance to students belonging to economically weaker deprived sections of the society; the management has taken very conscious decision to provide scholarship to such students. Besides, encouragement needs to be given to merited students and achievers in different fields. Hence, scholarships are also awarded to meritorious students, achievers in sports and extracurricular activities

4. The Practice: At the time of admission, meritorious students are given scholarships based on the percentage of marks scored in the qualifying examination as detailed below: Merit Scholarship of marks of Scholarship

Marks

Scholarship Offered

70 - 79

10%

80 - 89

20%

90 - 95

30%

>95 40

40%

To encourage sports, sports achievers are given scholarships as detailed below:

University / State-

40%

National

50%

International

60%

Apart from the above, 10% scholarship is given to the students belonging to SC/ST, children of defence personnel teachers. Applications for merit-cum-means scholarship are invited from the meritorious needy students. The management conducts interview along with the parents to assess the needs of the students. The quantum of scholarship is decided by the management case wise.

5. Evidence of Success: Scholarship sanctioned to various categories of students during 2020-21 is detailed below:

Details of the Scholarships availed by students:

SI. NO

Type of Scholarship

No of student Beneficiaries

Amount of Scholarship

1

SC

58

8,04,275=00

2

ST

15

1,26,300=00

3

Merit

375

51,76,340=00

4

Minority

80

8,78,500=00

5

Sindhi Community

16

4,15,650=00

6

Economically Backward

33

4,73,996=00

7

Sports

13

3,01,750=00

Total

590

Rs.81,76,811=00

The above students, who otherwise would have dropped out from the course, successfully completed the course. We have the satisfaction of providing education to such needy students.
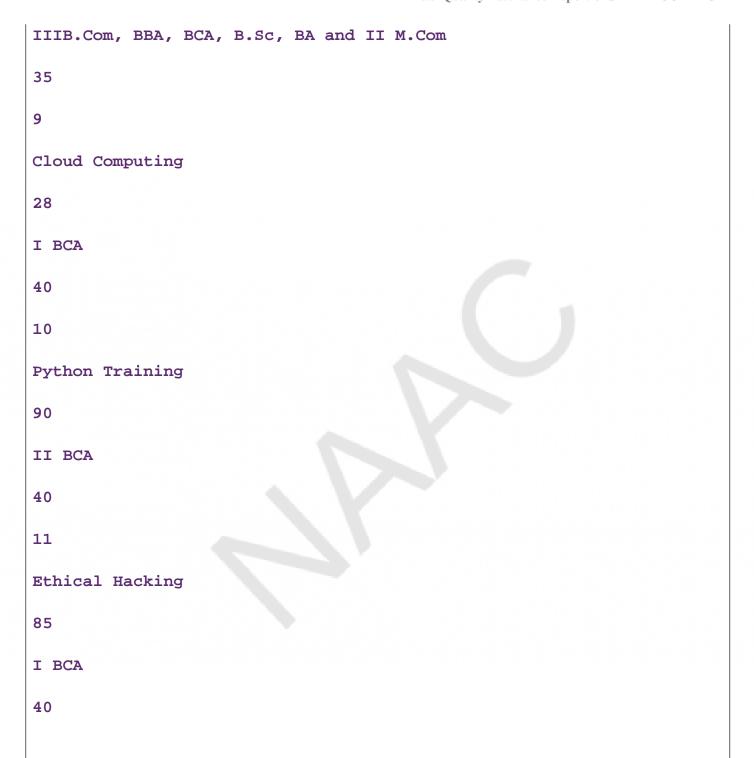
6. Problems Encountered and Resources Required -No problems were encountered

Best Practice 2 :

1. Title of the Practice Curriculum Enrichment through Value Added Programmes

2. Objectives of the Practice

• To provide learner-centric skill oriented programmes

• To enhance competence level and hence employability of students

• To provide knowledge to students in subjects having relevance in the present context

• To provide students an understanding of the expectations and needs of the industry

3. The Context: It is often said by the industrialists also policy makers that there is a wide gap between what are taught in the classroom what is required in the industry. Majority of the students passing out of the portals of colleges lack employability skills, as a result of which they find it difficult to get jobs in the market. There is a dire need to bridge this gap. Hence, it is essential for higher educational institutions to supplement/ enrich the curriculum to make the students better prepared to meet the industry needs and develop their own interest and aptitude as well. Keeping this in mind, the management has decided to conduct value added / certificate programmes at their expense. The duration of the course is about 30-40 hours of instruction.

4. The Practice: Every year, before finalising the value added programmes (VAP) for the year, a detailed study is made by the Heads of the Departments the Faculty by consulting peers, employers, alumni students. Based on these consultations, value added programmes are selected having relevance to the discipline. Service providers having the requisite expertise are identified MOUs signed. Syllabi are prepared jointly by the service provider the faculty. Classes pertaining to value added programmes are conducted either before or after the class hours or during the semester breaks.

5. Evidence of Success During 2020-21 the following value added programmes were conducted.

SI. NO	Name of the Programme	No of Students	Class (Year Wise)	Duration (Hours)
1	Tally ERP 9.0 (NICT)	204	II B.Com.	30
2	Tally ERP 9.0 (NICT)	40	II M.Com	30
3	Digital Marketing (Google Certification)	123	III B.Com	40

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4

SAP

80

I BBA

40

5

SAP

78

II BBA

40

6

Advance Excel

28

I M.Com

30

7

Internet of Things

60

III BCA

40

8

Campus Recruitment Training

150

IIIB.Com, BBA, BCA, B.Sc, BA and II M.Com

35

9

Cloud Computing

28

I BCA

40

10

Python Training

90

II BCA

40

11

Ethical Hacking

85

I BCA

40

IIIB.Com, BBA, BCA, B.Sc, BA and II M.Com

6. Problems Encountered and Resources Required It was really difficult to make the students attend these value added programmes. Attendance had to be made compulsory, lot of counselling had to be done to convince the students to attend the classes. We were able to overcome this problem as evidenced by the fact that about 90% of the students attended the programmes. These students were benefitted by getting selected in campus placements. Financial resources required for the success of the scheme was met by the management.

File Description	Documents
Best practices in the Institutional website	https://www.sindhicollege.com/pdf/aqar202020 21/1/1.2.2%20VAP%202020-2021.pdf
Any other relevant information	https://www.sindhicollege.com/pdf/aqar202020 21/5/5.1.2%20Mgmt%20Scholarship.pdf

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

Institutional Distinctiveness

Promoting Student Development through planned student support service and providing state-of-the-art infrastructure

Promoting well rounded personality amongst students through holistic approach is the principal mandate of an educational institution.

Institution prepares students to face challenges of the world and groom them to become future leaders in their chosen field.

In order to achieve this objective, creation of proper learning ambience, providing student support services and good infrastructure keeping pace with the latest technological trends in the field of education are essential. The management succeeded in this direction by providing the following student support services and adopting measures which facilitate holistic development of students. • Creating academic ambience conducive for learning and achieving academic excellence • Conduct of bridge courses • Conduct of remedial classes • Encouraging students to participate in seminars, conferences, debates, group discussions club activities • Adopting innovative teaching practices and learner-centric pedagogy • Encouraging to take up minor research projects and also present papers • Promoting leadership qualities and organisational skills through Student Governing Council • Imbibing life skills • Participation in co-curricular and extra-curricular activities • Placement assistance • Counselling cell • Grievance Redressal Cell • State-of-the-art Infrastructure • Indoor sports stadium of high standard •library and laboratory facilities • Personal accident insurance to students • Scholarships for deserving students.

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

1. To conduct Orientation Programmeon NEP 2020.
2. To organize Seven days Faculty Development Programme to be conducted every year.
3. Proposal for renovation of canteen.
4. To have collaboration with other institutions for Faculty and Student Exchange Programme.
5. To implement Green Audit.
6. To go for NIRF.
7. Linkages with Corporate for internships for all courses.