



YEARLY STATUS REPORT - 2021-2022

Part A

Data of the Institution

1.Name of the Institution		MES Institute of Management
• Name of the Head of the institution	Dr. Sharada. S	
• Designation	Principal	
• Does the institution function from its own campus?	Yes	
• Phone no./Alternate phone no.	08023128338	
• Mobile No:	9008723053	
• Registered e-mail	mesiom9@gmail.com	
• Alternate e-mail	mesiomnaac@gmail.com	
• Address	#25/1, 17th Main, II Block, Rajajinagar,	
• City/Town	Bangalore	
• State/UT	Karnataka	
• Pin Code	560010	
2.Institutional status		
• Affiliated / Constitution Colleges	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	Dr. Harini M S				
• Phone No.	08023128321				
• Alternate phone No.	08023128338				
• Mobile	8197297788				
• IQAC e-mail address	mesiom.harinims@mesinstitutions.org.in				
• Alternate e-mail address	mesiomsharadas@mesinstitutions.org.in				
3.Website address (Web link of the AQAR (Previous Academic Year))	https://www.mesiom.in/documents/51502/1146712/AOAR_2020_2021.pdf/509b7238-6fa7-af66-5c21-c78dc21d3fb8				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://www.mesiom.in/documents/51502/1418110/AcademicCalendra_2021_2022.pdf/0c5e3657-1013-6414-ef39-7c4f651c5a3b				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B++	2.91	2022	28/02/2022	27/02/2027
6.Date of Establishment of IQAC			29/10/2014		
7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
Nil	Nil	Nil	Nil	Nil	
8.Whether composition of IQAC as per latest			Yes		

NAAC guidelines		
<ul style="list-style-type: none"> • Upload latest notification of formation of IQAC 	View File	
9.No. of IQAC meetings held during the year	3	
<ul style="list-style-type: none"> • Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> • If No, please upload the minutes of the meeting(s) and Action Taken Report 	View File	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> • If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
<ul style="list-style-type: none"> • NAAC Accreditation: Accredited with B++ grade 		
<ul style="list-style-type: none"> • Upgradation of IT Infrastructure: All the Class rooms and conference hall are technologically enabled for effective learning Experience. 		
<ul style="list-style-type: none"> • Encouraging student entrepreneurship program 		
<ul style="list-style-type: none"> • Environmental Awareness programs 		
<ul style="list-style-type: none"> • Activity based Learning: Introduced CRITI: An Intraclass management fest 		
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
Up gradation of IT infrastructure	Purchase of 9 interactive projectors for every classrooms and 2 Projectors in conference hall.& Computer lab • Purchase of 4 desktops. • Purchase of 5 laptops for use by faculty.
Staff Training Programmes	One day Staff training workshop was organized on the use of interactive Projector on 5th January 2022. Resource Person Mr. Vishwanth Reddy, Head Technical training highlighted the unique features of interactive projector to make the class interactive by the use of technology.
NAAC Accreditation	MESIOM planned for benchmarking the quality of service it delivers to its primary stakeholders. The timeline is as follows: • 28th May 2021- Submission of IIQA after the fulfillment of all the required parameters. • 14th June 2021- Acceptance of IIQA from NAAC authorities. • 28th June 2021- First Review meeting and Internal Academic & Administrative Audit headed by Dr. Ganesha Bhatta, Director Academics MES Institutions accompanied by Senior Professors from MESACS college and Prof Anupama Malagi, Professor, RVIM, Banagalore. • 20th July 2021- Documentation Review by Prof Anupama Malagi. • 20th August 2021-Final Presentation of SSR and Internal AAA headed by Sri.Krishna Kumar, President, MES Institutions accompanied by Director Academics Dr.Ganesha Bhatta, Senior Professors of

MESACS and Dr. T V Raju, Director Planning RV group of Institutions. • 28th August 2021- Mock NAAC and AAA by external Expert Committee comprising 5 members headed by Dr,T.V.Raju, Director Planning, RV Group of Institutions. • 30th August 2021-Submission of NAAC SSR. • 2nd September 2021- SSS started. • 24th September 2021-DV Clarification. • 8th October 2021- Submission of DV Clarification. • 21st and 22nd February 2022- NAAC Visit by Peer team members headed by Prof S.D. Sharma, coordinators Prof Anil Dongra and Prof Tirupathi Rao. • The college was accredited with B++ grade.

Environmental Awareness Programs

• To sensitize the students about the interdependence of human system and eco system and how consumption choices alter the ability to live sustainably. The following activities were conducted: • 5th June 2021- A talk by Mr.G.V.Raghu, Eminent environmentalist and Project Director, Organization for Research Development and Environment Rejuvenation on the topic 'Soil and Future'. • 5th June 2021 - tree Plantation Drive at Chunchagatte lake, JP Nagar • 6th June2022- Distribution and sensitizing the public, parents and Alumni about the importance of Ayurvedic Plants. • 17th June 2022-A talk on Soil Conservation by the volunteers of ISHA Foundation. • 30th June 2022-Traffic awareness Program was organized to create awareness amongst the public on

	<p>the dangers of Green House Gases on the Climate and also 'SAVE FUEL Campaign with the tag line RED LIGHT ON, GADI OFF . • 22nd July- Talk by Mr. Suresh Heblikar noted Environmentalist and Founder Eco-Watch on the topic 'Climate Change and its Impact'</p>				
<p>Encouraging Student Entrepreneurship Programs</p>	<p>The IQAC and the EDP Cell organized capacity building activities to promote entrepreneurial mindset and culture among students. • 26th January 2021- The college organized a Business Plan competition and the top 4 performers participated in the 14th edition of "Manthan", a flagship event of FKCCI, which recognizes and reward the best original business plan • 22nd July 2022-Swayam Anveshana - The Annual Entrepreneurial Expo which provides a platform to students to run their business for a day. The best business idea with maximum profits and with an eye for social responsibilities is recognized.</p>				
<p>13. Whether the AQAR was placed before statutory body?</p>	<p>Yes</p>				
<p>• Name of the statutory body</p>					
<table border="1"> <thead> <tr> <th>Name</th> <th>Date of meeting(s)</th> </tr> </thead> <tbody> <tr> <td>Academic Council</td> <td>10/05/2023</td> </tr> </tbody> </table>	Name	Date of meeting(s)	Academic Council	10/05/2023	
Name	Date of meeting(s)				
Academic Council	10/05/2023				
<p>14. Whether institutional data submitted to AISHE</p>					
<p></p>					

Year	Date of Submission
2021 - 2022	15/02/2023

15. Multidisciplinary / interdisciplinary

Significance: The National Education Policy (NEP) 2020 is an ambitious policy document aiming to revolutionize the education system in India. The key aspects of the policy are emphasis on holistic and multidisciplinary approach in education. Multidisciplinary education is a form of educational strategy that brings new opportunities to explore courses from different disciplines of study beyond the boundaries of core discipline of study that creates a holistic learning experience. Multidisciplinary approach is designed to foster an understanding of the interconnectedness of various disciplines and how they can be integrated to create comprehensive understanding of the courses and the way to tackle complex problems. Multidisciplinary education allows students to gain a deeper understanding of the subject matter through the lens of different disciplines. This approach encourages creative thinking, critical analysis, collaboration, and communication skills.

Practice: In view of NEP, the college has initiated to create a holistic learning experience and multidisciplinary approach in integration and delivery of curriculum, by giving students exposure to multiple disciplines. It also helps them understand their chosen field better and also develop an appreciation for diverse knowledge systems. The college has made rigorous efforts through various activities beyond the curriculum to acquaint students with necessary skills such as critical thinking, problem solving, team work, communication skills, career readiness and leadership abilities, intercultural and ethical competency, self-awareness and emotional intelligence. The institution offers multiple options in languages like Kannada, Additional English, Hindi, Sanskrit and other regional languages for students to select as per their interest and passion. This enables them a more holistic view of different languages. The faculty of law, arts and computer science are also handling the subjects of commerce and management like entrepreneurial development, business regulations, information technology in business, mathematics and business data analytics which come under their domains. The college library has vast collections of books on professional courses, languages, art and culture along with academic-oriented books. This helps students enrich their knowledge in different aspects.

Preparation: The college offers two programs of commerce and management; the teaching fraternities are from law, arts and science background too. This will help facilitate a multidisciplinary approach in the curriculum and the selection of courses that cover diverse disciplines like science, arts, technology and humanities. The college has organised orientation program on NEP2020 emphasising on incorporation of multidisciplinary approach in the curriculum, which will give students exposure to multiple disciplines and help them understand their chosen field better. It also develops an appreciation for diverse knowledge systems which will enable them to become more well-rounded citizens and prepare them for the future.

16.Academic bank of credits (ABC):

The provision of ABC scheme is to create a digital infrastructure that will store the academic credits earned by the students. The credit stored in the student accounts will facilitate them to choose their own learning path to attain degree/diploma/certificate.

MES Institute of Management is an affiliated college of Bengaluru City University. The college is running undergraduate programmes and courses in the curriculum are delivered. In the direction of Academic Bank of Credit, the guidelines issued by UGC and affiliating university is being implemented by the institute in the following ways:

Orienting students on academic bank credit: It provides significant autonomy by providing an extensive choice of courses for a programme of study, flexibility in curriculum, novel and engaging course options across disciplines. The students will also have the option to earn credit by completing quality-assured MOOC programmes offered on the SWAYAM portal or other online educational platform approved by the UGC from time to time.

Operationalisation of ABC program at Institute level: Provide training to the staff about the registration process of Academic Bank Credits and also explain the mechanism be devised to address issues of students on transfer of credit in case student transfer to other institution/university.

Quality Improvement program: the teaching fraternities are encouraged to designed their own pedagogical methods within the approved framework of the affiliating university curriculum to meet the desired outcomes including problem-solving, high order thinking

skills and critical analysis for improving the quality of performance of the ABC facility.

17.Skill development:

The college has made continuous efforts in providing training programs on soft skills, values and entrepreneurial skills to match the industry requirements and education 4.0 along with the affiliating university skill-oriented courses as per NSQF.

The college has developed and designed futuristic skills like Advanced Excel, Tally ERP 9, Capital Markets and Industry Readiness Programs which are being delivered as add on courses to all the students in association with various learning partners to create a robust talent pipeline.

The college organises value initiative programs to inculcate values like *Vivekananda sapthaha*, *vak surabhi*, *personality development program* in association with Disha Bharath- an NGO with objectives of creating awareness about our rich Indian culture, heritage, tradition and take pride in our legacy.

The students are encouraged to participate in various entrepreneurship competitions like MANTHAN, organised by FKCCI, to translate their budding ideas into prototype and potential businesses. The highlight for the year 2021-22 was, five teams from our college participated in this competition of which one team-Tento-Minds got into top 75 out of 625 teams across south India which helped them develop an entrepreneurial mindset and create innovative solutions for real-world problems.

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

MESIOM upholds Indian values, culture and heritage which is visible through our vision statement. The vision of our college is "*to strive towards achieving and maintaining pinnacle of excellence in education and empowering students grounded in Indian heritage to live as exemplary human beings geared for competency at all levels*"

To achieve this vision the college has integrated Indian culture and heritage in curricular and co-curricular activities. This equips students with more concrete knowledge of the great values that India stands for in creativity & innovation which helps them in personal and professional life.

MESIOM offers languages like Kannada, Hindi, Sanskrit and other

regional languages to students to choose from and learn according to their interest. Faculty of the language departments organise various programmes like Nudi Habba, Sanskrit Day and Hindi Diwas to promote the language and its culture. Further, the library has a collection of books on Indian literature, culture and heritage, to name a few; Sri. Ramacharitamanas-Tulusidas, The Vedas-Sri Chandrashekarendra Saraswathi, Eternally Talented India- J Chandrashekar, History of Ancient India- Ramashankar Tripathi, the culture and Heritage of India- Dr. Sarvapalli Radhakrishnan, Indian Art and Culture- Nithin Singhania, Kabir Ganthavali- Ramakishore Sharma and Indian Religious Thought- Dr. Sarvapalli Radhakrishnan etc. Faculty and students are encouraged to utilize the learning resources available in the library to enrich their knowledge by bringing deeper perspective of things and ultimately a greater ability to deal with life's challenges. It also helps them develop a balanced and harmonized personality.

The college is associated with Disha Bharath- an NGO to conduct personality development classes for first year students every year since inception, this program instils Indian values through the concept of "Know yourself, know your culture and know your country". It develops a sense of nationalism and patriotism among the youth. In addition to this, the college organised special talks through Vak-Surabhi - a flow of thoughts (an IQAC initiative) on 'Unsung heroes of Indian freedom struggle', 'Param vir chakra awardees, the brave hearts who laid down their life for the Nation' and 64 arts & 14 techniques in ancient education and many more. The college organises 'Vivekananda Sapthaha' by celebrating the thoughts of Vivekananda in a weeklong program since 2016, in an attempt to help the students in their journey of man making and character building. The college conducts various competitions like lecture, short movie, collage, essay writing and quiz. One day workshop on yoga and meditation is also a part of the program.

In addition to this, as per the recommendation of NEP2020 mandating the incorporation of the Indian Knowledge Systems (IKS) into curriculums at higher education institutions to promote Indian Languages, Arts and Culture, the college plans the following:

- The faculty are required to attend orientation & training programs on IKS to understand the philosophical foundation across the disciplines and also to incorporate the same into their curriculum delivery and research.
- Encourage faculty and students to take online courses on Indian scriptures and languages.
- Introduction of add on courses on Indian Culture, Heritage and

ethos.

- Organise lectures on Indian Knowledge system through *Vak-surabhi*.

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

Introduction:

Outcome-based education (OBE) places the student at the centre of the educational system and focuses on what the student is expected to achieve at the end of their course rather than how they achieve it. Outcome-based education is an educational strategy in which curriculum decisions are centred on the outcomes that students should demonstrate by the conclusion of the course-professional knowledge, skills, abilities, values, and attitudes-rather than only the educational process. It emphasises that the students must know their eventual destination before embarking on their professional journey. Outcome based education must equip graduates with both professional knowledge/skills and all-round traits in order to meet the diverse global needs of the 21st century society.

Practice;

MESIOM believes that sustained initiatives are required for institutionalising outcome-based learning by improving teaching-learning processes, upgrading academic resources, raising the quality of research and offering futuristic certificate programs to enhance employability of graduates. In this context, the college emphasises on continuous quality improvement by adhering to standard norms of Programme Outcomes of affiliating university with competencies and performance. Bloom's Taxonomy is used in curriculum plan, design, curriculum delivery and assessing the level of learning of the students.

The college adopts innovative teaching methodologies in the teaching-learning process like blended learning, activity-based learning, experiential learning etc. to improve academic outcomes, better student engagement and address real-life problems

Integration of technology in teaching- learning is carried out through the use of interactive projector, on-line classes and digital study materials for better students' engagement.

Faculty and students are encouraged to present research articles on 'local problems' and attempt to solve such problems, facilitate more need-gap discussions, conclaves to bridge the gap between academic

curriculum and industry needs. The college also intends to collaborate with industries and research organizations to impart knowledge to students. In addition to teaching, emphasis will be laid on faculty's focus on research, inculcate quality control measures in research output, tracking relevant metrics such as citation rate, h-index, etc.

The college associates with learning partners for certification programs like advanced excel, python, 360-degree financial modelling, industry readiness, capital market and Tally prime to make students industry ready. Multidisciplinary approach introduces options for 'flexible courses' that allow students to pick and choose disciplines they are interested in in their graduation program to enhance their intellectual and personalised learning.

MESIOM understands that one-size fits all does not work and so there is a need to customize the teaching-learning process by making the process 'Student Centric' to benefit the stake holders and contribute to nation building.

20.Distance education/online education:

Introduction:

The unprecedented situation created by the pandemic COVID-19, across the globe has created a peculiar situation of disruption in the economy and higher education. Attempts are being made to reach out to meaningful alternative modes of teaching learning to students. UGC has come out with guidelines for online teaching learning. The educational institutions in the country adopted online education for engaging classes, seminars, conferences, meetings etc., Keeping aside the negative impact of lack of face-to-face learning, online education has broken the geographical barriers, creating interaction of experts and students from distant locations. Opening up of the educational institutions after pandemic has paved the way for adopting hybrid mode of education called 'blended learning', combining online and offline resources. This can be considered as the new method, which is envisaged in the New Education Policy 2020 as well.

Practice:

As per the guidelines of UGC, the institution trained the faculty on using digital platforms to handle online classes and digital infrastructure was developed for the smooth conducting of online classes. The students and faculty are provided internet access for

attending online certification programs through various platforms which benefits them for their career progression and professional development. Most of our faculty and students have completed online certification programs. Faculty are encouraged to take up revision classes through online mode during study vacation for students to clarify their doubts. On an optimistic note, the college capitalized the pandemic into an opportunity by learning new skills to fit into this situation.

The institution also plans to collaborate with IGNOU in the coming academic year to promote open-distance mode of learning to make learning more flexible for the students who would prefer open and distance learning.

Extended Profile

1.Programme

1.1	127
-----	-----

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

File Description	Documents
Data Template	View File

2.Student

2.1	640
-----	-----

Number of students during the year

File Description	Documents
Data Template	View File

2.2	130
-----	-----

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

File Description	Documents
Data Template	View File

2.3	230
-----	-----

Number of outgoing/ final year students during the year

File Description	Documents
Data Template	View File
3.Academic	
3.1 Number of full time teachers during the year	17
File Description	Documents
Data Template	View File
3.2 Number of Sanctioned posts during the year	19
File Description	Documents
Data Template	View File
4.Institution	
4.1 Total number of Classrooms and Seminar halls	11
4.2 Total expenditure excluding salary during the year (INR in lakhs)	73.74
4.3 Total number of computers on campus for academic purposes	32
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	
MES Institute of Management is affiliated to Bengaluru City University so it follows the curriculum prescribed by the university in a well-structured manner.	
I - Subject allocation: The subjects are allotted to staff-members,	

based on their expertise in respective courses.

II - Setting the Learning Objective: Course and module outcomes are framed by the faculty and the same is conveyed to the students in advance.

III - Preparation of lesson plan and work diary: At the beginning of every semester, faculty members prepare lesson plans, maintain work diary and provide required course materials to students. The curriculum transactions are made effective with ICT enabled classrooms for effective curriculum delivery. The institution has a well-equipped library with access to books, journals and e-resources for progressive learning. Add-on courses are regularly incorporated for bridging the gap between academics and corporate requirements. To ensure uninterrupted teaching process, seamless timetable is followed based on the requirements.

IV - Assessment of Academic achievement: As part of CIE, institution conducts two internal tests through which the performance of the students is evaluated in each semester and parent-teachers meeting is conducted to keep them informed of their wards' progress and collect feedback on institution's curriculum delivery

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.mesiom.in/documents/51502/1372345/1.1.1link.pdf/55db0afa-7ab0-64d7-a8c7-b228bbd0b405

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

Examination Committee, in consultation with the HOI, decides on the CIE which is prepared at the beginning of every semester during the academic year and is in on par with the academic calendar of the university. As a part of CIE, institution conducts two internal tests and the timetable is given to the students well in advance. Within 10 days of examination, evaluated answer scripts are distributed in the classrooms and queries are resolved. After the compilation of the marks, Parent Teachers Meeting is held to discuss their wards performance and feedback is obtained on the institution's curriculum delivery process.

Based on the assessment, slow learners are identified for whom Remedial classes are conducted by the teachers. The institution has a well-organized mentoring system in which the teaching fraternity provides guidance to their respective mentees.

Along with Internal Assessment, the Institution assesses the academic performance of the students through case study analysis, group discussion, assignments, quiz and role play.

File Description	Documents
Upload relevant supporting documents	View File
Link for Additional information	https://www.mesiom.in/documents/51502/1418110/CIE+21-22+%28ADD+INFO+LINK%29.pdf/2f2dedbb-06e9-4d90-f458-666e53ec19f4

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

C. Any 2 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

2

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)

5

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

433

1.2.3.1 - Number of students enrolled in subject related Certificate or Add-on programs during the year

433

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 Institution conducts various programmes for imparting good practices relevant to professional ethics, gender, human values,

environment and sustainability into the curricular aspects.

Professional Ethics -The qualities of professional ethics imbibed by teaching - Corporate Communication course to facilitate students to develop a holistic attitude.

Gender- Some modules of English language syllabus include gender-related issues like LGBT Rights and women entrepreneurs. The Institution also celebrates International Women's Day and conducts various gender sensitization programmes

Human Values -courses prescribed by the university emphasizes on human values. MESIOM, to inculcate social values and spirit of patriotism among students, organizes events like guest lectures, seminars, celebration of International Human Rights day and personality development programs by DISHA

Environment and Sustainability - Along with the prescribed courses like Environmental Studies the institution's Ecology Club "Dharini" conducted many events like

- International Environmental Day on 5th June 2022.
- On 6th June 2022, an awareness on planting and distribution of saplings was conducted with the program, 'Planting for Survival - DHAARA'
- 'Save Soil Movement' on 21st June 2022
- A rally 'Protect the Environment and Save Fuel' was conducted by students for public on 1st July 2022.
- Vak Surabhi on 'Climate changes' was organized on 2nd July 2022

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

5

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
Number of courses that include experiential learning through project work/field work/internship (Data Template)	View File

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

433

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 from the following stakeholders Students Teachers Employers Alumni

A. All of the above

File Description	Documents
URL for stakeholder feedback report	View File
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)	View File
Any additional information(Upload)	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.mesiom.in/documents/51502/1372381/Feedback+and+ATR.pdf/40749362-ebd9-61bd-44de-39dd01feb3af
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 sanctioned seats during the year	
260	
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	
148	
File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File
2.2 - Catering to Student Diversity	
2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners	
The institution assesses the learning levels of students in two	

ways; at beginning of the programme, students are identified as slow and advanced learners based on the marks obtained in the previous exams.

This helps to design special programmes for slow and advanced learners. Secondly, advanced learners and slow learners, as per their response in the classroom as well as their performance in unit test and internal examinations.

The following activities are done for students.

Slow learners:

1. Individual Counselling: Teachers counsel students to overcome academic barriers along with teachers, advanced learners are encouraged to guide weak students and help them with additional explanation and notes.
2. Remedial Coaching: Revisions are made in scheduled remedial classes for academic improvement.
3. Extra notes: Additional notes will be provided to slow learners
4. Class teachers/ mentors encourage slow learners to participate in Co-curricular and extra-curricular activities.

Advanced Learners:

1. Advanced learners are provided with high order thinking questions to solve and also guided to refer reference books of various subjects.
2. Meritorious students are recognised and rewarded.
3. Meritorious students are included in various committees
4. Advanced learners are encouraged to participate in competitions, seminars, conferences and workshops to gain knowledge.

File Description	Documents
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
640	17

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

Activities for Experiential Learning:

1. The Institution organizes an annual exposition - Samanvitha, a theme-based flagship event of Commerce and Management Club, wherein students are motivated to conduct research and prepare models, charts and PPT's on given themes.
2. The Institution organized seminars by inviting experts from both academia and industry.
3. Practical subjects in B. Com and BBA have curriculum related to community service, which exposes the students to vulnerable sections of society.

Activities for Participative Learning

1. Different learning methods like problem solving, case study and teamwork-based activities are employed while teaching.
2. Project work and Internship: Project work and Internship is a part of learning process which facilitates research culture among students in their subject domain.
 1. Industrial Visits: Industrial visits are organized for students to gain exposure to the industrial operations.
 2. Entrepreneurship: Swayamanveshana, an annual expo by the ED cell offers the students a platform to nurture their entrepreneurship skills.

The language departments organized events like NUDI HABBA from Dept of Kannada, Maverix from Dept of English and Tarangini from Dept of Hindi to enhance the language skills of the students.

All these student centric activities are aimed at elevating the practical knowledge, skills, and build confidence among the students.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://www.mesiom.in/documents/51502/1372195/1687253972443_Experiential+Learning.pdf/08590dbc-737f-f8be-206e-c7482d2e14b7

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

The institution has resources like ICT-enabled classrooms with Interactive projectors and laptops, and the campus is enabled with wi-fi connection.

Faculty use PPTs with videos and animations. A soft copy of the study material is shared with the students and uploaded on the college website. The teachers engage students in commerce and computer labs for hands-on sessions on tally, e-filing of tax returns, GST, E-Business, and accounting subjects. To encourage e-learning, the college has a well-equipped computer lab with internet connections.

The faculty use laptops the college provides for the preparation of notes, PPTs, and engaging classes. A desktop is installed in the staff room, commerce lab, and library for facilitating e-learning. The library has online access where the faculty can access e-resources and journals. Online meetings are conducted by HOI if necessary. A desktop is installed in the library with internet connection that helps students and faculty access online open resources. Students can access e-resource tools, e-journals, e-books, and periodicals for their research and project activities. LCD projectors are used for seminars and workshops.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	https://www.mesiom.in/documents/51502/1439593/Sample+ppt_compressed.pdf/3b2b49b0-3c47-517a-859f-d7881fdef079

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

17

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

17

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

4

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

136

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.

Mechanism of internal assessment

Two internal tests are conducted every semester. The test timetables are displayed on the notice board and informed to students in advance.

Attendance of test-session is marked and in case a student is absent without prior permission, the mentor calls the parent. Further, teachers conduct retest/ assignments/ viva for the absentees.

Evaluated scripts are distributed to students within 10 days and marks are recorded. Mentors update the parents on their wards' progress and discuss initiatives taken for academic progress.

Additionally, students are continuously evaluated based on the assignments, projects, and quizzes given for every course.

Doubts regarding valuation are clarified to ensure transparency

while awarding IA marks to students.

The IA marks are calculated based on the scheme given by the University. After the internal assessment marks are computed, HOI, along with the respective class teachers, review IA marks.

Students can enquire from the subject teachers about discrepancies in the IA. If necessary, it can be brought to the notice of the HOI. If the discrepancy in the IA is genuine, HOI seeks an explanation from the subject teacher and makes necessary changes in the IA. Then the marks are uploaded to the university portal.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	https://www.mesiom.in/documents/51502/1418110/CIE+21-22+%28ADD+INFO+LINK%29.pdf/2f2dedbb-06e9-4d90-f458-666e53ec19f4

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

CIE procedures are employed in the institution and an immediate grievance redressal mechanism; both at the institutional and university level facilitate the students to resolve the grievances.

At Institutional level:

Every year, the institution constitutes an Examination Committee. The committee is responsible for smooth conduct of examinations, both internal and Semester end examinations. All relevant documents related to examination, is meticulously maintained for future reference.

Students with grievances related to internal examination can approach the examination committee through the mentor, and the issue is resolved by the committee without delay.

At University level:

The HOI is the Chief Superintendent of end-semester examinations. If grievances related to the examination are reported by the students,

the HOI discusses the issue with the examination committee and resolves it at the Institutional level. If required, the HOI reports it to the concerned department of the University without any delay.

In case of examination-related grievance that requires a follow-up at the University level, if necessary, the HOI personally addresses the same by meeting the concerned authorities at the earliest.

A member is specifically designated to address grievances relating to examination, he approaches the university officials whenever necessary along with required documents and sortsthe issue.

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

2.6 - Student Performance and Learning Outcomes

2.6.1 - Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution.

It is important that the faculty and students are aware of the Cos, POs, and PSOs.

Curricular activities of the institution are aligned and organized in accordance with Cos and POs that enhance students' learning outcomes.

- IQAC meetings deliberate on the steps to be taken for restructuring the Cos when there is a change in the syllabus so that learning outcomes are achieved.

Mechanism of Communication:

Students:

- **Pre-Admission Counseling:** Students are informed about the POs, Cos and career advancement opportunities during the pre-admission counseling.
- **Orientation Programme:** New admits are informed about NEP and POs, PSOs aligned with the Vision and Mission of the

institution, during the orientation program, and the same is displayed on the classroom pinup board.

- At the beginning of each semester, the students are informed about learning outcomes.
- IA Tests: The faculty discusses the course and module outcomes that will be assessed during the internal tests.
- Projects and Assignments: The learning outcomes on completion of assignments and projects are discussed by the subject teachers.

Teachers:

- Staff Meetings: The HOI informs the teachers to design appropriate teaching and learning Pedagogy and assessment based on learning outcomes.

Institution Website: POs, PSOs, and COs are uploaded to the website of the institution.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	NIL
Upload COs for all courses (exemplars from Glossary)	View File

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

Each faculty member writes appropriate COs for each course of the program at the beginning of the semester. A correlation is established between COs and POs on the scale of high-3, moderate-2, and low-1. A mapping matrix is prepared in this regard for every course.

Attainment of Course Outcomes:

The CO attainment levels are measured in terms of students' performance assessed through CIE. It consists of two internal tests, assignments, and end-semester examination. Weightage is given to each component to ascertain the average marks. This is a form of direct measurement for each course.

At the end of each semester, the faculty computes the performance of students based on average marks scored in internals and semester-ending examinations to assess the learning outcomes. Weightage is given to learning outcomes based on the average marks of each course and a four-point scale to find out the attainment of COs and eventually PSOs.

After the declaration of results by the university, the institution prepares a report on result analysis and submits the same to the management which is placed before the Governing Body for discussion. The Management and Governing Body go through the report and register their comments, if any, for further improvements.

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

198

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.mesiom.in/documents/51502/1372235/2.6.3.pdf/8c52c46c-5619-0b11-af22-837a3ae321a3

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.mesiom.in/documents/51502/1372175/SSSfinalreport.pdf/c52a44c5-13f1-3d7f-2fef-13074788d735>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

0

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

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

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

0

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

3.1.3 - Number of Seminars/conferences/workshops conducted by the institution during the year

3.1.3.1 - Total number of Seminars/conferences/workshops conducted by the institution during the year

5

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

3.2 - Research Publications and Awards

3.2.1 - Number of papers published per teacher in the Journals notified on UGC website during the year

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

2

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

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

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

7

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.3 - Extension Activities

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

MESIOM designs all its programmes to provide a holistic education

reflecting the institutions vision and mission. Sensitizing the students on social, moral, spiritual and cultural values and helping them build these values through extra-curricular and extension programmes for inclusive growth and community welfare has allowed our students to succeed in education, work and society.

Strongly believing that no education should exist in isolation impervious to social concerns, the college reaches out to the neighborhood and society by joining hands with government agencies and collaborates with non-government agencies like Rotaract, Red Cross and NSS and organizes the following events annually.

- **NSS Activities** - The NSS Club of MESIOM had organized annual Special NSS camp in the outskirts of Bangalore and also organized a legal awareness program for the benefit of the villagers. During the course of the annual camp, tree plantation, Shramadhan, lectures on environment conservation, developing scientific thought for benefit of humanity is also meticulously organised. A traffic awareness program was conducted in association with the Traffic Police department.
- **Seminars/Workshops:** The institution also organizes awareness programmes on various social issues like environment conservation, obeying the traffic rules etc. by eminent speakers.

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

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

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

0

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

3.3.3 - 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

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

4

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

3.3.4 - Number of students participating in extension activities at 3.3.3. above during the year

3.3.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

315

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

3.4 - Collaboration

3.4.1 - The Institution has several collaborations/linkages for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research etc during the year

3

File Description	Documents
e-copies of linkage related Document	View File
Details of linkages with institutions/industries for internship (Data Template)	View File
Any additional information	No File Uploaded

3.4.2 - Number of functional MoUs with national and international institutions, universities, industries, corporate houses etc. during the year**3.4.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. during the year**

5

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

INFRASTRUCTURE AND LEARNING RESOURCES**4.1 - Physical Facilities**

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

The College has large and spacious classrooms with interactive board and projectors, natural ventilation, lighting and isequipped with required teaching-learning amenities. Classrooms are used for conducting university examinations, add-on courses and training programmes.

Faculty and students can access e-resources like N-List, NDL etc., with the two computer systems installed in the library. Over the

years, the number of books and journals have increased and currently the library has 10,738 books and 14 journals are subscribed for.

Computer Lab has 30 systems with 1UPS of 7.5 KV and is ICT enabled with an internet speed of 50 MBPS. College has licensed Tally ERP.9 and quick heal Antivirus software. The

Commerce Lab is equipped with computer system for Practical skill development and selected reports on skill development activities for reference.

The Conference Hall (350 seats) is equipped with audio-visual equipment and LCD projector. An acoustical seminar hall(250 seats) is also available for conducting workshops, seminars, FDPs and conferences.

The college campus is equipped with Public Address System to address students and staff. Generator facility with a capacity of 62.5 KVA and UPS facility with a capacity of 3 & 7.5 KVA is available as standby to ensure uninterrupted power supply.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.mesiom.in/documents/51502/1370258/4.1.1.pdf/a8441810-70fd-1dfd-a6e4-a2f5ae67c569

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

MESIOM has strong academics added with equal measures of cultural activities, sports, games and yoga for the personality development of students. Students are encouraged to compete at University, State, National and International Level events and the necessary training and infrastructure facilities are made available.

The College has the facility to play indoor games in the conference hall with 2496 sq feet , and a quadrangle with 1600 sq feet to play outdoor games. Students are trained and encouraged to take up field events in the nearby BBMP playground for which the college has an MOU.

MESIOM considers that Yoga and Meditation are prerequisites for

emotional well-being and hence, has made it an integral part of a student's journey. MESIOM observes International Yoga Day by inviting eminent personalities to educate faculty and students about the importance of yoga and meditation in our day-to-day life.

NEP curriculum includes Yoga and Meditation, health and wellness, sports ,NCC/NSS classes. These classes are incorporated in the time table and conducted on aregular basis. The classes help and improve physical and mental health andalso inculcates a spirit of sportsmanship. Classes are conducted and monitored by the Physical Education Director.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.mesiom.in/documents/51502/1370262/Cultural%2Csports+and+yoga+photos.pdf/f7bd1ae2-e190-1a05-82fe-9280eed0fe48

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

10

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

10

File Description	Documents
Upload any additional information	View File
Paste link for additional information	NIL
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)

20.83

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)

MESIOM staff and students have unlimited access to a wealth of knowledge found in resourcelike books, eBooks, magazines and journals. The functioning of the library is automated by Easylib Software version 4.3.

The library has been pooling quality resources in all formats and has installed Easylib Software for library management. The Circulation process involves issue & return of books and has the capability to generate reports on the same. The due dates of book return and applicable fines for non-return of books are computed automatically in the software thereby, simplifying the library procedure. The day-to-day transactions of the library, both issue & return, automatically gets stored in the option called 'Setup & Security'. The report of transactions can be retrieved as and when needed. The section 'Periodicals' in the library software provides information of available resources like periodicals, journals and magazines in the library. The digital library gives access to major e-resources under KDPL, NLIST, NDL, SWAYAM, Vittam and NMEICT to the faculty and students. The entire library is under the surveillance of CCTV cameras for security purpose.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://www.mesiom.in/documents/51502/1370278/4.2.1_Screenshot+Easylib+Software.pdf/34f89dc5-96ef-b101-f829-8c8f56c9f920

4.2.2 - The institution has subscription for the following e-resources e-journals e-

B. Any 3 of the above

ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources

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)

1.27

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

46

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

MESIOM has a LAN Network with DLINK for interconnection of network in the Cabling for 39 computer systems configured with Windows 7

Operating Systems, Intel Pentium processors Min 500 GB Hard Disks and 1 GB RAM in campus. The College has 9 interactive board and projectors in classrooms and 1 projector in seminar hall. The maintenance and up gradation of IT facilities are monitored by the Asst Manager, who reports the requirements to the HOI who in turn, informs the IT Manager of MES Group of Institutions. The IT Manager resolves the various issues regarding IT like website management, upgradation of software, purchase of new computer systems, laptops and projectors. The technicians of MS Infotech visit the college once a month and as and when required for the maintenance of IT facilities. Annual Budgetary provision is made for procurement, upgradation, development and maintenance of computers and their accessories in the institution.

College IT infrastructure includes networking hardware (D Links and cabling) and internet connectivity (1 connection ACT FIBER NET: 4th floor and 1 BSNL broad band: 3rd floor) Faculty can connect with ethernet cables through projectors using VGI or HDMI to support real time access to conduct both curricular and extra-curricular programs.

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

4.3.2 - Number of Computers

30

File Description	Documents
Upload any additional information	View File
Student – computer ratio	View File

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

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

4.4 - Maintenance of Campus Infrastructure

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

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

66.6

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.

The institution has established a system for the maintenance and utilisation of physical and academic infrastructure facilities. The infrastructure facilities are implemented with policies to optimize the use of resources to comply to the needs of academics, research and administration. The coordination between facility and allocation ensures the optimal usage of resources in laboratory, library and classrooms inside the campus. The campus infrastructure is maintained by the Engineer and Maintenance Manager, appointed by the Management Committee, who is responsible for both the maintenance and post-maintenance of the infrastructure facilities. The E & M Manager reports to the MC and fulfils the necessary requirements.

The classrooms and common areas are cleaned and maintained everyday by the support staff. Rainwater harvesting is implemented and water is utilized to water plants and trees in the campus.

The technicians of MS Infotech(22to 23 Jan) visit the college once a month or as and when required for the maintenance of IT facilities. The canteen facility is outsourced and maintained by the owner. Parking facility is available for the staff members. Maintenance of restrooms and cleaning is outsourced. An efficient gardener maintains the college greenery. Repair and replacement of electrical and solar components is periodically done.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.mesiom.in/documents/51502/890265/MaintainancePolicy.pdf/d96cae84-4d70-2d6d-c1c9-f07dc254cba7

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

101

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
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

20

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	B. 3 of the above
File Description	Documents
Link to institutional website	Nil
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	
269	
5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year	
269	
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	A. All of the above

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

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

42

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	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

32

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

20

File Description	Documents
Upload supporting data for the same	View File
Any additional information	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.

8

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

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

The primary stakeholders of MESIOM, the students, contribute proactively to the activities of the college through the Student's Council. The Council is a democratically elected body representative of the diverse interests of the students.

At the beginning of every academic year, the Institution constitutes the student council and appoints coordinators for various clubs, either through election or by nomination. The HOI and faculty coordinators explain the roles and responsibilities to the members of the Student Council and provide necessary support.

Role in administration:

The student council members act as a link between teachers and students; they communicate the issues relating to infrastructure facilities, teaching-learning and other relevant issues, and thereby help the institution take necessary action.

Two student representatives are members of the IQAC and participate in the deliberations and share their valuable inputs for quality enhancement.

Role in co-curricular and extracurricular activities:

The student council members proactively took part in the online co-curricular and extracurricular activities conducted in online mode like Nudi Habba, Prathibha kaaranji, Vivekananda Saptaha & Annual Day. The Student Council helps organize Commerce and Management Club activities.

The Student Council coordinates and participates in celebrating and observing days of National and International importance such as, Independence Day & Republic Day

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

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

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

7

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 of MESIOM have distinguished themselves in various walks of life. The institution has always maintained close ties with its former pupils. This relationship was formalized in the year 2009 through the formation of MESIOM Alumni Association and is not a registered body. The college has submitted all documents for registration and very soon Association will be registered. The alumni of MESIOM meet once a year, on 2nd Saturday of April every year. The alumni have always proactively supported the institution and have contributed in various ways.

The IQAC of the college has alumni representation who serve as a liaison between the outside world and the institution. They help the institution in designing value-added courses and other beneficial programmes in the interest of the students.

On the institution's invitation, successful alumni offer career guidance to the final year students and also provide them with internship opportunities.

The alumni liaisons between the institution and companies for various internships and placement opportunities.

The alumni of MESIOM have provided technical support for conducting webinars at State and National level.

Alumni serve as faculty members in the Institution and they act as a link between alumni and present students to maintain the legacy of the institute.

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

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

E. <1Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The Vision of the institution is to evolve through collective leadership, achieve synergy between academic practices, industry preparedness, social empathy and cultural proclivities to help students develop to their fullest potential.

MESIOM practices a democratic, participatory and transparent mode of governance through the Management Committee, Governing Council, IQAC and Faculty Council.

The Committees meet periodically to deliberate on the academic and administrative aspects of the institution. As per the directions of the Management, the HOI discusses with the faculty to formulate strategic and action plans.

The Steering Committee members develop perspective plan, for a span of 5 years, on core thrust areas like research and development, FDPs etc. and specific annual action plans for each academic year.

The HOI, based on the perspective plan and action plan of the

institution, delegates authority and defines the area of responsibility to the faculty representing various committees at the beginning of the year.

The Faculty Council, along with IQAC, plays a pivotal role in the day-to-day operations of the college to execute the strategic plans into action by translating them into specific, time bound tasks for the achievement of the vision, mission and objectives of the institution.

File Description	Documents
Paste link for additional information	https://www.mesiom.in/web/mes-management/Vision-and-Mission
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 progress of an institution is the result of the combined efforts of all who work towards attaining the vision of the institution.

Case Study

Up gradation of IT infrastructure and training the staff on its utilization.

Mesiom recognizes that preparing students for the future requires a perfect blending of the roles of the stakeholders so that students can flourish in a robust and flexible learning environment.

The HOI, along with the IQAC, felt a need for a change in walk-talk-chalk pedagogy to blending technology in teaching and placed a requisition for upgrading its IT infrastructure and capacity building to its teachers. The management sanctioned 9 interactive projectors, 4 desktops and 5 laptops. The teachers are trained to use the same.

Teachers underwent a one-day workshop on using the interactive projector on features like:

1. Split screen which enables the teacher to project 2 images from different sources at the same time making the class more interactive.

2. Enhanced white board features wherein the drawings & images can be saved for future use.
3. To connect the device to mobile phones i.e utilize wifi and LAN connectivity.

This up gradation helps the most significant classroom resource, the teacher- to focus more on teaching.

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

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

MESIOM understands it is responsible as an educator for the quality of the graduates it produces. It is in this context, the HOI and the IQAC, the Management Committee and the Governing Council, planned NAAC accreditation as part of its strategic plan for benchmarking the quality of service it delivers to its primary stakeholders.

Case Study: NAAC certification is a measure to evaluate & guarantee quality of education a HEI provides. It focuses on improving the quality parameter of education in terms of research, faculty, and infrastructure leading to overall development of students through values, skills and Knowledge.

NAAC Accreditation Timeline:

- 28th May 2021- Submission of IIQA.
- 14th June 2021- Acceptance of IIQA.
- 28th June 2021- First Review meeting and Internal Academic & Administrative Review.
- 20th July 2021- Documentation Review.
- 20th August 2021-Final Presentation of SSR
- 28th August 2021- Mock NAAC and AAA by external Expert Committee
- 30th August 2021-Submission of NAAC SSR.
- 2nd September 2021- SSS.
- 24th September 2021- DVV Clarification.
- 8th October 2021- Submission of DVV Clarification.

- 21st and 22nd February 2022- NAAC Visit by Peer team members headed by Prof S.D. Sharma, Coordinator Prof Anil Dongre and Prof Tirupathi Rao.
- The college was accredited with B++ grade.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
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.

The Organogram is the administrative setup of the college and describes the decentralized structure of administration.

Management Committee - The apex body, oversees the institutional activities and determines its future direction by framing various policies.

Chief Executive Officer - promptly imparts decisions taken and policies adopted by the MC for achieving academic and other goals.

Director (Academics) Higher Education -guides the institution on the overall quality of academics as a member of GB and IQAC.

Governing Body: The Governing Council formed according to the UGC guidelines deliberates on the academic and administrative aspects of the Institution.

Principal is the academic and the administrative head and also the Chairperson of the IQAC and plays a multidimensional role. The Principal implements the policies approved by the Management Committee and follows the guidelines of the University.

IQAC: The IQAC, established as per the guidelines of NAAC, meets regularly to assess the quality deliverance in the institution leading to the achievement of outcome-based education.

Staff - The HOI, supported by the Vice Principal, a dedicated team of faculty, PE - Director, Librarian and admin staff, is responsible for the day-to-day working of the college.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the Institution webpage	https://www.mesiom.in/documents/51502/1372417/6.2.2.pdf/46ec292b-a7a8-1360-da26-f5018ba6a854
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 interfaces	View File
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc (Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

The Welfare Measures for teaching and non-teaching staff of MESIOM are as follows -

1. Financial support for faculty attending seminars and presenting papers in state, national and international level seminars, workshops and conferences.
2. Financial support for non- teaching staff attending training programs to enhance their technical skills.
3. Additional increment to Ph.D holders
4. 3 months Maternity leave and additional 3 months maternity leave with loss of pay.
5. 6 ELs for teaching staff and 12 for non-teaching staff per year
6. Group personal accident insurance

7. Ex-gratia payment Rs.20,000/- to non -teaching staff and Rs.40,000 to teaching staff -retiring on superannuation.
8. Rs. 20,000 fee concession for the children of teaching staff and complete tuition fee waiver for the children of non-teaching staff joining MES Institutions.
9. Staff members of MES Cooperative Society can avail benefits like loan, deposit money in FD, RD, Insurance etc.
10. Employee Provident Fund
11. Gratuity
12. ESI Scheme for staff whose salary is less than or equal to 15,000 Rs., towards hospitalization.

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

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

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

10

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

1

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

7

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

MESIOM has a well-structured performance appraisal system for teaching and non-teaching staff.

1. Performance Appraisal System for Teaching Staff

1. The Faculty, librarian and Physical Education - Director have to fill an Annual Self appraisal report which is an introspective exercise to understand the strengths and weaknesses comprising -

1. Teaching, learning and evaluation - books referred, innovative teaching methodologies, ICT used and University work - BOS membership, paper setting, evaluation etc.
2. Professional Competency - FDPs attended, Refresher Course, Seminars/Conferences/Workshops attended, Paper Presentation and Publication, Research Projects undertaken, Consultancy and Research Guides
3. Results of students in the previous semester examinations.
4. Community and Extension Services - NCC, NSS, Rotaract, Red Cross and community work.
5. Responsibilities of various committees
6. Academic awards and distinctions.

The HOI evaluates the self-appraisal of faculty and student feedback report, gives recommendations and submits it to the management. A final evaluation is done by the Management Committee on the basis of the HOIs evaluation.

1. Performance Appraisal for non-teaching staff -

The non-teaching staff has to fill the self-appraisal regarding the roles and responsibilities assigned, participation in institution life, academic achievements and distinctions.

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

6.4 - Financial Management and Resource Mobilization

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

MESIOM, as a policy, believes in having a transparent mechanism in all its activities. This is more so in the financial activities as

it involves funds received from stakeholders which has to be handled with utmost care.

Internal Audit

The college has an efficient Accountant who maintains the day-to-day financial transactions with the help of Tally ERP 9. The college conducts both internal and external financial audits meticulously. On the 10th of every month, the Finance and Accounts Manager, MES Group of Institutions, along with his team, conducts a focused internal audit of the accounts and gives his suggestions on the financial transactions, on the basis of his evaluation.

The following areas are covered in Internal Audit -

Revenue and Expenditure Audit, Statutory Compliance of TDS, Professional Tax EPF etc.,

External Audit

The External audit is conducted annually by Messrs. BMS Chartered Accountants to evaluate the financial status of the institution. They audit the accounts of the institution and submit a report of the evaluation to the HOI and the Management.

In case of audit objections, a maximum of 15 days is given for audit reply. There have been no objections in external audit till date.

File Description	Documents
Paste link for additional information	Nil
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)

0.29

File Description	Documents
Annual statements of accounts	View File
Any additional information	View File
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

MESIOM is a self-financed institution. The main source of funds is students' fees collected. Funds are also generated through the following-

1. Registration fee collected for various programmes.
2. Contribution collected from the Alumni of the college and interest generated from Alumni contribution.
3. Grants collected from funded projects.

Voluntary contribution from NGOs, philanthropists, parents, learning partners, etc

1. Sponsorship for conducting various events of the college.
2. Funds collected from leasing out of college infrastructure.
3. Fee collected from students for conducting self-financed value-added courses.
4. Grants from the NSS Wing and Sports Wing, Bangalore University
5. Scholarship funding from various sources like SC/ST Scholarships, e Karepass, Jain community scholarships, Management Scholarships etc

The funds collected are utilised in a transparent way on the following expenditures.

1. Funds allocated are utilised for various teaching-learning practices through seminars, FDPs, Conferences, Value-added courses, language club activities, Guest Lectures, inter-collegiate events etc.
2. Funds allocated for conducting various institutional events like Fresher's Day, Prathibha Karanje, Annual Day, etc
3. Utilisation of funds for Infrastructure development.
4. Funds are allocated for extension activities and sports.
5. Funds are allocated for disbursement of scholarships for

meritorious and needy students.

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

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

IQAC believes in creation of a learner-centric environment conducive to quality education by encouraging student entrepreneurship, critical thinking, and experiential learning for improving learning outcomes.

Entrepreneurship Development: MESIOM's EDP Cell organizes capacity building activities to promote entrepreneurial mindset and culture among students.

The college organized a Business Plan competition on 26th January 2021 and the top 4 performers participated in the 14th edition of "Manthan", a flagship event of FKCCI, which recognizes and rewards the best original business plan. Under the mentorship of Coordinators and the faculty, 4 teams competed among 625 colleges in the first round and two qualified for the next round, comprising 212 colleges. Finally, one team was selected among the top 75 colleges. It was a great learning experience and these students also underwent three 'Knowledge

Workshop' training programs. One of the panelists expressed his interest in the business proposal- Tendo Minds.

Commerce Club: The Commerce Club through its activities like CRITI, Samanvitha, Best manager, Budget Analysis, spanning throughout the year, aids in activity-based learning leading to creation of next generation leaders. These events benefit students in the following ways:

- Develop leadership skills, communication skills, marketing, selling skills, manage finances and ability to work in teams with divergent needs.

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

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

The IQAC of MESIOM, organized a yearlong program to provide a clear scientific view on climate change and its potential environmental and socio-economic impact among its students. Students of the college participated in creating awareness about 'SAVE FUEL', at important junctions in and around the college and 'SAVE SOIL' programs. Talks by eminent environmentalists, observation of important environment days like World Environment Day, World Earth Day, Green Consumer Day etc were organized. Tree plantation program, distribution of saplings in the neighborhood and parents were also conducted. These programs not only created awareness but also suggested solutions to reduce greenhouse gases through different methods.

MOOCs

UGC rolled out a draft on "Blended Mode of Teaching and Learning", recommending upto 40% of online teaching for courses in HE in India. The Management initiated steps to equip faculty and trained them in MOODLE- an open source LMS between August 20th and 25th 2022.

Further, it upgraded the IT Infrastructure by installing Interactive projectors and organized a One-day FDP on 5th January 2022 of the same. The Resource Person was Mr. Vishwanath Reddy, Head Technical Training.

The Management is in consultation with IIM-B for Short term training for co creating MOOCs in September and December 2022 and had deputed HOIs for initial interaction.

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

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

C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://mesinstitutions.in/web/mes-management/Activities
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

Safety and Security: College provides round-the-clock security to both female and girls of the college. Two security personnel, one female, are stationed at the gates. CCTV Cameras are installed at all strategic places of the college. College has several measures to enhance safety and security on campuses by constituting various committee were inclusive representation of women in all important committee to monitor and handles issues related to safety and security of girl students.

Personal Counselling and Mentoring: faculty member counsel the students as required to resolve the problems. Management has also appointed a qualified Counsellor as and when required.

Common Rooms - Two common rooms are available for girl students to relax. Napkin vending machine and an incinerator is installed.

Other Gender Equity Issues: Gender awareness workshops are conducted.

Equalrepresentation for girl students in the Students Council as well as sports activities.

Every class has a woman faculty as a Class Teacher/Mentor.

File Description	Documents
Annual gender sensitization action plan	https://www.mesiom.in/documents/51502/1372473/7.1.1+Annual++gender+sensitization+plan+of+action.pdf/c0fb5a96-59e4-2b10-1447-8910f6f81f3a
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.mesiom.in/documents/51502/1372473/7.1.1link.pdf/302cee0c-f9d3-36b1-1f38-c20cdc70b182

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

Solid Waste Management:

- To collect dry and wet waste two dustbins are provided in and around the college for maintaining cleanliness.
- Waste is collected and segregated in different dustbins and it's disposed every day by handling it over to BBMP authority.

Paper -

The college has effectively adopted the three R's: reduce, reuse and recycle of waste management. To reduce the use of paper faculty and students are encouraged to use e-platforms. One side printed sheet is reused as well as unused sheets are converted into books and donated to orphanages and needy students.

MOU with ITC has been signed for recycling the paper.

Leaf litter -

- Leaf litters are collected, decomposed and used as manure for the plants in the campus.

Reduce the usage of plastic -

- To reduce the use of plastic a commercial RO water unit with steel tumblers is installed in the campus and signages are displayed at strategic places to discourage students from using plastic.

E-Waste Management

- The college has an MOU for the scientific recycling of e-wastes with ITC.

Bio waste -

- Sanitary napkins are disposed in a scientific manner.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	https://www.mesiom.in/documents/51502/1372481/7.1.3+Geo+tag+Photos+of+facilities.pdf/ca940a2f-90b3-c145-3325-29452bbdf298
Any other relevant information	No File Uploaded

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

B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	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 with trees and plants**

A. Any 4 or All of the above

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Any other relevant documents	View File

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

7.1.6.1 - The institutional environment and

D. Any 1 of the above

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

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	No File Uploaded
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 following strategies are adopted by the college for inclusion. The college provides scholarships to meritorious and needy students from Management and philanthropists. Awareness and assistance is provided to students about Government and Non- Government scholarships.

- **Enhancing SC/ST/Minorities participation:** The Equal Opportunity Cell (EOC) - Abhisama, empowers students to improve their performance by peer learning and an SC/ST book bank facility is provided. As per the guidelines of the state government, the institution strictly follows Roster and Reservation policy.
- **Strengthening Infrastructure for specially - abled students** are provided with support systems like, ramps, railings, lift and disabled-friendly washrooms.
- **Capacity building for Women** - The college organized awareness programs for women in various capacities.
- **Reducing Regional Imbalances** - All the students, irrespective of their regional and linguistic diversities, are encouraged to participate in various literary, creative and cultural competitions conducted by the Departments of languages.
- The College celebrates festivals like NUDDI HABBA, Ganesh Chaturthi and reading of the Holy Books on Republic Day.
- PDPs are conducted on a regular basis to help students to build self-confidence and a sense of responsibility towards others.
- Management follows the Recruitment Policy as per the guidelines of UGC for recruiting of teaching and non-teaching staff.
- **Strengthening Democracy** - All the students are allowed to contest, irrespective of their diversity, for student's council elections conducted annually to elect students' representatives.

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

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

The following activities are organized to sensitize staff and students to the constitutional obligation

A compulsory Ability Enhancement course for IInd year B. Com and BBA students prescribed by the University on Indian Constitution. Where students learn about values, rights duties, and responsibilities of the individuals.

International Human Rights Day is celebrated to create awareness of human rights by inviting distinguished speakers to address the staff and students.

Seminars and Workshops on Indian Constitution and Human Rights are conducted regularly to create civic awareness.

Spirit of service and social responsibility carried through the activities of NSS, Rotaract, NCC, and Youth Red Cross.

The activities of the Equal Opportunity Cell and Women Empowerment Cells are aimed at bringing equality and providing social justice.

Celebration of National Festivals and observation of National Days cultivate the spirit of unity and integrity.

In order to sensitize the students on constitutional obligations, the college plays videos in the common assembly. The faculty and students are encouraged to pen their thoughts on topics of national importance for the class pin-up boards, and annual college magazine - MANJARI.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	View File
Any other relevant information	No File Uploaded

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts

C. Any 2 of the above

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

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

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

MESIOM celebrates national and international days to cherish the thoughts and ideologies of great personalities.

National youth day - 12th January: Birth anniversary of Swami Vivekananda.

Republic Day-26th January- To commemorate India becoming a Republic, on this occasion holy books of various religions are recited to uphold the concept of secularism.

Martyr's Day-30th January- To pay tribute to those who have sacrificed their lives in defending the sovereignty of India.

International Women's Day: the college celebrates international women's Day.

Shahid Diwas-23rd March: To pay homage to three martyrs - Bhagwat Singh, Sukhdev, and Raj guru.

World Environment Day- 5th June: To spread the awareness of preservation and conservation of Environment

Kargil Vijay Diwas- 26th July: in memory of Kargil war heroes who laid their lives for the Nation.

Library Day: 12th August: To commemorate the birth anniversary of Dr.S.R.Ranganathan

Independence Day-15th August: To commemorate the nation's independence from the British Empire, the college celebrates Independence Day.

Human Rights Day-10th December: To commemorate the adoption of the Universal Declaration of Human Rights, the college organizes seminars on different dimensions of human rights.

National Sports Day-29th August: To commemorate the birth anniversary of hockey legend, Major Dhyan Chand

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

7.2 - Best Practices

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

Objectives of the practice: To organize programs on current societal issues by eminent speakers to harness the vibrant demographic dividend towards nation-building.

Context: India is home to a fifth of the world's youth. It provides India with a demographic advantage that demands proper investment in human capital development. In this context, MESIOM initiated Vak-Surabhi - the flow of thoughts

Practice:Distinguished speakers are invited to address the students,to bring about a better understanding of today's society and help change their outlook

Evidence of success: Many students are inspired to take up public service examinations, entrepreneurial ventures and take an active part in extension activities of the college and lend a helping hand in community services.

Activity Based Learning for Holistic Development

Objectives

To develop effective communication, critical, reflective, research and entrepreneurial development skills related skills and develop self-learning.

Context

The institution adopts activity-based learning where students actively participate in learning experience.

Practice

Commerce and Management Club organizes activity-based events like Budget Analysis, Case study Analysis, Crisis Management, Logo Designing, SAMANVITHA, SWAYAM ANWESHANA etc.

Evidence of success

Activity based learning helps improve self-confidence, communication and research skills and helps to enhance the students learning process and gives a practical experience of running a business and enriches the students by bridging the gap between theory and practice.

Problem encountered and resource required: Lack of time

The problem encountered and resource required. non-availability of eminent speakers on time.

File Description	Documents
Best practices in the Institutional web site	View File
Any other relevant information	View File

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

Vivekananda Saptaha -The Celebration of Thoughts, is an attempt by the institution to inculcate in students the ideals and the powerful thoughts of Vivekananda.

The institution has been celebrating National Youth Day, every year, since its inception. From the academic year 2016 - 17, the college has been organising week-long programs, celebrating the thoughts of Vivekananda through competitions and achieving Vivekananda's gospel of man-making.

The institution upholds the greatest youth icon, Swami Vivekananda's thoughts 'We want that education by which character is formed, intellect is expanded and one can stand on one's own feet', throughout the year and particularly on the occasion of Vivekananda Saptaha celebrations. The events conducted on the occasion aim at inculcating in students an awareness of the four-fold mantra of Swami Vivekananda to live a meaningful life- physical, social, intellectual, and spiritual quest.

The HOI, IQAC, and the committee decide on the events to be conducted. The campus was vibrant with the thoughts of Vivekananda all seven days, starting from the 12th of January.

Education is not merely the teaching of academic subjects but also the cultivation of a complete human being. We, at MESIOM, make sincere efforts to bring a balance between academics, social empathy and cultural proclivities.

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

7.3.2 - Plan of action for the next academic year

Introduce B. Com data analytics program.

Conduct Seminar On Out come Based Education

Arrange Faculty development Program on creation of MOOCs

Stengthening placement, internship and entrepreneurial activities.

MOU with corporate companies for training, placement and internship.