Yearly Status Report - 2018-2019

Part A	
Data of the Institution	
1. Name of the Institution	**R V INSTITUTE OF MANAGEMENT**
Name of the head of the Institution	**Dr.Purushottam Bung**
Designation	**Director**
Does the Institution function from own campus	**Yes**
Phone no/Alternate Phone no.	**080-42540300**
Mobile no.	**9448079735**
Registered Email	**director.rvim@rvei.edu.in**
Alternate Email	**bunguas@gmail.com**
Address	**CA-17, 36th Cross, 26th Main, Jayanagar, 4th T Block, Bangalore-560041**
City/Town	**Bangalore**
State/UT	**Karnataka**
Pincode	**560041**

2. Institutional Status

Affiliated / Constituent	**Affiliated**
Type of Institution	**Co-education**
Location	**Urban**
Financial Status	**Self financed**
Name of the IQAC co-ordinator/Director	**Dr.Anupama. K.Malagi**
Phone no/Alternate Phone no.	**08042540300**
Mobile no.	**9448079735**
Registered Email	**director.rvim@rvei.edu.in**
Alternate Email	**anupama.rvim@rvei.edu.in**

3. Website Address

Web-link of the AQAR: (Previous Academic Year)	https://rvim.edu.in/wp-content/uploads/2019/11/AQAR-2017-2018.pdf

4. Whether Academic Calendar prepared during the year

4. Whether Academic Calendar prepared during the year	**Yes**
if yes,whether it is uploaded in the institutional website: Weblink :	https://rvim.edu.in/wp-content/uploads/2020/09/Calendar-of-events-2018-2019-compressed.pdf

5. Accrediation Details

Cycle	Grade	CGPA	Year of Accrediation	Validity	
				Period From	Period To
1	**A**	**3.01**	**2014**	**21-Feb-2014**	**20-Feb-2019**

6. Date of Establishment of IQAC

6. Date of Establishment of IQAC	**01-Jun-2011**

7. Internal Quality Assurance System

Quality initiatives by IQAC during the year for promoting quality culture		
Item /Title of the quality initiative by IQAC	Date & Duration	Number of participants/ beneficiaries
Holistic management	**01-Oct-2018**	**180**

Education - Orientation Programme New Batch	10	
	View File	

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

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
R V Institute of Management	Unnat Bharat Abhiyaan	MHRD, NewDelhi	2019 365	50000
		View File		

9. Whether composition of IQAC as per latest NAAC guidelines:	**Yes**
Upload latest notification of formation of IQAC	View File
10. Number of IQAC meetings held during the year :	**3**
The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website	**Yes**
Upload the minutes of meeting and action taken report	View File
11. Whether IQAC received funding from any of the funding agency to support its activities during the year?	**No**

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

? Initiated the preparation of Course Docket ? Organising Innovative events like INNOVIZ VENTURE FEST ACHIEVERS DAY CELEBRATIONS PGCET Crash Course Research Colloquium series ? Set up RVIM Centre for Innovation, Entrepreneurship and incubation ? Initiated formation of RVIM Students Council ? Collaborating with other premiere Institutions including IIT, Chennai TISS, Mumbai MAHE, Manipal

View File

13. Plan of action chalked out by the IQAC in the beginning of the academic year towards Quality Enhancement and outcome achieved by the end of the academic year

Plan of Action	Achivements/Outcomes
To offer Value addition programs for students	The Department of IT and Management has tie up with NICT to conduct Addon Certificate Courses in various modules

	of SAP – FICO and HR, DIGITAL MARKETING
	[View File](#)

14. Whether AQAR was placed before statutory body ?	**Yes**

Name of Statutory Body	Meeting Date
Governing Council	**12-Oct-2019**

15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?	**Yes**

Date of Visit	**27-May-2019**

16. Whether institutional data submitted to AISHE:	**Yes**

Year of Submission	**2019**

Date of Submission	**20-Feb-2019**

17. Does the Institution have Management Information System ?	**Yes**

If yes, give a brief descripiton and a list of modules currently operational (maximum 500 words)	**RV Institute of Management is a technologically adept institution that has incorporated SAPMaterial Management Module for administration support. Success Factors software application connected to SAP is used for online Leave Management and Performance appraisal system. Payment of Salaries is done online. SAPFinance and Control is used for making all the entries (Payments and Receipts) in SAPERP systems. SAPStudent Life Cycle Management is used for student database, Internal and external marks, attendance and results. Learning Management System Quicklrn is used by all the faculty to upload course content and make it available to the students 24 X 7. Online quizzes are conducted by using this system. IT Department coordinator along with technicians are responsible to plan, implement and maintain different software, hardware and organize various programmes to acquaint staff and students about new system implementation. All academic services**

are offered through a computerized automated system using software right from admission to the final course exit. QuikLrn software is a cloud based LMS used as a repository of the course econtent, assessment in the form of online quiz, assignments etc and its evaluation to track the performance of students online. Elibrary is made available by subscribing to Dspace, Ebsco, Jgate, Capital Line and Libsoft database for knowledge enhancement. The whole campus is Smartcard enables with 35 mbps wifi in addition to 1:1 connection through LAN network. 4 computer labs with 215 systems with all accessories and software such as SPSS, Tableau, R programme, Python, Business Analytics Pig Hive are available with Lab technicians. All systems have licensed Kasperkey antivirus software against protection threat. We have a Centralized Data Recovery System In case of failure of Hardware/Software we follow the protocol stipulated by centralized Data Recovery System adopted by SAP ERP maintained at RV Information Center under Rashtreeya Sikshana Samithi Trust.

Part B

CRITERION I – CURRICULAR ASPECTS

1.1 – Curriculum Planning and Implementation

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500 words

R V Institute of Management is affiliated to Bangalore Central University, offering post graduate course in Masters of Business Administration (MBA) of two years duration. Institution meticulously follows the curricula framed by the university. The institution ensures effective curriculum delivery in a well- planned manner as narrated below: Institute is following a unique practice – known as SLCA Model. This model is adopted exclusively at RVIM. It involves four phases: Phase 1: S- Subject Allocation Phase 2: L- Setting the Learning Outcomes Phase 3: C- Preparation and Certification of Course Dockets Phase 4: A- Attainment of Outcomes SLCA practice enables to achieve all the outcomes specified in terms of Program Outcomes and Course outcomes. Implementing this model ensure accomplishment of the programme educational objectives as well. Phase 1: To ensure effective curriculum delivery subject allocation to faculty members is done according to faculty member's preference of the subject well in advance. Phase 2: Based on the Program Educational Objectives and Program Outcomes (POs), Course Outcomes (COs) are framed for each course which are further translated in to Module Wise Outcomes (MOs) by the faculty offering that course. These are vetted by the faculty council. Phase 3: A course docket is prepared by the respective faculty members keeping in mind above POs and Cos which contains detailed lesson plan, course material, research articles, cases and past year question papers. The course dockets are

given to the students well before the commencement of the course so that they will be aware of the topics and the readings as well along with other study material including videos cases, multimedia cases etc. Phase 4: Attainment Level of each outcome, i.e. PEOs, POs, COs and MOs is measured and plan of action for increasing the attainment levels is agreed upon during the faculty council meeting. Other key initiatives taken towards ensuring effective curriculum delivery include: • Apart from the courses offered as part of University curriculum, institute also offers numerous value added courses to meet the Industry needs and to ensure that our students are industry ready. • The Institution is using Learning Management System- Quicklrn, through which faculty have the facility to upload course content and make it available to the students 24 X 7. • Online quizzes are also conducted by using this LMS for various courses RVIM has tied up with the Libraries of IIM Bangalore, British Council- Bangalore and libraries of our sister institutions to give an access to additional knowledge resources. • Using innovative pedagogical tools including; case studies, role plays, management fests, live projects, industrial visits, interaction with industry people and practitioners, etc. to embrace activity based learning and experiential learning. • All the students are encouraged to participate in the conferences/seminars/workshops/ management fests/competitions conducted by other institutions all over the country enabling students to broaden their knowledge, skills and attitude. • All the faculty members are encouraged to attend Faculty Development Programs to enhance and update their teaching skills and adopt innovative pedagogical tools to enrich the curriculum

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
Certificate Course on Digital Marketing	NA	26/09/2018	114	Employabilit y	Developing the skill of digital marketer
Certificate course on MS-Office specialist (Advanced MS-Excel 2013) with NICT	NA	13/03/2019	109	Employabilit y	Advance Ms. Excel
Certificate Course on course: SAP-HR and FICO	NA	26/09/2018	226	Employabilit y	SAP HR and FICO
Writing for the Web	NA	01/10/2018	90	Employabilit y	Writing skills
Diploma in Business Analytics	NA	01/03/2019	360	Employabilit y	Analytical Skills

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
MBA	Diploma in Business Analytics	01/03/2019

	View File	

1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
MBA	Finance-Marketing-HR	01/08/2018

1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year

	Certificate	Diploma Course
Number of Students	371	17

1.3 – Curriculum Enrichment

1.3.1 – Value-added courses imparting transferable and life skills offered during the year

Value Added Courses	Date of Introduction	Number of Students Enrolled
Resume Writing	09/06/2018	176
	View File	

1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
MBA	Finance,Human Resource,Marketing,	168
MBA	nance,Human Resource, Marketing,	168
	View File	

1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	Yes
Alumni	Yes
Parents	Yes

1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution? (maximum 500 words)

Feedback Obtained
R V Institute of Management follows a comprehensive feedback mechanism to achieve quality sustenance to enhance teaching learning process and overall development. IQAC collects the feedback from all the stakeholders such as the students, Alumni, Parents, Employers and Faculty. Feedback system is completed in three stages: A) Feedback collection Feedback is collected from alumni on annual alumni meet, parents during PTA meetings, employers during placement drive, faculty after the completion of the course and students during mid-term and end-term of the semester to ensure the incorporate their suggestions in real time. The whole feedback for the student is divided into two phases – Formative Summative feedback. The formative feedback is taken during mid-term and summative feedback is taken at the end of the semester. The benefit of a formative feedback is multifarious as it provides early opportunities to

students raise concerns, helps to find solutions and aid to improve the end-course evaluation. Students are encouraged to provide their honest feedback about the academic, attitude and discipline dimensions of the teaching-learning process that is kept confidential. The feedback questionnaire contains 14 questions covering all the dimensions regarding the course delivery and performance of the faculty. B) Feedback Analysis Reporting: The response collected from all the stakeholders are analyzed through the built-in system of the Quicklrn software, represented in a chart form and decoded for the proper comprehension of the matter is submitted to the Director. C) Corrective measure: The feedback is handed over to individual faculty members by the Director after an in-depth discussion for improvements. The counseling and mentoring is done by the Director to teaching staff for corrective actions and improvements. The continuous feedback analysis report is then submitted to IQAC. The robust feedback mechanism is practiced meticulously for quality improvement and continuous improvement in rendering our services.

CRITERION II – TEACHING- LEARNING AND EVALUATION

2.1 – Student Enrolment and Profile

2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
MBA	Finance HR and Marketing	180	250	172

View File

2.2 – Catering to Student Diversity

2.2.1 – Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2018	0	172	0	21	21

2.3 – Teaching - Learning Process

2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Numberof smart classrooms	E-resources and techniques used
21	21	12	13	13	19

View File of ICT Tools and resources
View File of E-resources and techniques used

2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

The mentorship programme at RV Institute of Management is offered by dividing it into six phases namely: a) setting goals, b) interactions, c) observations and engagements, and d) assessment. The primary goal of mentoring system at RV Institute of Management is to foster frequent productive interaction, assistance and mentorship to students. Also to provide a reliable and comprehensive support system, to motivate students to excel in both academic and non-academic fields. a) Setting Goals: RV Institute of Management offers a highly efficient Mentorship programme developed by collaborating with the consulting firm 'I Pause'. 3-dimensional

framework has been developed as a part of mentoring programme. This framework involves Profiling tools, Regular mentoring process and Tracking progress improvement on 8 skills. This is facilitated through a 'Student Card System' that is a unique initiative of the Institute. A balanced and effective mentorship programme emphasize on 1) Academic performance by developing a research orientation, by offering guidance for professional career and higher studies skill development 2) Resolving personal Issues: behavioural /psychological 3) Non-Academic performance by motivating and training students to participate in Contests, Conferences, Projects and Internships, encouraging students to participate in social cultural activities, arts and sports and fostering good values, healthy living and discipline. b) Interactions: The process begins with orienting students about the mentorship programme and conducting a comprehensive psychometric test. Then allocating students (mentee) to a faculty (mentor). Mentor is supposed to conduct fortnightly meetings with individual mentee to build rapport and to identify slow learners and bright students by using 'student's card'. c) Observations engagements: Upon identifying the potential of mentees, mentors guide them accordingly. Mentors direct the slow learners to bridge, remedial and other language proficiency courses and direct the advanced learners to add on courses like the in house Additional Credit Programme and other certificate programmes and training. The mentor encourages the students to participate in national and international programmes, contests, conference, quiz, events etc. Advanced learners are also encouraged and guided to present and publish research papers to build research orientation. The mentor tries to solve individual student problems or any interpersonal issues arising in the class. Mentor advocates mentee's problems in the review meeting with Academic Council to seek possible solutions. The scores provided in the student card is discussed with the students to provide remedies to improve it from I semester to IV semester. d) Assessment: Based on the overall efforts put by the mentee to improve their academic and non-academic performance, mentor tracks the performance and give scores on the sale of 1 to 5 (1 being least 5 being highest) for 8 skills namely: communication skills, leveraging IT, social skills, command on English, entrepreneurial mindset, attitude, decision making skills and placement readiness in the students card that is discussed with the students and the mentorship programme coordinators so that tracking and progress could be monitored and enhanced from I semester to IV semester.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
349	21	17

2.4 – Teacher Profile and Quality

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
18	21	0	0	9

2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year)

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
2018	Dr. Purushottam Bung	Director	D.LITT
2019	Dr.Purushottam Bung	Director	Visionary Academic Leader of the year 2019
View File			

2.5 – Evaluation Process and Reforms

2.5.1 – Number of days from the date of semester-end/ year- end examination till the declaration of results during the year

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end

MBA	CMD	1st Sem 2018-20	12/01/2019	16/05/2019
MBA	CMD	3rd Sem 2017-19	05/02/2019	18/09/2019
		View File		

2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

The overall evaluation process is divided into 70:30 pattern. The final Semester End Examination (SEE) carries 70 marks and Continuous Internal Evaluation (CIE) carries 30 marks. The reform in the institute has been bought by forming an Internal Exam committee that works under the supervision of the Director. The exam committee takes the overall responsibility of conducting the end semester examination and the evaluation process of answer sheets and preparing the results. It is also responsible for the preparation of exam timetable, reviewing the question paper according to blooms taxonomy declaration of the results of internal tests. Committee meets frequently to brainstorm, discuss and deliberate on the reforms to be brought-in. The reforms that Exam Committee has bought in CIE assessment is in the form of formative and summative assessments. Out of 30 marks, formative assessments carries 20 marks that is assessed continuously during the semester and summative assessment carries 10 marks that is given at the end of semester. Entire Continuous Internal Evaluation that is going to be followed is explained clearly in the Course Docket that is shared with the students at the commencement of the course. Reforms in CIE has been bought by giving enough flexibility to faculty to design their own CIE pattern by spreading 20 marks for innovative assessment as Case analysis, Live projects, Mini projects/Research projects, Video profiling of the entrepreneurs/CEOs, Participating in the events/competitions like "Venture Fest" in Entrepreneurship, Development course, Participation in classroom discussions, Written assignments, open book examinations or online quiz through Quicklearn LMS platform. Reforms in the summative assessment for 10 marks that has been bought by implementing 'Preparatory Exam' for 5 marks to prepare students for the final exam and 5 marks for the 'attendance' to ensure that students attend the classes regularly.

2.5.3 – Academic calendar prepared and adhered for conduct of Examination and other related matters (250 words)

The institution has Academic Rigor Committee which is responsible for the preparation and deployment of Institutional Calendar. The Academic Rigor Committee and Examination Committee members under the supervision of the Director prepares Institutional calendar of events by planning for curricular and co-curricular activities based on the available working/teaching days as per university norms for each semester adhering to the University Academic Calendar. The Academic Calendar specifies • The date of commencement of classes • First and second internal test dates • Commencement and duration of project work/internship/dissertation, • Last working day • Commencement of project work viva voce • Dates for University events/activities/functions/industrial tours, • Last date to submit IA marks • Semester end examinations schedule. The Institutional academic calendar includes commencement and end of the academic activities such as • Internal test, project work/internship/dissertation, viva voce, • Annual Sports Day • Alumni Meet • Cultural Activities/Competitions/Management Fests/Events • Departmental activities • MDP/FDP/CONFERENCES/SEMINARS/WORKSHOPS • Industrial visits • preparatory test semster end exam Inauguration-of-the-new-batch/orientation program/Fresher's party/Farewell Party, Other important flagship events of the Institution and the RV group as well Regular staff council meetings that is made available on the institution's website. The academic calendar is so evolved that the faculty

get the required number of teaching hours to complete the planned syllabus. The course coordinator prepares a course docket used as a planner for the courses that is also shared with the students. Classes are planned according to the term dates mentioned in the academic calendar by considering the scheduled classed allotted in time table. Faculty members ensures that the actual plan is matching with the proposed plan and there is no deviation. To avoid the deviation, the committee generates a fortnightly report and the faculty members proposes an action plan for covering the deviation if any. The Academic Rigor Committee ensures that all the departments (Finance, Marketing, HR, IT and General Management) and Centres conducts the departmental activities as per the time table freezed at the beginning of the semester itself with little or no deviation by fortnightly review.

2.6 – Student Performance and Learning Outcomes

2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

https://rvim.edu.in/wp-content/uploads/2019/11/2.6.1-Vision-Mission-Quality-Policy-PEOs-POs.pdf

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
3rd Sem	MBA	HR Finance Marketing	168	168	100
1st Sem CMD	MBA	HR Finance Marketing	180	167	92.78
View File					

2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

 https://rvim.edu.in/wp-content/uploads/2020/09/Students-Satisfaction-Survey-2018-20.pdf

CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

3.1 – Resource Mobilization for Research

3.1.1 – Research funds sanctioned and received from various agencies, industry and other organisations

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
Minor Projects	365	Unnat Bharat Abhiyaan	0.5	0.5
Industry sponsored Projects	5	Kalpataru Group of Institutions, Tipatur, Karnataka	0.46	0.46
View File				

3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date
"Innovative Distribution strategies for Rural Markets"	Marketing	12/10/2018
Innovations and IPR	Marketing	22/12/2018
Role of IPR in Management	Marketing	22/04/2019

3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
AIMS-WE SCHOOL Innovation award	Prof. A Chandran	Association of Indian Management Schools	01/09/2018	Faculty innovation award
Visionary Academic Leader of the year 2019	Dr.Purushottam Bung	Integrated Chambers of Commerce and Industry(New Delhi)	28/02/2019	Education

[View File](#)

3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
1	RVIM Centre for Innovaton, Entrepreneurship and Incubation	RVIM	NIL	NIL	04/06/2018

[View File](#)

3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
0	2	1

3.3.2 – Ph. Ds awarded during the year (applicable for PG College, Research Center)

Name of the Department	Number of PhD's Awarded
MBA	2

3.3.3 – Research Publications in the Journals notified on UGC website during the year

Type	Department	Number of Publication	Average Impact Factor (if any)
National	MBA	6	3
International	MBA	16	5.28

[View File](#)

3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference

Proceedings per Teacher during the year

Department	Number of Publication
MBA	6

View File

3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
Performance Apprisal Biases and Behavioral Biases in Decision Making: An Empirical Study	Dr. Padmalini Singh	International Journal of Mechanical Engineering and Technology	2018	18	M.S.Ramaiah Institute of Technology, Bangalore	1

View File

3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
Behavioral Finance and its Impact on Poor Financial Performance of SMES: A Review	Dr. Padmalini Singh	International Journal of Civil Engineering and Technology	2018	22	3	M.S.Ramaiah Institute of Technology, Bangalore

View File

3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	2	36	22	0
Presented papers	14	7	2	0
Resource persons	4	12	1	0

View File

3.4 – Extension Activities

3.4.1 – Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year

Title of the activities	Organising unit/agency/	Number of teachers	Number of students

	collaborating agency	participated in such activities	participated in such activities
National Immunization Day	RVCN	4	300

View File

3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
CSR	National Management Week Award 2018	Association for Indian Management Schools	240

View File

3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activites	Number of students participated in such activites
National Management Week	AIMS	CSR Programmes from August 1-7	18	40
Unnat Bharat Abhiyan	DAPM RVDC	Telemedicine Support on Dental Care	3	4
Unnat Bharat Abhiyan	RVIM-CSR	Technology adaptation in Grape farming	2	18

No file uploaded.

3.5 – Collaborations

3.5.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year

Nature of activity	Participant	Source of financial support	Duration
International Immersion Program at City of Glasgow College, Scotland	7	Self financed	14

View File

3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
Industry	Internship	Asian Paints	01/08/2018	30/09/2018	5

View File

3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate

houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
Makeintern	23/03/2018	To offer campus placement and internship	200
Odessa Solutions Pvt. Ltd.	10/10/2018	Academic Co-operation	200
Austin University, USA	22/06/2018	Academic Co-operation	200
Kotak Mahindra Life Insurance Ltd.	07/12/2018	To offer campus placement and internship	200
IBM India Pvt.Ltd	21/08/2018	Academic Co-operation	200
MoU with Deutsche Management Akademie Niedersachsen gemeintzige (DMAN), Germany	04/02/2019	RVIM signed an MoU with DMAN in Feb 2019. The scope of the MoU is to conduct joint symposia and conferences and Management Development Programs either in Germany or in India. Further, to participate in atleast 2 trainings per year at DMAN HQ Celle (	145
MoU with City of Glasgow College, Scotland:	07/02/2019	International Immersion Programs and Joint Research	8
WSB University, Poland: RVIM signed an MoU with WSB University, Poland in April 2019.	02/04/2019	To establish one/two week international immersion programs	140
View File			

CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

4.1 – Physical Facilities

4.1.1 – Budget allocation, excluding salary for infrastructure augmentation during the year

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
39.25	36.19

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Number of important equipments	Newly Added

purchased (Greater than 1-0 lakh) during the current year	
Value of the equipment purchased during the year (rs. in lakhs)	Newly Added
Classrooms with Wi-Fi OR LAN	Existing
Video Centre	Existing
Seminar halls with ICT facilities	Newly Added
Classrooms with LCD facilities	Existing
Seminar Halls	Existing
Laboratories	Existing
Class rooms	Existing
Campus Area	Existing

View File

4.2 – Library as a Learning Resource

4.2.1 – Library is automated {Integrated Library Management System (ILMS)}

Name of the ILMS software	Nature of automation (fully or patially)	Version	Year of automation
Easylib	Fully	4.4.2	2006
Libsoft	Fully	12.0	2018

4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Text Books	12926	2829375	105	90016	13031	2919391

View File

4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
Dr.Purushottam Bung	Entreprenurship and Ethics	https://quiklrn.com	02/08/2018

View File

4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/ GBPS)	Others
Existing	215	4	215	5	4	7	20	32	2
Added	40	0	0	0	0	0	6	3	1
Total	255	4	215	5	4	7	26	35	3

4.3.2 – Bandwidth available of internet connection in the Institution (Leased line)

35 MBPS/ GBPS

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
Centre for Media	https://www.youtube.com/watch?v=7_G3vSLtPC4&feature=youtu.be
RVIM videos	https://www.youtube.com/channel/UC2y9ryBbzGa6Qc7ukEsoZxA
QUICK LEARN (LMS)	https://www.youtube.com/watch?v=2nSeAIxK5T4&feature=youtu.be
DSPACE	https://103.213.211.82:8080/jspui
NPTEL Videos	https://103.213.211.82/dashboard
PiRuby (E-Learning Smart Educational App)	https://app.piruby.com/#/login

4.4 – Maintenance of Campus Infrastructure

4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurredon maintenance of physical facilites
14.5	26.14	88.48	86.54

4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)

The Institution has a well proven policy involving procedures and processes for maintenance of all the assets VIZ computer systems/servers, technical devices, computer labs, Internet and networking, classrooms, CCTV surveillance system, electronic equipment's, furniture, conference ,seminar halls, sports equipment's, gymnasium, Centre for media facilities, captive Gensets, lift, building, etc. which comprise the total infrastructure of the campus. The institution's policy statement on maintenance clearly exhibits standard procedures pertaining to fool proof maintenance of all the assets including preventive maintenance. The maintenance calendar is Page 66/124 20-01-2019 08:20:34 Self Study Report of R V INSTITUTE OF MANAGEMENT prepared at the beginning of every financial year which indicate the due date for maintenance, vendor details, details pertaining to AMC renewal dates, etc. and the maintenance is tracked by a dedicated Maintenance Engineer who reports to the Head of the Institution. The maintenance policy is framed by a committee at the Institution level. The Budget is also allocated for the maintenance of the assets. There is also a separate division at the Trust level called Engineering and Maintenance to plan and take up various maintenance activities like Painting, civil constructions and repairs, etc. The HOI is given powers to spend up to Rs. 10000.00 in case of emergencies. Otherwise the proposal has to be rooted by the concerned person which goes to management through HOI for approval. Post approval the order is raised to the vendor who in turn takes up the maintenance work. Existing system at RVIM to ensure fool proof maintenance:
• A dedicated maintenance engineer takes care of all the maintenance activities and proper utilization of all the assets, especially the civil and capital assets including furniture, lift, Genset, etc. • Six staffs are employed (Group D housekeeping staff) for maintaining cleanliness in the campus. One person is employed as scavenger (Group D) for daily cleaning of rest rooms. • One person

is employed as Gardener for maintenance of the garden. • AMCs have been executed with the approved vendors for periodical maintenance of lift, ACs, EPABX system, Centralized UPSs, gensets, etc. • Approved Electrical Contractor is taking care of any minor and major repair works and maintenance of electrical equipment as and when required. • For any repair and maintenance of civil work, the contractor referred by the Trust is engaged. • We have backup generator of 82.5KVA in case of disruption of regular power supply from BESCOM to ensure seamless supply of power 24X7. • The institution has centralized UPS System of 30 KVA UPS and 15 KVA UPS for 24X7 utilization of computers. The computers and electronic devices are maintained by a dedicated team of qualified 4 technical staff headed by IT coordinator including computers, networking facilities, audio video equipment's, CCTV Surveillance system, LCD's, Laptops, Printers, LAN, etc. Cleanliness of library is taken care of by the concerned coordinators with the support of Group D staff. 24X7 security staff (7nos) is deployed in two shifts to ensure total safety of the campus and to stop misusing of

https://rvim.edu.in/aqar-2018-19-criteria-4/

CRITERION V – STUDENT SUPPORT AND PROGRESSION

5.1 – Student Support

5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	Fee concession	2	275000
Financial Support from Other Sources			
a) National	OBC Minority SC/ST	130	4580750
b)International	0	0	0

View File

5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implemetation	Number of students enrolled	Agencies involved
Industry Readiness and Career Development Programme	16/03/2018	176	Vinod PrabhuManaging DirectorSeven Sense Talent Solutions
Communication Lab	17/11/2018	180	Inhouse
Accountancy Bridge course	10/10/2018	57	Inhouse
International Yoga day	21/06/2018	155	Inhouse
Mentorship 2018-2019	23/11/2018	180	Inhouse
Soft Skills traning	16/03/2019	176	Seventh Sense Talent Solutions

View File

5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passedin the comp. exam	Number of studentsp placed
2018	Industry Readiness and Career Counseling 2017-2018	176	176	0	156

View File

 5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
5	5	4

5.2 – Student Progression

 5.2.1 – Details of campus placement during the year

On campus			Off campus		
Nameof organizations visited	Number of students participated	Number of stduents placed	Nameof organizations visited	Number of students participated	Number of stduents placed
KPMG	65	27	Careernet Technologies	45	5

View File

 5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Depratment graduated from	Name of institution joined	Name of programme admitted to
2018	0	NA	NA	NA	NA

No file uploaded.

 5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
Any Other	2

View File

 5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
BCU Inter Collegiate Volley Ball Selections	Interuniversity team selection	30
Life Savers Badminton Tournament	Awareness	70
Volleyball Match and AIDS Awareness(A programme to	Awareness	40

blend sporting event with Social Awareness Programme)		
Cycling Around the Globe	Awareness	11
RVIM Kabaddi League	Interclass Competition	150
Yoga Day Demonstration	Campus Exercises	160
Badminton Matches -Campus Ranking	Interclass Competition	60

[View File](#)

5.3 – Student Participation and Activities

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

Year	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2018	Gold Medal	National	1	0	171GCMD129	SAGAR A

[View File](#)

5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

Apart from various committees involving students to enhance their leadership and organizing skills, RV Institute of Management has formed Student Council to actively involve Institutional affairs and activities opportunities for student experiences in leadership and strengthen student - faculty - community relations realizing them to be the most important stakeholder. Objectives of RVIM Student Council are: To contribute to the educational experiences of students by providing them a platform for involvement in the Institute through which they can shoulder some responsibilities, to provide for an opportunity for direct participation in organizing and implementing activities, to promote discipline and general welfare of the student community, to provide avenues for cooperation among stakeholders especially the teaching and non- teaching staff members and to provide a platform for student expression and an increasing amount of self-direction. Constitution: The Council is chaired by Head of the Institution who appoints faculty advisors as a Student Welfare Officers. Nomination for being a student council member is kept open for all students followed by a fair election process. At least 2 student representatives, one boy and one girl has to be nominated for election from each section. A group of 16 elected students with equal representation from the first and second year becomes the members of Student Council. The elected members are briefed about their role in the first meeting with the Director. The Student Council remains functional for one Academic year and is reconstituted in the next year. The Student Council members select the portfolios of their interest where they offer their services such as Placements, Events/ Activities, Industrial Visits and tours, Sports Activities. Responsibilities: Chairman (HOI) is responsible for appointing the Student Welfare Officers and entrusting the role of running the Council. Getting the updates from the Student Welfare Officers and the members of the Council taking major decisions regarding the Student Council. Student Welfare Officers (Faculty Coordinators) are responsible for electing the class representatives, monitoring and supervising the work of the class representatives. Conducting monthly meeting with the members of the Council and redressal of the student issues. Elected Student Council Members act as a prime official channel of communication between the Institution and the student community. Appraise students about all the development happening in the

institute and attend the Council meetings and participate in the deliberations.

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

We dont have a registered Alumni Association as the Institution is part of a bigger education group and they want to have a common association for the entire group of Institutions, i.e. R V Group of Institutions. However we have an informal association under RVIM Centre for Alumni Relations that is run by the office bearers represented by the RVIM alumni. We meet often and discuss about how we can strengthen our relations with the Alumni. RV Group of Institutions has created a common platform on ALMACONNECT where all the alumni of the entire RV group of Institutions get registered and interact with the Institution and across other Institutions.

5.4.2 – No. of enrolled Alumni:

2197

5.4.3 – Alumni contribution during the year (in Rupees) :

126000

5.4.4 – Meetings/activities organized by Alumni Association :

1. Centre for Alumni Relations has organized Sammilana-2018-Alumni Meet during December where-in around 120 plus alumni participated. We also honored Alumni achievers from Corporate, Entrepreneurship and Academics. 2. Batch wise Reunion for 2014-16 2015-17 Batches on Saturday, 8th December 2018, where-in 50 plus alumni participated. We arranged an interaction of alumni with the current batch students as well. 3. Alumni were invited to participate in the IQAC meeting of the institute to seek their valuable suggestions related to curriculum development, content delivery and evaluation and student support activities 4. We constantly engage our alumni across different forums (online and offline) and seek their participation. 5. Alumni Association (Unregistered) meet every half year and plan the activities for the next half year.

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 – Institutional Vision and Leadership

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

DECENTRALIZATION The Institute has a mechanism for delegating authority and providing operational autonomy with departmentalization approach based on different areas of specialization such as Finance, Human Resources, Marketing, Information Technology and General Management. Each department co-ordinator and the members are authorized to plan and organize academic programmes and events. PARTICIPATIVE MANAGEMENT The institute promotes a culture of participative management by involving the Faculty members, Nonteaching members, students, Alumni, External representatives and Parents in various activities of the institute. The committees/ centres /cells /clubs are formed involving all stakeholders as mentioned above to fulfill the objectives of providing better learning platform. All the academia and non-academic activities are planned and initiated by the Student Council Members in discussion with Faculty Coordinators. The Faculty Coordinators will discuss these initiatives with the Head of the Institution for approval. Further the same will be communicated to all the staff in the Faculty Council Meeting. The two practices of decentralization and participative management are as under: Venture Fest Venture Fest, a unique initiative introduced by R V Institute of Management to

empower the MBA students with entrepreneurial mindset. Apart from fostering the entrepreneurial spirit among the students, this case focuses on how an innovative pedagogy was planned and implemented with the longitudinal purpose of developing managerial job competencies. The outcome of this initiative is an eye opener as the students experienced the entire process and challenges of being an entrepreneur. The quantum of learning happened through the participation in this event especially in terms of building key managerial competencies like entrepreneurial thinking, effectual reasoning, action orientation, calculated risk taking, etc., and go a long way in their career. Innoviz: Innoviz is a national level intercollegiate undergraduate fest. It is a creative management festival designed, planned, organized and executed by the students of MBA where-in they learn the nuances of event management through experience of organizing an event. Every year many students from various undergraduate colleges across the country participate in this fest. Students from science, commerce, arts, Engineering, Agriculture and other disciplines take part in this fest very enthusiastically. This is one of the flagship programmes of RVIM designed to provide a platform to the students who wish to grow to new heights. These two events are an epic example reflecting the process of participative management and decentralization. It was an initiative by the faculty members of all the departments and students in execution. The programme was successfully implemented with the support and encouragement by the HOI which showcased the effective process of decentralization and participative management at all possible levels.

6.1.2 – Does the institution have a Management Information System (MIS)?

Yes

6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details
Curriculum Development	Making curriculum to meet the industry requirement, we seek the feedback from stakeholders and study important trends and changes in different industries. The course is enriched by organising various programs such as Guest lectures, Seminars, Workshops, Industry-Institute-Interaction series, Alumni mentoring, Certification and Value addition courses to bridge the gap between Industry and Academia. We also have Learning Management System (Quiklrn and PiRuby) and tied up with the Libraries of IIM-Bangalore, British Council-Bangalore and our sister institutions to give an access to additional knowledge resources. At the end, the results are mapped with Course outcomes and the attainment levels are indexed.
Teaching and Learning	As it is reflected in our Mission Statement and Values we take at-most care in holistic development for all the students that we admit. Irrespective of background (educational/personal) we ensure that

	each one of our student perform the best to his/her capacity. The various innovative tools that we have been using include Orientation Program, Course Docket, Bridge Course, English Immersion Program, Remedial classes, Profiling of the student, 21st Century Learning Design(21CLD), Teaching-Learning-Evaluation Using ICT and other methods, Teaching-Learning through Research, Flipped Class, Presentation activity, Mini projects, Storytelling, Out-bound training, Case study, Workshop/Seminar/Guest Lecture, Activity based teaching-Role play/Group Discussion/Business Simulation etc.
Examination and Evaluation	Being an affiliated institution we follow 70:30 pattern where-in 70 marks is from University examination and 30 marks from Continuous Internal Evaluation System(CIES). Some of the reforms that we brought-in include 1.Regular evaluation of assignments-mini projects-internal test and the Preparatory examination are completed as per the university academic calendar. 2.Internal and preparatory examination question papers are designed so as to include the Course Outcomes (COs) considering the levels of learning of the students. 3.Faculty members are given the flexibility in designing their own CIE pattern. 4.The faculty members to conduct open book/surprise test and online quiz through Quicklearn(LMS platform).
Research and Development	The Research and Consultancy Centre of RVIM has been recognized as Research Centre by the Bangalore University, Bangalore. It extends the professional guidance and assistance to the research scholars and faculty members pursuing Ph.D. in the institute. The center also undertakes research projects and consultancy assignments from industry and other institutions. All research publication, conference presentations and consultancy taken up by the faculty is recognised by the management. Faculty members who receive state, national, and international awards are provided incentives as recognition. The Institute has its own Research Journal "RVIM Journal of Management Research" with ISSN 0974-6722 published bi-annually.
Library, ICT and Physical	RVIM has Centre for Knowledge Resources

Infrastructure / Instrumentation	(CKR) which has a rich collection of scholarly books, journals, magazines, dictionaries, encyclopedias, online databases and NPTEL Videos and reports. To manage the centre professionally, we have been using 1. LIBSOFT (an integrated Library Management System) along with the below mentioned technological interventions to automate various processes: 2. OPAC (Online Public Access Catalogue) 3. RFID enabled smart access 4. CCTV enabled centre 5. Wi-Fi enabled LAN Campus 6. Full-fledged digital library
Human Resource Management	IQAC creates awareness among staff on quality in Teaching-Learning and initiate various FDPs-Seminars-workshops for the continuous quality enrichment. The self-appraisal form will be filled in by the staff and Teacher Evaluation will take place once in a year using two broad indicators Academic-Performance-Indicator(API) and Research-Performance-Indicator(RPI). Staff attendance is monitored on daily basis by using Bio-metric system. The Institute has well-structured system for Professional development of the Staff. Financial assistant schemes are also clearly defined through well written Service rules and Promotion policies. The grievance of the staff is addressed timely by the HOI to maintain healthy environment in the institute.
Industry Interaction / Collaboration	Industry collaboration is done at two levels: 1. Student level: At student level we organize series of industry Institute Interactions where students get the practitioner perspective pertaining to the concepts that are discussed as part of the curriculum. Regular industrial visits are organized and considered as the pedagogical tool where in experiential learning is emphasized. We sign MOUs with the organizations to facilitate the in-plant training for the students. These linkages will also help in offering value added courses for the students. 2. Faculty level: Faculty members are also encouraged to undergo short duration internships in organizations pertaining to their areas of specialization so that the practical perspective is discussed in the regular classroom session.
Admission of Students	RVIM has introduced many initiatives to

enhance the quality of admissions. They are:- • RVIM has online presence on the MBA-Universe the Shiksha portals. It helps us to market our MBA programme pan India and in getting good student mix across all states in India. • We advertise in many National Local magazines to promote our MBA programmes pan India. • We conduct intensive coaching classes for MBA aspirants appearing for the PGCET/KMAT entrance exams. • We also participate in various B-School surveys pan India conducted by The Week, Business Today, Outlook etc to promote our brand.

6.2.2 – Implementation of e-governance in areas of operations:

E-governace area	Details
Planning and Development	E-governance is in place at various procurement points. SAP-ERP has been in place from 2015.This has improved payment-window-time and consumer-value. The Vidya-world Student-Information-System creates better access and management of student-data. The Institute has excellent infrastructure for facilitating teaching-learning-process. Quicklrn is the LMS system used for sharing of Course-docket, teaching-materials and to conduct Quiz/Assignments. The entire campus is smart- card enabled with RFID facilities wherein students and staff can access the various facilities inside the campus like Library, Digital-Library, Computer-Labs, Placement-Cell, etc. The students have access to e-resources and subscribed online data bases like EBSCO, J-GATE PLUS and Capitaline.
Administration	Institution uses Bio-metric Finger prints attendance system to monitor the attendance of staff. The institute encourages extensive use of ICT in order to enhance the effectiveness of classroom delivery and for the internal communication of staff, Intranet connectivity is made available. Entire campus is under surveillance by CCTV network and Wi-Fi enabled. Computer Labs are connected through LAN with internet facilities. Internet is available 24X7X365 for students and faculty members. Institution has employed a well-qualified website coordinator who ensures regular updates of college website. All the important

	notices (events and activities) are uploaded in website with approval from the HOI.
Finance and Accounts	The institute has a well-established mechanism to conduct both internal and external audit, regularly by the practicing Chartered Accountants. The internal audit will be conducted every quarter by the internal auditors appointed by the Management. And the external audit (statutory) will be conducted once in a year post March 31st. All the entries (Payments and Receipts) are made into the SAP-ERP systems. We have a designated Accountant to take care of the accounting entries of the Institution. We follow the practice of entering all the transactions on the day of occurrence.
Student Admission and Support	RVIM has introduced many initiatives to enhance the quality of the applications as well as to increase the applications to available seats ratio. They are:- RVIM has online presence on the MBA Universe the Shiksha portals. These portals help us to market our MBA programme pan India and help us in getting good student mix across all states in India. We have our admission applications on our website. The students can visit apply through our SAP-SLCM module. Student Information System-Vidya World is used to access the Class Attendance status and Internal test marks by the parents and students.
Examination	The Institution is using Learning Management System- Quicklrn, through which faculty have the facility to upload course content and make it available to the students 24 X 7. Online quizzes are also conducted by using this LMS for various courses. Continuous Internal Evaluation –(CIE)is in practice at the Institute. As per the university guidelines academic progress of the student is evaluated. Regular evaluation of assignments, mini projects, internal tests and the preparatory examinations are completed as per the university academic calendar. All Internal and preparatory exam question papers are designed so as to include the Course Outcomes (CO s) considering the levels of learning of the students. This helps in finding out

6.3 – Faculty Empowerment Strategies

6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2018	Ms.Ramya.S	Photography Workshop of Prestige groups	NA	300

View File

6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2018	Workshop on "Pleasure of doing research and what it takes to be a good researcher?"	NA	10/07/2018	10/07/2018	21	0

View File

6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
FDP on "Customer Experience Management"	30	10/08/2018	10/08/2018	1

View File

6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
19	19	15	15

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
• Financial support to attend FDPs, Conference, Seminars and workshops. • Gymnasium facility • EL Encashment • Fee concession • Loan facility from RV Employees association. • Salaries and scales [including DAs TAs] are revised time to time. • Drinking water, Rest rooms, Lighting and Ventilation, Canteen facility, Safety and security and First aid appliances.	• Festival advance • Gymnasium facility • EL Encashment • Salaries and scales [including DAs TAs] are revised time to time. • Drinking water, Rest rooms, Lighting and Ventilation, Canteen facility, Safety and security and First aid appliances.	• Scholarship for SC/ST, OBC and Minority students • Fee concession on special cases • Medical insurance • Drinking water, Rest rooms, Lighting and Ventilation, Canteen facility, Safety and security and First aid appliances.

6.4 – Financial Management and Resource Mobilization

6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)

The institute has a well-established mechanism to conduct both internal and external audit, regularly by the practicing Chartered Accountants. The internal audit will be conducted every quarter by the internal auditors appointed by the Management. And the external audit (statutory) will be conducted once in a year post March 31st. All the entries (Payments and Receipts) are made into the SAP-ERP systems. We have a designated Accountant to take care of the accounting entries of the Institution. We follow the practice of entering all the transactions on the day of occurrence.

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

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
Unnat Bharat Abhiyan	50000	Seed money for village development activities and awareness program at adopted villages in Hoskote and Doddaballapur taluk
[View File](#)		

6.4.3 – Total corpus fund generated

7694090

6.5 – Internal Quality Assurance System

6.5.1 – Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes	Stemvogel, Bangalore	Yes	IQAC
Administrative	Yes	Stemvogel, Bangalore	Yes	IQAC

6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

1. The Parent-Teacher Association are in place in the institute. PTA meetings are conducted to seek inputs for improving the teaching and learning environment. 2. Head of the institution and faculty members interact with the parents as and when required to communicate academic progress, attendance, and their behavioral issues if any. 3. Parents, as the members of the IQAC, they provide the valuable feedback on Curriculum enrichment, Teaching-Learning, Research, Library and Infrastructural facilities The parents provide valuable feedback.

6.5.3 – Development programmes for support staff (at least three)

* SAP training * Image Management FDP * Involvement in the extension and CSR activities

6.5.4 – Post Accreditation initiative(s) (mention at least three)

1. Value added courses: The number of value added courses that were offered earlier were restricted to those related to the areas of specialization. However, at present, the courses encompass the contemporary topics like Digital marketing, SAP- FICO and SAP- HR, Business Analytics. All these areas are most relevant in the industry and are most sought after. 2. Teaching - Learning Evaluation Process: The teaching -learning and evaluation process has seen a drastic change over the last five years. Presently, the need of the hour is Outcome-Based Education. RVIM has implemented this system wherein course dockets are prepared and shared with the students at the beginning of each semester by means of Learning Management System offered by Quiklearn. Students can access the entire content 24X7 and raise querries as well to the teachers. Teachers can also conduct quizes to know the level of understanding on the subject matter by the students. The institution also encourages using of innovative pedagogical tools like flipped classes, experiential learning through lab based sessions, action based learning, industrial visits, field visits and so on. Case Study and Mini projects were given to students for independent learning. Remedial classes were conducted for slow learners and ample opportunities were given to the students who fall under advanced learners to enhance their knowledge and skillsets further by attending conferences, seminars and value add programs. Regular student workshops and seminars were organized. 3. Extension Programmes: The institution believes in sensitizing the students towards CSR and also focusses on to connect with the society. Hence lot of importance is given to the participation in extension activities. We conduct several extension activities to sensitize the students across all spheres.

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
b)Participation in NIRF	Yes
c)ISO certification	No
d)NBA or any other quality audit	Yes

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2018	Workshop on "Pleasure of doing research and	10/07/2018	10/07/2018	10/07/2018	21

what it takes to be a good researcher?"			

<div align="center">

[View File](#)

</div>

CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 – Institutional Values and Social Responsibilities

7.1.1 – Gender Equity (Number of gender equity promotion programmes organized by the institution during the year)

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
Demonstration and briefing on Self Defense Moves Every Women Needs to Know Mr. Narendran from Rock Solid Fitness Studio conducted the session. The Self Défense session is from 8 am-8.45 am in Conference Hall.	09/03/2019	09/03/2019	40	15

7.1.2 – Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:

Percentage of power requirement of the University met by the renewable energy sources
220000 KW is being generated through solar power in the campus which accounts for nearly 25 of the total power consumption.

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	1
Provision for lift	Yes	1
Ramp/Rails	Yes	1
Braille Software/facilities	Yes	1
Braille Software/facilities	No	1
Scribes for examination	Yes	1
Special skill development for differently abled students	Yes	1

7.1.4 – Inclusion and Situatedness

Year	Number of	Number of	Date	Duration	Name of	Issues	Number of

	initiatives to address locational advantages and disadva ntages	initiatives taken to engage with and contribute to local community			initiative	addressed	participating students and staff
2018	0	1	21/09/2018	1	Swachh Bharat Summer Internship	awareness programmes and int eracted with the residents of Hullah alli village	15

[View File](#)

7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
Handbook on Code of Conduct for Students	01/10/2018	This document is created to give the details of code of ethics and code of conduct along with the standard procedures and other provision to be followed by the students pursuing their MBA course at R V I M. Also, the breach of Code of Conduct, academic Integrity, Provisions regarding antiragging, Sexual harassment, grievance redressal, student participation is also mentioned in the document. This document is introduced to the students at the time of orientation of fresh batch. Mentors of the students are instructed to reiterate the provisions of the documents in every semester to their mentees. The document and is available in the library for the reference of staff and students.
Handbook on Code of Conduct for Staff	02/05/2019	This document is created as a reference document where professional Dos and Don'ts are enlisted. The document clearly

indicates the code of conduct and roles and responsibilities for the following designations and positions in the Institute. 1. Director 2. Professor, Associate Professor and Assistant Professor 3. Public Relations Officer 4. Placement Officer 5. Administrative Officer 6. Librarian 7. Ministerial Staff 8. Group D Staff Individual copies are issued along with the appointment letters. The document has been circulated to all the staff and is available in the library for the reference of staff members.

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
World Suicide Prevention Day Cycling around the globe to spread awareness preventing suicides and cycling for fitness and mental health	10/09/2018	10/09/2018	25
Rashtriya Ekta Diwas: Pledge on National Unity Day in classrooms and also through E Portal MY GOV.IN	31/10/2018	31/10/2018	170
Communal Harmony Week: Spreading the message of communal harmony Also fund raising to support children affected in terrorism	25/11/2018	25/11/2018	300
World AIDS Day: Awareness programme in the campus through posters display	01/12/2018	01/12/2018	180
View File			

7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

1. Sewage Treatment Plants (STP) 2. Solar Energy 3.Plastic-free campus 4.World Water Day 5.World Earth Day 6.World Environment Day 7. Engagement with TATA Engineering Services to make the campus a smart campus.

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

- Best Practice 1 1. Title of the Best Practice: Mentoring Advancement Programme (MAP) 2. Objectives of the Practice: ? To institutionalize the mentoring process so that the students can benefit through regular interactions with their mentor and thereby receive all the care, advice and support provided by the mentor. ? To leverage student value addition through innovative approaches in mentoring. 3. Context: Mentoring is a process in which the mentor offers ongoing support developmental opportunities to the mentee, the mentor offers guidance, counselling and support in the form of pragmatic and objective assistance. Both share a common purpose of developing a strong two-way learning relationship. The mentoring process often begins with a simple contact where a mentor and the prospective mentee meet for the first time. This meeting may be formal or casual. The contact leads to the next stage of mentoring process viz., exploration. This is a continuous process of seeking mutuality and compatibility in a relationship. The next essential step that comes is the mutually accepted protocol in the relationship. The next step is to identify goals and objectives after which the approach towards these objectives is planned. Accordingly, the appropriate strategies are worked out. Nevertheless, these strategies are put to work and continuously monitored and reviewed. The final step is to terminate the process and move ahead. 4. The Practice: The Stages of Evolution: There has been a continuous advancement in the mentoring process practiced in the Institute over the past five years. There are four distinctive stages of the mentoring advancement observed in the given years. . Student Profiling, Psychometric testing, Career Anchoring and Professional mentoring (2018-2019): The students allotted to Mentor in a very scientific way so as to ensure that there is a good mix of boys and girl students from different academic backgrounds, and from the different divisions. This will ensure a healthy discussion and also good interaction between the students. Further, the allotted will meet and interact with mentor during the scheduled time on an individual basis. Students' personal data sheet and other details are maintained by mentor. During the process healthy environment is built up. During the spare time the mentee has opportunity to meet mentor for discussions. Profiling: Institution makes profiling of each student on various essential skill sets. The profile card for each student is filled by making use of the psychometric testing where the student is administered the 16PF personality test (which identifies the skills like, Communication Skills, Leveraging IT, Social Skills, Command on English, Entrepreneurial Mindset, Attitudes, Decision Making, Placement Readiness, Domain Specific Skills, and Mentor Prescribed Skills) and the various personality traits are identified. A detailed report is generated about each student and this is shared with the mentors. Student profiling is monitored by the mentor through a unique Progress Radar for each semester. The mentor will facilitate in improvements wherever necessary. The information thus collected by the mentor about his/her mentee will be considered for customizing the placement training. Career anchoring test is administered to the students which takes into consideration various attributes indicating the students' inclination for a particular career path. This information is conveyed to individual student. This will help them to understand where they stand. Mentor gives suggestions to improve upon those skill sets. This will enhance their skills and improves their personality. The student profile card takes into consideration certain key aspects and the students are evaluated on these attributes. Once the Profile Card is prepared and a mentor is allotted, mentee –mentor interaction starts, wherein skill sets

of the students are assessed and targets are given for improvement in KSAs. Every Semester Profile Card is updated and Skill sets are tracked one on one by the mentor. Detailed report is prepared and shared with the student. 5. Evidence of Success: Mentoring has helped the students to take up challenges, overcome obstacles and difficulties in their day today life. Mentoring also helps the mentor to know and relate with the students better, develop judgment skills and build a better rapport with the students. Mentors provide guidelines to their mentees when they participate in activities of other institutes like case study competitions, management festivals, etc. The incidents of ragging, miss behaviour are absent in our campus. Mentoring has helped to build confidence in the students since mentors are in constant touch with the mentees. This results in enhanced learning activities on campus. There is improvement in the students' development from semester to semester. In total it is reflected in the better placements of the students year on year. 6. Problems Encountered: Students in the first semester hardly know the mentors when they are assigned to them. This brings about some apprehensions in the minds of students about the kind of rapport that will develop with the assigned mentor. Even sometimes parents too feel uncomfortable in initial days. However later on students and parents realize the role of mentor and begin to value it. • Best Practice 2 1. Title of the Best Practice: Imparting customized and structured Training Programmes to make the students Industry-Ready. 2. Objectives of the Practice: The training programme is designed to give the students of RVIM the necessary exposure to train them in all the domains, specialized soft skills which are essential in today's corporate environment, in order to help them transition easily from the campus to the corporate world. The three main important elements of a training programme are knowledge, attitude and skill sets. 3. Context: How we groom them through structured training calendar: 4. Developing a workable training calendar Profiling Appointing and grooming a Training Officer who will coordinate all the efforts One day in a week dedicated for training Using the services of professional trainers Different kinds of training Internships Alumni mentoring and peer mentoring Every faculty has to play the role of a trainer and a mentor Using innovative pedagogical tools 5. The Practice: The first step: Base line profiling when they first enter the campus using: Psychometric tool Career anchor framework Profile card on various skill sets The entire process involves Profiling every semester, Measure the progress, Structured mentoring (Train the mentor programs), Add the skillsets in the second year to more specific ones keeping placement in mind, Interviewing skills GD skills, Domain skill sets, Mental Aptitude. Expected Training Outcomes: After undergoing all these trainings, the students would be able to: a) Develop industrial relevant competencies to help them perform well in their respective stream of work. b) Develop a thorough understanding of how to portray themselves as thorough professionals. c) Develop skills to fare well in the interview and group discussion processes. MBA is a training platform Profiling is important. Psychometric testing and Career Anchoring testing are important Design a training calendar keeping the individual profile in mind (one size doesn't fit all) Implement the training calendar like a curriculum without any dilution using the best trainers (inhouse and out-house) Offer lot of value added programs/courses to enrich the profile of the students. 6. Evidence of Success: After every session of training program feedback is sought from the students. The feedback is measured with the set objectives and if any deviations, corrective actions are taken immediately in consultation with the Head of the Institution. Feedback on skill set and other details about the students will be collected from the interview panel members from companies who visit the institute for placement. The same method is employed throughout the semester. Based on the feedback we take corrective actions and improvise the entire Training process. Post-placements of the students to various organizations, a request is sent to the respective HR managers after six months, to get the feedback on the performance of our alumni. The evaluation of

the effective training is known when the HR manager gives a feedback stating how successful the candidate is performing his/her task or assignments in their company. We have received few feedbacks based on the students' performance from companies such as ITC, Naukri, Jaro Education, Saint Gobain, Asian Paints, Colgate Palmolive, EY, KPMG, PWC, Deloitte, Godrej, Nestle, Coca-Cola etc. Further, keeping the needs of corporate bodies, training course is designed for the students to make them confident and update them about the changes in the corporate world. 7. Problems Encountered and Resources Required: One of the challenges was to frame an appropriate curriculum for training programs in accordance to the current industry requirements and to identify competent resource persons for the same. Further, there was another challenge in terms of allocating the sessions for the Training Sessions in small groups. The important resource required in all such training programme is right resource person. The Institute select best resource persons from the industry and provide the training to the students. We have created a data base of such resource persons. We frame the curriculum in consultation with these resource people. The other resource that is required is funds. We are fortunate to have a forward-looking management team that sponsor all the training programs.

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link
https://rvim.edu.in/aqar-2018-19-criteria-7/

7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

Corporate social responsibility ensures that businesses adopt ethical standards when manufacturing and selling their products and services. These standards include sustainability, philanthropy and good labour practices. RVIM has chosen to engage its students in corporate social responsibility by encouraging them to participate in all its social responsibility programmes. Unnat Bharat Abhiyan is conducted by way of Internship for students. The aim is to make the students discover how to build a socially responsible business that values transparency and good labour conditions, and whether the company uses sustainable materials to make their products. Students are well-versed with the fact that for being a part of any big corporate house, they need to be an all-rounder. After all, the most notable criterion for being selected by an MNC is being a part of multiple activities. The outcomes from this distinctive practice of involving the students in the Institutes CSR activities are: 1. Corporate social activities can change a student's mindset by the various activities that they conduct. 2. CSR activities have developed a global outlook among the students. Irrespective of their native place they contribute to the CSR activities anywhere. 3. When a student is well aware that corporate social responsibility will always be a part of his/her life, he/she becomes more passionate about it. 4. Many universities and colleges have made the corporate social responsibility a mandatory subject. Due to this, students are now moving towards being better human beings by taking a step forward towards globalization. 5. Moreover, by being a part of social activities, the students are also opening doors for more and more global opportunities and benefits. 6. Students are well aware of the fact that if they want to grow in life, being a responsible citizen is a must. By being a part of corporate social activities, the chances of economic development increase as well. This helps the student as well as the place they belong to a great extent. CSR programmes at RVIM: The Institute demonstrates its distinctiveness in terms of its CSR Programme. The Institute has organised several extension programmes like Blood Donation Camps, Senior citizens Computer Literacy programmes, AIDS Awareness programmes, Road Safety Awareness Programmes, Swachh Bharat Unnath Bharath Abhiyan Internship

for students. The Institute has a very strong linkage with the industry which is seen in terms of the number of industrial visits, industry internships and industry mentorship programmes. The The Institute also organises various programmes to uphold the universal values, communal harmony, peace and righteousness. The institution believes in sensitizing the students towards CSR and also focusses on to connect with the society. Hence lot of importance is given to the participation in extension activities. We conduct several extension activities to sensitize the students across all spheres.

Provide the weblink of the institution
https://rvim.edu.in/aqar-2/2018%20Distinctive%20Practice.pdf

8.Future Plans of Actions for Next Academic Year

8.Future Plans for academic year 2019-2020 R V Institute of Management always upholds its vision of becoming a world class Management Institute of Eminence, and keeping this in mind RVIM plans to go for NAAC Re-accreditation in 2019-20. In this regard we will be preparing ourselves to get acquainted with the new NAAC Re-accreditation process and build necessary documentation for the same. We also plan to build our infrastructure to meet the world class standards. Hence, our major aim for the upcoming academic year would be to develop our IT infrastructure so as to facilitate and establish advanced online teaching learning process for our teachers and students. Focussing on institution building and quality improvements, we plan to apply for the QS I•GAUGE accreditation and E-LEAD certification next year. QS I•GAUGE is based on the globally recognized QS STARS University Rating System. This quality standard is developed by QS and has been adapted to capture the reality of the dynamic Indian higher education sector, while at the same time maintaining the strict quality standards that are synonymous with the QS brand. To apply for this quality standard, we plan to prepare and submit a self-reported data to QS I•GAUGE covering the primary criteria of Teaching and Learning, Faculty Quality, Employability, Student Diversity, Facilities, Social Responsibility and Accreditation. Subsequently, the Secondary criteria that RVIM has selected be cover would be Faculty Diversity Research and Innovation. Further, we also aspire to set up the robust online classroom environment through live streaming of lectures/seminars, prerecorded sessions, virtual student faculty interactions, online teaching and learning feedback system, establishing and efficient Learning management system (LMS), IT facilities and staff for supporting the entire online activities, creating and building disaster recovery site for the teachers, staff and students, ensuring the availability of IT accessories, institutionalize a well- documented IT policy. As the institution envisions that adequate world class IT infrastructure its best maintenance is must to offer quality management education, the Institution also plans to invest huge amounts in updating its IT facilities on a continuous basis and make it available to all the staff and students seamlessly. Another prominent area that we are expected to grow stronger is in Business Analytics field. Realizing the relevance of analytics in business, we plan to become an educational leader in providing a well chiseled Business Analytics Programme for the Management students. In this area we plan to collaborate with the corporates of repute and provide programmes, diploma courses, certifications and specializations in Business Analytics course to offer the most sought-after skills of future. R V I M also has always been standing for and working towards creating awareness about global sustainability goals across all the stakeholders at institutional level. We aim to propagate all the 17 SDGs prescribed by UN through programmes like National Management Week programmme, Unnath Bharath Abhiyan, rural empowerment programmes, community development programs, etc. All our efforts will be tuned at achieving excellence at all fronts.