



# **SELF STUDY REPORT**

**FOR**

**1<sup>st</sup> CYCLE OF ACCREDITATION**

**REGIONAL COLLEGE OF MANAGEMENT BANGALORE**

SURVEY NO. 34/4 34/5, MUDUGURKI, DEVANAHALLI, BANGALORE 562110  
562110

[www.rcmb.in](http://www.rcmb.in)

**SSR SUBMITTED DATE: 20-06-2024**

Submitted To

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL**

**BANGALORE**

**June 2024**

# 1. EXECUTIVE SUMMARY

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## 1.1 INTRODUCTION

Regional College of Management Bangalore (RCMB) is one of the socially conscious business schools that aims to mainstream talents from rural and remote parts of the India in the broader economic, social and industrial eco-system. Since its' inception in year 2016, the institution has consistently proven its philosophy through practice oriented education along with the high placement rate of its graduates. Within a short-span of less than eight years, RCMB today is known for the career success. With high student diversity of more than 90% students from outside Karnataka and nearly 2-3 employment offers for every graduates. RCM Bangalore is in the Premiere Institutions list of State Bank of India (SBI) alongwith IITs & IIMs where collateral free education loans are given to the admitted students. Promoted by former IITians and MNC executives, the institution has created a unique model of management education that shapes the graduates to be industry ready . With a team of senior faculty members combining practioners from prestigious MNC and organizations as well as senior members from acadmia (both international and national), RCMB is an institution for affordable, transformative and carrear oriented management education. Integration of project and experiential learning; continuous industry engagement opportunities; career mentoring; international exposure and holistic personality development opportunities are some of the factors that make us distinct in our approach to impact oriented management education.

### OBJECTIVE STATEMENT

1. Enabling students to realize their potential and self-worth so that they evolve as leaders and transforming agents who make a significant contribution in all spheres of life nationally and globally.
2. Nurturing a community of learners motivated by a quest for both academic excellence and practice impact.
3. Preparing students to leverage the latest technology and digital resources to achieve tangible learning outcomes.
4. Shaping the leaders and managers with combination of hard, soft and humanistic skills as per the contemporary corporate expectations.
5. Persuing an inclusive development model by creating and maintaining institutional ethos for multi-cultural thinking, freedom to learn, experiment, question and innovate by developing critical and cognitive faculties.
6. Emerging as an institution that creates impact nationally and globally in the realm of management education.

### Vision

**“To empower individuals to be a global business leaders with ethics and social responsibility.”**

### Mission

1. **Academic Excellence:** Regional College of Management Bangalore is dedicated to providing world-class education in management, equipping students with the knowledge, skills, and ethical values necessary for success in the dynamic global business environment.
2. **Holistic Development:** We are committed to nurturing not just the intellect but also to develop the professional character of our students. Our mission is to foster personal growth, emotional intelligence, and a sense of social responsibility among our students.
3. **Social Commitment:** Regional College of Management Bangalore firmly believes in using education as a catalyst for positive social change. We actively engage in initiatives aimed at uplifting the underprivileged sections of society, making education accessible to those who need it the most.

## 1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

### Institutional Strength

- Highly experienced faculty with balance of academic and industry skills with many of members having rich Multinational Corporate background.
- Experienced academic leadership with background of IIT and multinational corporation.
- Highly experienced Academic and Governing Body comprising Vice Chancellors, former vice chancellors, international professors and senior corporate executives
- Strong network of industry professionals and corporate executives leading to ample opportunities for industry focused learning, training and placement.
- Open work culture based on shared values and facilitating effective teaching-learning through conducive environment
- Good network of international adjunct faculty members from world's premier business schools who regularly visit the institution and add to the international standard teaching learning.
- Participative management with open door policy and easy accessibility leading to positive work environment.
- Decentralized decision-making and policy formulation involving students, alumni, industry and representatives of society.
- Regular monitoring and feedback system with continuous evaluation report for critical teaching assessment.
- Balanced extension and outreach programs facilitated through various clubs.
- Scholarships for sports and academic excellence.
- Network of bank and financial institutions including empanelment with State Bank of India to help the needy students.
- A well-equipped Knowledge Centre/Library, with the right blend of latest Editions of Text Books, Reference Books, Digital Learning Resources and E-Books, reinforced by an ambience conducive to quiet reading, studies and knowledge-acquisition.
- A well-developed state-of-the-art sustainable campus catering to the holistic learning and development of the students.
- Well placed strong alumni network who are regularly providing support to development of existing students.
- Strategic location of the campus with close proximity to National Highway and Bengaluru International Airport, opening access and facilitating easy movement of national and international resource persons and corporates.
- The strong culture rooted in 'joy of giving' for improving the long-term outcome for the students and society in general.

## **Institutional Weakness**

- Revenue generated through consultancy & industry sponsored research has to be triggered.
- Alumni-base, although committed, need further strengths on account of few numbers of Batches have graduated,
- Dependence on affiliated University for syllabus and curriculum updates. Due to restriction of curriculum prescribed by the University, most of the need-based changes are only through value added courses or pedagogical innovations.
- Lack of research support resources due to limited self funding. Due to absence of recognition with 2f and 12B, no supporting grant eligibility.
- Lack of multi-disciplinary orientation in the programmes due to limited number of academic programmes and students.
- Less number of doctoral/Ph.D faculty and therefore, consequently less relative research output in terms of academic publications.

## **Institutional Opportunity**

- Attain recognition as a research-centric institution with 2f and 12B.
- Increase student enrolment through enhanced high quality industry focused programmes.
- Introduce new programmes and courses aligned with industry requirements.
- Strengthening quality of placement opportunities by building relationships with more number of top MNCs including foreign placements.
- Foster a more active incubation and entrepreneurial centre.
- Establish student exchange programs with more international institutions and universities.
- Developing executive courses and online courses to support the students teaching-learning.
- Integration of more external online courses like SWAYAM and others to enhance flexibility and quality of student learning.
- Development of management and leadership labs in partnerships with the industry.
- Establishment of own case-study publication series involving students and faculty members.
- Leverage the vast opportunity on the horizon to secure Grants from National and International organisations.
- Agencies for Collaborative Niche-areas-centric Research and Innovation, Technology Transfer and Commercialization of resultant patents as also seek Corporate Social Responsibility-mandated Funds.
- Enhance Research Output, as also increase Citations through publishing in High-impact Journals.

## **Institutional Challenge**

- Undue and random impact of Market-influence on Academic Programs
- Catering to the needs of low-income populations without much external funding support.
- Navigate inconsistencies and sudden changes in university guidelines and timelines.
- Develop and implement industry-relevant curriculum and aligning it to the prescribed university framework
- Envisaged entry of Foreign Universities and their impact on the institutions.
- Being a relatively young institution, improving peer perception remains a challenge amidst high resource-focused ranking requirements.

- Media visibility relatively lower and, therefore, lot of efforts in attracting the right talents to the campus.
- Improving the international collaboration and industry placements as most of the stakeholders are driven by ranking and rating results.
- Retention of Academic faculty is relatively challenging due to large number of institutions in Bengaluru.

## 1.3 CRITERIA WISE SUMMARY

### Curricular Aspects

- The College is affiliated to Bengaluru North University and follows curricula designed and developed by it. Courses offered are BBA and MBA.
- Realizing the fast changing industry requirements of skills, we enrich the curriculum prescribed by the parent university through a series of value added courses (VAC).
- The Academic Council of the institution, which comprises global experts from both industry and academia, regularly follows a systematically designed process to identify, select and develops specific skill and competency building courses with focus on the fast changing needs of the industry as well as the target learning groups.
- College prepares academic calendar much in advance, in conformity with university academic calendar and adheres to it in all academic activities including continuous internal evaluation. In academic calendar, we ensure synergy amongst academics and co-curricular activities for holistic learning of the students.
- Curriculum meets emerging needs of stakeholders and quite relevant at all times. It's delivered through a well-planned and documented process. It ensures the necessary - knowledge, skills, values, and attitude vis-a-vis challenges of competencies.
- We include cross cutting issues in the curriculum such as: gender equality, environment and sustainability, human values and professional ethics; and responsible leadership and business.
- We also encourage our students to select and pursue need based skill courses being offered by different online platforms as well as professional bodies.
- We have integrated a number of global certification programmes for every batch of students including specially designed international boot-camps delivered by experts from some top international institutions in face-to-face mode at our campus.
- Classroom teaching is supplemented with seminars and quiz. Experiential learning activities such as internships / project work / field and industrial visits foster global competencies among students and are integral parts of curricula.
- Feedback on Academic performance and Ambience of the Institution is sought from students, alumni, faculty, and employers. Feedback is analyzed and action is taken on the advice of Academic Board as well as the Governing Council.

### Teaching-learning and Evaluation

Student- centric teaching - learning process of the institution for holistic growth of students is detailed below.

- The institution adheres to the admission policy of the Govt. ensuring inclusiveness and equity. The admission process is transparent.
- Seats are reserved for SC, ST, OBC and Divyangjan as per Govt. norms.

- Institution has young and highly effective faculty which ensure optimum teaching-learning and timely completion of prescribed syllabus. They regularly improve their knowledge by utilizing e-learning tools, participation in faculty development programmes.
- Average percentage of full-time teachers against sanctioned posts during the last five years is **95%**
- The institution assesses the students learning levels (Slow and Advance) and adopted several measures for improvement.
- Student- Full time teacher ratio is **1:15**
- **Interactive Learning** - faculty members conduct group discussions, quiz programs and tutorials to ensure interactive teaching-learning process.
- **Project – based learning** - Based on the concepts learnt in the theory courses, mini projects and final year projects are done by the students to enable the students to explore the real-time problems and challenges.
- **Experiential learning** - Industrial visits, working at the industrial unit and Internships are allowed which provide a real-life experience.
- **Problem Solving methodology:** Students are given exposure to various problem-solving methodologies by solving real-world problems, design problems, and case studies.
- The institution has effective Mentoring system, which serves as the pathway to the overall development of the individual student.
- ICT integrated instruction raises creativity and innovation. All faculty use ICT enabled tools for effective teaching learning process.
- POs and COs for all Programs offered are stated and displayed on website. Attainment of POs and Cos are evaluated.
- Each faculty member prepares a course plan comprising all session details, schedule of class and tests and other teaching-learning activities. Copies are distributed to students in advance.
- Average pass percentage of Students during last five years is **97%**
- Our faculty mentors, which comprises experts from both industry and academia, regularly monitors the student progress through analysis of continuous internal assessment (CIA). In case of any gap identification, we ensure real-time corrective action through additional classes and mentoring support.

## Research, Innovations and Extension

The activities undertaken by the institution in the field of Research, Innovation and Extension is detailed below.

- Regional College of Management Bangalore has taken steps to foster innovation within the institution, which includes IPR Cell and Entrepreneur Development Cell.
- In the last 5 years workshops/seminars are conducted on Research Methodology, Intellectual Property Rights and Entrepreneurship.
- **With good impact factor** research papers are published in the Journals notified on UGC website during the last five years.
- **Good number of** awards and recognitions are received for extension activities from different organizations during the last five years.
- **Focused** Extension and Outreach Programs are conducted by the institution during last 5 years
- Institution has signed for **good number of** MoUs with institutions, other industries, corporate houses etc. during the last five years, which are functional, and which have expanded institutional excellence and **good** collaborative/linkage activities conducted.
- Due to the practical nature of courses, we encourage integration of research in form of field-projects and

assignments, which are also one part of continuous internal assessment. Faculty members guides the students to conduct short surveys and projects and report back to the class. This has helped in strengthening a culture of 'co-creation' by integrating teaching with practical research focused assignments.

- We also encourage our students to integrate secondary source based practical case-studies in most of the courses. Students work in groups to analyze the case-studies and make presentations. In this process, we encourage students to search and analyze variety of data sources available through open access resources.
- As a part of New National Education Policy 2020 implementation plan, the faculty and students of the students have translated some of the case studies authored by IIM Professor in Bengali language. This has helped in creating contents in local Indian languages.

### **Infrastructure and Learning Resources**

- Regional College of Management Bangalore has a sprawling green campus having all facilities as specified by Bengaluru North University to advance the teaching learning process.
- The college has **well ventilated** classrooms, Seminar halls and **required** labs as per Bengaluru North University standards and all are ICT enabled.
- There is **1** auditorium with **150+** seater capacity for conducting National and International events.
- Institution has 100 computers, 11 Projectors, 7 photocopier cum printers, to facilitate computing and internet browsing and surveillance.
- Institution is completely enabled with Wi-Fi facility and has upgraded internet speed to 100 Mbps through leased line.
- The Institution has facility for Outdoor Games – Cricket, Basketball, Volleyball, Floor Ball, Track Sports. The Institution also has Facility for Indoor Games - Table Tennis, Badminton, Chess, Carrom.
- The Digital Library has **good number of** active systems providing on-line access to e-resources, NPTEL-Lectures.
- Library has access to E-books and e-Journals.
- Student computer ratio is **as per AICTE norms**
- An adequate budget has been allocated for infrastructure Augmentation and maintenance.
- There is an organized system for monitoring and maintenance of the infrastructure and IT facilities.
- In addition, faculty members provide updated list of open access articles and case studies through their respective course-plans. The central library unit ensures that all the learning resources are centrally available for access electronically as well as in print version, if so needed.
- The institution has also procured simulations for students from globally renowned academic institutions.

### **Student Support and Progression**

- The institution provides necessary assistance to students, to enable them to acquire meaningful Experiences for learning in the campus and to facilitate their holistic development and progression.
- Average percentage of students benefited by scholarships and free ships provided by the Government & Institution during last five years is **good**.
- To enhance the skill among students and to build the capacity, Institution has conducted programs on soft skills, Language and communication skills, Life skills (Yoga, physical fitness, health, and hygiene) and ICT/computing skills during last 5 years and all of students have participated in these activities.

- Institution has Constituted Student Grievance Redressal Cell, Anti-Ragging Cell and Sexual Harassment Elimination Cell. Organization wide awareness programs are conducted on policies with zero tolerance.
- Students are provided with Guidance and training to undertake competitive examinations. **Good number** of students are benefitted during the last five years.
- Out of the total passed out students **good** students got placement during last 5 years and **good** students joined Higher Education.
- **Good number of** Awards were received for outstanding performance in sports/cultural activities during the last five years.
- **Good number of** sports and cultural events are organized by the institution during last 5 years.
- Alumni are engaged in the development of the institution through financial and support services.
- Continuous student mentoring is a unique feature of the institutions. Each student has a dedicated assigned faculty mentor who spends at least 6 to 8 hours per week with a very focused and small group of students. The mentoring at RCMB follows 360 degree approach to ensure holistic development in terms of academic preparation, industry readiness and coaching for the successful career.
- Through the dedicated career counseling and preparation classes, we help our students from the very beginning of the programme to prepare for the fast changing requirements of the industry.
- We have specially designed courses and supporting programmes for improving the language and soft skills of the students, particularly those who come from the remote parts of the country. Similarly we have special classes for improving quantitative skills and leadership abilities of the students.

## Governance, Leadership and Management

- The governance of institution is reflected for the accomplishment of vision and mission.
- The Institution practices NEP implementation in terms of flexible and need-based learning.
- We follow principles of decentralization and participative management. Most of the stakeholders are represented at different levels of the organization Structures including students.
- Effective leadership is visible in functioning of Governing Council, IQAC and functioning of different Co-Ordinator's of Committees.
- The IQAC has also constituted statutory cells to meet the exclusive and varied needs of specific stake holders, to name few Anti-Ragging Cell, SC/ST Cell, Student Grievance Redressal Committee, Sexual Harassment, and Internal Complaint Committee.
- E- Governance is implemented in Administration, Finance and accounts, Student admission and support and Examination.
- The institution has implemented different welfares schemes for its faculty and non-teaching staff.
- In last five years **good percentage of** teachers provided with financial support to attend conferences/workshops.
- **Good percentage** of Teaching and Non- Teaching Staff have participated in Faculty Development programs, Management Development programs, Professional Development programs and Administrative Training programs during last 5 years.
- Institution has a system of self-appraisal and implemented for both teaching and non-teaching faculty members.
- Internal and External financial audit system is in place, audits are conducted periodically.
- Efficient allocation of budget, mobilization and management of resources are carried out meticulously by the finance committee.
- The IQAC meets regularly analyses feedback for improvement.
- IQAC reviews the teaching learning process and attainment of learning outcomes and records incremental improvements.



- IQAC has contributed through its process, continuous improvement in curriculum aspects, teaching learning evaluation, research and consultancy, and students support facilities infrastructure and innovative practices. Few important are implementation of AISHE, NIRF, NEP, Academic and Administrative Audit & Environmental Audit.
- We have special focus on sustainability and have developed practices to support sustainable energy use and reducing waste.
- We encourage students and staff to work in culture of open sharing and collective improvements. Weekly meetings with the student class representatives and monthly meeting with the President and Director through open house session is regular feature of the RCMB culture.

## **Institutional Values and Best Practices**

Following are the activities conducted and initiatives specifying - Values, Social Responsibilities, Best Practices and Institutional Distinctiveness.

- **Gender equity and sensitization** are ensured through creation of specific facilities for women in terms of Safety and Security Counselling and Common rooms, and by conducting various Awareness Programs on Gender Equity.
- **Facilities for Alternative sources of energy conservation** -Solar energy and LED bulbs are installed.
- **Waste management- Municipality** actively collaborates with college to ensure effective waste collection and disposal. Hazardous wastes are managed effectively.
- **For Conservation of Water** - Rainwater Harvesting, Borewells, Construction of Tanks and Bunds is maintained in the campus.
- **Green Campus Initiatives** - Automobiles are restricted to enter the campus.
- Pedestrian friendly pathway is seen.
- The institution bans single use plastic items and is **Plastic Free Campus**.
- Campus is **Green Landscaped**.
- **Developing global citizenship mindset** is one of the priority areas at RCMB. Regular international boot-camps and international leadership and ethical decision-making programmes by international faculty help in achieving this objectively.
- Institution has Disabled Friendly, Barrier Free Environment with Ramps, Elevators, Teaching Aids, Signage and Assistive Technology.
- Quality audits on environment and energy are regularly undertaken.
- Institution recently conducted Green Audit, Energy Audit, Environment Audit, and Waste Management Audit.
- Beyond the campus environmental promotion activities are also conducted every year.
- The institution exhibits enormous pleasure and responsibility in providing inclusive environment tolerance and harmony towards cultural, regional, linguistic, communal, socio-economic, and other diversity.
- Institution has prescribed code of conducts for students, teachers and other staffs.
- Students and Employees of the Institution are Sensitized to the Constitutional Obligations by organizing various programs in the institution.
- **“Mentorship Program for Enhanced Employability & Well-being” and “Enhancing Student well-being through Happiness Class Program at RCMB”** all are the 2 Best practices successfully implemented by the institution.
- The Institution has established a separate distinctive **“Empowering rural students for corporate readiness through innovative programs and collaborative partnerships”**, which is distinctive

feature of the institution.

## 2. PROFILE

### 2.1 BASIC INFORMATION

Name and Address of the College	
Name	REGIONAL COLLEGE OF MANAGEMENT BANGALORE
Address	Survey No. 34/4 34/5, Mudugurki, Devanahalli, Bangalore 562110
City	BANGALORE
State	Karnataka
Pin	562110
Website	<a href="http://www.rcmb.in">www.rcmb.in</a>

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Director	Satya Ranjan Mandal	080-9873660212	9873660212	-	director@rcmb.in
Associate Professor	Kamal Bhowmick	080-111111	8690277711	-	kamal.bhowmik@r cmb.in

Status of the Institution	
Institution Status	Private

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details	

State	University name	Document
Karnataka	Bengaluru North University	<a href="#">View Document</a>

Details of UGC recognition		
Under Section	Date	View Document
2f of UGC		
12B of UGC		

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
AICTE	<a href="#">View Document</a>	15-05-2023	12	

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Survey No. 34/4 34/5, Mudugurki, Devanahalli, Bangalore 562110	Rural	2.05	2525.29

## 2.2 ACADEMIC INFORMATION

<b>Details of Programmes Offered by the College (Give Data for Current Academic year)</b>						
<b>Programme Level</b>	<b>Name of Programme/ Course</b>	<b>Duration in Months</b>	<b>Entry Qualification</b>	<b>Medium of Instruction</b>	<b>Sanctioned Strength</b>	<b>No. of Students Admitted</b>
UG	BBA, Under Graduate Studies,	36	PUC	English	60	15
PG	MBA, Post Graduate Business Admin,	24	Degree	English	180	140

### **Position Details of Faculty & Staff in the College**

<b>Teaching Faculty</b>												
	<b>Professor</b>				<b>Associate Professor</b>				<b>Assistant Professor</b>			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	1				7				13			
Recruited	1	0	0	1	7	0	0	7	5	8	0	13
Yet to Recruit	0				0				0			

<b>Non-Teaching Staff</b>				
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				14
Recruited	10	4	0	14
Yet to Recruit				0

<b>Technical Staff</b>				
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				2
Recruited	1	1	0	2
Yet to Recruit				0

### **Qualification Details of the Teaching Staff**

<b>Permanent Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	1	0	0	2	0	0	0	2	0	5
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	7	0	0	5	4	0	16
UG	0	0	0	0	0	0	0	0	0	0

<b>Temporary Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

<b>Part Time Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

<b>Details of Visting/Guest Faculties</b>					
<b>Number of Visiting/Guest Faculty engaged with the college?</b>	<b>Male</b>		<b>Female</b>		<b>Total</b>
		0	0	0	

**Provide the Following Details of Students Enrolled in the College During the Current Academic Year**

<b>Programme</b>		<b>From the State Where College is Located</b>	<b>From Other States of India</b>	<b>NRI Students</b>	<b>Foreign Students</b>	<b>Total</b>
UG	Male	2	8	0	0	10
	Female	3	2	0	0	5
	Others	0	0	0	0	0
PG	Male	18	68	0	0	86
	Female	13	41	0	0	54
	Others	0	0	0	0	0



**Provide the Following Details of Students admitted to the College During the last four Academic Years**

Category		Year 1	Year 2	Year 3	Year 4
SC	Male	5	7	3	3
	Female	2	4	1	2
	Others	0	0	0	0
ST	Male	4	1	5	8
	Female	1	0	2	5
	Others	0	0	0	0
OBC	Male	30	9	32	19
	Female	18	6	18	11
	Others	0	0	0	0
General	Male	56	75	33	41
	Female	34	43	20	25
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		150	145	114	114

**Institutional preparedness for NEP**

<p>1. Multidisciplinary/interdisciplinary:</p>	<p>NEP 2020 gives a platform for students to study and explore new courses from different areas of study beyond the boundaries of their main study. This multidisciplinary /interdisciplinary approach provides an opportunity to students to study beyond a particular domain and incorporate various fields of study like humanities, arts, language, music, drama with technical fields like mathematics, physics , commerce, computer science, chemistry etc., thus integrating two or more domains, exploring new courses that help in the holistic development of the students and prepare them for the challenges of the professional world and give them an opportunity to pursue their areas of interest. The institution allows</p>
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	<p>students to choose their subjects and courses according to NEP 2020 guidelines. A number of open electives are offered to students under various programs offered by the institution. National level seminars are conducted every year by the institution which are attended by all students, thus giving an opportunity to students to learn about other domains. Field trips and industrial visits help students in understanding the practical setup of professional life.</p>
<p>2. Academic bank of credits (ABC):</p>	<p>Since we are affiliated to Bengaluru North University [BNU], we follow the Choice Based Credit System and syllabus as prescribed by the university with Semester Scheme with Multiple Entry and Exit Options for Under Graduate Course as per NEP 2020. ABC will allow students of undergraduate and postgraduate degree courses to exit the course and enter within a stipulated period providing the option to explore more than one stream without any rigidity of combination of subjects. “Academic Bank of Credits shall deposit Credits awarded by Registered Higher Education Institutions, for Courses pursued therein, in the Academic Bank Account of the student and the validity of such credits shall be as per norms and guidelines issued by the Commission from time to time,” as per UGC Regulation 2021. We are open to ABC since it is a virtual/digital storehouse containing information of the credits earned by individual students throughout their learning journey. It will enable students to open their accounts and provide multiple options for entering and leaving colleges or universities thereby providing flexibility to the students and keeping the doors open for future. Further, the ABC Regulations intends to give impetus to blended learning Mode, allowing students to earn credits from various HEIs registered under this scheme and through SWAYAM, an online repository of courses.</p>
<p>3. Skill development:</p>	<p>In order to keep up with the latest emerging trends in science, technology, commerce and all other fields it is important for both students and faculty members to update and also to equip themselves with necessary skills to face the competitive world. The institution organizes FDPs, national level conferences, seminars, guest lectures etc. for the benefit of both students and faculty members. Soft skill classes, valued-added courses certificate courses, Add-on programs etc., are conducted by different departments every year.</p>

	<p>MOUs with industries are signed to aid these courses. Skill development courses in association with various training agencies were also conducted to make students competitive and employable. The institution has taken up social immersion, rural immersion and global immersion programmes to enhance the students' academic performance - proficiency, cognition, skills, aptitude, and gain more knowledge, thus paves way to design, articulate and make an impact in real life. The parent university Bengaluru North University [BNU] as such has also allotted four skill enhancement/development courses to be studied in the first six semesters as part of the regular curriculum for the undergraduate students.</p>
<p>4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):</p>	<p>Our faculty provides flexibility in terms of teaching students in languages such as Hindi, Kannada apart from the regular English language, whenever the need arises, to ensure effective knowledge delivery system enabling education to be relatable, relevant, interesting, and effective for all our students. Since India is a treasure trove of culture, we organize various events so that our students are well versed with the rich culture, tradition and heritage of India and can take pride in it. In addition, the Institution celebrates Ethnic Day, College Fests, Food Fests etc. which focus on themes related to local culture.</p>
<p>5. Focus on Outcome based education (OBE):</p>	<p>As NEP 2020 focuses on Outcome Based Education [OBE], college focuses on student oriented educational approach for implementing OBE. POs and COs are charted and regularly communicated to students. POs and COs are identified and faculty members try to achieve these POs and COs by customizing instructional resources, teaching methodologies, evaluations, seminars, skill development programs, ICT teaching, value added courses, add on programs etc. These programs help in increasing academic success of the students. Various clubs and committees of the college work towards providing skills required for the industry. The PO/CO attainment is calculated for the CIA at the end of every semester. The IQAC reviews the performance of students and gives recommendations and suggestions to improve on the quality of education provided to the students.</p>
<p>6. Distance education/online education:</p>	<p>As per Parent University guidelines, offering distance education is not possible by the institution. However,</p>

to provide necessary skill sets to the students, they are encouraged to register for SWAYAM, NPTEL online learning platforms. Online teaching during COVID using online platforms like Google Meet, ZOOM was effective. Further all the events and programmes organized and conducted in the college are uploaded in the college website, which can be accessed by students from anywhere. Faculty members skillfully integrate theoretical content with practical applications through virtual labs, video demonstrations, and case studies. Whenever possible, they provide hands-on experiences through internships, on-the-job training, or practical workshops in collaboration with organizations. This approach ensures, students can apply their learning to real-world scenarios, enhancing their understanding and skill development. In addition to academic support, institute places great emphasis on providing comprehensive student support services in the online learning environment. Faculty members offer academic advising, counseling, technical assistance, and access to a wealth of learning resources. Students are encouraged to register for National Programme on Technology Enhanced Learning (NPTEL), National Skill Development Corporation (NSDC), and other Massive Open Online Courses (MOOCs) through established channels to seek further assistance in their academic journey.

### **Institutional Initiatives for Electoral Literacy**

<p>1. Whether Electoral Literacy Club (ELC) has been set up in the College?</p>	<p>Yes, the Electoral Literacy Club (ELC) is established in the institution and remains an active part of our institution. The ELC is dedicated to educating the student body about their electoral rights and responsibilities, aiming to foster a culture of informed and engaged citizenship.</p>
<p>2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?</p>	<p>Faculty coordinating the work of ELC appointed by the Director of the college. ELC is functional in the college. Student volunteers are enrolled by the college and these students are taken from both BBA and MBA departments. These student volunteers are called campus ambassadors and represents their departments and participate in all activities of ELC under the guidance of faculty members of their</p>

	departments.
3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.	The ELC has undertaken various innovative programs and initiatives. ELC carries out awareness drive in the college to spread awareness about the electoral process. All students of 18 years or above are encouraged to make their voter card to participate in the electoral process. Registration of voters and creation of epic card to be linked with Aadhar card was done for all college students and staff under the guidance of BBMP. Various college level drives are initiated at departmental level to identify students who do not have voter card and their registration on the portal is done to enroll as voters online. Special camps are organised with the help of BBMP, to increase the voter's registration of first-time voters with special emphasis on girls. Guest lecture was conducted by the college to promote ethical voting and enhancing the participation of voters in electoral process.
4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.	The ELC's initiatives focused on electoral-related issues. These include awareness drives which highlight their valuable contribution in promoting democratic values and encouraging participation in electoral processes. Furthermore, the volunteers strived to cultivate a culture of electoral participation, emphasizing the importance of informed and ethical voting, while adhering to the principles of "Every vote counts" and "No Voter to be Left Behind."
5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.	Every year the BBMP set up booths at college level and in various blocks to achieve 100% voters' enrolment. The list of students who have reached the voting age and who have to register as voters are prepared by faculty members and forwarded to the BBMP to ensure 100% voter registration while special emphasis is given on enrolment of PWD voters and women voters.

## Extended Profile

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### 1 Students

#### 1.1

Number of students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
305	333	277	243	146

File Description	Document
Upload Supporting Document	<a href="#">View Document</a>
Institutional data in prescribed format	<a href="#">View Document</a>

### 2 Teachers

#### 2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 23

File Description	Document
Upload Supporting Document	<a href="#">View Document</a>
Institutional data in prescribed format	<a href="#">View Document</a>

#### 2.2

Number of teaching staff / full time teachers year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
21	17	17	16	10

### 3 Institution

#### 3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
577.66	400.22	310.37	343.39	209.94

File Description	Document
Upload Supporting Document	<a href="#">View Document</a>

## 4. Quality Indicator Framework(QIF)

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### Criterion 1 - Curricular Aspects

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#### 1.1 Curricular Planning and Implementation

##### 1.1.1

**The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment**

**Response:**

Regional College of Management, Bangalore is affiliated to Bengaluru North University and follows the calendar of events and following the syllabus prescribed by it. The College offers different value-added and certificate courses in addition to the university syllabus.

**Academic Calendar:**

1. There is an academic calendar committee in the College which prepares academic calendar well in advance in conformity with the University calendar of events.
2. The mandatory working days in each semester, the government holidays state, central, regional and local holidays are taken into consideration while preparing the academic calendar.
3. Every academic year begins with the general orientation by the Principal and Head of the Departments. The class teachers discuss about the curriculum overview and its transaction, and departmental activities.
4. Effective curriculum delivery: In order to ensure an effective curriculum delivery our institution follows the following methods.
  - 1.The allocation of workload is done according to the competencies of the faculty in the Departmental meetings.
  - 2.Time table committee prepares a detailed timetable regarding curricular, Co-curricular, and Extracurricular activities and it is made known to the students well in advance through the College calendar & Notice board.
  - 3.The teaching plan for each subject is prepared by the subject teachers. Heads of the departments monitors the progress of the curriculum. Various associations conduct guest lectures, field visits, internships, industrial visits, visits to old-age homes and heritage sites.
  - 4.The departmental activities are continuously monitored and reviewed by the IQAC (Internal Quality Assurance cell). Well-equipped college library provides the necessary study materials to the students and faculty members.
  - 5.Faculty are given in-house Faculty Development Programs by various academicians. The Institution collects feedback from faculty, students, alumni, and parents on institution and course content. College offers various subject-related, skill-based, and value-added certificate courses every academic year.



### Continuous Internal Assessment:

1. The institution has an examination committee that is in charge of continuous internal assessment. Based on the university guidelines the committee conducts two Internal Assessment exams.

2. Preparing the timetable, getting the question papers printed, allotment of invigilation duties,

Valuation, settling the exam-related grievances, conducting re-examinations, if needed, fixing the date of submission of internal assessment marks, and finally submitting the IA marks to the university at the end of every semester are the important functions of this committee.

3. The students are enrolled to various associations/clubs/cells. Students have to actively take part in various events organized by associations and credits will be offered for their active participation.

The academic coordinators inform their respective students well in advance with regard to assignments, seminars, field visits, internships, and other activities. While allotting internal assessment marks, the performance of the students in the various activities along with marks of Unit Tests, Remedial assignments, projects and presentations are taken into account and the marks will be submitted to the university before the end of every semester.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 1.2 Academic Flexibility

### 1.2.1

**Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)**

**Response:** 26

File Description	Document
List of students and the attendance sheet for the above mentioned programs	<a href="#">View Document</a>
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Evidence of course completion, like course completion certificate etc. Apart from the above:	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

#### Other Upload Files

1	<a href="#">View Document</a>
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#### 1.2.2

*Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years*

**Response:** 97.62

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
300	330	263	240	140

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 1.3 Curriculum Enrichment

#### 1.3.1

*Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum*

**Response:**

The College adheres to Bengaluru North City University's curriculum, which incorporates essential crosscutting issues like Human Values, Professional Ethics, and Environmental Sustainability under the CBCS system and NEP'20.

**Professional Ethics:** Various elements of ethics are integrated in the curriculum. The syllabus used in UG and PG courses deal with comprehension and integration of various principles, ethics, norms, regulations to be followed in order to manage and overcome issues faced by modern business organizations and to meet the universal challenges. The following aspects are incorporated in the curriculum:

1. Ethics in Research Cyber /Digital.
2. Ethical behavior towards employer and the society
3. Influence of Ethics in organizational culture.
4. Develops concerns towards stakeholders in business environment. Imbibe ethical principles to lead a healthy life.
5. Comprehend the impact of unethical practices, personally and professionally.
6. Security norms, prepare transparent reports.
7. Respecting privacy and the need for confidentiality in reporting.
8. Create awareness about ethics and transparent governance
9. Develop clarity of thought and a healthy mindset.
10. Create the ethical mindset- socially, economically and legally.
11. Staff and student orientation program

**Gender awareness:** Through literary genre such as essays, poems, novels, role plays, documentaries and articles, students are introduced to various topics related to gender equality, discrimination and violence against women. Curricular aspects related to gender are:

1. Gender Sensitization program
2. Empowerment of women by government and other Organizations
3. Employment and Entrepreneurship opportunities for all
4. Measures to overcome the social challenges against women
5. Comprehend the disparities in compensation, career opportunities.
6. Create awareness of diversity, equality and greater participation.

**Human values:**

Institution prioritizes the need for instilling values along with curricular aspects in order to create responsible and capable citizens with ethical consciousness: Impart basic human values while performing personal and professional work; Understanding and respecting the cultural richness of others in personal and professional life, Blood donation camps, visit to old age home Orphanages, Rural Area for camps, Midday meals scheme, Candle light Vigil Solidarity, Christmas sharing were some of the activities

**Environment and Sustainability:**

Various elements of Environment and Public Health are brought out in the curriculum. Topics about environmental issues like global warming and need for preservation of flora and fauna. Solar panels, Rain Water Harvesting, Swachatha Cleanliness Drive etc., are given importance. The curriculum also aims at creating awareness about the need co- existence on earth for healthy life and sustainability of nature. Along with this, an initiative to promote environmental socio-eco responsibilities like eco-friendly green campus, LED lighting infused with motion sensors, and groundwater recharge are undertaken.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 1.3.2

**Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)**

**Response:** 40

#### 1.3.2.1 Number of students undertaking project work/field work / internships

Response: 122

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 1.4 Feedback System

### 1.4.1

*Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website*

**Response:** A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website

<b>File Description</b>	<b>Document</b>
Feedback analysis report submitted to appropriate bodies	<a href="#">View Document</a>
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	<a href="#">View Document</a>
Action taken report on the feedback analysis	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>
Link of institution's website where comprehensive feedback, its analytics and action taken report are hosted	<a href="#">View Document</a>

## Criterion 2 - Teaching-learning and Evaluation

### 2.1 Student Enrollment and Profile

#### 2.1.1

##### Enrolment percentage

**Response:** 91.74

##### 2.1.1.1 Number of seats filled year wise during last five years (Only first year admissions to be considered)

2022-23	2021-22	2020-21	2019-20	2018-19
155	154	147	127	128

##### 2.1.1.2 Number of sanctioned seats year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
175	165	150	140	145

#### File Description

#### Document

Institutional data in the prescribed format

[View Document](#)

Final admission list as published by the HEI and endorsed by the competent authority

[View Document](#)

Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.

[View Document](#)

Provide Links for any other relevant document to support the claim (if any)

[View Document](#)

#### 2.1.2

*Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years*

**Response:** 65.04

##### 2.1.2.1 Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)

2022-23	2021-22	2020-21	2019-20	2018-19
47	62	31	69	44

**2.1.2.2 Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
88	83	75	70	73

<b>File Description</b>	<b>Document</b>
Institutional data in the prescribed format	<a href="#">View Document</a>
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	<a href="#">View Document</a>
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule ( Translated copy in English to be provided as applicable)	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 2.2 Student Teacher Ratio

<p><b>2.2.1</b></p> <p><b>Student – Full time Teacher Ratio</b> (Data for the latest completed academic year)</p> <p><b>Response:</b> 14.52</p>
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## 2.3 Teaching- Learning Process

<p><b>2.3.1</b></p> <p><b>Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences and teachers use ICT- enabled tools including online resources for effective teaching and learning process</b></p>
---

**Response:**

Regional College of Management, Bangalore is dedicated to fostering tech-savvy students by integrating innovative ICT techniques, ensuring they stay updated with the latest technology. The following innovative ICT usage are adopted:

1. Organizing webinars
2. E-Content creation by the faculty for the students
3. ICT Aided student & staff seminar
4. Projector enabled classrooms
5. Online Quiz
6. Online course

**EXPERIENTIAL LEARNING**

Regional College of Management, Bangalore offers ample real-world learning opportunities, fostering holistic student development. Through these experiences, students cultivate critical and creative thinking skills, collaborate to solve simulated real-world challenges, make ethical decisions, and adopt a global perspective on problems and ideas, preparing them for success in diverse contexts. Some endeavors in this track are:

1. Internships
2. Industrial Visit
3. Field Trip
4. Camps and Study Tours

**PARTICIPATIVE LEARNING**

Regional College of Management, Bangalore not only offers diverse curricular activities but also prioritizes students' wellbeing by fostering life skills development. Through proactive learning techniques, the college instils standards of excellence in students, ensuring they are equipped with the skills needed for success in various facets of life. Some of the different techniques of Proactive learning like:

1. Computer Science LAB
2. Exhibition
3. Alumni Engagement
4. Student participating in Workshops and Seminars

**PROBLEM-SOLVING METHODOLOGIES**

Regional College of Management, Bangalore places a premium on addressing students' social needs,



boasting a robust on campus support system. Through tailored initiatives, students are equipped to navigate both academic challenges and real-life situations effectively. These efforts underscore the college's commitment to nurturing well-rounded individuals prepared for success in all aspects of life such as those mentioned below:

1. Study Circle
2. Bridge Course
3. Peer teaching
4. Promoting Innovative Ideas
5. Research Based Projects on Social, Environmental Issues
6. Career Orientation / Skill Development Sessions
7. Slow learners and Advanced Learners Programme
8. Capacity Building Initiatives
9. Mentoring
10. Counselling

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 2.4 Teacher Profile and Quality

### 2.4.1

**Percentage of full-time teachers against sanctioned posts during the last five years**

**Response:** 94.19

#### 2.4.1.1 Number of sanctioned posts year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
21	21	18	16	10

<b>File Description</b>	<b>Document</b>
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 2.4.2

*Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)*

**Response:** 33.33

**2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
5	6	6	5	5

<b>File Description</b>	<b>Document</b>
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	<a href="#">View Document</a>
Institution data in the prescribed format	<a href="#">View Document</a>
Copies of Ph.D./D.Sc / D.Litt./ L.L.D awarded by UGC recognized universities	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 2.5 Evaluation Process and Reforms

### 2.5.1

**Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient**

**Response:**

The robust assessment process at the institution ensures transparency, both internally and externally, while our swift and effective grievance redressal system upholds accountability and responsiveness. During the orientation sessions, the internal assessments and examination criteria are communicated to both students and parents. The session also outlines the grievance handling process. Additionally, course teachers familiarize students with the formative and summative assessment procedures within the classroom.

### **The Process:**

1. Appointed by the Principal, the Examination Committee oversees both internal and external assessment, with the responsibility of scheduling and organizing the two internal tests per semester.
2. Students are informed of the test timetable through class circulars, notice boards, the public address system, class WhatsApp groups and the college website.
3. Evaluated answer scripts are distributed within stipulated timelines for performance analysis within the respective class.
4. For courses involving experiential learning, internships, and projects, the internal evaluation is done by the allotted guides based on the predefined criteria.
5. Summative assessments are executed in accordance with prescribed guidelines, and course-wise marks are assessed by respective faculty members. The combined internal marks are subsequently uploaded onto the University portal. This process undergoes meticulous review and approval by department heads and the Director, ensuring utmost transparency and accuracy in the marks communicated to students.

### **Grievance Redressal Mechanism**

The Examination Committee promptly addresses grievances related to both internal and external examinations, adhering to Bengaluru North University norms for a swift and transparent resolution.

### **The Process:**

1. For any marks-related concerns, students can approach the respective course faculty.
2. The faculty reviews and provides input; if needed, revised marks are updated by the examination committee.
3. If unsatisfied, students may escalate to the Head of Department and then to the Director for further resolution.

### **University Assessment Grievance Redressal Mechanism:**

#### **For Revaluation/Re- totalling queries:**

1. If students are dissatisfied with their university exam marks, they can request photocopies of their answer scripts.
2. Queries are addressed by consulting the relevant course faculty upon reviewing the photocopies.
3. If inconsistencies persist, the Examination Committee, in coordination with the Principal, guides students to apply for revaluation.

### Other queries:

1. Students with unprocessed results from Bengaluru North y University submit a letter to the office.
2. The liaison officer communicates with the university through a covering letter.
3. Upon result receipt, the case is resolved, and students are informed.
4. The entire process is documented by the office to ensure transparency.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 2.6 Student Performance and Learning Outcomes

### 2.6.1

*Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website*

#### Response:

The Institution adheres to the principles of Outcome-Based Education, where Course Outcomes (COs) are defined for all programs as suggested by the affiliating University (NEP Scheme) and designed by faculty as per CBCS scheme. Faculty members utilize Bloom's Taxonomy to articulate these outcomes and integrate them into the evaluation process. Program Outcomes (POs) are also set by the affiliating University, while individual course faculty map the COs, in their daily lesson plan subject to review by the respective Department Heads (HODs).

To ensure effective communication of the outcomes to various stakeholders, the following approaches are employed:

1. **Orientation Day:** During the orientation program at the beginning of the first year, students and parents are made aware of and provided with an explanation of COs and POs.
2. **Availability of COs and POs:** Copies of Course Outcomes and Program Outcomes are maintained in the respective departments, Library, Principal's Office, and Administrative Office for easy reference.
3. **Institutional Website:** The College website displays the Course, Program, and Program Specific Outcomes, making them readily accessible to stakeholders.

In addition to adhering to OBE principles and employing various approaches to communicate outcomes to stakeholders, the Institution takes several other initiatives to ensure the quality and effectiveness of its educational programs:

1. **Faculty Improvement programs:** Regular workshops, seminars, and training sessions are organized to keep them updated on the latest teaching methodologies, assessment techniques, and

curriculum development. This helps faculty members align their teaching practices with the defined Course Outcomes and ensures a dynamic and engaging learning environment for the students.

2. **Student Feedback Mechanism:** Student feedback is collected periodically, and it is carefully reviewed by the faculty and administration to identify areas of improvement. This feedback loop aids in refining the Course Outcomes and ensuring they align with the students' needs and expectations.
3. **Curriculum Enrichment:** The Institution collaborates with subject matter experts and industry professionals to periodically review the Course Outcomes and Program Outcomes. These experts provide valuable insights and suggestions, regarding certificate program that helps the Institution maintain its academic standards and relevance.
4. **Outcome Assessment and Improvement:** The Institution conducts regular assessments of the Cos and POs to measure their effectiveness. Faculty members use a variety of assessment tools, including tests, projects, presentations, and practical exercises, to evaluate students' achievement of the desired outcomes. The results of these assessments are analyzed, and any shortcomings are addressed through curriculum modifications and faculty development initiatives
5. **Alumni Engagement:** The Institution maintains strong ties with its alumni, who play an essential role in providing insights into the effectiveness of the educational programs. Alumni are often invited to share their experiences and offer guidance to current students.

By implementing these initiatives, the Institution demonstrates its commitment to providing a holistic and relevant education to its students, fostering their overall growth and preparing them to meet the challenges of the ever-changing world.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 2.6.2

*Attainment of POs and COs are evaluated.*

**Explain with evidence in a maximum of 500 words**

**Response:**

The Internal Quality Assurance Cell is instrumental in driving quality improvement initiatives across various departments. Experts are invited as guests to interact with students and teachers, sharing their experiences on how particular courses have influenced their careers. These interactions offer valuable insights into POs for students and enable faculty to receive feedback, leading to improvements and the introduction of add-on or certificate courses for new batches.

The POs and COs is conducted through direct and indirect means. Direct assessment relies on students' performance in university exams and preparatory exams, while a robust mechanism analyzes data on

student performance and learning outcomes to identify barriers to learning and plan improvements. Indirect assessment is carried out by faculty after each unit test, assignment, or presentation to determine if intended course objectives are met.

The evaluation of PO-CO attainment involves measuring the levels of student learning achievement. To achieve this, institution adopts the use of POs and COs, employing two mapping methods: Direct Method and Indirect Method. The establishment of a CO-PO matrix is vital for Outcome-Based Education (OBE) as it illustrates the relationship between courses and the programs they are part of. Each course has specific COs describing the knowledge and abilities students should acquire by the course's end. These COs are categorized into three levels based on student performance compared to the class average:

Level-1 (less than 40% of students score above average), Level-2 (50% to 60% score above average), and Level-3 (more than 60% score above average). Similarly, target levels are set for PO attainment, aiming for a minimum Level-3 (Good) performance of graduates.

To assess CO attainment, both internal and external examinations are used. The average attainment levels are calculated based on the number of students scoring above the class average. External examination scores are multiplied by a scale factor of 0.7, and internal examination scores by a scale factor of 0.3, reflecting the respective weightages. PO attainment is evaluated using the Direct Method, which involves calculating the average score of COs for all courses and multiplying it by a scale factor of 0.7, and the Indirect Method, which considers average scores from surveys and feedback and multiplies them by a scale factor of 0.3, both based on the PO scale.

The attainment levels for COs and POs are calculated and shared with department heads. In case any course's outcome is not adequately attained, remedial actions are taken, such as implementing assignments, tutorials, and remedial coaching by the respective department heads. Institution holds staff meetings to discuss improvement areas and address gaps in attainment levels, defining strategies to overcome challenges.

In summary, the IQAC is a crucial driver of quality improvement efforts across departments. By adopting the CO-PO matrix and employing mapping methods, the institution maintains a clear focus on OBE. Regular evaluations, remedial actions, and staff meetings further contribute to the institution's commitment to continuous improvement and excellence in education.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 2.6.3

**Pass percentage of Students during last five years (excluding backlog students)**

**Response:** 97.67

**2.6.3.1 Number of final year students who passed the university examination year wise during the**

### last five years

2022-23	2021-22	2020-21	2019-20	2018-19
128	168	91	99	16

### 2.6.3.2 Number of final year students who appeared for the university examination year-wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
130	175	93	100	16

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>
Certified report from Controller Examination of the affiliating university indicating pass percentage of students of the final year (final semester) eligible for the degree programwise / year-wise.	<a href="#">View Document</a>
Annual report of controller of Examinations(COE) highlighting the pass percentage of final year students	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 2.7 Student Satisfaction Survey

### 2.7.1

#### Online student satisfaction survey regarding teaching learning process

Response: 3.63

File Description	Document
Upload database of all students on roll as per data template	<a href="#">View Document</a>

## Criterion 3 - 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 last five years (INR in Lakhs)*

**Response:** 0

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

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	0	0	0

#### File Description

#### Document

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

### 3.2 Innovation Ecosystem

#### 3.2.1

**Institution has created an ecosystem for innovations, Indian Knowledge System (IKS), including awareness about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident**

**Response:**

Regional College of Management, Bangalore [RCMB] recognizes the importance of nurturing innovation and knowledge transfer within its student body. By creating a supportive ecosystem, the college empowers students to translate ideas into reality and become active participants in the thriving startup landscape of Bangalore. By providing dedicated infrastructure, financial support, skill development opportunities, and industry connections, RCMB empowers its students to become the next generation of successful entrepreneurs. Here's a closer look at RCMB's initiatives:

#### **Dedicated Infrastructure:**

- **Innovation Centre:** This dedicated space provides aspiring entrepreneurs with resources and facilities to develop their ideas. It includes co-working areas, prototyping labs, and access to design software.



- E-Cell (Entrepreneurship Development Cell): The E-cell in the college acts as a central hub for entrepreneurial activities. The E-Cell provides mentoring, workshops, and networking opportunities to encourage student participation in the startup ecosystem.

### **Supporting Young Ventures:**

- Seed Funding for Homegrown Startups: RCMB invests in promising student-led startups through seed funding. This financial support empowers students to move beyond the ideation stage and focus on product development, prototyping, and testing.
- Case Study: Botpath: This example highlights RCMB's commitment to nurturing homegrown startups. By providing seed capital, Botpath is engaged in developing its product prototype and conducting crucial testing phases.

### **Knowledge Dissemination and Skill Development:**

- Business Canvas Sessions: College organizes regular sessions on Business Canvas Model. This practical framework helps students translate their ideas into actionable business plans.
- International Boot Camps: College conducts International Boot camps in the campus every year. Professors from leading foreign Universities conducting the session. These immersive programs provide students with exposure to international startup ecosystems, encouraging cross-cultural learning and widening their entrepreneurial perspectives.

### **Connecting with Industry Leaders:**

- Founders Conclave: This event at the RCMB campus brings together successful startup founders and experienced tech and non-tech entrepreneurs. Sharing their journeys with students inspires them and provides valuable insights into the challenges and rewards of entrepreneurship.

### **Experiential Learning and Knowledge Transfer:**

- Student Internships with Startups: RCMB allows internship opportunities with startup companies. Through hands-on experience, students gain valuable real-world knowledge and develop essential skills for the startup world.
- Faculty-Guided Knowledge Transfer: RCMB faculty actively engage with students working on innovative projects. Their guidance ensures the transfer of knowledge and expertise, bridging the gap between theory and practical application.

### **Leveraging Bangalore's Ecosystem:**

RCMB's location within Bangalore, a hub for innovation and startups, It offers a distinct advantage. The college actively encourages student participation in various innovation and startup programs organized within the city. This allows students to connect with established players, network with potential investors, and stay updated on the latest trends in the startup world.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 3.2.2

***Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years***

**Response:** 50

**3.2.2.1 Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
16	04	09	12	09

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 3.3 Research Publications and Awards

### 3.3.1

**Number of research papers published per teacher in the Journals notified on UGC care list during the last five years**

**Response:** 0.17

**3.3.1.1 Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
0	1	1	0	2

<b>File Description</b>	<b>Document</b>
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	<a href="#">View Document</a>
Link to re-directing to journal source-cite website in case of digital journals	<a href="#">View Document</a>
Links to the papers published in journals listed in UGC CARE list or	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

### 3.3.2

**Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years**

**Response:** 4.65

**3.3.2.1 Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
96	11	0	0	0

<b>File Description</b>	<b>Document</b>
List of chapter/book along with the links redirecting to the source website	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 3.4 Extension Activities

### 3.4.1

## **Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.**

### **Response:**

Regional College of Management, Bangalore [RCMB] shows a strong commitment to institutional values and social responsibilities through its various initiatives by serving the marginalized and needy persons of the society. By engaging with old age homes, orphanages, rural schools, and underprivileged communities, the students develop a sense of empathy, compassion, and civic duty. Through various initiatives the students have demonstrated their dedication to create a positive impact in the society beyond their classroom knowledge.

### **Following this the students develop a sense of empathy:**

**Engagement with Old Age Homes and Orphanages:** One of the major initiatives of RCMB College is its active engagement with old age homes and orphanages. Students regularly visit the local Old age homes – and Orphanage

These activities provide companionship, organizing recreational activities, and offering emotional support to the residents. These interactions not only bring joy and comfort to the elderly and orphaned individuals but also cultivate empathy and compassion among the students.

**Quality Time and Emotional Support:** Beyond material donations, College emphasizes the importance of spending quality time with the elderly residents of old age homes. Through interactions, conversations, and recreational activities, students offer companionship and emotional support to the elderly, creating a sense of belonging and dignity among them.

**Supporting Old Age Homes with Daily Needs:** In addition to organizing donation camps, College maintains a continuous commitment to supporting old age homes by providing them with daily necessities such as food, clothing, and toiletries. By addressing the practical needs of the elderly residents, the college demonstrates its dedication to enhancing their quality of life and ensuring they receive the care and support they deserve

**Eye Check-Up Camps and Health Initiatives:** RCMB organizes regular eye check-up camps in collaboration with healthcare professionals to provide essential vision care services to underprivileged communities. Additionally, health check-up drives are conducted, focusing on preventive healthcare measures and early detection of ailments. These initiatives contribute significantly to improving the overall well-being of the marginalized populations, ensuring they have access to vital healthcare services.

**Teaching at Rural Primary Schools:** Recognizing the importance of education in breaking the cycle of poverty, College encourages its students to volunteer their time and expertise by teaching at rural primary schools. They also do workshop on Crafts called “CRAFTYCART” at local Primary schools. Through this initiative, students not only impart knowledge and skills to young learners but also contribute to the empowerment of communities by promoting literacy and education.

**Donation Camps and Financial Contributions:** RCM Bangalore organizes donation camps at college premises for collecting old clothes, packaged food, and other essential items to distribute among the less fortunate. These efforts provide much-needed relief to those facing economic hardships and help meet

their basic needs.

Extension to the neighborhood social activities, RCMB has adopted a few villages in the rural district of West Bengal, under the Chinabari panchayat of Chhatna Gram Panchayat of Bankura District . These villages are characterized by a poor literacy rate of 61.7%, comprising one third of marginalized SC/ST communities. The main livelihood of the villagers revolves around marginal work and farming, with a concerning sex ratio of 883 females per 1000 male children in recent years.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 3.4.2

#### **Awards and recognitions received for extension activities from government / government recognised bodies**

##### **Response:**

Regional College of Management, Bangalore [RCMB] shows a strong commitment to institutional values and social responsibilities through its various initiatives by serving the marginalized and needy persons of the society.

##### **Initiatives Undertaken:**

##### **Education Empowerment:**

Reginla College of Management [RCM] Bangalore, has partnered with local schools, starting with the Kamalpur Netaji High School, to provide scholarships to economically disadvantaged students. These scholarships aim to support students in pursuing their education despite financial constraints. The college has given 10 Scholarships of Rs.10,000 Per year for the poor and meritorious students of the school. College is also providing a Grant of Rs.50,000 for the students of a class for an educational excursion in a year.

Additionally, RCM Bangalore conducts annual sessions addressing the children of nearby villages, emphasizing the importance of education and guiding them on career paths for a better future.

##### **Healthcare Support:**

Recognizing the healthcare needs of the community, RCM Bangalore has extended support to differently-abled individuals by distributing wheelchairs, enhancing their mobility and quality of life. The college has distributed 10 wheelchairs for the differently abled people in a year.

Furthermore, the college has provided financial support for terminal cancer patients, ensuring access to

essential medical care and support during challenging times. College has provided a grant of Rs.5000 per patient for 10 such needy people.

**Economic Empowerment:**

To empower marginalized females, RCM Bangalore has initiated programs to provide sewing machines, enabling them to generate income and become financially independent. The college has distributed 10 Sewing Machines in a year for the needy. The college also provides financial assistance to the widows and old aged people of the villages. This initiative aims to uplift women and promote gender equality in the community.

**Awards and recognitions received for extension activities from government / government recognized bodies are:**

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

**3.4.3**

*Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.*

**Response:** 41

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

2022-23	2021-22	2020-21	2019-20	2018-19
14	10	0	09	08

<b>File Description</b>	<b>Document</b>
Photographs and any other supporting document of relevance should have proper captions and dates.	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and the details of the collaborating agency	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

### 3.5 Collaboration

#### 3.5.1

*Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.*

**Response:** 22

<b>File Description</b>	<b>Document</b>
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	<a href="#">View Document</a>
List of year wise activities and exchange should be provided	<a href="#">View Document</a>
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## Criterion 4 - Infrastructure and Learning Resources

### 4.1 Physical Facilities

#### 4.1.1

The Institution has adequate infrastructure and other facilities for,

- teaching – learning, viz., classrooms, laboratories, computing equipment etc
- ICT – enabled facilities such as smart class, LMS etc.

Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)

#### Response:

Regional College of Management [RCM] Bangalore, has a comprehensive infrastructure that promotes an environment conducive to learning, growth, and holistic development. With a keen focus on sustainability, comfort, and modernity, the college offers a range of facilities aimed at enhancing the academic and extracurricular experiences of its students..

**1. Lush Green Campus:** The college is situated on a sprawling 2-acre green campus, by the Bangalore – Hyderabad National highway for easy accessibility from anywhere. The Bangalore International Airport is just 15 kms away for Domestic and International students, faculty and Corporate people visiting the college. The Railway line is just bordering the campus and the nearby station is 2 km at Venkatagirikote. The college has a lush green open campus, with approximately 60% of the area designated as open space. Along with aesthetic appeal this greenery contributes to environmental sustainability by promoting biodiversity and reducing carbon footprint.

**2.Smart Classrooms with Advanced Technology:** Equipped with state-of-the-art technology, the classrooms feature projectors, audio systems, Zoom subscription, Google meet facility and large whiteboards, helping immersive and engaging classroom learning experiences as well as online MOOC/ SWAYAM courses.

**3. Amphitheater for Open-Air Classes and Programs:** The college features an amphitheater, allowing for open-air classes, seminars, and cultural programs. Surrounded by lush greenery, this outdoor venue provides a refreshing alternative for academic activities with creativity and innovation.

**4. Large Auditorium for Events and Programs:** A spacious auditorium serves as a venue for various events, seminars, and cultural programs. Equipped with modern audio-visual equipment, the auditorium provides an ideal platform for showcasing talents and creating peer engagement.

**5. Swimming Pool:** In line with promoting health and wellness among students, the college features a swimming pool facility. The pool is designed with sustainable features such as energy-efficient filtration systems and water-saving measures to minimise environmental impact while providing recreational opportunities for students.

**6. CCTV Surveillance:** Ensuring the safety and security of students and staff, the entire campus is



covered under CCTV surveillance. This surveillance system not only deters potential security threats but also provides valuable monitoring and evidence in case of incidents.

The College provides adequate facilities for cultural activities and sports, catering to the diverse interests and preferences of its student body

**Cultural Activities Facilities:**

**Auditorium:** The college has a 150+ seater air-conditioned auditorium with high-quality acoustics. Since inception this auditorium serves as the primary venue for Seminar , conferences & cultural events throughout the year. Its comfortable seating arrangement and excellent sound system enhance the experience for performers and audiences alike.

**Amphitheater:** In addition to the auditorium, the college has an open amphitheatre with a seating capacity of 500. This venue provides a picturesque setting for outdoor cultural performances and events.

**Sports Facilities:**

**Indoor Sports Room:** The sports room is well-equipped with facilities for indoor sports, including two table tennis boards, chess sets, and carrom boards. Students have access to these amenities for recreational purposes as well as organized tournaments.

**Outdoor Sports Grounds:** RCM Bangalore College has an extensive outdoor sports grounds constructed under the supervision of professionals. These include a large football ground, cricket ground, basketball court, and volleyball court.

**Yoga Sessions:** For those seeking a more serene form of physical activity, the college offers yoga sessions in its sprawling green campus. Under the shade of trees, students can practice yoga and meditation, promoting mental and physical well-being.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

**4.1.2**

*Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years*

**Response:** 55.67

**4.1.2.1 Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)**

2022-23	2021-22	2020-21	2019-20	2018-19
20.60	137.68	132.36	96.71	637.87

  

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 4.2 Library as a Learning Resource

### 4.2.1

*Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students*

#### Response:

#### **The Resourceful Library at Regional College of Management Bangalore [RCMB] College: A Hub of Knowledge and Learning**

The library at RCMB College stands as a resource of learning & knowledge for students and faculty alike. With a vast collection of books, it caters to the diverse academic and non-academic needs of the college community. The library system is managed by its college ERP System for easy accessibility of Books, Literature or e journals.

Among the impressive collection, good number of books are academic in nature, covering a wide array of subjects. These include essential textbooks, reference materials, and scholarly works that support the various courses offered at RCMB College. The remaining 500+ non-academic books covers diversified arena, encompassing genres such as fiction, non-fiction, management literature, and DIY (Do It Yourself) guides. This comprehensive range ensures that the library is not only a hub for academic pursuits but also a space for personal enrichment and leisure reading.

In the digital age, the library has embraced electronic resources with e-journals .These e-journals provide students and faculty with access to cutting-edge research and developments in their respective fields. Additionally, the library subscribes to e-magazines like "Forbes India," "Economic Times," "Business Standard," and "India Today," offering contemporary insights into the business world and current affairs.

For those who prefer traditional reading, the library provides a selection of daily newspapers, including "The Economic Times," "Times of India," and the Kannada newspaper "Prajawani." This ensures that individuals can stay informed about local, national, and international events including the happening in the economic world.

One of the noteworthy features of RCMB College's library is its membership in the NLIST program by the UGC-INFLIBNET center. This membership grants access to electronic resources such as "Shodhganga" and "Sodhsindhu," allowing users to explore more than 6000 full-text electronic journals and over 3 lakh full-text electronic books. This integration of digital resources enhances the research capabilities of students and faculty, aligning with the college's commitment to staying at the forefront of academic advancements.

RCMB is a member of the National Digital Library of India (NDLI), Indian Institute of Technology, Kharagpur. The students and faculty are participating in many National and Global online events of diversified nature

The library's facilities extend beyond its extensive collection. Students have the privilege of borrowing books for home use, developing a culture of continuous learning outside the classroom. The library offers a tranquil reading space for both students and teachers, creating an atmosphere suitable for concentration and reflection. Dedicated sections for journals, reference books, career guidance materials, digital resources, and sample question papers further enrich the learning environment.

The library's ambiance is another highlight, characterized by a light and cozy atmosphere that promotes a positive and focused study environment. The careful design and arrangement of spaces creates a welcoming and conducive atmosphere for academic pursuits.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 4.3 IT Infrastructure

#### 4.3.1

**Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection**

*Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words*

**Response:**

Regional College of Management Bangalore [RCMB] recognizes the importance of Information Technology (IT) in conducting seamless operations and enhancing the learning experience of its students

and faculty.

The IT infrastructure of RCMB College plays a crucial role in network connectivity, efficiency, and innovation across the campus. From the robust Wi-Fi network and institutional email system to the educational ERP system and computing facilities, each component contributes to a technologically-enabled learning environment that empowers students and faculty to excel in their academic pursuits. By leveraging modern technologies and best practices, RCMB College continues to uphold its commitment to providing a conducive and enriching educational experience for all stakeholders.

This report provides an overview of the college's IT infrastructure, focusing on key components such as the institutional website, Wi-Fi network, email system, educational ERP system, computing facilities, and other technological resources.

**Information-Rich Website:** RCM Bangalore has an information-rich website that serves as a centralized platform for disseminating important announcements, academic resources, event updates, and other relevant information. The website is designed to be user-friendly and accessible, catering to the diverse needs of students, faculty, staff, and other stakeholders.

**Wi-Fi Network:** In collaboration with the Government Railtel Corporation, RCMB College has established a robust Wi-Fi network spanning across the campus. The network comprises three nodes strategically located in key areas: the college office, the first-floor gallery, and the ground-floor library passage. This ensures widespread coverage and enables students and faculty to access high-quality internet connectivity seamlessly, facilitating research, online learning, and collaboration. The average upload and download speed is hovering around 199.7 MBPS.

**Institutional Email System:** To streamline communication and enhance identity verification, the College provides institutional email IDs to all students and staff members. This ensures secure and efficient communication channels, enabling seamless correspondence for academic and administrative purposes.

**Educational ERP System:** The college has implemented an Educational Enterprise Resource Planning (ERP) system to automate various administrative tasks, including fees collection, receipt generation, Library Management, student attendance tracking, and class scheduling. This integrated platform enhances efficiency, reduces manual workload, and provides real-time insights for informed decision-making.

**Computing Facilities:** RCMB College offers comprehensive computing facilities to support the academic and research activities of its students and faculty. All students have access to laptops and desktops at the library and computer lab, equipped with essential software tools and resources for coursework and projects. Additionally, the college provides access to Tally software for accounting learning purposes, enabling students to gain practical skills in financial management.

**Biometric Attendance System:** To streamline attendance monitoring and ensure accuracy, RCMB College utilizes a biometric attendance system for staff and faculty members. This automated system enhances accountability and efficiency, eliminating manual record-keeping and reducing the likelihood of errors or discrepancies.

**Printing Facilities:** The college provides both black-and-white and colour printers at the office for

administrative purposes. These printing facilities enable staff and faculty to produce documents, reports, and other materials efficiently, supporting day-to-day operations and academic activities.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

#### 4.3.2

**Student – Computer ratio (Data for the latest completed academic year)**

**Response:** 4.69

**4.3.2.1 Number of computers available for students usage during the latest completed academic year:**

Response: 65

File Description	Document
Purchased Bills/Copies highlighting the number of computers purchased	<a href="#">View Document</a>
Extracts stock register/ highlighting the computers issued to respective departments for student's usage.	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 4.4 Maintenance of Campus Infrastructure

### 4.4.1

*Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)*

**Response:** 32.63

**4.4.1.1 Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)**

2022-23	2021-22	2020-21	2019-20	2018-19
182.73	114.82	93.86	127.88	81.53

<b>File Description</b>	<b>Document</b>
Institutional data in the prescribed format	<a href="#">View Document</a>
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## Criterion 5 - Student Support and Progression

### 5.1 Student Support

#### 5.1.1

*Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years*

**Response:** 76.07

**5.1.1.1 Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
237	246	216	178	115

#### File Description

#### Document

Year-wise list of beneficiary students in each scheme duly signed by the competent authority.

[View Document](#)

Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).

[View Document](#)

Upload policy document of the HEI for award of scholarship and freeships.

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

Provide Links for any other relevant document to support the claim (if any)

[View Document](#)

#### 5.1.2

*Following capacity development and skills enhancement activities are organised for improving students' capability*

1. Soft skills
2. Language and communication skills
3. Life skills (Yoga, physical fitness, health and hygiene)
4. ICT/computing skills

**Response:** A. All of the above

<b>File Description</b>	<b>Document</b>
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	<a href="#">View Document</a>
Report with photographs on ICT/computing skills enhancement programs	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

### 5.1.3

**Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years**

**Response:** 49.54

**5.1.3.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
156	160	133	97	100

<b>File Description</b>	<b>Document</b>
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 5.1.4

***The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases***

- 1.Implementation of guidelines of statutory/regulatory bodies**
- 2.Organisation wide awareness and undertakings on policies with zero tolerance**
- 3.Mechanisms for submission of online/offline students' grievances**
- 4.Timely redressal of the grievances through appropriate committees**

**Response:** A. All of the above



<b>File Description</b>	<b>Document</b>
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	<a href="#">View Document</a>
Proof related to Mechanisms for submission of online/offline students' grievances	<a href="#">View Document</a>
Proof for Implementation of guidelines of statutory/regulatory bodies	<a href="#">View Document</a>
Details of statutory/regulatory Committees (to be notified in institutional website also)	<a href="#">View Document</a>
Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 5.2 Student Progression

### 5.2.1

**Percentage of placement of outgoing students and students progressing to higher education during the last five years**

**Response:** 87.65

**5.2.1.1 Number of outgoing students placed and / or progressed to higher education year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
111	141	77	95	16

**5.2.1.2 Number of outgoing students year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
128	168	91	99	16

<b>File Description</b>	<b>Document</b>
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	<a href="#">View Document</a>
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

### 5.2.2

*Percentage of students qualifying in state/national/ international level examinations during the last five years*

**Response:** 12.9

**5.2.2.1 Number of students qualifying in state/ national/ international level examinations year wise during last five years (eg: IIT/JAM/NET/SLET/GATE/GMAT/GPAT/CLAT/CAT/ GRE/TOEFL/ IELTS/Civil Services/State government examinations etc.)**

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	5	3	0

<b>File Description</b>	<b>Document</b>
List of students qualified year wise under each category and links to Qualifying Certificates of the students taking the examination	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 5.3 Student Participation and Activities

### 5.3.1

**Number of awards/medals for outstanding performance in sports/ cultural activities at University / state/ national / international level (award for a team event should be counted as one) during the last five years**

**Response:** 45

**5.3.1.1 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 wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
7	5	13	9	11

File Description	Document
Upload supporting document	<a href="#">View Document</a>
list and links to e-copies of award letters and certificates	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

### 5.3.2

**Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)**

**Response:** 32.2

**5.3.2.1 Number of sports and cultural programs in which students of the Institution participated year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
41	37	15	35	33

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 5.4 Alumni Engagement

### 5.4.1

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

**Response:**

The Alumni Association of RCM Bangalore plays a vital role in establishing connections, networking, and collaboration among its members, who are all successful professionals from various fields. The association's primary objective is to contribute to the growth and development of the college as its alumni. They do it by providing support, guidance, and resources to current students and the college administration. The RCM Bangalore Alumni Association is a registered organization with over 500 members who are committed to a sense of belonging with their Alma mater. They regularly hold both online and offline meetings to discuss their contributions to RCM Bangalore and share their experiences in the corporate world.

The RCM Bangalore Alumni Association, serves as a vital bridge between the pass out Students and RCM College. This dedicated group plays a crucial role in enriching the academic experience and future prospects of current students. Here's a closer look at their contributions:

**Providing Career Opportunities to the Existing Students:**

- **Industry Connections:** Alumni leverage their professional networks to recommend companies they work for to hire students from RCM College. This provides students with access to a wider range of job opportunities and potential employers familiar with the college's reputation.
- **Career Guidance:** Through regular online and offline meetings, alumni discuss career paths and offer valuable insights into the current job market. These interactions help existing students with up-to-date information on skills and qualifications sought after by employers.

**Knowledge Sharing and Skill Development:**

- **Guest Lectures and Workshops:** Alumni with expertise in specific fields return to campus to conduct academic sessions and corporate readiness programs. This injects real-world knowledge and practical skills directly into the curriculum, enhancing the learning experience for students.
- **Mentorship and Advice:** Many alumni go beyond lectures and become accessible mentors to current students. They share their experiences in the corporate world, offering guidance and support on navigating career choices, professional challenges, and personal development.

**Building a Network and Community Spirit:**

- **Regular Campus Visits:** The Association's commitment is evident through regular visits to the college campus. This helps alumni to reconnect with their alma mater, stay updated on the institution's progress, and interact with current students in person.
- **Sense of Belonging:** These interactions create a strong sense of community between past and present students. Alumni inspire current students by showcasing their achievements, while current students got the opportunity to connect with the alumni

**Advocacy and Resource Generation:**

- **Fundraising and Scholarships:** The Alumni Association plays a key role in fundraising for scholarships. This helps RCM Bangalore offer additional financial support to deserving students and enhance its resources for better learning facilities.
- **Advocacy for the College:** Alumni are strong advocates for the college, promoting its academic reputation and achievements within their professional networks. This can contribute to attracting high-caliber students and faculty, further strengthening RCM College's position.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## Criterion 6 - Governance, Leadership and Management

### 6.1 Institutional Vision and Leadership

#### 6.1.1

*The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.*

#### **Response:**

**Formulation of Vision & Mission Statement:** The Vision and Mission driven identity of Regional College of Management is a collaborative result guided by a collective passion for educational excellence, empowering individuals, building global business leaders and fulfilling social responsibility. The Governing Body, headed by the President, commenced the process by gathering opinion and suggestions from a diverse array of stakeholders. Faculty members contributed their insights and concurrently, the pulse of the ever-evolving market was gauged, and industry liaisons provided crucial perspectives on the contemporary vistas of professional landscape, particularly in the Post-Covid era. The synthesis of these inputs became the crucible in which the college forged its distinctive vision and mission, an unwavering commitment towards the tapestry of purpose emerged, interwoven with aspirations that would guide the institution towards the pinnacle of educational eminence.

**The Vision Statement:** At Regional College of Management Bangalore our vision is **“To empower individuals to be global business leaders with ethics and social responsibility”**.

#### **The Mission Statement:**

1. **Academic Excellence:** Regional College of Management Bangalore is dedicated to providing world-class education in management, equipping students with the knowledge, skills, and ethical values necessary for success in the dynamic global business environment.
2. **Holistic Development:** We are committed to nurturing not just the intellect but also to develop the professional character of our students. Our mission is to foster personal growth, emotional intelligence, and a sense of social responsibility among our students.
3. **Social Commitment:** Regional College of Management Bangalore firmly believes in using education as a catalyst for positive social change. We actively engage in initiatives aimed at uplifting the underprivileged sections of society, making education accessible to those who need it the most.

#### **Governance:**

The Vision and Mission of Regional College of Management Bangalore are reviewed and redefined in view of changing national and global trends in education. Goals are set to attain the objectives enshrined in national policy for higher education.

The institution’s Vision and Mission reflect the distinctive characteristics of the institution. The College

caters to the educational, social, cultural and economic needs of the society. All these characteristics are reflected in its policies. High quality educational programmes, uncompromising adherence to the contemporary values and principles of inclusion, responsibility and social accountability.

The Director / Principal forms several committees under the convenorship of a teacher or a non-teaching staff with members from teaching staff, non-teaching staff and students for overall management of the various operations of the college, such as, admission, academic coordination, conduct of examinations, promotion of entrepreneurship and extension activities, development of infrastructure-facilities, appointment of staff, maintenance of service records, encouraging cultural activities, implementation of healthy practices in the campus and inculcation of the spirit of national integrity and social responsibility.

Regional College of Management Bangalore follows the practice of decentralisation in its true sense, in all the three important deliverable areas of the institution, viz. academics, administration and extra-curricular activities. The practice of decentralization and participatory management is reflected in all the activities of the College through a strong, efficient and transparent formation of Committees/Societies which includes the IQAC, the Staff Council, Student Council, Project Execution Committee and various Cultural Societies.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 6.2 Strategy Development and Deployment

### 6.2.1

*The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc*

#### **Response:**

The institutional perspective plan aligns with the vision and mission of the institution which are the constant driving factors for improving academic quality policies and strategies.

At the beginning of the academic year, various bodies and committees that constitute the Organisation Structure of the institution, chalk out the supporting plan to implement the **strategic plan** of events and activities which will support the growth and development in these key areas and at the end of the year, a review is taken about implementation and the outcomes of the perspective plans.

One such broad area in which the Institutional Perspective and Strategic Plan has been successfully implemented is that of Teaching, Learning and Overall Development. This has been achieved through the deployment of Action Plan for the following initiatives:

1. Faculty Development Programmes
2. Introduction of innovative Delivery Methodology and Add-on/Certificate Courses
3. Collaboration with Foreign Universities
4. Personalized Mentorship Programme for training, development and placements.
5. New certificate courses are introduced keeping in mind their relevance and market needs, in order to empower the students through targeted recruitment, internship programs, MOU's with various industries and other professional enrichment opportunities.
6. Conferences and Seminars are organized both at domestic and international level to give an exposure to both faculty and students about the latest global trends in academics, industry, professionalism and environment.
7. Emphasis on conducive infrastructure and using the ICT tools for effective teaching and learning.

The **Organizational Structure** of the College consists of the Management, Governing body, the President, the teaching staff, the non-teaching staff and the students. The **Management** of the College constitutes of the Congregation of President and Governing Body. It is the highest decision-making body which is in constant collaborative effort executes the smooth functioning of the institution. This is followed by the **Governing Body** of the College which meets at least twice a year to discuss issues relating to finance, infrastructure, faculty recruitment and the matters related to the overall development of College.

The **President** is assisted by the Dean – Academic. The Dean-Academic oversees the smooth functioning of the department for which meetings are held on a regular basis to discuss issues and concerns relating to curricular and extra-curricular activities.

**Staff** meetings are held at least twice every semester for the effective planning and implementation of programmes like teaching, learning, academic administration, curricular and extracurricular activities.

The College also has an Internal **Quality Assurance Cell (IQAC)** which works towards realisation of the goals of quality enhancement and sustenance.

**Student Council** meetings are held regularly to address the student related issues and organizing extracurricular activities through various Cultural Societies.

The **Anti Ragging Cell, Grievance Redressal Committee, Anti-Smoking Cell** and the **Internal Complaints Committee**: The objective of these committees is to ensure that no violation of rules takes place within the College and work towards addressing and settling grievances if any. Students can mail anonymously to the grievance redressal committee at the mail id [grievance.cell@rcmb.in](mailto:grievance.cell@rcmb.in)

Several HR and Administrative Policies for the smooth functioning and operational process of the institution, eg, **HR Operation Policy, Procurement Policy, Environmental Policy, HR Attendance & Leave Policy, Maintenance & Infrastructure Policy, Green Campus & Plastic Ban Practice, Mentorship Policy, Scholarship Policy** etc are established to maintain the best practice and



transparency for all the stakeholders of the institution.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Institutional perspective Plan and deployment documents on the website	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 6.2.2

*Institution implements e-governance in its operations*

1. Administration
2. Finance and Accounts
3. Student Admission and Support
4. Examination

**Response:** A. All of the above

File Description	Document
Screen shots of user interfaces of each module reflecting the name of the HEI	<a href="#">View Document</a>
Institutional expenditure statements for the budget heads of e-governance implementation ERP Document	<a href="#">View Document</a>
Annual e-governance report approved by the Governing Council/ Board of Management/ Syndicate Policy document on e-governance	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 6.3 Faculty Empowerment Strategies

### 6.3.1

**The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression**

**Response:**

The College requires that the teachers furnish a self-evaluation form every year, on the basis of one to

one discussion with the HR Head and President. This provides an insight into one's own assessment of effectiveness of the teaching style and its impact on the students. It highlights how the teacher handles different situations that affect the learning progress of the students.

HR Departments collate the data for appraisal of teaching-learning activities of teachers in the form of departmental reports/ which are then forwarded to the Principal. The IQAC of the college assesses the report submitted by the faculty/department and does an academic audit which is then shared with the departments.

The performance appraisal is also used for Career Advancement of the teachers who are updated about their performance at each level. If there is a scope for improvement on the part of the teacher, they are advised to upgrade themselves. This is crucial for later promotions as per the norms. The whole system is carried out in a confidential manner. The respective teacher is informed about the same and suggestions given.

### **Non-Teaching Appraisal:**

The College follows the performance appraisal procedures as per UGC norms. Each employee fills and submits online the Annual Performance Appraisal Report (APAR). This Document is then Certified by the respective Reporting Officer of the employee and further certified by Reviewing Officer.

### **Teacher's Evaluation by Students**

Students are given the opportunity to provide their feedback of the teachers. As per the procedures outlined by the IQAC, the feedback forms are available online on College website and the Teacher-in-Charge (TIC) ensures that the students of the department fill the feedback questionnaire. The questionnaire is structured to elicit responses for parameters like communication skills, subject knowledge, discipline, work-ethics, curriculum to provide effective mentoring and career guidance to students and grade the teacher's ability in creating an interactive, discussion-oriented and democratic classroom.

These forms are then evaluated by TIC and the Principal of the institution with the help of IQAC who analyses all the reports and meets with teachers with constructive feedback and corrective measures.

### **Effective Welfare Measures:**

**Employees Provident fund:** As per the government rules maximum of Rs. 1800 is credited to employees PF account by RCMB and the equal amount is contributed by the employee. 8.33% of RCMB's contribution of PF goes to PF pension scheme and remaining in employees PF. All eligible staff members have availed benefit of the scheme.

**Employees Deposit Linked Insurance (EDLI):** RCMB contributes for Employees Deposit Linked Insurance Scheme applicable in case of unfortunate death during service. All staff members are part of the scheme.

**Gratuity** is payable to the employees after 5 years of permanent service. All staff members are eligible for this benefit.

**Group Insurance:** In case of an unfortunate incidence staff members get insurance benefit. All permanent staff members are part of the scheme.

**Maternity leave:** 180 days of maternity leave is applicable with full pay.

**Loan Benefits:** Both the teaching and non-teaching staff can avail Loan facilities as per the established guidelines. Soft Loan, interest free, is available for the teaching and non- teaching staffs. Additionally, quick Provident Fund Loan Facility as per the Provident Fund Guidelines is also available for all of them.

**Fee concession:** Wards of non-teaching staff members studying in RCMB get a 10 % fee concession.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 6.3.2

**Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years**

**Response:** 87.65

**6.3.2.1 Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
19	15	15	14	8

<b>File Description</b>	<b>Document</b>
Policy document on providing financial support to teachers	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Copy of letter/s indicating financial assistance to teachers and list of teachers receiving financial support year-wise under each head.	<a href="#">View Document</a>
Audited statement of account highlighting the financial support to teachers to attend conferences / workshop s and towards membership fee for professional bodies	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

### 6.3.3

*Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years*

**Response:** 63.39

**6.3.3.1 Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
19	15	15	14	8

**6.3.3.2 Number of non-teaching staff year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
14	5	5	4	3

File Description	Document
Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Copy of the certificates of the program attended by teachers.	<a href="#">View Document</a>
Annual reports highlighting the programmes undertaken by the teachers	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 6.4 Financial Management and Resource Mobilization

### 6.4.1

**Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)**

#### Response:

Regional College of Management Bangalore adopts a strategic approach to fund mobilization and resource utilization.

#### Fund Mobilization:

- **Primary Contributors:**

- **RCM Trust:** This trust serves as the primary source of funding for the college, providing crucial financial support for infrastructure, faculty development, and operational costs.
- **Student Fees:** Student tuition fees contribute significantly to the college's revenue stream, enabling the provision of quality education and essential facilities.
- **Bank Loan :** RCMB has taken loan from CO OPERATIVE bank and HDFC Bank
- **Individual Philanthropic Contributions :** RCM Bangalore has received donations from Individuals as a philanthropic contributions towards education of the students from marginalized communities.

#### Resource Utilization:

- **Academic Activities**
- **Career Developments**
- **Infrastructure Developments**
- **Social Responsibility**

- **Expansion**
- **Prioritizing Staff and Operations.**
- **Investing in Students:** A significant focus is placed on student development programs. This includes:
  - **Scholarships:** Financial aid programs are offered to Local students , the son of the soil, deserving but financially weak students, promoting access to education.
  - **Student-Centric Programs:** The college invests in workshops, industry visits, certification programs, and boot camps, equipping students with practical skills and industry exposure.
  - **International Faculty:** Funds are allocated to invite international adjunct faculty, enriching the learning experience of the Students with diverse perspectives.
- **Social Responsibility:** RCM College allocates a portion of its funds towards social welfare initiatives, contributing to the community's well-being and social upliftment of the poor and needy.

Through the implementation of robust internal controls, regular audits, and proactive resolution of audit objections, RCM Bangalore ensures transparency, accountability, and compliance with regulatory requirements.

#### **Internal Audits:**

1. **Maker Checker Concept:** The college implements the maker-checker concept in its financial processes. Under this system, transactions are initiated by one individual (the maker) and verified by another (the checker) before being finalized. This dual control mechanism helps in preventing errors and fraud.
2. **Daily Supervisory Checks:** The dept Supervisor conducts daily checks on financial transactions to ensure accuracy and adherence to established procedures. This ongoing monitoring helps in early detection of any discrepancies or irregularities.
3. **Record Maintenance:** Comprehensive records of financial transactions, including receipts, invoices, and expenditure, are diligently maintained both manually and electronically. These records serve as crucial evidence during audits and facilitate transparency in financial reporting.
4. **Reconciliations:** Regular reconciliations are performed to match financial records with bank statements, ensuring consistency and accuracy. Any discrepancies identified during the reconciliation process are promptly investigated and resolved.
5. **Internal Audit Reviews:** Internal audit reviews are conducted periodically to assess the effectiveness of internal controls and identify areas for improvement. These reviews help in enhancing operational efficiency and mitigating financial risks.

#### **External Audits:**

- **Annual External Audit:** RCMB College engages a reputable Chartered Accountant firm to conduct an external audit on an annual basis. The external auditors review the college's financial statements, including the balance sheet, income statement, and cash flow statement, to provide an independent assessment of its financial position and performance.
- **Audit Procedures:** The external audit involves comprehensive procedures, including examining financial records, verifying transactions, assessing internal controls, and conducting substantive tests. The auditors follow generally accepted auditing standards (GAAS) to ensure the integrity and reliability of the audit findings.

- **Audit Report Submission:** Upon completion of the audit, the Chartered Accountant firm prepares an audit report summarizing their findings and opinions. The report includes recommendations for improving financial practices and compliance with regulatory requirements.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 6.5 Internal Quality Assurance System

### 6.5.1

**Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities**

#### **Response:**

Our well-established Internal Quality Assurance Cell (IQAC) plays a pivotal role in upholding the institution's vision, mission, and quality policy by actively contributing to various quality initiatives, maintenance, enhancement, and sustenance of quality education. IQAC convenes at regular intervals, engaging in discussions on pertinent issues and making informed decisions, which are implemented after obtaining approval from the management.

At the beginning of each academic year, IQAC's plan of action is incorporated into the institutional calendar of events to strengthen both academic and non-academic aspects of the institution. Collaborative initiatives between academia and industry are encouraged, benefiting both students and educators at higher education institutions. This cross-border collaboration between the college and industry equips graduates with the skills to generate new ideas and chart well-thought-out professional pathways.

To enhance educational quality, IQAC ensures that every faculty member creates a well-planned Program Execution Report that encompasses student-centered and participatory learning, mapping of POs and COs, ICT-enabled teaching and learning, blended learning, strategies to address needs of advanced and slow learners, and assessment formats.

Soliciting critical feedback from students in alignment with learning objectives and seeking assistance from teachers and staff is a common practice of IQAC. The evaluation of inputs follows norms set by NAAC and University Grants Commission.

IQAC, along with departments and faculties, meticulously plans and prepares each program, ensuring effective and timely execution in line with plan of action. The committee also monitors progress and identifies areas for improvement, ensuring accurate dissemination of information to employees, students and departments.

IQAC places a strong emphasis on adoption of new technologies to enhance student-centric learning and provides adequate facilities such as LCD projectors in classrooms, high-speed internet and Wi-Fi connectivity, availability of well-equipped labs with relevant software. Institution also employs extensive experiential learning methods such as model making, presentations, exhibitions, workshops, live demonstrations, industrial visits, and panel discussions with experts in the specific domain, which are conducted regularly.

Institution has comprehensive plans in place to address identified academic needs and is committed to providing a high-quality teaching and learning environment. In addition to regular academic programs, institution offers certificate programs for skill development, training programs to enhance students' employability, pre-placement training, and opportunities for developing communication skills, co-curricular and extracurricular activities, all of which contribute to holistic personality development of students.

IQAC ensures that all the faculty & students are updated with the latest developments in the Corporate & Business World. The faculty are deputed to FDPs, seminars, webinars, conferences, workshops & refreshers courses. The students are provided with business newspapers; organize guest lectures and are deputed to several competitive events, paper presentations, conferences & webinars for knowledge exposure & confidence building. Assignments, class room presentations, group discussions, debates, quizzes & simulation exercises are regularly conducted and monitored.

Students' performances are continuously evaluated & their progress is tracked. Tests are conducted after each & every chapter to continuously assess the student's aptitude. Remedial classes are conducted for slow learners.

All these efforts of the IQAC has culminated in obtaining almost 100% results in the final examinations conducted by the university and in securing placements for the graduating students.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 6.5.2

### Quality assurance initiatives of the institution include:

- 1.Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented**
- 2.Academic and Administrative Audit (AAA) and follow-up action taken**
- 3.Collaborative quality initiatives with other institution(s)**
- 4.Participation in NIRF and other recognized rankings**
- 5.Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.**



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

<b>File Description</b>	<b>Document</b>
Quality audit reports/certificate as applicable and valid for the assessment period.	<a href="#">View Document</a>
NIRF report, AAA report and details on follow up actions	<a href="#">View Document</a>
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date.	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>
Link to Minute of IQAC meetings, hosted on HEI website	<a href="#">View Document</a>

## Criterion 7 - Institutional Values and Best Practices

### 7.1 Institutional Values and Social Responsibilities

#### 7.1.1

**Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.**

*Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words*

#### **Response:**

Regional College of Management[RCM] Bangalore has implemented a range of initiatives to promote gender equity over the past five years. From its annual gender sensitization action plan to the provision of specific facilities for women, the institution is dedicated to creating an environment where women feel safe, supported, and empowered to succeed.

#### ***Annual Gender Sensitization Action Plan***

RCM Bangalore's annual gender sensitization action plan is a cornerstone of its commitment to gender equity. The institution has a commendable balance, with 50% of its student body comprising girls and 40% of its workforce being women. This deliberate effort ensures a diverse and inclusive environment that speaks equal opportunities for all.

**Curricular Sensitization:** Recognizing the pivotal role of education in shaping attitudes and Perceptions, we have incorporated gender sensitivity into curricular framework. Faculty members actively engage in training and workshops on gender-sensitive teaching methodologies, ensuring classroom interactions are inclusive and free from stereotypes. These initiatives not only provide students with a comprehensive understanding of gender-related challenges but also empower them to become agents of change and advocates for gender equity.

**Co-curricular Activities:** To foster culture of inclusivity outside classroom, co-curricular activities are designed to celebrate diversity and promote gender equity. We encourage and support, establishment of student-led gender equity clubs and organizations, providing platforms for open dialogue and awareness raising campaigns. These initiatives have proven instrumental in breaking down barriers and challenging gender stereotypes.

#### ***Specific Facilities Provided for Women***

- 1. Safety and Security:** The institution prioritizes the safety and security of its female members. To this end, comprehensive CCTV coverage is installed throughout the campus, supplemented by mandatory ID card checks for entry. A sturdy compound wall and security check at the gate further enhance safety measures. The well-lit campus provides a secure environment for women to study and work.
- 2. Counseling Services:** RCM Bangalore offers robust counseling services tailored to the needs of women. Ms. Sukanya Roy, a highly qualified counselor with a Master's degree in Psychology,

leads the counseling team. Additionally, Professor Zabiullah, an advocate in the committee for women's sexual harassment, provides legal support and guidance. Furthermore, a dedicated woman life coach Ms Monica , a life coach of International standard is available to provide mentorship and support, empowering women to overcome challenges and achieve their full potential.

3. **Girls' Common Room:** The institution recognizes the importance of providing a comfortable and conducive space for women to relax and socialize. The girls' common room is equipped with amenities such as sanitary hygiene products, a sick room for medical emergencies, and clean washrooms with hand sanitizers. Indoor and outdoor game facilities are also available, encouraging women to engage in recreational activities and maintain a healthy lifestyle.
4. **Celebration of International Women's Day:** RCM Bangalore Institution commemorates International Women's Day on March 8th each year with great enthusiasm. The occasion serves as a platform to celebrate the achievements of women and reaffirm the institution's commitment to gender equality. Women from various fields are invited as guest speakers to inspire and motivate students and faculty members, fostering a culture of empowerment and solidarity.
5. **Self Defense Training :** The college used to have regular Self defense training classes for all the girl students and women employees.
6. **Sexual Harassment committee** – There is an Internal Complaint committee with the representations from Students ,Management , Teaching and Non-Teaching staffs .

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 7.1.2

#### The Institution has facilities and initiatives for

1. **Alternate sources of energy and energy conservation measures**
2. **Management of the various types of degradable and nondegradable waste**
3. **Water conservation**
4. **Green campus initiatives**
5. **Disabled-friendly, barrier free environment**

**Response:** A. 4 or All of the above

<b>File Description</b>	<b>Document</b>
Policy document on the green campus/plastic free campus.	<a href="#">View Document</a>
Geo-tagged photographs/videos of the facilities.	<a href="#">View Document</a>
Circulars and report of activities for the implementation of the initiatives document	<a href="#">View Document</a>
Bills for the purchase of equipment's for the facilities created under this metric	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

### 7.1.3

**Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following**

- 1.Green audit / Environment audit**
- 2.Energy audit**
- 3.Clean and green campus initiatives**
- 4.Beyond the campus environmental promotion activities**

**Response:** A. All of the above

<b>File Description</b>	<b>Document</b>
Report on Environmental Promotional activities conducted beyond the campus with geo tagged photographs with caption and date	<a href="#">View Document</a>
Policy document on environment and energy usage Certificate from the auditing agency	<a href="#">View Document</a>
Green audit/environmental audit report from recognized bodies	<a href="#">View Document</a>
Certificates of the awards received from recognized agency (if any).	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

### 7.1.4

**Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of**

**students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)**

**Response:**

Regional College of Management Bangalore (RCMB) is committed to an inclusive environment that celebrates diversity and promotes tolerance and harmony among its students and staff members. Recognizing the rich heritage of cultures, languages, and traditions that make up India, RCMB has implemented a range of initiatives to embrace this diversity.

One of the cornerstones of RCMB's inclusivity efforts is its celebration of national and internal events. Throughout the academic year, the college organizes events such as **Independence Day, Republic Day, Karnataka Rajyotsava, Saraswati Puja, and Ganpati Utsav**. These diverse events serve as opportunities for the RCMB community to come together, irrespective of cultural or religious backgrounds, to commemorate and celebrate important milestones and festivals in India's history and tradition. By actively participating in these events, students and staff members learn about and appreciate the cultural significance of each occasion, creating a sense of unity and respect for diversity.

Another key initiative at RCMB is to organize an annual **food festivals** that showcase the culinary delights of different regions across India. These festivals provide a platform for students and staff to prepare and serve a wide variety of traditional dishes of their own region, highlighting the diverse flavours and cooking styles that characterize Indian authentic cuisine. Through these programs, every students and staffs not only experience the taste of variety but also gain a deeper understanding and appreciation of the cultural heritage and culinary traditions of various states of India.

In addition to food festivals, RCMB hosts **ethnic days** where students and staff are encouraged to dress in traditional attire and take part in cultural activities that reflect the diversity of Indian society. These events offer a vibrant showcase of colours, fabrics, and styles, as participants proudly exhibit the rich cultural heritage of their respective regions. Along with the traditional attire, ethnic days also feature traditional music, dance performances, and art exhibitions, that celebrates the multifaceted nature of Indian culture.

Moreover, RCMB recognizes the importance of language as a vital component of cultural identity. To cater to the linguistic diversity among its student body, the college offers **language classes** for non-Kannadigas, providing them with the opportunity to learn and appreciate the local language and culture. By encouraging multilingualism, RCMB promotes cross-cultural communication and understanding, breaking down barriers and promoting inclusivity within the college community.

Furthermore, cultural functions are organized regularly at RCMB, showcasing the diversity of Indian society through music, dance, drama, and other art forms. These events serve as platforms for students and staff to express themselves creatively while celebrating the rich cultural mosaic of the nation. .

The preamble can be referred to as the preface which highlights the entire Constitution, makes it very clear that the ideals of the Constitution have to percolate to every citizen of India. We sensitize the students and the employees of the institution to the Constitutional Obligations about values, rights, duties, and responsibilities of citizens which enables them to imbibe as a responsible citizen.

The affiliating University curriculum is framed with mandatory courses like Professional Ethics and

Human Values, Constitution of India, Essence of Indian Traditional Knowledge, as a step in the right direction to inculcate constitutional obligations amongst the students.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 7.2 Best Practices

### 7.2.1

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

**Response:**

#### **Best Practice-1**

##### **1. Title of Practice**

Mentorship Program for Enhanced Employability and Well-being

##### **2. Objective of the Practice**

The Mentorship Program at RCMB College aims to bridge the gap between academic knowledge and professional preparedness by:

- Equipping students with practical management skills and industry insights from experienced mentors.
- Personal and professional development through a supportive and holistic approach.
- Encouraging open communication, allowing students to address physical, mental, and psychological concerns.
- Increasing students' employability by enhancing their branding and teamwork abilities.

##### **3. The Context**

Recent graduates often face challenges transitioning from academic environments to professional settings. The RCMB College Mentorship Program recognizes this gap and strives to prepare students for successful careers. By providing personalized guidance from seasoned professionals, the program empowers students to have better career choices, develop essential soft skills, and build resilience for future challenges.

##### **4. The Practice**

The Mentorship Program pairs 15 students with each mentor, carefully considering compatibility and career aspirations. Mentors are industry veterans with extensive corporate experience, offering valuable insights and real-world perspectives. The program incorporates a diverse range of activities:

- **Management Lessons and Games:** Interactive sessions equip students with communication, negotiation, problem-solving, and leadership skills. Games create a stimulating environment for learning and applying these concepts.
- **Brandoverse:** This unique program challenges students with a product branding project. Working collaboratively, students gain valuable experience in brand strategy, marketing, and teamwork.
- **Team Building Activities:** Interactive exercises foster collaboration, communication, and conflict resolution skills, preparing students to excel in team-oriented workplaces.
- **Regular Communication with Parents:** Mentors maintain open communication with parents, providing updates on student progress, well-being, and academic performance. During the pandemic, video calls ensured continued parental engagement and support.
- **Holistic Support System:** Mentors serve as trusted confidantes, offering guidance and support on students' physical, mental, and psychological well-being. Students are encouraged to openly discuss challenges and receive valuable advice.
- **24/7 Availability:** Mentors prioritize student needs and are readily available to offer support and guidance round the clock.

## 5. Evidence of Success

The Mentorship Program has demonstrably improved student outcomes:

- **Increased Placement Rates:** Since the program's inception, RCMB College has witnessed a significant rise in student placement rates. Graduates are securing positions with leading companies and receiving competitive packages.
- **Enhanced Professional Performance:** Alumni consistently report feeling well-prepared for their careers. Mentorship guidance has equipped them with the skills and confidence to excel in their professional roles.
- **Improved Personal Development:** Students credit the program for better personal growth, improved communication, and greater self-awareness. Mentors have played a crucial role in shaping well-rounded individuals ready to thrive in both professional and personal spheres.

## 6. Problems Encountered and Resources Required

- **Mentor Recruitment and Training;**
- **Student-Mentor Matching;**
- **Resource Allocation;**

### Best Practice -2

**Title of Practice:** Enhancing Student Well-being through "Happiness Class" Program at RCMB

**Objective of the Practice**

In today's world, success cannot be solely measured by academic or professional achievements; rather, it must be complemented by a sense of fulfillment and contentment. The primary objective of the Happiness Program at RCMB is to help students to grow with the mindset necessary to lead happy and successful lives.

The Happiness Class program aims to:

- Equip students with tools and techniques to manage stress and become self content.
- Develop Emotional intelligence and resilience for thriving in a demanding world.
- Maintain physical and mental health through a holistic approach.
- Encourage a sense of purpose of life and social responsibility.

### **The Context**

Modern life presents numerous challenges for young adults, including academic pressure, social anxieties, and career uncertainties. In the fast-paced competitive environment of higher education, students often face immense pressure to excel academically. Even in the professional world they are under tremendous stress to perform. These factors negatively impact the mental and physical well-being of the management Graduates. They even fail to reach their full potential.

In a survey it shows the attention span of a student has come down drastically. The often distraction of Social media actually has a toll on their Concentration level. The materialistic world has a continuous pressure on extravagant life.

Recognizing this, RCM Bangalore introduces the happiness class by providing students with essential life skills to face these challenges in day to day life.

### **The Practice**

The Happiness Class includes a diverse range of activities designed to promote individual well-being:

- **Yoga Class:** The yoga session in the curriculum provides students with an improved physical and mental fitness. Under the guidance of experienced instructors, these sessions focus on asanas (postures), pranayama (breath control), and meditation techniques. Through regular practice, students develop flexibility, strength, and concentration, while also learning to manage stress and enhance mindfulness. This also has a direct impact on their academic excellence.
- **Meditation Sessions:** Meditation serves as a powerful tool for stress reduction and emotional regulation. The "Happiness Class" program at RCMB College includes guided meditation sessions for students that helps mind relaxation and inner peace. These sessions help students learning new mindfulness techniques to face challenges more effectively and improve overall well-being.
- **Zumba Dance Workshops:** Zumba dance workshops inject an element of fun and excitement into the program while also promoting physical fitness. Led by energetic instructors, these sessions encourage students to unleash their creativity and express themselves through dance. The upbeat music and dynamic movements not only provide a cardio workout but also uplift spirits and create a sense of camaraderie among students.
- **Life Coaching for Mental and Physical Health:** In addition to physical activities, the "Happiness Class" program incorporates life coaching sessions to address the broader aspects of



student well-being. Certified coaches provide personalized guidance on goal-setting, time management, stress management, and interpersonal relationships. These sessions empower students to develop resilience, cultivate positive habits, and face life's challenges with confidence.

- **Upholding Institutional Values and Social Responsibilities:** The program embeds the importance of contributing to the larger community. Activities include:
  - **RCMB Students' Engagements;**
  - **Engagement with Old Age Homes and Orphanages;**
  - **Health Check-up Camps;**
  - **Donation of Daily Needs;**
- **Eye Check-up Camps in Villages;**
- **Teaching at Rural Primary Schools;**

### Evidence of Success

The Happiness Class program has demonstrably improved student well-being and overall life satisfaction:

- **Reduced Stress Levels;**
- **Improved Academic Performance;**
- **Increased Social Engagement;**
- **Stronger Sense of Community;**
- **Positive Alumni Feedback;**

### Problems Encountered and Resources Required

- **Scheduling Conflicts;**
- **Qualified Instructors;**
- **Sustainability;**
  
- **Transportation and Logistics**

File Description	Document
Any other relevant information	<a href="#">View Document</a>
Best practices as hosted on the Institutional website	<a href="#">View Document</a>

## 7.3 Institutional Distinctiveness

### 7.3.1

**Portray the performance of the Institution in one area distinctive to its priority and thrust within**

**1000 words**

**Response:**

**“Empowering rural students for corporate readiness through innovative programs and collaborative partnerships”.**

Regional College of Management Bangalore [RCMB] distinctiveness lies in its commitment “empowering rural students for corporate readiness through innovative programs and collaborative partnerships”. By providing access to quality education, financial support, and mentorship opportunities, the college is shaping the future of those students and contributing to the socio economic development of rural communities.

RCM Bangalore stands out in its mission in the following way.

1. Identify and spot the Rural Students through Global Outreach Program
2. Special Scholarships and Financial Support by funding through SBI Scholars scheme
3. Focused training and Development through Mentorship program
4. Instill confidence and Leadership by involving them into college activities through various Programs in the college.

1. Global Outreach Program:

RCMB's "Global Outreach Program" serves as a transformative initiative, using the power of education to empower rural communities and create inclusive development. By providing quality training and mentorship to undergraduate students in colleges and schools across rural Bengal & neighboring Chikkaballapur districts, the program not only equips them with essential skills for corporate readiness but also instills hope and aspiration for a brighter future.

**2. Collaborative Partnerships:**

RCMB partners with Govt Institutions of backward regions such as 1) Disergarh college, Disergarh, Purulia, 2) Raghunathpur College, 3) JK College, District Purulia 4) Nistarini Girls College, Purulia, 5) Chittaranjan College, and 6) Mython College, District -Burdwan of West Bengal state and 1) Govt First Grade college, Chikkabalapura, 2) Govt. Women College Chikkaballapur, 3) Golden Gleam First Grade College, Chikkaballapur 4) Krishna Rukmini First Grade College, Chikkabalapura and 5) Maheswari Institute of Management and Science of the neighboring Rural Bangalore and Chikkabalapura district help out to reach students in remote areas and facilitating engagement. Through these collaborative efforts, RCMB has been creating a supportive ecosystem where students are being improved academically and professionally, regardless of their geographical location or background.

Apart from online and offline training for All students of those colleges, RCM Bangalore screens a few students through its own R-MAT entrance and get them admissions on Special Quota in the college.

**3. Financial Support from State Bank of India:**

As the students are from Rural background with financially stressed, RCMB has been giving them special Scholarships based on their merit and background. The Karnataka students are getting Special

scholarship as being the son of the soil. Furthermore RCMB has established a partnership with the State Bank of India, the leading nationalized bank, to provide financial assistance. Under this collaboration, students receive funding for their education, with the entire collateral free loan being financed by the bank. After completing their studies, students are given an additional year to repay the loan, with minimal monthly installments that are a negligible portion of their post-study placement income..

#### **4. Mentorship Program:**

As most of the students are from Rural background, they need a holistic student development program in preparing them for the dynamic professional world. Under the “Mentorship Program “each mentor, with extensive corporate experience, is assigned a group of 15 students from a batch. The Mentorship Program is designed to nurture students with well-rounded professional qualities, including skills, attitudes, and confidence to excel in their careers. Through individualized attention, career readiness initiatives, and collaborative learning opportunities, the students are prepared themselves for the corporate world and society.

#### **5. Engage Students into Special Activities in the college for their Holistic Development:**

RCMB organizes a diverse range of extracurricular activities at regular intervals to complement classroom learning. These activities, including "Adda with President," tent nights, trekking expeditions to Nandi Hills, and excursions to Western Ghat hills etc. offer students unique opportunities for personal growth, networking, and exploration beyond the confines of traditional education. The students from the marginalized section of the society get an opportunity to mingle with other students from different background and gain confidence to lead their life on their own terms.

These activities empower students to thrive academically, professionally, and personally

**"Adda with President":** "Adda with President" sessions is a platform for informal interaction with the college president. In an informal seating & open dialogue with students insights into the college's vision, mission & goals, The President shares his thoughts, ideas & upcoming initiatives for the college. Moreover, students have the opportunity to voice their concerns, share ideas, and seek guidance directly from the college leadership. This informal setting develops a sense of community and transparency, empowering students to actively engage in shaping their educational experience.

**Tent Nights at Campus:** Tent night is a unique students activity to connect with nature and their peers. This is a first time experience for many students to experience life, out of their comfort zone. Set against the backdrop of the college campus, these outdoor camping experiences promote camaraderie, teamwork, and resilience. Students engage in activities starting from setting up tents, preparing barbeque, bonfires, JAM sessions and stargazing, increase bonding among peer groups that extend beyond the classroom.

**Trekking Expeditions to Nandi Hills:** Trekking expeditions to Nandi Hills offer these students a chance to go on a physical and mental adventure. The students are grouped, led by the respective mentor, push their limits, overcome obstacles, and embrace the spirit of exploration. As students move the rugged terrain and ascend to the top of the Nandi hills, they develop resilience, perseverance, and teamwork.

**Excursions to Western Ghat hills:** Every year RCMB students go for Excursions to different places at western ghat like Sakleshpur and Chikmagalur. Students explore picturesque coffee plantations, serene waterfalls, and historic landmarks, gaining insights into local traditions, cuisine, and heritage. These trips

offer opportunities for experiential learning, cultural exchange, and personal enrichment.

**International Trip to Malaysia** : Disciplined & Persistent students ( Attendance >85% and academic score >80% ) are getting opportunity to visit an foreign country to have an International exposure for free of cost.

**Impact:** RCM Bangalore has been relentlessly working with the Rural students to bring them to the mainstream. No capable student should miss the opportunity to be successful in life despite their rural and economically challenged background.

File Description	Document
Appropriate web in the Institutional website	<a href="#">View Document</a>
Any other relevant information	<a href="#">View Document</a>

## 5. CONCLUSION

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### Additional Information :

Regional College of Management Bangalore [RCMB] stands as a thriving and aspiring institution in the field of education, with a strong commitment to providing quality education since its inception. The college has taken significant steps to ensure excellence through various initiatives and collaborations:

**1. Quality Education:** Right from its establishment, the IQAC of Regional College of Management Bangalore [RCMB] has been dedicated to delivering high-quality education to its students, ensuring their overall academic and personal growth.

**2. Industrial Collaborations:** The College has fostered strong ties with industries, creating opportunities for students to gain practical exposure and experience the real-world application of their knowledge.

**3. Institutional Collaborations:** The college has established fruitful partnerships with other institutions, leading to exchange programs, joint ventures, and collaborative research projects, broadening the horizons of knowledge and innovation, encouraging students to participate in social and community services actively.

**4. Distinguished Community Services:** The College is known for its significant contributions to society, actively engaging in various community service initiatives, and making a positive impact on the lives of underprivileged communities.

**5. Instilling Social Responsibility:** Regional College of Management Bangalore [RCMB] takes pride in instilling a strong sense of social responsibility among its students, encouraging them to use their education and skills to uplift the underprivileged sections of society.

**6. Gender Inclusivity:** The College promotes and practices gender inclusivity, creating an inclusive and empowering environment for all students, irrespective of gender, to pursue their aspirations.

With its unwavering dedication to providing quality education, fostering industry connections, promoting community service, and ensuring gender inclusivity, Regional College of Management Bangalore [RCMB] emerges as an exemplary educational institution, preparing its students not only for successful careers but also for being responsible and compassionate citizens of the world.

### Concluding Remarks :

Regional College of Management Bangalore [RCMB] is a young but progressive/forward-looking institution, committed to comply with the transformational higher education aspirations of the NEP 2020, and will go the last mile to kindle and emphasize on the acquisition of **5Cs - Communication, Curiosity, Creativity, Critical thinking and Collaboration** – amongst its Learners. Towards this, the institution has put in place an elaborate, time scheduled strategic Institutional Development Plan (IDP). This plan has already been initiated and would be a beacon to render the institution, both, competitive and globally-recognized. It is the aspiration of the institution to build strong student-centric educational endeavors for multi-dimensional learning opportunities engrained in human values, ethics and Indian Ethos. Interaction with renowned personalities during guest lectures and conferences have sparked a profound commitment towards fellow beings and society at large.

Ultimately, the institution's vision is to contribute to making the world a better place by nurturing reflective intelligence and fostering a high-value quotient among its citizens.