

**St. Joseph's College of Commerce
(Autonomous)**



**ANNUAL QUALITY ASSURANCE REPORT
(AQAR)**

For the Academic year 2017-18

Submitted to



राष्ट्रीय मूल्यांकन एवं प्रत्यायन परिषद्

विश्वविद्यालय अनुदान आयोग का स्वायत्त संस्थान

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

An Autonomous Institution of the University Grants Commission

P. O. Box. No. 1075, Opp: NLSIU, Nagarbhavi, Bangalore - 560 072 India

**The IQAC Annual Quality Assurance Report (AQAR) for Academic Year
2017- 2018 of the St. Joseph's College of Commerce (Autonomous)**



This report is the tangible results achieved in key areas, specifically identified by the institutional IQAC at the beginning of the academic year. The AQAR presents the results/outcomes of the perspective plan worked out by the IQAC.

Part – A

I. Details of the Institution

1.1 Name of the Institution	St. Joseph's College of Commerce
1.2 Address Line 1	No 163
Address Line 2	Brigade Road
City/Town	Bangalore
State	Karnataka
Pin Code	560025
Institution e-mail address	principal@sjcc.edu.in
Contact Nos.	080-25360644/46

Name of the Head of the Institution:

Dr Daniel Fernandez SJ

Tel. No. with STD Code:

080-255403835

Mobile:

+91-9448055264

Name of the IQAC Co-ordinator:

Ms. Shivakami Rajan

Mobile:

9986996639

IQAC e-mail address:

iqac@sjcc.edu.in

1.3 NAAC Track ID (For ex. MHC0GN 18879)

OR

1.4 NAAC Executive Committee No. & Date:

(For Example EC/32/A&A/143 dated 3-5-2004.
This EC no. is available in the right corner- bottom
of your institution's Accreditation Certificate)

EC/62/RAR/159 dated 1.05.2013

1.5 Website address:

www.sjcc.edu.in

Web-link of the AQAR:

<https://www.sjcc.edu.in/pdf/iqac-aqar17-10>

For ex. <http://www.ladykeanecollege.edu.in/AQAR2012-13.doc>

1.6 Accreditation Details

Sl. No.	Cycle	Grade	CGPA	Year of Accreditation	Validity Period
1	1 st Cycle	5 Star		2001	5 years
2	2 nd Cycle	A	85.40	2007	5 years
3	3 rd Cycle	A	3.37	2013	7 years
4	4 th Cycle				

1.7 Date of Establishment of IQAC: DD/MM/YYYY

01/04/2005

1.8 AQAR for the year (for example 2010-11)

2017-18

1.9 Details of the previous year's AQAR submitted to NAAC after the latest Assessment and Accreditation by NAAC (for example AQAR 2010-11 submitted to NAAC on 12-10-2011)

SL.NO	Report Details	Submitted to NAAC on
1	AQAR_2012-13	10/7/13
2	AQAR_2013 - 14	23/9/14
3	AQAR_2014 - 15	25/7/15
4	AQAR_2015 – 16	13/8/16
5	AQAR_2016 – 17	12/07/17
6	AQAR_2017-18	30/11/18

1.10 Institutional Status

University State Central Deemed Private

Affiliated College Yes No

Constituent College Yes No

Autonomous college of UGC Yes No

Regulatory Agency approved Institution Yes No

(eg. AICTE, BCI, MCI, PCI, NCI)

Type of Institution Co-education Men Women

Urban Rural Tribal

Financial Status Grant-in-aid UGC 2(f) UGC 12B

Grant-in-aid + Self Financing Totally Self-financing

1.11 Type of Faculty/Programme

Arts Science Commerce Law PEI (Phys Edu)

TEI (Edu) Engineering Health Science Management

Others (Specify)

1 Year Post Graduation Diploma

1.12 Name of the Affiliating University (for the Colleges)

Bangalore University

1.13 Special status conferred by Central/ State Government-- UGC/CSIR/DST/DBT/ICMR etc

Autonomy by State/Central Govt. / University

University with Potential for Excellence

UGC-CPE

DST Star Scheme

UGC-CE

UGC-Special Assistance Programme

DST-FIST

UGC-Innovative PG programmes

Any other (*Specify*)

UGC-COP Programmes

2. IQAC Composition and Activities

2.1 No. of Teachers

2.2 No. of Administrative/Technical staff

2.3 No. of students

2.4 No. of Management representatives

2.5 No. of Alumni

2.6 No. of any other stakeholder and
Community representatives

2.7 No. of Employers/ Industrialists

2.8 No. of other External Experts

2.9 Total No. of members

2.10 No. of IQAC meetings held

2.11 No. of meetings with various stakeholders: No. Faculty
Non-Teaching Staff Students Alumni Others

2.12 Has IQAC received any funding from UGC during the year? Yes No
If yes, mention the amount

2.13 Seminars and Conferences (only quality related)

(i) No. of Seminars/Conferences/ Workshops/Symposia organized by the IQAC

Total Nos. International National State Institution Level

(ii) Themes

“Teachers and Patents – Negotiating the world of Intellectual Property Rights” “was organised on December 19, 2017. In Collaboration with Academy for Creative Teaching. The resource person was Dr. M Kantha Babu from Anna University, Coimbatore.

2.14 Significant Activities and contributions made by IQAC

Some of the important activities and contributions made by IQAC during the academic year are as follows:

- **National Seminar: Teachers and Patents – Negotiating the world of Intellectual Property Rights**

The Internal Quality Assurance Cell (IQAC) organized an interactive seminar entitled ‘Teachers and Patents – Negotiating the world of Intellectual Property Rights’ on December 19, 2017. The seminar aimed at bringing awareness about the power of ideas among the academia and the growing need to protect them in today’s world. The keynote session was presided over by Dr. M Kantha Babu, Professor, Department of Manufacturing Engineering, and Director, Center for Intellectual Property Rights (CIPR), Anna University, Chennai, who introduced the concepts of intellectual property rights, highlighting certain key aspects like patentability criteria and consequences of infringement.

- **Outcome Based Education**

IQAC is working towards introducing Outcome-Based Education in the college’s learning scheme. Outcome-based education is an educational theory that focuses on setting academic

goals and working towards achieving those goals in a systematic manner. The aim is to have each student achieve this predetermined goal by the end of the educational program. The major benefits of this educational methodology include clarity in terms of the end goal for the students and flexibility in the forms of teaching.

A national level conference was organized followed by a three-day workshop to create awareness and exposure to the faculty members about the entire process. A committee of 10 members was formed for implementation for OBE. This committee held numerous meetings to deliberate on the implementation process. The process began with the defining of the graduate attributes in alignment with the mission and vision of the institution. Subsequently the program objectives and the course -specific objectives have been formulated. Concurrently course objectives and course outcome of each program have been defined at the course level. Finally, the course outcomes are mapped with program outcomes and intern program outcomes are mapped with graduate attributes. Thus, OBE brings about change in curriculum design, teaching learning and assessment so as to meet the aspirations of higher education.

- **MOOCs**

IQAC has initiated the process of enrolment into MOOCs (massive open online course). This academic year MOOCs from edx.org and SWAYAM were embedded in the CBCS curriculum and students were encouraged to register for the courses under the guidance of faculty members. A number of students enrolled and completed MOOCs and the certification was accepted by the Examination department for academic credits.

- **Information Processing and Dissemination**

IQAC in collaboration with the Total Quality Management Team works to collect information on various parameters such as Teaching and Learning, Research and Professional Practices, Graduation Outcome, Outreach and Perception, Student Progression in order to provide such collated data to bodies such as the NIRF and news magazines like India Today and Times of India.

- **Research Coordination**

The IQAC also works tirelessly to assist the college in organizing seminars and workshops. The IQAC conceptualizes the themes for the year, suggests and finalizes resource persons and helps in inviting other colleges and universities and collaborating with them. It also helps the Research Center in publishing of research papers, and gives feedback about the seminars in order to facilitate quality enhancement in future endeavors.

- **Collaborations**

IQAC works with the TQM to facilitate collaborations with academic and professional institutions by holding preliminary meetings with the representatives of colleges, universities and professional bodies and mapping the nature of collaborations. This year IQAC worked towards signing of MoU's with Institute of Management Accountants (IMA), Seattle University and Concordia University. Along with this IQAC also worked towards collaborating with Universiti Putra Malaysia for exposure program.

- **Open House**

The IQAC organized an Open House for the first-year students on 21st February, 2018 in order to give them a platform to share and express their thoughts and feelings. It allowed them to express their views, expectations and experiences with regard to the various aspects of life in college. The Open House focused on a number of topics ranging from students' overall learning experiences within the classrooms and also life beyond it in the spheres of extra and co-curricular activities, sports and so on.

- **Open House (Women)**

The IQAC also organized an Open House specifically to cater to the girl students of SJCC on 22nd February, 2018. In addition to fulfilling the purpose of the Open House as mentioned above, it focused on understanding the experiences and concerns of the girl students in particular. It provided an unbiased, stress-free environment for them to talk about their college life, challenges they face and specific complaints or concerns they have. The open house operates with the aim of using this information to bring about gender equality and providing equal opportunities for men and women.

- **Exit Interview**

The IQAC conducted Exit Interviews in the first week of March, 2018 for the outgoing final-year students. The purpose of these exit interviews is to obtain feedback from the outgoing batches about their experiences over the course of three years at SJCC. It aims to better understand their experiences and their suggestions on various subjects such as relevance of course material, experiences with placements, opportunities provided, sufficiency in terms of market requirements in today's world and so on. The IQAC desires to obtain such valuable information in order to allow for improvement in the relevant areas of learning and such and to all the institution itself to move from strength to strength.

- **Staff Evaluation**

The Institution believes that staff evaluation is an important measure to assess the degree of excellence of the work performed by the faculty members. The evaluation process is conducted periodically and coordinated by IQAC. The standard evaluation criterion is based on certain important parameters like planning and preparation for class; class room environment, and methodology of teaching among many others. The entire class participates in the assessment process. Staff Evaluations are subject to review by the Principal and the consolidated staff rating is discussed with the individual staff members by the Principal. The staff evaluation is centralized and is recorded online. The feedback facility has been introduced into the student login of the ERP systems which makes it easier for students to give their feedback on the various parameters of the Staff Performance Evaluation system.

2.15 Plan of Action by IQAC/Outcome

The plan of action chalked out by the IQAC in the beginning of the year towards quality enhancement and the outcome achieved by the end of the year is presented below

Action	Objectives and Outcomes
ODD SEMESTER	
Induction of new staff members	To Orient about the Institution
IQAC Annual Strategic Meet	To brief about the Annual Action Plan
Faculty Development Programme	To reinforce the Institutional Culture and strengthen various teaching skills sets, number of FDPs were conducted in the Institution.
Orientation for all the Student	To orient about the Institution, academic, autonomy, Examination, Co-curricular and Extra-curricular system
Orientation for Parents	To orient about the Institution, academic, autonomy, Examination, Co-curricular and Extra-curricular system and the role of parents in collaborating with the Institution
Increase Industry-Academia collaborations and strengthen participations with professional bodies	A number of MOU's were signed up with industries and professional bodies.
Reach out to the society and make contribution to the society and improvised people	Many number of outreach extension activities were conducted like traffic management in association with Bangalore Traffic Police and Students lent their free time teaching in government schools in and around the Institution.
EVEN SEMESTER	
General Staff Meeting	To deliberate, appraise and draw consensus on result analysis and develop action plans strategically. To communicate about all activities of the College.
Promote Consultation	Consultation was initiated by creating a consultation team in the college among few senior staff members.
Academic Council Meeting	To discuss, deliberate and decide on various academic policies and programmes.
Board of Studies Meeting	To restructure the courses, certificate programs.
Enhance Research through Funding	The Corpus fund created for research enhancement. This was communicated to the

	staff members for utilization in specific identified areas by the Institution.
Conduct of Remedial Classes	Buddy system was strengthen and motivated to undertake classes for improvement of slow learners.

**Attached the Academic Calendar of the year 2017-2018 as Annexure-i*

2.15 Whether the AQAR was placed in statutory body Yes No

Management Syndicate Any other body

Provide the details of the action taken

Yes, AQAR was placed in the Academic Council and Governing Body

Part – B

Criterion – I

I. Curricular Aspects

1.1 Details about Academic Programmes

Level of the Programme	Number of existing Programmes	Number of programmes added during the year	Number of self-financing programmes	Number of value added / Career Oriented programmes
PhD				
PG	02	1	03	
UG	05	2	07	
PG Diploma				
Advanced Diploma				
Diploma				
Certificate				
Others				
Total				

Interdisciplinary				
Innovative				

1.2 (i) Flexibility of the Curriculum: CBCS/Core/Elective option / Open options

(ii) Pattern of programmes:

Pattern	Number of programmes
Semester	4
Trimester	NA
Annual	NA

1.3 Feedback from stakeholders* Alumn Parents Employers Students
(On all aspects)

Mode of feedback : Online Manual Co-operating schools (for PEI)

*Please provide an analysis of the feedback in the Annexure

1.4 Whether there is any revision/update of regulation or syllabi, if yes, mention their salient aspects.

Yes, syllabus revision has been done. Every department has reviewed the syllabi periodically and updates the same after deliberations in the Board of Studies meetings.

Choice Based Credit System (CBCS)

CBCS offers flexibility in terms of choosing papers and designing the curriculum and syllabus. The academic year 2017-18 saw several milestones being achieved, owing to the CBCS system implemented by the college. A few of them are:

- IT Act, Companies Act 2013, GST and Bankruptcy Act.
- CBCS has also enabled the college to incorporate 30-hours of compulsory lectures on GST. A value added tax designed to replace all indirect taxes levied on commodities by the Central and State governments, the Goods and Service Tax, one of the most relevant and impactful concepts has been integrated into the syllabus to ensure that students are updated about the latest developments in the industry.
- CBCS also provides flexibility for the M.Com (FA) students to pursue a 6 months internship, at various corporate houses which provides them with essential practical knowledge and experience of on-ground practices and procedures. This also facilitates easy transition of the students from college to the corporate sector.
- The number of electives offered by the college was increased from four to six in this academic year, widening the range of options available to the final year students. The two new subjects include International Business and Banking & Insurance.
- Open electives, a concept which was inculcated in the curriculum to enable the students to broaden their horizon beyond the world of commerce, is an interdisciplinary approach to education, which has resulted in the inclusion of subjects like Human Rights, Social Justice, etc.
- Massive Open Online Courses (MOOCs) is an alternative form of open elective offered to students. These MOOCs are free online courses which provide an affordable and flexible way to learn new skills, advance the students' careers and deliver quality educational experiences. In addition, MOOCs also enrich the students by providing International exposure through courses taught by world acclaimed lecturers from universities across the globe. These courses are availed by the students using the platforms, EdX and Swayam.
- Skill development is of paramount importance in an ever changing global environment. In order to provide the students with a competitive edge over their peers the college has incorporated skill based courses in the CBCS structure. The final year UG students do an elective specific skill based course of 60 hours carrying four credits. All the students undergo a mandatory 45 hours course in Excel, Tally and Advanced Excel. The BBA department's initiative – Josephite Business Club has a varied and extensive syllabus which aims to develop the interpersonal skills of the students within the CBCS framework. The B. Com department of the department encourages students to join and participate in toastmasters also as part of the curriculum. A mandatory social internship in the first year and a corporate internship in the second year adds greater value to the curriculum.
- A collaboration was struck between St. Joseph's College of Commerce and Ernst &

Young (EY), one amongst the top 4 professional business consulting & management consulting firms globally, in order to bridge the gap between academia and the industry. This allows the students to develop their knowledge on a tax vertical as well as gain experience on a more global level.

- The college makes available to the students a wide range of Professional Certificate Courses. Students enrolled in the Certificate Program receive training and education from professional bodies such as IMS Pro-school, ISTAR, ICICI and NSE. Association with professionals in the industry provides the students with a distinct advantage in their business careers.
- The CBCS system enables and encourages students to participate in diverse extension and association activities prevalent in the institution. Every student in the college must ensure a compulsory contribution of 60 hours towards such activities. Therefore, students benefit from a broad and holistic education, coupled with in-depth exposure to specific academic disciplines.

1.5 Any new Department/Centre introduced during the year. If yes, give details.

No new department or centre was introduced during the academic year.

Criterion – II

2. Teaching, Learning and Evaluation

2.1 Total No. of permanent faculty

Total	Asst. Professors	Associate Professors	Professors	Others
93	79	14		

2.2 No. of permanent faculty with Ph.D.*

30

2.3 No. of Faculty Positions Recruited (R) and Vacant (V) during the year

Asst. Professors		Associate Professors		Professors		Others		Total	
R	V	R	V	R	V	R	V	R	V
25	25	01	01					26	26

2.4 No. of Guest and Visiting faculty and Temporary faculty

Guest	Visiting Faculty	Temporary
60	24	00

2.5 Faculty participation in conferences and symposia:

No. of Faculty	International level	National level	State level
Attended Seminars/ Workshops	05	68	19
Presented papers	18	33	
Resource Persons	nil	07	12

2.6 Innovative processes adopted by the institution in Teaching and Learning:

Each academic year SJCC aims to rigorously review and revive the existing academic and administrative practices. It includes innovation of ideas which could be successfully implemented into feasible practices to impart holistic education. Below listed are some of the best practices of this academic year:

- **Outcome Based Education**

St. Joseph's College of Commerce has ventured into the model of Outcome Based Education (OBE), where, by the end of the educational experience, each student should have achieved the desired goal. Outcome-based education is an educational theory that focuses on setting academic goals and working towards achieving those goals in a systematic manner. The aim is to have each student achieve this predetermined goal by the end of the educational programme.

- **Dissent and Discuss**

St. Joseph's College of Commerce believes that every individual has the right to express his/her thoughts. The institution attempts to inculcate a sense of realisation of such rights through its academic and co-curricular activities. Various associations and clubs of the Institution and discussion forums of the departments encourage students to engage in critical thinking, participate in a healthy debate and dialogue and develop a commitment to democratic way of life. The institution has made expression of dissent and participation in dialogue as the core values of its holistic education.

- **Service-learning**

Once in a month, the students of the college voluntarily take up the cleaning and maintenance work of the college campus and thereby relieving the house-keeping staff of their duty on that particular day. This voluntary service is inspired by the vision of the Jesuit education and motivated by the Principal's commitment to create an atmosphere of mutual respect and caring

inside the campus. Apart from this, students learn about dignity of labour, develop an ability to empathize with others and develop humility in thought and action. The Student Council has taken up this initiative and encouraged students to be a part of it to promote a sense of belonging to the college and responsibility towards maintenance of cleanliness in the campus.

- **Shared Teaching:**

At St. Joseph's College of Commerce, Shared-Teaching has proven to be one of the best pedagogical approaches for deliberating lectures in classroom. Presence of two faculty members facilitates and multiplies learning capabilities of students by allowing the latter to access appropriate guidance within the stipulated time-frame of the curriculum.

**2.7 Total No. of actual teaching days
During this academic year**

195

2.8 Examination/ Evaluation Reforms initiated by the Institution (for example: Open Book Examination, Bar Coding, Double Valuation, Photocopy, and Online Multiple Choice Questions)

The College has introduced many examination reforms to suit the autonomy standards and also to adhere to the higher education policies and dynamics. Some of key examination and evaluation reforms to bring in new quality enhancing practices were introduced by the Examination Department this year are as follows:

- a) Learning Management System has been utilized to conduct Mid Term Retests in order make the examination process efficient and less time consuming.
- b) The design and format of Marks Card has been updated with ten security features.
- c) Examination Calendar has been included in the Student Handbook for greater clarity with regard to dates of examination.

The Examination Department employed objective evaluative methods and endeavours to maintain transparency in evaluation processes.

2.9 No. of faculty members involved in curriculum restructuring/revision/ syllabus development as member of Board of Study/Faculty/Curriculum Development workshop

All the faculty members of each departments are actively involved in curriculum restructuring/revision/ syllabus development. The number of faculty members were 45 who were involved actively in BOS/Faculty and Curriculum Development workshop. The junior teachers in inculcated in assisting the senior faculties in curriculum restructuring/revision/ syllabus development

2.10 Average percentage of attendance of students

78%

2.11 Course/Programme wise distribution of pass percentage:

Examination Results for academic year 2017- 2018

Semester	Appeared	Outstanding	I Class	II Class	Pass Class	Pass % Excl. Ab
I Sem B.Com (Regular)	390	118	198	20	-	86.15
II Sem B.Com (Regular)	385	87	208	30	2	84.42
I Sem B.Com (IntA/C & Fin)	76	30	42	1	-	96.05
II Sem B.Com (IntA/C & Fin)	78	30	38	5	-	93.59
I Sem B.Com (BPM)	79	11	54	7	0	91.14
II Sem B.Com (BPM)	78	10	45	14	-	88.46
I Sem B.Com (Travel & Tourism)	79	4	44	14	2	81.01
II Sem B.Com (Travel & Tourism)	77	7	41	8	-	72.72
I Sem B.B.A. (Regular)	135	23	72	11	1	79.26
II Sem B.B.A. (Regular)	137	37	78	06	-	88.32
I Sem B.B.A. (CIMA)	71	22	31	11	0	90.14
II Sem B.B.A. (CIMA)	74	23	40	7	-	94.59
I Sem B.B.A. (Entrepreneurship)	65	8	39	6	0	81.54
II Sem B.B.A. (Entrepreneurship)	71	25	33	2	-	84.51
III Sem B.Com (Regular)	226	65	137	11	-	94.25
IV Sem B.Com (Regular)	230	49	144	11	01	89.13
III Sem B.Com (Int. A/C & Fin.)	78	2	66	4	0	92.31
IV Sem B.Com (Int. A/C & Fin.)	79	20	58	-		98.73
III Sem B.Com (BPM)	76	17	53	2	0	94.74
IV Sem B.Com (BPM)	78	33	44	1	-	100
III Sem B.Com (Travel & Tourism)	69	4	41	12	0	82.61

IV Sem B.Com (Travel &Tourism)	72	5	45	9	-	81.94
III Sem B.B.A.	133	46	66	5	0	87.97
IV Sem B.B.A.	131	52	57	8	-	89.31
V Sem B.Com(Reg)	219	47	120	18	-	84.47
VI Sem B.Com	232	28	151	30	1	90.52
V Sem B.Com (Int. A/C & Fin.)	73	10	53	2	0	89.04
VI Sem B.Com (Int. A/C & Fin.)	75	15	51	05	-	94.66
V Sem B.Com (BPM)	76	22	38	6	0	86.84
VI Sem B.Com (BPM)	77	12	48	8	-	88.31
V Sem B.Com (Travel &Tourism)	70	19	42	4	0	92.86
VI Sem B.Com (Travel &Tourism)	75	11	54	4	-	92
V Sem B.B.M.	123	37	65	7	1	89.43
VI Sem B.B.M.	135	39	79	6	-	91.85
I Sem M.Com(Reg)	39	8	24	0	7	82.05
II Sem M.Com(Reg)	40	6	30	-	-	90
I Sem M.Com (IB)	48	1	28	8	11	77.08
II Sem M.Com (IB)	47	7	28	1		76.60
I Sem M.Com (FA)	42	9	30	2	1	97.62
II Sem M.Com (FA)	42	14	27	-	-	97.62
III Sem M.Com(Reg)	34	14	18	0	2	94.12
IV Sem M.Com(Reg)	36	8	20	5	-	91.66
III Sem M.Com (IB)	42	11	27	3	1	97.62
IV Sem M.Com (IB)	43	10	30	3	-	100

2.12 How does IQAC Contribute/Monitor/Evaluate the Teaching & Learning processes:

The Internal Quality Assurance Cell has played a significant role in adopting and implementing Various qualitative measures to further excellence in teaching, learning and evaluation process in the Institutions and has endeavored to make the teaching and learning more student-centric joyful experience. Some of the initiatives are

Introduction of teaching lesson plan: The faculty members are expected plan out their teaching plan for the subject or course allocated to them. The teachers then discuss the same and arrive at a common understanding regarding the length and depth of each concepts to be covered by them commonly in all classes and a single lesson plan is then arrived at. This discussion is spearhead by identified subject coordinator for each subject or course. The common lesson plan is then uploaded on the website for student’s access and information. The students can give their feedback about the portions covered, methodology used as and when required.

Introduction of CIA plan: The continuous internal assessment is planned at the commencement of the academic year along with the time table for each teachers. This is planned in consultation with the examination department. The teachers then plan out the teaching in accordance to the dates earmarked for the CIA ensuring that the relevant portion are covered as per the CIA schedule.

2.13 Initiatives undertaken towards faculty development

<i>Faculty / Staff Development Programmes</i>	<i>Number of faculty benefitted</i>
Refresher courses	94
UGC – Faculty Improvement Programme	47
HRD programmes	94
Orientation programmes	94
Faculty exchange programme	1
Staff training conducted by the university	15
Staff training conducted by other institutions	15
Summer / Winter schools, Workshops, etc.	15
Others(Train the Trainers)	14

2.14 Details of Administrative and Technical staff

Category	Number of Permanent Employees	Number of Vacant Positions	Number of permanent positions filled during the Year	Number of positions filled temporarily
Administrative Staff	46	NIL	NIL	NIL
Technical Staff	3	NIL	NIL	NIL

Criterion – III

3. Research, Consultancy and Extension

3.1 Initiatives of the IQAC in Sensitizing/Promoting Research Climate in the institution

Date	Themes	Resource Persons	Target Audience
23 September, 2017	'Scientific Research Paper Writing for Indexed Journal'	Dr. J. Joshua Selvakumar from PSG Institute of Management, Coimbatore	All Faculty
Dec 8, 2017	Research Methodology Workshop-Chi-Square Test, ANOVA -Parametric Test	Dr. Sridhar L S, SJCC staff	All Faculty
25th & 26th September 2017	'Effective Engagement in Consulting'	Prof. S. Saminathan, Prof. G. K. Suresh, and Dr. Kripa Priyadarshni from KCT Business School, Coimbatore	All Faculty
6 to 12 December, 2017.	National Level Experiential Workshop on Research Methodology	Various Resource Persons	All Faculty

3.2 Details regarding major projects

	Completed	Ongoing	Sanctioned	Submitted
Number		1		
Outlay in Rs. Lakhs		7,05,000		

3.3 Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Number	4	1	4	
Outlay in Rs. Lakhs	2,34,000	80,000	2,20,900	

3.4 Details on research publications

	International	National	Others
Peer Review Journals	34	7	3
Non-Peer Review Journals	nil	nil	nil
e-Journals	1		
Conference proceedings	1	13	

3.5 Details on Impact factor of publications:

St. Joseph's College of Commerce, Coimbatore (Autonomous and AICTE Accredited) - AQAR 2017-18

Range Average h-index Nos. in SCOPUS

3.6 Research funds sanctioned and received from various funding agencies, industry and other organisations

Nature of the Project	Duration Year	Name of the funding Agency	Total grant sanctioned	Received
Major projects				
Minor Projects	1 years	BJES	1,30,300	
Interdisciplinary Projects				
Industry sponsored				
Projects sponsored by the University/ College				
Students research projects <i>(other than compulsory by the University)</i>	0.5 years	BJES		
Any other(Specify)				
Total			1,30,300	

3.7 No. of books published i) With ISBN No. Chapters in Edited Books

ii) Without ISBN No.

3.8 No. of University Departments receiving funds from

UGC-SAP CAS DST-FIST
DPE DBT Scheme/funds

3.9 For colleges Autonomy CPE DBT Star Scheme
INSPIRE CE Any Other (specify)

3.10 Revenue generated through consultancy

3.11 No. of conferences organised by the Institutions.

Level	International	National	State	University	College
Number	2	4	1	1	10
Sponsoring agencies	ISDC	UGC	Management	Management	Management

3.12 No. of faculty served as experts, chairpersons or resource persons

St. Joseph's College of Commerce (Autonomous) Reaccredit AQAR 2017-18

3.13 No. of collaborations International National Any other

3.14 No. of linkages created during this year

3.15 Total budget for research for current year in lakhs:

From funding agency From Management of University/College

Total

3.16 No. of patents received this year

Type of Patent		Number
National	Applied	NA
	Granted	NA
International	Applied	NA
	Granted	NA
Commercialised	Applied	NA
	Granted	NA

3.17 No. of research awards/ recognitions received by faculty and research fellows

Of the institute in the year

Total	International	National	State	University	Dist	College
4	-	1	1	2	-	-

3.18 No. of faculty from the Institution

who are Ph. D. Guides

and students registered under them

3.19 No. of Ph.D. awarded by faculty from the Institution

3.20 No. of Research scholars receiving the Fellowships (Newly enrolled + existing ones)

JRF SRF Project Fellows Any other

3.21 No. of students Participated in NSS events:

University level State level

National level International level

3.22 No. of students participated in NCC events:

University level State level

National level International level

3.23 No. of Awards won in NSS:

University level State level
National level International level

3.24 No. of Awards won in NCC:

University level State level
National level International level

3.25 No. of Extension activities organized

University forum College forum
NCC NSS Any other

3.26 Major Activities during the year in the sphere of extension activities and Institutional Social Responsibility

Community Outreach:

- Bembala: As a Part of the outreach, St. Joseph's Flagship project "Bembala Outreach Programme' created in association with Bangalore Jesuit Education Society to reach out to the community with young and illumined minds who are adequate with appropriate knowledge and supplemented with other institutional resources. Mr. Samuel Gladson, the outreach program coordinator of SJCC organizes the outreach program for the students of the college. During the odd semester, Traffic Awareness, Braille Book Editing, Manvi (Village in Raichur district of Karnataka, was undertaken by students of Post-Graduation Course, MCom and MCom-IB. The undergraduates undertook Govt School Teaching, Cleanliness Drive, and Visit Solur Village in Magadi Taluk in Ramanagara District of Karnataka State and visit to Mundgod a panchayat town in Uttara Kannada district of Karnataka including the Traffic Awareness. The Even Semester saw students, in addition to Solur, visit Pannur Jagir village in Manvi Tehsil, Raichur, Karnataka as a part of the Bembala Project in addition to Solur visit, Traffic Awareness, Government Teaching, Traffic awareness.
- The Braille Book Editing was organised by MitraJyothi, a Trust which has a Braille Transcription Centre to converts books of various languages to the Braille format. The Post-graduation students helped with the conversion of books, magazines and textbooks to electronic format including grad 4th to 10th standard textbooks for the visually impaired children and for their library and completed editing 33 books in a limited period of time.
- The Charitable Home Visits was also conducted to expose the students to the hardships and challenges faced by the less privileged.
- Outreach Programme - A group of 40 students accompanied by the principal, Dr. Daniel Fernandes SJ and Mr. Samuel Gladson visited a Jesuit Outreach Mission in Mundgod in Uttara Kannada district to interact with the community.
- Social Visits were conducted to the following places JMJ Sneha Sadan, Solur, St.Patrick's Home for children, Peace Children Home Orphan-age, Little Sisters of the Poor, Sri RangaVidyasam-as the Deaf and Mute School, Chaitanya Chil-dren's Orphan-age, Nirmala Seva Kendra, Good Shepherd Con-vent, Orphanage and Old Age Home at Good Shepherd's premises.

Commented [LC1]: Mitra Jyothi is two or one word? check

- Project Smiles “Project Smiles initiative is an undertaking of the Leadership Development Cell of the college. On the 1st of the December, 2017 and is a fully student- led program, taking place every Friday. The project focuses on providing a learning opportunity to children attending the nearby Government Tamil Medium Primary School in Ashok Nagar.

Extension Activities Associations:

- National Service Scheme (NSS) - Cycle Day: The NSS volunteered at and participated in the Cycle Day organised by B.PAC on 11th June, 2017
- An NSS Cycle Day was also conducted by BPAC on 13th August, 2017 at the BBMP Corporation School in Shantinagar to raise awareness about waste management.
- A stationery drive was organised by NSS on 7th August wherein students contributed books, pencils, pens, scales etc. for underprivileged children in large numbers.
- Independence Day Celebrations: NSS celebrated India’s 70th Independence Day at a government school near Shivaji Nagar, taking the opportunity to reach out to the unreachable. NSS students participated in a clean-up and renovation drive at the Tamil Government Primary School on 1st September. Students prepared the ground for levelling by experts later on. NSS organised a protest rally on 6th September, 2017 from Majestic Railway Station to demand quick action for speedy justice from the Government and investigative agencies for Gauri Lankesh.
- Students of NSS along with B-PAC members propagated ‘Rally for Rivers’ on 7th September and encouraged the public in the areas surrounding SJCC to participate in the campaign by merely giving a missed call on the specified number to raise awareness and “Save water for the future generations”.
- A talk was conducted on 15th September by Ms. Meenakshi, an active member of Durga Association, on women’s safety, harassment, self-defence and other such issues.
- The annual NSS rural camp was organised from 19th October to 25th October in Kadathippur village of Doddaballapur Taluk. Students participated in clean-up drives, health camp, talks on garbage dumping, and several cultural activities.
- A walkathon was organised by NSS students of SJCC in collaboration with the SJC NSS unit on 1st December, 2017 from St Joseph’s College, Shanthi Nagar to SJCC on the occasion of World Aids Day to raise awareness about AIDS.
- Visits: On 25th November, students visited a nearby old age home Nightingale Sandhya Kirana where they contributed old newspapers and clothes and also assisted residents in making paper bags. On 10th December, 15 students of the NSS Association visited the Shree Acharya Rakum
- Blind School- The NSS representatives interacted with the students and played games like Kabaddi and Cricket with the kids. Around thirty students visited Jerome Old Age home on 14th December to interact with the residents and entertain them.
- NSS students visited Nightingale Day Care Centre on 19th December to celebrate an early Christmas with beneficiaries who were mainly dementia patients and senior citizens. The students put up a cultural show and distributed sweets to everyone. On 21st December, NSS members also celebrated Christmas at Tamil Government School, Ashok Nagar Main Ward where they interacted with students, conducted games, distributed prizes, sang carols and distributed cake to the students and staff members.
- A seminar was conducted on 12th January on the occasion of Swami Vivekananda’s 155th birthday. The guest speaker was Dr. G.P. Basvaraju, Retd. Head R.I.T.E.C. and R.P.D.C., N.C.E.R.T who addressed the gathering on the importance of helping one another and about Swami Vivekananda.

- Aura 2.0, a multi-dimensional fest was conducted by the NSS unit of SJCC on 7th February, 2018. It includes a variety of cultural events and literary events. Eleven colleges participated in the fest with more than 120 participants. B.S.Srinivas, Director of Arena Animation, was the chief guest for the inaugural ceremony.

Centre for Social Action (CSA)

- Food Fest: CSA organised a Food Fest at the beginning of the academic year where members set up a variety of food stalls and raised money for a charitable purpose.
- Thursday Talkies: The CSA continued their initiative “Thursday Talkies” for the second consecutive year. There were talks on various topics such as ‘Knowledge is Political’, “IT Industry Layoffs and its Impact in Bangalore” and “Public Policy”, to name a few.
- On 11th August, CSA organized an inter-collegiate seminar on the topic ‘Intersection between Feminism and LGBT’ which saw participation from various colleges around the city.
- Independence Day Celebrations: On the 15th of August, CSA members along with the faculty mentor, Mr. Prakash, conducted a series of games and events for the students and teaching staff of the Government Urdu Higher Primary School, Markham Road.
- CSA students organized a student teaching initiative at the Government Urdu Higher Primary School to facilitate the students’ transition from Urdu to English as the medium of instruction after 5th Standard, through bi-weekly visits to the school.
- CSA invite CARE (Charlie’s Animal Rescue Centre) to set up a stall at SJCC, the proceeds of which would go to animal care.
- A rural camp in Doddaballapur was conducted for CSA members in the month of October.
- Human Rights Week: CSA in collaboration with Amnesty International organised an intercollegiate event comprising a documentary screening on “The Lies of Kashmiris” followed by an audience address by the director and performances by Oorali (an Indie band from Kerala) and Imphal Talkies (a band from Manipur) KIDWAI Donation Drive and Visit: CSA initiated a donation drive throughout the month of December in college and collected clothes, eatables, toiletries, bed sheets, toys, and more in large numbers for the children fighting cancer at the KIDWAI Institute. CSA volunteers visited the hospital on 23rd December to distribute the donations and spent quality time with the children.
- Sports Day for Urdu School: On 21st December, CSA organised a sports day for the Urdu school students. The children participated in various sports such as lemon and spoon race, tug of war, relay and running race.
- A two day Seminar on “Development or Destruction? India in the 21st century” was organised by CSA. The seminar comprised of a keynote speech by Mr. Manu Mathai, technical session and workshop on how to start a campaign by Jhatka organisation.
- CSA organised the Annual Day for the students of Government Urdu School on 6th March, 2018. The members of CSA helped the children to showcase their talents in a cultural program.

Criterion – IV

4. Infrastructure and Learning Resources

4.1 Details of increase in infrastructure facilities:

Facilities	Existing	Newly created	Source of Fund	Total
Campus area	2.25 acres			2.25 acres
Class rooms	34			34
Laboratories	2			2
Seminar Halls	6			6
No. of important equipments purchased (\geq 1-0 lakh) during the current year.		15	Management /UGC	15
Value of the equipment purchased during the year (Rs. in Lakhs)		22,39,124	Management /UGC	39,09,124
Others				-

4.2 Computerization of administration and library

The college aims at making teaching-learning process more effective by incorporating upgraded technological services. The following are technological advancements that have been introduced in the academic year 2017-2018:

- a) Up-gradation and addition of Internet Leased Line was done to facilitate students as well as staff members.
- b) Official Mobile Apps of the college has been launched which is accessible to students and staff.
- c) Replacement of CCTV Cameras with new and additional CCTV high-definition cameras for the purpose of safety.
- d) Replacement of LCD to LED Projectors in Class Rooms for a clear picture quality and long life.
- e) Procurement and Up-gradation of Rack Server to Knowledge Pro Software (ERP).
- f) Procurement of IBM Server for Computer Lab.
- g) Procurement of Sony Camcorder (Video Camera) along with microphone and lights for the purpose of recording video lectures.
- h) Two Additional Digital Signage TVs for flashing college news, events and notices through electronic media.
- i) Design and structure of the college website has been changed to make it more user friendly

4.3 Library services:

Description	Existing		Newly added		Total	
	Number	Value	Number	Value	Number	Value
Text Books	21170	4467091	1067	604358	22237	5071449
Reference Books	2640	889846	165	158132	2805	1047978
e-Books	52847 + *	550240			52847	550240
Journals	55	541379	3	155498	58	696877

e-Journals	*	66750		19320	*	86070
Digital Database	1	292441		69600	1	362041
CD & Video	847	126482			847	126482
Others(Specify)	Internet Charges, Other Memberships, subscriptions and AMCs	1453447		862498		2315945

* This also includes e-books and e-Journals of NLIST and DELNET

4.4 Technology up gradation (overall)

	Total Computers	Computer Labs	Internet	Browsing Centres	Computer Centres	Office	Departments	Others
Existing	247	02	30mbps	02	02			
Added	30	0	-	-	-			
Total	277	02	30mbps	02	02			

4.5 Computer, Internet access, training to teachers and students and any other programme for technology Upgradation (Networking, e-Governance etc.)

The Computer Centre has at present centralized computer centres with 160 computers to cater to the needs of the students and faculty in the college. In addition, it provides a platform to strengthen the examination processes and the other important cells of the College. The computer centre has maintained advanced technology and OFC internet connection facility as its backbone. The Internet connection is provided to all teachers, students, research scholars and the administrative staffs of the college with its latest versions of hardware and software systems.

4.6 Amount spent on maintenance in lakhs:

i) ICT	14, 01,977
ii) Campus Infrastructure and facilities	37, 63,664
iii) Equipments	6, 04,567
iv) Others	4, 31, 74,913
Total:	4, 89, 45,121

Criterion – V

5. Student Support and Progression

5.1 Contribution of IQAC in enhancing awareness about Student Support Services

a) Outcome Based Education

Currently from 2016-2017, the IQAC is working to introducing Outcome-Based Education in the college's learning scheme. The major benefits of this educational methodology include clarity in terms of the end goal for the students and flexibility in the forms of teaching, learning process. The aim is to have each student achieve this predetermined goal by the end of the educational program. The major benefits of this educational methodology include clarity in terms of the end goal for the students and flexibility in the forms of teaching. Thus, OBE brings about change in curriculum design, teaching learning and assessment so as to meet the aspirations of higher education.

b) MOOCs

IQAC has initiated the process of enrolment into MOOCs (massive open online course). This academic year MOOCs from Edx and Swayam were embedded in the CBCS curriculum and students were encouraged to register for the courses under the guidance of faculty members. A number of students enrolled and completed MOOCs and the certification was accepted by the Examination department for academic credits.

c) MOUs

IQAC works with the TQM to facilitate collaborations with academic and professional institutions by holding preliminary meetings with the representatives of colleges, universities and professional bodies and mapping the nature of collaborations. This year IQAC worked towards signing of MoUs with Institute of Management Accountants (IMA), Seattle University and Concordia University. Along with this IQAC also worked towards collaborating with Universiti Putra Malaysia for exposure program..

d) Open House

The IQAC organized an Open House for the first-year students on 21st February, 2018 in order to give them a platform to share and express their thoughts and feelings. It allowed them to express their views, expectations and experiences with regard to the various aspects of life in college. The Open House focused on a number of topics ranging from students' overall learning experiences within the classrooms

and also life beyond it in the spheres of extra and co-curricular activities, sports and so on.

e) Open House (Women)

The IQAC also organized an Open House specifically to cater to the girl students of SJCC on 22nd February, 2018. In addition to fulfilling the purpose of the Open House as mentioned above, it focused on understanding the experiences and concerns of the girl students in particular. It provided an unbiased, stress-free environment for them to talk about their college life, challenges they face and specific complaints or concerns they have. The open house operates with the aim of using this information to bring about gender equality and providing equal opportunities for men and women.

f) Exit Interview

The IQAC conducted Exit Interviews in the first week of March, 2018 for the outgoing final-year students. The purpose of these exit interviews is to obtain feedback from the outgoing batches about their experiences over the course of three years at SJCC. It aims to better understand their experiences and their suggestions on various subjects such as relevance of course material, experiences with placements, opportunities provided, sufficiency in terms of market requirements in today's world and so on. The IQAC desires to obtain such valuable information in order to allow for improvement in the relevant areas of learning and such and to all the institution itself to move from strength to strength.

g) Staff Evaluation

All the students participate in the assessment process. The feedback facility has been introduced into the student login of the ERP systems which makes it easier for students to give their feedback on the various parameters of the Staff Performance Evaluation system.

5.2 Efforts made by the institution for tracking the progression

Student support and progression is one of the core criterions that the Institution strives to attain. Student's progressions are tracked through scrutiny of their performance records by class mentors and counsellors. Remedial and special classes in addition to personal counselling are conducted. Personal meetings are organized to defeat any problems. The student's records and progression reports are generated through ERP. Plan of action are discussed during staff and departmental meetings. The institution practices the following on a normal basis.

- Conducting bridge classes and remedial classes.
- Personal /one to one meetings organized to solve any hitches faced by students
- Parent Teachers meeting after every midterm exams are organized

5.3 (a) Total Number of students

UG	PG	Ph. D.	Others
2195	220	NIL	NIL

(b) No. of students outside the state

540

(c) No. of international students

89

Men	No	%	Women	No	%
	1370	56.7		1045	43.29

Last Year						This Year					
General	SC	ST	OBC	Physically Challenged	Total	General	SC	ST	OBC	Physically Challenged	Total
1915	50	09	94	02	2070	1927	149	27	312		2415

Demand ratio 6:1(application: admission)

Dropout % 0.00001

5.4 Details of student support mechanism for coaching for competitive examinations (If any)

Student's progression is of paramount importance to SJCC as it brings glory to the Institutions as students are the brand ambassadors of the College. With the objective of enabling students to be well prepared and well oriented to handle challenges, the College organised various such programs to enable this objective. The details are as follows.

S.NO	DATE	Topic	Guest Speaker
1.	12th June, 2017	What Next??-An interactive session on Career directions	CMA N.Raveendranath Kaushik MA,MPhil,MBA,PG Tax Laws,ACMA Institute of International Trade (IIT) Certified Secretary-ICAI (CMA), Bengaluru Chapter Member - ICAI , IEDRC, BMA , FIPT, LUB, Chamber of Tax Consultants Resource Person – SEBI
2.	19th July, 2017	Aptitude training (Tips On Clearing GMAT,CAT,ZAT)	Mr. Anil Nair Founder of Anil Nair classes
3.	25th July, 2017,	Transition phase of students from school culture to a professional environment.	Ms. Bindhu Subash, an ex-director of a leading healthcare KPO with 20 years of experience in the corporate field.
4.	8th August, 2017	Orientation towards clearing and cracking GMAT	BYJU'S
5.	29th August, 2017	Overview of CFA course	IMS Proschool in collaboration with SJCC

6.	19th July, 2017	Mr. Anil Nair	Tackling Competitive Exams in India
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No. of students beneficiaries

525

5.5 No. of students qualified in these examinations

NET	03	SET/SLET	02	GATE		CAT	03
IAS/IPS etc		State PSC		UPSC	1	Others	271

5.6 Details of student counselling and career guidance

- 2 weeks employability training workshop (Pre-placement workshop)
- 5 guest talk sessions for pre-final and final year students
- Career Mapping

No. of students benefitted

350

5.7 Details of campus placement

<i>On campus</i>			<i>Off Campus</i>
Number of Organizations Visited	Number of Students Participated	Number of Students Placed	Number of Students Placed
20	274	248	NIL

5.8 Details of gender sensitization programmes

The institution had invited several distinguished personalities, field experts and scholars to address the students in this area and the details of such programmes are as mentioned below.

S.NO	DATE	Topic	Guest Speaker
1	10th July, 2017	Different Contexts of Women's Safety	Vimochana – Marmara
2.	24th July, 2017	Talk on Sexual Harassment	Ms. Sinu Joseph, co-founder and Managing Trustee of Mythri
3	31st August, 2017	Talk on Suicide Prevention	Ms. Lata Jacob, the Practice head at LeanonMe. AND The CEO of LeanonMe, Ms. Jennyfer Rajan.
4	5th July, 2017	Ms. Shamira Pujani	Gender Sensitization

5.9 Students Activities

5.9.1 No. of students participated in Sports, Games and other events

State/ University level National level International level

No. of students participated in cultural events

State/ University level National level International level

5.9.2 No. of medals /awards won by students in Sports, Games and other events

Sports : State/ University level National level International level

Inter Collegiate Athletics

Cultural: State/ University level National level International level

5.10 Scholarships and Financial Support

	Number of students	Amount
Financial support from institution	455	2573125
Financial support from government	200	233354
Financial support from other sources	1	186400
Number of students who received International/ National recognitions		

5.11 Student organised / initiatives

Fairs : State/ University level National level International level

Exhibition: State/ University level National level International level

5.12 No. of social initiatives undertaken by the students

5.13 Major grievances of students (if any) redressed:

 nil

Criterion – VI

6. Governance, Leadership and Management

6.1 State the Vision and Mission of the institution

Vision of the College

Jesuit Education, inspired and motivated by the person and message of Jesus Christ, affirms

- That God is the author and sustainer of all reality and truth.
- That every human being is created in the image and likeness of God.
- That the whole of creation and the human community are radically good.

Jesuit Education, therefore, is committed to

- An authentic search for knowledge in the service and advancement of the world.
- Upholding the dignity, uniqueness and value of each individual.
- The promotion of harmony between man and man, and between man and nature.

Mission of the College

St. Joseph's College Of Commerce seeks to be the place where the search for knowledge co-exists with a sense of responsibility to community life, where understanding is coupled with commitment, where academic excellence goes with the cultivation of virtue, and where a community is formed which sustains men and women in their education and their conviction that life is only lived well when it is lived generously in the service of others.

6.2 Does the Institution has a management Information System

Yes the College has MIS.

The college aims at making teaching-learning process more effective by incorporating upgraded technological services. The new features added Enterprise Resource Planning systems in the academic year 2017-18 are:

- a) Access to online claims for attendance for scholastic as well as co-curricular activities and approval of it by the faculty through their staff login.
- b) Online work load diary to capture day to day efforts of the faculty members.
- c) Online payment of examination fee facility for all the students.
- d) Online hall tickets for examination was introduced.
- e) Online application for convocation fees and various other certificate fees like TC, Bonafide, etc. with integrated payment gateway.
- f) Enhancement in software to capture research and publication data of the institutions.
- g) Re-alignment for admission applications for easier filling along with the addition of the third gender option.
- h) Changes in student info to accommodate CBCS system from 2016 batch onward.

6.3 Quality improvement strategies adopted by the institution for each of the following:

6.3.1 Curriculum Development

Under CBCS, for the academic year 2017 - 18, the college has offered specializations in a) Accountancy b) Finance c) Marketing d) Human Resource Management e) Economics f) International Business g) Banking. Each specialization consists of five courses of which one is a skill based course relevant to their specialization. Papers under the above-mentioned specializations have been drafted after deliberations with subject experts and industry experts from across the globe

Certificate Programmes are provided to create a learner centric environment by maximizing academic learning for diverse learners. The courses create a flexible path to earn a specialized

credential along with the Graduate Programme. These short duration knowledge enrichment courses provide students to build up skills in a specific area that relates to their field of interest.

The Institution has entered into various Exchange programmes, International Academic Partnerships, Partnerships with Professional Institutions, Industries and NGO's to foster a global culture of educational excellence and to create an environment of innovative learning

6.3.2 Teaching and Learning

It is institutions' constant endeavour to enhance and improve the teaching-learning process by adopting innovative pedagogical methods. Lecture method is the most commonly and predominantly used methodology for most all the courses in the institution. Further, every teacher is encouraged to use a fine blend between traditional and innovative methods of teaching and learning. Although the teacher's role is central in controlling and directing the activity involved in a pedagogical method, emphasis is laid on experience and experiment on the part of the learners too. Subject specific research for students, simulation games, role plays, case study analyses, rural camps, rural exposure programmes, social visits, internship programmes, article ship programmes and industrial visits are among the many innovative pedagogical methods adopted. Shared teaching, flipped classes and blend learning is also practised in the institution

6.3.3 Examination and Evaluation

The Institution perseveres to evaluate the academic excellence which nonetheless is always at par with the community involvement and leadership qualities of the students. Examination processes which are time-tested with their proven effects are employed to mark the levels of knowledge acquisition. Grades are but a humble measure of the efforts in this endeavour. As an autonomous institution, SJCC is endowed with the freedom to improvise systems of assessments. Therefore, it engages in a holistic and reflective interdisciplinary approach to education through which students are prepared around the year with activity based classroom teaching and exposure to empirical knowledge that extends beyond books.

The Examination Department has been consistently striving to reform the examination system. With the implementation of the Continuous Internal Assessment (CIA) it has been proven to be one of the best ways of evaluating the learning outcomes of the students. Students can individually approach the faculty for specific learning requirements. Besides, the CIA provides a flexible space to the faculty for helping students improve their grades impacting the End Semester Examination scores effectively.

This year again the Examination Department has added a few more new quality enhancing practices:

- a) Learning Management System has been utilized to conduct Mid Term Retests in order make the examination process efficient and less time consuming.
- B)The design and format of Marks Card has been updated with ten security features.
- c)Examination Calendar has been included in the Student Handbook for greater clarity with regard to dates of examination.

The Department employs objective evaluative methods and endeavours to maintain transparency in evaluation processes. The performance of our students both at UG and PG level has been outstanding and reflective of the Institution's efforts to deliver academic excellence

6.3.4 Research and Development

The Research Centre at SJCC aims at creating a conducive atmosphere for cultivating the appropriate research culture needed in the field of commerce and management. The motto of the Centre is to promote research culture by identifying, assembling and disseminating research information among the staff and students. The Centre consistently endeavours to organize workshops, seminars and conferences at national and international levels and conducts regular training programs. The Research Center encourages innovative and collaborative research and consulting projects in the field of education involving the corporate and non -corporate sectors

The Research Centre was established and empowered to meet the below listed objectives:

- Participate in generating innovative research proposals.
- Provide individual assistance to students and research scholars to write proposals and research papers.
- Write, scrutinize and proof -read grant proposals.
- Assist with budget preparation and proposal submission.
- Coordinate training sessions on various research methodologies for research scholars.
- Maintain records and reports of the proposals and provide assistance in maintaining compliance with funding agencies.

6.3.5 Library, ICT and physical infrastructure / instrumentation

The Library at St. Joseph's College of Commerce, has been an integral part of the institution. It offers vital support for teaching, learning, and research activities of the College by disseminating knowledge and offering modern services to the academic fraternity. A majority of the library's activities are computerized using Easy Lib software.

It has a comprehensive collection of literature predominantly related to management and allied subjects to meet the requirements of its users. The library has a total collection of 26,405 books. In the academic year 2017-18, a total of 434 books were added at a cost of Rs. 1,69,000. The library subscribes to over 59 journals of national and international repute at a cost of Rs. 1.52 Lakhs per year as well as 17 magazines and 12 newspapers in both English and vernacular languages in order to . It also has a total collection of 890 non books (CDs, VCDs, DVDs and ACDs)

As a part of our continuous effort to modernize and expand the collection of books across various disciplines, the library also provides access to electronic resources (books and

journals) of NLIST, EBSCO, Johan Brown digital library, Delnet, British Library and Capitaline.

The library also has E-learning center for research activities and OPAC service for the staff and students. The Institutional repository consists of archives of annual reports, question papers, research articles of our faculty, our research journal articles, and student's dissertations. In its endeavor to promote learning and encourage reading, two book exhibitions by reputed publishers were conducted for the students.

6.3.6 Human Resource Management

The Institution organized several FDPs, seminars, conferences to make teaching and learning innovative and research oriented to attain scholarly and interdisciplinary expertise to learning, teaching and implementing positive social change through various talks, workshops and research projects. The following are the details of the programmes organized for the academic year 2017-2018.

- Inner Journey

Br. Mani conducted a group workshop Inner Journey on May 29 for all the faculty members of SJCC. The workshop focused on self-reflection through a guided relaxation meditation. It also included a group discussion, illustrious meditative techniques and concentrating on self-esteem. The session empowered the participants to strike a balance between "what I am" and "what others want me to be".

- MOOCs and Blended Learning

The workshop 'MOOCs and Blended Learning' conducted on 30th of May primarily focused on blended learning in classroom. The resource person Prof. P D Jose, IIM Bangalore, spoke about the technological interventions in the classroom environment and under such circumstances how well can MOOCs be utilized as a pedagogical tool. Ms. Ramya Srinivasan, Programme Manager, IIMBx, who to her credit had delivered more than 25 MOOCs to 5 lakh learners from 190 countries, emphasised on the power of technology in transforming education. The third session was graced by Fr. Jossie Rodrigues who necessitated that spirituality should be imbibed in the educators. During his session titled 'Spiritual Exercises-Ignation Spirituality and Modern Educators', he highlighted elaborately how in Jesuit education teaching pedagogies adopt a part of the spiritual exercises. Concluding his talk, Fr. Jossie emphasized on examination of self-consciousness and the need to live harmoniously.

- Entrepreneurship Educator Programme

The B.B.A. department in association with National Entrepreneurship Network (NEN) and E-Cell, organized a five-day national level workshop for the faculty on "Nuances of Entrepreneurship a Venture Establishment"- Entrepreneurs Educators Programme (EEP) that began from the 10th of July to the 14th of July 2017. The main aim and objective was to help the faculty provide a space and platform for self-discovery and opportunity discovery to students.

- Train the Trainer Programme for ACCA Faculty

Acknowledging the need for acquisition of updates, the Association of Chartered Certified Accountants (ACCA) division faculty undergo timely 'Train the Trainer' programme. This programme enables the teaching staff to be up-to-date with the changes in syllabus of the International Accounting and Finance course. Though conducted inside the campus,

the sessions are handled by external experts from the industry. This allows immediate coordination between the current economic ecosystem and the ecosystem of learning on campus. The subjects discussed in these sessions cover topics such as changes in syllabus, the method to attempt the different papers offered, changes in paper evaluation, and changes that the students and faculty need to be aware of due to change in economic policy. Most of these sessions take place as a one-on-one interaction between the faculty member and the industry expert in order to be intense and effective.

The following training programmes were conducted as part of the programme

Subject	Trainer
F7 (Financial Reporting)	Mr. Deepak Agarwal
F8 (Audit and Assurance)	Mr. Basil Ahammed
F9 (Financial Management)	Mr. Shiroshan
F2/BA2(Management accounting)	Mr. Shiroshan
F3(Financial Accounting)	Mr. Deepak Agarwal
P7 (Advanced Audit and Assurance)	Mr. Sagar
F1/BA1 (Accountant in Business)	Mr. Santhosh
P4(Advanced Financial Management)	Mr. Milind Date
F5-F9	Mr. Steve Willis
P3(business analysis)	Mr. Santhosh
P7 (Advanced Audit and Assurance)	Ms. Vijaya Swaminath
P1 (Governance , Risk and Ethics)	Mr. Santhosh
P2 (Corporate Reporting)	Mr. Santhosh
P4 (Advanced Financial Management)	Mr. Vijay

- **Managing Business Process Review**

A three-day faculty development programme was conducted for the faculty from SJCC, St. Joseph's College, Manipal University and Mount Carmel College on 6th, 7th & 13th of July. Ten faculty members from SJCC participated in the programme that focused mainly on the theme of "Managing Business Process Review". The resource persons were Mr. Piyush and Ms. Ashima, experts from TCS. The programme helped the faculty members in understanding the processes and effectively using them in classroom teachings. The faculty organiser for the programme was Ms. Suganthi Pais.

- **Capital Markets**

On 30th May to 1st of June 2017 the department of B.Com organised a training programme for the faculty on Capital Markets. Mr. Ganesh, Mr.Ravi and Mr. Hariharan from TCS were the resource persons. The session mainly focused on investment products, equity market, debt instruments and derivatives. It also highlighted on investment banking and its insights on clearing and settlement, reconciliation and corporate actions and various processes involved in it. The concept of mutual fund, role

of asset Management Company, new fund offers, hedge fund and private equity were also discussed. The training was a good opportunity to foster the knowledge about capital market in different areas. The training met the objectives in promoting awareness of capital market in BPS. The faculty organiser for the programme was Ms. Suganthi Pais.

- Campus to Corporate Transition

The Department of Commerce organised a training programme in collaboration with Mount Carmel College, Bangalore from August 29th to 31st 2018. Mr Magesh and Mr Renuka from TCS were the resource persons. The session mainly focussed on the history of the corporate world, difference between campus to corporate and the importance of various skills required to work in the corporate world. It also highlighted the importance of culture in workplace, different corporate etiquette like email etiquette, elevators manners, communication skills, interview skills. The training constituted a good opportunity to gain knowledge about corporate readiness. The session was fully active and with discussions and role plays which helped the participants to understand the subject.

- Scientific Research paper writing for Indexed Journals

The workshop Scientific Research paper Writing for Indexed Journals conducted on September 23 was presided over by Dr. J. Joshua Selvakumar, PSG Centre for Advertising & Communication, PSG Institute of Management, Coimbatore. Dr. Joshua gave an in-depth view of research and research-writing touching on aspects of literature review, identifying a research gap and preparing research question. The second session was a demonstration on the usage of various softwares for writing research papers. The workshop turned to be an eye-opener for the various softwares which can be used effectively besides brushing up the research paper writing skills. The workshop was organised by the Dr. Raja Jebasingh, Director, Research Centre.

- Effective Engagement in Consulting

The two-day workshop Effective Engagement in Consulting conducted on 25-26 September by a team of resource persons from KCT, Coimbatore provided invigorating ideas on consulting framework, case study under finance, costing and HR to emphasise on the need to accelerate consultancy services in educational institutions in India. The workshop brought in a deductive point of reference with regards to consultancy services provided by educational institutions in foreign countries and the relatively low levels of such consultancies happening in India. Prof. Krupa highlighted on how consultancy can assist in improving the overall academic excellence and global bench marking. Prof. Swaminathan stressed on the need in harnessing the consulting capabilities thereby giving an outline on how the teaching faculty can engage in effective consultancy and improve institutional effectiveness. The team of Resource Persons from KCT, Coimbatore also gave the participants a hands-on experience during the session.

- Workshop on OBE

A half day workshop Outcome Based Education (OBE) was conducted on January 30 to give hands on training to set Course objectives and course outcomes to the faculty members at SJCC. The workshop dealt with a detailed understanding of Outcome Based Education (OBE), usage of verbs in designing course objectives and their objective and outcomes. The Resource Persons respective outcomes. Faculty member were for the workshop were Dr. Himachalpathy and required to set the course outcome, learning Dr. Karthika from SJCC

6.3.7 Faculty and Staff recruitment

Teachers are an indispensable part of any educational Institution owing to the crucial role they play in imparting knowledge and honing minds of students for a variety of challenges. St Joseph's College of Commerce prides itself on having a highly proficient teaching faculty who strive relentlessly towards upholding the values and beliefs of the Institution. The faculty, work towards creating an environment that is conducive to learning by adeptly disciplining students and guiding them towards the right path for a brighter future.

Every year, on the basis of requirement, advertisements are placed in leading newspapers & applications are invited from suitable candidates. Applications are scrutinised by the Management with the HOD's & senior faculty members based on qualifications, experience etc., and candidates are shortlisted. These candidates are called for a demo class followed by a personal interview. Best candidates are selected based on performance and experience.

The successful, unencumbered functioning of the Institution's academic system would be an impossible feat without the effectual aid of the faculty members. The faculty base of the Institution has been strengthened with an addition of seven faculty members and the total strength of the faculty has increased

6.3.8 Industry Interaction / Collaboration

The below listed are the Institution's major collaborations to realize its commitment to Academic Excellence, Character Formation and to reach out to communities and individuals who are socially and economically deprived:

International Academic Partners

St. Joseph's College of Commerce has paved the way for International exchange programmes through its International twinning initiatives, Cultural Exchange and Summer Abroad Programmes. These programmes are an enriching and refining experience at many levels. They steer personal and professional development among students by kindling creative ideas, strengthening relationships and instilling cultural sensitivity. In recognition of the said objectives, the Institution has collaborated with Swansea University, UK, Kobe College Japan, ESDS France, Eastern Institute of Technology, New Zealand, University of St. Andrews, and University of The West of Scotland, Universiti Putra Malaysia, Seattle University and Concordia University.

a) Swansea University, UK

Swansea University is a research driven institute that thrives on exploration and discovery. It shares a profusion of values with St. Joseph's College of Commerce, such as its emphatic drive to provide top-notch education to its students. Over the past few years the college has established a strong relationship with Swansea in terms of academic twinning and cultural exchange programmes. This initiative seeks to explore the possibility of developing collaborative and mutually beneficial activities. Undergraduate students of St. Joseph's College of Commerce have been participating in this 1 + 2 -year twinning programme since 2010.

b) Kobe College, Japan

Kobe College is an Institution of higher learning for women in the field of liberal arts and sciences. As a programme with St. Joseph's College of Commerce for five years now. Every year both the Institutions host a 10-day cultural exchange programme which includes

lectures on the global economy, social conditions, communicative language classes, workshop on traditional crafts and, visit historical places and industries.

St. Joseph's college of Commerce welcomed 16 Japanese students from Kobe College accompanied by two faculty members on 1 September, 2017. During their stay in India they interacted with the students and faculty members of the college. Special lectures were organized to help them understand India better. Students also visited Anekal where an exposure to rural India was given. Students interacted with working women and tried to understand the concept of Self Help Groups. The Japanese students lauded the hospitality and cultural exposure offered by the students of SJCC and the international desk.

Kobe College, Japan invited 5 selected students accompanied by a faculty member to Japan starting from 26th October, 2017 under the cultural exchange programme to experience and learn about Japanese culture and lifestyle.

c) ESDES, France

St. Joseph's College of Commerce through its French Exchange Programme with ESDES, France introduced a six month International Business Programme (IBP) and a one year Degree Programme. As part of the six -month International Business Programme (IBP), the International Desk propagated information about the Programme (which is a part of the alliance drawn with ESDES, France). An experience sharing session and a guidance workshop was conducted for the applicants to the Programme. Through a scrutiny of applications and a panel interview, six students of B.Com (Travel & Tourism) were selected to participate in the Programme for the current academic year of 2017-18.

d) French University of Tourism, France

St. Joseph's College of Commerce is exploring possibilities of academic partnership with the French University of Tourism, France. The international desk has disseminated information pertaining to upcoming summer school Programme which is offered to all final year under graduate students. SJCC offers academic support for their participation in the Programme from June to July, 2018.

e) Eastern Institute of Technology, New Zealand

The Eastern Institute of Technology (EIT) offers a wide array of over 130 qualifications from certificate and diploma to degree and postgraduate level. A Twinning Programme proposal with EIT and St. Joseph's College of Commerce has been initiated. Both the Institutions are currently working arduously to materialize this endeavour.

The initial purpose of the collaboration is to offer a Bachelor of Business Studies to the students of SJCC in New Zealand. It is a 3 year full time Programme, with a one plus two year twinning (one year study in India and two years in New Zealand) available for St Joseph's College of Commerce students. More collaborated Programmes would be rolled out eventually.

f) University of St. Andrews, Scotland

The University of St Andrews is a British public research university in St Andrews, Fife, Scotland. Founded in the 15th century, St Andrews is Scotland's first university and the third oldest in the English speaking world. It has a rich heritage of excelling in academic learning and a strong link with local communities. The university has a wide range of courses and has excelled in research diverse subjects. St. Joseph's College of Commerce has signed a MoU with University of St. Andrews for student exchange programmes and to collaborate on research work among the faculty of both the institutions. This

collaboration will help the college in enhancing the quality of its research output and will also provide a global perspective towards research.

g)University of The West of Scotland – UWS

University of the West of Scotland is one of the country's largest modern universities, and aims to have a transformational influence on the economic, social and cultural development of the West of Scotland, and beyond. The university provides relevant, high quality, inclusive higher education and innovative and useful research. The Research Centre of St. Joseph's College of Commerce is in talks with the university to sign a MoU which will enable both institutions to collaborate on research work.

h)Universiti Putra Malaysia

University Putra Malaysia (UPM; formally known as Universiti Pertanian Malaysia or College of Agriculture Malaya or School of Agriculture) is recognised by the independent government assessments as one of Malaysia's leading research universities offering undergraduate and postgraduate courses. UPM offers a wide range of undergraduate and postgraduate programmes in most fields such as science, engineering, medicine, veterinary medicine, business and social science. St. Joseph's College of Commerce collaborated with UPM to organize an exposure programme for the students of SJCC to the Universiti Putra Malaysia from 4th to 11th November, 2017.

i)Seattle University, USA

Seattle University (SU) is a Jesuit Catholic university in the northwestern United States, located in the First Hill neighborhood of Seattle, Washington. SU is the largest independent university in the Northwest US, with over 7,500 students enrolled in undergraduate and graduate programmes within eight schools, and is one of 28 member institutions of the Association of Jesuit Colleges and Universities. St. Joseph's College of Commerce has signed a MoU with Seattle University to encourage direct contact and collaboration among students, faculty and staff in the areas of research, teaching, organizing of conferences, lectures and seminars. This collaboration will benefit the students and staff of both the institutions.

j)Concordia University, USA

Concordia University (commonly referred to as Concordia) is a public comprehensive university located in Montreal, Quebec, Canada on Indigenous lands. Founded in 1974 following the merger of Loyola College and Sir George Williams University, Concordia is one of the three universities in Quebec where English is the primary language of instruction. Concordia's core values stem from those long prized by its founding institutions, Loyola College and Sir George Williams University. Concordia adopted the motto of the city of Montreal, Concordia Salus which speaks to well-being through harmony. The union of two very different institutions of higher education has led to an exceptionally successful synthesis of compatible and timely values. It dares to be different and draws on its diversity to transform the individual, strengthen society and enrich the world.

SJCC signed an MOU with Concordia University New York on February 14th, 2018 to enable students of SJCC to enroll and participate in a transfer undergraduate degree programme of academic study at Concordia. Upon successful completion of the academic programme of study the students will be conferred a degree by Concordia University.

Partnerships with Professional Institutions

St. Joseph's College of Commerce takes pride in its curriculum which incorporates industry-based requirements and offers students an opportunity to pursue professional courses along with B. Com, BBA, and M. Com courses. The college has signed a Memorandum of Understanding (MoU) with the following associations and Institutions to facilitate the same.

a) The Institute of Chartered Accountants of India (ICAI)

ICAI is a statutory accounting body of the country and plays a crucial role in forming and revising any new act. The MoU with ICAI enables the college to conduct coaching classes for students pursuing CA along with their B.Com programme. This helps the students in clearing the professional exams.

b) The Entrepreneurship Development Institute of India (EDII)

The Entrepreneurship Development Institute of India (EDI) is an autonomous body and not-for profit Institution sponsored by apex financial Institutions, namely the IDBI Bank Ltd, IFCI Ltd, ICICI Ltd and State Bank of India (SBI). The EDI has been selected as a member of the Economic and Social Commission for Asia and the Pacific (ESCAP) network of Centers of Excellence for HRD Research and Training. It is an acknowledged national resource institute engaged in entrepreneurship education, research and training. EDI as a member of the Network will have interactive access to information on other 123 member Institutions via Internet.

c) Chartered Institute of Management Accountants (CIMA)

There is a Memorandum of Understanding (MoU) signed by the Institution with CIMA to enable the students to pursue a CIMA professional course along with their undergraduate or postgraduate programmes. The course is delivered by highly accomplished faculty who possess competence in the use of interactive pedagogical tools and techniques. The course also offers students the provision to obtain certificates from Cambridge ICFE (Financial English) and IFRS Certificate. The proposed new programme BBA (Professional-Finance and Accountancy) is in collaboration with CIMA, and this programme not only offers a nine paper exemption from the regular CIMA papers but also gives an opportunity to students to gain qualifications like Certificate in Business Accounting, Diploma in Management Accounting and Advanced Diploma in Management Accounting as they pursue this programme.

d) Association of Chartered Certified Accountants (ACCA)

There is a Memorandum of Understanding (MoU) signed by the Institution with ACCA to enable students to pursue their ACCA certification course along with their undergraduate or postgraduate programmes. The course is administered by faculty who are highly accomplished and competent and who use innovative pedagogical tools and techniques. The course also offers the provision to obtain certificates from Cambridge ICFE (Financial English) and IFRS Certificate.

e) Institute of Cost Accountants of India (ICAI)

There is a Memorandum of Understanding (MoU) signed by the Institution with ICAI. ICAI is a statutory accounting body of the country and plays a crucial role in forming and revising any new Act. SJCC and ICAI have collaborated to conduct classes to the students for Foundation Programme Examination, to mutually use the professional services of faculty members for giving lectures, organising workshops etc. Members of ICAI conducted two career orientation programmes in campus for the students.

f) The Institute of Company Secretaries of India (ICSI)

The Institution has collaborated with the ICSI for mutual knowledge sharing and for regular lectures, seminars and workshops for students. Representatives from the institute addressed the students on career prospects in pursuing the professional CS programme.

g) National Entrepreneurship Network (NEN)

There is a Memorandum of Understanding (MoU) signed by the Institution with NEN to enable students to pursue their NEN certification course along with their undergraduate or postgraduate programmes. The course is administered by faculty who are highly accomplished and competent. The objective of this partnership is to develop impactful programmes to foster entrepreneurial spirit in students, create student entrepreneurs and new entrepreneurs. The courses offered were Orientation Programme in Entrepreneurship, Basic Programme in Entrepreneurship, Foundation Programme in Entrepreneurship, Intermediate programme in Entrepreneurship, Advance Programme in Entrepreneurship, and Expert Programme in Entrepreneurship. The Institution has also closely worked with NEN for the various courses in its proposed BBA (Entrepreneurship) programme. A five-day national level workshop for the faculty on "Nuances of Entrepreneurship a Venture Establishment" under the title of Entrepreneurs Educators Programme (EEP) was from the 10th to the 14th of July, 2017.

h) Institute of Management Accountants (IMA)

IMA is the worldwide association of accountants and financial professionals working in business committed to helping more than 90,000 members to expand their professional skills, better manage their organization, and enhance their career. SJCC has signed a MoU with IMA to provide professional programs to its students which complement their academic studies at the University. These include IMA's Certification of Management Accountants (CMA) global certification programme. IMA's CMA certification program is an advanced-level assessment for accounting and financial professionals in business. The two-part exam covers financial reporting, planning, performance and control; and financial decision making. This collaboration has been done in the common interest of providing holistic learning and education opportunities for individuals to pursue globally relevant professional qualifications to enhance their future career prospects.

Partnerships with Industry

St. Joseph's College of Commerce has entered into a significant collaboration with Industry partners to bridge the divide between industry and academics. The aim of the Collaboration is to foster academic research, curriculum design and to strengthen the job creating partnerships

a) Federation of Karnataka Chambers of Commerce & Industry

The Federation of Karnataka chambers of Commerce & Industry (FKCCI) can be traced back to the erstwhile Mysore Chamber of Commerce, the precursor of FKCCI, which was conceived by Sri M. Visvesvaraya. The association has a membership of about 2500, drawn from all sectors of trade; commerce and industry, spread over the entire state including 150 district chambers of commerce and trade associations. The college has a tie-up with FKCCI which enables us to bridge the gap between industry and academia.

b) Karnataka Tourism Forum

The Department for B. Com Travel & Tourism collaborated with Karnataka Tourism Forum. Karnataka Tourism Forum is a non-profit organisation comprising tourism professionals and companies that are dedicated to make a meaningful contribution to improve tourism in Karnataka. KTF, founded in 2001, is a structured and proactive force that has taken upon itself to bring a radical change to tourism at large by way of global approach and dynamic

endeavours. The Forum supports and works with the State and Central Government and its efforts have ranged from creating awareness to being an advisory body, suggesting and assisting policy formulation.

The Department of B. Com (Travel & Tourism) hosted its annual National Level Travel & Tourism Festival – TURAS 2018 in association with KTF on 5th & 6th of February, 2018. The Department intends to further explore the possibilities of collaboration at various levels that benefit students by way creating a platform for industry interface.

c) Patrick's Academy

Patrick Academy is a renowned Travel and Tourism Academy in Bangalore. Established by Mr. Patrick Andrews, a professional trainer with decades of experience in industry and Training, this academy is committed to every student to impart knowledge and groom their skills to stand out in this challenging industry aviation & Hospitality. Students of Travel and Tourism learn subjects such as Aviation and Airline Management, Airline Ticketing, Cargo Management among many others. The short-term courses offered by Patrick's Academy focuses on quality and sustainable education in the fields of Travel, Tourism, Aviation and Hospitality. They also provide practical industry exposure to every student while studying in the form of on field training.

d) Thomas Cook

Thomas Cook is a leading Travel and Tourism company with global presence. Thomas Cook specializes in providing a wide range of services that include Foreign Exchange, Corporate Travel, MICE, Leisure Travel, Insurance, Visa & Passport services and E-Business. St. Joseph's College of Commerce has an on-going collaboration with Thomas Cook to assist the institution in organising international study tours. The study tours include visit to various universities, educational intuitions and organisations of international repute which enable students to bring about an international perspective into their learning.

e) i STAR

i STAR Skill Development is an accredited partner of the National Skill Development Corporation, affiliated to the IT/ITES Sector Skill Council run by NASSCOM. The Institution in association with i STAR runs several skills based professional certification programmes.

f) IMS Proschool

IMS Proschool, an initiative of IMS Learning Resource, is one of the foremost providers of financial accounts and analytics course in the country. IMS conducts training programmes for CFP, CFA, Financial Modelling, CPA, CIMA and IFRS. The Institution in association with IMS Proschool conducted a Financial Modelling programme for 60 Hours which included a tailor-made syllabus on topics like Financial Management, Project Finance, Equity Research and Advanced Macros and VBA for Finance.

g) National Stock Exchange of India (NSE)

The National Stock Exchange (NSE) is India's leading stock exchange covering various cities and towns across the country. NSE was set up by leading Institutions to provide a modern, fully automated screen-based trading system with national reach. The Institution in collaboration with NSE conducted a NCCMP -NSE Certified Capital Market Professional short -term course for the students. The programme aims to enable the students to get first- hand knowledge of the dynamics of securities markets as well as to qualify for a career in the securities market.

h) Ernst & Young (EY)

The Institution has a Memorandum of Understanding (MoU) with (EY). EY offers a scholarship programme for the students of the college in which the students need to present a business plan and the selected business plans are encouraged to be realized through a grant of Rs. 1, 00,000 as scholarship and are also offered a two month internship at EY. Ernst & Young (EY) developed a course on International Tax and Technology for the III and IV semester students which provide in-depth knowledge in the tax verticals and a global perspective on the subject. The course is for 120 hours course spread across two semesters based on Trainer the Trainer model. EY also offers internship for the students who complete this course.

i) Tata Consultancy Services (TCS)

The B.com (BPM Industry Integrated) programme run by the institution has been designed by Tata Consultancy Services (TCS). The course imparts knowledge and specialized domain-focused skills in Business Process Services Management. The curriculum of this course facilitates students to become Industry-ready and imparts the competence required to pursue careers in the value-added services in sectors like the ITeS Industry, Banking, Insurance, Financial Services, and Retail etc. The highlight of this course is the integration of subjects specially prepared by industry experts from TCS to add to the practical dimension of Business Processes Services Management.

j) International Skill Development Course (ISDC)

St. Joseph's College of Commerce, offers a two month rigorous IFRS course from ISDC to the B.Com Final year students. This financial reporting course offers a broad introduction to the Nature and Operations of the IASB, Presentation of Financial Statements, Accounting Policies and Changes in Accounting Estimates and Errors. The course introduced to the students -Cross-border, M&A and capital raising activities frequently requiring the use of IFRS. IFRS training is also imparted to students registered with the Professional Certificate Programmes. In association with ISDC a national conference on Fintech Ecosystems was organised by the Institution.

k) Finmark

Finmark is a leading banking and financial markets company training since 2004 and trained more than 15,000 students over 1800 programmes. Workshops are taught by our practitioners who have immense experience and in-depth capabilities in every aspect of banking and capital markets to design, develop and deliver any programme. Finmark trained the PG students of SJCC for certification in Financial Market and Services. After a two-day training the students took the test for the first module of Fundamentals of Capital Markets paper.

l) Wiley India Private Limited

Wiley India Private Limited is a leading publisher of books & digital solutions for Engineering, Business & Management, Computer Science and Information Technology whose books have been adopted in various Indian Universities. The college has entered into an agreement with Wiley to provide the students with the official CMA test preparation content, Wiley CMAexcel Learning System, for CMA exam preparation.

m) Miles Publications Private Limited

Miles Publishing Ltd is an award-winning media organisation within the Comms, IT and Mobile industry. The college has entered into an agreement with Miles in which they shall be responsible for providing marketing collateral, Wiley study materials and training to SJCC faculty as well as students towards the CMA certification. Miles shall execute and monitor the training organized for students pursuing the CMA certifications. Miles shall

assist SJCC in providing differential placement assistance to the students of SJCC who have cleared both the parts of the CMA examinations. Miles shall also assist in providing internship placements to students who have cleared the CMA examinations but are yet to pass out from SJCC.

Partnerships with NGOs

Along with education, the Institution also strives to inculcate a sense of social responsibility among the students. To strengthen this objective further, the Institution has associated itself with different NGOs and social organizations.

The Institution is committed towards upliftment of the marginalized and weaker sections of the society. It is towards this commitment and faith that the Institution encourages its students to work along with NGOs and with no –profit organizations in India, who work in different fields for the cause of the underprivileged. Students take up social internships as it helps to portray their leadership skills and develop their ability to make a change in society. Some of the NGOs and organizations where our students have contributed to the cause are CARE, Akshaypatra, Justice & Care, Sakhi (Hospet), Teach for India, Bosco, Old age homes, primary schools etc. The college also has signed a MoU with Amnesty International to collaborate on human rights education programme. Associations like CSA, NSS and AICUF annually conducts many programmes in association with the above-mentioned NGOs.

Strengthening the Institution's partnership with NGOs, this academic year, is a significant achievement. The B. Com Travel and Tourism Department collaborated with a nationally acclaimed NGO called U&I to enable students to work as social intern.; the NSS unit collaborated with BPAC to organize civic awareness programmes and with Lions Club to organize blood donation camp; Women's Forum collaborated with Vimochana to organize discussion programmes and the ECO Club with Teri to conduct environmental audit. By undertaking such social programmes, students become aware of some of the pressing concerns of society and work towards solving them and serving the country at large.

Visits by delegates from National and International Universities to College

On 1st October 2017 Mr Takayuki Kitagawa, the Consul General of Japan visited the college as part of Kobe College cultural exchange programme and delivered a lecture on 'Origin of Caste system in India'.

On the 20th of January 2018 Mr. Jim Gurowka, Vice President of Intel Development and also senior member of IMA visited our college to discuss collaboration between IMA and SJCC. Dr. Kip Krumwide Director of Research, IMA visited the college on 8th February 2018 to discuss collaboration between IMA and SJCC. Dr. James Burkee and Dr. Micheal Schlabra faculty of Concordia University visited us to discuss the exchange programme and signed an MoU. Mr. John Malony Senior Vice President of Business Intelligence and Analytics Vodafone UK visited our campus on 3rd of March 2018 to address professional students.

Ms. Vereno Lohner, an International Student Recruiter from Munich Business School visited us on 26th February 2018 to explore possibilities of collaboration. On 28th February, 2018 Mr. John Mathew, Country Manager, MAGES Institute of Excellence Pte. Ltd, Singapore visited the campus to explore possibilities career progression in field of Gaming technology

6.3.9 Admission of Students

Prospective Students can apply only through online, from the college website. Admissions at SJCC are done according to the pre-defined policy. B.Com admissions are done considering the merit and entrance exam,. BBA and PG admissions have entrance exams, group discussions, elocutions and personal interview. Candidates are selected based on the results. Selected candidate list is uploaded in the college website. The college also has walk-in admissions for students with high percentages. Reservation policy is adhered to.

Sl.No.	Course	Students Applied	Students Admitted
1	B.Com	4902	645
2	BBA	1577	310
3	M.Com	257	136

6.4 Welfare schemes for

Teaching	Medical insurance, Gratuity, Provident fund, maternity leave, OOD facilities provided to attend seminars/ conference/workshops, paid leave to pursue doctoral studies is given and Counselling facilities are also provided in the campus.
Non-teaching	Medical insurance, Gratuity, Provident fund, loan facility, ML, EL & mid-day meals are provided.
Students	Counselling, redressal of grievances, mid-day meal, scholarships, fee concession are provided to students. Ladies association and equal opportunity cell also exist to cater to the needy students.

6.5 Total corpus fund generated

NIL

6.6 Whether annual financial audit has been done

Yes No

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

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes	Pvt Consultants	Yes	IQAC
Administrative	Yes	Loyola College	Yes	Management

6.8 Does the University/ Autonomous College declares results within 30 days?

For UG Programmes Yes No

For PG Programmes Yes No

6.9 What efforts are made by the University/ Autonomous College for Examination Reforms?

The following are the reforms initiated by the Examination Departments.

- Online Examination for foundation subjects Indian Constitution and Environmental Studies using Moodle platform.
- Facility of Examination fee payment was introduced.
- Continuous Internal Assessment component of Mid Term Test which is a centralized written test was exempted for General English and Languages. The subject teachers were given the freedom to evaluate the entire CIA component of 20 marks through innovative and contemporary methods.

Comprehensive Evaluation System: SJCC keeping in line with its progressive higher education standards has been practicing a very Comprehensive Evaluation System for students. We at, SJCC, understand that students come with diverse and multitude of talents, therefore the need for a system that recognises individual abilities among students

6.10 What efforts are made by the University to promote autonomy in the affiliated/constituent colleges?

NA

6.11 Activities and support from the Alumni Association

The Old Students' Association or the Alumni Association of St. Joseph's College of Commerce is a well-knit and an active association that conducts several activities throughout the academic year. The Alumni Association is an integral part of the college. The association's activities are aimed at bridging the gap between current and past students.

The OSA started the year with the Annual General Meeting on September 10th, 2017 and the new managing committee took over. The OSA organised a past vs present students basketball match, which saw participation in huge numbers from students of all ages. The OSA celebrated Teachers' Day in a grand manner at KSCA Club on the 16th of September, 2017.

The OSA Christmas Party, in association with Catholic Club was held on December 22nd, 2017 to spread the Christmas message of joy and hope. To promote a healthy atmosphere of debate and dialogue in college the OSA had started a debating competition in the previous year. This year the competition was held on 31st of January, 2018 on the topic 'Cryptocurrency'. The winners of the competition received cash prize.

The OSA also organised a talk on the Union budget on 6th February, 2018. The speaker was Mr. K Raghu, Former President of the Institute of Chartered Accountants of India, who is also an alumnus of SJCC. The members of the OSA took an interest in the college activities as well, by participating in the Spiel Run held on February 10th, 2018. On occasion of the 1973 batch's 45th year of graduation on March 10th, 2018 OSA organised a panel discussion for the final year students titled "Gems from the seniors" with Mr. Irfan Razack, Mr. KG Raghavan and Mr. FR Singhvi. The discussion helped the students to learn a lot from the experience and collective wisdom of the panellist

Apart from being actively part of the college activities the Alumni Association also supports deserving students by providing scholarships and instituting awards. The college welcomes the new president of the Alumni Association Ms. Kavita Mutthappa and thanks the former president Mr. Vinay Mruthyunjaya for his contribution to the college

6.12 Activities and support from the Parent – Teacher Association

St. Joseph's College of Commerce has experienced an unending support from parent collaborators over the years, in nurturing and grooming the students to be better human beings. The Parents Teachers meeting is an opportunity for parents to understand the academic, behavioural, and social well-being of the students/wards and clarify any concerns regarding the same.

All parents of first-year students were invited to the meeting on 16th and 19th August where mentors discussed the student's attendance and mid-term examination performance details with them, following which parents were requested to fill up a feedback form about the institution with the intention of obtaining a better understanding of parents' expectations from the institution.

A parents- teachers meeting for the shortlisted second year and third year students (having attendance shortage (below 75%) and backlogs in End Semester Exams) was conducted on 23rd August and 30th August respectively to help parents keep a closer track of the academic performance of their wards.

6.13 Development programmes for support staff

Service-learning

One day in a month students of the college voluntarily take up the cleaning and maintenance work of the college campus and thereby relieving the house-keeping staff of their duty on that particular day. This voluntary service is inspired by the vision of the Jesuit education and motivated by the Principal's commitment to create an atmosphere of mutual respect and caring inside the campus. Apart from this, students learn about dignity of labour, develop an ability to empathize with others and develop humility in thought and action. The Student Council has taken up this initiative and encouraged students to be a part of it to promote a sense of belonging to the college and responsibility towards maintenance of cleanliness in the campus.

Highlights

- It widens the understanding of work ethics
- It strengthens managerial skills
- It trains in community building

It liberates the mind from long-established prejudices.

6.14 Initiatives taken by the institution to make the campus eco-friendly

The College and Eco Club seeks to foster environmental consciousness among students through campaigns, seminars, workshops and a host of other activities. A campaign for environmental awareness was conducted in which students realized the importance of conserving rather than excessively consuming resources. In addition to this, the campaign encouraged recycling and reusing products wherever possible. A drive to encourage the use of in-house purified water taps over packaged water was organized which saw a drop in waste generation.

A Green Audit was conducted to understand the water and electricity consumption, to promote cycling to and from campus, to educate the student body on rainwater harvesting and to ensure responsible disposal of hazardous waste on campus

Criterion – VII

7. Innovations and Best Practices

7.1 Innovations introduced during this academic year which have created a positive impact on the Functioning of the institution. Give details.

St. Joseph's College of Commerce believes that every individual has the right to express his/her thoughts. The institution attempts to inculcate a sense of realisation of such rights through its academic and co-curricular activities. Various associations and clubs of the Institution and discussion forums of the departments encourage students to engage in critical thinking, participate in a healthy debate and dialogue and develop a commitment to democratic way of life.

Dissent and Discuss

The institution has made expression of dissent and participation in dialogue as the core values of its holistic education.

Highlights

To develop democratic thinking among students and teachers.

To train students in reflective thinking.

To inculcate the spirit of tolerance among students.

Service-learning

One day in a month students of the college voluntarily take up the cleaning and maintenance work of the college campus and thereby relieving the house-keeping staff of their duty on that particular day. This voluntary service is inspired by the vision of the Jesuit education and motivated by the Principal's commitment to create an atmosphere of mutual respect and caring inside the campus. Apart from this, students learn about dignity of labour, develop an ability to empathize with others and develop humility in thought and action. The Student Council has taken up this initiative and encouraged students to be a part of it to promote a sense of belonging to the college and responsibility towards maintenance of cleanliness in the campus.

Highlights

It widens the understanding of work ethics

It strengthens managerial skills

It trains in community building

It liberates the mind from long-established prejudices.

Shared Teaching

In St. Joseph's College of Commerce, Shared-Teaching has proven to be one of the best pedagogical approaches for deliberating lectures in classroom. Presence of two faculty members facilitates and multiplies learning capabilities of students by allowing the latter to access appropriate guidance within the stipulated time-frame of the curriculum.

7.2 Provide the Action Taken Report (ATR) based on the plan of action decided upon at the Beginning of the year

Action Taken Report Based on the actions planned at the beginning of the year.

- Introduced integrated software solutions for examinations.
- Introduced new programmes to cater to the diverse needs including career opportunities.
- Increased industry-academia collaborations. & strengthen participation with professional bodies.
- Reach out further to the society through greater extension activities.
- Larger Community involvement.
- Created corpus fund exclusively for research.
- Conduct of Academic Audit
- Conduct of Environment Audit.
- Initiation of Green Audit
- Steps taken to Promote Consultation

7.3 Give two Best Practices of the institution (please see the format in the NAAC Self-study Manuals)

1. Engaging Students in Quality Enhancement Processes
2. Comprehensive Evaluation System

(Details in Annexure ii)

7.4 Contribution to environmental awareness / protection

Many programs which creates environmental awareness and protection of the same was conducted during the academic year. The highlights of the same are as below.

Cleanliness Drives

The Cleanliness Drives give them the opportunity to participate in large scale clean-ups of heritage sites in Bengaluru, further instilling the importance of cleanliness and the citizen's role in ensuring a healthy environment to co-exist in. With the state of cleanliness in our cities not being of a very high standard, this drive impresses the habit of cleaning and maintaining a cleaner environment. On 16th September 'Ozone Day' celebration was conducted with intention of raising awareness about ozone layer depletion through a talk conducted by Mr. Ullash Kumar, a renowned environmentalist and activist.

The Eco Club seeks to foster environmental consciousness among students through campaigns, seminars, workshops and a host of other activities. An initiative to spread awareness regarding breast cancer was taken on 21st August, 2017. A campaign for environmental awareness was conducted in which students realized the importance of conserving rather than excessively consuming resources. In addition to this, the campaign encouraged recycling and reusing products wherever possible. The documentary 'Before the Flood' was screened to highlight the pressing issue of climate change. A photography contest to capture the impactful images relating to the theme of Child Rights was organized. A rural visit to Doddaballapur was organized to provide members an opportunity to connect with the environment through the planting of trees while stressing on the importance of cleanliness. Eco club collaborated with Teach for India to help underprivileged children showcase their talents at Dramebaaz 2.0 which was held at KK English High School. A drive to encourage the use of in-house purified water taps over packaged water was organized which saw a drop in waste generation. A Green Audit was conducted to understand the water and electricity consumption, to promote cycling to and from campus, to educate the student body on rainwater harvesting and to ensure responsible disposal of hazardous waste on campus.

An anti-pollution video was created with the hope of reducing pollution and ensuring child safety during Diwali. Administered the Swachh Bharat Oath to the students to increase awareness about the need to eradicate the system of open defecation in India and providing access to healthy sanitation in order to improve public health. A one-day seminar titled 'Ambiente' was held to make students realize the significance of protecting and restoring water eco-systems and ensuring the mitigation of water scarcity. An anti-plastic campaign was organized to educate the student body regarding health hazards caused by plastic and to advocate recycling of plastic and the use of alternatives

7.5 Whether environmental audit was conducted? Yes No

7.6 Any other relevant information the institution wishes to add. (for example SWOT Analysis)

The institution has conducted SWOT Analysis, Internal Audit, Academic Audit, Green Audit, and Gender Audit to enable the institution to pursue and attain its mission. Stake holder's feedback is widely used to evaluate and improve teaching effectiveness. There is continuous up gradation of infrastructure and learning resources to facilitate teaching learning, research, examination & evaluation, student support and administration

8. Plans of institution for next year

- Reconstitution of the IQAC by involving more faculty members and Administrators as co- opted members.
- Creation of a Database Repository Cell and member groups to handle the various academic ranking /ratings by external agencies.
- To review the NAAC report for reaccreditation and to start discussion on improving the grading of the system on the basis of the PEER report submitted after with NAAC steering committee.
- To introduce academic auditing
- To drafting of evaluation sheets pertaining to PTA meeting 6. To drafting of evaluation sheets pertaining to staff evaluation
- Evaluation of courses by students
- Evaluation of Departments by students and teachers
- Reflecting activities of IQAC on the website regularly.
- Creating of aesthetically designed dynamic website of the College.
- Creating of an exclusive web-link of alumni.
- Holding quality seminars/workshop in collaboration with UGC/NAAC or any such other agency for teachers, SQAC
- Holding workshop form non-teaching staff, administrators and housekeeping employees.
- Identification of best practices being followed in the college and documentation of the same.
- Creating e-versions of the Manuals, Policies and Application Forms for posting on the website in the pdf format for easy accessibility to the stake holders.
- Creation of IQAC files management- physical papers in addition to the e-data available for faster and easier reference.
- Creation of Master files required numbers as per NAAC for IQAC, identification and numbering as the NAAC

Name _____

Name _____

Signature of the Coordinator, IQAC

Signature of the Chairperson, IQAC

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Annexure I

Abbreviations:

CAS	-	Career Advanced Scheme
CAT	-	Common Admission Test
CBCS	-	Choice Based Credit System
CE	-	Centre for Excellence
COP	-	Career Oriented Programme
CPE	-	College with Potential for Excellence
DPE	-	Department with Potential for Excellence
GATE	-	Graduate Aptitude Test
NET	-	National Eligibility Test
PEI	-	Physical Education Institution
SAP	-	Special Assistance Programme
SF	-	Self Financing
SLET	-	State Level Eligibility Test
TEI	-	Teacher Education Institution
UPE	-	University with Potential Excellence
UPSC	-	Union Public Service Commission
