SELF STUDY REPORT

FOR

1st CYCLE OF ACCREDITATION

L N MISHRA COLLEGE OF BUSINESS MANAGEMENT

BHAGWANPUR CHOWK, MUZAFFARPUR - 842001 (BIHAR)
842001
www.lnmcbm.org

SSR SUBMITTED DATE: 27-08-2022

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

August 2022

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

L.N. MISHRA COLLEGE OF BUSINESS MANAGEMENT (Lalit Narayan Mishra College of Business Management), Muzaffarpur (Bihar), was established in the **year 1973**, is the pioneer business school in Eastern region of India, catering to the needs of the students, researchers, business enterprises and other stakeholders of the state and country. A dream to uplift the society through quality and pragmatic education was true vision of Pt. Lalit Narayan Mishra, Former Minister of Railways, Government of India. After his unfortunate demise, the vision got shape of Mission by Late Dr. Jagannath Mishra, Former Chief Minister, Bihar and Former Union Minister and came in reality for new generation institutes of national importance in Management Studies at par with national and international excellence. The college is located at Bhagwanpur Chowk, Muzaffarpur, spreads over an area of 5.47 acres and is a state-of-the-art infrastructure having hefty number of under graduate and post graduate students professionally and technologically superior and ethically strong. The College has constantly been evolving policies and programmes which make this institution an addition to the national resources in higher education. Courses offered by the college play vital role in national progress and development. The aim is to impart meaningful education to conduct research of the highest standard and to provide leadership in technological innovation for the industrial growth of the country leading to BBA, MBA, BCA and MCA . degrees. To the untiring journey towards becoming globally competitive, the College has become an authorized examination centre of Cambridge English Language Assessment (a part of Cambridge University, U.K.). Our students are serving multinational companies in various capacities across the globe. Apart from the business, our alumni also contribute a lot consistently giving their valuable contribution and support to every sphere of life. The institution strongly focuses on entrepreneurship development with the objective of self-employment. For the purpose, required skill and approach are deeply embedded in course participants with the help of committed management, faculty members and support staff.

Vision

Aims to achieve and endorse excellence in every area of its teaching and maintain and develop its position as a world-class College, to enrich International, National and Regional communities through 'skills with ethics' of its graduates.

Mission

To offer affordable education of International Standard to all students.

To continuously improve the quality of academic programmes.

To implement the best academic practices to satisfy every stakeholder.

To actively participate in making a developed India and promote universal brotherhood by nurturing its talented youth

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

Location: The College is located at Bhagwanpur Chowk, Muzaffarpur, spreads over an area of 5.47 acres and having a state-of-the-art infrastructure.

Student Pool: The College is having preety good number of under graduate and post graduate students professionally and technologically superior and ethically strong.

Courses: The aim is to impart meaningful education to conduct research of the highest standard and to provide leadership in technological innovation for the industrial growth of the country leading to BBA, MBA, BCA and MCA degrees.

Discipline: The College gives due importance to maintain discipline and Academic Calendar is being adhered by the College in every session.

Admission: The College follows a systematic and transparent admission process. Admission committee takes initiative in making admission process smooth for the prospective students.

Faculty: The College has well qualified and dedicated faculty. Most of them have doctorate degrees along with NET in their respective subjects.

Library: With the help of ERP facilities our library is under process of computerization and Automation to save the time and resources. College is having 50000+ Books in hard bound and around 1.2 Lacs E-Books with more than 50 National & International Journals and E-Journals.

Assistance and Aid: The College has a well defined process for providing financial assistance to the needy students and they are informed through the College Prospectus and scholarship committee about various scholarship programmes.

Women empowerment: The College has been encouraging the female students to come forward in every sphere of life through a number of ways and means. The safety of female students is given due importance and priority with the creation of Women Development Cell to redress any concerns of female students.

Institutional Weakness

Curriculum: Offering flexibility in curriculum design and courses to students is the basic problem being faced by all the affiliated colleges of the University. There is no formal provision for flexibility in courses to be offered to students.

Financial Constraints: There is a financial constraint as more students come from a rural economic background as well as the Bye-Laws provided by the regulatory authority restricts the college for financial status.

Student Progression: There is a need for formal mechanism in place for tracking student progression after completion of academic session.

Lack of industry interface: The College does not have an industry interface due to the location disadvantage as the region is lacking in industries.

Institutional Opportunity

Aid of ICT: With increasing role of Information & Communication Technology in our daily life, the College encourage on more implementation and utilization of ICT optimally with virtual interaction.

Innovation and Research: The College has great possibility to increase the innovation and research in rural area and harness local talents.

Renewable energy: Although the College has initiated the process to replace conventional energy with solar energy by installing required number of Solar panels on the spacious rooftop of the college for Energy harvesting. There is still much scope for increase in use of sustainable energy.

Modernization: There is scope for modernization of more classrooms with ICT facilities like LCD Projectors.

Paradigm changes: The College recognizes the fact that evolution is a natural process and it is perpetual in nature. To keep pace with changing time and compete in today's cut throat competition the need has been felt to impart soft skills, socialization and proficiency based learning to students. The College has taken several small steps in this direction and more practical steps need to be taken to make students highly skilled and employable.

Vocational Courses: There is a huge scope of introducing new vocational courses, add on courses and self employment training programs.

Institutional Challenge

Infrastructural constraints: Adoption of CBCS Courses in last two years has taken a heavy toll on the existing infrastructure to accommodate students. Meeting the infrastructural requirement in future continues to pose as a constraint.

Support: Poor regulatory and operational support from the parent university.

Student progression: The College has a challenge before it to strengthen alumni base and track student progression at the end of every academic session.

Brain drain: With the hope of greater exposure, meritorious and talented students of this region generally migrate to big city colleges in search of better education

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The College is about to complete five decades of its establishment and has emerged as a dream institution and a vibrant seat of Management and IT learning in Bihar. The Institution does have effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment. We have two main bodies for curriculum planning, implementation, monitoring and controlling activities. First is Governing Body of the college which makes strategic planning and decisions; secondly, we have recently constituted IQAC under the guidelines of UGC. Since its inception IQAC is continuously engaged in monitoring and controlling the activities of the college including academic plan, examination schedules, internal assessments and others. The College conducts entrance test for admission to various educational programme. For undergraduate programs, the selection of student is done on the basis of their score secured in such test. Further, for admission in postgraduate program, the score card of national level aptitude test of the concerned field such as CAT, MAT, CMAT, XAT is considered and final selection is made on the basis of their composite score constituting national level test score and score in group discussion and personal interview conducted by the college.

The institution has directed all the departments to adapt the following measures to improve the results.

1. Tutorial Classes- are made to increase efficiency, pass percentage and deep understanding of their subjects.

2. Project works, periodical seminars, workshops, special lectures, group discussions, Industrial visits are organised

3. To maintain learning environment, a library with 50,000+ books, 1.2 Lacs + e-Journals and Periodicals have been available with spacious study centre.

Regarding internal assessment we practice the followings: - Regular assignments, quizzes, classroom presentations, student seminars, group discussions, and debates. Internal assessments are planned to encourage students to work independently and develop a sense of self-dependence.

Student representation in administration is an important initiative taken by the college. Representatives of students serve as members on committees like Internal Quality Assurance Cell, Grievance Cell in order to maintain transparency.

Teaching-learning and Evaluation

LNMCBM as an institution is not just transmission of knowledge, but as a seat of learning, it also aims at generation of knowledge. Research assumes paramount importance from this angle. The College provides support, facilities, environment and encouragement to the faculty and the students actively participate in research activities in the College. Specified activities which are part and parcel of teaching and learning process in the College are following:-

· Curriculum and requirement based classes

· Workshops / Guest Lectures / Seminars / Symposium / Case studies

· Regular test & evaluation

· Interactive activities

· Students' feedback analysis and action

· Faculty development programmes through Academic Staff College, various Seminars, Symposia, Workshops, and FDPs

The College practices a teaching methodology that focuses on imparting education through a student centric approach. This methodology helps to transform students from being relegated to the role of passive recipients to active. The teacher facilitates learning by allowing each individual student to comprehend at their personal level by ensuring their involvement in class activities so that they can absorb and grasp information at their own pace.

Courses are defined highlighting course objectives, programme specific objectives and programme outcomes. This provides a comprehensive understanding to the student right at the beginning of the course as to what should be the primary focus. It also helps them in self-evaluating their performance at the conclusion of the course. Feedback of the Course and teachers, given by students at the end of each semester provides an opportunity to identify any lacunae which can then be addressed.

Research, Innovations and Extension

L N Mishra College of Business Management embarks its ideation of innovation and novelty on the principles of fluency, flexibility, originality and elaboration. The college expresses its fluency of novelty in terms of ideational fluency, associational fluency and expressional fluency; flexibility in terms of being imparting the skill of able to discontinue from existing pattern of thought and shift to new patterns of thought in the spontaneous and/or adaptive manner; originality resembles that of ideational influence except that the focus is on ideas and output that are off beat and unexpected; inculcating the process of elaboration is relevant to skills in resorting to management process, particularly planning and organization. The college's andragogy and teaching learning method are largely based on tangible outcome in the form of skill development, creative problem solving, research and innovation, ability of managerial decision making, situational sensitivity and analysis, and sustainable approach. L N Mishra College of Business Management has adopted creativity and innovation as the way of living the exacutional life.

 The college strongly believes and acts on the function of knowledge, imagination and evaluation, reflecting an attitude towards the beneficial and positive use of creativity and impact thinking that helps in novel and interesting ideas across curriculum areas. The college gives confidence to learners not to have fear of failure, to move from abstract to construct, to accept criticism or rejection, to control rigidity owning to stereotyping, dogmatism and functional fixedness. The college's ecosystem of learning and environment instills the quality of sensitive to problems, needs, attitudes and feelings of others; to analyse and take continuous advantage of developing situations; to adjust quickly and smoothly to new developments and changed situations; to combine several components to arrive at a creative whole; and the ability to organize the project, express an idea, or create a design in such a way that nothing is superfluous.

Infrastructure and Learning Resources

L N Mishra College of Business Management continuously strives to provide state-of-the-art infrastructure to cater their stakeholders in a better way. It have 24 well ventilated Classrooms with air condition and in terms of Technology enabled tutorial spaces It has 04 (Audio-Visual Classroom Facilities with LCD Projectors) along with 1 well equipped Seminar Hall. The college has two large sized Computer Labs and one Language Lab with around 250 computers and 25 printers for public access. The Campus is Wi-Fi enabled with Internet band width/ speed of 100mbps. LNMCBM also have vast Infrastructure for Extra-curricular activities, Like Badminton court, Basketball court, Indoor games facilities, Rest Room for instant relief due to sickness with first-aid facilities, Open space for organizing food fest, book exhibition, cultural programmes, Hall for Performing Art with plethora of music instruments, sound system and useful amnesties. There are also Separate common rooms for boys and girls.

With the help of ERP facilities our library is under process of computerization and Automation to save the time and resources. College is having 50000+ Books in hard bound and around 1.2 Lacs E-Books with more than 50 National & International Journals and E-Journals.

Student Support and Progression

A comprehensive Care System: A comprehensive care system is designed to provide a 'holding environment', provides for the holistic development of the students.

Capability Enhancement and Development Schemes: It includes Individual Mentoring, Student development programmes, and programmes designed to learn to live and work together with achieving excellence in personal and academic areas.

Training and Placement Cell provides training in aptitude, technical and personal competencies and facilitates job placements.

Entrepreneurship Development: Students are guided to develop their entrepreneurial skills and encouraged to showcase and participate in Startup / Innovative activities.

Counseling services: Counseling facilities are available for students to address the pressures of family expectations, personal expectations, academic pressure, social pressure, psychological adjustments and identity formation.

Support of Alumni Associations: comprising of representatives from Administration, Faculty and Alumni nurture a sense of leadership and ownership among students and provide them with placement opportunities.

Health Care Unit: The College provides health services supported to take care of health issues on campus.

Grievance Redressal Mechanism: LNMCBM has an active grievance redressal system.

Scholarships Scheme: LNMCBM provides/felicitates various Scholarship schemes.

Governance, Leadership and Management

The institution has a mechanism of providing operational autonomy to various functionaries in order to

ensure   a   decentralized governance system.

1. **Top Level**

Professor-Incharge is in the governing body and chairperson of the IQAC who nominates the IQAC co-ordinator in consultation with the teachers and constitute different committees for planning and implementation of different academic, student administration and related policies. All academic and operational policies are based on the unanimous decision of the governing body taken in light of vision and mission of the institute.

1. **Faculty level:**

Faculty members are given representation in various committees/cells nominated by IQAC. The following committees are operational in the institution.

- Academic Council
- Institutional Governance, Internal audit and Infrastructure committee.
- Students welfare and Grievance Redressal cell
- Library advisory cell
- Research and Innovative practices committee
- ICT and Faculty development committee
- Placement and Alumni cell
- Institutional values and Extension committee.

1. **Student level**

In IQAC, student representative are nominated to keep their issues and empowered to play important role in different activities. Based on their requirement the various committees take decision to fulfill those needs for the overall development of students.

1. **Non-teaching staff level**

Non-teaching staff are represented in the IQAC. Suggestions of non- teaching staff are considered while taking important decisions.

Participative management

The institution promotes the culture of participative management at the operational level.

- Strategic level: The Professor-Incharge, governing body, Teachers' council and the IQAC are involved in defining policies & procedures, framing guidelines and rules & regulations pertaining to admission, examination, discipline, grievance, support services, finance etc

- Functional level: Faculty members share knowledge among themselves, students and staff members while working for a committee. Professor-Incharge and faculty members are involved in joint research and have published papers

- Operational level: The Professor-Incharge interacts with government and external agencies & faculty members maintain interactions with the concerned departments of affiliating university. Students and

office staff join hands with the Professor-Incharge and faculty for the execution of different academic, administrative, extension related, co- and extracurricular activities.

Institutional Values and Best Practices

L.N. Mishra College of Business Management, Muzaffarpur is a self-financed, quality-conscious, and trend-setting Institute with a focus on providing equal opportunities for the development of human potentials for every segment of the society. The Institute is located at Bhagwanpur, Muzaffarpur. The College campus extends over an area of 5.47 acres and has the best infrastructure and academic facilities with highly qualified and experienced faculties. The Vision of this Institute is to "Produce good Manages and Technically Skilled professionals".

The measures of the successful implementation of the teaching-learning process and realization of our vision ultimately can be monitored by evaluating the successful outcomes of the graduates and post-graduates in terms of their placements, higher education, or pursuing entrepreneurship. In this direction, this institute not only imparts excellence in technical knowledge but also supports the students at various levels during their graduation and post-graduation to enhance their soft and professional skills. Institute has a Student Mentorship Program (SMP) under which 20-30 students are assigned to a faculty member right at the time of admission, who would be monitoring students' performance during the complete course of the student. Special attention has been given to the development of the Communication Skills of the students. Cambridge English Assessment Courses have been introduced to improve the communication skills of the students for their better placements. Apart from this college also give preference to green and sustainable environment. It has taken various initiatives to keep campus clean and green.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	L N MISHRA COLLEGE OF BUSINESS MANAGEMENT
Address	BHAGWANPUR CHOWK, MUZAFFARPUR - 842001 (BIHAR)
City	MUZAFFARPUR
State	Bihar
Pin	842001
Website	www.lnmcbm.org

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Director(in-charge)	SHYAM ANAND JHA	0621-2255905	9934234285	-	info@lnmcbm.org
IQAC / CIQA coordinator	AMAR NATH	-	9771384419	-	amarnathmallik2@gmail.com

Status of the Institution	
Institution Status	Private and Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minroity institution	No

Establishment Details	

State	University name	Document
Bihar	Babasaheb Bhimrao Ambedkar Bihar University	[View Document](#)

Details of UGC recognition

Under Section	Date	View Document
2f of UGC	31-03-1983	[View Document](#)
12B of UGC	31-03-1983	[View Document](#)

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
AICTE	[View Document](#)	29-06-2021	12	

Recognitions

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

Location and Area of Campus

Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	BHAGWANPUR CHOWK, MUZAFFARPUR - 842001 (BIHAR)	Rural	5.47	6477

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BBA,Management	36	Higher Secondary	English	240	234
UG	BCA,Information Technology	36	Higher Secondary	English	234	209
PG	MBA,Management	24	Graduation	English	120	79
PG	MCA,Information Technology	36	Graduation	English	30	18

Position Details of Faculty & Staff in the College

	Teaching Faculty											
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				6				15				32
Recruited	0	0	0	0	0	0	0	0	24	7	0	31
Yet to Recruit				6				15				1
Sanctioned by the Management/Society or Other Authorized Bodies				0				0				0
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit				0				0				0

Non-Teaching Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				70
Recruited	51	7	0	58
Yet to Recruit				12
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

Technical Staff				
	Male	**Female**	**Others**	**Total**
Sanctioned by the UGC /University State Government				10
Recruited	7	3	0	10
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers									
Highest Qualificatio n	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	1	0	1
Ph.D.	0	0	0	0	0	0	21	4	0	25
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	3	2	0	5
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers									
Highest Qualificatio n	Professor			Associate Professor			Assistant Professor		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/ LLD/DM/M CH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

27-08-2022 07:37:25

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

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	**Male**	**Female**	**Others**	**Total**
	11	1	0	12

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

Programme		**From the State Where College is Located**	**From Other States of India**	**NRI Students**	**Foreign Students**	**Total**
UG	Male	306	0	0	0	306
	Female	137	0	0	0	137
	Others	0	0	0	0	0
PG	Male	52	0	0	0	52
	Female	45	0	0	0	45
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Programme		**Year 1**	**Year 2**	**Year 3**	**Year 4**
SC	Male	14	10	10	10
	Female	3	5	2	2
	Others	0	0	0	0
ST	Male	3	3	1	3
	Female	1	0	1	2
	Others	0	0	0	0
OBC	Male	113	94	98	78
	Female	37	26	30	31
	Others	0	0	0	0
General	Male	227	274	265	189
	Female	141	139	146	112
	Others	0	0	0	0
Others	Male	1	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		540	551	553	427

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	In L N Mishra College of Business Management faculty members from different disciplines like IT, Management, Economics, English, Pure and Applied Mathematics etc. work together and draw on their discipline knowledge and consequently integrate knowledge and methods from varied streams, using synthesis of approach. This curriculum integration generates the understanding of themes and concepts that cut across disciplines and of the interconnection among different disciplines and their implications in the real scenario.
2. Academic bank of credits (ABC):	In light of preparing the Institution for upcoming NEP which is under process at State Government

	/Governor's Secretariat Levels in terms of curricula and at micro level for evaluation and appraisal system that is academic bank of credit. In the mean time the Institution has constituted a committee for Academic Bank Credit (ABC) and other aspects of NEP. As we are affiliated body and follow the University guidelines. Thus it will be enacted as and when the university extend such guidelines.
3. Skill development:	(a) Skill Development: The Institution arranges skill enhancement programs to develop their skills for example – Personality enrichment, Employability skill development, Entrepreneurial development, Language skill development etc., (b) Projects: Students at the UG and PG degree courses take up Internships in industries and pursue their projects, which gives them hands on training in their field of interest. (c) Entrepreneurial Development: ED Cell crucially works on generating the excitement in the young brains to produce innovation and thus laying the stones for entrepreneurship. Budding entrepreneurs are motivated for startups and thus are self-sufficient and independent financially. They could be restored to recreate their lives in a renewed mode. The Vision of the Institute focuses on aspects essentially: professional skill based, Value based Education, Interdisciplinary Research, and Sustainable Development. The positive outcomes are achieved by designing the curriculum to meet the global requirements and through teaching-learning methods blended with ethical values. The structured induction of the student into the curriculum enables to visualize the career opportunities and the approach towards achieving them. The institute provides a platform to business Start-ups to develop their ideas into commercially viable products. Facilitates the students to work on innovative project idea
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	The transmission of Indian traditional knowledge and values across generation is prerequisite to protect and promote local cultures and identities and for the sustaining culturally appropriate socio-economic development. This idea reflects in the teaching-learning system and organization of L N Mishra College of Business Management. Indian national and regional knowledge system is the necessary inputs and impetus in the institution for conducting and promoting of interdisciplinary research, online and offline blend system of education, and

	management learning based on Indian intellect and ethos.
5. Focus on Outcome based education (OBE):	LNMCBM is committed to impart quality education to their students and thereby serve the society by creating human assets. Thus in parallel to its academic curriculum, various activities are conducted for the positive transformation and overall personality development of their students. Soft skills, listening and Communication skills development programs are few of such activities. The college regularly invites eminent personalities from academics and industries and arranges lectures for the students to update with latest ICT/computing skills to match with industry standards. We facilitate computers to our students with single interface facility. Despite of the student Induction program in every academic year, the way of interaction with unfamiliar set of people is taught to the students under new environment. To acquire proficiency in corporate language i.e. English, the institution is recognized by Cambridge Assessment English (A Part of Cambridge University, UK) as the only authorized exam centre of BEC (Business English Certificate) in this region. Language Lab has also been established in the college to cater the needs of students for improving their language.
6. Distance education/online education:	We don't have any education system in distance mode. As far as online or virtual mode of teaching-learning is concerned, in the elapsed time of Corona pandemic we successfully ran the learning mode in exhaustion and completion. Though presently we rely more on offline or face to face of learning mode, we also have adopted blend or flip mode (both online and offline) mode to some extent.

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
540	551	553	427	571

File Description	Document
Upload supporting document	[View Document]
Institutional data in the prescribed format	[View Document]

2 Teachers

2.1

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

Response: 31

File Description	Document
Upload supporting document	[View Document]
Institutional data in the prescribed format	[View Document]

2.2

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

2021-22	2020-21	2019-20	2018-19	2017-18
31	23	24	27	37

3 Institution

3.1

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

2021-22	2020-21	2019-20	2018-19	2017-18
194.46	167.63	326.33	433.13	382.93

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

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

Response:

The College is about to complete five decades of its establishment and has emerged as a dream institution and a vibrant seat of Management and IT learning in Bihar. It can today boast of a well structured, admirably equipped infrastructure with modern teaching aids, infotainment aids, a select band of highly qualified and experienced faculty members, a campus buzzing with students activity and above all an envious band of disciplined, highly talented, motivated and indefatigable learners. These are a few prominent reasons that could lead it to be rated as B+ after a survey made by Business India. On the horizon of performance, Competition Success Review (CSR), a world class magazine, conferred this college with CSR award thrice. Association with Cambridge English Language Assessment (A wing of Cambridge University, U.K.) is an addition to the Endeavour.

The Institution does have effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment. We have two main bodies for curriculum planning, implementation, monitoring and controlling activities. First is Governing Body of the college which makes strategic planning and decisions; secondly, we have recently constituted IQAC under the guidelines of UGC. Since its inception IQAC is continuously engaged in monitoring and controlling the activities of the college including academic plan, examination schedules, internal assessments and others.

The College conducts entrance test for admission to various educational programme. For undergraduate programs, the selection of student is done on the basis of their score secured in such test. Further, for admission in postgraduate program, the score card of national level aptitude test of the concerned field such as CAT, MAT, CMAT, XAT is considered and final selection is made on the basis of their composite score constituting national level test score and score in group discussion and personal interview conducted by the college.

The institution has directed all the departments to adapt the following measures to improve the results.

1. Tutorial Classes- are made to increase efficiency, pass percentage and deep understanding of their subjects.

2. Project works, periodical seminars, workshops, special lectures, group discussions, Industrial visits are organised

3. To maintain learning environment, a library with 50,000+ books, 1.2 Lacs + e-Journals and Periodicals have been available with spacious study centre.

Regarding internal assessment we practice the followings: - Regular assignments, quizzes, classroom

presentations, student seminars, group discussions, and debates. Internal assessments are planned to encourage students to work independently and develop a sense of self-dependence.

Student representation in administration is an important initiative taken by the college. Representatives of students serve as members on committees like Internal Quality Assurance Cell, Grievance Cell in order to maintain transparency.

Following the performance based student's enrolment the identification of slow learner is made and focus is given on their development.

File Description	Document
Upload Additional information	[View Document](#)

1.2 Academic Flexibility

1.2.1 Number of Add on /Certificate/Value added programs offered during the last five years

Response: 1

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.2.2 Percentage of students enrolled in Certificate/ Add-on/Value added programs as against the total number of students during the last five years

Response: 55.68

1.2.2.1 **Number of students enrolled in subject related Certificate/ Add-on/Value added programs year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	514	667	290

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

27-08-2022 07:37:25

1.3 Curriculum Enrichment

1.3.1 Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

Response:

Our Institution integrates Cross-cutting issues of the society like Moral Values, Human Values, Professional Ethics, Ethical Values Gender Equality, and Environmental Awareness through events organised time to time in-campus and off-campus in participation with the students. College celebrates days of National and International importance as Republic day, Women's day, Independence Day, Teacher`s day, Human Rights Day, Bihar Divas, International Yoga Day etc. These celebrations nurture the moral, ethical and social values in the students.

The college has Anti-Ragging Cell and Grievance Redressal Cell to provide counseling to students, promote gender equity among students and also deal with related issues of safety and security of female students, staff and faculty. The college campus is secured with CCTV and high level security. The college at times organizes seminars on Gender sensitivity and gender sensitization, women strengthening, "Women Entrepreneurship" etc. The Student welfare Cell aims to enable women faculty and girl students to explore their imminent potential in all aspects, providing a congenial working environment for them.

Understanding the importance of "Universal Human values & Professional Ethics" the faculty members have undergone course of UHV organised by AICTE.

For creating awareness and developing importance of environment among students the college organizes programmes on Environment & Ecology to make students aware about efficient use of natural resources.

File Description	Document
Upload Additional information	[View Document](#)

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

Response: 91.85

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

Response: 496

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

1.4 Feedback System

1.4.1 Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website (Yes or No)

Response: Yes

File Description	Document
Upload supporting document	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Enrolment percentage

Response: 84.68

2.1.1.1 **Number of students admitted year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
540	551	553	427	571

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

2021-22	2020-21	2019-20	2018-19	2017-18
624	624	624	624	624

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2.1.2 Percentage of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the last five years (Exclusive of supernumerary seats)

Response: 47.18

2.1.2.1 *Number of actual students admitted from the reserved categories year - wise during the last five years*

2021-22	2020-21	2019-20	2018-19	2017-18
172	137	141	126	160

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

2021-22	2020-21	2019-20	2018-19	2017-18
312	312	312	312	312

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2.2 Student Teacher Ratio

2.2.1 Student – Full time Teacher Ratio
(Data for the latest completed academic year)

Response: 17.42

2.3 Teaching- Learning Process

2.3.1 Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences using ICT tools

Response:

LNMCBM as an institution is not just transmission of knowledge, but as a seat of learning, it also aims at generation of knowledge. Research assumes paramount importance from this angle. The College provides support, facilities, environment and encouragement to the faculty and the students actively participate in research activities in the College. Specified activities which are part and parcel of teaching and learning process in the College are following:-

· Curriculum and requirement based classes

· Workshops / Guest Lectures / Seminars / Symposium / Case studies

· Regular test & evaluation

· Interactive activities

· Students' feedback analysis and action

· Faculty development programmes through Academic Staff College, various Seminars, Symposia, Workshops, and FDPs

The College practices a teaching methodology that focuses on imparting education through a student centric approach. This methodology helps to transform students from being relegated to the role of passive recipients to active. The teacher facilitates learning by allowing each individual student to comprehend at

their personal level by ensuring their involvement in class activities so that they can absorb and grasp information at their own pace.

Courses are defined highlighting course objectives, programme specific objectives and programme outcomes. This provides a comprehensive understanding to the student right at the beginning of the course as to what should be the primary focus. It also helps them in self-evaluating their performance at the conclusion of the course. Feedback of the Course and teachers, given by students at the end of each semester provides an opportunity to identify any lacunae which can then be addressed.

We provide following approaches for student-centric education:

1. Experiential Learning: The institution imparts the following experiential learning practices – ·Laboratory Sessions · Summer Internship -Students get hands on training while working in the company. · Add-on Courses are promoted on latest technologies with NPTEL, SWAYAM, Coursera etc. · Project development on latest technologies by students where they showcase their working model.

2. Participatory Learning: In this type of learning, students participate in various activities such as seminar, group discussion, wall papers, projects, and the skill based add on courses. Students are encouraged to participate in activities where they can use their specialized technical or management skills, such as · Annual Tech Fest – It is organized every year for IT students were selected projects are displayed at the larger platform. · Management Fest- This is organized every year by the management students · Annual cultural program – This is organized every year for the students of the college to give a vent to their creativity.

3. Problem-solving methods: We encourage students to acquire and develop problem-solving skills. For this, college organizes expert lectures on various topics, motivate students to join MOOC courses, participate in various technical fests and other competitions such as: · In-house summer training with project development · Regular Assignments based on problems · Case studies Discussion · Class presentations · Debates

Evaluation –Evaluation of students is an integral part of course curriculum through various checkpoints at regular intervals.

File Description	Document
Upload Additional information	[View Document](#)
Provide Link for Additional information	[View Document](#)

2.4 Teacher Profile and Quality

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

Response: 51.64

2.4.1.1 **Number of Sanctioned posts / required positions for teaching staff/ full time teachers year wise during the last five years:**

2021-22	2020-21	2019-20	2018-19	2017-18
55	55	55	55	55

File Description	Document
Upload supporting document	[View Document](#)

2.4.2 Percentage of full time teachers with NET/SET/SLET/ Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)

Response: 80.99

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

2021-22	2020-21	2019-20	2018-19	2017-18
27	23	21	20	24

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

2.5 Evaluation Process and Reforms

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

Response:

A transparent, time-bound and efficient method is being followed in terms of dealing with internal examination related grievances. Various internal examinations are being conducted throughout the semester. Some of them are assignments, regular lab work evaluation, Seminars and presentations, etc. by adopting the criteria as per the direction of affiliating university, complete transparency is maintained in internal assessment tests.

Mechanism of internal assessment

1. The course teachers display question for class test which is conducted for an hour.

2. Evaluation method comprises of internal examinations held during the semester and is designed to check the periodic performance of the student.

3. All the records and data of attendance in internal Examinations, Question papers, valued answer sheets/copies, summary of marks sheets, are properly maintained by the examination department

4. Class Test: After Valuation, marks are displayed on notice board by faculty members. Assessment copies are shown and returned back to the students.

Assignment questions are discussed and given to the students. The students submit two assignments which is evaluated by the respective teachers.

Seminar/Presentations: Students are required to submit and present before the students and teachers on the topics announced by the subject teachers which is assessed by their respective teachers.

External Examination

The university has granted the permission to conduct University Examination under the strict surveillance of an Observer – duly appointed by the Examination Board and a Static Magistrate appointed by the District Administration. The date of examination is announced and displayed by the Controller of Examinations well in advance. The schedule of examination is communicated in written to the Hon'ble High Court, District Court, District Magistrate, and Local Police Station for maintenance & assurance of conduct of peaceful and fair examination.

A Grievance redressal portal prescribed by AICTE has been created using customizes software. The access of portal has been given to all the stakeholders to register their issues, if any. However a complaint box is also been installed at campus for suggestions and queries.

File Description	Document
Upload Additional information	[View Document](#)

2.6 Student Performance and Learning Outcomes

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

Response:

Program Outcomes (POs) are broad statements that describe the professional accomplishments which the program aims at, and these are to be attained by the students by the time they complete the program. POs incorporate many areas of inter-related knowledge, skills and personality traits that are to be acquired by the students during their graduation. POs were formulated reflecting the Vision, Mission and Strategies of the College. While formulating POs, the College considered academic excellence, human values, and recent trends in the job markets. The suggestions of the alumni and other stakeholders were also taken into account. The students were enlightened with the PO pattern.

Program specific outcomes (PSOs) are the specific skill requirements and accomplishments to be fulfilled by the students at micro level and by the end of the program. The programme co-ordinators prepare the PSOs.

Course outcomes (COs) are direct statements that describe the essential and enduring disciplinary knowledge, abilities that students should possess and the depth of learning that is expected upon completion of a course. They are clearly specified and communicated. The Course Outcomes are prepared by the faculty members teaching the same course.

The POs/PSOs of the programme are published on the college website http://www.lnmcbm.org. In all the interactions with the students, awareness on POs, PSOs and COs is consciously promoted.

The College follows the Choice Based Credit System (CBCS) to widen the teaching and learning activities. The curricula under CBCS have been strengthened with the introduction of OBE and the courses have been reinforced with desirable outcomes.

The Curricula of all programmes have been designed by the affiliating university in such a way that the students will be able to develop skills and abilities for

1. Critical thinking

2. Effective communication

3. Social Interaction

4. Ethics

5. To lead Self-directed and lifelong learning

Mechanism of Communication: The College takes initiatives of its own to communicate teachers and students by

1. Publishing prospectus annually giving all the academic outcomes and making available to students.

2. Uploading structure and outcome on College Website.

3. Publishing and distributing occasionally leaflet for stating programme outcomes and admission procedure.

The college on its own evolves some pragmatic mechanism to measure the attainment of POs, PSO and COs.

The overall course outcome is reflected in the examination results of university examinations at the end of semester. The program specific outcome is measured by tracking mechanism of student progression. The college also evolves the mechanisms to find out slow learners and advance learners. The level of attainment of POs, PSOs and COs are measured from examination results.

File Description	Document
Provide Link for Additional information	

2.6.2 Pass percentage of Students during last five years

Response: 93.36

2.6.2.1 **Number of final year students who passed the university examination year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
418	476	481	511	363

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

2021-22	2020-21	2019-20	2018-19	2017-18
431	504	495	544	435

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Response: 4

File Description	Document
Upload database of all students on roll	View Document

27-08-2022 07:37:25

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

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

Response: 0

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

File Description	Document
Institutional data in the prescribed format	[View Document](#)

3.2 Innovation Ecosystem

3.2.1 Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

Response:

There has been ever increasing prominence of research and development, creative and critical thinking and innovation because of pressing influence of eroding of geographical boundaries, globalization of business and education, acute competition and expeditious technological up gradation. To tap the opportunity and neutralize the challenges require a paradigm shift in thinking and responses. Thus out of the box thinking and novel responses are requirement of time. L N Mishra College of Business Management recognized this and based the fundamentals of its operating principle since its inception and continuing the untiring journey. The college's andragogy and teaching learning method are largely based on tangible outcome in the form of skill development, creative problem solving, research and innovation, ability of managerial decision making, situational sensitivity and analysis, and sustainable approach. L N Mishra College of Business Management has adopted creativity and innovation as the way of living the exacutional life. The explicit examples might be cited as green building with solar panel; state of art class rooms, laboratories, and multi utility hall; pollution detector; workshops at regular intervals on robotics and artificial intelligence; organised gardens and green campus etc. Our faculty members believe in continuously updating and upgrading their competence and skill through various training and development programmes and modes & inculcate the conception and readiness to adopt both incremental innovations and radical innovations in the students.

L N Mishra College of Business Management embarks its ideation of innovation and novelty on the principles of fluency, flexibility, originality and elaboration. The college expresses its fluency of

novelty in terms of ideational fluency, associational fluency and expressional fluency; flexibility in terms of being imparting the skill of able to discontinue from existing pattern of thought and shift to new patterns of thought in the spontaneous and/or adaptive manner; originality resembles that of ideational influence except that the focus is on ideas and output that are off beat and unexpected; inculcating the process of elaboration is relevant to skills in resorting to management process, particularly planning and organization. The college strongly believes and acts on the function of knowledge, imagination and evaluation, reflecting an attitude towards the beneficial and positive use of creativity and impact thinking that helps in novel and interesting ideas across curriculum areas. The college gives confidence to learners not to have fear of failure, to move from abstract to construct, to accept criticism or rejection, to control rigidity owning to stereotyping, dogmatism and functional fixedness. The college's ecosystem of learning and environment instills the quality of sensitive to problems, needs, attitudes and feelings of others; to analyse and take continuous advantage of developing situations; to adjust quickly and smoothly to new developments and changed situations; to combine several components to arrive at a creative whole; and the ability to organize the project, express an idea, or create a design in such a way that nothing is superfluous.

File Description	Document
Upload Additional information	[View Document](#)

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

Response: 9

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

2021-22	2020-21	2019-20	2018-19	2017-18
3	4	1	1	0

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.3 Research Publications and Awards

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

Response: 187.1

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

2021-22	2020-21	2019-20	2018-19	2017-18
9	10	11	8	20

File Description	Document
Institutional data in the prescribed format	View Document

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

Response: 35.48

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

2021-22	2020-21	2019-20	2018-19	2017-18
6	1	2	1	1

File Description	Document
Institutional data in the prescribed format	View Document

3.4 Extension Activities

3.4.1 Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the last five years.

Response:

LNMCBM has been in the forefront in sensitizing its students pertaining to social issues through its curriculum and extension activities. LNMCBM organizes blood donation camps, education awareness programmes, gender equality awareness activities and visits to slums in vicinity to create awareness among the residents.

College has installed pollution checking machine and several time organized pollution control awareness rally. At the time of Covid19 pandemic college distributed mask and sanitizer to the local people.

LNMCBM also organised and commemorated events such as International Day of Yoga, World

Environment Day, Rastriya Ekta Saptah, Ek Bharat Srestha Bharat Abhiyan, Swakshta Pakwada etc.

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

Response:

L N Mishra College of Business Management has been Selected for "INDIA'S EDUCATION EXCELLENCE AWARDS 2022" As per the Research report 2022 by Berkshire Media, USA. The Award ceremony will be held on October 9, 2022 (Sunday) at the Leela Hotel Mumbai.

File Description	Document
Upload Additional information	[View Document](#)

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

Response: 3

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

2021-22	2020-21	2019-20	2018-19	2017-18
1	0	0	1	1

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

3.5 Collaboration

3.5.1 Number of MoUs, collaborations/linkages for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research and other academic activities during the last five years:

Response: 0

File Description	Document
Institutional data in the prescribed format	

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 Availability of adequate infrastructure and physical facilities viz., classrooms, laboratories, ICT facilities, cultural activities, gymnasium, yoga centre etc. in the institution

Response:

The college has following infrastructure and physical facilities:

Classrooms: 24 well ventilated Classrooms with air condition and ICT facility

Wi-Fi enabled Campus

E-Learning Resources for Students and Faculties

(Subscription of Knimbus Commerce and Management provided by Knimbus Online Private Limited)

(Subscription of Knimbus Science and Technology provided by Knimbus Online Private Limited)

Technology enabled Tutorial spaces: 04 (Audio-Visual Facilities with LCD Projectors)

Well-equipped Seminar halls: 01 (ICT Enabled)

Computer Lab: 03

Specialized facilities and equipment for teaching, learning and research: Integrated Community computers, LCD Projector, Language Lab, Computer labs etc.

Total number of computers for public access: 250

Total numbers of printers for public access: 25

Internet band width/ speed: 100mbps

Infrastructure for Extra-curricular activities-

Badminton court, Basketball court, Indoor games facilities

Yoga Room, Rest Room for instant relief due to sickness with first-aid facilities

Open space for organizing food fest, book exhibition, cultural programmes

Hall for Performing Art with plethora of music instruments, sound sysem and useful amneties.

Separate common rooms for boys and girls.

Bank, Cafeteria – 3 (1 Nescafe), specified parking at no extra cost.

File Description	Document
Upload Additional information	[View Document](#)

4.1.2 Percentage of expenditure, excluding salary for infrastructure augmentation during last five years (INR in Lakhs)

Response: 74.26

4.1.2.1 **Expenditure for infrastructure augmentation, excluding salary during the last five years (INR in lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
173.4	148.93	218.12	361.35	215.49

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

4.2 Library as a Learning Resource

4.2.1 Library is automated using Integrated Library Management System (ILMS), subscription to e-resources, amount spent on purchase of books, journals and per day usage of library

Response:

LNMCBM library aims to provide their students access to books, journals and electronic journals as well as online databases along with faculty and staff at the College. It has a large infrastructure with separate establishment of study centre for IT and Management discipline. The Library Committee of the college along with Library staffs collectively decides that how the efficiency of Library could be improved in light of identified gaps and budgetary allocation. With the help of ERP facilities our library is under process of computerization and Automation to save the time and resources.

Members may checkout books or journals during working hours. A member may be issued up to 7 books as per requirement of the student for the period of two weeks and on request, it can be further extended for another two weeks. Reference books, rare books, journals, Encyclopedias, Dictionaries & Atlases and Books in special collection (unique research works which are developed by research team of LNMCBM and outside research organizations) are also accessible in study centre.

Following are the details of facilities available.

No. of books in volume: 66550 (53500 in Management and 13050 in IT)

No. of Titles: 3789 (2810 in Management and 979 in IT)

No of eBooks/Journals: one lakhs and 20 thousand approx. (Through Knimbus)

No. of International journals: 21 (11 Management and 10 IT)

No. of National Journals: 44 (30 in Management and 14 in IT)

No. Of Magazines/periodicals: 45 (35 Management and 10 IT)

Nos. of Newspapers: 12

No. of books Purchased in FY 2019-2020: 1000 (Management and IT)

Photocopy/Xerox Facility: 01 (Large)

File Description	Document
Upload Additional information	[View Document](#)

4.3 IT Infrastructure

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

Response:

We continuously strive to provide state-of-the-art technologies and update its ICT facilities to ensure efficient functioning. We have been practicing, at times whenever required, the technological updates to meet the requirements of the date.

Extensive infrastructure has been setup during the last five years. Computer lab is well-equipped with branded PC's adequately supported by 100 Mbps internet connectivity. It is also equipped with a wide range of licensed system software and application software. The computers are connected with LAN Messenger. Computer labs are well connected to the internet help students and faculty to carry out their academic and other work. Lab assistants are available to support students and faculty in their queries.

IT department extend the complete support to the students. We have established a Wi-Fi enabled campus. It is made available by setting and installing the Wi-Fi zones at various locations such as Reading halls, Classrooms, Department corridors and at the Green lawn area. Staff and Students can success this facility on their Laptops by registering themselves.

File Description	Document
Upload Additional information	View Document

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

Response: 2.16

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

Response: 250

File Description	Document
Upload supporting document	View Document

4.4 Maintenance of Campus Infrastructure

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

Response: 5.34

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

2021-22	2020-21	2019-20	2018-19	2017-18
1.41	10.08	19.2	18.7	30.9

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1 Percentage of students benefited by scholarships and freeships provided by the Government and Non-Government agencies during last five years

Response: 6.7

5.1.1.1 **Number of students benefited by scholarships and freeships provided by the Government and Non-Government agencies year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
102	38	34	02	01

File Description	Document
Upload supporting document	[View Document]
Institutional data in the prescribed format	[View Document]

5.1.2 *Capacity building and skills enhancement initiatives taken by the institution include the following*

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

Response: A. All of the above

File Description	Document
Upload supporting document	[View Document]
Institutional data in the prescribed format	[View Document]

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

Response: 88.87

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

2021-22	2020-21	2019-20	2018-19	2017-18
63	104	698	953	530

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

5.1.4 The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

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

Response: A. All of the above

File Description	Document
Upload supporting document	[View Document](#)

5.2 Student Progression

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

Response: 15.96

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

2021-22	2020-21	2019-20	2018-19	2017-18
133	78	57	52	39

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

2021-22	2020-21	2019-20	2018-19	2017-18
418	476	481	511	363

File Description	Document
Institutional data in the prescribed format	[View Document](#)

5.2.2 Percentage of students qualifying in state/national/ international level examinations during the last five years (eg: JAM/CLAT/GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)

Response: 0

5.2.2.1 *Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ Judicial Services/Public Prosecution services/All India Bar Exams/State government examinations) year wise during last five years*

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

5.2.2.2 **Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State government examinations) year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

File Description	Document
Institutional data in the prescribed format	[View Document](#)

5.3 Student Participation and Activities

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

Response: 0

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

File Description	Document
Institutional data in the prescribed format	View Document

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

Response: 0

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

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

File Description	Document
Institutional data in the prescribed format	View Document

5.4 Alumni Engagement

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

Response:

The college has formed an alumni association, that contributes significantly in proposing for the development of the institution in different domain as well as provide enormous support to our students by facilitating counseling and career guidance, training and placement. The association is under the process of registration through competitive institution which is expected to be completed shortly. The alumni association of the college is populated by senior executives, most of them now transformed themselves as corporate giants while a plenty of alumni have been honouring prestigious posts of multinational companies even abroad. The alumni association has been time-to-time organizing its meeting in the college campus as well as outside the college campus. This alumni meet provides an opportunity to our current students to have face to face interaction and guidelines from their seniors and super-seniors. During the meet, seniors share their experiences, professional environment, working culture and their ups-and- down in their career.

File Description	Document
Upload Additional information	View Document

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 The governance and leadership is in accordance with vision and mission of the institution and it is visible in various institutional practices such as decentralization and participation in the institutional governance

Response:

Vision

- To offer affordable education of international standard to all students.
- To continuously improve the quality of academic programmes.
- To implement the best academic practices to satisfy every stakeholder.
- To actively participate in making a developed India and promote universal brotherhood by nurturing its talented youth.

Mission

Aims to achieve and endorse excellence in every area of its teaching and maintain and develop its position as a world class –college, to enrich International, National and Regional communities through 'skills with ethics' of its graduates.

The institution has a mechanism of providing operational autonomy to various functionaries in order to ensure a decentralized governance system.

1. **Top Level**

Professor-Incharge is in the governing body and chairperson of the IQAC who nominates the IQAC co-ordinator in consultation with the teachers and constitute different committees for planning and implementation of different academic, student administration and related policies. All academic and operational policies are based on the unanimous decision of the governing body taken in light of vision and mission of the institute.

1. **Faculty level:**

Faculty members are given representation in various committees/cells nominated by IQAC. The following committees are operational in the institution.

- Academic Council
- Institutional Governance, Internal audit and Infrastructure committee.
- Students welfare and Grievance Redressal cell
- Library advisory cell

- Research and Innovative practices committee
- ICT and Faculty development committee
- Placement and Alumni cell
- Institutional values and Extension committee.

1. **Student level**

In IQAC, student representative are nominated to keep their issues and empowered to play important role in different activities. Based on their requirement the various committees take decision to fulfill those needs for the overall development of students.

1. **Non-teaching staff level**

Non-teaching staff are represented in the IQAC. Suggestions of non- teaching staff are considered while taking important decisions.

Participative management

The institution promotes the culture of participative management at the operational level.

- Strategic level: The Professor-Incharge, governing body, Teachers' council and the IQAC are involved in defining policies & procedures, framing guidelines and rules & regulations pertaining to admission, examination, discipline, grievance, support services, finance etc

- Functional level: Faculty members share knowledge among themselves, students and staff members while working for a committee. Professor-Incharge and faculty members are involved in joint research and have published papers

- Operational level: The Professor-Incharge interacts with government and external agencies & faculty members maintain interactions with the concerned departments of affiliating university.

Students and office staff join hands with the Professor-Incharge and faculty for the execution of different academic, administrative, extension

Related, co- and extracurricular activities.

File Description	Document
Upload Additional information	[View Document](#)

6.2 Strategy Development and Deployment

6.2.1 The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc

Response:

We have designed a scientific and transparent corporate management for obtaining the best results. A hierarchical cluster has been created from top management to the bottom level to clearly delineate duties, responsibilities, accountability, and powers at each stage. Our focus has been on innovative approach for quality teaching and research in IT and management so as to bridge the gap between the industry, society and academia. We believe in democratic and participatory approach of governance for achieving goals. The college has a well-structured administrative and academic setup to consistently improve the quality and standard of education and strive to achieve excellence.

Functions and Responsibilities of Governing Body:

- Gives directions to the college management
- Formulates aims and objectives of the college
- Examines the recommendations of various committees of the college
- Prepare road map for further development of the college

Functions and Responsibilities of Top Management:

- Continuous encouragement for exploring new avenues of students' education and welfare
- Financial support for smooth running of the programmes
- Regular physical presence of management on campus and periodic meetings with staff

Functions and Responsibilities of Professor-in-charge

Linking Pin between the top Management of the institute and the members of the college and assisting them in the following functions of the institute.

1. Regulation / Monitoring

2. Development

3. Leadership

4. Visionary

One of the important responsibilities of a Professor-In-Charge is regulation of academic & general administration and monitoring the systems, so as to fulfill the expectations of the governmental monitoring bodies.

Functions and Responsibilities of Registrar-cum-Administrative Officer

- Directly responsible to the Governing Body of the college
- Assists the Director/Professor-in-charge in translating the college vision into an action plan
- Custodian of the college
- Development of administrative practices and regulations
- Assists the Director/Professor-in-charge in administering and leading the college within the policy framework

Functions and Responsibilities of Controller of Examinations

Examination work is a quite sensitive and therefore confidentiality has to be maintained at any cost. Keeping in view the duties and responsibilities of C.E. has been prescribed as follows:

- Function as Member-Secretary in the Examination Board.
- Prepare guidelines for teachers to prepare question papers for different level of assessments.
- Keep records of all the examinations held.
- Ensure evaluation of answer books within the stipulated time.

Functions and Responsibilities of Faculty

- Share knowledge and discuss issues concerning students in their respective subjects
- Plan, execute and maintain records of academic and co-curricular activities
- Assist students in extra-curricular activities
- Conduction and Participation in Seminar/Conferences/Workshops
- Mentor students for their social and emotional wellbeing

Functions and Responsibilities of Training and Placement Officer

Placement cell of the institute, headed by **Training and Placement Officer** handles all aspects of placements for the graduating students of all courses. It provides the best possible assistance to the students as well as recruiters for Internship and Final Placements. Right from contacting companies to managing all logistics, arranging the tests, pre-placement talks and conducting final interviews.

File Description	Document
Upload Additional information	[View Document](#)

6.2.2 Implementation of e-governance in areas of operation

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

Response: A. All of the above

File Description	Document
Upload supporting document	[View Document](#)

6.3 Faculty Empowerment Strategies

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

Response:

College is fully supported welfare policy to teaching and non-teaching staff by following scheme:

- Contributory provident fund
- support ex gratia facility
- Gratuity
- Encashment of earn leave at the end of service
- Salary timely credited to bank account of employees
- Providing mobile facility
- Providing compensate employment
- Providing casual and medical leave facility
- Staff group insurance

Process of performance Appraisal System for Teaching Staff

A good performance management system works towards the improvement of the

overall organisational performance of teams and individuals for ensuring the achievements of

the overall organisational mission and vision. An effective performance management system

plays a crucial role in managing the organisation in an efficient manner. In line with this, the

Institute is following the appraisal scheme suggested by AICTE viz. Performance Based

Appraisal System (PBAS). In this scheme, the performance s are classified into three

categories

(i) Teaching, Learning and Evaluation related activities

(ii) Co-Curricular, Extension and Professional Development related activities

(iii) Research Publications and Academic Contributions

The following weightages are assigned to these categories: 100:75:300. These are

called Academic Performance Indices (API). At the end of each academic year, the data

pertaining to the above categories are collected from each faculty member in the proforma

suggested by AICTE. Based on the data collected, API scores are calculated for eac h of the

three categories. The Principal in consultation with senior Professors fix certain minimum

API scores to be achieved by the faculty members in the three categories.

These scores are used for the award of career advancements to faculty members and

for promotion to next higher position.

Further, at the end of each semester, feedback forms are issued to the students for

each of the courses attended by them. The feedback forms in the form of questionnaire

collect information about the teacher and different aspects pertaining to the teaching process.

A team consisting of the Head of the Department and Senior Professor in the Department,

goes through the feedback forms collected from the students and suggest suitable measures to

improve the teaching-learning process.

Performance appraisal system for Non-teaching Staff

The works of the Non-teaching staff are assessed periodically through a structured mechanism:

Work efficiency and commitment.

Initiative towards learning newer trends in their respective areas.

Leadership and team work.

Discipline and regularity

File Description	Document
Upload Additional information	[View Document](#)

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

Response: 19.01

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

2021-22	2020-21	2019-20	2018-19	2017-18
2	0	1	24	0

File Description	Document
Upload supporting document	[View Document](#)
Institutional data in the prescribed format	[View Document](#)

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

Response: 11.76

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

2021-22	2020-21	2019-20	2018-19	2017-18
12	30	0	2	4

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

2021-22	2020-21	2019-20	2018-19	2017-18
58	48	55	53	52

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

6.4 Financial Management and Resource Mobilization

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

Response:

LNMCBM is an affiliated unit of B.R.A Bihar University ,Muzaffarpur and approved by AICTE, New Delhi. The college offers both postgraduate and undergraduate programmes in the faculty of Management and Information technology .The college commands recognition as pioneer institution in the region with the vision of quality education at affordable cost.

The college have no source of mobilizing the funds other than Course fee and its underlying overheads. For maximizing its mobilization ,the college aggressively advertise through different media to attract the students. The college have not received any grant from government and non-government agencies. The sources of fund can be summarized as followings:-

1.Sale of Admission Form and Prospectus

2.Course Fee

3.Examination Fee

4.Miscelleneous

To maintain the standard of education, the college put all the endevour in accordance with its financial resources, institutional requirements and rules and policies of monitoring bodies.The College Managing Committee takes a review of the mobilization of funds and the utilization of these sources periodically in their meetings.

 Regular internal audits from the Charted Accountant make sure that the mobilization of the resources is being done properly . The time-table committee looks after the proper utilization of classrooms and laboratories. The Library Advisory Committee takes care that the resources in library are utilized optimally.

File Description	Document
Upload Additional information	View Document

6.5 Internal Quality Assurance System

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

Response:

LNMCBM attempts to focus on imparting quality education through comprehensive and flexible education policy. IQAC has been started on 15-02-2022 to assist with the decisions being taken by the Managing Committee of the college for all round development. Before that the Managing Committee was acting as IQAC. The college carries out activities that encompass all aspects of the Institute's functioning which may consolidate to improving teaching –learning process and better satisfaction of all the stakeholders.

IQAC regularly conducts meetings with different committees functioning in the college. Students and staff give their feedback and suggestions on teaching and administrative performance through the Suggestion Box located at different points in the campus. Access to grievance redressal software has been also provided for raising issues. On the basis of such information, the following initiatives have been taken by IQAC as below-:

Motivating teachers for better classroom management and maintenance of quality teaching.

Assuring teachers to extend required support to excel the pace of publication of research papers, consultancy and technical expertise and conducting studies in their respective field.

Best practices in administration for efficient resource utilization and better services to staff members.

Single window system for student support.

Providing inputs for Academic and Administrative Audit and analysis of results for improvement

The IQAC led efforts to the successful implementation of modern technology in the Institute's administrative functioning through ICT.

IQAC has suggested for alternative sources of energy, especially enhancement of solar power and its supply in the campus.

IQAC also strongly recommended for up gradation of Wi-Fi and LAN facilities.

Thus IQAC have significantly contributed to an enhanced quality of teaching-learning experience.

File Description	Document
Upload Additional information	[View Document](#)

6.5.2 Quality assurance initiatives of the institution include:

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements**
2. **Collaborative quality initiatives with other institution(s)/ membership of international networks**
3. **Participation in NIRF**
4. **any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA, ISO Certification etc**

Response: C. Any 2 of the above

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1 Measures initiated by the Institution for the promotion of gender equity and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years

Response:

Gender Equity and Sensitization

L.N. Mishra College of Business Management (LNMCBM) possesses a privileged right to promote higher education and to ensure women's empowerment through gender equity in education. The Principle of Gender Equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties, and Directive Principles. The Constitution not only grants Equality to Women, but equal access to Participation and decision-making of women in the social, political and economic life of the nation has also always been the prime area of concern by LNMCBM. From time-to-time seminars, workshops, and expert talks, offering key roles in institutional growth have always been initiated by the Institute. May it have been the subjects of 'Role of Education to attain Gender Equality,' and 'Women's Position in Patriarchal Society,' or promoting 'Women Empowerment, has always been the core believe of the LNMCBM institute. Female employees also get maternity leave. Institutes provide special scholarship to the Girls students i.e., "Veena Mishra Scholarship". Students apprised of the gender issues during the Orientation/Self Induction Program held for newly admitted students each year. All student and staff compulsory wear their ID cards at all times on the campus thus ensuring non-entry of any outsiders or unauthorized persons. Institute has taken several measures to enhance safety & security on campus by constituting Internal Grievance Cell, installing CCTV cameras & providing round-the-clock security. The women security guards are also available. This system ensures that all female staff, students can move freely in the campus and feel assured that they are secure at all times in the campus. Institute also organized training programs, seminars, workshops, etc. on gender equity and sensitization.

LNMCBM institute continuously celebrating various national and international events to make the campus livelier and more enthusiastic. Celebrating programmes like International Yoga Day', International Women's Day, Independence Day, Holi Milan, Gandhi Jayanti and many other such events.

File Description	Document
Upload Additional information	[View Document](#)

7.1.2 The Institution has facilities and initiatives for

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

Response: A. 4 or All of the above

File Description	Document
Upload supporting document	View Document

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

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

Response: C. Any 2 of the above

File Description	Document
Upload supporting document	View Document

7.1.4 Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

The institute is proactively taking efforts in providing an inclusive environment. The initiatives are to promote better education, economic up liftment of the needy, and set communal harmony. It follows the government reservation norms. The institute also organizes various cultural programs to celebrate the cultural diversity of India. Students from various regional and cultural backgrounds participate in such programs and present their regional or cultural folk songs and dances. These cultural events are organized at different levels/departments, and on different occasions like Independence Day, Republic Day etc. The various departments of the Institute conduct seminars, workshops, and outreach programs to promote communal harmony and tolerance. Various activities like Painting Greeting Cards for Jawans, Freedom Run, Slogan Writing Competition, Essay Writing Competition, Patriotic Song Singing Competition, Lectures by Eminent Personalities, and Mass recitation of National Anthem by all students are exercised and performed.

LNMCBM adopted Shubham Viklanga Kendra, of Patahi to support these students' socio-economic development. It also provides scholarship to needy and eligible students. For promoting cleanliness and hygienic environment sanitary pad disposal machine is installed in all girls wash. Apart from this, Blood donation camp is also organized in campus for the noble cause of serving society and proudly adorning the badge of a blood donor.Time to time college also contributes towards government emerging or relief fund for flood or covid 19 pandemic situations.

India, as a country, includes individuals with different backgrounds viz., cultural, social, economic, linguistic, and ethnic diversities governed and guided by the Constitution irrespective of caste, religion,

race and gender. LNMCBM undertakes different initiatives by organizing various activities to sensitize students and employees to the constitutional obligations i.e., values, rights, duties and responsibilities of citizens through celebrations of Republic Day, Independence Day, Workshops/ Seminars/ Expert Talks on Universal Human Values and Professional Ethics. Students are made to participate in competitions on Essay Writing, and Debates etc. to create awareness among them in this area. On all important occasions and functions, National Anthem is played to inculcate the feelings of respect for our nation and its constitution. On Independence Day and Republic Day Flag hoisting ceremony with National anthem and oath of national integrity is the regular decorum of the institute.

For the protection of the environment and awareness in this regard, plantation drives are initiated every year. Birthdays of National Heroes like Mahatama Gandhi, Bhagat Singh and many more are celebrated in order to teach the spirit of patriotism. Different activities like Debate, Quiz, Essay Writing and Sketching Competitions are organized to celebrate the special days.

File Description	Document
Upload Additional information	[View Document](#)

7.2 Best Practices

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

Response:

Plantation by students and faculties: To create- green cover, eco-friendly atmosphere, pure oxygen at the campus, the plantation program is organized. Every year the college involves all students, administrators, and all departmental faculty members for the aforesaid purpose. Large numbers of saplings are planted by students & faculties in the campus to make the campus green and aesthetically pleasing.

Creating about the Environment: Institute has taken initiative towards use of sustainable and clean energy sources by installing Solar Panel in its campus Green Building. Faculty and students are made aware of various measures to reduce carbon footprint by advocating the paperless academic procedures, use to print only when it is necessary, switching off electrical appliances when not in use, reducing use of plastic etc. Apart from this, car-pooling and public transport are used by some faculty members and students for reducing carbon footprints. To Promote National Pollution Control Program, a pollution index indicator is installed in campus.

File Description	Document	
Best practices as hosted on the Institutional website	[View Document](#)	

7.3 Institutional Distinctiveness

7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

L N Mishra college of Business Management banks its focus on providing quality education in affordable fee, research, innovation and novelty on the principles of fluency, flexibility, originality and elaboration. The college expresses its fluency of novelty in terms of ideational fluency, associational fluency and expressional fluency; flexibility in terms of imparting the skill of being able to discontinue an existing pattern of thought and shift to new patterns of thought in the spontaneous and/or adaptive manner; originality resembles that of identical fluency except that the focus is on ideas and output that are off beat and unexpected; inculcating the process of elaboration is relevant to skills in resorting to management process particularly planning and organisation. The college strongly believes and acts on the function of knowledge, imagination and evaluation, reflecting an attitude towards the beneficial and positive use of creativity and impact thinking that helps in novel and interesting ideas across curriculum areas. The college gives confidence to learners not to have fear of failure, to move from abstract to construct, to accept criticism or rejection with firmness, to control rigidity owning to stereotyping, dogmatism and functional fixedness. The college's ecosystem of learning and overall environment instils the quality of sensitive to problems, needs, attitudes and feelings of others; to analyse and take continuous advantage of a developing situation; to adjust quickly and smoothly to new development and changed situations; to combine several components to arrive at a creative whole; and the ability to organise a project, express an idea or create a design in such a way that nothing is superglues.

The college embarks on individual and summative emphasis on factual knowledge (includes knowledge of terms and elements), conceptual knowledge (includes classification, categories, principle, theory, model and structure), procedural knowledge (deals with knowledge of how to do something and involves of series of steps, techniques and methods), and metacognitive knowledge (a deliberate, planful, and goal oriented mental process, applied to one's thoughts and experiences). To ensure the effectiveness and efficiency of the course/semester plan, we usually focus on the following during preparation:

1. Why to teach? (Purpose and importance)
2. Where to teach? (Location specification)
3. When to teach? (Time and sequence)
4. Whom to teach? (Target group, student characteristic)
5. What to teach? (Session learning outcomes and content coverage)
6. How to teach? (Instructional method and media to be used)
7. How to assess whether outcomes are achieved or not?

The college strongly believes its learning outcomes must be SMART (S= student oriented and specific; M= measurable and observable; A=achievable; R= realistic; T= time-bound).

There has been increasing emphasis on research and development, creativity and innovation owning to shrinking geographical boundaries, intense competition and speedy technological developments. Modern Indian society is facing a number of challenges that require novel responses and out of the box thinking. There is both ideas and products have shorter life cycle and there is pressing requirement of new products and services that meet the needs and expectation of customers. L N Mishra College of Business Management embarks essentiality of creativity and innovation for the institution. This focuses on

instillation of capacity building to solve problems creatively, innovation and undertakes R & D among students. The objectives of providing education seamlessly as the college facilitates various modes like e-contents, tutorials and e-tutorials, discussion forum assignments, project work, effective application of chalk and talk in the classrooms. To provide quality education as the base of sound research, the institution resorts to curriculum analysis and content analysis with aim to put and accomplish viable course outcomes. In this context, what teach and how teach is inextricably linked.

Faculty members and instructors are facing unprecedented change, with often larger classes, more digitally savvy students. To handle change of this nature, L N Mishra College of Business Management necessities faculty members to be digitally equipped along with quality content knowledge and skills. Learning happens through various ICT tools viz. Zoom, Google Meet, etc. Wireless broadband Internet access at institution and individual levels coupled with mobile communication devices has provided significant opportunity to college for blended learning models- online and face-to-face. It has also enabled the institution the emergence of a true synchronous/asynchronous and virtual/physical matrix of learning opportunities for which the institution is trying hard to build learning environment. Despite lack of highly specialised training courses and internationalisation of research and idea networking, the college prepares students for research and innovation, excel in domain specific complex knowledge and creating in new knowledge, excel in self financed and regulation under guidelines of governing bodies to achieve the educational and professional excellence and above all to provide quality education at most reasonable and affordable financial burden on students and economically and socially deprived stream of society.

File Description	Document
Appropriate web in the Institutional website	[View Document](#)

5. CONCLUSION

Additional Information :

As per Nelson Mandela: "Education is the most powerful weapon which you can use to change the world." As per Nelson Mandela: "Education is the most powerful weapon which you can use to change the world."

Therefore, an organization cannot be serious if it does not have the necessary stakeholders to support it qualitatively and productively from within. In this regard, the top five stakeholders of college are management, teachers, students, parents and employers.

Management has a futuristic approach and supports every effort. They aim to provide all kinds of guidance and help when needed.Notable contributions of management include providing interest-free loans to employees, an endowment fund for students, and deserving students. prizes, and tuition waivers for needy students.

College teachers are hardworking, passionate, and strive to advance their professionalism by providing training and workshops for effective teaching and learning. They also have a personal interest in helping academically weak students improve their grades.

Students who come to the institution actively participate in various activities organized by the college. They embrace the institution's values ??and are willing to become the college's brand image.

Many students also volunteer in counseling activities that connect the institution to the community.

Parents of students are connected to the college on regular basis and they provide valuable information during personal meetings and pave the way for institutional improvement.

Employers who are connected to college through internships, college-industry collaborations, internships, and career advice also provide valuable input and suggestions that are used to enhance the professional skills of their students. These links benefit institutions on many levels. These stakeholder inputs make each standard unique and valuable.

Concluding Remarks :

The current era necessitates knowledge society with economy and the inevitable change agent is the teacher. The institution has a specialised and nurtured pool of teachers. Institution imbibes features of globalisation, sustainability, ICT integration and applied knowledge in its teaching andragogy. We largely adopt students' centric and active learning in teaching learning process. We adopt a sound system of formal teaching and learning, aligned with various educational technologies and premised on an up-to-date understanding of the vocational and professional field of practice with sound intermittent and final evaluation system of teaching-learning process, curriculum & co- curriculum activities and students' performance. The institution persistently works on all perceptive domains of learning i.e. cognitive, affective and psychomotor and applies in the best possible benefits of the learners. This has also been an unmistakable guideline of our instructional objectives. Our basic teaching model is based on effective transfer of learning.

We appreciate for values, professional ethics and sustainability as necessary components of our

educational system. For the purpose, our teachers are certified and well-equipped knowledge and practice in universally accepted human values and the need of self-exploration and reflection as the process of value education and ethical practices.

Our institution increasingly emphasises on research & development, creativity and innovation. Our system inculcates pressing requirements of research, creativity and novelty in thoughts and actions among teachers and students. This ultimately helps in problem identification and solving approach. We are aware that how important to have decision making and creative problem skill and thus impart the right mix of knowledge and skill to impart the intended capability and competency.

The institution understands the sensitivity of churning the students with needed hard and soft skills, making them relevant to the highly competitive world of work. In this concern, the institution infrastructure and learning resources always appear at forefront and we are competitively satisfied educational segment to have adequate and ever increasing facilities. Apart, in today's' changing ecosystem, in order to embrace the persistence and growth, management of change for the institution is assumed vital and this is achieved through creative mind and innovative approaches.