

INSTITUTIONAL DEVELOPMENT PLAN (IDP)



**(Under the Guide lines NEP-2020 related
to Public Self Disclosures by HEI and
supported y BPUT, Rourkela Odisha for
Higher Education Quality Improvement
Project)**



**To be submitted to
Department of Higher Education, Government of Odisha**



**Developed by
Swami Vivekananda Institute of Management, (SVIM) ,
Baniatangi, Khordha , Odisha**

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General Instructions

- I. Objectives of the IDP:
 - i. Articulation of the Vision and Mission of the Institute.
 - ii. To carry out a needs assessment and based on wide consultations with stakeholders to identify the goals, priorities and commitments of the college that are aligned with the Vision and Mission.
 - iii. List the activities that would help in achieving the goals, clearly highlighting the milestones and timelines for them.
 - iv. Using a Resource Based view, identify resource gaps and action plans to ridge these gaps.
 - v. Develop annual activity plans that would help achieving the institution's goals. The milestones under each activity plan will also serve as a tool for monitoring the implementation of the IDP.
 - II. The IDP will be prepared for a period of five years, and contain a description of measures that would ensure sustainability up-to the 10th year.
 - III. The IDP will be a living document, evolving as the strategic plans are implemented and reviewed. The indicators and targets, however, will be agreed upon in an MOU between the Department of Higher Education and the Institute. These can only be amended with the Department's consent.
 - IV. Data on any variable contained in any part of the IDP shall be drawn from the same source when it appears in any other part of the IDP.
 - V. Steps for developing the IDP:
 - i. Identify the Coordinator(s) in charge of developing the IDP and assign responsibilities.
 - ii. Carry out the analysis to identify focus areas. Document the consultations held and the conclusions reached.
 - iii. Based on the above assessment, identify the goals, priorities and commitments of the college.
 - iv. Draft an initial version of the IDP highlighting the focus areas, goals and the milestones with the timelines.
 - v. Identify the activities required to achieve the goals stated in the IDP and incorporate them into annual activity plans.
 - vi. Share the initial draft of the IDP for comments and suggestions.
 - vii. Finalize the IDP, based on the comments received.
 - VI. IDP implementation grants will be awarded based on a competitive selection Process carried out by a committee appointed by the Department of Higher Education. Odisha
 - VII. The college / institution will be responsible for reporting to the Department of Higher Education the details of IDP implementation and progress against targets, as per the timelines and formats prescribed by the Department and contained in the MOU.
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INSTITUTION PROFILE of SVIM, Baniatangi, Khordha

The Swami Vivekananda Institute of Management (SVIM) was established to cater to the needs of the students Baniatangi, Panchayat of Khordha District in 2020 .

With the help of higher education Department of Master of Business Administration (MBA) of the institute and AICTE Guide Lines and Bhubaneswar Development Authority, Khordha (Previously Baniatangi Village and Bajpur Grama Panchayat. Khordha) the physical infrastructure progressed day by day.

Today we have following facilities in the campus-

- 1) Two 2 big class rooms on ground floor for Library and Faculty Chamber and other 4 Rooms for Principal office, Board Room and Examination Section
- 2) Four class rooms on first floor and other two rooms for tutorial Class Rooms third floor is class rooms and computer Lab and fourth floor is two class rooms ,one seminar Hall and two common rooms
- 3) Renovated Principal Chamber
- 4) A Computer Lab with 40 Computers
- 5) Open for four wheelers
- 6) Two wheelers shed/Now we have to reconstruct again because of 4 lane road construction is Planned by PECT.
- 7) Three water coolers with RO in each floor
- 8) Wi-Fi enabled library and Principal room also
- 9) Renovated toilets
- 10) Newly Constructed toilet for men (Staff)
- 11) Newly Constructed toilet for women (Staff)
- 12) Internet connectivity in faculty Cabins
- 13) Fee Collection Counter
- 14) Boring for uninterrupted water supply
- 15) Over head tanks for 24 hrs running water
- 16) Planned for Construction of an auditorium for Rs. 1 , 29.4500 Lacs with interior for Rs. 40.22 Lacs (Interior design planned under Process)
- 17) Planned for four Lane Cemented roads within Campus
- 18) Gym section with multi Gym 16 stations.
- 19) Cricket Practice Pitch
- 20) Proper Boundary wall and Gates
- 21) Water supply line
- 22) A Library well equipped with 2850 reference books and 2135 text books and subscription to – 05 newspapers and 36 journals
- 23) E- Library with 15 Computers and Soul- Software
- 24) Separately Girls Common Room

Our functionaries have worked towards the goal of making the institution better and better still. We very modestly submit that in spite of such limited human resources we have been trying to translate all instructions into practice and putting our best whole heartedly into it. This progress has not been earned without toil and we have to prove ourselves worthy of whatever we do not get any financial assistance from Government of Odisha or AICTE . It will developed in our own funds through PECT, Pokhariput.

When we shifted to the present premises we planned about increase of infrastructure keeping in mind the possible increase in students' strength. We have come a long way since July 2020 students' strength-wise. This planning was done with expert advice SVIM, khordha . It was since 2020 that we started applying for funds to all possible sources. Ours being a government institution we request Department to grant us funds for increase in infrastructure. We also planned to start new courses on self-financed basis and kept this in mind while planning increase in infrastructure.

(a) We have a computer lab with internet connectivity. We have 06 small class rooms for conducting optional subject classes and tutorials. We also have three smart class rooms that provide variety to teaching methods.

(b) The institution has a NSS room where activities are planned and then execution is extended. A room has been provided for Red-Ribbon Club also. Indoor games like Carom, Chess and Table Tennis are played in Sports Department of college. The college has a Gym. An auditorium has been constructed and interior work of auditorium is under process. We have got facilities like Podium to train students in public speaking. Regular camps of Yoga are organized and halls are available for camps. We have separate washrooms for boys and girls. Washrooms for staff, Principal and sports department are also available. We need modernized staff rooms with attached wash rooms. For facility of drinking water we have three water coolers with RO installed in different wings of college for students.

INSTITUTIONAL DEVELOPMENT PLAN

BASIC INFORMATION OF INSTITUTE

Name of the Institution	Swami Vivekananda Institute of Management , Baniatangi, Khordha, Odisha
The regulatory body approving the institution	Government of Odisha. Department of Higher Education and Approved by AICTE. Govt.of India and Affiliated to BPUT, Rourkela, Odisha
Furnish approval no.	Permanent ID1-7478943231 (EOA-2025-2026 by AICTE) 1-44638224878
Type of Institution(Govt. /Govt. aided/Private unaided /Self-financing/ Any Other)	Private
Status of Institution	Private and Self Financed
Name of Head of the Institution	Prof. (Dr.) Ramesh Chandra Rath
Details of Odisha. Higher Education Strategic Planning Project Nodal officers	

Head and Nodal Officer	Name	Phone Number	Mob .No	E-mail Address
Head of the Institution (Full time appointee)	Prof. Dr. Ramesh Chandra Rath		7008105343	drramesh.rrc.@gmail.com
IDP Institutional Coordinator	Prof. Rashmi Rekha Roy		9861397276	royrashmirekha53@gmail.com
IDP Institutional Associate Coordinator	Prof. Maheswari Behera		9861583202	maheswaribehera24@gmail.com
Coordinator for Academic Activities	Prof Rashmi Rekha Roy		9861397276	royrashmirekha53@gmail.com
Coordinator for Financial aspects	Prof Santoshi Behera		7873120791	

Coordinator for Civil Works including Environment Management	Mr. Himanshu. Harichandan			
Coordinator for Placement	Prof. Sani Rath		7008184411	Sanirath594@gmail.com

Vision

The Swami Vivekananda Institute of Management College will be an Academic leader in the integration of

(a) Teaching and learning

(b) Advancement of the knowledge base through research and scholarship

(c) Leadership in service and outreach.

To prepare for NAAC and expected A grade and in next two years

There are 50% and above of students are either employed/self employed or join post graduate courses after graduation.

Mission

Mission :

- The mission of the Swami Vivekananda Institute of Management College is to help prepare outstanding educators, scholars, and researchers,
- To advance the profession of education, as broadly defined, through research on the science and art of teaching and learning, the application of clinical processes, the effective uses of technology, and the analysis and development of leadership and educational policy.

Gap analysis for understanding and aligning with DHE goals

1. Access

Calculate Gap = Desirable goal - Institute present performance

	Desirable Goals for the state	Present Performance in BPUT	Institute Present Performance	Gaps
Percentage of female students in the college	39.16%	94.83	94.83	+55.57
Percentage of SC students in the college	16	19.08	21.36	+3.08
Percentage of ST students in the college	0.16	94.83	87.10	+7.73
Percentage of PHI students in the college	NIL	NIL	NIL	00
OBC students in the college	94	87.05	87.14	+6.86
Other minorities /disadvantaged categories				

2. Enrolment

	Desirable Goals for the state	Present Enrolment Odisha	Institute's Present Status	Gap
Capacity utilization of sanctioned strength	100%	100%	100%	0%
Post Graduate Increase in strength (enrolment)	Increase enrolment by 10,000 (OJEE-2024)		100%	

3. Equity

		Institute Performance	No. of applicants in the college	Gaps
No. of students receiving Financial Support (scholarships, fees waivers)	No. of Male students	120	120	
	No. of Female students	91	91	
	No. of SC students	64	64	
	No. of ST students	13	13	
	No. of PHI students	NIL	NIL	
	OBC/SEBC	81	81	
	General	53	53	
	No. of Rural students	167		
Hostel capacity – No. of students that can be accommodated in hostels managed	No. of Male students	162	-	
	No. of Female students	57	-	
	No. of SC students	64	-	
	No. of ST students	-13	-	

by the college	No. of PHI students	-	-	
	No. of Rural students	-	-	
	No. of students having access to Special Remedial Classes (specially organized for SC, ST, Rural)	-	-	
	No. of students having access to Special orientation sessions for SC/ST ,Rural	-	-	Need to start remedial classes for academically weak students
	No. of students having access to Special Mentoring	-	-	Need to start the same for academically weak students
	No. of students having access Special Counselling	-	-	Need to start the same for academically weak students
	No. of students having access to Book Banks	191	-	

4. Excellence

- For Male Students

	Desirable Goals for the state	Present Performance in BPUT	Institute Performance	Gaps
On time graduation PG	100%	25%	84.40%	-34.4%
Transition rate from 1 st yr to 2 nd yr PG	60%	19%	81.48%	-21.48%
On time graduation PG			40%	
Transition rate from 1 st yr to 2 nd yr PG			40%	

- For Female Students

	Desirable Goals for the state	Present Performance in BPUT	Institute Performance	Gaps
On time Post-graduation (PG) /MBA	100%	98%	98.72%	-1.28%
Transition rate from 1 st yr to 2 nd yr PG/MBA	60%	38%	62.93%	-2.93%
On time graduation PG/MBA			60%	

Transition rate from 1 st yr to 2 nd yr PG			60%	
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• **For OBC Students -**

	Desirable Goals for the state	Present Performance in BPUT	Institute Performance	Gaps
On time graduation PG/MBA			89.01	
Transition rate from 1 st yr to 2 nd yr PG			77.63%	
On time graduation PG			75%	
Transition rate from 1 st yr to 2 nd yr PG			75%	

• **For SC Students -**

	Desirable Goals for the state	Present Performance in BPUT, Rourkela,	Institute Performance	Gaps
On time graduation UG	40%	26%	90.18%	-50.18%
Transition rate from 1 st yr to 2 nd yr PG	45%	21%	88.79%	-43.79%
On time graduation PG			100%	
Transition rate from 1 st yr to 2 nd yr PG			100%	

• **For ST Students -**

	Desirable Goals for the state	Present Performance in BPUT, Odisha	Institute Performance	Gaps
On time graduation PG	35%	19%	69.23%	-34.23%
Transition rate from 1 st yr to 2 nd yr PG	25%	10%	52.83%	-27.83%
On time graduation PG			100%	
Transition rate from 1 st yr to 2 nd yr PG			100%	

• **For Other Minority Students -**

	Desirable Goals for the state	Present Performance in MP	Institute Performance	Gaps
On time graduation PG			80%	
Transition rate from 1 st yr to 2 nd yr PG			80%	
On time graduation PG			NA	
Transition rate from 1 st yr to 2 nd yr PG			NA	

Other Parameters –

	Desirable Goals for the state	Present Performance in BPUT	Institute Performance	<u>Gaps</u>
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Accreditation by NAAC	Preferably for MBA		Under Process	Would try for A Grade
Autonomous status			NO	

Training programme for faculty	SVIM (MBA) should arrange for the same		YES	We will organize training programs for own faculty
Existence of IQAC	SVIM to establish the same		Existing	

5. Employability

	Desirable Goals for the state	Present Performance in BPUT, RKL	Institute Performance	Gaps
Existence of a system for tracking students for six months after completion of their education.	Available in SVIM		Not available	Need to develop a proper tracking system
Placement facilities on campus PG	Available in all colleges		Placement through participation in career opportunity fair under Swami Vivekanand career Guidance Scheme	To establish an efficient placement cell
Placement facilities on campus PG	Available in T&P Cell of SVIM		Placement through participation in career opportunity fair under Swami Vivekananda Career Guidance Scheme	To establish an efficient placement cell 10%
Counseling of students desirous of pursuing Higher Education UG to PG	Available at T&P Cell of SVIM		Counseling Cell exists	60%

6. Governance Systems

	Desirable Goals for the state	Present Performance in BPUT	Institute Performance	Gaps
Publishing annual report in prescribed format	SVIM, Khordha	80%	Yes. Prepared by college and uploaded in the DHE/BPUT Annually	

Satisfaction Survey conducted for Students Faculty Other employees	All colleges should conduct survey for all the stakeholders		Feed back is taken from students, faculty members and other employees in this institute in prescribed format	<u>10%</u>
Satisfaction scores of the Survey conducted Students Faculty Other employees	80% 80% 80%		75% 80% 70%	
Accounting software (common) with uniform chart of accounts	Should be present in SVIM, Khordha		NA	
All accounting positions to be filled with qualified persons	Yes, Qualified and Filled		Yes	
Responding to all audit objections	Yes	50%	Yes	
Monitoring and Evaluation of Infrastructure	Yes		Yes Monitoring and Evaluation of Infrastructure through various committees	
IT portal	Yes		YES (website linked to DHE portal)	
Full time staff in PD/ sports officer	Yes and Appointed		Yes , 02 Permanent Sports Officers	
Providing complete AISHE data	Yes and SVIM should provide complete data		Yes. Complete data is provided	

Buildings:

If the college does not have a building if catering to primarily female, ST students.

Note on Gap Analysis:

- The details provided under desirable goals for the state is only indicative based on our assessment /estimate.
- Present performance in MP is to be assessed by you if not provided. If the same cannot be assessed, please leave it blank.
- Institute performance is for the enrolment in the Academic year 2020-2021.
- On time graduation for PG students implies the percentage of total no. of PG students enrolling in year 2020-2022 (in two years) passing out in year 2022.

Self-Assessment for Need Analysis

2.1. Curriculum Excellence

Sl. No.	Description	
1	When the curriculum was updated last?	Year: 2024-, 2026
2	How frequently (time duration) the updating is done?	The updating is done by the BPUT, Rourkela, Odisha as per govt norms
3	Does the curriculum include A. Skill development B. Enhancing Employability C. Generating interest among students for learning higher courses D. Any other, Please Specify.	Entrepreneurship is included in the curriculum. Yes Yes Yes
4	Placement (2023-25) I. Percentage of students employed after completion of course II. Percentage of Students progressing to Higher Studies	(i) 70% (ii) 5%
5	Ratio of student enrolment for each programme with the total enrolment.	MBA 100%
6	Mention the top five programmes opted by the students	MBA a)HRM b)Finance c) Marketing d)IT and Operation Management e) Production and Operation Management

2.2. Pedagogical Excellence

Sl.No.	Description	
1	What are the teaching-learning systems currently followed in the institution? (for example, IT enabled learning, traditional method, Experiential method, Team Problem solving, etc)	Traditional method is followed for teaching learning system, group discussion, IT, quiz enabled learning, experimental method & Team problem solving is also maintained.
2	Whether practical /Tutorial/Lab. orientation in relation to teaching- learning system is given to students?	Yes
3	What are the pedagogical tools (Presentation, Demonstration, Field study, Survey, Role Play, Case Study, and Simulations etc.) used for teaching Students?	Presentations, Demonstration, Field study, Role Play are used for teaching students.

4	Does the institution conduct regular industry-academia interface? If yes, Mention the number during 2015-16	No
5	What are the innovative teaching practices (like- smart classroom, conferencing, etc) are adopted in the institutes?	Smart Classrooms are adopted in the institute for the innovative teaching practices.
6	a. Does the Institute have the practice of collecting feedback from students? b. Does the institute implement the suggestions from students' Feed-back for improving pedagogy?	Yes Yes

2.3. Academic Administration

Sl.No.	Description	
1	Does the institute have academic calendar for the year?	Yes
2	Does it follow academic calendar strictly?	Yes
3	Does the institute have following systems: a. Mentoring system b. Proctorial system c. Tutorial system d. Counseling system	Yes a. Mentoring system c. Tutorial system d. Counseling system
4	Whether detailed lesson plans are given to students?	yes
5	If yes, Is the lesson plan followed strictly?	Yes
6	What type of monitoring system is followed for completing course within set timeframe?	We follow the attendance register and diary for completing course within set time frame and this is monitored by the Principal.
7	What type (monthly, quarterly, biannually, annually) of attendance management system is followed in the institute?	Monthly
8	What type of feedback system is used for appraising the performance of faculty members? a. 360 degree b. Students' feedback c. Self-appraisal d. CCR	b. Student Feedback c. Self Appraisal d. CCR
9	Is the rating communicated to teachers for improvement?	Yes

2.4. Examination Reforms

Sl.No.	Description	
1	What type of examination pattern followed in the institution? a. Annual b. Semester c. Any other, Please specify	(a) Annual pattern in UG I Year since 2017. (b) Semester pattern of examination is followed in the institution for PG students.
2	What is the question patterns followed for examinations? a. Objective b. Subjective c. Any other, Please specify	a. Objective b. Subjective both question patterns are followed for examinations. c. CCE
3	Whether practical examinations are integrated with the examination system?	Yes
4	Whether Case study/ presentation are part of the examination system?	Yes, only presentation.
5	What types of reforms are required in the present examination system?	Overall it is dependent upon University to which this college is affiliated
6.	Is the examination system a continuous one? If yes, Please mention in detail	Yes, The examination system is monitored by B.U.
7.	Is the evaluation system computerized?	Yes
8.	What is the days' gap between completion of examination and publication of result?	As per University rules.
9.	Should the gap be reduced?	Yes
10.	If Yes, Please suggest how?	The BPUT, Rourkela. reduces the gap while publishing the final degree.

2.5. Infrastructural Development & Maintenance

Sl.No.	Description	
1	What type of expansion work is required for existing infrastructure?	Expansion of class rooms, staff rooms, sports room and canteen are required for existing infrastructure.
2	What type of modernization/renovation works are needed for existing infrastructure? (viz. Laboratories, Library, Networking, Smart classrooms)	High Speed Networking and We have E- library. Language Lab
3	Whether creation of a laboratory / Centralized computing / instrumentation facility is required?	Instrumentation facility is required. We have already one computer Lab.
4	What type of sophisticated equipment's relevant to growth of different specializations are required by the Institution?	Photo copier machines, Printers, Computers, refrigerators, invertors, speakers, scanners, collar mikes & Cameras are required by the institute.
5	What type of infrastructural development work required for non-academic area for the institution (hostels, parks, residence,	Garden, toilets, parking stand, girls common room & sick room are required for Infrastructural development.

	sports complex, gym, dispensaries, toilets, cycle stand, girls' common room, etc.)	
6	What type of infrastructural development work is needed for making them accessible for differently-abled students?	Ramps are needed
7	Does the institute maintain the academic and non-academic infrastructure areas?	Yes
8	What are the monitoring mechanisms followed for maintenances?	Maintenance Committee is formed for the Monitoring Mechanisms and Maintenance System (MMAMS) is hired.

2.6. Collaboration / Partnering with Knowledge and skill Hubs

Sl.No.	Description	
1	What steps have been taken by the institute to enrich the intellectual Capitals	MSME, Subhadhra. Mudra Banks scheme, Guest lectures, Ambassador Professor schemes are initiated from Directorate of Higher Education, Govt, of Odisha
2	What steps have been taken to acquire best and improved administrative and Technical acumen for the institution?	DHE / BPUT, Rourkela have monitors and regulates to acquire improved acumen for the institution
3	What type of institutional/departmental collaborations the institution has with Others?	Yes, we have Collaboration with Tribhuban University, Nepal, VCCU, Florida, USA for sharing knowledge in Research and Development and Teaching and Learning.
4	Does the institution have Faculty Exchange Programme (National & International)?	Yes
5	Does the institution have student exchange Programme (National & International)?	Yes

2.7. Effective institutional governance

Sl. No.	Description	
1	Does the institution have duly constituted governing body? a. If yes, has it been approved? b. How frequently the Governing body meets? <input type="checkbox"/> Yearly <input type="checkbox"/> Biannually <input type="checkbox"/> As and when required	Yes a. Yes b. Time to time when required As and when required.
	Does the institution have E-Governance project (ERP & MIS) implemented?	Yes
3	How record keeping and data management is done in the institute?	Computerized Semester Cell, Scholarship Cell, Fee Section, MIS & IIFMS.
4	What type of library management system is there in the institute?	E- Library system is in this institute. It is through SOUL.

5	What type of financial management and Accounting system is followed in the institute?	IFMIS There is a traditional system.
6	Does the institute have its own active website?	Yes

2.8. Stakeholders Involvement

Sl. No.	Description	
1	Does the institute have any mechanism of participatory management in academic, administrative and financial affairs by involving teachers and staff?	Yes, apart from that “Swami Vikananda Samabaya Samiti” takes care of all these work.
2	Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial affairs by involving Parents?	Yes, we have tutor guardian scheme in our institute for enhancing participatory management in academic, administrative and financial affairs by involving parents.
3	Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial affairs by involving Alumni?	NA
4	Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial affairs by involving Students?	The institute involve staff & students for enhancing participatory management in academic affairs.
5	Does the institute have any plan for enhancing participatory management in Academic, Administrative and Financial affairs by involving local authorities?	Yes, “ Swami Vivekananda Employee, Cooperative and welfare Society” and stake holders are involved.

2.9. Creating Institutional Brand Image

Sl.No.	Description	
1	What steps taken by the institute for building brand image?	We trying to build of Institutional value and image through accreditation of NSS, NCC & Extracurricular activities the institute make the brand image.
2	Has the institute adopted any innovative practices to build the institutional brand Image?	Yes, various innovative practices are performed by the institution.
3	Does the institute have any centre of excellence?	Not Available right now (We are on Process)
4	What steps are adopted for promoting the institute as Centre of Excellence?	Academic excellence is maintained by counseling of students regularly
5	Whether multi-disciplinary approach is followed to build and nurture effective Brand image?	Yes

2.10. Research & Development

Sl.No.	Description	
1	What are the research initiatives taken by the institute?	Professors are involved in research individually.
2	Have the institute identified the thrust areas for research work in the institutes? If yes, Please mention the areas	Artificial Intelligence, Cyber Security, Digital Technology, Green HRM, Gala Tea Effect, Marketing Myopia, Strategic Management , Operation SINDOOR etc.
3	How does the institute facilitate the project funding, from sources like: (UGC/AICTE/ICSSR/CSIR/DBT/DST etc.)	The institute facilitate the project funding from UGC/AICTE, DST and state Govt. etc,
4	Has the institute handled Inter disciplinary Project?	YES (45 days Summer Internship Project) of 2 nd semester student and Final Dissertation by final year student of MBA through BPUT,
5	Has the institute worked on student research project?	NA
6	Has the institute measured the growth in research and development through participation and contributions in International/ National Conferences, Seminars, Symposiums, Workshops, and initiation of academic exchange Programs? If yes, give details.	Yes the institute has participated and contributed in National Seminar, Workshop and training programme.
7	What type of facilities and incentives are provided to faculty members to manage the research work after getting the funding?	Basic infrastructure and equipments are provided.

2.11. Social Outreach Programmes

Sl.No.	Description	
1	What are social outreach activities the institute is involved with? Provide details.	The institute is involved in NSS, NCC, Red Ribbon & Red Cross programmes.
2	Is there any community/peripheral development programme organised by the institute? If yes, mention details.	NSS Camp, slum visit, old Age Home visit programmes are organised by the institute.
3	Does the students participate in sports activities (State/National/International)? Provide details.	Yes, the students participate in sports activities
4	Does the students involve with Organizations like NSS/NCC/Red Cross?	Yes
5	Are the students given training on self-defence, Yoga & Meditation to augment their physical and mental fitness?	Yes, The training programme of self defence and Yoga are performed.

2.12. Monitoring and Evaluation

Sl.No.	Description	
1	Does the present administration, academic and financial system need monitoring and development for flawless implementation?	It is already implemented by Directorate of Higher Education.

2	Does the institute have IQAC cell? If yes, State the major functions of the cell.	Yes, IQAC Cell monitors the overall activities regarding the performance of
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		the committees and the students and teachers feed back.
3	Give details of number of meetings held by IQAC for last 3 years.	06 Meetings.
4	Does the institute conduct the followings: a. Academic Audit b. Energy Audit c. Green Audit d. Financial Audit e. Administrative Audit	Yes d. Financial Audit e. Administrative Audit.
5	Mention the audits last done:	2024-2025
6	What type of decision mechanism adopted by the institute(Centralized/Decentralized)	Decentralized
7	Does the present system have clarity of Control mechanism of the system?	Yes

2.13. Employment

Sl.No.	Description	
1	What are the most important industries in the geographical area of the institute?	Aegis & First Source AI Automation Pvt Ltd, A.K. Traders, Aasista Industries Aashish Enterprises & Astha Enterprise./ICCI Bank , Jyoti Motors etc.
2	Which industries employ the most college Graduates of MBA?	Aegis and First Source
3	Which industries provide the best jobs?	Aegis and First Source
4	Please give similar details with respect to self-employment (agriculture/manufacturing/services sectors) a. Currently, what jobs are most available in the area? b. What skills do these jobs require? c. Please give similar details with respect to self-employment (agriculture/manufacturing/services sectors)	a. Call Centre jobs & marketing. b. Communication skills & customer handling. c. NA
5	a. What jobs are seeing growth in the area? b. What will be the jobs of the future? c. Please give similar details with respect to self-employment (agriculture/manufacturing/services sectors)	a. Call Centre & marketing b. Finance & Banking & Online marketing. c. NA
6	a. What specific skills or attributes are local employers seeking in their employees? b. What skills do they need, but do not get in local hire? c. For self-employment, besides skills, what are the other constraints that youth may face? d. What kind of support do they need?	a. Subject knowledge & human behaviour. b. Lacking of Spoken English Language. c. Financial problem. d. Financial support.

Were conducted to arrive at these needs? (Only mark 'Yes' if the minutes of the findings /proceedings are on record)

- Surveys of students : Yes
- Surveys of local industry : Yes
- Consultation with industry : Yes
- Consultation with students : Yes
- Consultation with other stakeholders (specify) : Staff, Jan Bhagidari Members & students.
- Workshop on IDP : NA

2.14. Supporting Students from Disadvantaged Backgrounds

Sl. No.	Describe the particular needs of your female, and Scheduled Caste/Tribe/Other Backward Caste students by answering the following questions:	
1	a. What academic programs are female students currently enrolling in? b. What academic programs are seeing growth in female enrolment?	a. MBA b. MBA
2	What are the employment outcomes for female students after passing out of the Institution?	Rarely they get any employment on the basis of studies they did.
3	What is the academic/skill training support that female students may need for improving employability?	Creative writing skills & Spoken English Language, Computer and technical skills are needed for improving employability.
4	a. What academic programs are Scheduled Caste/Tribe students currently enrolling in? b. What academic programs are seeing growth in Scheduled Caste/Tribe enrolment?	a. MBA b. MBA
5	What are the employment outcomes for Scheduled Caste/Tribe after passing out of the institution?	Data not available.
6	What is the academic/skill training support that SC/ST students may need for Improving employability?	Creative writing skills & Spoken English Language, Computer and technical skills are Needed for improving employability.
7	c. What academic programs are differently-abled students currently enrolling in? d. What academic programs are differently-abled students seeing growth in enrolment?	a. MBA b. MBA
8	What are the employment outcomes for differently-abled students after passing out of the institution?	Rarely they get any employment on the basis of studies they did.
9	What is the academic/skill training support that differently-abled students may need for improving employability?	Language skills & Computer skills.

Financial Reports

A. Total Income				
Sl No.	Category/Head	FY 2023/2024	FY 2024/2025	FY 2025/2026
		(budgeted)	(actual)	(actual)
Grants: National				
1	UGC/AICTE		--	--
2	Distance Education Council	-	-	-
3	Other Central Govt. Departments	-	-	-
Other Grants				
4	Grants received from state government	-	-	-
5	Grants received from local bodies	-	-	-
6	Donation	-	-	-
7	Tuition fees	-	-	-
8	Other fees	-	-	-
9	Interests	28195	23437	98392
10	Sale of Application forms	-	-	-
11	Other	-	-	-

B. Total Expenditure				
Sl No.	Category/Head	FY 2023/2024	FY 2024/2025	FY 2025/2026
		(budgeted)	(actual)	(actual)
1	Salary, Allowance and Retirement benefits	1970820	319452	3394,529
2	Buildings (Construction and Maintenance)	-	-	-
3	Library and Laboratory			
4	Scholarships			
5	Grants to College	-	-	-
6	R &D			
7	Sports	20000	20000	20000
8	Other Expenses			
9	Accounts (Audit) Status, whether audited? (Yes/No) If yes, by Local Fund/ CA	-	-	yes CA

Goals for the next 5 years

- **Achieving academic excellence.**
- **Personality Development.**
- **Placement**
- **Eco Friendly Campus**
- **Develop good governance.**

Detailed description of Goals

Goal 1- Achieving academic excellence

Description

Achieving academic excellence by providing quality education to the students.

Milestones(Sub-goals)

- Increase in on time Post -graduation by 10%.
- Increase in transition by 2%.
- Increase in getting 60% of marks – 10% every year.

Why do you think this goal is achievable?

- The goal is achievable because of sincere efforts of the Professors and motivations of the students.

Activity required for achieving the goal

Activities required to achieve these milestones				
Sr	Description	Estimated cost	start date	end date
1	New Class Rooms- 04	40 Lacs	March 2021	Sept. 2021
2	Modernization of existing class rooms- 10	40 Lacs	April 2021	March 2022
3	Converting the existing class rooms into smart class rooms- 02	5 Lacs	April 2022	May 2022
4	Modernized staff rooms- 02 with attached wash rooms- 02	20 Lacs	April 2021	May 2022
5	Existing E- library with modernized reading room	8 Lacs	April 2021	March 2022
6	Highly equipped existing Computer Lab	10 Lacs	April 2021	March 2022
7	Re- construction of wash room for girls & boys	12 Lacs	April 2022	March 2023
8	Sports & <u>other Co-curricular activities</u>	60.00L per year	April 2024	March 2025
9	Ramps	5 Lacs	April 2024	Aug 2024
10	Furniture	5 Lacs	May 2021	June 2022
	Total	1 CR 35 Lacs and 60 Thousand		

Year-wise Activity Plan

Goal –I

Activity I Additional Lecture by expert.				
Sr.	Year	Description	Start Date	End date
1	2018-19	Planning & Conduct of lectures	July 2018	March 2019
2	2019-20	Planning & Conduct of 2 Lectures	July 2019	March 2020
3	2020-21	Planning & Conduct of 2 Lectures	July 2020	March 2021
4	2021-22	Planning & Conduct of 2 Lectures	July 2021	March 2022
5	2022-23	Planning & Conduct of 2 Lectures	March 2022	March 2023

Persons responsible for conducting each activity

1. Principal- Dr. Ramesh Chandra rath
2. Prof. Rashmi Rekha Roy
3. Prof. Sani Rath
4. Prof. Subhashree Das
5. Dr. Deeptimayee Panda
6. Prof, Emyush Kujur

Persons responsible for monitoring each activity & its timely completion

1. Principal- Dr. Ramesh Chandra Rath
2. Prof. Subrat Choudhury
3. Prof. Rashmi rekha Roy
4. Prof. Maheswari Behera
5. Prof. Soumya dash
6. Dr. Deeptimayee Panda
7. Prof Pratibha Mahapatra

Goal 2 Personality Development

Description- Personality Development of the students will be done in the college so that they should get better jobs in their career.

Milestones(Sub-goals)

- Personality Development of the students will be done through expert lectures.
- Skill development programme.
- Industrial Visit
- Practical Training.
- Participation of the students in common competitions/ group discursion.
- Grooming the students for the mixing with the elite group of the society.
- Public Forum

Why do you think this goal is achievable?

This goal is achievable because there is scope of personality development as students belong to different category of the society. They are not acquainted with the forms and requirement of the society.

Activity required for achieving the goal

Activities required to achieve these milestones				
Sr	Description	Estimated cost	start date	end date
1	Lectures by experts	2 Lacs	July 2024	March 2025
2	Remedial Classes for academically weak & poor students. (SC/ST/OBC)	2 Lacs	Sept. 2024	March 2025
3	Educational Visit/tours visit to industries	1 Lacs	Nov. 2021	March 2022
	Total	5 Lacs		

Year-wise Activity Plan**Goal –2**

Activity 2 Lecture by experts				
Sr.	Year	Description	Start Date	End date
1	2020-21	Experts Lectures	July 2021	December 2021
2	2021-22	Experts Lectures	July 2021	March 2022
3	2022-23	Experts Lectures	July 2022	March 2023
4	2023-24	Experts Lectures	July 2023	March 2024
5	2024-25	Experts Lectures	March 2024	March 2025

Persons responsible for conducting each activity

- 1- Dr. Diptimayee Panda
- 2- Prof. Rashmi Rekha Roy

Activity 2 Remedial Classes for academically weak & poor students.				
Sr.	Year	Description	Start Date	End date
1	2020-21	Experts Lectures for SC/ST/OBC	July 2021	March 2022
2	2021-22	Experts Lectures for SC/ST/OBC	July 2021	March 2022
3	2022-23	Experts Lectures for SC/ST/OBC	July 2022	March 2023
4	2023-24	Experts Lectures for SC/ST/OBC	July 2023	March 2024
5	2024-25	Experts Lectures for SC/ST/OBC	March 2024	March 2025

Persons responsible for conducting each activity

- 1- Prof. S. Chaudhury
- 2- Prof. Maheswari Behera

Activity 2 Educational Visit/tours visit to industries				
Sr.	Year	Description	Start Date	End date
1	2020-21	Educational Visit/tour visit to Industries, Khordha , District	July 2020	March 2021
2	2021-22	Educational Visit/tour visit to industries	July 2021	March 2022
3	2022-23	Educational Visit/tour visit to industries	July 2022	March 2023
4	2023-24	Educational Visit/tour visit to industries	July 2023	March 2024
5	2024-25	Educational Visit/tour visit to industries	March 2024	March 2025

Persons responsible for conducting each activity	
1-	Dr. R.C Rath
2-	Dr. C,R Satapathy
3-	Dr. D.M Panda

Goal 3- Placement of the students
Description Placement of the students will be done under Swami Vivekananda Career Guidance Cell.
Milestones (Sub-goals) <ul style="list-style-type: none"> Development of placement cell under Swami Vivekananda Career Guidance Cell. Counseling Cell for the students. Soft skill development training. Mock Interview Sessions.
Why do you think this goal is achievable? The goal is achievable because of the hard work of the faculty and motivation and tracking of the students will lead to the goal of employability. Some fund is provided by the PECT. Pokharipute . hubaneswar for the placement of the students. The training Programme and Lectures are organised.

Activity required for achieving the goal

Activities required to achieve these milestones				
Sr	Description	Estimated cost	start date	end date
1	Development of placement cell under Swami Vivekananda Career Guidance Cell.		July 2021	March 2022
2	Counseling Cell for the students and training Programme		July 2021	March 2022
3	Soft skill development training programme.		July 2022	March 2023

4	Seminar Moc Interview Sessions.		July 2021	March 2022
5	Seminar Moc Interview Sessions.		July 2022	March 2023

Year-wise Activity Plan

Goal –3

Activity 3 Placement of the students				
Sr.	Year	Description	Start Date	End date
1	2018-19	Develop the Placement Cell	July 2021	March 2022
2	2019-20	Counseling Cell for the students and Soft skill development training programme	July 2021	March 2022
3	2020-21	Soft skill development training programme	July 2021	March 2022
4	2021-22	Grooming the students for mixing with the elite group of the society.	July 2023	March 2024
5	2022-23	Grooming the students for mixing with the elite group of the society.	March 2022	March 2023

Persons responsible for conducting each activity

- 1- Dr. D.M Panda
- 2- Prof. Sani Rath

Goal 4- Eco Friendly Campus

Description

Eco Friendly Campus would be maintained in the institute premises to keep the environment pollution free and keep us healthy and fit.

Milestones(Sub-goals)

- Cleanliness of the premises will be maintained by the staff and the students.
- Green Campus will be developed through plantation.
- Grass Land development.
- Plantation Programme.
- Floral Development (Garden)

Why do you think this goal is achievable?

This goal is achievable with the support of the funding from world bank after getting the fund. In this process the help of the two unit of the NSS students will also be obtained in keeping the premises neat and clean.

Activity required for achieving the goal

Activities required to achieve these milestones				
Sr	Description	Estimated cost	start date	end date
1	Providing the amenities for keeping the premises neat clean	20000.00	July 2021	March 2022
2	Grass Land development	40000.00	Aug 2021	March 2022
3	Floral Development (Garden)	20000.00	Sept. 2021	March 2022
4	Plantation Programme	20000.00	Aug. 2021	March 2022
Total		1 Lac		

Year-wise Activity Plan

Goal –4

Activity 4 Eco Friendly Campus				
Sr.	Year	Description	Start Date	End date
1	2021-2022	<ul style="list-style-type: none"> Cleanliness of the premises will be maintained by the staff and the students. Plantation 	July 2021	March 2022
2	2021-2022	Floral Development (Garden)	July 2021	March 2022
3	2022-2023	Grass Land Development	July 2022	March 2023
4	2023-24	Plantation	July 2023	March 2024
5	2024-25	Plantation	March 2024	March 2025

Persons responsible for conducting each activity

- 1- Dr. R.C Rath
- 2- Prof. S. Choudhury
- 3- Dr. D.M Panda
- 4- Prof. Rani Rath
- 5- Prof. Rashmi Rekha Roy

Goal 5- Develop good governance

Description- Improvement in the basic facilities of the institute for the staff and the students and all the employees. This will fulfill all the basic amenities which will prove better administration in the institute.

Milestones(Sub-goals)

- Girls Common Rooms.
- RO Water System.
- 03 Computer, 02 printers, 02 Photocopy Machine and 03 Computer Table
- Maintenance of CCE TV Camera.

Why do you think this goal is achievable?

Al though this facilities are available in the institute however better improvement can be done if fund is provided.

Activity required for achieving the goal

Activities required to achieve these milestones				
Sr	Description	Estimated cost	start date	end date
1	Girls Common Rooms with furniture.	50000.00	July 2021	March 2022
2	RO Water System.	30000.00	Aug 2021	March 2022
3	03 Computer, 02 printers, 02 Photocopy Machine and 03 Computer Table	300000.00	Sept. 2021	March 2023
4	Maintenance of CCE TV Camera.	20000.00	Aug. 2024	March 2025
	Total	4 Lac		

Year-wise Activity Plan**Goal –5**

Activity 5 Develop good governance				
Sr.	Year	Description	Start Date	End date
1	2021-2022	Girls Common Rooms with furniture.	July 2021	March 2022
2	2021-2022	RO Water System.	July 2021	March 2022
3	2021-2023	03 Computer, 02 printers, 02 Photocopy Machine and 03 Computer Table	July 2021	March 2023
4	2021-2022	Maintenance of CCE TV Camera.	July 2021	March 2022

Persons responsible for monitoring each activity & its timely completion

1. Principal- Dr. R.C Rath
2. Dr. .D.M Panda
3. Prof. Rashmi Rekha Roy
4. Prof. Maheswari Behera
5. Mr. sanjaya Dalai
6. Smt. Runi Bhoi

Institutional Project Budget(Rupees inLacs/ Crore)

Sl.No	Activities	Total	Financial year				
			2021-22	2022-23	2023-24	2024-25	2025-26
1	Infrastructure additions and enhancements	1 CR 5 Lacs	-	60 Lacs	45 Lacs		
2	Research & development Support (We get the fund from DHE)	NIL					
3	Development Support						
	Faculty and Staff Development (including faculty qualification upgradation, pedagogical training, and organising/participation of faculty in workshops, seminars and conferences) for improved competence based on TNA						
	Others (please specify)	2 lacs		50000	50000	50000	50000
	Lecture by experts	2 lacs	40000	40000	40000	40000	40000
	Remedial Classes for SC/ST/OBC Poor Students Educational / Industrial Visit	1 lacs	20000	20000	20000	20000	20000
4	Institutional reforms Teaching & Learning Programme for guest lectures	5 lacs			April 2021		March 2022
	Technical assistance for procurement and academic activities						
	Institutional management capacity enhancement (Develop Good Governance and Eco Friendly Campus)	5 lacs	-	5 lacs	-	-	-
	Others (please specify) Ramps water harvesting	5 lacs	-	5 lacs	-	-	-
5	Academic support Lab (Computer Lab)	10 lacs	-	-	10 lacs	-	-
	Creation of new departments/courses						
	Enhanced Interaction with Industry						
	Student support activities						
	Others (please specify)- E-library	8 lacs	-	-	8 lacs	-	-
6	Others (please specify) Sports	10 lacs	-	-	-	-	10 lacs
7	Others (please specify) Wash room (Girls & Boys)	12 lacs	-	12 lacs	-	-	-
	TOTAL	1 Cr 65 lacs					

Overall Institutional Performance Targets

<u>Goal</u> (mention your Goals here)	<u>Measurable indicator (mention your milestones here)</u>	<u>Targets from 2020-2021-2024-2025</u> (*****provide the 5 year % increase as per your ability)				
		<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
Achieving academic excellence.	<ul style="list-style-type: none"> Increase in on time graduation by 10%. 	5%	7%	10%	12%	15%
	<ul style="list-style-type: none"> Increase in transition by 2%. 	1%	1%	2%	3%	4%
	<ul style="list-style-type: none"> Increase in getting 60% of marks – 10% every year. 	1%	1%	2%	3%	4%

<u>Goal</u> (mention your Goals here)	<u>Measurable indicator (mention your milestones here)</u>	<u>Targets</u> (*****provide the 5 year % increase as per your ability)				
		<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
Personality Development.	Personality Development of the students will be done through expert lectures.	10%	20%	30%	40%	50%
	Skill development programme.	10%	20%	30%	40%	50%
	Industrial Visit	5%	10%	15%	20%	25%
	Practical Training.	10%	20%	30%	40%	50%

<u>Goal</u> (mention your Goals here)	<u>Measurable indicator (mention your milestones here)</u>	<u>Targets</u> (*****provide the 5 year % increase as per your ability)				
		<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
Placement	Development of placement cell under Swami Vivekanand Career Guidance Cell.	5%	10%	15%	20%	25%
	Counseling Cell for The students.	10%	20%	30%	40%	50%

	Soft skill development training.	10%	20%	30%	40%	50%
	Mock Interview Sessions.	10%	20%	30%	40%	50%

<u>Goal</u> (mention your Goals here)	<u>Measurable indicator</u> (mention your milestones here)	<u>Targets</u> (*****provide the 5 year % increase as per your ability)				
		<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
Eco Friendly Campus	Cleanliness of the premises will be maintained by the staff and the students.	80%	85%	90%	95%	96%
	Green Campus will be developed through plantation.	5%	10%	15%	20%	30%
	Grass Land development.	10%	20%	30%	40%	50%
	Plantation Programme.	10%	20%	30%	40%	50%
	Floral Development (Garden)	10%	20%	30%	40%	50%

<u>Goal</u> (mention your Goals here)	<u>Measurable indicator</u> (mention your milestones here)	<u>Targets</u> (*****provide the 5 year % increase as per your ability)				
		<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
Develop good Governance	Girls Common Rooms.	20%	40%	60%	80%	100%
	RO Water System.	20%	40%	60%	80%	100%
	03 Computer, 02 printers, 02 Photocopy Machine and 03 Computer Table	100%	100%	100%	100%	100%
	Maintenance of CCE TV Camera.	100%	100%	100%	100%	100%

IMPLEMENTATION PLAN

After getting the fund from World Bank the following activities will be performed-

Sr	Description
1	Lecture by experts
2	Remedial Classes for SC/ST/OBC Poor Students
3	Educational / Industrial Visit
4	Personality Development
5	Skills Development
6	Practical Training
7	Counseling Cell development
8	Moc Interview sessions
9	Expansion of Class rooms- 04 and Modernization of existing class rooms -10
10	Modernization staff rooms -02 with attached wash rooms -02
11	Enhancement of E-library with modernized reading room
12	Expansion of highly equipped existing computer lab
13	Re-construction of wash rooms for girls & boys
14	Sports & other curriculum activities.
15	Ramps
16	Furniture
17	Eco Friendly Campus
18	Develop Good Governance
19	Girls Common Rooms
20	R O Water System

MEASURES TO ENSURE SUSTAINABILITY BEYOND THE 5 YEAR PERIOD

- Year wise activities will be documented.
- Provision for sustainability will be created true Swami Vivekananda Seva Samiti ,
AICTE/PECT/AIMS and Government Funds.
- Monitoring system will be established.
- Outcome of the sustainability will be reviewed.

BRIDGING THE RESOURCE GAP

- Grants from higher education department.
- Support of Swami Vivekananda Seva Samiti will be sought for sustainability and enhancing the activities.
- Grants from AICTE/ DST/State Govt./ Higher Education (Planned)
- Support and help which will be offered by the MSME.

THANKS YOU ALL STAKEHOLDER FOR YOUR KIND COOPERATION
