



## YEARLY STATUS REPORT - 2023-2024

### Part A

#### Data of the Institution

<b>1.Name of the Institution</b>	Thiagarajar School of Management
• Name of the Head of the institution	Dr. M Selvalakshmi
• Designation	Principal
• Does the institution function from its own campus?	Yes
• Phone No. of the Principal	04522484099
• Alternate phone No.	04522486900
• Mobile No. (Principal)	9843351013
• Registered e-mail ID (Principal)	principal@tsm.ac.in
• Address	Pamban Swamy Nagar,
• City/Town	Thirupparankundram
• State/UT	Tamil Nadu
• Pin Code	625005
<b>2.Institutional status</b>	
• Autonomous Status (Provide the date of conferment of Autonomy)	27/09/2023
• Type of Institution	Co-education
• Location	Urban

- Financial Status **Self-financing**
- Name of the IQAC Co-ordinator/Director **Dr. V Senthil**
- Phone No. **04522484099**
- Mobile No: **9894505082**
- IQAC e-mail ID **iqac@tsm.ac.in**

**3. Website address (Web link of the AQAR (Previous Academic Year))**

<https://tsm.ac.in/wp-content/uploads/2021/01/AQAR-2022-2023-Report.pdf>

**4. Was the Academic Calendar prepared for that year?**

**Yes**

- if yes, whether it is uploaded in the Institutional website Web link:

<https://tsm.ac.in/wp-content/uploads/2021/01/Academic-Calendar-2022-2023.pdf>

**5. Accreditation Details**

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
<b>Cycle 2</b>	<b>A+</b>	<b>3.39</b>	<b>2023</b>	<b>07/02/2023</b>	<b>06/02/2028</b>
<b>Cycle 1</b>	<b>A</b>	<b>3.21</b>	<b>2017</b>	<b>19/07/2017</b>	<b>18/07/2022</b>

**6. Date of Establishment of IQAC**

**06/01/2016**

**7. Provide the list of Special Status conferred by Central and/or State Government on the Institution/Department/Faculty/School (UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC, etc.)?**

Institution/ Department/Faculty/School	Scheme	Funding Agency	Year of Award with Duration	Amount
<b>Thiagarajar School of Management</b>	<b>12 (B)</b>	<b>UGC</b>	<b>21/02/2020</b>	<b>0</b>

**8. Provide details regarding the composition of the IQAC:**

- Upload the latest notification regarding the composition of the IQAC by the HEI [View File](#)

**9.No. of IQAC meetings held during the year**      **4**

- Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website?      **Yes**

- If No, please upload the minutes of the meeting(s) and Action Taken Report      No File Uploaded

**10.Did IQAC receive funding from any funding agency to support its activities during the year?**      **No**

- If yes, mention the amount

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

1. Actively supported NAAC Peer Team visit scheduled on Jan 30-31, 2023
2. Enabled the Institution to get 'A+' Grade( 3.39) in Cycle 2 which is an improvement from an 'A' Grade in the previous Cycle.
3. Recommendation for the transition from Teaching school to research-enabled Teaching School through conscious promotion of research practices
4. Formulate strategies for better NIRF Ranking and tracking the Improvements from 96th rank (2022) PAN India in the Management Category to 90th Rank in 2023

**12.Plan of action chalked out by IQAC at the beginning of the academic year towards quality enhancement and the outcome achieved by the end of the academic year:**

Plan of Action	Achievements/Outcomes
Enrich the Curriculum through Foundation Courses, Seminars, Guest Lectures, Industrial Visits.	Enhanced Student Placement Record
Strengthen the Evaluation Process by adhering to better practices	Improved student performance in the examinations
Improve provisions and opportunities for research mobilization	Research grants received from Government and Non-government agencies
Continue to encourage the research culture by recognizing quality research	Significant improvement in the NIRF Research score

**13. Was the AQAR placed before the statutory body?** Yes

- Name of the statutory body

Name of the statutory body	Date of meeting(s)
Board of Governors	21/09/2023

**14. Was the institutional data submitted to AISHE ?** Yes

- Year

## Part A

### Data of the Institution

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• Phone No.	<b>04522484099</b>

• Mobile No:	9894505082				
• IQAC e-mail ID	iqac@tsm.ac.in				
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<b>4.Was the Academic Calendar prepared for that year?</b>	Yes				
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Cycle 1	A	3.21	2017	19/07/2017	18/07/2022
<b>6.Date of Establishment of IQAC</b>			06/01/2016		
<b>7.Provide the list of Special Status conferred by Central and/or State Government on the Institution/Department/Faculty/School (UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC, etc.)?</b>					
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Plan of Action	Achievements/Outcomes				
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Strengthen the Evaluation Process by adhering to better practices	Improved student performance in the examinations				
Improve provisions and opportunities for research mobilization	Research grants received from Government and Non-government agencies				
Continue to encourage the research culture by recognizing quality research	Significant improvement in the NIRF Research score				
<b>13. Was the AQAR placed before the statutory body?</b>	<b>Yes</b>				
<ul style="list-style-type: none"> <li>Name of the statutory body</li> </ul>					
<table border="1"> <thead> <tr> <th>Name of the statutory body</th> <th>Date of meeting(s)</th> </tr> </thead> <tbody> <tr> <td>Board of Governors</td> <td>21/09/2023</td> </tr> </tbody> </table>		Name of the statutory body	Date of meeting(s)	Board of Governors	21/09/2023
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Board of Governors	21/09/2023				
<b>14. Was the institutional data submitted to AISHE ?</b>	<b>Yes</b>				
<ul style="list-style-type: none"> <li>Year</li> </ul>					
<table border="1"> <thead> <tr> <th>Year</th> <th>Date of Submission</th> </tr> </thead> <tbody> <tr> <td>2022-23</td> <td>05/04/2024</td> </tr> </tbody> </table>		Year	Date of Submission	2022-23	05/04/2024
Year	Date of Submission				
2022-23	05/04/2024				
<b>15. Multidisciplinary / interdisciplinary</b>					
<p>TSM is a standalone business school offering programmes in business management. Currently, TSM has MoUs with Six foreign Universities and is exploring the possibilities and potential opportunities. The institution collaborates with other national and foreign universities in the research domain and takes their resource support to offer interdisciplinary programs. The</p>					



following initiatives have been taken during this academic year to promote a multidisciplinary/interdisciplinary approach. Cross-Functional Courses: Combine business fundamentals with courses from psychology, sociology, data science, environmental studies, and design thinking as evident from the curriculum and course syllabus. Industry-Specific Programs: Offer specialized courses in Healthcare Management, FinTech, and Sustainable Business, blending industry knowledge with business strategies. Experiential Learning- Live Projects with Diverse Industries: Engage students in live projects with companies in technology, healthcare, manufacturing, and creative industries to tackle cross-sectoral challenges

#### **16.Academic bank of credits (ABC):**

TSM is registered in National Academic Depository by University Grants Commission. This would enable TSM to permanently store all academic certificates issued by the institution. This will make real time verification and retrieval of these certificates possible at any time.

#### **17.Skill development:**

TSM since its inception has a proven track record of placements of well over 95%.with an average salary of 8 lakhs per annum. TSM focuses on skill development and continuously trains students on various skills such as decision-making, communication, leadership, analytical, problem-solving, and other life skills required for a manager. The following initiatives have been taken

1. Curriculum Design: Industry-Relevant Courses: Offer courses aligned with industry trends (e.g., AI in Business, Digital Marketing, Sustainability). Experiential Learning: Incorporate case studies, simulations, and live projects (e.g., using simulations like Benihana of Tokyo). Soft Skills Training: Include modules on leadership, communication, negotiation, critical thinking., interpersonal effectiveness, personal effectiveness
2. Workshops & Certifications Skill-Based Workshops: Conduct workshops on bibliometrics, data analytics, design thinking, and entrepreneurship. Certifications: Provide access to certifications (Google Analytics, Six Sigma, Financial Modeling) through subscription to Coursera courses
3. Industry Interaction Guest Lectures & Seminars: Invite industry experts for interactive sessions. Corporate Tie-ups: Partner with businesses for consulting projects and internships.
4. Entrepreneurial Support Entrepreneurship Cells (E-Cells): Organize guest lectures, pitch competitions and mentoring sessions through the E-Cell
5. Experiential Learning Platforms

**Business Simulations:** Use platforms like HBR simulations to practice real-world decision-making. **Live Projects & Internships:** Provide hands-on experience with industry problems. **6. Student-Led Initiatives Clubs and Committees:** Encourage leadership in managing student clubs, events, and MDPs. **Competitions:** Organize case competitions, hackathons, and business plan contests. **7. Mentoring and Networking Alumni Mentoring:** Leverage alumni for mentorship programs. **Industry Networking Events:** Facilitate interactions with industry leaders. **8. Global Exposure International Immersion Programs:** Offer global internships and exchange programs. **Collaborations with Global B-Schools:** Engage in joint research and dual-degree programs. **9. Technology Integration Digital Learning Tools:** Use Moodle as learning management systems (LMS), AI-driven assessments, and virtual classrooms. **Analytics Tools:** Introduce tools like Power BI, Tableau, and Python for data-driven decision-making. **10. Continuous Learning Culture Management Development Programs (MDPs):** Offer short-term programs for working professionals.

#### **18. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)**

ICT-integrated teaching and learning process practiced in the institution provides borderless training. Students are encouraged to enroll in courses offered in NPTEL, SWAYAM, and Coursera on Indian Language and Culture. Two faculty members completed, the AICTE-sponsored Faculty Development Programme on Universal Human Values. The director and the AICTE trained Faculty members further handled sessions on Indian Values and Culture for the students in their Orientation Programme To nurture Indian culture among students, case Studies on Indian Entrepreneurs, MSMEs, and family businesses have been deliberated on. The faculty has also developed cases on Indian business systems and published the same in international case publishing houses.. A value-added course on the Art and science of Health Living has been launched to enhance awareness about Yoga and Spiritual living Practices among students. A credit course on Rural immersion Programme has been offered to provide exposure on the business culture and indigenous business models and practices

#### **19. Focus on Outcome based education (OBE): Focus on Outcome based education (OBE):**

OBE emphasizes that Course outcome, program outcome, and program educational outcome are all integrated with the vision and mission of the institution. The institution has the following practices to enhance its focus on Outcome Based Education **1. Well Defined Learning Outcomes TSM has developed Program**

Educational Objectives (PEOs), Program Outcomes (POs), and Course Outcomes (COs) aligned with institutional standards. and ensured that they are Specific, Measurable, Achievable, Relevant, and Time-bound (SMART). 2. Curriculum Mapping Systematic efforts were taken to map course content and assessment methods to COs, POs, and PEOs. and the matrix has been incorporated in the syllabus and assessment methods for reinforcement. 3. Assessment and Evaluation Implement direct (exams, projects, presentations) and indirect (surveys, feedback) assessment tools. effectively and also use rubrics for objective evaluation. The assessment tools are designed based on Bloom's taxonomy. The assessment data has been analyzed periodically to determine how well students meet the outcomes and also shared with the faculty council periodically. 4. Continuous Improvement Process The Institution practices ISO Certification and applies a feedback loop (Plan-Do-Check-Act cycle) to improve teaching, curriculum, and assessments. Regularly review outcomes based on stakeholder feedback (students, alumni, employers). 5. Active and Experiential Learning Incorporate case studies, simulations, projects, and internships to link theory with practice. For example, using a simulation similar to the HBR model for the "Benihana of Tokyo" case can strengthen students' understanding of operations management. 6. Stakeholder Engagement Involve industry experts, alumni, and academic peers in curriculum design and review. Organize workshops and value-added courses to address real-world entrepreneurial challenges. 7. Faculty Development Train faculty on OBE principles, assessment strategies, and teaching innovations and encourage them to design OBE-aligned assignments and projects.

## 20.Distance education/online education:

TSM is an autonomous institution which is affiliated to Madurai Kamaraj University. Currently we are not offering any distance/online education.

## Extended Profile

### 1.Programme

1.1

3

Number of programmes offered during the year:

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

**2.Student**2.1 269

Total number of students during the year:

File Description	Documents
Institutional data in Prescribed format	<a href="#">View File</a>

2.2 137

Number of outgoing / final year students during the year:

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

2.3 252

Number of students who appeared for the examinations conducted by the institution during the year:

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

**3.Academic**3.1 107

Number of courses in all programmes during the year:

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

3.2 31

Number of full-time teachers during the year:

<b>Extended Profile</b>	
<b>1.Programme</b>	
1.1 Number of programmes offered during the year:	<b>3</b>
File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>
<b>2.Student</b>	
2.1 Total number of students during the year:	<b>269</b>
File Description	Documents
Institutional data in Prescribed format	<a href="#">View File</a>
2.2 Number of outgoing / final year students during the year:	<b>137</b>
File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>
2.3 Number of students who appeared for the examinations conducted by the institution during the year:	<b>252</b>
File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>
<b>3.Academic</b>	
3.1 Number of courses in all programmes during the year:	<b>107</b>
File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

3.2	31
Number of full-time teachers during the year:	
File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>
3.3	NA
Number of sanctioned posts for the year:	
<b>4.Institution</b>	
4.1	60
Number of seats earmarked for reserved categories as per GOI/State Government during the year:	
4.2	8
Total number of Classrooms and Seminar halls	
4.3	95
Total number of computers on campus for academic purposes	
4.4	1284.39
Total expenditure, excluding salary, during the year (INR in Lakhs):	

## Part B

### CURRICULAR ASPECTS

#### 1.1 - Curriculum Design and Development

1.1.1 - Curricula developed and implemented have relevance to the local, national, regional and global developmental needs which are reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various Programmes offered by the Institution.

TSM's MBA program is designed to shape graduates into multifaceted contributors to business, government, and society. Its meticulously outlined program outcomes target advanced thinking skills like critical analysis, creativity, and value-driven leadership. These objectives, aligned with local and global business demands, guide course development to ensure students acquire requisite knowledge, attitudes, and skills. The

ethos of "Learn to Learn" fosters a culture of continuous growth among students and faculty, supported by regular reviews by expert committees comprising IIM professors and industry experts. This iterative process keeps curricula relevant and contemporary, evident in a robust 90% placement rate with lucrative packages.

The emphasis extends beyond professional competence, with courses promoting ethical values and responsible citizenship. Through a diverse array of curricula spanning six trimesters, TSM aims to produce conscientious managers primed for local and regional business challenges, thus contributing to the broader nation-building endeavor. By nurturing holistic development and employability, TSM's MBA program underscores its commitment to shaping future leaders who not only excel in their careers but also embody the values necessary for sustainable societal progress

File Description	Documents
Upload additional information, if any	<a href="#">View File</a>
Link for additional information	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/1.1-Curriculum-Design-and-Development.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/1.1-Curriculum-Design-and-Development.pdf</a>

### 1.1.2 - Number of Programmes where syllabus revision was carried out during the year

2

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	<a href="#">View File</a>
Details of syllabus revision during the year	<a href="#">View File</a>
Any additional information	No File Uploaded

### 1.1.3 - Number of courses focusing on employability/entrepreneurship/ skill development offered by the Institution during the year

94

File Description	Documents
Curriculum / Syllabus of such courses	<a href="#">View File</a>
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	<a href="#">View File</a>
MoUs with relevant organizations for these courses, if any	<a href="#">View File</a>
Any additional information	No File Uploaded

## 1.2 - Academic Flexibility

### 1.2.1 - Number of new courses introduced across all programmes offered during the year

12

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	<a href="#">View File</a>
Any additional information	No File Uploaded
Institutional data in prescribed format (Data Template)	<a href="#">View File</a>

### 1.2.2 - Number of Programmes offered through Choice Based Credit System (CBCS)/Elective Course System

2

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	<a href="#">View File</a>
Any additional information	No File Uploaded
List of Add on /Certificate programs (Data Template)	<a href="#">View File</a>

## 1.3 - Curriculum Enrichment

1.3.1 - Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability, and Human Values into the curriculum

TSM's educational philosophy emphasizes not just knowledge



acquisition but its practical application, particularly in fostering equitable and sustainable development. Embedded in TSM's mission is a commitment to holistic education, integrating values, ethics, and sustainability into its curricula. Specialized courses address professional ethics, human values, and environmental sustainability, aiming to instill a sense of responsibility in future managers.

Ethics and governance courses promote ethical business practices, complemented by activities promoting values through academic and non-academic engagements. Yoga and meditation sessions further enhance students' physical and mental well-being.

TSM's focus on environmental consciousness integrates green concepts across disciplines, emphasizing societal and environmental contributions. Rural immersion programs expose students to inclusive growth imperatives.

Regarding gender, TSM not only educates on legal mandates but also fosters inclusion experientially. Female leadership exemplifies gender diversity, with key administrative roles held by women. This practice reinforces gender sensitivity, highlighting its importance in business and societal contexts. Through these initiatives, TSM cultivates socially responsible and gender-inclusive future leaders.

File Description	Documents
Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum	<a href="#">View File</a>
Any additional information	No File Uploaded

**1.3.2 - Number of value-added courses for imparting transferable and life skills offered during the year**

8

File Description	Documents
List of value-added courses	<a href="#">View File</a>
Brochure or any other document relating to value-added courses	<a href="#">View File</a>
Any additional information	No File Uploaded

**1.3.3 - Number of students enrolled in the courses under 1.3.2 above**

238

File Description	Documents
List of students enrolled	<a href="#">View File</a>
Any additional information	No File Uploaded

**1.3.4 - Number of students undertaking field work/projects/ internships / student projects**

118

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	<a href="#">View File</a>
Any additional information	No File Uploaded

**1.4 - Feedback System**

**1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni**

**A. All 4 of the above**

File Description	Documents
Provide the URL for stakeholders' feedback report	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/stakeholders-feedback-report-.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/stakeholders-feedback-report-.pdf</a>
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	<a href="#">View File</a>
Any additional information	No File Uploaded

#### 1.4.2 - The feedback system of the Institution comprises the following

A. Feedback collected, analysed and action taken made available on the website

File Description	Documents
Provide URL for stakeholders' feedback report	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/stakeholders-feedback-report-.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/stakeholders-feedback-report-.pdf</a>
Any additional information	No File Uploaded

### TEACHING-LEARNING AND EVALUATION

#### 2.1 - Student Enrollment and Profile

##### 2.1.1 - Enrolment of Students

##### 2.1.1.1 - Number of students admitted (year-wise) during the year

142

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	<a href="#">View File</a>

##### 2.1.2 - Number of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc.) as per the reservation policy during the year (exclusive of supernumerary seats)

60

File Description	Documents
Any additional information	No File Uploaded
Number of seats filled against seats reserved (Data Template)	<a href="#">View File</a>

## 2.2 - Catering to Student Diversity

2.2.1 - The institution assesses students' learning levels and organises special programmes for both slow and advanced learners.

The institution employs a diverse range of continuous assessment components, such as mid-term tests, presentations, quizzes, case studies, and assignments, to evaluate students continuously. Periodical feedback is provided to students to aid their progress. Advanced learners, achieving a CGPA of 8 and above, are encouraged to partake in professional qualifying examinations like the Certified Financial Analyst (CFA), Cost and Management Accountants (CMA), and UGC-NET. They are also motivated to engage in paper presentations, quizzes, and intercollegiate competitions. The institution recognizes academically bright students through the "Dean's List" for each trimester, who score a GPA of 8.00 or above. These students participate in exclusive events and competitions, represent the institution in various competitions, and lead clubs and activities. Faculty members guide advanced learners in publishing research articles and converting their summer internships into research papers. Moreover, advanced learners can undertake an industry-based or research project for a trimester, earning credits mentioned in their grade card.

For slow learners, remedial sessions, one-to-one/group discussions, and continuous assessments are conducted to provide personalized attention. They are mentored by faculty members and the dean, encouraged to participate in various activities, and given opportunities for live projects to enhance their confidence and skills.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/Deans-List.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/Deans-List.pdf</a>

**2.2.2 - Student – Teacher (full-time) ratio**

Year	Number of Students	Number of Teachers
30/06/2024	269	31

File Description	Documents
Upload any additional information	No File Uploaded

**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:

Faculty members at the institution employ various teaching methodologies to cater to the diverse expectations, interests, and capabilities of students. They utilize experiential learning, participative learning, and problem-solving approaches to equip students effectively. Experiential learning exercises such as simulation games, live projects, internships, and industry analyses allow students to apply classroom learning practically. Club activities and events organized by students provide practical insights, while managing the café enhances their management skills. Problem-solving methodologies are reinforced through extensive use of case studies, enabling students to discuss, debate, and make decisions on real-life business scenarios. The institution collaborates with Harvard Business School Publishing for case studies and encourages faculty to develop their own cases. Additionally, certain courses incorporate live projects and internships, fostering students' ability to apply concepts to solve real-world business challenges.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Link for additional Information	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/Teaching-Learning-Process.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/Teaching-Learning-Process.pdf</a>

2.3.2 - Teachers use ICT-enabled tools including online resources for effective teaching and learning

TSM offers state-of-the-art facilities, including free Wi-Fi-enabled classrooms, smart classrooms, LCD screens, computer

labs, and video-conferencing facilities. Students have access to ICT equipment for their academic work. Faculty members utilize various ICT tools such as PowerPoint presentations, audio-visual aids, and simulation exercises for effective knowledge dissemination. They receive training to enhance classroom teaching effectiveness, including online platforms like Zoom, which were used extensively.

Moodle, an ICT-enabled platform, supports teaching, learning, and evaluation processes, providing personalized learning environments. Additionally, centralized ERP systems streamline operations, providing accessible information and processes for stakeholders. The library employs AUTOLIB software for housekeeping activities, allowing users to search for books, renew and reserve online, and access remote databases like CMIE, Ebsco, Emerald, and Elsevier e-journals through the AutoLib App.

TSM also has tie-ups with Coursera courses, enabling students and faculty to access high-quality online courses from global universities. Additionally, the institution incorporates the SWAYAM MOOCs platform, offering diverse online courses to enhance learning flexibility and accessibility.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	<a href="https://tsm.ac.in/about-us/infrastructure/information-technology/">https://tsm.ac.in/about-us/infrastructure/information-technology/</a>
Upload any additional information	<a href="#">View File</a>

### 2.3.3 - Ratio of students to mentor for academic and other related issues

#### 2.3.3.1 - Number of mentors

24

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	<a href="#">View File</a>
Circulars with regard to assigning mentors to mentees	No File Uploaded

### 2.3.4 - Preparation and adherence to Academic Calendar and Teaching Plans by the institution

The academic calendar, prepared by the Dean in consultation with the Director and Principal at the beginning of each academic year, outlines key dates such as orientation, trimester start and end dates, examination schedules, comprehensive viva dates, RDIP schedule, holidays, and major events. It is distributed to all faculty, staff, and students through the annual handbook and displayed on notice boards.

Detailed teaching plans are created by course faculty prior to each trimester, covering program and course outcomes, session plans, topic details, reference materials, case studies, internal assessment components, and weightage. Approved plans are shared with the MBA program office, uploaded on MOODLE for student reference, and disseminated to students.

The institution is ISO 9001:2015 certified, with 35 Quality Standard Procedures (QSP) covering academic and non-academic areas. QSPs 18 and 20 focus on curriculum design, academic calendar, timetable, and course planning, ensuring adherence to standardized procedures. QSPs 24 and 25 regulate continuous assessment and end-term examinations, following systematic guidelines to maintain quality standards. Periodical ISO audits verify adherence to these procedures, reviewing various records including academic calendars, course plans, attendance data, and examination materials, supported by the institution's ERP system for data management

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	<a href="#">View File</a>

## 2.4 - Teacher Profile and Quality

### 2.4.1 - Number of full-time teachers against sanctioned posts during the year

31

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	<a href="#">View File</a>
List of the faculty members authenticated by the Head of HEI	<a href="#">View File</a>
Any additional information	No File Uploaded

#### 2.4.2 - Number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / DSc / DLitt during the year

27

File Description	Documents
List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	<a href="#">View File</a>
Any additional information	No File Uploaded

#### 2.4.3 - Total teaching experience of full-time teachers in the same institution: (Full-time teachers' total teaching experience in the current institution)

163

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	<a href="#">View File</a>
Any additional information	No File Uploaded

### 2.5 - Evaluation Process and Reforms

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

9



File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	<a href="#">View File</a>
Any additional information	No File Uploaded

### 2.5.2 - Number of students' complaints/grievances against evaluation against the total number who appeared in the examinations during the year

88

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	<a href="#">View File</a>
Upload any additional information	No File Uploaded

### 2.5.3 - IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in the Examination Management System (EMS) of the Institution

The institution follows a trimester system with six trimesters across two years, focusing on outcome-based evaluation aligned with course objectives, outcomes, and pedagogy. Continuous Assessment (CA) and End-Term (ET) components are weighted at 60% and 40%, respectively, with a minimum passing aggregate of 50%. CA methods, defined at the trimester's outset, include assignments, projects, quizzes, case studies, presentations, and roleplays.

Examination reforms ensure fairness and transparency. Faculty prepare two sets of end-term question papers and evaluation templates reviewed by a scrutiny board. Exams are monitored via CCTV, with invigilators ensuring strict protocols. Answer scripts are evaluated within 21 working days, followed by a transparency session for students to review their scripts and address discrepancies. Results, approved by the Programme Executive Committee (PEC) and Faculty Council, are published within six weeks.

The ERP system integrates an Outcome-Based Education (OBE) module to align academic processes with learning outcomes.

Faculty map course objectives to program outcomes and assess achievement levels through quizzes, assignments, and projects. The module generates performance analytics, aiding continuous improvement in teaching and learning. Students can track progress on outcomes and graduate attributes via dashboards, enhancing their academic and professional growth.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/IT-integration-and-reforms.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/IT-integration-and-reforms.pdf</a>

## 2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme Outcomes and Course Outcomes for all Programmes offered by the institution are stated and displayed on the website and communicated to teachers and students

**Programme Outcomes (POs) for the MBA Program are as follows:**

**PO1: Apply knowledge of management theories and practices to solve business problems**

**PO2: Foster Analytical and critical thinking abilities for data-based decision making**

**PO3: Ability to develop value-based leadership ability**

**PO4: Ability to understand, analyse and communicate global, economic, legal and ethical aspects of business.**

**PO5: Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.**

**Programme Outcomes (POs) for the PGDDSBA Programme are as follows:**

**PO1: Foster Analytical and critical thinking abilities for data-based decision making.**

**PO2: Ability to Identify and describe complex business problems in terms of analytical models**

PO3:Ability to communicate data driven insights to technical and non-technical audiences.

PO4:Ability to recommend results of business analytics into effective courses of action

PO5:Ability to exhibit effective collaboration and leadership skills.

Programme Outcomes (POs) for the PhD programme are as follows:

Have research-related skills

Make original/distinctive contribution to the body of knowledge and practice

Have a good knowledge of literature in the area of specialization

Synthesize and critique research in the area of specialization

Design and implement a sound research design

Communicate scholarly work

Exhibit ethical behavior, Professionalism in the conduct of research and dissemination

Have life-long learning skills

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Link for additional Information	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/Student-Performance-and-Learning-Outcomes.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/Student-Performance-and-Learning-Outcomes.pdf</a>

2.6.2 - Attainment of Programme Outcomes and Course Outcomes as evaluated by the institution

The institution develops the curriculum taking all Program

outcomes into consideration and ensuring that curriculum strongly maps all PO's. The course outcomes are framed based on the skills and abilities students will acquire on completing the course. The framed CO's are mapped with PO's. The attainment of program outcomes is assessed using direct and indirect assessment tools. The direct assessment majorly involves the performance of the students in the courses that are contributing to a particular PO. Additionally, the performance of the students in the Comprehensive Viva-Voce, Summer Internship Programme, Business Simulation Exercise, and Rural Development Immersion Programme are part of the direct assessment for evaluating the attainment of program outcomes. The indirect assessment involves student exit surveys and employer surveys. Various Assessment Processes: assessment comprises of Continuous Assessment (60%) and End-Term (40%). The various assessment tools to measure student learnings and attainment of course outcomes are mentioned below: Mid-term exam, End-term exam, Group projects, Assignments, Quiz, Class Participation, Presentation etc. The attainment levels are assigned as per the following rule: Attainment Level 1: 60% of students securing more than 60% of maximum marks. Attainment Level 2: 70% of students securing more than 60% of maximum marks. Attainment Level 3: 80% of students securing more than 60% of maximum marks. The overall program outcome attainment is calculated summing 80% of direct assessment and 20% of indirect assessment.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://tsm.ac.in/2023-2024-aqar-documents/">https://tsm.ac.in/2023-2024-aqar-documents/</a>

### 2.6.3 - Pass Percentage of students

#### 2.6.3.1 - Total number of final year students who passed in the examinations conducted by Institution

131

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for the annual report	Nil

## 2.7 - Student Satisfaction Survey

**2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire). Results and details need to be provided as a weblink**

<https://tsm.ac.in/wp-content/uploads/2021/01/Student-Satisfaction-Survey.pdf>

## RESEARCH, INNOVATIONS AND EXTENSION

### 3.1 - Promotion of Research and Facilities

3.1.1 - The institution's research facilities are frequently updated and there is a well-defined policy for promotion of research which is uploaded on the institutional website and implemented

The intellectual capital of a business school is demonstrated through its research and publications, which contribute to the quality of thinking and rigor of scholarship in management education. The institute boasts a highly qualified faculty and modern infrastructure conducive to research and consultancy activities. Faculty members are motivated to publish their research in reputable academic and practitioner journals, with incentives provided based on publication quality using metrics like the Scopus index and ABDC journal ranking system. Additionally, faculty are encouraged to present their research at national and international conferences, with financial support provided for registration fees and travel expenses.

The institute organizes workshops and expert talks, inviting renowned researchers and experts to share insights with faculty and research scholars. Access to databases like EBSCO, CMIE, and Refinitiv Eikon, along with subscriptions to international and national journals, supports scholarly activities. Software tools such as SPSS, E-View, NVIVO, and SmartPLS are available to aid research endeavors. Collaboration between students and faculty in research activities is encouraged, with a dedicated research

fund allocated annually. Faculty can submit proposals for approval by the Director, with funding determined by project complexity and nature

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	<a href="#">View File</a>
Provide URL of policy document on promotion of research uploaded on the website	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/Policy-document-on-promotion-of-research.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/Policy-document-on-promotion-of-research.pdf</a>
Any additional information	<a href="#">View File</a>

### 3.1.2 - The institution provides seed money to its teachers for research

#### 3.1.2.1 - Seed money provided by the institution to its teachers for research during the year (INR in lakhs)

1952075

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	<a href="#">View File</a>
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	<a href="#">View File</a>
List of teachers receiving grant and details of grant received	<a href="#">View File</a>
Any additional information	No File Uploaded

### 3.1.3 - Number of teachers who were awarded national / international fellowship(s) for advanced studies/research during the year

6

File Description	Documents
e-copies of the award letters of the teachers	<a href="#">View File</a>
List of teachers and details of their international fellowship(s)	<a href="#">View File</a>
Any additional information	No File Uploaded

### 3.2 - Resource Mobilization for Research

#### 3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)

18.64

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	<a href="#">View File</a>
List of projects and grant details	<a href="#">View File</a>
Any additional information	No File Uploaded

#### 3.2.2 - Number of teachers having research projects during the year

1

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/Number-of-teachers-having-research-projects.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/Number-of-teachers-having-research-projects.pdf</a>
List of research projects during the year	<a href="#">View File</a>

#### 3.2.3 - Number of teachers recognised as research guides

8

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	<a href="#">View File</a>
Institutional data in Prescribed format	<a href="#">View File</a>

### 3.2.4 - Number of departments having research projects funded by Government and Non-Government agencies during the year

1

File Description	Documents
Supporting document from Funding Agencies	<a href="#">View File</a>
Paste link to funding agencies' website	Nil
Any additional information	No File Uploaded

### 3.3 - Innovation Ecosystem

3.3.1 - Institution has created an ecosystem for innovations and creation and transfer of knowledge supported by dedicated centres for research, entrepreneurship, community orientation, incubation, etc.

The institution has fostered an ecosystem for innovation, knowledge creation, and transfer, bolstered by dedicated centers for research, entrepreneurship, and community engagement. Research is a key focus, with TSM hosting a research center affiliated with Alagappa University, offering PhD programs in diverse disciplines. Currently, the center supervises six guides and seven research scholars, providing full-time scholars with monthly stipends and sponsorships for workshops and conferences. Faculty members are actively engaged in research activities, encouraged to attend and present at conferences, and seminars, and publish in esteemed international and national journals.

The Entrepreneurship Development Cell aims to cultivate ethical entrepreneurship among students through guest lectures, seminars, and development programs. An elective course on 'Entrepreneurship Development' prepares students for entrepreneurial ventures, with sponsorships for workshops and competitions. The Yukti Student Management Fest features entrepreneurship events, now open to students from other



colleges and startups, with angel investors and entrepreneurs as judges. Additionally, students operate a café on campus, fostering entrepreneurial skills through management opportunities.

In fostering community orientation, students are encouraged to participate in the Rural Development and Immersion Program (RDIP) with support from the DHAN Foundation. The RDIP has led to the creation of the 'We Care' student club, engaging in philanthropic activities like blood donation drives and support for orphanages and old age homes.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/Innovation-Ecosystem.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/Innovation-Ecosystem.pdf</a>

### 3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

19

File Description	Documents
Report of the events	<a href="#">View File</a>
List of workshops/seminars conducted during the year	<a href="#">View File</a>
Any additional information	No File Uploaded

### 3.4 - Research Publications and Awards

**3.4.1 - The Institution ensures implementation of its Code of Ethics for Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research Ethics in the research methodology course work Plagiarism check through authenticated software**

**A. All of the above**

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

### 3.4.2 - Number of PhD candidates registered per teacher (as per the data given with regard to recognized PhD guides/ supervisors provided in Metric No. 3.2.3) during the year

#### 3.4.2.1 - Number of PhD students registered during the year

3

File Description	Documents
URL to the research page on HEI website	<a href="https://tsm.ac.in/research-projects-2/">https://tsm.ac.in/research-projects-2/</a>
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	<a href="#">View File</a>
Any additional information	No File Uploaded

### 3.4.3 - Number of research papers per teacher in CARE Journals notified on UGC website during the year

1.58

File Description	Documents
List of research papers by title, author, department, and year of publication	<a href="#">View File</a>
Any additional information	No File Uploaded

### 3.4.4 - Number of books and chapters in edited volumes / books published per teacher during the year

0.23

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://tsm.ac.in/research-projects-2/">https://tsm.ac.in/research-projects-2/</a>

### 3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed

#### 3.4.5.1 - Total number of Citations in Scopus during the year

4461

File Description	Documents
Any additional information	No File Uploaded
Bibliometrics of the publications during the year	<a href="#">View File</a>

### 3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University

#### 3.4.6.1 - h-index of Scopus during the year

36

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	<a href="#">View File</a>
Any additional information	No File Uploaded

### 3.5 - Consultancy

#### 3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)

4118557

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	<a href="#">View File</a>
List of consultants and revenue generated by them	No File Uploaded
Any additional information	No File Uploaded

### 3.5.2 - Total amount spent on developing facilities, training teachers and clerical/project staff for undertaking consultancy during the year

2765632

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	<a href="#">View File</a>
List of training programmes, teachers and staff trained for undertaking consultancy	No File Uploaded
List of facilities and staff available for undertaking consultancy	No File Uploaded
Any additional information	No File Uploaded

### 3.6 - Extension Activities

3.6.1 - Extension activities carried out in the neighbourhood sensitising students to social issues for their holistic development, and the impact thereof during the year

The Rural Development Immersion Programme (RDIP), conducted in collaboration with Tata-Dhan Academy, engages students in understanding social issues such as poverty and inequality in rural and urban contexts. Emphasizing both personal growth and community contribution, students visit social organizations and villages, utilizing Participatory Rural Appraisal (PRA) tools to identify critical problems faced by villagers. This program extends beyond borders, with a student exchange program established with the University of Peradeniya, Sri Lanka, where students from both institutions participate in RDIP activities.

The We Care Club, a product of RDIP, embodies student social responsibility, organizing activities that promote humanitarian values and service. Initiatives include Genesis-Blood Donation camps, where 90 out of 120 participants donated blood, facilitated by coordination with welfare trusts and government hospitals.

TSM's commitment to environmental sustainability is demonstrated through initiatives like plogging, which involves collecting single-use plastics from the campus and neighboring areas. Collected waste is handed over to municipal authorities for reuse, promoting environmental hygiene and community health.

Faculty development programs are integral to TSM's research-centric approach, encompassing workshops on research publication, case writing, communication, and the use of research tools such as SPSS and AMOS. Researchers from reputed institutes are invited as resource persons, fostering a culture of research dissemination and collaboration. Faculty members are encouraged to share their expertise as resource persons in other institutes, further enriching the academic community.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/Extension-Activities.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/Extension-Activities.pdf</a>

### 3.6.2 - Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government-recognised bodies during the year

2

File Description	Documents
Number of awards for extension activities in during the year	<a href="#">View File</a>
e-copy of the award letters	<a href="#">View File</a>
Any additional information	No File Uploaded

### 3.6.3 - Number of extension and outreach programmes conducted by the institution through NSS/NCC/Red Cross/YRC, etc. during the year (including Government-initiated

**programmes such as Swachh Bharat, AIDS Awareness, and Gender Sensitization and those organised in collaboration with industry, community and NGOs)**

**7**

File Description	Documents
Reports of the events organized	<a href="#">View File</a>
Any additional information	No File Uploaded

**3.6.4 - Number of students participating in extension activities listed in 3.6.3 during the year**

**240**

File Description	Documents
Reports of the events	<a href="#">View File</a>
Any additional information	No File Uploaded

### **3.7 - Collaboration**

**3.7.1 - Number of collaborative activities during the year for research/ faculty exchange/ student exchange/ internship/ on-the-job training/ project work**

**143**

File Description	Documents
Copies of documents highlighting collaboration	<a href="#">View File</a>
Any additional information	No File Uploaded

**3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only functional MoUs with ongoing activities to be considered)**

**11**

File Description	Documents
e-copies of the MoUs with institution/ industry/ corporate house	<a href="#">View File</a>
Details of functional MoUs with institutions of national, international importance, other institutions etc. during the year	<a href="#">View File</a>
Any additional information	No File Uploaded

## INFRASTRUCTURE AND LEARNING RESOURCES

### 4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching-learning, viz., classrooms, laboratories, computing equipments, etc.

The institution prides itself on its cutting-edge physical and intellectual infrastructure, aligning with the standards of renowned global and national B-Schools. Utilizing advanced technology for research, communication, and knowledge dissemination is a cornerstone of its academic and non-academic endeavors. An ERP system integrates major functional areas, fostering transparency and efficient information sharing while minimizing unnecessary printing.

State-of-the-art facilities include a Wi-Fi-enabled campus and hostel, an IT lab, top-grade research software, and databases, underscoring TSM's commitment to technological advancement and excellence. Innovative teaching methods, updated course content, participatory pedagogy, and IT facilities cultivate global competency among students.

The campus boasts a Wi-Fi network with 600 Mbps bandwidth, facilitating uninterrupted internet access. A video conference room enables interaction with eminent personalities, supported by 97 computers distributed across the institute. Classrooms, seminar halls, and the auditorium are equipped with projectors, high-quality audio systems, and internet connectivity.

The library serves as the institution's knowledge hub, offering over 33,000 books and e-books, access to 70 e-journals, and databases like EBSCO, Elsevier, and Emerald. Remote access to e-content has been extended to faculty and students, ensuring seamless access to resources from anywhere.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/Physical-Facilities.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/Physical-Facilities.pdf</a>

4.1.2 - The institution has adequate facilities for cultural activities, yoga, sports and games (indoor and outdoor) including gymnasium, yoga centre, auditorium etc.)

As a reputable business school, our institute prioritizes the holistic development of students by providing not only infrastructure for effective teaching and learning but also facilities and support systems for sports, games, cultural activities, and extra-curricular pursuits. Students are fully sponsored by the institute to participate in outside events, covering registration fees, travel allowances, and daily expenses.

Sports and games are actively promoted, with dedicated sports officers and faculty coordinators encouraging participation in inter-college and university-level events. Annual sports competitions, sports day celebrations, and intercollegiate tournaments such as 'SportsUtsav' offer opportunities for students to engage in activities like basketball, cricket, football, and volleyball.

The institute boasts indoor and outdoor sports facilities, including a football ground, basketball court, cricket field, volleyball court, and badminton court. Additionally, a dedicated meditation cum yoga hall encourages regular practice among students, faculty, and staff, with special events like Yoga Day and Meditation Day open to participation from all.

Furthermore, a fully equipped gymnasium fosters a fitness mindset, offering equipment such as treadmills, cycling machines, elliptical machines, multi-gym stations, chest press machines, leg press machines, benches, and weights for varied workouts. Accessible at all times, the gym serves as a reminder of the importance of health and fitness in overall development.



File Description	Documents
Geotagged pictures	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://tsm.ac.in/geo-tagged-photos/">https://tsm.ac.in/geo-tagged-photos/</a>

#### 4.1.3 - Number of classrooms and seminar halls with ICT-enabled facilities

18

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

#### 4.1.4 - Expenditure for infrastructure augmentation, excluding salary, during the year (INR in Lakhs)

818.48

File Description	Documents
Upload audited utilization statements	<a href="#">View File</a>
Details of Expenditure, excluding salary, during the years	<a href="#">View File</a>
Any additional information	No File Uploaded

## 4.2 - Library as a Learning Resource

### 4.2.1 - Library is automated using Integrated Library Management System (ILMS)

Thiagarajar School of Management (TSM) library stands as a vital resource center within the institution, facilitating both academic and research pursuits. Occupying a spacious area of 133 square meters, it accommodates up to 80 individuals in its tranquil reading environment. With a collection boasting 33,028 books encompassing 21,347 titles on contemporary management, supplemented by approximately 100 national and international journals and magazines, the library offers a wealth of knowledge

to students and faculty alike.

In addition to physical resources, TSM provides access to esteemed databases such as CMIE and Refinitiv. The Centre for Monitoring Indian Economy (CMIE) furnishes invaluable insights into the Indian economy and private companies through its databases and research reports. Meanwhile, Refinitiv, a global financial market data provider, offers an array of fintech tools for comprehensive analysis.

The institute further extends its academic support by granting access to e-journals via EBSCO, Elsevier, and Emerald, as well as the revered Harvard Business Review.

Modernized through computerization, the library offers a range of services including circulation/lending, reference assistance, web OPAC, and reprographic facilities. Barcoded books streamline the circulation process, allowing for efficient issue and return transactions, while the online catalogue enhances accessibility for users.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	<a href="https://tsm.ac.in/about-us/infrastructure/library/">https://tsm.ac.in/about-us/infrastructure/library/</a>

**4.2.2 - Institution has access to the following: e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access to e-resources**

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

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	<a href="#">View File</a>
Upload any additional information	No File Uploaded

**4.2.3 - Expenditure on purchase of books/ e-books and subscription to journals/e-journals during the year (INR in lakhs)**

100.68

File Description	Documents
Audited statements of accounts	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	<a href="#">View File</a>

**4.2.4 - Usage of library by teachers and students (footfalls and login data for online access)****4.2.4.1 - Number of teachers and students using the library per day during the year**

40

File Description	Documents
Upload details of library usage by teachers and students	<a href="#">View File</a>
Any additional information	No File Uploaded

**4.3 - IT Infrastructure**

4.3.1 - Institution has an IT policy covering Wi-Fi, cyber security, etc. and has allocated budget for updating its IT facilities

The Information Technology setup at TSM operates on a multi-layered architecture, with personal computers and workstations forming the base layer, followed by file servers and database servers, and high-end servers for resource-demanding tasks. IT services encompass mail, internet, storage, authorization, log monitoring, and web services for all stakeholders. A high-speed, reliable internet facility is deployed campus-wide, supported by a 600 Mbps OFC leased line backbone network and backup OFC connection. Registrations for internet access are mandatory for students, with two devices permitted per student. Unified Threat Management (UTM) devices ensure secure IT facilities, supplemented by Symantec antivirus software. CCTV surveillance enhances workplace security, with real-time monitoring and remote access capabilities. The IT budget is planned annually, with purchases aligned to faculty and staff requirements and implemented within the same academic year.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://tsm.ac.in/about-us/infrastructure/information-technology/">https://tsm.ac.in/about-us/infrastructure/information-technology/</a>

**4.3.2 - Student - Computer ratio**

Number of Students	Number of Computers
269	95

File Description	Documents
Upload any additional information	No File Uploaded

**4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus**

A. 50 Mbps

File Description	Documents
Details of bandwidth available in the Institution	<a href="#">View File</a>
Upload any additional information	No File Uploaded

**4.3.4 - Institution has facilities for e-content development: Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing**

B. Any three of the above

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://tsm.ac.in/about-us/infrastructure/information-technology/">https://tsm.ac.in/about-us/infrastructure/information-technology/</a>
List of facilities for e-content development (Data Template)	<a href="#">View File</a>

#### 4.4 - Maintenance of Campus Infrastructure

##### 4.4.1 - Expenditure incurred on maintenance of physical and academic support facilities, excluding salary component, during the year (INR in lakhs)

1048.97

File Description	Documents
Audited statements of accounts	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities – classrooms, laboratory, library, sports complex, computers, etc.

The institution ensures smooth functioning of its activities through well-defined policies and dedicated staff overseeing various facilities. These include IT, plumbing, civil, kitchen facilities, and more. The Campus Code of Conduct emphasizes students' responsibilities and imposes strict disciplinary measures for any damage. The administrative office, in consultation with the Principal, manages day-to-day maintenance and procurement, adhering to predetermined procedures. Facilities like classrooms, seminar rooms, and conference halls are well-equipped with ICT equipment, air conditioning, and accessibility features for Divyang students. A dedicated admin manager oversees housekeeping, security, maintenance, and other campus needs. Housekeeping staff ensures cleanliness by cleaning, maintaining facilities, and disposing of waste regularly.

Annual Maintenance Contracts are implemented for equipment maintenance, and a third-party security agency provides 24x7 security with CCTV surveillance. The IT policy applies to all users, with additional guidelines for labs and classrooms. Facilities like IT systems, library, administrative office, and computer labs support practical learning and research. The cafeteria maintains food quality and cleanliness, overseen by a food manager and a mess committee. Sports facilities are managed by the physical education director, and the library operates under an advisory committee, allowing suggestions for book purchases and maintaining visitor records.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/Maintenance-of-Campus-Infrastructure.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/Maintenance-of-Campus-Infrastructure.pdf</a>

## STUDENT SUPPORT AND PROGRESSION

### 5.1 - Student Support

#### 5.1.1 - Number of students benefitted by scholarships and freeships provided by the Government during the year

8

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	<a href="#">View File</a>
Upload any additional information	No File Uploaded

#### 5.1.2 - Number of students benefitted by scholarships and freeships provided by the institution and non-government agencies during the year

238

File Description	Documents
Upload any additional information	No File Uploaded
Institutional data in prescribed format	<a href="#">View File</a>

**5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving students' capabilities Soft Skills Language and Communication Skills Life Skills (Yoga, Physical fitness, Health and Hygiene) Awareness of Trends in Technology**

A. All of the above

File Description	Documents
Link to Institutional website	<a href="https://tsm.ac.in/events/?filter=completed">https://tsm.ac.in/events/?filter=completed</a>
Details of capability development and schemes	<a href="#">View File</a>
Any additional information	No File Uploaded

#### 5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year

240

File Description	Documents
Any additional information	No File Uploaded
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	<a href="#">View File</a>

**5.1.5 - The institution adopts the following mechanism for redressal of students' grievances, including sexual harassment and ragging: Implementation of guidelines of statutory/regulatory bodies Creating awareness and implementation of policies with zero tolerance Mechanism for submission of online/offline students' grievances Timely redressal of grievances through appropriate committees**

A. All of the above

File Description	Documents
Minutes of the meetings of students' grievance redressal committee, prevention of sexual harassment committee and Anti-ragging committee	<a href="#">View File</a>
Details of student grievances including sexual harassment and ragging cases	No File Uploaded
Upload any additional information	No File Uploaded

<b>5.2 - Student Progression</b>	
<b>5.2.1 - Number of outgoing students who got placement during the year</b>	
108	
File Description	Documents
Self-attested list of students placed	<a href="#">View File</a>
Upload any additional information	No File Uploaded
<b>5.2.2 - Number of outgoing students progressing to higher education</b>	
0	
File Description	Documents
Upload supporting data for students/alumni	No File Uploaded
Details of students who went for higher education	<a href="#">View File</a>
Any additional information	No File Uploaded
<b>5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year</b>	
<b>5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year</b>	
0	
File Description	Documents
Upload supporting data for students/alumni	<a href="#">View File</a>
Any additional information	No File Uploaded
<b>5.3 - Student Participation and Activities</b>	
<b>5.3.1 - Number of awards/medals for outstanding performance in sports and/or cultural activities at inter-university / state /national / international events (award for a team event should be counted as one) during the year</b>	
2	



File Description	Documents
e-copies of award letters and certificates	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

### 5.3.2 - Presence of an active Student Council and representation of students in academic and administrative bodies/committees of the institution

The Student Affairs Council at TSM, operating under the Office of the Dean, MBA program, oversees the welfare of students through various secretaries and joint secretaries covering academic, technical, sports, cultural, hostel, and mess affairs. The council fosters a vibrant environment and encourages student engagement in developmental activities like the annual B-Fest, YUKTI. In addition to academic committees such as the Admission and Placement Cells, students actively participate in administrative committees like the Internal Complaints, Anti-Ragging, IQAC, SC-ST, Grievances, Disciplinary, and Mess Committees. The Central Perk cafeteria is entirely managed by students, with core committee members playing pivotal roles. Student representatives contribute significantly to the Placement Cell by assisting in campus placements, corporate sourcing, pre-placement activities, and summer placements. Similarly, they play integral roles in the Admission Cell, participating in promotional activities and organizing admission processes. Academic clubs like Artha, Zero Gravity, and WeCare are student-led with faculty oversight.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/Student-Council-and-representation.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/Student-Council-and-representation.pdf</a>

### 5.3.3 - Number of sports and cultural events / competitions organised by the institution

7

File Description	Documents
Report of the event	<a href="#">View File</a>
List of sports and cultural events / competitions organised per year	<a href="#">View File</a>
Upload any additional information	No File Uploaded

#### 5.4 - Alumni Engagement

5.4.1 - The Alumni Association and its Chapters (registered and functional) contribute significantly to the development of the institution through financial and other support services

TSM values its extensive network of over 3000 alumni, who play a vital role in the institute's ongoing success. The alumni association, registered under the TN Societies Registration Act, fosters collaboration through curriculum design, guest lectures, and placements. Annual alumni meetings in Chennai, Bangalore, and Madurai strengthen ties, while regular email and social media interactions enhance engagement.

The institute employs various strategies to connect with alumni effectively. An exclusive Alumni Portal powered by Vaave facilitates networking, boasting over 1750 registrations. Annual alumni reunions, like Reflexions, occur across different locations, ensuring visibility and engagement, with recent reunions for the 1982 and 1997 batches. Additionally, the Alumni Interaction Series fosters continuous engagement by inviting alumni ambassadors to inspire aspiring managers and young leaders.

A biannual Alumni Newsletter showcases both TSM's achievements and alumni success stories. Moreover, alumni actively participate in sports activities, contributing to events like HIGH 5, INFERNO 2.0, TACKLE, and TANDEM, held in 2023. Alumni engagement in these events, alongside current students and corporate teams, reinforces the bond between TSM and its alumni, reflecting a shared commitment to excellence and collaboration.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://alumni.tsm.ac.in/">https://alumni.tsm.ac.in/</a>

<b>5.4.2 - Alumni's financial contribution during the year</b>	C. 5 Lakhs - 10 Lakhs
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File Description	Documents
Upload any additional information	<a href="#">View File</a>

**GOVERNANCE, LEADERSHIP AND MANAGEMENT**

**6.1 - Institutional Vision and Leadership**

6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution

Thiagarajar School of Management (TSM) meticulously crafted its Vision and Mission through inclusive brainstorming sessions involving faculty, the Director, Chairman, and select members of the Board of Governors. The Vision envisions TSM as a premier academic institution, renowned for nurturing ethical managerial and entrepreneurial leadership through exemplary teaching, training, and research. Complementing this, the Mission underscores TSM's commitment to instilling professional management principles while fostering socially responsible leaders.

The institution aspires to equip students with technical proficiency, managerial competence, and a strong sense of social purpose, thereby promoting responsible leadership and the transformation of entrepreneurial ideas into sustainable ventures. Upholding the motto "Learn to Learn," TSM emphasizes the lifelong pursuit of knowledge, with a focus on holistic development.

Driven by core values of ethics, meritocracy, and a culture of continuous learning, TSM aims to provide value-based education that empowers students to tackle diverse challenges. Its mission resonates with a diverse student profile, ensuring relevance for rural, semi-urban, and urban cohorts alike. By prioritizing holistic development and fostering a culture of collaboration, innovation, and empowerment, TSM aims to cultivate future-ready leaders who excel in their respective domains.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/Institutional-Vision-and-Leadership.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/Institutional-Vision-and-Leadership.pdf</a>

#### 6.1.2 - Effective leadership is reflected in various institutional practices such as decentralization and participative management

Thiagarajar School of Management (TSM) operates through a decentralized structure, fostering effective leadership and collective participation across its academic and administrative functions. Committees and societies, comprising faculty, staff, and students, manage both academic and non-academic operations, promoting a culture of participative management. This approach encourages inquiry, innovation, leadership, and teamwork among stakeholders.

Notably, TSM stands out for its faculty-driven recruitment and student admissions processes, emphasizing ethics and meritocracy. Faculty members actively participate in candidate selection, ensuring diversity and cultural fit. Recruitment follows a rigorous process, involving inputs from various stakeholders and culminating in interviews conducted by the Faculty Recruitment Committee and the Board of Governors.

Financial decentralization further streamlines operations, allowing for faster approvals and reducing bureaucratic hurdles. Various authorities, including the Controller of Examinations, Dean, Principal/Director, and Admissions Chairperson, hold delegated powers to approve expenditures within specified limits, ensuring efficient financial management across different domains of the institution. This decentralized approach empowers stakeholders, promotes transparency, and facilitates swift decision-making, aligning with TSM's ethos of effective governance and inclusive leadership.

File Description	Documents
Upload strategic plan and deployment documents on the website	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/Decentralization-and-participative-management.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/Decentralization-and-participative-management.pdf</a>

## 6.2 - Strategy Development and Deployment

### 6.2.1 - The institutional Strategic/ Perspective plan has been clearly articulated and implemented

Thiagarajar School of Management (TSM) aims to establish itself as a premier institution in professional education, research, and development, prioritizing excellence in education, training, research, and consultancy to satisfy all stakeholders. TSM effectively demonstrates a well-articulated and implemented Strategic/Perspective Plan through its focus on academic excellence, leadership development, industry engagement, and social responsibility. Recognizing the critical role of faculty quality in achieving this goal, the institute has implemented strategic initiatives to elevate TSM from a teaching-focused institution to a research and teaching hub. TSM sponsors faculty members to participate in national and international faculty development programs, workshops, and conferences and incentivizes them for publications in reputable journals indexed in ABDC/Scopus. TSM actively encourages faculty engagement in Management Development Programs, and consultancy projects, offering academic leave and a favorable consultancy sharing ratio.

TSM's commitment to women's leadership is evident, with women holding key roles such as Principal, Controller of Examinations, and Admissions Chairperson. The institution also fosters inclusive growth through initiatives like the Women's Day celebration, reflecting its dedication to social well-being. TSM has a proactive approach to entrepreneurship and family business education, addressing local business needs in Madurai through hybrid learning.

Furthermore, TSM's active promotion of Management Development Programs (MDPs) showcases its strategic focus on industry

collaboration and executive education. These initiatives, aligned with TSM's vision, are systematically implemented through structured planning, resource allocation, stakeholder involvement, and regular performance evaluations, ensuring continuous growth and impact.

File Description	Documents
Strategic Plan and deployment documents on the website	<a href="#">View File</a>
Paste link for additional information	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/Strategy-Development-and-Deployment.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/Strategy-Development-and-Deployment.pdf</a>
Upload any additional information	<a href="#">View File</a>

6.2.2 - The functioning of the various institutional bodies is effective and efficient as visible from the policies, administrative set-up, appointment and service rules, procedures, etc.

The Governing Board of Thiagarajar School of Management (TSM) oversees the institution's strategic direction, comprising experienced professionals from various sectors, with external members forming the majority to ensure independence. Led by Chairman Shri. B. T. Banger, the Board meets biannually to review institutional performance and formulate the budget, adapting to changing expenditure patterns.

Board sub-committees address specific matters like faculty appointments. Actively contributing to TSM's affairs, the Board offers strategic direction, reviews operations, and advises on admission, placement, faculty recruitment, and appraisal. Board members participate in student admissions and final faculty selections, ensuring quality. They conduct faculty appraisals, determining career paths and training needs. Additionally, the Board approves the institution's budgets and contributes to annual meetings, offering insights for improvement and guiding TSM's growth and development.

File Description	Documents
Paste link to Organogram on the institution webpage	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/6.2.2-TSM-Organizational-Chart.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/6.2.2-TSM-Organizational-Chart.pdf</a>
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/Institutional-bodies.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/Institutional-bodies.pdf</a>

### 6.2.3 - Implementation of e-governance in areas of operation: Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Documen	<a href="#">View File</a>
Screen shots of user interfaces	<a href="#">View File</a>
Details of implementation of e-governance in areas of operation	<a href="#">View File</a>
Any additional information	No File Uploaded

### 6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

The teaching and non-teaching staff at our institution benefit from state-of-the-art infrastructure, fostering a conducive work environment. Air-conditioned offices equipped with Wi-Fi provide a motivating atmosphere. Faculty members receive laptops/desktops tailored to their teaching and research needs, with networked printers for convenience. New Faculty undergo an induction program to get acquainted with the existing academic processes and plan their career development in the system. A dedicated cleaning staff ensures hygiene.

Health services are readily available with a daily staff nurse. Recreational facilities include a meditation hall for relaxation. Additionally, a separate faculty mess caters to teaching staff, while 24x7 Wi-Fi connectivity and an on-campus

ATM enhance convenience.

A student-run cafeteria serves all occupants, and financial support is offered for scholarly pursuits. Furnished quarters are provided for outstation teaching staff, complemented by group insurance coverage for accidents. Maternity leave is granted as per TSM norms, with special casual leave for institution-related activities.

All employees receive gratuity and provident fund benefits per government regulations. Full financial assistance is provided for conference attendance and paper presentations. Furthermore, a well-maintained gymnasium offers various fitness equipment, including automatic treadmills.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/Faculty-Empowerment-Strategies.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/Faculty-Empowerment-Strategies.pdf</a>

**6.3.2 - Number of teachers provided with financial support to attend conferences / workshops and towards payment of membership fee of professional bodies during the year**

10

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<a href="#">View File</a>

**6.3.3 - Number of professional development / administrative training programmes organized by the Institution for its teaching and non-teaching staff during the year**

8



File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	<a href="#">View File</a>
Upload any additional information	No File Uploaded

#### 6.3.4 - Number of teachers who have undergone online/ face-to-face Faculty Development Programmes during the year: (Professional Development Programmes, Orientation / Induction Programmes, Refresher Courses, Short-Term Course, etc.)

15

File Description	Documents
Summary of the IQAC report	<a href="#">View File</a>
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	<a href="#">View File</a>
Upload any additional information	No File Uploaded

### 6.4 - Financial Management and Resource Mobilization

#### 6.4.1 - Institution conducts internal and external financial audits regularly

The internal control mechanisms at TSM are robust and comprehensive, ensuring transparency and accountability in financial operations. The governing body and finance committee convene regularly to draft and approve budgets for each academic year.

Transactions follow a structured flow, with faculty/staff coordinators obtaining approval from the director before submitting documents to the accounting section. Payments are processed, supported by proper documentation, and settled after verification by the concerned faculty coordinator and director.

Accounting records are meticulously maintained using TSM's Tally software, adhering to accounting standards issued by the Institute of Chartered Accountants of India. Internal and external auditors audit these records regularly, ensuring compliance with applicable laws and regulations. Income tax returns are filed annually, with management addressing audit

queries and implementing resolutions promptly.

Internal audits are conducted regularly to further strengthen control measures. Both internal and external audits are conducted within prescribed timelines, with periodic verification of books to certify accuracy.

R Subramanian and Co. conduct the external financial audit, with reports submitted to the governing body. Additionally, Bureau Veritas conducts ISO Surveillance Audits annually, ensuring adherence to quality standards. These practices ensure regulatory compliance and optimal resource utilization.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	Nil

#### 6.4.2 - Funds / Grants received from non-government bodies, individuals, and philanthropists during the year (not covered in Criterion III and V) (INR in lakhs)

0

File Description	Documents
Annual statements of accounts	No File Uploaded
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	<a href="#">View File</a>
Any additional information	No File Uploaded

#### 6.4.3 - Institutional strategies for mobilisation of funds and the optimal utilisation of resources

TSM, managed by Manickavasagam Charitable Foundation (MCF) backed by Loyal Textiles Mills Limited Group, operates as an unaided, self-financed entity relying primarily on student fees for funding. Additional revenue sources like MDP revenues and consulting are shared with faculty members. The objective is to mobilize funds systematically to support the institution's vision and mission, ensuring quality education and faculty development. A structured budgeting system involves the Chairman, Director, and Finance Officer, with an annual planning cycle starting in November/December. Budget proposals are

reviewed and approved by the Chairman in March/April. Implementation follows strict procedures, including purchase committees and budget vs. actual expenditure analysis. Funds are utilized efficiently, with ongoing monitoring by the Administrative Department to ensure alignment with planned activities.

**Fund Mobilization Strategies at TSM:**

1. **Grant Acquisition:** TSM actively pursues government grants, research funding, and international collaborations to support academic and infrastructure development and has received funding to a value worth of 16.84 lakhs
2. **Alumni Contributions:** Strengthen alumni networks to encourage donations, sponsorships, and the establishment of endowment funds and managed to mobilize 5.5lakhs
3. **Corporate Partnerships:** Build partnerships with industries for sponsorships, research funding, and corporate social responsibility (CSR) contributions made by companies for the annual management meet Yukti, Sportsmeet ,etc. for around Rs. 10 lakhs)
4. **Professional Programs and Consultancy:** Offer executive education, management development programs (MDPs), and consultancy services to generate additional revenue and generated revenues worth 42 lakhs
5. **Entrepreneurial Initiatives:** Develop incubation centers and innovation hubs to foster startups and attract funding through venture partnerships.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	Nil

**6.5 - Internal Quality Assurance System**

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing quality assurance strategies and processes visible in terms of incremental improvements made during the preceding year with regard to quality (in case of the First Cycle): Incremental improvements made during the preceding year with regard to quality and post-accreditation quality initiatives (Second and subsequent cycles)

The Internal Quality Assurance Cell (IQAC) of TSM plays a pivotal role in ensuring and enhancing quality across various domains such as teaching-learning, industry collaboration,

training and placement, research, and feedback systems. Since its inception in 2016, IQAC has been diligently coordinating activities to maintain quality standards, particularly focusing on Outcome Based Education (OBE) as specified by NAAC.

In the realm of teaching-learning, IQAC oversees the formulation of course outcomes, curriculum revisions, and the implementation of student-centric methodologies like experiential and participatory learning. It also ensures the effectiveness of feedback systems through structured surveys conducted with students, alumni, parents, and industry stakeholders to continually improve curricular design and development.

Regarding research, TSM has initiated a Ph.D. program in Management and encourages faculty and students to publish in reputed journals, offering incentives for their contributions. IQAC drives initiatives to foster collaborative research projects and knowledge creation among faculty members, aiming to elevate the institution's research culture and impact.

IQAC's significant contributions include formulating strategies for better NIRF rankings, timely submission of AQAR reports, recommending the establishment of a Research Centre, and proposing incentive schemes to promote research activities. Through these efforts, IQAC sustains a culture of continuous improvement and excellence at TSM.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of operation and learning outcomes at periodic intervals through its IQAC as per norms

At Thiagarajar School of Management (TSM), the teaching-learning processes, operational structures, and learning outcomes are systematically reviewed at regular intervals through the Internal Quality Assurance Cell (IQAC), in alignment with prescribed norms. The IQAC at TSM plays a pivotal role in ensuring continuous improvement by assessing academic delivery, curriculum effectiveness, and student learning outcomes.

Continuous Quality Assurance through IQAC and ISO 9001:2015

TSM systematically reviews its teaching-learning processes, operational structures, and learning outcomes through the Internal Quality Assurance Cell (IQAC) in accordance with prescribed norms. Additionally, the institution is certified under the ISO 9001:2015 quality management system, which ensures that all academic and administrative processes adhere to global quality standards. This dual framework of IQAC and ISO certification fosters continuous improvement, accountability, and operational efficiency. Regular audits, feedback collection, and performance assessments are conducted to enhance curriculum delivery and institutional effectiveness.

Through feedback from stakeholders—including students, faculty, alumni, and industry partners—TSM evaluates its methodologies and integrates best practices to enhance educational quality. Periodic academic audits, course reviews, and faculty development programs are organized to maintain academic rigor and relevance. This dynamic quality assurance framework ensures that TSM consistently adapts to evolving industry trends and educational advancements, fostering a culture of excellence and innovation

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/Reviews-of-teaching-learning-process.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/Reviews-of-teaching-learning-process.pdf</a>

**6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)**

**A. Any 4 or all of the above**

File Description	Documents
Paste the web link of annual reports of the Institution	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/Annual-report.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/Annual-report.pdf</a>
Upload e-copies of accreditations and certification	<a href="#">View File</a>
Upload details of quality assurance initiatives of the institution	<a href="#">View File</a>
Upload any additional information	No File Uploaded

## 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 during the year

Thiagarajar School of Management (TSM) is committed to fostering gender equity and creating a safe, discrimination-free environment for all students and stakeholders. The institution firmly believes that negative behaviors such as discrimination, harassment, and ragging have no place on its campus. To promote gender sensitivity and equality, TSM has implemented various initiatives aimed at providing support and ensuring the well-being of its diverse student body. TSM celebrates Women's day by recognizing successful Women Entrepreneurs (DAKSHA AWARD) who have created waves in the community through their relentless service

One such initiative is the provision of counseling services by a qualified and experienced counselor, who assists students in coping with personal and psychological challenges. Additionally, gender-segregated common rooms offer spaces for peer interaction, personal contemplation, and study, contributing to a supportive campus environment.

Ensuring safety and security is a top priority at TSM, with 24/7 monitoring of the college and hostel spaces through a network of CCTV cameras and trained security guards. Gender-segregated hostels are equipped with tailored facilities, and dedicated wardens and staff oversee student well-being and address any instances of adverse behavior. The college also operates an Internal Complaints Committee (ICC), demonstrating a zero-tolerance approach towards harassment.

In furtherance of its commitment to gender equality, TSM actively promotes the participation of women in leadership positions. Women hold key roles on the Board of Governors and in various academic leadership positions such as Principal, Controller of Examinations, Admissions Chairperson, Management Development Programme and managing Student Clubs.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional Information	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/Institutional-Values-and-Social-Responsibilities.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/Institutional-Values-and-Social-Responsibilities.pdf</a>

**7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation: Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power-efficient equipment**

**B. Any 3 of the above**

File Description	Documents
Geotagged Photographs	<a href="#">View File</a>
Any other relevant information	<b>No File Uploaded</b>

7.1.3 - Describe the facilities in the institution for the management of the following types of degradable and non-degradable waste (within a maximum of 200 words)

#### **Solid Waste**

Solid waste is taken away by Madurai Corporation garbage collection vans on a daily basis. There is noradiactive, chemical and bio medical wastage disposal as the institute does not have science (physics, chemistry & biology) labs.

#### **STP (Sewage Treatment Plant)**

Sewage treatment is the process of removing contaminants from wastewater, primarily from householdsewage. It includes physical, chemical, and biological processes to remove these contaminants and produceenvironmentally safe treated wastewater (or treated effluent). A by-product of sewage treatment is usually asemi-solid waste or slurry, called sewage sludge that

has to undergo further treatment before being suitable for disposal or land application.

The recycled water is used for outdoor use such as watering of the plants and playground.

Food waste from dining hall is used as cattle feed.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	No File Uploaded
Geotagged photographs of the facilities	<a href="#">View File</a>
Any other relevant information	No File Uploaded

**7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus**

A. Any 4 or all of the above

File Description	Documents
Geotagged photographs / videos of the facilities	<a href="#">View File</a>
Any other relevant information	No File Uploaded

**7.1.5 - Green campus initiatives include**

**7.1.5.1 - The institutional initiatives for greening the campus are as follows:**

- 1. Restricted entry of automobiles**
- 2. Use of bicycles/ Battery-powered vehicles**
- 3. Pedestrian-friendly pathways**
- 4. Ban on use of plastic**
- 5. Landscaping**

A. Any 4 or All of the above



File Description	Documents
Geotagged photos / videos of the facilities	<a href="#">View File</a>
Various policy documents / decisions circulated for implementation	<a href="#">View File</a>
Any other relevant documents	No File Uploaded

**7.1.6 - Quality audits on environment and energy undertaken by the institution**

<p><b>7.1.6.1 - The institution’s initiatives to preserve and improve the environment and harness energy are confirmed through the following:</b></p> <ol style="list-style-type: none"> <li><b>1. Green audit</b></li> <li><b>2. Energy audit</b></li> <li><b>3.Environment audit</b></li> <li><b>4.Clean and green campus recognitions/awards</b></li> <li><b>5.Beyond the campus environmental promotional activities</b></li> </ol>	<p><b>A. Any 4 or all of the above</b></p>
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File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	<a href="#">View File</a>
Certification by the auditing agency	<a href="#">View File</a>
Certificates of the awards received	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

<p><b>7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information: Human</b></p>	<p><b>A. Any 4 or all of the above</b></p>
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assistance, reader, scribe, soft copies of reading materials, screen reading, etc.

File Description	Documents
Geotagged photographs / videos of facilities	<a href="#">View File</a>
Policy documents and brochures on the support to be provided	<a href="#">View File</a>
Details of the software procured for providing assistance	No File Uploaded
Any other relevant information	No File Uploaded

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e. tolerance and harmony towards cultural, regional, linguistic, communal, socio-economic and other diversities (within a maximum of 200 words).

Thiagarajar School of Management (TSM) is deeply committed to promoting harmony and inclusivity across cultural, regional, and communal lines. Through various projects and initiatives, the institution actively engages in addressing socio-economic issues and fostering understanding and empathy among its students and stakeholders.

The Rural Development Immersion Programme, in collaboration with organizations like The Dhan Academy, provides students with firsthand exposure to the challenges of poverty, inequality, and development in rural and urban areas. Students work on proposals related to livelihood, health, and education, examining the roles of different stakeholders in fostering sustainable societal development.

TSM's admission policy prioritizes merit and embraces inclusiveness in all aspects, welcoming diversity in culture, religion, and linguistic backgrounds. The faculty team reflects this diversity, comprising members from various linguistic and geographical regions, including those with academic exposure from prestigious institutions such as IIMs, IITs, and international universities.

To support students from other states, residential quarters are provided within the campus, and the hostel menu offers a mix of North and South Indian cuisine. The institution celebrates cultural festivals of significance, fostering appreciation for

India's composite culture and social diversity.

Moreover, TSM actively promotes student diversity by providing bonus points for women candidates, those with work experience, and applicants from states outside Tamil Nadu. Admissions campaigns and selection processes are conducted nationwide, ensuring a diverse student body. Additionally, 65% of TSM students hail from economically and socially backward classes, offering opportunities for students from marginalized backgrounds to pursue their ambitions.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	<a href="#">View File</a>

7.1.9 - Sensitization of students and employees of the institution to constitutional obligations: values, rights, duties and responsibilities of citizens:

Thiagarajar School of Management (TSM) integrates the core constitutional values and principles into its institutional framework, sensitizing students and employees to their constitutional obligations regarding values, rights, duties, and responsibilities as citizens of India. Academic courses at TSM include subjects on the Indian Constitution, governance systems, and public policy, ensuring that students understand the foundational principles of the nation's governance.

For instance, the credited course on Business, Government, and Society covers the relationship between businesses and governance, rooted in constitutional values. Additionally, elective courses on Public Policy and Management delve deeper into constitutional ideas and objectives. Students engage in discussions on topics like the Union Budget, Indian Economy, and global integration, fostering a sense of responsibility towards nation-building and fulfilling constitutional duties.

TSM employs innovative approaches such as the Mini-Parliament event, where students simulate the functioning of the Indian Parliament through role-playing exercises. This hands-on experience enables students to understand the legislative and executive processes at the national level, contributing to their civic education and appreciation for governance mechanisms.

Through elocution, debates, and class presentations, TSM fosters discussions on ethical values, rights, duties, and responsibilities, encouraging students to reflect on their roles as responsible citizens. By integrating constitutional elements into its value system and educational initiatives, TSM instills a sense of civic duty and social responsibility among its community members, contributing to the broader goal of nation-building and societal development.

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	<a href="#">View File</a>
Any other relevant information	No File Uploaded

**7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic sensitization programmes in this regard: The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff Annual awareness programmes on the Code of Conduct are organized**

A. All of the above

File Description	Documents
Code of Ethics - policy document	<a href="#">View File</a>
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims	<a href="#">View File</a>
Any other relevant information	No File Uploaded

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

Thiagarajar School of Management (TSM) commemorates various national and international events with enthusiasm and fervor, fostering a sense of unity and community spirit among its students and staff.

Republic Day and Independence Day are celebrated with flag hoisting ceremonies, patriotic song renditions, and ceremonial sweets distribution. On International Yoga Day, TSM opens its doors to the community for yoga sessions led by expert trainers, promoting holistic well-being and healthy living.

International Women's Day is celebrated with events recognizing the contributions of women, including interactive competitions and talent showcases. Women are felicitated for their achievements, acknowledging their invaluable role in society.

Teachers Day honors the Guru-Shishya tradition, where students express gratitude to their teachers for their guidance and mentorship.

Navaratri and Deepavali are celebrated with devotional performances, cultural events, and traditional cuisine, showcasing India's rich cultural heritage.

Holi, the festival of colors, is joyously celebrated with eco-friendly colors and traditional sweets, promoting inclusivity and fun.

Other festivals like Christmas, New Year Eve, and Pongal are also joyfully observed, reflecting the diverse cultural tapestry of TSM's community.

Fit India - Sports Utsav hosts various sports tournaments like basketball, cricket, football, and volleyball, engaging students, alumni, colleges, and corporate teams in friendly competition and promoting physical fitness and sportsmanship.

Through these celebrations and events, TSM nurtures a vibrant and inclusive community, fostering camaraderie, cultural appreciation, and holistic development among its members.

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	<a href="#">View File</a>
Geotagged photographs of some of the events	No File Uploaded
Any other relevant information	No File Uploaded

## 7.2 - Best Practices

7.2.1 - Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC

Thiagarajar School of Management (TSM) embraces two best practices to ensure academic excellence and enhance the institution's research and teaching capabilities.

### Best Practice 1: Promotion and Enhancement of Research Capabilities

TSM focuses on producing high-quality PhD graduates and impactful research outputs that benefit society, industry, and academia. To achieve this, TSM established a research center affiliated with Alagappa University and initiated a PhD program with rigorous quality standards. The institution promotes publishing in high-impact journals and incentivizes faculty with cash rewards, ranging up to INR 2 lakhs for top-tier publications. Research collaboration with national and international universities, workshops, and conferences are emphasized to foster innovation and excellence. This practice has significantly increased research outputs and strengthened the academic culture.

### Best Practice 2: Driving Academic Excellence through Case Method Pedagogy

TSM integrates experiential learning through the case method across its management curriculum, fostering critical thinking, decision-making, and real-world problem-solving skills. Drawing inspiration from leading global institutions, TSM employs cases from Harvard and Ivey, simulations, live projects, and alumni interactions to bridge theory and practice. Faculty are trained to design and implement India-specific cases, while advanced resources and tools support this pedagogy. The approach has

enhanced academic performance, increased placement rates by 15%, and improved industry readiness.

These best practices highlight TSM's commitment to fostering research excellence and innovative teaching, equipping students with the skills required for academic and professional success.

File Description	Documents
Best practices in the Institutional website	<a href="https://tsm.ac.in/wp-content/uploads/2021/01/Best-practices.pdf">https://tsm.ac.in/wp-content/uploads/2021/01/Best-practices.pdf</a>
Any other relevant information	Nil

### 7.3 - Institutional Distinctiveness

7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust (within a maximum of 200 words)

Thiagarajar School of Management (TSM) stands out in the Environmental, Social, and Governance (ESG) perspective due to its unwavering commitment to ethical practices, environmental sustainability, and social responsibility.

**Environmental:** TSM boasts a sprawling 17-acre lush green campus with over 15,000 trees and plants, fostering biodiversity and providing a serene learning environment. The campus features a Sewage Treatment Plant, Water Recycling system, and strict measures to minimize vehicular traffic, ensuring minimal disturbance to the ecosystem. Green audits are conducted regularly to ensure environmental compliance, and courses related to environment and sustainability are offered to promote awareness and action among students.

**Social:** TSM prioritizes social inclusivity by admitting over 65% of students from economically and socially disadvantaged backgrounds, providing them with quality education and opportunities for employment. Extension activities, community engagement, and rural development immersion programs further underscore TSM's commitment to social upliftment and empowerment.

**Governance:** TSM operates with transparency and integrity, with an effective Board of Governors overseeing faculty recruitment, student admission, and faculty appraisal processes. The

institution upholds ethics and meritocracy, admitting students solely based on merit and without any capitation fee or management quota.

**Faculty Quality & Diversity:** TSM boasts a diverse faculty comprising PhD holders from prestigious institutions like IITs and NITs, ensuring a rich academic experience for students. Visiting faculty members, including industry veterans, enrich the learning experience with their practical insights and expertise.

File Description	Documents
Appropriate link in the institutional website	<a href="https://tsm.ac.in/about-us/the-institute/">https://tsm.ac.in/about-us/the-institute/</a>
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

The Institution is focussed on working in the below areas in the next academic year

**GOAL 1:** Deliver a current and responsive curriculum that promotes ethical, intellectual and professional development.

**Goal 2:** Promote excellence in scholarly endeavors

**Goal 3:** Enhance the reputation of TSM through national and international accreditations

**Goal 4:** Develop and enhance the EDP/MDP programs and CoE for MSMEs

**Goal 5:** Evolve the predominantly, teaching-oriented school into a research-assisted-enhanced-learning school

The Institution has laid clear plans and pathways to enhance its effectiveness in the above mentioned areas