YEARLY STATUS REPORT - 2020-2021

Part A	
Data of the Institution	
1.Name of the Institution	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	Thiagarajar School of Management, Pamban Swamy Nagar Thirupparannkundram, Madurai -625005
• City/Town	Madurai
• State/UT	Tamilnadu
• Pin Code	625005
2.Institutional status	
• Autonomous Status (Provide the date of conferment of Autonomy)	17/07/2017
• Type of Institution	Co-education
• Location	Urban

• Financial Status	**Self-financing**
• Name of the IQAC Co-ordinator/Director	**Dr.S.P.Denisia**
• Phone No.	**04522484099**
• Mobile No:	**9442753606**
• 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/2021/11/AQAR-Report-2019-2020.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/iqac/2020-2021-aqar-documents/academic-calendar/

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**A**	**3.21**	**2017**	**19/07/2017**	**18/07/2022**

6.Date of Establishment of IQAC	**16/01/2016**

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
0	**0**	**0**	**Nil**	**0**

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. Curriculum Design and Development: Curriculum is designed as per the outcome-based education specified by NAAC and IQAC ensures whether the curriculum improves the knowledge along with skills assuring the employability of the students. 2. Curriculum revision and enhancement: The course subjects are revised with opting Courses of their interest and to enhance the quality by introducing specific value added and vocational courses to cater to the needs of the learners. The Deans of the PGDM & MBA courses of the curriculum development cell and the IQAC scrutinize the curriculum as per the norms and policies. 3. Feedback System: Feedback received from students, Alumni, Parents, and from other state holders (Industry people) and Student Satisfaction Survey. 4. Teaching Learning Process: Faculty of TSM make use of student-centered teaching, experiential learning and participatory learning, using problem solving methodologies. Case studies, SIP and Rural development Immersion Programs are the best practices followed in TSM. Innovative and creative teaching with effective learning management system is used. 5. Research Publications and Research Promotion: Thiagarajar School of Management has got an approval from Alagappa University to start the Ph.D. program. Research papers published in reputed Scopus Indexed and ABCD journals and promoted qualitative research culture among the faculty members and students.

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
To establish an Entrepreneur Development Cell.	An Entrepreneur Development cell was established
Planned for online Classes for the year 2020-2021 due to curfew during the Pandemic situation.	All the Programmes for MBA and PGDM were well carried out as per the action plan during Covid 19
Mid - term tests and End exams were planned to carry out through software Mettle and Moodle.	All the mid -term tests for TRI-I , II, III, IV,V,&VI were well done through online as per the action plan and results were published in time also.
Internal& External Audit (academic & administration) to be carried out.	Academic and Administrative audit were carried out through online.
Planned to get Ph,D. (Research Centre) approval from Alagappa University	Got approval to start Ph.D. program during the academic year 2021-2022.
TSM Planned for International Accreditation and Twinning Program.	MoU has been signed for the Twining Program with Michigan University.
A long-term weekend course for 6 months to be initiated on "Entrepreneurship".	Six months week- end course on Entrepreneurship has been well planned and it would be started in the next academic year.
Online courses emphasized during the Pandemic period.	242 Students and Faculty members benefitted.
Research Culture promoted by IQAC to strengthen the publication, presentation and Projects.	Phenomenal increase in Publications – 19
Management to support the Faculty for more publication by positive reinforcement of cash Incentive.	Research incentive of Rs 14,80,000/-
Academic Calendar to be prepared. Teaching, Learning and Evaluation to be strengthened	Academic calendar was prepared before starting of the academic year. Online teaching with all

ensuring quality.	Infrastructure facilities for effective teaching, learning and evaluation was done.
Submission of documents for AICTE	Submitted
To Make use of ICT platform for online classes and face to face classroom teaching and implement SOP (Standard Operating Procedure)	Effective use of ICT with smart class rooms and with recent facilities needed for online and face to face classroom teaching. Effectively used SOP (Standard Operating Procedure).
To submit AQAR Report from IQAC cell in time.	Submitted every year in time.
Summer Internship Programme (SIP) and a unique Rural Developmental Immersion Programme (RDIP) in core stream	SIP was done in online and offline.
Appointing highly qualified faculty (80% PhDs-from IITs, IIMs, NITs, MKU, MS) besides NET qualified and professionals such as Chartered Accountants, Company Secretary, including those with industry experience	Even during Covid -19, the faculty were appointed to meet out the requirements of the institution and students and to provide qualitative education in teaching and learning.

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	23/09/2020

14.Was the institutional data submitted to AISHE ?	Yes

- Year

Year	Date of Submission
10/01/2020	10/01/2020

Extended Profile

1.Programme

1.1	**2**
Number of programmes offered during the year:	

File Description	Documents
Institutional Data in Prescribed Format	[View File](#)

2.Student

2.1	**477**
Total number of students during the year:	

File Description	Documents
Institutional data in Prescribed format	[View File](#)

2.2	**238**
Number of outgoing / final year students during the year:	

File Description	Documents
Institutional Data in Prescribed Format	[View File](#)

2.3	**477**
Number of students who appeared for the examinations conducted by the institution during the year:	

File Description	Documents
Institutional Data in Prescribed Format	[View File](#)

3.Academic

3.1	**167**
Number of courses in all programmes during the year:	

File Description	Documents
Institutional Data in Prescribed Format	[View File](#)

3.2 Number of full-time teachers during the year:	**26**

File Description	Documents
Institutional Data in Prescribed Format	[View File](#)

3.3 Number of sanctioned posts for the year:	**26**

4.Institution

4.1 Number of seats earmarked for reserved categories as per GOI/State Government during the year:	**60**
4.2 Total number of Classrooms and Seminar halls	**11**
4.3 Total number of computers on campus for academic purposes	**175**
4.4 Total expenditure, excluding salary, during the year (INR in Lakhs):	**704.69**

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.

- **The curriculum is developed after analyzing the local, national regional and global developmental needs and the same is reflected in the program outcomes and the course outcomes.**
- **The program outcome covers several dimensions and focuses on**

the higher order thinking skills such as understanding the fundamentals, application of acquired knowledge, enhancing the critical thinking skills, develop value based leadership ability and enhance creativity, thereby the local needs are addressed in the program objectives.

- TSM has devised the curriculum to impart professionalism in addition to the millennium development goals, at the global level, and provides an education with skill orientation, to excel in the job market in future.
- Innovation, analytical skills, creativity and critical thinking skills are the required skills in the competitive global market, therefore they are included in the program outcome.
- The updated curriculum develops the employability skills of the students and the added new courses of the curriculum meet the demands of the industry and society.
- The inputs received from recruiters, alumni, corporate guest and other stakeholders are constantly reviewed to update revise and redesign the curriculum catering to the local, national, regional and global developmental needs according to the recent developments.
- It is also reviewed by the Board of Studies (BOS) Committee members and their suggestions are incorporated in the curriculum.
- The different subjects taught during the Six Trimesters ensure the program outcomes, program specific outcomes and the course outcomes. TSM has an exclusive placement cell to help our students for the final placement and summer internships.
- The curriculum is flexible, and the pass percentage is 97% in MBA and 98% in PGDM program.
- The passed out students are placed in 93 companies with an average salary of 5.81 lakhs and the employability criteria is fulfilled through the devised curriculum. TSM motto is 'learn to learn'.
- Today TSM creates a system of teaching and learning as one of the most competitive institution with emphasis on efficiency in everyday operations, reliability for students and thrust on the development of new technologies.

File Description	Documents
Upload additional information, if any	[View File](#)
Link for additional information	**Nil**

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	[View File](#)
Details of syllabus revision during the year	[View File](#)
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

74

File Description	Documents
Curriculum / Syllabus of such courses	[View File](#)
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	[View File](#)
MoUs with relevant organizations for these courses, if any	**No File Uploaded**
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

10

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	[View File](#)
Any additional information	**No File Uploaded**
Institutional data in prescribed format (Data Template)	[View File](#)

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	[View File](#)
Any additional information	[View File](#)
List of Add on /Certificate programs (Data Template)	[View File](#)

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 considers the rapid growth of the business environment and equips the students with the requirements by constant updating and catering to the needs of the Industry.**
- **The Institute encourages the faculty members to offer the courses in areas that are yet to become part of the traditional business school learning.**
- **The institute offers the following courses addressing the needs of the society and relevant to the regional /national developmental needs.**

- **Business Ethics and Corporate Governance**
- **Bottom of the Pyramid Marketing**
- **Business, Governance and Society**
- **Entrepreneurship Development**
- **Rural Development & Immersion Programme**

- **The institute offers credit enrichment courses and non-credit enrichment courses to enhance the knowledge level of students, which Digital Marketing, Language Labs, Simulation games, Case Study Method, Rural Development Immersion Programme (RDIP),**

Seminar on Contemporary Business Issues, soft skills training program, and outbound training program.
- An integrated framework of curriculum has been introduced with a case study module in each trimester and each subject serves as a basis for understanding the real business decisions which require an analysis from multiple perspectives.
- TSM has subscribed to HBPE (Harvard Business Publishing Education) for the purpose of case publications and for the smooth functioning of the case study methods in the classes.

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	**No File Uploaded**
Any additional information	**No File Uploaded**

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

3

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	**No File Uploaded**
Any additional information	**No File Uploaded**

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

239

File Description	Documents
List of students enrolled	View File
Any additional information	**No File Uploaded**

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

237

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
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	https://ascox.in/clg/pages/auth/login.php
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	**No File Uploaded**
Any additional information	**No File Uploaded**

1.4.2 - The feedback system of the Institution comprises the following	**B. Feedback collected, analysed and action taken**

File Description	Documents
Provide URL for stakeholders' feedback report	https://ascox.in/clg/pages/auth/login.php
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

238

File Description	Documents
Any additional information	**No File Uploaded**
Institutional data in prescribed format	View File

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)

238

File Description	Documents
Any additional information	**No File Uploaded**
Number of seats filled against seats reserved (Data Template)	View File

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.

Activities carried out for the slow learners.

- **The students are assessed based on their class participation and overall involvement in activities, from their mid- tern test and class unit tests and end-term exams.**

- **The teachers explain the difficult content again in an easy way and clarify the doubts and encourage them to pay specific attention to them.**
- **Lot of opportunities provided to derive exposure through live projects from the small and medium scale industries in and around Madurai.**
- **Individual counseling.**
- **Additional reading materials provided**
- **Group discussion session.**
- **Question Bank (Moodle)**

Activities carried out for the advanced learners.

- **Live projects are assigned from SMEs and they play different executive committee roles.**
- **Encouraged to apply for different professional qualifying examinations like Charted Accountancy (CA), Certified Financial Analyst (CFA), Cost and Management Accountants (CMA) etc.,**

- o **Motivated to participate in research presentation, paper presentation, poster presentation, quiz competition, intercollegiate competitions, debates, management events, Entrepreneurship conferences etc.,**

- o **Encouraged to refer advanced level textbooks, journals and to solve difficult problems.**
- o **During COVID -19 advanced learners carried out summer internships in companies and industries and choose research-based projects to bring out their inherent research thirsts, experimental skills, innovative skills and team spirit.**
- o **Encouraged to publish standard articles in the reputed journals.**
- o **Motivated for competitive examination and for advanced certification courses.**

- o **Handle Seminar sessions and encouraged to participate in Group Discussions.**
- o **Guest lectures - Special Invitees from Alumni (experts from industry) were invited to deliver lectures on specific areas of interest and motivated**
- o **All Club/ Cultural activities provided to enhance their self-confidence level and leadership qualities**
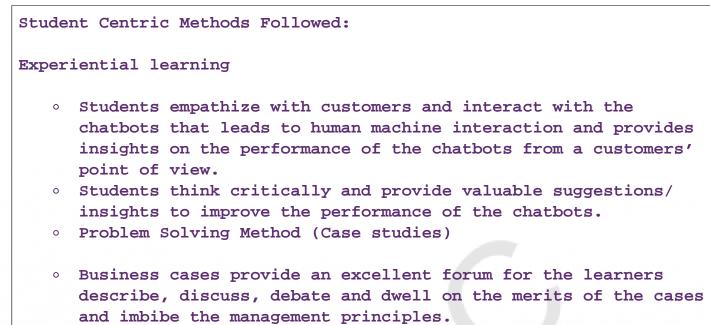
File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	**Nil**

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
Nil	**480**	**26**

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:

Student Centric Methods Followed:

Experiential learning

- Students empathize with customers and interact with the chatbots that leads to human machine interaction and provides insights on the performance of the chatbots from a customers' point of view.
- Students think critically and provide valuable suggestions/ insights to improve the performance of the chatbots.
- Problem Solving Method (Case studies)

- Business cases provide an excellent forum for the learners describe, discuss, debate and dwell on the merits of the cases and imbibe the management principles.
- Case study method of teaching (Harvard Business Review repository cases utilized) simplifies the complex concepts and it exposes the students to real life business problems and helps to think critically and apply the concepts persuasively.
- TSM faculty members use 3 to 4 cases per subject. Besides, our faculty members prepare their own real time cases for the electives with real simulations using excel.

Interactive Method: (Participative Learning)

- Peer group learning and team teaching- learning methods are encouraged by the faculty by motivating the students to participate in group discussions, subject quiz, news analysis, educational games, role plays, Deep dive – Industrial exposure, class room discussions on various topics assigned by the concerned faculty, debates and question and answer forums on current affairs and policies.
- Seminars and Assignments: (Student Centered Learning)
- The faculties give various topics from their subject areas to present their seminars in the classrooms in order to develop and enhance their self- confidence, creativity, knowledge, and skills.

File Description	Documents
Upload any additional information	[View File](#)
Link for additional Information	Nil

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

MOODLE

- "Moodle" - ICT enabled platform is used extensively in Teaching, Learning, and Evaluation to deliver quality learning experiences for the enrolled course.
- The free open - source learning management system provides educators, administrators and learners with a single robust, secure and integrated system creating personalized learning environments.
- The faculty and students together by supporting continuous exchange of lesson plans, course plans, guidelines, and information.
- Students benefit by getting teaching / learning notes, clarifying doubts, submitting assignments, participate in quizzes, and evaluate their learning outcomes,

ICT TOOLS IN TEACHING AND LEARNING

- YouTube videos, podcasts and augmented reality platforms faculty use to provide learning experience and to enhance critically thinking and derive feasible solutions to the problems.
- Podcasts and interview with CEOs are carried out by the faculty followed by interactive discussions.
- Augmented reality, an advanced innovative method used for the students to scan the QR code and perform the tasks that are mentioned in the AR enabled platform
- ICT tools were extensively used (During Covid-19) and the faculty use various techniques of Online classes suitable to the learning management systems.
- The library is well equipped with e journals and e books.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	http://moodle.tsm.ac.in/
Upload any additional information	**No File Uploaded**

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

2.3.3.1 - Number of mentors

25

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
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

Academic Calendar

- **It is prepared by the Deans, Chairpersons and the Subject experts of the Institution who handle the subjects in PGDM and MBA.**
- **The time table covered the curriculum of all subjects in correlation with the working days, faculty for the effective delivery of teaching and learning though online mode (classes reduced due to pandemic effect of Covid-19) for the academic year 2020-2021 as per the guidelines of UGC & AICTE.**
- **It portrays the comprehensive assessment of the level of preparedness, the dates of Examination, Seminars, Conferences, Guest lectures, Workshops, Industrial visits, Extension activities, Club activities, Festivals, Holidays, SIP program, Placement training, Mentorship etc.**

Preparation and adherence to teaching Plan:

- **Each faculty prepares the course plan in adherence to the course objectives.**

- **The required course outcome is attained through proper planning of teaching and learning using various methods - case studies, role plays, simulations , workshops , lab activities, group centered and learner centers activities catering to the different levels of learners.**
- **The Director and the Principal check the progress of each course and ensure the timely and effective completion of the course for the obtainment of the Programme outcome of the courses.**

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	View File

2.4 - Teacher Profile and Quality

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

26

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	View File
List of the faculty members authenticated by the Head of HEI	**No File Uploaded**
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

21

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	View File
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)

26

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
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

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	View File
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

0

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	**No File Uploaded**
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

Examination Procedures

- ○ **The institution follows trimester system and totally there are 6 trimesters, three in the First Year and three in the Second Year.**
- ○ **Examination is one of the major components which give weightage to Course objectives, learning outcomes and pedagogy.**
- ○ **Evaluation components vary for elective courses and as per the**

- nature of the course, the Course faculty chooses a combination of components and its weightage.
  - Passing Minimum for a course - 50% in the aggregate marks.
  - Continuous assessment of a student's performance is done throughout the trimesters and grades are awarded by the Course Faculty on the basis on following:

Range of Marks

Mid term

25-30

Term paper/Project/ Assignments/Quiz/Seminars*

25-30

Attendance

5

Total Continuous Assessment

60

End term (Exam for 100 Marks)

40

Total Marks

100

Process /Procedures integrating IT

- The pandemic situation paved way to bring reforms in the examination system and sensitizing students' need, examinations were conducted via online mode.
- Moodle and METTL were used for the effective conduct of Examinations
- Students used "Moodle" a free open-source learning management system to submit their assignments, attend online quiz, discussions, download files, and send instant messages and

> teachers evaluated and posted the results
> ○ **ICT facilities were effectively used for teaching, assessment and for evaluation and students conveyed their information, shared class notes, and clarified their doubts.**

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

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

Following are the five PROGRAM OUTCOMES:

Apply knowledge of management theories and practices to solve business problems. (PO1).

Foster Analytical and critical thinking abilities for data-based decision making. (PO2).

Develop value-based leadership skills. (PO3).

Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of the business (PO4).

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

Following are the common Course Outcomes and the same has been communicated to the teachers and students:

COURSE OUTCOMES

The course facilitator designs the various course assessment tools by the institution's guidelines and performs a continuous assessment of students as per the assessment rubrics. The course facilitator also prepares the end-term question paper for their respective courses and submits it to the controller of the examination well in advance.

The course facilitator will communicate the continuous assessment to the students and will encourage the students by providing feedback on their performances. The assessment score for the students is calculated on a timely basis and will be communicated to the students through the online learning platform. This will make the students aware of where they stand and will act as a motivating factor for their performance.

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	[View File]()
Upload any additional information	No File Uploaded
Link for additional Information	Nil

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

Assessment tools and processes

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.

VariousAssessment Processes

The assessment will comprise of continuous assessment (60%) and final examination (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 test

Class Participation

Attendance

Presentation

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.

Indirect assessment - Overall Program Outcome Attainment – Direct and Indirect Assessment

The overall program outcome attainment is calculated summing 80% of direct assessment and 20% of indirect assessment.2020-21

POs

Direct Assessment

Indirect Assessment

Overall PO attainment

Attainment Level

PO1

2.91

2.5

2.8

High

PO2

2.91

2.5

2.8

High

PO3

2.96

3

3.0

High

PO4

2.92

2.5

2.8

High

PO5

2.93

2.5

2.8

High

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

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

237

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	<u>View File</u>
Upload any additional information	**No File Uploaded**
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://ascox.in/clg/pages/auth/login.php

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 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 viewed from the research and publications they make and the institute plays a pivotal role in fostering the quality of thinking and the rigor of scholarship in its delivery of management education.**

- o **The institute has an excellent and well-qualified faculty and adequate up to date infrastructure facilities to take up the research and consultancy activities.**
- o **Faculty members are encouraged to publish their research work in academic and practitioner journals of repute and there is steady progress in terms of the number of articles published in the reputed journals.**
- o **Faculty members are encouraged to present their research papers at the National/ International level conferences/ Seminars to facilitate research interest among them.**
- o **The Institute provides funds to the faculty to meet the registration fee and travel allowances.**
- o **Faculty members are highly motivated, and they do possess the intellectual prowess to come up with several publications on a continual basis.**
- o **The institute also encourages the students to involve in research activities in collaboration with the faculty members.**
- o **The institute has allocated a research fund, budgeted every year and faculty are encouraged to submit proposals to the Director who will approve the proposals, the sanctioning limit will depend upon the nature and complexity of the project.**

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	[View File](#)
Provide URL of policy document on promotion of research uploaded on the website	**Nil**
Any additional information	**No File Uploaded**

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)

0

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	**No File Uploaded**
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	**No File Uploaded**
List of teachers receiving grant and details of grant received	**No File Uploaded**
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

0

File Description	Documents
e-copies of the award letters of the teachers	**No File Uploaded**
List of teachers and details of their international fellowship(s)	**No File Uploaded**
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)

0

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	**No File Uploaded**
List of projects and grant details	**No File Uploaded**
Any additional information	**No File Uploaded**

3.2.2 - Number of teachers having research projects during the year

0

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional Information	**Nil**
List of research projects during the year	**No File Uploaded**

3.2.3 - Number of teachers recognised as research guides

2

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	<u>View File</u>
Institutional data in Prescribed format	<u>View File</u>

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

0

File Description	Documents
Supporting document from Funding Agencies	**No File Uploaded**
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 created an ecosystem for innovations and creation and transfer of knowledge supported by dedicated centers for research, entrepreneurship, community orientation, incubate. Researchers and publications are one of the most important objectives of TSM to achieve academic excellence.**

- Faculty members are continuously involved in research work and are encouraged to attend conferences, seminars, present papers and publish in reputed international and national journals.
- Many papers have been published in various reputed publishing houses like Sage Publications, Interscience, Elsevier, Wiley, etc.
- The institute has its own peer-reviewed journal which helps the researchers and faculty of TSM and other institutes to publish their original research work.

The Entrepreneurship Development Cell

- The cell aims to inculcate professional ethical entrepreneurship in students. The cell organizes entrepreneurship guest lectures, seminars to create awareness.
- Entrepreneurship development programs are conducted and students involve in interactive sessions with successful entrepreneurs and experts in the field to kindle the spirit of entrepreneurship.
- The cell also offers an elective course on 'Entrepreneurship Development' to prepare students for their entrepreneurial journey.
- The Cell also provides funding for aspiring students to attend workshops, seminars, and startup competitions.
- To develop the Entrepreneurship skills among the students, they are encouraged to run a Coffeta.

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

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

File Description	Documents
Report of the events	No File Uploaded
List of workshops/seminars conducted during the year	View File
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	`B. Any 3 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	**No File Uploaded**
Any additional information	**No File Uploaded**

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

`0`

File Description	Documents
URL to the research page on HEI website	`Nil`
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	**No File Uploaded**
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

`19`

File Description	Documents
List of research papers by title, author, department, and year of publication	[View File](#)
Any additional information	**No File Uploaded**

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

the year

2

File Description	Documents
Upload any additional information	<u>View File</u>
Paste link for additional information	**Nil**

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

84

File Description	Documents
Any additional information	**No File Uploaded**
Bibliometrics of the publications during the year	**No File Uploaded**

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

5

File Description	Documents
Bibiliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	<u>View File</u>
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)

0

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	**No File Uploaded**
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

0

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	**No File Uploaded**
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

RDPI

- ○ **Rural Development Immersion Programme (RDIP) is carried out in Association with Tata-Dhan Academy where the students involved in various social issues of poverty, inequality, and development in a rural and urban context**
- ○ **Students in teams generate proposals on status, issues, and interventions related to livelihood, health, education and look at the roles of different stakeholders (Government, NGOs,**

and corporate) in the process of development for a sustainable society.

- o The RDIP emphasized to use society for oneself as well as to give back something to it. Companies generally contribute 2% of their profits to CSR activity. Management education students are the future decision makers about CSR activities in the organization.

WeCare Club

- o It is the Student Social Responsibility club which is a direct outcome of the RDIP .All the activities provoke love for humanity and induces the values of service to people in the environment.
- o Genesis-Blood Donation camps are arranged inside the campus; Out of 120 participants, 90 were eligible and donated blood. The club organised refreshments and the required equipment's by co-ordinating with She welfare trust and Usilampatti government hospital.
- o WeCare Club of Thiagarajar School of management, on the 2nd of November, donated contributions raised by Kind and Cash, during Diwali despite the pandemic in and around the areas of Thirupparankundram.

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

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

o

File Description	Documents
Number of awards for extension activities in during the year	No File Uploaded
e-copy of the award letters	No File Uploaded
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)

0

File Description	Documents
Reports of the events organized	**No File Uploaded**
Any additional information	**No File Uploaded**

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

0

File Description	Documents
Reports of the events	**No File Uploaded**
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

0

File Description	Documents
Copies of documents highlighting collaboration	**No File Uploaded**
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)

4

File Description	Documents
e-copies of the MoUs with institution/ industry/ corporate house	**No File Uploaded**
Details of functional MoUs with institutions of national, international importance, other institutions etc. during the year	<u>View File</u>
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 institute boasts of state of the art physical and intellectual infrastructure, which is compared to any global or national B-schools of repute. In the discharge of its academic and non-academic activities, the Institute extensively uses Information Technology and another advanced mode of research, communication, and knowledge transmission. To reduce the unnecessary printing, to improve transparency and sharing information the institution has connected all major functional areas into an ERP system. The IT lab, Wi-Fi enable campus and hostel, availability of top graded research software and database are a testimony to TSM's commitment toward the promotion of technology and quest for excellence. The innovative teaching and learning methods, relevant and updated course content, a wide range of choice for specialization, use of participatory pedagogy and IT facility help student develop global competency in them. Infrastructure Facilities:

The whole campus has Wi-Fi enabled for round the clock internet access with 225 mbps bandwidth. The Institute has a video conference room which enables the students to attend the lectures of eminent personalities. The institute has around 175 computers. All the classrooms, Seminar Hall and Auditorium have projector, high quality audio systems and internet connection. To maintain the attendance of the students a roll call software (ERP) is used where students can track their attendance. 'Turnitin plagiarism Software' is used to maintain the standards of students' assignments and SIP reports. Feedback Portal Online Procedures are being used to collect students' feedback. The library is the soul of any institution. It is a Centre of acquiring, processing, preserving, and disseminating information to the user community with the motto of enriching knowledge. The library is well stocked with 35,000 books and e-book contents, has access to 70 e-journals along with a journal database like Ebsco. Though all faculty and students can access the e-content anywhere, considering the covid 19 situation remote access is extended to their personal network.

Generally, the library will open Monday to Friday 9.30 a.m. to 9.00 p.m. on regular working days and 9.30 a.m. to 5.30 p.m. on weekends and summer vacation

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

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

- ○ **Meditation Cum Yoga Hall is in the main building with a 573 sq.ft. It has been utilized by almost 20 per cent of the overall population regularly. https://tsm.ac.in/lifeattsm/gallery/**
- ○ **The auditorium is 1764 sq.ft in size. Auditorium for lectures and cultural events are well established. It is fitted with adequate air conditioning, audio and video facilities which have a 140 seat capacity.https://tsm.ac.in/lifeattsm/gallery/**
- ○ **Sports kits and facilities are available for Football, Basketball, Table tennis, badminton etc.,**
- ○ **Separate gyms for boys and girls with sophisticated equipment's are provided. The institute conducts intra-college and intercollege sports events regularly. The annual sports events are organized for B-Schools and Corporates exclusively.**
- ○ **INFERNO is an inter-college Cricket tournament conducted between B-schools by TSM during the month of March every year. Cricket teams from well-known B-schools and corporate clash off against each other in great fashion. https://tsm.ac.in/lifeattsm/student-organised-programmes/sports-utsav/inferno/**
- ○ **High Five is a Basketball event. It is one of the prestigious events of TSM with many B-Schools, Corporate and Alumnus basketball team participating every year. https://tsm.ac.in/lifeattsm/student-organised-programmes/sports-utsav/high-five/**
- ○ **TACKLE is the Football club of TSM. Every year various football events are conducted by the club.**
- ○ **Sports fest is conducted in the month of February for three days, where TSM alumni, and various corporate and college students take part in the event. https://tsm.ac.in/lifeattsm/student-organised-programmes/sports-utsav/tackle/**

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

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

9

File Description	Documents
Upload any additional information	**No File Uploaded**
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	[View File](#)

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

64

File Description	Documents
Upload audited utilization statements	**No File Uploaded**
Details of Expenditure, excluding salary, during the years	[View File](#)
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)

- **The library is an essential part and soul of an educational institution.**
- **It is well equipped with facilities and proper seating arrangements where the students sit and learn in a tranquil environment, at their own pace.**
- **AUTOLIB-INTEGRATED LIBRARY MANAGEMENT SOFTWARE WEB BASED SOFTWRE: ADVANCED EDITION VERSION: 8.2**
- **Nature of automation: BOOKS: FULLY AUTOMATION**
- **The students gather, categorize, maintain, and update their**

- knowledge through various books and digital resources and disseminating information.
  - o TSM has a vast repertoire of books, periodicals, online journals, databases, HBS cases, back volumes CDs/DVDs, Project reports, and audio / video cassettes and assists students in acquiring vast knowledge and to do projects.
  - o The institute prides itself on the high quality of service provided to the TSM community and has been modernized through computerization.
  - o Every element of housekeeping has also been updated, and this is connected to the network across the campus.
  - o The Library is a spacious place with 133sqm and it can accommodate 80 people in the reading area.
  - o It has nearly 30,000 books, on contemporary management and about 100 national and international journals and magazines on the annual subscription and numerous copies of popular and prescribed texts are available.

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

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	[View File](#)
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)

22.40

File Description	Documents
Audited statements of accounts	**No File Uploaded**
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)	[View File](#)

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

50

File Description	Documents
Upload details of library usage by teachers and students	**No File Uploaded**
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 comprises of a multi layered architecture, the lowest layer of which is made up of personal computers and workstations. The next layer consists of File Servers and Database Servers. The third layer consists of Web Server, Email Server and other high-end servers/computers required high resources demanding tasks. The IT Services provided by the computer center are Mail Services, Internet Services, Storage Services, Authorization Services, Log Monitoring Services and Web Services to all stakeholders of TSM. The backbone fiber network has deployed a high speed and highly reliable internet facility at its campus. The IT policy applies to all TSM computer and IT infrastructure and its users. Individual labs may have additional policies as instructed by the faculty in charges. The TSM IT system department has three dedicated non-teaching staff to manage and maintain IT system facilities at Academic blocks and hostels. The team has separate policy guidelines for classroom facilities, personal devices, WiFi facilities, internet services, etc.

As critical infrastructure, TSM has deployed a high speed and highly reliable internet facility at its campus. TSM Backbone network is

230 Mbps (1:1) OFC Leased Line spread across TSM campus and connected with LAN and WIFI Network for round the clock Internet access. TSM also have the backup OFC Connection with the bandwidth of 50 mbps. TSM WIFI network is a Controller based secured network with 108 Access Points spread over the Main Building, Hostels, Faculty Guest Houses. Registrations are required for students to access the internet and two devices are allowed per student. TSM has Unified Threat Management (UTM) devices such as firewall, Log analyzer and others to protect the IT facilities and provide the secure services to its stake holders. TSM has multiuser license of Symantec antivirus software to protect the IT facilities from viruses, malware, worms and other spam software. TSM IT team continuously educating the students to purchase the original antivirus software to protect their private devices.

TSM has CCTV Video surveillance system to protect the workplace and assets, the Full view of TSM premises and real-time recording as well as remote online access lowers the risk and prevents costly incidents such as burglary, fire, vandalism, and also to deter potential criminals and prevent the criminal action at the outset. The CCTV cameras are installed in high-risk area locations where a potential danger to the building and personnel exist and it helps to prevent potential damage because emergency measures can be taken immediately with careful monitoring. The beginning of every academic year IT budget is planned based on the requirements from faculty and staff, all the requirements are purchased and implemented in the same academic year.

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

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
477	175

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	No File Uploaded
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	A. All four of the above

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil
List of facilities for e-content development (Data Template)	No File Uploaded

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)

704.68

File Description	Documents
Audited statements of accounts	No File Uploaded
Upload any additional information	No File Uploaded

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 has well defined policies and procedures for smooth function of institutional activities and dedicated experts take care of the facilities in the campus.
- Full time employees to take care of different facilities

starting from IT, Plumbing, Civil, kitchen facilities etc.

- ○ **Facilities such as IT Systems, Library, and Administrative Office work, computer labs and IT infrastructure are provided well to enhance the institutional mission by supporting services to MBA and PGDM students for practical learning and research.**
- ○ **The IT policy applies to all computers and IT infrastructure users.**
- ○ **Individual labs may have additional policies as instructed by the faculties of course in charges and the It team has separate policy guidelines for classroom facilities, personal devices, WiFi facilities, problem handling, etc.**
- ○ **IT systems also are enabled with Annual Maintenance Contract (AMC) with a third party for the maintenance of computers, laptops, and servers.**
- ○ **Library has well defined policies and procedures for maintaining and utilizing the library services. The library is open on all weekdays [Monday to Friday] from 9.30 a.m. To 9.00 p.m.**
- ○ **Library is open for weekends [Saturday Sunday] from 9.30 am. To 5.30 p.m. Students are issued five borrower's tickets for subject /additional books. Subject books are issued for 10 days.**
- ○ **Additional borrower's tickets are issued to students to borrow journals and magazines for one reference. Students can make one renewal after 10 days for a regular ticket.**

It is customary for the faculty and students to take part in the selection of books for the library.

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

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

6

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
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

4

File Description	Documents
Upload any additional information	View File
Institutional data in prescribed format	**No File Uploaded**

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	**Nil**
Details of capability development and schemes	View File
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

477

File Description	Documents
Any additional information	**No File Uploaded**
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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	**No File Uploaded**
Details of student grievances including sexual harassment and ragging cases	**No File Uploaded**
Upload any additional information	**No File Uploaded**

5.2 - Student Progression

5.2.1 - Number of outgoing students who got placement during the year

208

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	**No File Uploaded**

5.2.2 - Number of outgoing students progressing to higher education

1

File Description	Documents
Upload supporting data for students/alumni	**No File Uploaded**
Details of students who went for higher education	[View File](#)
Any additional information	**No File Uploaded**

5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year

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

1

File Description	Documents
Upload supporting data for students/alumni	[View File](#)
Any additional information	**No File Uploaded**

5.3 - Student Participation and Activities

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

4

File Description	Documents
e-copies of award letters and certificates	[View File](#)
Any additional information	**No File Uploaded**

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

- **TSM has various clubs, namely Artha, Zero Gravity, We care, nAch, Impressions, Kaizen,Vivaadh, Chandai etc. These clubs are completely driven by the students.**

- **TSM admission cells, Placement Cell, IQAC, Internal complaints**

Committee, Anti-ragging Committee have students' representation. The core committee members play a vital role in the progression of these committees. Roles of Students in the core committee's are given in detail below,

Anti-sexual Harassment Committee/ Anti -ragging Committee

As per the UGC regulations on curbing the Menace of Ragging in Higher Educational Institutions, students are given orientation and the parents as well as the students sign in the Affidavit at the time of their admission and submit the affidavits in the prescribed format of UGC. Anti -ragging is completely prohibited in the campus of TSM.

This committee performs the following activities:

- Enables the students to take up the online anti-ragging Affidavit by Aman Movement.
- Installation of CCTV system and cameras in the college and hostel premises to take to provide a sense of security and comfort.
- Displays circulars on anti- ragging principles and committee members with their contacts.
- Hanging up banners and posters giving information on Anti-Ragging helpline displays.
- Sensitizes students and staff through awareness programmes on sexual harassment

Placement Cell:

TSM, CIR Team has Student representatives, who are selected by Chairperson - Placement from 3 levels of Interview Process. Core Responsibilities of Student placement representative are administration part of Campus placements, Sourcing Corporate, Pre-Placement preparatory activities, Motivating Students peers for their Career growth. Also, Summer Placements (SIP) are fully taken ownership by Placement Student representative.

Admission Cell:

Student Representative involvement in TSM Admission Team is with full spirit of energy. Admission Team involves students representative for their Core responsibilities like Admission Promotion

Hostel/ Mess Committee:

The programs are completely residential and hence to meet the expectations of the students in terms of food and other infrastructural requirements a Hostel/Mess Committee is operational

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

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

4

File Description	Documents
Report of the event	**No File Uploaded**
List of sports and cultural events / competitions organised per year	View File
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

Yes

TSM Alumni Association has registered under Tamil Nadu Societies Registration Act 1975. Our alumni are our partners in the continued success of our institute. Strong ties with our alumni help us immensely in our curriculum design, guest lectures, summer internships & final placements. We have been sharing excellent bondage with our alumni for five decades. To nurture this relationship, E-mail and social media interactions with Alumni are regularly done. TSM Alumni group has an exclusive email ID for interaction as alumni@tsm.ac.in and also a Facebook page as "TSM Alumni". We also have separate Alumni Portal powered by Vaave who have rich experience in understanding alumni domain. Alumniumni portal link - http://alumni.tsm.ac.in

- **1500+ Registrations as on May 2021**

Alumni take part in the institutional development at various levels ;

1. Member of BOG/BOS
    1. Shri. Joseph Zachariah – Director, Vikaasa Schools
    2. Shri. Nagaraj Krishnan – Managing Director, Aparajitha
2. Panel member in the Student Admission process and also we engage them as panelist in SIP Best Project Viva Selection.
3. Guest lectures;
    1. Mr. Hari Aiyappan, Director-Analytics, Deloitte India, TSM MBA Class of 2000 – Gave a lecture on topic - " Art of Learning in analytics world".
    2. Mr. Venkata Subramanian G, Managing Partner, Arihit Capital, Singapore, TSM MBA 2005-venture captital – Gave lecture on Topic – "Venture Capital"
    3. Dr. Seenivasan S, Branch Head, ZEEL, TSM MBA Class of 2007- addressed students on topic –"Digital Branding"
    4. Mr. Harish and Ms. Silviya, TSM MBA 2004 batch - being a manager – addressed in orientation session on Topic –"Digital Transformation".
    5. Mr. SS Narayan, DGM, Hitech Arai, TSM MBA 1999 batch engaged New Batch in their orientation sessions on the Topic – "Importance of Global Awareness"
    6. Mr. Mutheeswaran S, GTM Leader – SAP Consultant, TCS, TSM MBA 2014 batch , he addressed the students on the importance of Case Analysis.
    7. Mr. Ruben Thomas – Former Senior VP, Madura Micro finance, TSM MBA 1992 batch – has been part of panel member for selection process of best summer internship Project also addressed students in their orientation sessions.
4. Batch Reunions– 1994 & 2009 batch reunions happened this year. (Dates needed)

No. of registered Alumni: 1378

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

5.4.2 - Alumni's financial contribution during the year	E. <2 Lakhs

File Description	Documents
Upload any additional information	**No File Uploaded**

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

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Vision: A

A leading academic institution of choice amongst management students
and faculty and employers alike respected for grooming ethical
managerial and entrepreneurial leadership through high quality
teaching, training and research.

Mission:

1. To promote the wide application of professional management
principles, practices and attitudes in the management of economic
and social institutions, primarily through teaching, training,
research and consultancy.

2. To groom young men and women into technically proficient,
managerially competent, and socially purposeful professionals deeply
committed to upholding and practicing highest standards of probity.

3. To help transform entrepreneurial ideas into scalable and
sustainable economic and social institutions.

4. To promote responsible leadership by seamlessly weaving ethical
values, social dimensions and long-term sustainability into all
aspects of its activities and academic programmes.

Our Motto - "Learn to Learn"
```

- ○ **The Vision and Mission statements have been the bedrock for developing the Institute's strategic objectives and the programme level goals.**
- ○ **The Vision and Mission of Thiagarajar School of Management (TSM) have been developed with the active involvement and participation of faculty after considerable thought and deliberations and iterations under the guidance of the Director and the Chairman and a few members of the Board of**

Governors.

- The Vision and Mission statements serve the Institute as a navigational guide for future direction and action.
- Our motto "Learn to Learn" emphasizes the fact "Learning" is life-long quest and the process of learning is as important as learning itself.
- TSM ensures no stone is left unturned when it comes to transforming students into role ready professionals who can take on challenges of varied responsibilities with aplomb.
- Guided by our core values of meritocracy and quality education at affordable cost, we are committed to provide a rich value-based programme that seeks holistic development of the programme participants into knowledgeable, skill-endowed, socially purposeful and ethically rooted self-starters who would evolve into leadership role models.
- There are two levels of decision making aspects which are tightly woven and scrutinized and reported systematically at various committee levels. Strategic decision making occurs at Governing Board level as this influences the entire organization. Operational decision making occurs at the Director level, in consultation with and/or by the Chairman, as required based on appropriate data inputs from academic and administrative staff.

- The Chairman and a few of the other Board members, though not operationally involved, have periodic formal and informal interactions with the Director and Faculty Council during which they get updated. This also provides a level of transparency required in institutions such as TSM.

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

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

1. Faculty Recruitment and selection : Process Flow Chart

- Faculty members are involved in the processes of faculty recruitment and selection wherein their inputs and feedback play a significant role in selecting new faculty members.
- Their involvement in identifying their own training and

- development needs matches' and helps in getting the desired Institutional support of sponsorship for such programs aimed at faculty development.
- All the faculty members are evenly assigned with worked and as a team participate in preparing for the various quality initiatives and in getting approvals from various bodies. The decentralized practice of oneness from the Director to the administrative staff is maintained in the Institution which promotes a harmonious environment to work together with equal opportunities and participation.

Faculty individually and through Committees play diverse roles at various levels in the entire chain of academic and allied functions and processes.

They are responsible for:

- Design and delivery of courses
- Curriculum revision and implementation
- Flexibility in provided courses of employability
- Achieving course objectives by mapping learning outcomes of their courses and aligning them with the programme level goals
- Periodical review of curriculum and pedagogy
- Contributing towards achieving excellence in teaching, research and training
- Knowledge creation through research and publications
- Active involvement and participation in academic administration such as programme and area chairs, examination, admissions process, institution building and student development initiatives.
- Design and delivery of Executive Education Programmes (EEPs)/Management Development Programmes (MDPs)
- Consultancy services.
- Editing and Publishing Journal

File Description	Documents
Upload strategic plan and deployment documents on the website	No File Uploaded
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

6.2 - Strategy Development and Deployment

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

- The strategic objectives of the Institution are vertically and horizontally aligned, regular reviews of programs, resources, staffing, and infrastructural needs, etc. are conducted. Thee outcome of these reviews is operationalized through close coordination between the Board and Director and faculty team. This has made the programs stay current and relevant, and the infrastructure appropriate for the current and emerging needs.
- Further, external input is also sought to ensure that both programs and staffing are competitive by ensuring that the Board, the AC and BOS consist of persons with diverse background and experience.
- In addition to the above, regular staff meetings and retreats are conducted to assure alignment of thoughts, and this has given the Institution a high level of engagement from internal stakeholders and makes the graduates competitive in the workplace. Innovative practices in design, development and delivery of cross-functional elective courses in emerging areas of management are encouraged, appreciated and supported by the Institute.
- The process of review of curriculum, pedagogy and courses—content, structure and delivery—is directed towards establishing relevance of courses to the constantly evolving business context, in alignment with the Mission and Vision of the Institute.

- An illustrative list of the measures initiated by TSM, in recent years in furtherance of its vision and mission given below.

- Pursuit of diversity amongst students and faculty by reaching out to candidates outside the state of TN and southern region. As a result, about 2% of our students currently are from North and Eastern India including from J&K, Chandigarh, Kolkata, Indore etc. Similarly, nearly 30%-40% of our faculty is from outside Tamil Nadu including those hailing from AP, UP, Orissa, West Bengal, Maharashtra, Delhi etc.
- In its pursuit of quality in its entire operation, TSM has implemented ISO 9001:2015 quality management system and has been an ISO 9001-2015 certified institution for several years. This means that TSM subjects itself to rigorous external audit of its systems and processes.

- ○ **TSM has implemented an academic ERP system effective 2018-19. This implies that the entire academic processes from admission, attendance, programme administration, examination and evaluation related processing etc. are substantially on digital platform. This ensures error free, consistent and speedy processing of academic data, in the process empowering faculty and freeing up their valuable time from routine to higher level activities.**
- ○ **TSM has implemented Online Platforms like ZOOM, Mettl for academic classes, lectures, trainings, examinations and meetings,**

File Description	Documents
Strategic Plan and deployment documents on the website	**No File Uploaded**
Paste link for additional information	**Nil**
Upload any additional information	**No File Uploaded**

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.

Governance SystemsOrganization

- **The Governing Board manages the strategic intent of the institution. The membership of the Board is periodically reviewed to assure suitability and relevance. The Board is currently led by Shri. B. T. Bangera, as the Chairman of the Board.**
- **TSM Board includes a rich blend of experienced professionals from diverse fields: industry leaders, entrepreneurs and academics, with "outside" members constituting the majority thereby assuring Board independence.**
- **In terms of decision making, there are two levels. Strategic decision making occurs at Governing Board level as this influences the entire organization. Operational decision making occurs at the Director level, in consultation with and/or by the Chairman, as required based on appropriate data inputs from academic and administrative staff.**

The list of Board of Governors of Thiagarajar School of Management comprises of a rich blend of professionals from academia and industry and is given below:

1. Shri. B.T. Bangera
   - Chairman, Board of Governors, Thiagarajar School of Management
   - Managing Director, Hi-Tech Arai Limited, Madurai.
2. Dr. K.S. Bharath
   - Chairman & Managing Director, Aparajitha Group, Madurai
3. Shri. R Gopalakrishnan

- Former Executive Director of Tata Sons, Mumbai
  - Former Vice Chairman, Hindustan Unilever Limited, Mumbai

1. Shri. Lakshmi Narayanan
   - Former Vice Chairman, Cognizant Technology Solutions, Chennai
2. Shri. N. Murali
   - Co-Chairman, The Hindu, Chennai.
3. Shri. J. Philip
   - President, Xavier Institute of Management & Entrepreneurship, Bangalore.
4. Shri. S Sridhar
   - Former Chairman and Managing Director, Central Bank of India, Mumbai
5. Smt. Valli Ramaswami
   - Correspondent, Manickavasagam Charitable Foundation, Madurai
   - Whole-time Director, Loyal Textile Mills Limited, Chennai
6. Shri Joseph Zachariah
   - Former Director, Vikaasa School, Madurai
7. Dr Purna Banerjee
   - Associate Professor, Presidency University, Kolkata (Representative of UGC)
8. Dr. V.Chinniah
   - Registrar, MKU (Representative of Madurai Kamaraj University)
9. Prof. N. Venkiteswaran
   - Former Director, Thiagarajar School of Management, Madurai
   - Former Professor, Indian Institute of Management, Ahmedabad
10. Dr. Murali Sambasivan
    - Director, Thiagarajar School of Management
11. Dr. M. Selvalakshmi
    - Principal, Thiagarajar School of Management, Madurai
12. Dr. N. Manjula
    - Associate Professor, Thiagarajar School of Management,

Madurai

The Members of the Board generally meet twice annually to take stock of the progress of the Institutional Initiatives.

File Description	Documents
Paste link to Organogram on the institution webpage	Nil
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

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	No File Uploaded
Screen shots of user interfaces	No File Uploaded
Details of implementation of e-governance in areas of operation	No File Uploaded
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

Health Services: A Medical advisor is appointed for periodical visits to the Institution. A Dispensary Functions with an assistance of a nurse who comes daily in the afternoons.

Recreational: A separate meditation hall is available in campus to help for the Relaxation of mind.

Faculty Mess: A separate faculty mess is available for teaching staff.

Wi-fi facility: 24×7 Wi-fi facility is available for all teaching and non-teaching staff.

ATM facility within the campus: There is a central bank ATM available

Student run Cafeteria: This cafeteria is run by TSM students for the benefit of all inmates, teaching and non-teaching staff.

Financial Support: TSM offers financial support to both teaching and non-teaching staff for scholarly initiatives to take part in any academic activities.

Quarters for Outstation Staff: TSM offers quarters for outstation teaching staff. The quarters are completely furnished.

Group Insurance: TSM has taken a group insurance to cover all teaching, non-teaching staff and students from accident.

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

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

5

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)	**No File Uploaded**

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

5

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	**No File Uploaded**
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.)

3

File Description	Documents
Summary of the IQAC report	**No File Uploaded**
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	**No File Uploaded**
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

TSM conducts internal and external audits regularly. Statutory audit is done within the due date. Auditors conduct periodical verification of books and certify the correctness of our books. Exclusive auditing firm audits the institution every year and that practices makes the process complied with the regulations and optimal utilization of resources. This is added with internal appointed auditors as well with 3 months once checking on the course of action and implementation of procedures. This year the Bureau VERITAS ISO SurveillanceAudit happened Online in ZOOM Platform from Remote Location.

File Description	Documents
Upload any additional information	**No File Uploaded**
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	No File Uploaded
Any additional information	No File Uploaded

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

- **Financial Management and Resource Mobilization:**

The Institute has established a structured system of budgeting for effective allocation of financial resources and budgetary control system to ensure efficient utilization of such resources. The budget development process of estimating the requirement of funds for various academic, allied and support activities of the Institute is carried out through involvement and participation of Chairman, Director and Finance Officer.

- The Budget Cycle of TSM: The Institute's budget preparation is an annual planning process commencing in November / December every year. The Head of Finance (Controller of budget) coordinates with the Director, Activity Chairpersons (like Admissions, Placements, Library etc.) and heads of committees as well as Faculty members for preparing the budget for the forthcoming financial year based on previous year's data and the new initiatives planned for the forthcoming year. In the month of January, the initial budget proposals discussed in detail with the Director along with the concerned departments / area and activity heads for any additions / deletions in the budget. In the month of February/March, the budgetary proposals are submitted to the Chairman for discussion and approval. The final approved budget is received from the Chairman in the month of March/early April every year.
- Budget Implementation: The following procedures are followed to ensure that all expenditure incurred is in accordance with the approved budgetary allocations:

1. Constitution of Purchase Committee / Price Negotiation Committee (PNC):

The Purchase Committee / Price Negotiation Committee are constituted to achieve buying efficiencies. In general, the constitution of the Purchase Committee / Price Negotiation Committee is as following:

- Finance Officer
- Administrative Officer
- A member from the founding institution, Loyal Textile Mills Ltd.

1. Approval of PNC Proposals and Decisions on Contracts and Procurement:

All capital expenditure finalized by the PNC to be finally approved by the Director/Chairman/Correspondent. Any expense exceeding the Purchase Order needs to be re- approved by the PNC before settlement of account.

All requirements for purchases/services to be negotiated by PNC except procurement of small urgent requirements / items, which shall be ratified by the PNC in its next meeting.

1. Periodical Analysis of Budget vs. Actual Expenditure:

The analysis on budget vs. actual expenditure is carried out by the Head of Finance and the report is discussed with the Director.

- Adequacy of Budget Allocation

At the time of budget preparation all the activity and infrastructure-related requirements for the ensuing year are sought from the relevant heads and are reviewed and collated and consolidated. In respect of major capital expenditure, a careful phasing/prioritizing of the expenditure over multiple years is done from the point of view of efficient cash flow management.

The director and the finance officer carefully go through the expenditure plan to see that the budgeted amounts are adequate from the point of efficient management of TSM's core programmes. This is done by comparing the previous years' expenses, planned activity levels and new initiatives, inflation etc. No item of expense is subjected to arbitrary cuts.

- Utilization of Allocated Funds:

The budget allocated across the various heads has been properly utilized as per the proposed plans. The Administrative Department is

directly involved in monitoring the spending of budget amount and do the necessary correction then and there to get better yield out of the budget provisos.

Priority was given to student development initiatives, faculty and staff welfare and development activities. The amount budgeted for major works, nature of the construction, up-gradation of existing infrastructure, procurement and maintenance of common utilities, house-keeping, gardening, lab development, internet, WIFI facilities, Library books purchase HBR cases subscription are properly met out by better utilization of budget every year.

In addition to the above, expenses related to student development like purchase of high standard Text books, inviting Highly qualified Industrial experts/Professors for Guest lectures, Training for soft skill, placement training, industrial visits, etc. are well planned and due expenses made to yield better results to the student community. Scholarships are given to the deserved students every year. Apart from above, financial support is being budgeted and provided annually for Student managed Inter collegiate Management meet 'Yukti' and Infrastructure for Student run Cafeteria in order to encourage the entrepreneurial spirit of the students. A new and novel initiative in relation to curriculum or extra-curricular activities is met through provisions in the miscellaneous accounts.

File Description	Documents
Upload any additional information	No File Uploaded
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)

- **Feedback System**

TSM follows and practices a well-structured feedback system especially Students Satisfaction Survey: Student's feedback is collected through specific software in the form of a structured Course Feedback. Annually Students Satisfaction Survey(SSS) was conducted through the college website to maintain the genuineness

and integrity of the process. A structured questionnaire was formulated as per the NAAC guidelines and the students were asked to fill the questionnaire through the survey link. The students responded to the questions in a 0 to 10 scale. A total of 214 students participated in the survey and the result of the survey is presented in the IQAC meeting. The overall score of teaching learning evaluation was found to be 8.5 out of 10, that is the institution has scored 85.5 percentages in overall teaching and learning evaluation process. On in-depth analysis it was found that the institution is performing well in overall quality of teaching and learning.

Alumni Feedback: Formal and informal feedback from Alumni is collected after the alumni meeting and during their interim visit to the campus.

Parents Feedback: The parents have the liberty to come to the Institution and meet the Principal or Director or the faculty or the staff to share their feedback. Their feedback is noted down for further action. Feedback is collected from the parents at the end of every academic year regarding their support from faculty, opinions regarding Mess, Food, Hostel amenities, Infrastructure, placement activities etc., Based on their feedback actions are taken.

Recruiters' feedback: The Placement Cell takes a regular feedback from the recruiters on the curriculum. The feedback inputs were considered and accordingly the curriculum was updated with the launch of relevant courses. The Executives from corporate world are regularly invited for guest lectures. During their course of visit, the institute receives feedback on the curriculum. The internal quality members suggested corrective actions like mentoring the students on a regular basis, identifying the students' weakness to help them.

- o **Diversity in Student Admission**

TSM takes conscious efforts to enhance the diversity among the students. The admission process employed at TSM includes use of national-level test scores such as CAT/MAT/XAT and TN's TANCET. In addition to weightage given to national level tests, further to which, TSM conducts GD/PI to identify some of the best talents in offer. Consideration in terms of weightage is given to female candidates, candidates from Arts & Science stream, candidates with work experience, to make the classroom and members of TSM a more inclusive one. TSM also admits 60 students who gain admission through TANCET Counseling for its MBA programme year-on-year. TSM

also takes pride to provide interest-free loans for students from economically weaker section to motivate them to excel in studies and the profession chosen. At TSM, all admissions are purely based on merit with no capitation fee. The evaluation process is transparent and faculty members are involved at all the stages of the admission selection procedures.

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

IQAC monitors the teaching learning Process regularly. The updated curriculum develops the employability skills of the students and the added new courses of the curriculum meet the demands of the industry and society. The inputs received from recruiters, alumni, corporate guest and other stakeholders are constantly reviewed to update revise and redesign the curriculum catering to the local, national, regional and global developmental needs according to the recent developments. It is also reviewed by the Board of Studies (BOS) Committee members and their suggestions are incorporated in the curriculum. The different subjects taught during the Six Trimesters ensure the program outcomes, program specific outcomes and the course outcomes. TSM is fully functioning with an exclusive placement cell to help our students for the final placement and summer internships. The curriculum is flexible, and the pass percentage is 99.15% in MBA and 100% in PGDM programme. The passed out students are placed in 105 companies with an average salary of 5.95 lakhs and the employability criteria is fulfilled through the devised curriculum.

Case Studies- At TSM, we emphasize on case method of teaching. Business cases provide an excellent forum where the learners describe, discuss, debate and dwell on the merits of the case and associated learning. The institution invests around 25 lakhs/year to gain access to the Harvard Business School cases to facilitate the learning process. The atmospherics of the classroom transform into a corporate boardroom brainstorming sessions. With the able guidance from the best of the faculty members, the overall learning curve reaches the pinnacle. It is a plus for students that TSM has enrolled for Harvard Business Review repository cases. In an average

our faculty members use 3 to 4 cases per subject. Besides, our faculty members prepare their own real time cases for the electives with real simulations using excel.

Moodle - At TSM, the Moodle is the most sought out platform for both teachers and students. By enrolling in their courses, students now are empowered to see what's happening in their courses, prepare for classes based on guidelines and make submission online from any location within the campus.

Examination System- TSM has moved away from traditional examination centric evaluation system towards outcome-based learning. The overall evaluation system at TSM is also being tightened from the 2018-20 batches with administration of only one supplementary examination (instead of two in the earlier batches). The grading system has also been fine tuned in this academic year. There is continuous improvement in the Examination Management System due to the integration of IT. All examination activities are automated through TSM ERP. Hall ticket generation, examination scheduling, GPA CGPA calculations, results announcement, mark sheet generation are all automated. This year the examinations have been conducted in online mode with an automated software called "Mettl" to ensure the integrity of the Examination process.

Assessment tools and processes - The attainment of program outcomes are 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 programme outcomes. The indirect assessment involves student exit.

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

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

institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)

File Description	Documents
Paste the web link of annual reports of the Institution	**Nil**
Upload e-copies of accreditations and certification	<u>View File</u>
Upload details of quality assurance initiatives of the institution	**No File Uploaded**
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

1. **TSM has consciously taken efforts to promote gended equity and has been inclusive in the nominations of women in various administrative roles:**

Gender Parity :

Representation of Women to total numbers

Representation of Women in %

Board of Governors

4 out of15

27%

Faculty Council

9 out of 26

35%

Staff members

17 out of 42

41%

Students in MBA

97 out of 240

41%

Studenst in PGDM

88 out of 240

37%

Other coveted administrative roles including, the Principal, Controller of Examination, Chairperson -Admission, Placement Associate, IQAC – Coordinator are also being held by Women in the Institution.

1. To promote the gender equality among students an additional weightage has been allocated for women candidates in the merit based admission procedure. This has favoured in the maintainenance of gender diversity among the students.

Represntation of Women to total numbers

Representation of Women in %

MBA Programme

(I & II year)

49+48 = 97

41%

PGDM Programme

(I & II year)

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49+39 = 88
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37%
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1. The fully residential campus in TSM has been installed with well over 100 CCTV cameras covering all areas - classrooms, library, hostel, parking, dinning, walking, playing area, etc.to continuously monitor and maintain the security aspects in the campus.

International Women's Day Programme was celebrated on 18th March 2021 to sensitize the students. Dr. Nandhini Pandian, a leading Gynaecologist in Madurai, presided over as the chief guest, gave awareness about health and how serious a human should be in cherishing his/her health. This was followed by adebate competition (Topic: "Evolution of Women in the last two decades: Rural vs. Urban.") and enactment of a drama by the Students Club'NAVRAS' emphasizing women's empowerment.

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

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

C. Any 2 of the above

File Description	Documents
Geotagged Photographs	No File Uploaded
Any other relevant information	No File Uploaded

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)

Liquid Waste Management:

- TSM has instituted a fully functional sewage treatment plant (STP) with a capacity of about 110KL. All waters used in the

campus is treated with best processes and practices observed in the region and compliance is ensured. The treated water is reused for irrigation, landscaping and watering the campus landscape.

Solid Wate Management

- The Institution has a systematic procedure to monitor and manage the food watses in the campus hostels, A display board which gives daily input on the food wastage and how many people it could have fed is set up in the hostel mess mainly to to sensitize the students on the importance of food. The food wastage has been drastically reduced by this initiative.

- To augment and make use of green waste such as fallen leaves, tree leaves manure management facility was created on 1st May 2020 to ensure that tree waste and related are put to good use.
- To sensitize the students on environmental maintenance, TSM organizes Plogging activity wherein students collect solid waste, especially single use plastics not only from the campus but also extending it to the Thirupparankundram to Ayaniyapuram road. All collected plastic waste is given to the municipal authorities for reuse.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	No File Uploaded
Geotagged photographs of the facilities	No File Uploaded
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	No File Uploaded
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	No File Uploaded
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	No File Uploaded

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

7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following: 1. Green audit 2. Energy audit 3. Environment audit 4. Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	D. Any 1 of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	**No File Uploaded**
Certification by the auditing agency	**No File Uploaded**
Certificates of the awards received	**No File Uploaded**
Any other relevant information	**No File Uploaded**

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 assistance, reader, scribe, soft copies of reading materials, screen reading, etc.	**B. Any 3 of the above**

File Description	Documents
Geotagged photographs / videos of facilities	[View File](#)
Policy documents and brochures on the support to be provided	**No File Uploaded**
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).

- **TSM promotes inclusiveness in all its actions.**
- **Our admission policy is purely based on merit has sets the background of inviting inclusiveness in all culture, religion, linguistic diversity.**

Item

Diversity

Representation by %

eographic diversity

- **Students from other states**

- **Faculty from other states**
- **Staff fromother States**

Students: 18/420

Faculty: 7/26

Staff: 1/42

4%

27%

2%

Religious diversity

*Faculty &Staff

*Students

Faculty & Staff: 2/68

3%

- **Our faculty team is also drawn from diverse linguistic and geographical locations to support the diversity and inclusion agenda at TSM. Faculty team includes faculty drawn from rich academic exposure from IIMs, IITs, International University, Central Universities, etc.**
- **Faculty members from other States are provided with residential quarters inside the campus**
- **The Menu of the Food being offered in the hostel is a mix of North Indian and South Indian Cuisine.**

- **The student club of TSM organize programs to celebrate various functions of cultural significance including Holi, Onam, Navarathri, Raksha Bandhan Pongal and Diwali celebrations every year. Due to COVID restrictions such occasions were held low- key and held following Government guidelines.**

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	**No File Uploaded**

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

The Preamble has been shared to the TSM community in the notice Boards of the Institution to create wider awareness.

All International, National and Regional Days of Civilian Importance such as Republic Day, Women's Day, Teachers Day and Independence Day werenotifiedand celebrated following covid guidelines this year.

A 3 credit course titled "Business, Government and Society" has been offered to the Post Graduate students at the I year level to sensitize and empower the students o the subject.

Training sessions on 'genders mainstreaming', 'fire safety', 'communication labs', etc., are organized regularly for faculty and students to encourage positive interactions and safety at TSM. By continuously engaging learners in curricular, co-curricular and extra-curricular activities, TSM promotes the spirit of competition, collaboration and social responsiveness among its learners.

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	[View File](#)
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	D. Any 1 of the above

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

File Description	Documents
Code of Ethics - policy document	**No File Uploaded**
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	**No File Uploaded**
Any other relevant information	**No File Uploaded**

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

- **26th January - Republic Day Celebrations - Event marked by security personnel march past and Director hoisting our national flag in front of the main building**

- **International Women's Day Celebrations – Students organize events among the women employees and contract employees to participate and recognize their special talents.**

- **World Environment Day Celebrations - Plogging**

- **Independence Day Celebrations – Event marked by security personnel march past and Director hoisting our national flag in front of the main building.**

- **5th September – Teachers Day Celebrations**

- **Deepavali Celebrations – Students have organized special event with cultural events where in all faculty, staff and students have participated in the programmes.**

Sports Utsav – The sports that are held under the banner are HIGH 5 (Basketball), INFERNO 2.0 (Cricket), TACKLE (Football) and TANDEM

(Volleyball). The year's event was held during two phases. Basketball, Cricket and Volleyball was held on 13&14 March 2021, whereas Football was held on 27&28 March 2021. The teams participated in the annual event include alumni, colleges and corporate teams.

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	No File Uploaded
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

1. Title of the Practice

Merit-Based & Inclusive Admission Process

2.Objectives of the Practice

To identify potential managerial and leadership talents from across India with diverse set of attributes and aspirations, based on meritorious performance in their academic, curricular, co-curricular and extra-curricctivities. Thes.

The Context

TSM has designed a transparent and effective admission process completely based on the merit of the candidates. The challenge posed due to the Pandemic on the interaction with candidates was addressed duly by making the admission procedure completely online, from the stage of application to the stage of admission. This demanded, committed efforts of the Admissions team and the Faculty members who form an active part of the procedures in identifying the right candidates for the Institution. It also necessitated substantial improvement in the technological infrastructure of the institution. TSM evolved successfully in ensuring the admissions of the allocated seats purely based on merit without compromise

The Practice

The admission process employed at TSM include use of national-level test scores such as CAT/MAT/XAT/ATMA and TN's TANCET. While most institutions in the State focuses more on the test score, TSM approaches the potential candidate, giving equal importance to all aspects of development – curricular, co-curricular, extra-curricular and overall personality of the individual.

A

Weightage of Different Functions

S.No

Item

Marks

1

Entrance Test (CAT/MAT/XAT/ATMA)

35

2

Academic background

20

3

Personal Interview

20

4

Group Discussion

10

5

Written ability Test (WAT)

5

6

Extra/co curricular activities

5

7

Work Experience

5

Total

100

TSM conducted the GD/PI to identify some of the best talents in offer through the online mode. In addition it offered scholarship to the deserving candidates.

1.Evidence of Success

TSM achieved 100% student intake in the year 2019-20 despite the challenges posed by the Pandemic and the student diversity in terms of their gender, education background and work experience (to promote creativity and problem-solving abilities of learners) has also been achieved

Student details

PGDM programme

MBA programme

Sanctioned Intake: admitted

120:120

120:120

Non Engg.: Engg. graduates

65:55

60:60

Male: Female

81:39:00

71:49:00

With Work Experience (%)

11%

17%

2.Problems Encountered and Resources Required

Please identify the problems encountered and resources required to implement the practice (in about 30 words).

Despite significant efforts to improve student's geographic diversity, TSM had challenges in attracting talents beyond South India due to the concerns raised in the pandemic year. Technology enabled Teaching-Learning- Assessment methods and far reaching digital media presence are planned for the upcoming year to address the issues.

3.Notes (Optional) Any other information regarding Institutional Values and Best Practices which the university would like to include.

BEST PRACTICE - 2

   1. Title of the Practice

Contemporary Curriculum and technically empowered pedagogiesto address the challenges posed by the Pandemic 2.Objectives of the Practice

The role of innovative curriculum in enhancing learning experience and outcomes are undeniable. At TSM, we offers graduates with an

MBA/PGDM in General Management and students can choose up to two specializations tailored to their specific interest and needs. The choices and combinations allow learners to define their learning needs as narrowly or broadly as they like. To best suit to the interest of our learners, TSM offers innovative curriculum and pedagogical approaches aimed at providing hands-on experiential learning beyond knowing core management concepts.

3.The Context

Curriculum is the cornerstone of learning opportunities and experiences that help learners understand the world. TSM draws students who are used to semester-pattern in their UG programs, both Engineering and Non-Engineering. As they are formally inducted into the system, a week-long orientation is provided to help them familiarize with the curriculum, delivery methods, evaluation approaches and unique learning processes to be employed. The major challenge is to change their orientation of learning from rote method to that of thinking-learning mode and during this year, this has been achieved through the technology enabled online platform.

4.The Practice

TSM models its curriculum in the lines of IIMs India and follow shorter,trimester-pattern system that emphasizes on learning within the classroom and beyond. Each trimester which spreads across twelve-weeks gives learner the opportunity to quickly get an overview of business management concepts before deep diving into electives of their interests.TSM's teaching-learning process seamlessly blends theory with practice. Courses offered at TSM are clearly structured and defined to include several innovative approaches such as case studies (from HBS and Ivey), simulation, live projects, group projects, interactive webinars by industry executives, workshops, seminars on trending skills and themes and importantly Alumni Interactions. The major constraint faced this year to accomplish this goal is the lack of provision for personal interaction with the learners and the reliance on online mode of education.

5.Evidence of Success

Management education demands a fusion of innovative learning approaches such as case studies, simulation games, in-class learning and live projects, TSM's curricular and delivery excellence in the online mode enabled students to achieve near 100% placements in the corporate sphere with excellent academic performance in consistent

with the previous years.

Placement (Batch of 2020)

Highest Salary:

% of students who passed in I class :

6.Problems Encountered and Resources Required

TSM required a major upgradation in the technological infrastructure and the institution invested its time and energy to evolve successfully. The major Resource requirement were as follows:

1. Uninterrupted Online learning platform to ensure pedogical superiority
2. Technical training for the faculty resources
3. Active support mechanism for the students who are learning in the online mode for the first time
4. Technically sophisticated online assessment tools
5. Multiple mechanisms for feedback on delivery effectiveness

The institution emerged successfully in providing the Contemporary curriculum through technologically empowered pedogogy.

7.Notes (Optional)

File Description	Documents
Best practices in the Institutional website	https://tsm.ac.in/wp-content/uploads/2022/02/Best-Practices-20-21.pdf
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)

Ethics & Value Systems: TSM is committed to its vision of grooming ethical managerial and entrepreneurial leadership through high quality teaching, training and research.

Faculty Quality & Diversity: Courses at TSM are taught by 26 full-time and 40+ visiting faculty. Our faculty members are drawn from the best of institutions such as, International Universities, IIMs, IITs, Central Universities, etc as well as from industry veterans. Our Director Prof. Dr. Murali Sambasivan, with rich academic, research and publication experience, among others stands tall as a testimony to TSM's pursuit to rope in the best-in-class. A simple look at the profile of visiting faculty drawn from industry (MD/CEOs, CFOs, Directors, GMs, etc) speaks volume about faculty quality, experience and the richness of course delivered at TSM.

Student Outcomes: TSM's rigorous and cohort-enabled experiential learning enables our learners to leverage their learned capabilities and perform well academically as well as developing their interpersonal competencies ensuring that they are industry-ready. Personalized attention from faculty, mentor support and career development programs by Placements Cell provide the much-needed support, advise and training to develop, grow and importantly change for career and entrepreneurial success. This has been clearly reflecting in the consistent and continuously successful campus placement records, which is as high as 95%. Feedback from our recruiters and continuous visit by top brands and employers across sectors indicate the overall success of the student-first approach adopted by faculty at TSM.

Research Outcomes: Research and publication are significant indicators of faculty quality. TSM has seen tremendous growth in the quality as well as number of publications of research in top-tier ABDC journal index, Scopus and web of science over the last three years or so. More so, TSM is looking positively to best itself year-on-year.

Institution-Industry Interface Outcomes: Industry interaction and roping in industry professionals on emerging themes and trends is a continuous event at TSM supported by our faculty. Our faculty are also working with MSMEs in Madurai and South Tamil Nadu and supporting them in scaling up their operations and improving on their topline. Towards this direction, Centre of Excellence (COEI) has been established to offer training and incubation support for MSMEs and Start-ups in the region.

Provide web link to:

http://tsm.ac.in/faculty/

Provide the web link to:

- Institutional Distinctiveness on the Institutional website

Provide web link to:

- Appropriate link in the institutional website
- Any other relevant information

Plan of action for the next academic year

Deliver a current and responsive curriculum that promotes ethical, intellectual, and professional development.

As a continuous improvement initiative, TSMs prime itself to deliver a responsive curriculum that emphasizes on student initiative, agency and encourage learners as active participants in the learning process. The process determined is to ensure that the curricular plan and learning materials are provided well in advance to help initiate the learning process and an opportunity for an independent study. Efforts to continuously engage cohort-based discussions, interactions and present their learnings to competent peers and faculty is to be facilitated on all courses. Opportunities for seeking and providing multiple perspectives through presentation, debate and listening skills, a critical competence for business managers and leaders, are integral part of the teaching-learning process to be facilitated.

Promote excellence in scholarly endeavors

Scholarly activities at TSM have shown tremendous improvements over the years evidenced with research and publications at ABDC listed and Scopus-indexed journals. TSM primes to continue to march ahead in its scholastic achievements in the years to come. An incentive scheme is also in operation to motivate and sustain scholastic performances.

Enhance the reputation of TSM through national and international accreditations

TSM is making efforts to enhance its reputation by undergoing accreditation and other quality improvement initiatives over the years. TSM is an ISO certified, NBA accredited (for PGDM) institution and we are striving for international accreditations soon. TSM has also initiated twinning programme with University of Michigan, Dearborn for MS programme. These initiatives are expected to improve TSM reputation at an international level as well.

Develop and enhance the EDP/MDP programs

The imperatives for business schools to offer management development programmes (MDPs) is undeniable. TSM is striving to enhance its reputation as a training institution catering to the training needs of corporates in our region. TSM continues to offer such programmes for SPIC, Hi-tech Arai, and is exploring opportunities at HCL, TVS among other big players in the region.

Enhance the student internship / placement opportunities

Despite our significant achievement as an institution of choice among recruiters with over 95% of our learners are getting placed in corporates, TSM continue to work towards improving on its placement achievements, in terms of, placing our students in diverse industrial/corporate sectors including that of Consulting, Technology companies and other employer of choice.

Develop and build center of excellence and innovation (COEI) to nurture MSMEs and entrepreneurship

TSM has appointed a COO for our Center of Excellence and Innovation (CoEI). This center will concentrate on MSMEs, enhancing the entrepreneurial attitude of TSM students and MDP/EDP programs.

File Description	Documents
Appropriate link in the institutional website	**Nil**
Any other relevant information	**No File Uploaded**

7.3.2 - Plan of action for the next academic year

Promote excellence in scholarly endeavours

- **There is tremendous improvement over the years evidenced with research and publications at ABDC listed and Scopus-indexed journals.**
- **TSM marches ahead in its scholastic achievements and an incentive scheme is also in operation to motivate and sustain scholastic performances.**

Enhance the reputation of TSM through national and international

accreditations

- Efforts taken to enhance College reputation by undergoing accreditation and other quality improvement initiatives over the years.
- TSM is an ISO certified, NBA accredited (for PGDM) institution and striving for international accreditations soon.
- TSM has also initiated twinning programme with University of Michigan, Dearborn for MS programme at the international level.

Develop and enhance the EDP/MDP programs

- TSM caters to the training needs of corporates in our region and has planned to offer management development programmes (MDPs) as a training institution.
- TSM continues to offer such programmes for SPIC, Hi-tech Arai, and is exploring opportunities at HCL, TVS among other big players in the region.

Enhance the student internship / placement opportunities

- TSM has planned to improve its placement by placing our students in diverse industrial/corporate sectors including Consulting, Technology companies and other employers of choice.
- Develop and build Centre of excellence and innovation (COEI) to nurture MSMEs and entrepreneurship
- TSM has appointed a COO for our Center of Excellence and Innovation (CoEI) to concentrate on MSMEs, enhance the entrepreneurial attitude of TSM students and MDP/EDP programs.