



SELF STUDY REPORT
FOR
2nd CYCLE OF ACCREDITATION

THIAGARAJAR SCHOOL OF MANAGEMENT

**PAMBAN SWAMY NAGAR TIRUPARANKUNDRAM MADURAI
625005**

www.tsm.ac.in

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

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Executive Summary

Introduction:

Established in the year 1962 by the great philanthropist and industrialist, Shri. Karumuttu Thiagaraja Chettiar, Thiagarajar School of Management (TSM) began with the aim to impart professional education to managers who had a burning desire to scale up their career potential with better managerial skills.

“TSM”, as it is popularly called, ignited its institution building with an Executive Development Programme (EDP) to enhance the skills of the practising managers and entrepreneurs in the vicinity of Madurai. The success of EDP and the accolades received from the industry provided the impetus to kick-start the Master of Business Administration as a part-time programme in 1972. A full-time MBA course started later in 1986 became a quick success drawing the attention of people from various paths of life.

TSM offers MBA programme approved by All India Council for Technical Education (AICTE) and a one year Programme on Post Graduate Diploma in Data Science & Business Analytics (PGDDSBDA) from 2022 onwards. TSM is also recognized as an approved Research Centre under Alagappa University which enables TSM to offer PhD programme. TSM has been conferred autonomous status by the UGC and Madurai Kamaraj University (MKU).



TSM's MBA admissions are based on CAT/MAT and the State Government selection based on TANCET, have a uniform, transparent fee structure. TSM is a part of the Manickavasagam Charitable Foundation managed by Loyal Textile Mills Ltd. group, which runs a number of institutions including schools and colleges.

The fee structure is low enough not to be a barrier for deserving students. In addition, part /full scholarships are available from the Trust for deserving students.

This 60-Year old institute is located in the heart of Madurai city, in a lush green 40- acre campus with global standard infrastructure. TSM has a high ratio of full-time faculty to students, with most members of faculty holding Doctorates from prestigious institutions like IITs and IIMs.

TSM believes that the training imparted to the students would enable them to keep pace with the fast changing business trends and become the ignition for growth, development and talent building.

Vision:

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:

- 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.
- To groom young men and women into technically proficient, managerially competent, and socially purposeful professionals deeply committed to upholding and practicing the highest standards of probity.
- To help transform entrepreneurial ideas into scalable and sustainable economic and social institutions.
- To promote responsible leadership by seamlessly weaving ethical values, social dimensions and long-term sustainability into all aspects of its activities and academic programmes.

QUALITY POLICY AT TSM

TSM has strong quality assurance policies, procedures and standards. TSM follows ISO standards from 2011 onwards and it is an ISO 9001:2015 Certified Institution, with a dedicated team to ensure compliance. An Internal Audit team verifies that this policy framework is followed, and the audit is conducted once in three months. External auditors from Bureau Veritas conduct surveillance audit every year and recertification audit every three years.

SWOC***Institutional Strength :***

- TSM has been in existence since 1962 and has a good reputation. TSM developed systems and procedures which withstand the test of times
- The biggest asset of TSM is its proficient, experienced and skilled faculty base. About 85% of our faculty members are PhD holders (about 33% from IITs and NITs)
- TSM attracts academically meritorious students for MBA programme and it is one of the top preferred institutions of the students among Private B Schools in Tamil Nadu.
- TSM is gifted with an eco-friendly campus making it suitable for a fully residential programme. The other facilities provided are state of the art Computer Lab, 24/7 Wi-Fi facility, playground for sporting events, Gym hall, Meditation hall, etc.
- Students Clubs across various streams of management completely organised by the students enable practical application of the concepts learned.
- Emphasis is laid on research and publications and adequate research infrastructure is provided. Research incentive schemes in place to motivate the faculty members
- The fee is very reasonable for the facilities provided ensuring good ROI and Payback period.
- Two months of Internship provides students with the hands-on experience and they learn the intricacies involved in the field.

- Student driven events like Yukti enrich their learning and they effectively guided by the faculty.
- Well-functioning library with more than 33000 books and plethora of e-resources such as Harvard Business School Publishing, EBSCO, Elsevier, Emerald, CMIE Prowess, Refinitiv etc and is one of the best libraries among the B-schools in the region
- Technology driven campus with 24x7 Wi-Fi facility, Turnitin plagiarism software to check the students' assignments, roll call software to manage the students' attendance and other hardware and software to enhance the students learning
- Strong alumni base of around 3400 spread across the globe
- Strong placement team, evident by the ability to attract good organisations for placement of students
- TSM has diversity in student and faculty population in terms of profile and demographics.
- MDPs for the organisations in and around Madurai
- Training and consultancy for MSMEs development
- Six MoUs with foreign universities

Institutional Weakness :

- TSM being located at Madurai makes it less visible and difficult to access from other states.
- PhD Programme is very new
- Lack of international accreditations

Institutional Opportunity :

- Increasing demand for Management graduates in the corporate world.
- The industry demands high analytical skills, and TSM provides Analytics courses across all streams.
- High demand for consultancy and research services from reputed institutes of management among the emerging players of tier –II cities
- Government support for National and International Collaborations
- Changes in the national education policy
- Initiatives in innovation and entrepreneurship (especially, MSMEs)
- Exploring study abroad/dual certificate opportunities

Institutional Challenge :

- Competition and faculty attrition – emergence and expansion of business schools
- Fluctuation in the job market is the biggest challenge faced by any B-school.
- Upcoming B-schools act as a stiff competition.
- Publishing articles in top category journals take more time
- Getting International tie-ups with top universities

Criteria wise Summary

Curricular Aspects :

- The curricula offered at TSM are guided by the strong Vision and Mission statements judiciously envisioned and carefully crafted to produce ethical, intellectual, and value-oriented leaders.

- The program outcomes are grounded on these vision and mission statements that acts as a beacon for the course curricula. To ensure that the curricula adhere to these guiding principles and has far-reaching contributions to the local, regional, national and global needs, the curricula undergo a stringent review process.
- The experts from industry and academia discuss on the pedagogy in the Board of Studies and Academic Council meeting and ensure that the curricula are contemporary and relevant to the needs of the industry, government, society, and the environment at large.
- The inputs for designing, developing, and revising the courses are derived from the feedback received from students, alumni, faculty, and employers every year, deliberated and discussed in the faculty council meetings. Thus, the core courses that establishes the foundation for management disciplines are scrutinised and revised every year based on the feedback from stakeholders.
- Any proposed new course undergoes multiple levels of scrutiny from external experts, internal faculty, BOS members and academic council members to ensure that the course outcomes are relevant and contribute to the local, regional, national, and global needs.
- By offering contemporary and relevant courses, the structure and system adopted by the institute ensures that the students develop their employability and entrepreneurial skills and capabilities.
- The consistent placement record is a testimony to the rigor and relatedness of the curricula in meeting the needs of the industry. The students are also offered a wide array of electives to make a choice that best aligns with their interests and career prospects.
- For the 15 elective courses that the students are required to subscribe to, TSM offers 60 course options, a proportion that very few standalone institutes in the country can currently boast of. Several value-added courses are offered every year that spans from grooming the students and honing their soft skills to broadening the perspectives for their holistic development.

Teaching-learning and Evaluation :

Teaching Learning process is the core of TSM's philosophy, and the following are its highlights:

- TSM attracts a good mix of diverse students against the sanctioned intake and reservation criteria. The institution admits students from diverse backgrounds like arts, science, engineering, commerce etc
- Advanced learners and slow learners are identified, and various special programmes are offered for them separately
- TSM has 31 full-time faculty members out of whom 26 have completed PhD. Faculty members are from geographical diverse areas and bring varied and rich teaching and industry experience, professional qualifications, research expertise.
- TSM encourages faculty members to adopt various teaching methodologies to satisfy students' diverse expectations, interests, and capabilities. They use a combination of experiential learning, participative learning and problem-solving methodologies to equip students. HBS case studies, Simulation games, live projects, internships, industry analysis, mock interviews etc are made an integral part of the curriculum and provide students with scope for practical application of what they learn in class.
- Club activities, events (management, cultural and sports) and celebrations are all coordinated by students and provides them with practical insights.
- Faculty members use a wide range of pedagogy including case study discussions, group discussions, presentations, role plays, debates, management games, moot court etc to make students participate and learn from the experience.
- The effectiveness of the teaching learning process is enhanced by integrating technology into everyday classroom teaching. A variety of software and tools such as Zoom, Moodle, Mentimeter, Kahoot, etc are used in this process.
- TSM has a strong mentoring system.
- ICT based reforms in the examination system were brought in using software like Moodle and METTL
- TSM has an ERP system with a dedicated module for examination by which following activities are conducted and monitored online – course-wise students attendance, results and grades of each student for

each trimester, generation of trimester and consolidated gradecards, etc. Results can be viewed by students through their student's login on the institute portal.

The effectiveness of teaching learning process has resulted in the 98% pass percentage and 92.5% final placements with Rs.7 lakhs average CTC for the 2022 batch.

Research, Innovations and Extension :

- TSM Madurai believes that research is the catalyst to the institution's success. The Institution continuously strives to promote research in various streams of management through numerous initiatives.
- The institute has excellent and well-qualified faculty who are encouraged to indulge in the research process by offering seed funds, fund support to attend national and international conferences, and incentives for publication in International peer-reviewed journals.
- As a result, the institute is ranked among the top 100 B-School in India by NIRF (2022), the Ministry of Education, Government of India and the research scores have improved by 300% when compared with the previous year.
- TSM is a recognised research centre under Alagappa University offering a PhD Degree programme from 2021. The institute has a fully functional Library, a dedicated journal section, and access to HBSP, SAGE, CMIE, Elsevier, Research Gate, EBSCO, Emerald, Refinitiv and other journals.
- The intellectual capital of a business school is viewed from the research and publications they make. Research tools like Turnitin, NVIVO, SPSS, AMOS, PLS SEM and JMP are available in campus. This could be used to track the progress of the intellectual capital of TSM, academic year-wise. In the last 5 years, the institute's faculty contributed 15 book chapters and 150 research papers in various reputed journals, including 120+ research papers in SCOPUS Journal and has attended 57 Workshops/Conferences.
- The faculty members were actively involved in conducting 17 MDPs and 22 research/consultancy projects in the past five years; both MDPs and Consultancy work helped the faculty to generate revenue of Rs. 71 lakhs.
- The institute has a total of fifteen MoUs of which six are for the exchange program for students and faculty with foreign universities and nine are for industrial training & visits, and guest lectures, and placement for trained students with industries.
- The Institution organises a variety of extension and outreach activities that are directly related to the academic, social, and cultural fabric of students. Extension activities are organised as a part of Swachh Bharat and Yoga Day. TSM is also registered under Unnat Bharat Abhiyan.

Infrastructure and Learning Resources :

- TSM is a 60-year-old institute in the heart of Madurai, on a lush green 40-acre campus with global-standard infrastructure. TSM recognises that physical infrastructure is critical to the Institute's development and achievement of its mission and vision.
- The Institute has created a cutting-edge physical infrastructure that includes Wi-Fi connectivity throughout the campus, well-furnished and ICT-enabled classrooms, an excellent library facility with reading rooms, well-furnished audio-video enabled auditoriums, examination hall, fully equipped seminar rooms, spacious faculty cabins, cutting-edge IT lab, large playgrounds, separate gymnasiums for boys and girls, facilities for outdoor and indoor games, and well-maintained guest house, and excellent hostel accommodation, to cite a few.
- TSM's physical infrastructure and facilities are exceptional. The institute is spread across 40 acres, 60% of which is open space and well-decorated with plants and trees.
- On campus, the institute has planted approximately 15,000 plants and trees with hundreds of different species. The institute is set in peaceful surroundings that are ideal for managerial education.

- All offices, faculty rooms, and the boardroom are air-conditioned. They are equipped with a whiteboard, bookshelves, quality furniture, and a direct phone facility. All the faculty members are provided with individual desktops/laptops connected to a printer.
- The IT department takes care of the IT infrastructure, and the institute has a qualified technical team for maintaining computer and networking facilities. The institute provides 24 x 7 access to intranet and the internet to all the users viz. faculty, student staff, guests, and visitors.
- The institute has always focused on student-centric teaching and learning. In this process, the ICT-enabled infrastructure plays a vital role. The availability of quality audio-video systems and multimedia projectors in classrooms facilitates the faculty member. The use of Microsoft Office 365 tools, videos, and online databases in classrooms helps the students master the basic and advanced understanding of the subject with greater clarity in applying the concepts.
- The institute has 175 client-server systems, including 23 laptops and software to provide a better learning environment.

Student Support and Progression :

TSM, as outlined in its Mission statement, strives toward the holistic development and progression of the students.

- To support the meritorious students who are economically and socially underprivileged, the institute offers scholarships to deserving students. Besides, the institute also supports the government-recommended scholarship schemes.
- The students are also provided freeships in programs that help in the student progression. Several capacity-building and skill development programs are periodically organised to ensure that the students develop the skills required for successful career progression.
- The soft skills training, aptitude training classes, mentor-mentee system and the involvement of students in academic and administrative clubs and committees motivate the students to empower themselves in various functional areas.
- Apart from the classroom learning to get the experts view TSM has conducted over 80 guest lectures in the last three academic years, and these training programs include marketing, operations, HR, strategy, and finance areas. Apart from academic activities, students are also encouraged to participate in extra-curricular activities.
- The sporting infrastructure and the dedicated physical instructor motivates the students to collectively engage in sporting activities. Besides, the institute supports the student's participation in inter-college and university sports tournaments.
- The campus is vibrant throughout the year with cultural and sports events lined up one after the other. There are separate clubs for managing the sports, cultural and other administrative activities all of which come under the office of the student affairs council.
- The general secretaries of each council work with the student community to ensure the students' overall welfare.
- TSM Placement Cell creates the platform for employment opportunities in esteemed organisations and opens the door for world-class training through summer internship programs.

The holistic development of the students through the strong mentoring program and the consistent support of the institute is manifested by the consistent placement record of over 90% and pass percentage of over 98%. The steady increase in the average CTC, which stands at 7 LPA for the previous passing batch, is a perfect testimony to the institute's focus on students' progression.

Governance, Leadership and Management :

- TSM is one of the few private institutions where TSM faculty members drives the faculty recruitment & selection and students admissions. Ethics & Meritocracy are two fundamental values faculty members look for while admitting a student or selecting a faculty member in their team.
- TSM is managed by Manickavasagam Charitable Foundation(MCF) backed by Loyal Textiles Mills Limited Group.
- TSM is unaided and fully self-financed private entity which relies on the student fees for mobilisation of funds. The revenues generated from MDP and consulting contribute to the other source of funds which is shared with the faculty members.
- The funds so generated are optimally utilised for meeting various expenses and making investments. When required, additional financial support is received from MCF for capital and operating expenditures.
- Ably guided by the **undiluted core values of meritocracy and quality education** at an affordable price, the institute is committed to provide a rich value-based education system that does not merely stop with imparting knowledge, moulding dynamic leaders and resourceful entrepreneurs.
- It goes one step further in playing an active role in shaping their character so that the graduates who step out are merely intellectual outstanding but are good human beings as well.
- TSM the second oldest Management School in India, and comes with strong principles of accountability and governance. Loyal Textile Mills Ltd Group, well known for their business acumen, established the School, and these are transformed at Institution level as well.
- Record maintenance is a key aspect of TSM governance, and periodical audit is conducted to verify and validate financial acquittal at TSM. Similarly, admission procedures are properly documented at the student level, and students are tracked even after graduation.
- The Advisory Board is responsible for overall governance and comprises distinguished members with solid track record in business processes and credible standing in the local community.
- Further, there are many channels of communication, access to board members and senior managers within the institution, and these channels provide uninterrupted information flow within and beyond the institution. These overall procedures assure governance in the Institution.

Institutional Values and Best Practices :

- TSM is highly sensitive towards environment-friendly practices and takes necessary actions to preserve the environment by using LED lights, rainwater harvesting, yearly plantation of trees, biogas for cooking, etc., apart from this the institute has installed a sewage treatment plant to protect the environment. TSM conducts green audit regularly and campus is blessed with bio-diversity with lot of flora and fauna.
- The institute is very keen on providing updated information to the students to make them industry ready. The curriculum is updated periodically with the latest information and new courses are being offered to the students.
- The institute is not only focused on educating the students on business and management tactics but also enhances the students to be socially responsible citizens, which is important to our society.
- Every student at TSM is infused with a thought of serving the society in some way or the other.
- Rural Development Immersion Programme help the students to sensitise on the various social issues of poverty, inequality and development in rural and urban context.
- TSM promotes inclusiveness in all its actions. Our admission policy is purely based on merit and has set the background of inviting inclusiveness in all cultures, religions, and linguistic diversity.
- 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 Universities, Central Universities, etc. Institution celebrates / organises national and international commemorative days, events and festivals.
- Two best practices identified by the previous NAAC team include students cafeteria, Central Perk is managed by the students and admissions purely on merit.
- Both the above practices are followed religiously and implemented. Further to the IQAC committee deliberations and proposals, we would like to putforth the following two best practices which we

implemented after the previous NAAC cycle. ICT Integrated Teaching Learning Process & Research and Promotion & Enhancement of Research Capabilities.

TSM has been certified as Eat Right Campus and has been awarded with 5-Star rating as per the guidelines established by Food safety and Standards Authority of India.

Profile

BASIC INFORMATION

Name and Address of the College	
Name	THIAGARAJAR SCHOOL OF MANAGEMENT
Address	Pamban Swamy Nagar Tiruparankundram Madurai
City	Madurai
State	Tamil Nadu
Pin	625005
Website	www.tsm.ac.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Selvalakshmi M	0452-2486900	9843351013	-	principal@tsm.ac.in
IQAC / CIQA coordinator	Denisia S P	0452-2484099	9442753606	-	denisia@tsm.ac.in

Status of the Institution	
Institution Status	Self Financing

Type of Institution	
By Gender	Co-education

By Shift	Regular
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Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details	
Date of Establishment, Prior to the Grant of 'Autonomy'	01-01-1962
Date of grant of 'Autonomy' to the College by UGC	01-08-2010

University to which the college is affiliated				
State	University name	Document		
Tamil Nadu	Alagappa University	View Document		
Tamil Nadu	Madurai Kamraj University	View Document		
Details of UGC recognition				
Under Section	Date	View Document		
2f of UGC	11-04-2009	View Document		
12B of UGC	21-02-2020	View Document		
Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
AICTE	View Document	25-06-2021	12	

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	Yes
If yes, name of the agency	National Institutional Ranking Framework Ministry of Education Government of India
Date of recognition	15-07-2022

Location and Area of Campus				
Campus Type	Address	Location *	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Pamban Swamy Nagar Tiruparankundram Madurai	Urban	40.79	2906

ACADEMIC INFORMATION

Details of Programs Offered by the College (Give Data for Current Academic year)						
Program Level	Name of Program/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
PG	MBA,Management	24	Any UG	English	120	120
PG Diploma recognised by statutory authority including university	PG Diploma,Management	12	Any UG	English	40	21
Doctoral (Ph.D)	PhD or DPhil,Management	0	MBA with Qualifying Exam	English	24	7

Position Details of Faculty & Staff in the College												
Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	7				5				19			
Recruited	5	2	0	7	4	1	0	5	13	6	0	19
Yet to Recruit	0				0				0			
Non-Teaching Staff												
	Male			Female			Others			Total		

Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				35
Recruited	16	19	0	35
Yet to Recruit				0

Technical Staff

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

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	4	2	0	4	1	0	11	4	0	26
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	1	0	0	0	0	0	2	2	0	5
UG	0	0	0	0	0	0	0	0	0	0

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

Part Time Teachers

Highest Qualification	Professor			Associate Professor			Assistant Professor			
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Total
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	1	0	0	0	0	0	0	0	0	1
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	1	0	0	0	0	0	0	0	1
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties

Number of Visiting/Guest Faculty engaged with the college?	Male	Female	Others	Total
	10	2	0	12

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

Program		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
PG	Male	131	0	0	0	131
	Female	109	0	0	0	109
	Others	0	0	0	0	0
PG Diploma recognised by statutory authority including university	Male	16	0	0	0	16
	Female	5	0	0	0	5
	Others	0	0	0	0	0
Doctoral (Ph.D)	Male	6	0	0	0	6
	Female	1	0	0	0	1
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years

Category		Year 1	Year 2	Year 3	Year 4
SC	Male	4	4	6	6
	Female	7	2	1	7
	Others	0	0	0	0
ST	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
OBC	Male	47	58	50	42
	Female	40	39	40	35
	Others	0	0	0	0

General	Male	13	9	4	16
	Female	9	7	17	14
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		120	119	118	120

Provide the Following Details

Number of Programs	UG programs not covered under the Autonomous status of UGC	PG programs not covered under the Autonomous status of UGC	Professional Programs offered	Self-financed Programs offered	New Programs introduced during the last five years
	0	0	2	3	1

EVALUATIVE REPORT OF THE DEPARTMENTS

Department Name	Upload Report
Management	View Document

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	TSM is a standalone business school offering programmes in business management. TSM may consider collaboration with other national and foreign universities for offering multidisciplinary/interdisciplinary programmes. Currently TSM has MoUs with Six Foreign Universities.
2. Academic bank of credits (ABC):	TSM is registered in National Academic Depository by University Grants Commission. This would enable TSM to permanently store all academic certificates issued by the institution. This will make real time verification and retrieval of these certificates possible at any time.
3. Skill development:	TSM since its inception has a proven track record of placements. TSM focus on skill development and continuously trained students on various skills such as decision making , communication, leadership, analytical, problem solving and other life skills required for a manager.

4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	ICT integrated teaching and learning process which provides borderless training. Students are encouraged to enroll in courses offered in NPTEL, SWAYAM and Coursera.
5. Focus on Outcome based education (OBE):	Course outcome, program outcome and program educational outcome are all integrated with the vision and mission of the institution. This learning outcomes are based on blooms taxonomy and is reflected in all academic activities right from classroom delivery to evaluation.
6. Distance education/online education:	TSM is an autonomous institution which is affiliated to Madurai Kamaraj University. Currently we are not offering any distance/online education.

QIF

1. Curricular Aspects

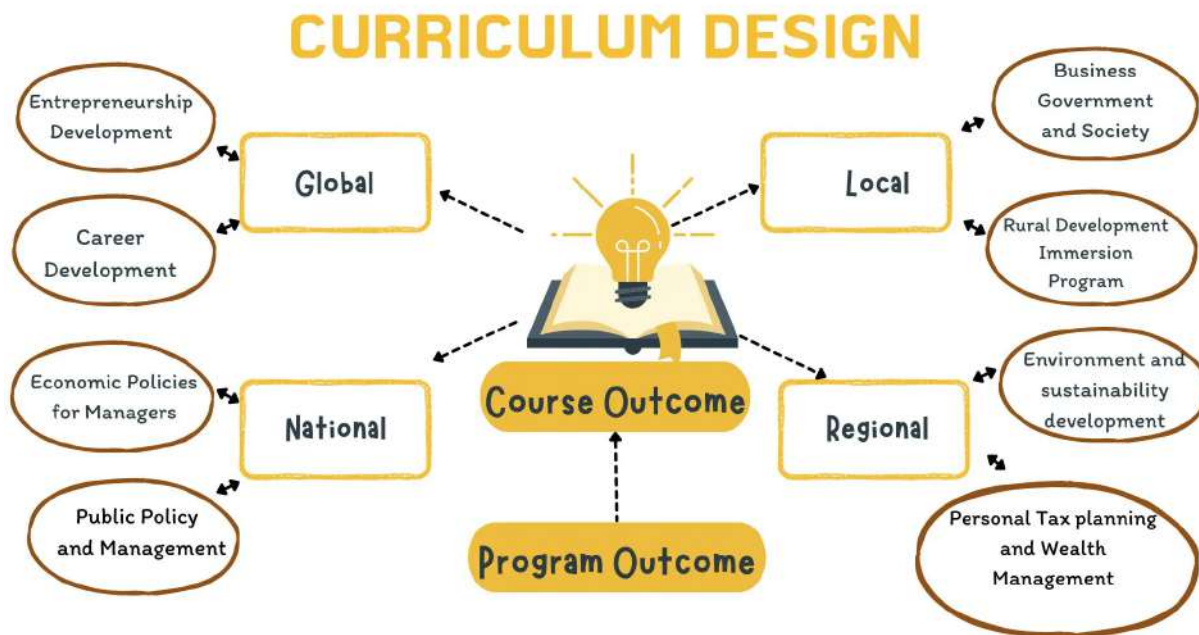
1.1 Curriculum Design and Development

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

Answer:

At TSM, the MBA program is developed to foster students who can graduate as knowledge sources that contribute to the holistic and integrated development of the business, government, and society. With these precise objectives, TSM has clearly outlined the program outcomes that reflect the institute's vision and mission and set the direction for all its stakeholders. The program outcome covers several dimensions of holistic development and focuses on the higher order thinking skills such as understanding the fundamentals, applying acquired knowledge, enhancing critical thinking skills, developing value-based leadership ability, and enhancing creativity. Thus, the program objectives are designed keeping in mind the demands of the local and global business environment.

The program outcomes are ensured by offering courses catering to various business domain needs. These courses are developed with clearly stated course outcomes to ensure that the students possess the required knowledge, attitude, and skills relevant to the local, regional, national and global demands.



With the motto "Learn to Learn," TSM believes in inculcating the culture of continuous learning for sustained growth for our students and the faculty community. As prescribed by the NBA-AICTE, the course objectives are framed to reflect the program objectives. Accordingly, the course instructors design, develop and refine their course contents and delivery modes by learning from their students, peers, industry experts, and seasoned academicians in the field of their study. The mandatory yearly review process held as a part of the BOS meeting and the academic council meeting facilitates this learning. The BOS comprises five IIM professors and three senior industry experts who ensure that the courses are considered for revision yearly. They insist on making the curricula current, relevant, and contemporary to produce industry-ready students who can contribute to their organization from day one.

The processes set out by the IQAC ensure that all the courses are delivered only after an expert committee reviews them for their relevance and importance in addressing local and global issues. Thus, the program and course outcomes draw the operating framework for instructors and also set the expectation of the students. Such carefully crafted program and course outcomes nurture the business acumen, analytical skills, creativity, and critical thinking skills required for any business manager and inherently develop their employability skills. The 90% placement record over the last five years, with a package of over five lakhs, is a testimony to the relevance of the curricula in meeting the demands of the industry.

In resonance with the vision of creating students who appreciate ethical values and responsible practices, courses are offered to the student community to make them better citizens and contributors rather than mere consumers in this world of symbiotic coexistence. This array of curricula developed and delivered in different modes over six trimesters ensures the achievement of the defined program and course objectives. By creating responsible managers focused on the local and regional businesses, TSM contributes to the nation-building process.

Any additional information

[View Document](#)**1.1.2 Percentage of Programmes where syllabus revision was carried out during the last five years.****Answer:** 100**1.1.2.1 Number of all Programmes offered by the institution during the last five years.****Answer:** 1**1.1.2.2 How many Programmes were revised out of total number of Programmes offered during the last five years****Answer:** 1

File Description	Document
Minutes of relevant Academic Council/BOS meeting	View Document
Details of program syllabus revision in last 5 years(Data Template)	View Document

1.1.3 Average percentage of courses having focus on employability/ entrepreneurship/ skill development offered by the institution during the last five years**Answer:** 98.95**1.1.3.1 Number of courses having focus on employability/ entrepreneurship/ skill development year-wise during the last five years..****Answer:**

2021-22	2020-21	2019-20	2018-19	2017-18
77	70	71	71	74

File Description	Document
Programme / Curriculum/ Syllabus of the courses	View Document
MoU's with relevant organizations for these courses, if any	View Document
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View Document
Average percentage of courses having focus on employability/ entrepreneurship(Data Template)	View Document

1.2 Academic Flexibility**1.2.1 Percentage of new courses introduced of the total number of courses across all programs offered during the last five years.****Answer:** 17.44**1.2.1.1 How many new courses are introduced within the last five years**

Answer: 64

1.2.1.2 Number of courses offered by the institution across all programmes during the last five years.

Answer: 367

File Description	Document
Minutes of relevant Academic Council/BOS meetings	View Document
Institutional data in prescribed format	View Document
Any additional information	View Document

1.2.2 Percentage of Programmes in which Choice Based Credit System (CBCS) / elective course system has been implemented (Data for the latest completed academic year).

Answer: 100

1.2.2.1 Number of Programmes in which CBCS / Elective course system implemented.

Answer: 1

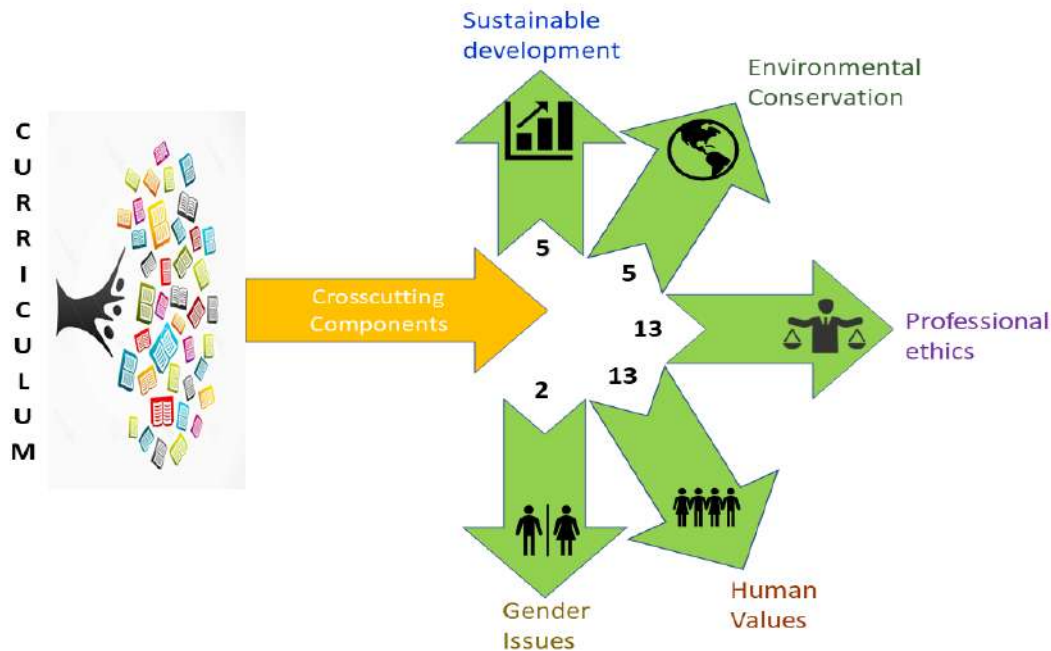
File Description	Document
Minutes of relevant Academic Council/BOS meetings	View Document
Institutional data in prescribed format	View Document
Any additional information	View Document

1.3 Curriculum Enrichment

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

Answer:

It is not just about the gathering of knowledge but about its application that decides the outcomes of education. The positive outcomes are realized only when education can propel the students to acknowledge and appreciate the importance of equitable and sustainable growth. TSM believes in the holistic development of its students and their ability to contribute to the nation-building process. Therefore values, ethics, and sustainability in management education are outlined in TSM's mission statement that drives the curricula to integrate issues pertaining to professional ethics, inequalities, human values and the importance of environment and sustainable practices. TSM offers special courses every year that cater to the above-mentioned issues and practices to shape the thoughts and actions of future managers.



Human Values and Professional Ethics:

The curricula include courses on ethics and governance developed to cultivate a habit of ethical behavior by introducing the importance and implications of ethics in business practices. As an institute with an uncompromising sentiment on values, the students are groomed through academic and non-academic engagements to indulge only in ethical behaviors that uphold their values. Yoga and meditation classes are conducted to improve students' physical and mental health.

Environment and Sustainability:

The curricula, leaning on the Institute's mission statement, focuses on educating the students on the importance of contributing to society and the environment. Green and sustainability concepts are introduced in multiple areas like human resource management and marketing to bring these perspectives into the students' thought process. Also, the course on business, governance, and society enlightens the students on integrating different stakeholders and imparts the importance of collective growth. Students are also exposed to the needs of the rural community by engaging in Rural Development Immersion Program that inculcates the importance of inclusive growth.

Gender:

Besides informing the students on the legal requirements of equal and fair representation and treatment of people from diverse demographic backgrounds through courses on Labor Legislation and Administration, TSM allows the students to learn by experiencing it on campus. The gender diversity and inclusion practices at TSM are exemplary, with the key office holdings held by female leaders. The offices of the principal, head

of admissions, comptroller of examinations, and IQAC are all owned by female counterparts of TSM, whose contributions are acknowledged by all stakeholders. Students are, thus, sensitized to the importance of gender diversity and inclusion in business and society both from the legal and value aspects.

File Description	Document
Upload the list and description of the courses which address the Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum	View Document

1.3.2 Number of value-added courses for imparting transferable and life skills offered during last five years.

Answer: 10

1.3.2.1 How many new value-added courses are added within the last five years

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
3	1	2	3	1

File Description	Document
List of value added courses (Data Template)	View Document
Brochure or any other document relating to value added courses	View Document

1.3.3 Average Percentage of students enrolled in the courses under 1.3.2 above.

Answer: 90.3

1.3.3.1 Number of students enrolled in subject related Certificate or Add-on programs year wise during last five years

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
238	236	239	239	120

File Description	Document
List of students enrolled	View Document
Any additional information	View Document

1.3.4 Percentage of students undertaking field projects/ internships / student projects (Data for the latest completed academic year)

Answer: 100

1.3.4.1 Number of students undertaking field projects / internships / student projects

Answer: 238

File Description	Document
List of programs and number of students undertaking field projects / internships / student projects (Data Template)	View Document
Any additional information	View Document

1.4 Feedback System

1.4.1 Structured feedback for design and review of syllabus – semester-wise / year-wise is received from

1) Students, 2) Teachers, 3) Employers,

4) Alumni

Answer: C. Any 2 of the above

File Description	Document
Any additional information	View Document
Action taken report of the Institution on feedback report as minuted by the Governing Council, Syndicate, Board of Management	View Document
URL for stakeholder feedback report	View Document

1.4.2 The feedback system of the Institution comprises of the following :

Answer: A. Feedback collected, analysed and action taken and report made available on website

File Description	Document
Any additional information	View Document
URL for stakeholder feedback report	View Document

2. Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Average Enrolment percentage (Average of last five years)

Answer: 99.17

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

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
120	119	118	120	118

2.1.1.2 Number of sanctioned seats year wise during last five years

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
120	120	120	120	120

File Description	Document
Institutional data in prescribed format (Data Template)	View Document
Any additional information	View Document

2.1.2 Average percentage of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (exclusive of supernumerary seats)

Answer: 65

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

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
41	37	38	41	38

File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document

2.2 Catering to Student Diversity

2.2.1 The institution assesses the learning levels of the students and organises special Programmes for advanced learners and slow learners

Answer:

A wide range of continuous assessment components like mid-term test, presentations, quiz, case studies, assignment etc are used to evaluate students continuously and periodical feedback is provided to students. Advanced learners are students who score 8 CGPA and above and the students who have failed in the assessments (Mid Term / End Term) are slow learners.

The special programmes that the institution has designed for advanced and slow learners are as follows:

Special Programmes for advanced learners.

Advanced learners are encouraged to apply for professional qualifying examinations like Certified Financial Analyst (CFA), Cost and Management Accountants (CMA), UGC-NET etc. They are motivated to participate in paper presentation, quiz and other such events in intercollegiate competitions, conferences and management events

From the academic batch 2021-2023, the institution selects its academically bright students under “Dean’s List” banner. The Dean’s List is an academic recognition of those students who demonstrate the highest degree of academic excellence in each trimester by earning a GPA of more than or equal to 8.00 in that given trimester. In each trimester, the students chosen for the Dean’s List will be awarded with a certificate duly signed by the Director, Principal and Dean.

They will represent the institution in exclusive events and competitions like RYLA, (Rotary Youth Leadership Award), competitions conducted by IIM's and other such institutes. They will take up leadership roles in student events like YUKTI, Sports and Cultural events etc. They will also head the various clubs and coordinate the club activities.



Faculty members guide advanced learners to publish research articles in reputed journals. They also have the opportunity to convert their Summer Internships projects into research papers under the guidance of their SIP Faculty guide. Top 10 performers in the SIP are recognized with cash prize and Certificate.

Course of Independent Study - Advanced learners can undertake an industry-based or research project for a duration of 1 trimester to explore a topic in-depth in his/her area of special interest. This course carries 3 credits and the grade will be mentioned in the VI Trimester grade card.

Special Programmes for slow learners:



Remedial sessions are arranged for slow learners and Faculty members supplement classroom teaching by using one to one/group discussions, doubt clearing sessions and continuous assessments and feedback to clarify the doubts and pay specific attention to them. They are given group assignments and projects so they can work together with others and learn better. Additional reading materials are also provided, wherever needed.

Slow learners are individually counselled by their Faculty Mentor and by the Dean. To improve their confidence, they are given opportunities to do live projects from the small and medium scale industries in and around Madurai.

Slow learners are encouraged to participate in various club activities and improve themselves. They form part of the committees that run the clubs, management events, sports and cultural events etc. To enhance their confidence and improve their communication skills, students are given presentations as part of some of the courses. They present case studies, articles and also other relevant topics.

File Description	Document
Any additional information	View Document

2.2.2 Student - Full time teacher ratio (Data for the latest completed academic year)

Answer: 7.68

File Description	Document
Any additional information	View Document

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

Answer:

The institution encourages Faculty members to adopt a variety of teaching methodologies to satisfy the diverse expectations, interests and capabilities of students. Hence they use a combination of experiential learning, participative learning and problem solving methodologies to equip students.

Experiential learning

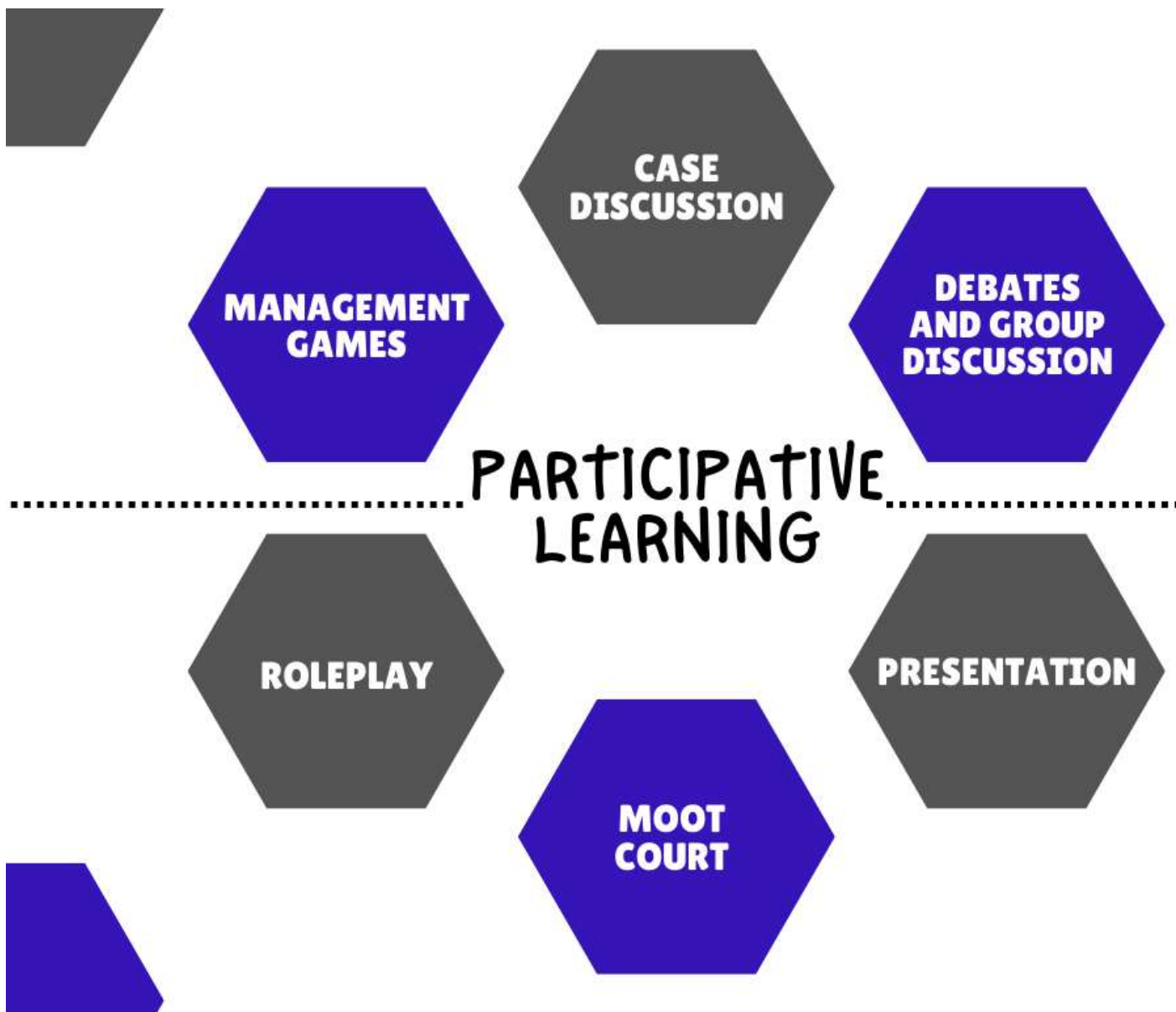
Experiential learning exercises like simulation games, live projects, internships, industry analysis, mock interviews etc are an integral part of the curriculum and provide students with scope for practical application of what they learn in class. Club activities, events (management, cultural and sports) and celebrations are all coordinated by students and provides them with practical insights. The café is run by a group of students and it provides them an opportunity to hone a variety of management skills.

EXPERIENTIAL LEARNING EXERCISES



Participative learning

Faculty members use a wide range of pedagogy including case study discussions, group discussions, presentations, role plays, debates, management games, moot court etc to make students participate and learn from the experience. Every year a panel discussion is planned to analyze the impact of the Union budget, followed by a talk by industry experts where they share their views on the budget.



Problem Solving Methodology

To enhance the problem solving capabilities of students, Case studies are extensively used. Business cases provide an excellent forum for the learners to discuss, debate, make decisions and dwell on the merits of the problem at hand and imbibe management lessons. Case study method of teaching simplifies the complex concepts and it exposes the students to real life business problems and helps to think critically and apply the concepts. The institution has entered into an agreement with Harvard Business School Publishing for using its repository of cases and faculty members use 3 to 4 cases per course. Besides, our faculty members prepare their own cases with real and simulated situations.

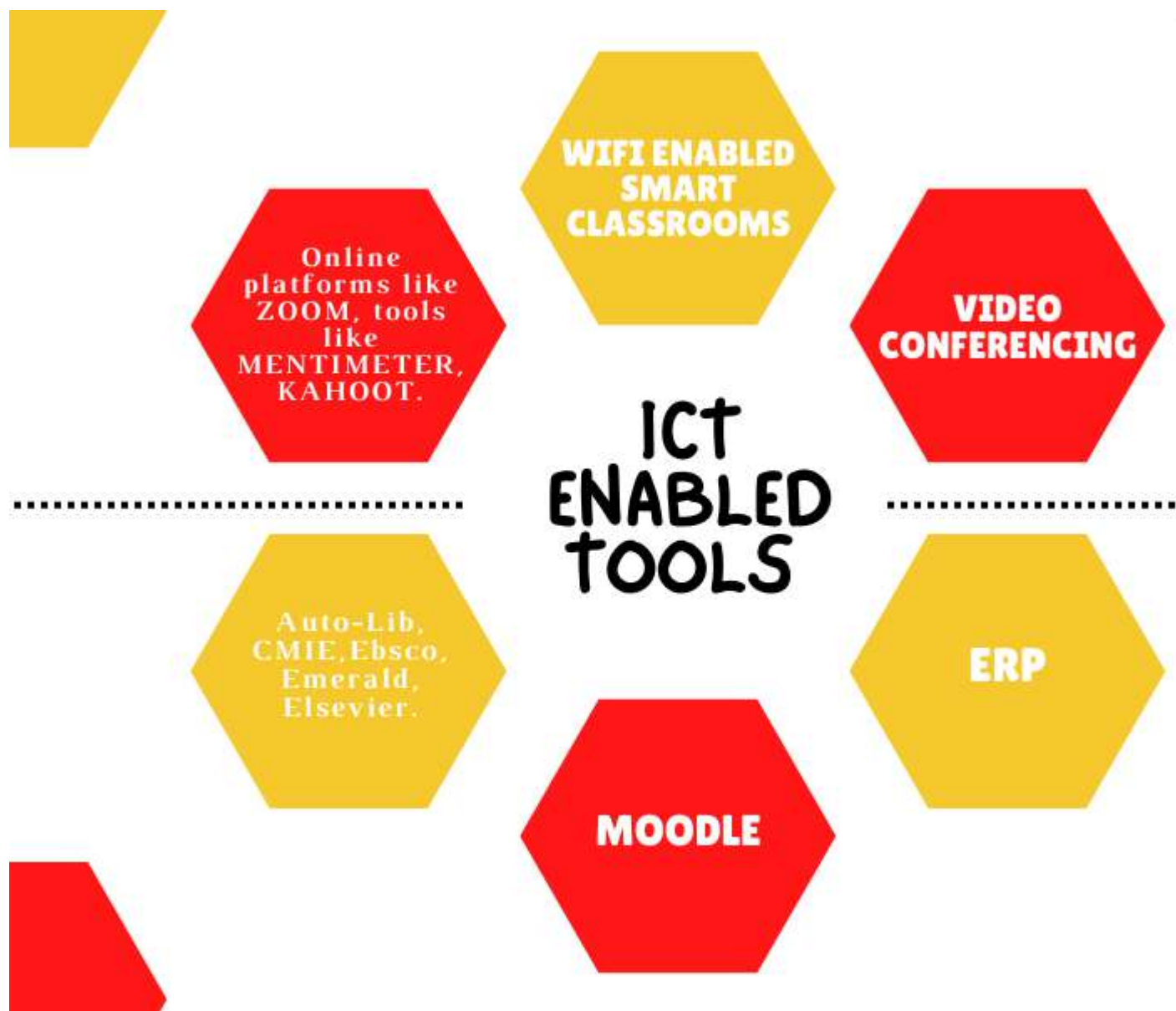
Also, certain courses require students to do live projects and internships with companies during the course and come out with their inferences and give suggestions to the company based on the findings. This helps in stimulating interest in the course taught and also to think further and apply the concepts taught to solve business problems faced by the companies.

[Any additional information](#)[View Document](#)

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

Answer:

TSM provides free Wi-Fi enabled classrooms, smart classrooms, LCD, Computer Labs, Video-conferencing classrooms etc., Students can work in the institution using ICT equipment. Faculty members use a variety of ICT tools like PPT's, audio-visual aids, simulation exercises etc. for knowledge dissemination.



Faculty members are trained on the use of ICT enabled tools to enhance effectiveness of class room teaching. During the COVID 19 pandemic faculty members took efforts to reach out to students through the means of online platforms like ZOOM. Special care was taken to ensure an effective teaching learning mechanism by training faculty members on online tools like Mentimeter, Kahoot etc.

“Moodle” is an ICT enabled platform used extensively in Teaching, Learning, and Evaluation to deliver quality learning experiences for the enrolled course. The free open - source learning management system provides a single robust, secure and integrated system creating personalized learning environments. MOODLE is used for sharing course plans, assignment guidelines and information, submitting assignments, online quizzes etc.

As an enabling tool, centralized ERP systems incorporated provide information and processes easily accessible to all key stakeholders for supporting day to day operations, information support, process queries, maintain records and thereby ensuring transparency in all our operations. The ERP system used in TSM tracks and provide details such as time-table, event schedules, view and generate attendance reports, program and courses (enrolled courses), exhibit course roaster reports, collect fee payment, monitor all academic works and Examination related processes. By eliminating many of the manual day today entry of data by faculty and administration personnel, the ERP system has enabled us to focus on our core competencies.

The library has computerized all its housekeeping activities using Library software AUTOLIB that is being maintained and updated regularly, which is connected to campus wide network. AutoLib App connects the Library and its users. It provides the following facilities – facilities to search for books, online renewal and reservation of books, CMIE remote access, Ebsco online database remote access, Emerald, Elsevier e journal remote access etc

Email is the primary mode of communication and Faculty members, staff and students have dedicated email ID's with tsm.ac.in.

File Description	Document
Any additional information	View Document
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	View Document

2.3.3 Ratio of students to mentor for academic and other related issues (Data for the latest completed academic year)

Answer: 7.68

2.3.3.1 Number of mentors

मार्गदर्शकानां सङ्ख्या

Answer: 31

File Description	Document
Upload year wise, number of students enrolled and full time teachers on roll	View Document
Circulars pertaining to assigning mentors to mentees	View Document
Any additional information	View Document

2.3.4 Preparation and adherence of Academic Calendar and Teaching plans by the institution

Answer:

Academic Calendar – is prepared by the Dean (in consultation with the Director and Principal) in the beginning of the Academic Year and circulated to all Faculty members, staff and students. It includes details regarding Orientation Programme dates, starting and ending date for each Trimester, Examination dates,

Comprehensice Viva dates, RDIP schedule, list of holidays and other major events and activities planned for that academic year. This is printed in the annual handbook given to students at the commencement of the academic year and displayed on notice boards.

Teaching plan – detailed course plan is prepared by the Course Faculty before the Trimester begins. This includes the Programme outcome, Course outcome, session plan, topic wise details, list of reference books, case study that will be discussed in the class, internal assessment components and weightage etc. The course plans are shared with the MBA programme office and students after approval by the Director. It is uploaded on MOODLE so students can use it as a ready reference.

The institution has benefitted from quality guidelines and Procedures to ensure our basic commitment to standards and we are an ISO 9001:2015 certified institution. In the year 2011, the institution received its first ISO certification for ISO 9001:2008. In total there are 35 Quality Standard Procedures (QSP) which includes both academic and non-academic areas.

QSP 18: QSP 18 focuses on the Design and Development of the curriculum. Based on the QSP 18, standardised set of procedures are adopted for the design and development of course curriculum.

QSP 20: QSP 20 emphasis on the Academic Calendar, Timetable and Course plan. The faculty members are expected to prepare their course plan in a pre-defined method meeting the requirements of QSP 20.

QSP 24 and 25: focus on the conduct of continuous assessment and conduct of end term examination, respectively. Following the ISO standards, systematic guidelines and procedures are adopted for conducting and evaluating the examination. The institution follows a standard set of guidelines and procedures to attain the quality standards.

There is Periodical ISO audit to ensure adherence to the system and auditors check the academic calendar, course plans, Log Sheet, Mentor Records, Result Analysis, Attendance File, Question Papers, Total Consolidated Marks, Proof for all Tests, Improvement Files (if any) and Counselling Records (if any). Our ERP system also captures data related to student attendance and class schedule.

File Description	Document
Upload Academic Calendar and Teaching plans for five years	View Document

2.4 Teacher Profile and Quality

2.4.1 Average percentage of full time teachers against sanctioned posts during the last five years

Answer: 100

File Description	Document
Year wise full time teachers and sanctioned posts for 5 years(Data Template)	View Document
List of the faculty members authenticated by the Head of HEI	View Document

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

Answer: 77.3

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

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
26	24	20	23	22

File Description	Document
Institutional data in prescribed format (Data Template)	View Document
Any additional information	View Document

2.4.3 Average teaching experience of full time teachers in the same institution (Data for the latest completed academic year in number of years)

Answer: 4.94

2.4.3.1 Total experience of full-time teachers

Answer: 153

File Description	Document
Institutional data in prescribed format	View Document

2.5 Evaluation Process and Reforms

2.5.1 Average number of days from the date of last semester-end/ year- end examination till the declaration of results year-wise during the last five years

Answer: 24.8

2.5.1.1 Number of days from the date of last semester-end/ year- end examination till the declaration of results year wise during the last five years

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
22	34	17	27	24

File Description	Document
Institutional data in prescribed format (Data Template)	View Document
Any additional information	View Document

2.5.2 Average percentage of student complaints/grievances about evaluation against total number appeared in the examinations during the last five years

Answer: 17.93

2.5.2.1 Number of complaints/grievances about evaluation year wise during the last five years

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
48	13	41	72	39

File Description	Document
Number of complaints and total number of students appeared year wise	View Document
Any additional information	View Document

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

Answer:

Examination Procedures including CIA: The institution follows trimester system and totally there are 6 trimesters, three in the First Year and three in the Second Year. Outcome based Evaluation is one of the major components of our Examination system with due weightage given to Course objectives, Course outcomes and pedagogy. Assessments are planned using the basic principles of Blooms taxonomy as a guideline and are also mapped to the Course Outcome.

Student's performance is continuously assessed throughout the trimester. Passing Minimum for a course is 50% in the aggregate marks of Continuous Assessment (CA) and End-term (ET). The CA:ET component weightage is 60:40. The CA components are finalized by the faculty members in the beginning of the Trimester and are included in the Course Plan and shared with the students. Assignments, Live Projects, Online courses, Quiz, Case study presentations, article presentations, Roleplay etc are some of the CA components used by Faculty Members

Reforms in the examination procedures: The Examination system followed at TSM is designed to be fair and transparent with the following features:

- Question paper request will be sent to course faculty at least a month before examination commencement. Course faculty will prepare two sets of End-term Question papers and Evaluation templates and send it 10 working days before examination commencement. For the core courses, End-term examination ordinarily can be conducted for two to three hours duration. For Elective courses, Question paper format may be left to the course faculty to accommodate the variations in the nature of the course and pedagogy. A Question Paper Scrutiny Board Committee consisting of the Course faculty, Deans and preferably one External expert will be constituted to review the question papers during each Trimester and to suggest corrective measures.
- Examinations will be conducted under stringent conditions and the whole procedure will be monitored via CCTV. One invigilator shall be assigned for every 60 students. Additionally, on rotation, CoE or Principal or Deans shall visit the Examination hall atleast once during the Examination duration.
- Course faculty will evaluate the End-Term answer scripts ordinarily within 21 working days from the date of the last examination and the marks (and evaluated answer scripts) will be sent to the CoE office on or before the cut-off date. CoE office will call for an instructors meeting to discuss the consolidated results with the Faculty instructors who taught various courses in that Trimester. After this CoE office will arrange a transparency session in which students are allowed to see their evaluated answer scripts

along with the attached evaluation template indicating marks scored by the student against each question. Any discrepancies to be sorted out during the session itself or subsequently if so warranted. Any grievances that the students has is addressed immediately and so there is no separate revaluation procedure. Mid-term answer papers and marks are shared with students in class and therefore any grievances in Mid-term performance are also addressed immediately.

- Principal will convene a Programme Executive Committee (PEC) meeting to discuss and approve the total marks and grades (both end-term and CA marks), after which the results are presented to the Faculty Council. Then the results will be published. Results will be announced to the students only after the approval by the PEC and the Faculty Council and will be announced ordinarily within six weeks from the date of the last examination.
- IT integration: The pandemic situation paved way to bring ICT based reforms in the examination system and sensing students' needs, examinations were conducted via online mode using an exclusive software called METTL purchased exclusively for the effective conduct of Examinations.

“Moodle” is an ICT enabled platform used extensively in Teaching, Learning, and Evaluation to deliver quality learning experiences for the enrolled course. The free open - source learning management system provides a single robust, secure and integrated system creating personalized learning environments. MOODLE is used in the assessment process for submitting assignments, online quizzes, conduct of Mid-term and End-term exams as per requirement etc.

The institute has an ERP system with a dedicated module for examination by which following activities are conducted and monitored online – course-wise students attendance, results and grades of each student for each Trimester, generation of Trimester and Consolidated gradecards, etc. Results can be viewed by students through their students login on the institute web portal and students can take print of their grade sheets through the ERP portal.

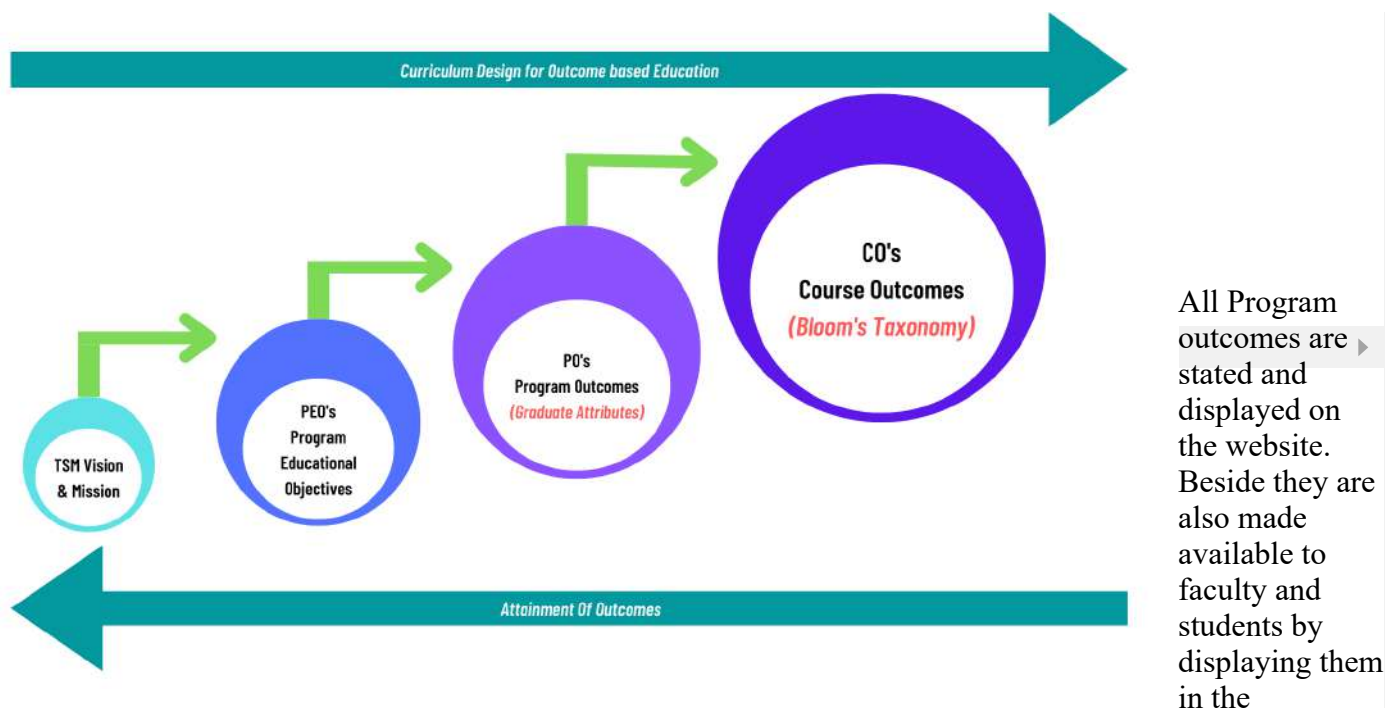
File Description	Document
Any additional information	View Document

2.6 Student Performance and Learning Outcomes

2.6.1 Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

Answer:

All Program outcomes are clearly stated and aligned with the vision and mission of the institution.



classrooms and MBA Programme Office.

Faculty Members frame the curriculum and detailed syllabus after taking the POs, PEOs and COs into consideration. The detailed syllabus is discussed in the Area and also presented in the Faculty Council.

The updated curriculum is presented to the Board of Studies for approval. The syllabus finalized in the Board of Studies will be presented to the Academic Council for ratification. After this, the curriculum is made available to Faculty members. A copy of the curriculum is kept at the MBA Programme Office, Dean's office and COE Office for ready reference.

Programme Outcomes (POs) for the Master of Business Administration Programme (MBA) are as follows:

- PO1: Apply knowledge of management theories and practices to solve business problems
- PO2: Foster Analytical and critical thinking abilities for data-based decision making
- PO3: Ability to develop value-based leadership ability
- PO4: Ability to understand, analyse and communicate global, economic, legal and ethical aspects of business.
- PO5: Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.

Programme Outcomes (POs) for the Post Graduate Diploma in Data Science and Business Analytics Programme (PGDDSBBA) are as follows:

- PO1: Foster Analytical and critical thinking abilities for data-based decision making.
- PO2: Ability to Identify and describe complex business problems in terms of analytical models
- PO3: Ability to communicate data driven insights to technical and non-technical audiences.
- PO4: Ability to recommend results of business analytics into effective courses of action
- PO5: Ability to exhibit effective collaboration and leadership skills.

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

- Have research-related skills
- Make original/distinctive contribution to the body of knowledge and practice
- Have a good knowledge of literature in the area of specialization

- Synthesize and critique research in the area of specialization
- Design and implement a sound research design
- Communicate scholarly work
- Exhibit ethical behavior, Professionalism in the conduct of research and dissemination
- Have life-long learning skills

File Description	Document
Upload COs for all courses (exemplars from Glossary)	View Document
Any additional information	View Document

2.6.2 Attainment of programme outcomes and course outcomes are evaluated by the institution.

Answer:

The institution develops the curriculum taking all Program outcomes into consideration and

ensuring that curriculum strongly maps all PO's. The course outcomes are framed based on the skills and abilities students will acquire on completing the course. The framed CO's are mapped with PO's.

The attainment of program outcomes is assessed using direct and indirect assessment tools. The direct assessment majorly involves the performance of the students in the courses that are contributing to a particular PO. Additionally, the performance of the students in the Comprehensive Viva-Voce, Summer Internship Programme, Business Simulation Exercise, and Rural Development Immersion Programme are part of the direct assessment for evaluating the attainment of program outcomes. The indirect assessment involves student exit

surveys and employer surveys.

Various Assessment Processes: assessment comprises of Continuous Assessment (60%) and

End-Term (40%). The various assessment tools to measure student learnings and attainment of course outcomes are mentioned below:

Mid-term exam, End-term exam, Group projects, Assignments, Quiz, Class Participation,

Presentation etc

The attainment levels are assigned as per the following rule:

Attainment Level 1: 60% of students securing more than 60% of maximum marks.

Attainment Level 2: 70% of students securing more than 60% of maximum marks.

Attainment Level 3: 80% of students securing more than 60% of maximum marks.

The overall program outcome attainment is calculated summing 80% of

direct assessment and 20% of indirect assessment

File Description	Document
Any additional information	View Document

2.6.3 Pass Percentage of students(Data for the latest completed academic year)

Answer: 98.31

2.6.3.1 Total number of final year students who passed the examination conducted by Institution.

Answer: 116

2.6.3.2 Total number of final year students who appeared for the examination conducted by the Institution.

Answer: 118

File Description	Document
Upload List of Programmes and number of students passed and appeared in the final year examination(Data Template)	View Document
Any additional information	View Document
Link for the annual report	View Document

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Answer: 3.66

File Description	Document
Upload database of all currently enrolled students	View Document

3.Research, Innovations and Extension

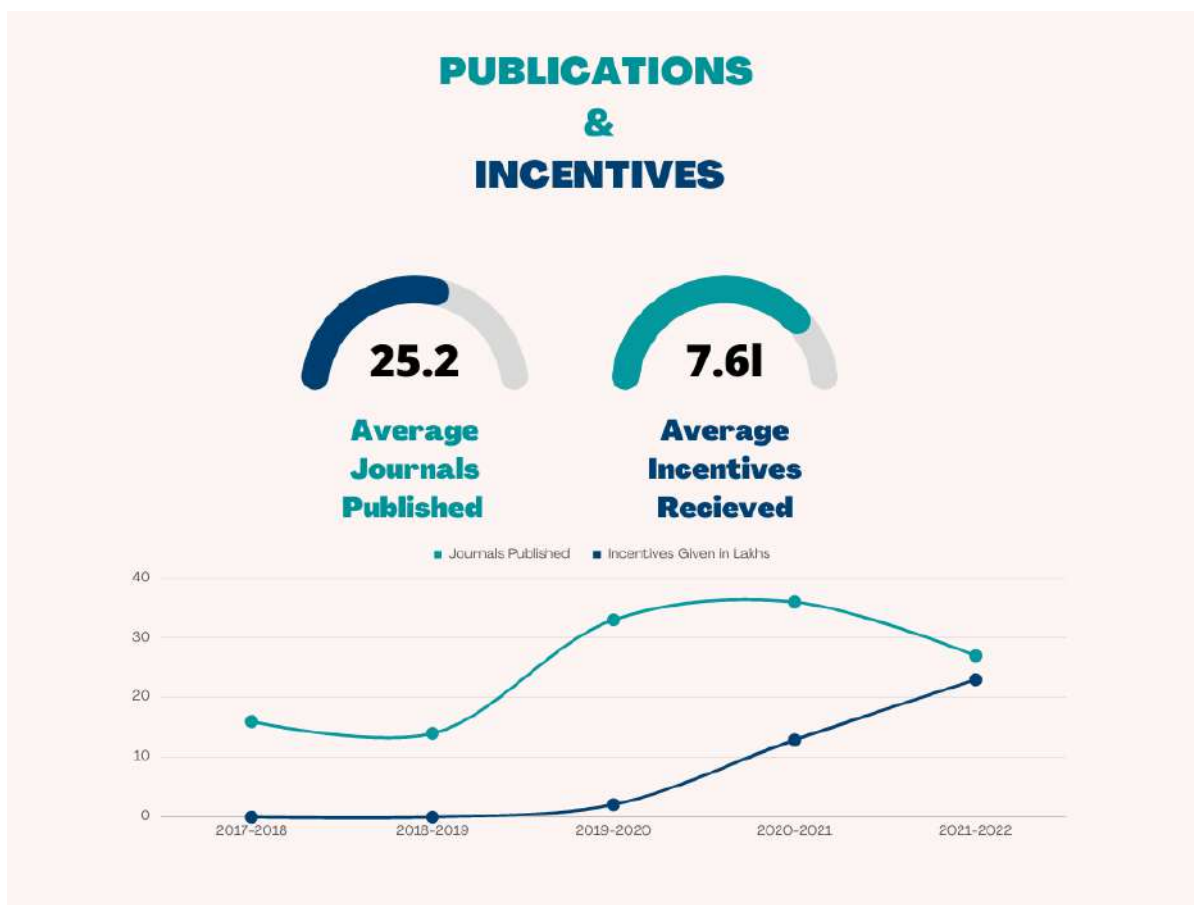
3.1 Promotion of Research and Facilities

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

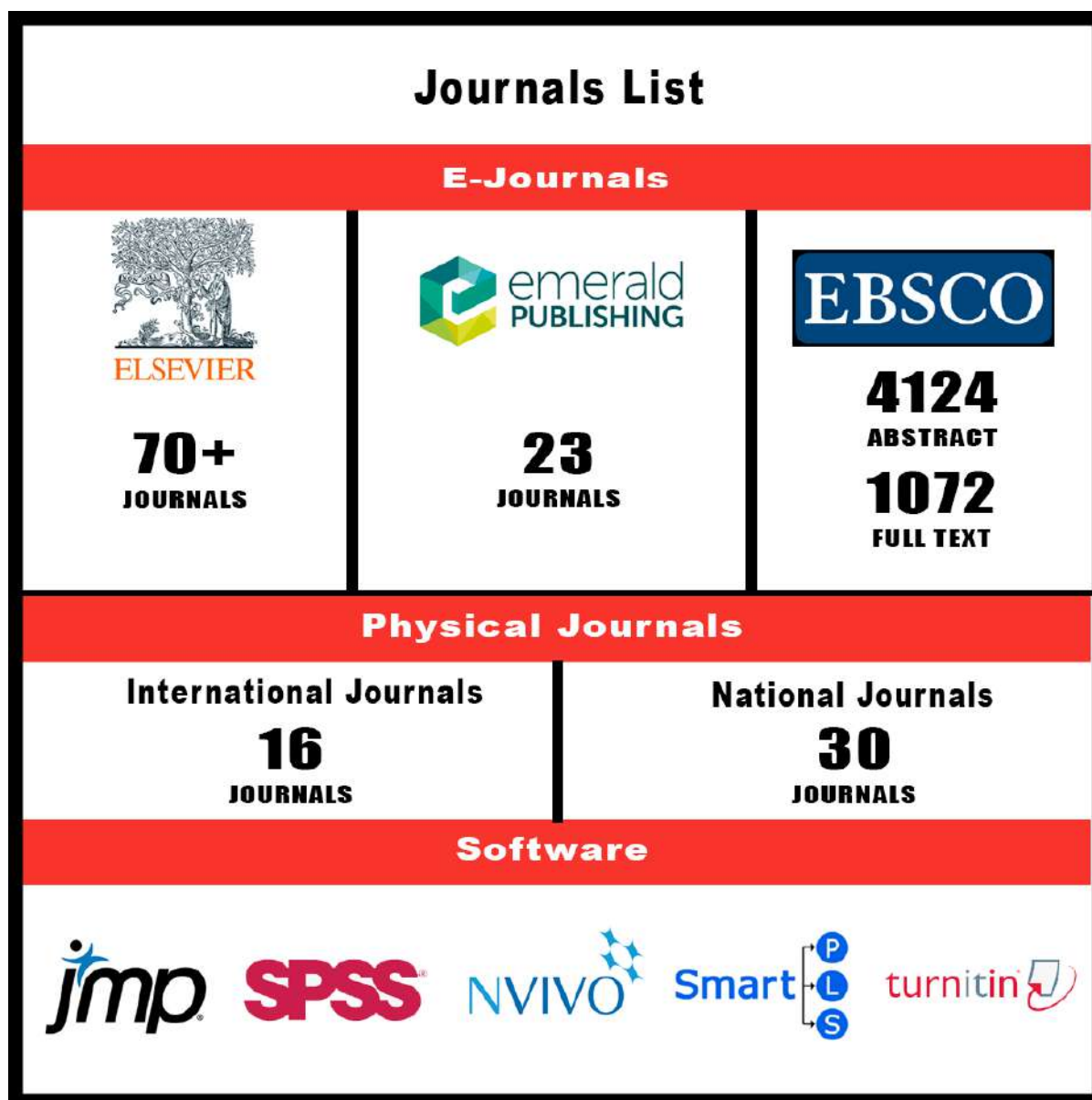
Answer:

- 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.
- The institute has an excellent and well-qualified faculty and adequate up to date infrastructure facilities to take up the research and consultancy activities.
- 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.
- The institute has a well-defined incentive policy to encourage faculty publications. The faculty are incentivised for the research articles they publish. The institute follows the Scopus index and ABDC

journal ranking system. The incentives may vary based on the quality of the journal where the article is published.



- Faculty members are encouraged to present their research papers at the National/ International level conferences/ Seminars to facilitate research interest among them.
- The Institute provides funds to the faculty to meet the registration fee and travel allowances.
- Apart from this, the full-time research scholars are also encouraged to take part in conferences, workshops, and other intellectual forums. The institute meets the actual registration fee and travel allowances.
- The institute also conduct workshops and expert talks periodically. Eminent researchers and experts in research or research tools are invited as resource person to share their knowledge with the faculty and research scholars.
- Faculty members are highly motivated, and they do possess the intellectual prowess to come up with several publications on a continual basis. To support this the institute has given access to several databases like EBSCO, CMIE, Refinitiv Eikon (London stock exchange group), a selected list of Elsevier (70) and emerald (23) (Management category). Apart from this, the institute has access to Harvard Business Review, where faculty and students got access to all articles and case studies. Further, 16 international journals and 30 national journals are prescribed to support the faculty and research scholar publications.



- The institute has also bought software like SPSS, E-View, NVIVO, SmartPLS, JMP SAS - Business Statistics and Analytics – software to support the scholarly activities.
- The institute also encourages the students to involve in research activities in collaboration with the faculty members.
- 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	Document
Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	View Document
Any additional information	View Document
URL of Policy document on promotion of research uploaded on website	View Document

3.1.2 The institution provides seed money to its teachers for research (average per year, INR in Lakhs)

Answer: 1.61

3.1.2.1 The amount of seed money provided by institution to its faculty year-wise during the last five years (INR in lakhs).

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
0.28	0.32	1.90	1.27	4.28

File Description	Document
Minutes of the relevant bodies of the Institution	View Document
List of teachers receiving grant and details of grant received	View Document
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	View Document

3.1.3 Percentage of teachers awarded national / international fellowship for advanced studies/research during the last five years

Answer: 10.07

3.1.3.1 The number of teachers awarded national / international fellowship for advanced studies / research year wise during last five years

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
7	3	5	0	0

File Description	Document
List of teachers and their international fellowship details	View Document
e-copies of the award letters of the teachers	View Document

3.2 Resource Mobilization for Research

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

Answer: 15.86

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

Answer:

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

7.32 0.26 0 0.35 7.93

File Description	Document
List of project and grant details	View Document
e-copies of the grant award letters for research projects sponsored by government and non-government	View Document

3.2.2 Percentage of teachers having research projects during the last five years

Answer: 12.75

3.2.2.1 Number of teachers having research projects during the last five years

Answer:

2021-22 2020-21 2019-20 2018-19 2017-18
7 1 0 2 9

File Description	Document
Names of teachers having research projects	View Document
Any additional information	View Document
Link for additional information	View Document

3.2.3 Percentage of teachers recognised as research guides

Answer: 22.58

3.2.3.1 Number of teachers recognized as research guides

Answer: 7

File Description	Document
Upload copies of the letter of the university recognizing faculty as research guides	View Document
Any additional information	View Document
Link for additional information	View Document

3.2.4 Average percentage of departments having Research projects funded by government and non-government agencies during the last five years

Answer: 80

3.2.4.1 Number of departments having Research projects funded by government and non-government agencies during the last five years

Answer:

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

1 1 0 1 1

3.2.4.2 Number of departments offering academic programmes

Answer:

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

1 1 1 1 1

File Description	Document
Supporting document from Funding Agency	View Document
List of research projects and funding details	View Document
Any additional information	View Document
Paste link to funding agency website	View Document

3.3 Innovation Ecosystem

3.3.1 Institution has created an eco system for innovations, creation and transfer of knowledge supported by dedicated centers for research, entrepreneurship, community orientation, Incubation etc.

Answer:

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.

Research Centre

Ø TSM has a research centre affiliated to Alagappa University and offers PhD programme in disciplines like Accounts and Finance, Analytics & Decision Sciences, Human Resource, Marketing & Strategy, Operations & Supply Chain, IT & Systems.

Ø At present, the research centre has 6 guide and 7 research scholars (including full-time and Part-time).

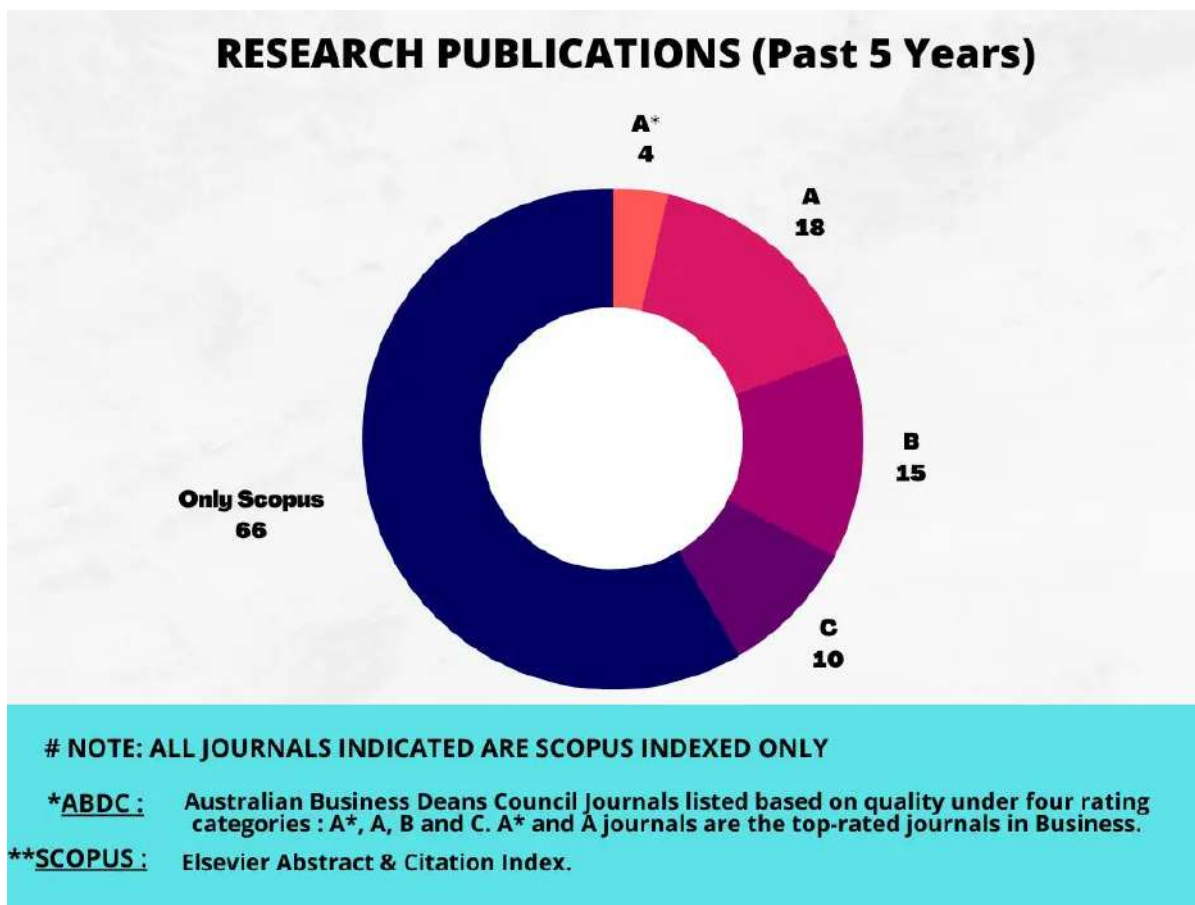
Ø The full-time research scholars are supported with a monthly stipend and sponsored for attending workshop and conferences. Further, the institute also conduct workshops and research seminars periodically to infuse passion for research among faculty and research scholars.

WORKSHOPS ORGANISED

				Workshop on Sustainable Tourism
		FDP on Case Writing and Research		Orientation Programme for PGDSBA
		Workshop on Publishing in High Quality Journals		Workshop on Hypothesis testing and DA
		NVIVO12 Plus Workshop		Guest Lecture on Research Grants
		FDP on Case methodology and Research		Orientation Program for PhD Programme
FDP ON SEM	FDP Communication and R&P	DA using NVIVO12 Plus	Workshop on Multivariate Analysis	Workshop on Data Analysis
2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
No. of students benefitted				
30	31	155	10	332

Ø 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

Ø Many papers have been published in various reputed publishing houses like Sage Publications, Inderscience, Elsevier, Wiley, etc.



The Entrepreneurship Development Cell

Ø The cell aims to inculcate professional ethical entrepreneurship in students. The cell organizes entrepreneurship guest lectures, seminars to create awareness

Ø 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

Ø The cell also offers an elective course on 'Entrepreneurship Development' to prepare students for their entrepreneurial journey. Aspiring students are sponsored to attend workshops, seminars, and startup competitions.

Ø As part of the Yukti (Student Management Fest), entrepreneurship cell students organize an event to promote entrepreneurial mindset among students. This event was for the budding entrepreneur and to generate new business ideas. This event had various rounds like, business proposal presentation and business plan pitching.

Ø From 2020, this event is open for all, students from other colleges, budding entrepreneurs and start-ups can take part in the event. Angel investors and entrepreneurs are invited as judges. The projects recommended by the judges will be awarded a seed fund up to 1 lakh rupees.

Ø To develop the Entrepreneurship skills among the students, they are encouraged to run a Cafe. The inhouse café at TSM is managed by the students. Every year, the second-year students interested in managing the café can take part in the auction conducted by the institute. Students are encouraged to take part as a team. The teams can present their business idea to a faculty panel followed by bidding.



Community Orientation

Ø To instill social consciousness among the students, the institute encourage students to actively take part in the Rural Development and Immersion Program (RDIP). The RDIP is offered with the support from DHAN Foundation - a prominent NGO, pioneer in the field of development management education.

As a result of the RDIP, students of TSM created 'We Care' student club, that engages in various philanthropic activities including blood donation and supporting orphanages and old age homes.

File Description	Document
Paste link for additional information	View Document

3.3.2 Number of workshops/seminars conducted on Research methodology, Intellectual Property Rights (IPR), entrepreneurship, skill development during the last five years.

Answer: 39

3.3.2.1 Total number of workshops/seminars conducted on Research methodology, Intellectual Property Rights (IPR), entrepreneurship, skill development year-wise during the last five years.

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
18	10	9	1	1

File Description	Document
Report of the event	View Document

List of workshops/seminars during last 5 years
--

View Document

3.4 Research Publications and Awards

3.4.1 The Institution ensures implementation of its stated Code of Ethics for research through the following:

1. Inclusion of research ethics in the research methodology course work

2. Presence of Ethics committee

3. Plagiarism check through software

4. Research Advisory Committee

Answer: A. All of the above

File Description	Document
Any additional information	View Document
Link for additional information	View Document

3.4.2 Number of Ph.D's registered per teacher (as per the data given w.r.t recognized Ph.D guides/supervisors provided at 3.2.3 metric) during the last five years

Answer: 1.71

3.4.2.1 How many Ph.Ds are registered within last 5 years

Answer: 12

3.4.2.2 Number of teachers recognized as guides during the last five years

Answer: 7

File Description	Document
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc	View Document
URL to the research page on HEI web site	View Document

3.4.3 Number of research papers per teachers in the Journals notified on UGC website during the last five years

Answer: 4.23

3.4.3.1 Number of research papers in the Journals notified on UGC website during the last five years

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
27	36	33	14	16

File Description	Document
------------------	----------

List of research papers by title, author, department, name and year of publication

[View Document](#)

3.4.4 Number of books and chapters in edited volumes / books published per teacher during the last five years

Answer: 0.4

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

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
5	3	2	1	1

File Description	Document
List books and chapters in edited volumes / books published	View Document
Any additional information	View Document

3.4.5 Bibliometrics of the publications during the last five years based on average citation index in Scopus/ Web of Science or PubMed

Answer: 13.44

File Description	Document
Bibliometrics of the publications during the last five years	View Document
Any additional information	View Document

3.4.6 Bibliometrics of the publications during the last five years based on Scopus/ Web of Science - h-index of the Institution

Answer: 17.5

File Description	Document
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	View Document
Any additional information	View Document

3.5 Consultancy

3.5.1 Revenue generated from consultancy and corporate training during the last five years (INR in Lakhs).

Answer: 110.42

3.5.1.1 Total amount generated from consultancy and corporate training year-wise during the last five years (INR in lakhs).

Answer:

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

41.94 6.88 32.76 20.25 8.59

File Description	Document
List of consultants and revenue generated by them	View Document
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	View Document
Any additional information	View Document

3.5.2 Total amount spent on developing facilities, training teachers and staff for undertaking consultancy during the last five years (INR in Lakhs).

Answer: 14.38

3.5.2.1 Total amount spent on developing facilities, training teachers and staff for undertaking consultancy during the last five years (INR in Lakhs)

Answer:

2021-22 2020-21 2019-20 2018-19 2017-18
 12.44 1.94 0 0 0

File Description	Document
List of training programmes, teachers and staff trained for undertaking consultancy	View Document
List of facilities and staff available for undertaking consultancy	View Document
Any additional information	View Document

3.6 Extension Activities

3.6.1 Extension activities are carried out in the neighbourhood community, sensitising students to social issues, for their holistic development, and impact thereof during the last five years

Answer:

RDIP (Rural Development Immersion Programme)

- o 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
- 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.
- o Part of this activity, students visit social organizations and visit villages. Students are given with an instruction manual and taught PRA tools to conduct the study. End of the program, students submit a report on critical problems faced by villagers to DHAN academy.

RURAL DEVELOPMENT IMMERSION PROGRAMME (RDIP)



- This program has also been extended to University of Peradeniya, Srilanka as a Student Exchange Program.
- Students from University of Peradeniya have visited TSM campus and took part in the RDIP program



Extension Activities through We Care

- 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
- Genesis-Blood Donation camps are arranged inside the campus; Out of 120 participants, 90 were eligible and donated blood. The club organized refreshments and the required equipment's by co-ordinating with She welfare trust and Usilampatti government hospital
- 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

TSM EXTENSION ACTIVITIES



Swachh Bharat

- As part of our environmental initiative and student activity, TSM organizes plugging to collect solid waste, especially single use plastics from the campus and outside the campus, extending it to the Thirupparankundram to Avaniyapuram road. This periodic activity is TSM's support to promoting environmental hygienic and health of the neighbourhood community. All collected plastic waste is given to the municipal authorities for reuse.

Faculty Development Programs

- Being a research centric institution, TSM organizes faculty development program throughout the year. Apart from using the faculty members, the institute also invite researchers from reputed institutes to act as resource person to disseminate research culture.
- Institute organizes programs on research publication, case writing, using case methods, communication for teachers and using research tools such as SPSS, AMOS, SmartPLS etc.

Apart from this, the institute encourages faculty members to act as resource person when invited by other institutes

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 last five years

Answer: 16

3.6.2.1 Total number of awards and recognition received for extension activities from Government/ Government recognised bodies year-wise during the last five years.

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
3	5	3	2	3

File Description	Document
Number of awards for extension activities in last 5 year	View Document
e-copy of the award letters	View Document

3.6.3 Number of extension and outreach programs conducted by the institution through NSS/NCC, Government and Government recognised bodies during the last five years

Answer: 35

3.6.3.1 Number of extension and outreach programs conducted by the institution through NSS/NCC, Government and Government recognised bodies during the last five years

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
10	7	8	10	0

File Description	Document
Reports of the event organized	View Document
Number of extension and outreach Programmes conducted with industry, community etc for the last five years	View Document

3.6.4 Average percentage of students participating in extension activities listed at 3.6.3 above during the last five years

Answer: 80

3.6.4.1 Total number of students participating in extension activities listed at 3.6.3 above year-wise during the last five years.

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
238	237	237	238	0

File Description	Document
Average percentage of students participating in extension activities with Govt or NGO etc	View Document

3.7 Collaboration

3.7.1 Number of Collaborative activities per year for research/ faculty exchange/ student exchange/ internship/ on –the-job training/ project work

Answer: 137.6

3.7.1.1 Total number of Collaborative activities per year for research/ faculty exchange/ student exchange/ internship/ on –the-job training/ project work

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
219	94	154	145	76

File Description	Document
Number of Collaborative activities for research, faculty etc	View Document
Any additional information	View Document

3.7.2 Number of functional MoUs with institutions of national, international importance, other institutions, industries, corporate houses etc. during the last five years (only functional MoUs with ongoing activities to be considered)

Answer: 20

3.7.2.1 Number of functional MoUs with institutions of national, international importance, other Institutions, industries, corporate houses etc. year wise during last five years

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
4	8	1	0	7

File Description	Document
e-copies of the MoUs with institution/ industry/ corporate house	View Document
Details of functional MoUs with institutions of national, international importance, other Institutions etc during the last five years	View Document

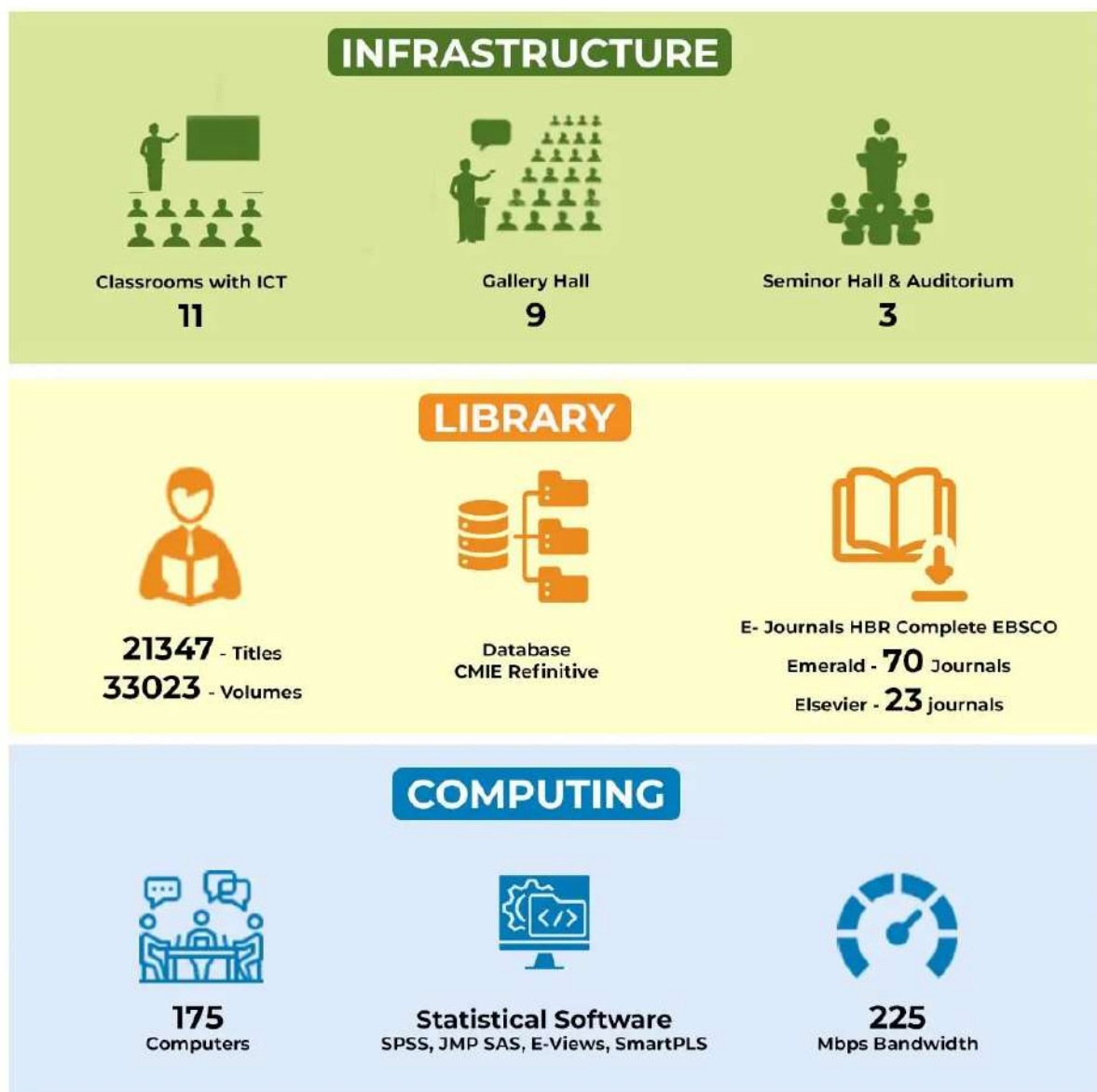
4.Infrastructure and Learning Resources

4.1 Physical Facilities

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

Answer:

- The institute boasts of state of the art physical and intellectual infrastructure, which is at par with 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
- 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.
- During covid, the IT team swiftly made arrangements to continue the classes and exams online. Several online tools were experimented for online teaching and 'Zoom platform' was chosen. The infrastructure was created to enable the faculty switch between board, powerpoint presentation or other online tools.
- To conduct online exam, 'METTL' platform was used. The entire infrastructure was upgraded to handle both online and offline classes now.
- Online feedback portal are used to collect students' feedback.

Library:

- 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 more than 33,000 books and e-book contents, has access to 70 e-journals along with a journal database like EBSCO, Elsevier, Emerald etc., and financial databases such CMIE Prowess, Refinitiv.

Though all faculty and students can access the e-content anywhere in the campus, considering the covid 19 situation remote access is extended to their personal network. Now, faculty and students can access the institute's e-content from anywhere.

File Description	Document
Upload Any additional information	View Document
Paste link for additional information	View Document

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

Answer:

As a business school of repute our institute has always attached importance to the holistic development of students. Besides providing infrastructure for effective and efficient teaching-learning systems the college also provides necessary facilities and support systems for sports, games, cultural activities, co-curricular and extra-curricular activities which are intended for the holistic development of the students. Students participating in outside events are completely sponsored by the institute where registration fees, TA, and DA are provided by the institute

Sports and Games:

To promote sports culture the institute has a sports officer and faculty coordinators sports who promote sports participation in outside institute and universities. The students represent the institute in inter-college and university level events in both indoor and outdoor events like chess, athletics, football etc. Annually, students conduct several sports competitions, sports day celebrations and also host intercollegiate sports tournaments where individuals and teams from b-schools and corporates take part. Conducted under the name 'Sports Utsav' the students organize High 5 – Basketball, Inferno – Cricket, Tackle – foot ball and Tandem – Volleyball tournaments every year.

Indoor and Outdoor sports Facilities:

#	Sports Facility	Details
1	Football ground	32mts X 18 mts.
2	Basketball	28.1 mts. X 15 mts.
3	Cricket (Raidus)	60 mts.
4	Volleyball	18 mts. X 9 mts.
5	Badmiton	13.6 mts. X 6.08 mts.

Yoga & Meditation:

A dedicated meditation cum yoga hall is in the main building with a 573 sq. ft. space. It has been utilized by almost 20 per cent of the overall population regularly. The institute also celebrate yoga day and meditation day where the institute opens up the participation for students, faculty and outsiders.



Gymnasium:

The fully equipped gymnasium aims to develop fitness mindset among the students, faculty, and staff members in the college. It serves a ready reminder to all towards health consciousness and beckons them to use and develop fitness. The gym is available for use at all times of the day.

Equipment	Usage
Treadmill (5 Nos.)	Perform Cardio indoors, Running, Burns Calories
Cycling Machine (4 Nos.)	Perform Cardio indoors, Cycling, Burns Calories
Elliptical Machine (3 Nos.)	Perform Cardio indoors, emulates running, Burns calories
Multi Gym	Exercise the chest, Legs, Back, Triceps on a single machine
Chest Press Machine	Exercise the pectoral muscles
Leg Press Machine	Used to exercise the Quadriceps
Bench	Used to perform exercises with dumbbells and barbells.
	Adjusting the angle of the bench aids in various exercises
Weights(Dumbbell, Barbell, free weights)	The dumbbells and weight plates help in performing weighted exercises

Cultural Activities:

The institute provides various opportunities for students to get engaged in activities, showcase their talents and to hone their organizing skills. Students organize various events like Levitate – the intra-college cultural fest, Sangamam – an event to encourage and foster camaraderie between the seniors and juniors and Sayonara event. The objectives of these events is not only to strengthen the personal skills but to explore their creativity and innovation skills related to organizational, presentation, leadership and interpersonal communication.

File Description	Document
Geotagged pictures	View Document

4.1.3 Percentage of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc. (Data for the latest completed academic year)

Answer: 100

4.1.3.1 Number of classrooms and seminar halls with ICT facilities

Answer: 11

File Description	Document
Upload any additional information	View Document

Institutional data in prescribed format	View Document
Paste link for additional information	View Document

4.1.4 Average percentage of expenditure for infrastructure augmentation excluding salary during the last five years (INR in Lakhs)

Answer: 13.29

4.1.4.1 Expenditure for infrastructure augmentation, excluding salary year-wise during last five years (INR in lakhs)

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
93.44	63.73	145.74	10.92	138.14

File Description	Document
Upload Details of Expenditure , excluding salary during the last five years	View Document
Upload audited utilization statements	View Document

4.2 Library as a Learning Resource

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

Answer:

AUTOLIB-INTEGRATED LIBRARY MANAGEMENT SOFTWARE WEB BASED SOFTWARE: ADVANCED EDITION VERSION: 8.2

Nature of automation: BOOKS: FULLY AUTOMATION

- The library is an essential part and soul of an educational institution. TSM library is well equipped with facilities and proper seating arrangements where the students sit and learn in a tranquil environment, at their own pace.
- The Library is a spacious place with 133sqm and it can accommodate 80 people in the reading area. It has 33,028 books (21347 titles) 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.
- Apart from this the institute offers access to databases like CMIE and Refinitiv.
- Centre for Monitoring Indian Economy (CMIE) is an independent private limited entity that serves both as an economic think-tank as well as a business information company. CMIE research group has built databases on the Indian economy and private companies. CMIE provides this information in the form of databases and research reports via a subscription-based business model.
- Refinitiv is an American-British global provider of financial market data and infrastructure. It is a subsidiary of London Stock Exchange Group. Refinitiv runs more than 130 fintech data, analytics, trading, and risk assessment tools including World-Check, a risk intelligence database for financial crime legislation compliance, FXall, Eikon, the execution management system REDI, Datastream for macro-economic analysis, Quantitative Analytics on the Cloud, AutoAudit and the Elektron Data Platform, creating 32,000 risk intelligence records every month from internal and third-party sources.

- The institute also provide access to e-journals through EBSCO and selected Elsevier (73) and Emerald (20) journals.
- Further, the institute has access to Harvard Business Review, where faculty and students got access to all articles and case studies published by Harvard business review and Ivy business school. Further, 16 international journals and 30 national journals are available for students and faculty access.
- The institute prides itself on the high quality of service provided to the TSM community and has been modernized through computerization.
- Though all faculty and students can access the e-content anywhere in the campus, considering the covid 19 situation remote access is extended to their personal network. Now, faculty and students can access the institute's e-content from anywhere.
- Every element of housekeeping has also been updated, and this is connected to the network across the campus.

Library Services

- Circulation/Lending Service: All books are barcoded, issue and return of books are electronically maintained. Each student is eligible to borrow 5 books and each staff 15 books at a time.
- Reference Service: Wide collection of journals across different areas in printed form which are issued for reference purpose.
- WEB OPAC Service: Our library maintains an online catalogue of books through which author, title, subject and publisher wise search is possible, which makes the search for the books easier.
- Reprographic services: Photocopy facility is provided for faculty and students at concessional rate.

LIBRARY FACILITIES

109

International Journals

30

National Journals

03

International Magazines

24

National Magazines

24

E- Book

20

Educational Resources

03

Library Softwares

File Description	Document
Upload any additional information	View Document
Paste Link for additional information	View Document

4.2.2 Institution has access to the following:

1. e-journals

2. e-ShodhSindhu

3. Shodhganga Membership

4. e-books

5. Databases

6. Remote access to e-resources

Answer: A. Any 4 or more of the above

File Description	Document
Institutional data in prescribed format	View Document
Details of subscriptions like e-journals, e-books , e-ShodhSindhu, Shodhganga Membership etc	View Document

4.2.3 Average annual expenditure for purchase of books/ e-books and subscription to journals/e-journals during the last five years (INR in Lakhs)

Answer: 78.5

4.2.3.1 Annual expenditure of purchase of books/e-books and subscription to journals/e- journals year wise during last five years (INR in Lakhs)

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
82.93	88.37	91.81	83.90	45.49

File Description	Document
Details of annual expenditure for purchase of and subscription to journals/e-journals during the last five years	View Document
Audited statements of accounts	View Document

4.2.4 Percentage per day usage of library by teachers and students (foot falls and login data for online access) during the latest completed academic year

Answer: 29

4.2.4.1 Number of teachers and students using library per day over last one year

Answer: 78

File Description	Document
Details of library usage by teachers and students	View Document

4.3 IT Infrastructure

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

Answer:

- 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 250 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. IT budget is planned at the beginning of every academic year and based on the requirements from the faculty and staff, the requirements are purchased and impemented within the same academic year.

File Description	Document
Upload any additional information	View Document

Paste link for additional information

View Document

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

Answer: 1.36

4.3.3 Bandwidth of internet connection in the Institution.

Answer: ≥50 MBPS

File Description	Document
Upload any additional information	View Document
Details of available bandwidth of internet connection in the Institution	View Document

4.3.4 Institution has the following Facilities for e-content development

1. Media centre
2. Audio visual centre
3. Lecture Capturing System(LCS)
4. Mixing equipments and softwares for editing

Answer: A. All of the above

File Description	Document
Upload Additional information	View Document
Institutional data in prescribed format	View Document

4.4 Maintenance of Campus Infrastructure

4.4.1 Average percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component during the last five years

Answer: 100

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

Answer:

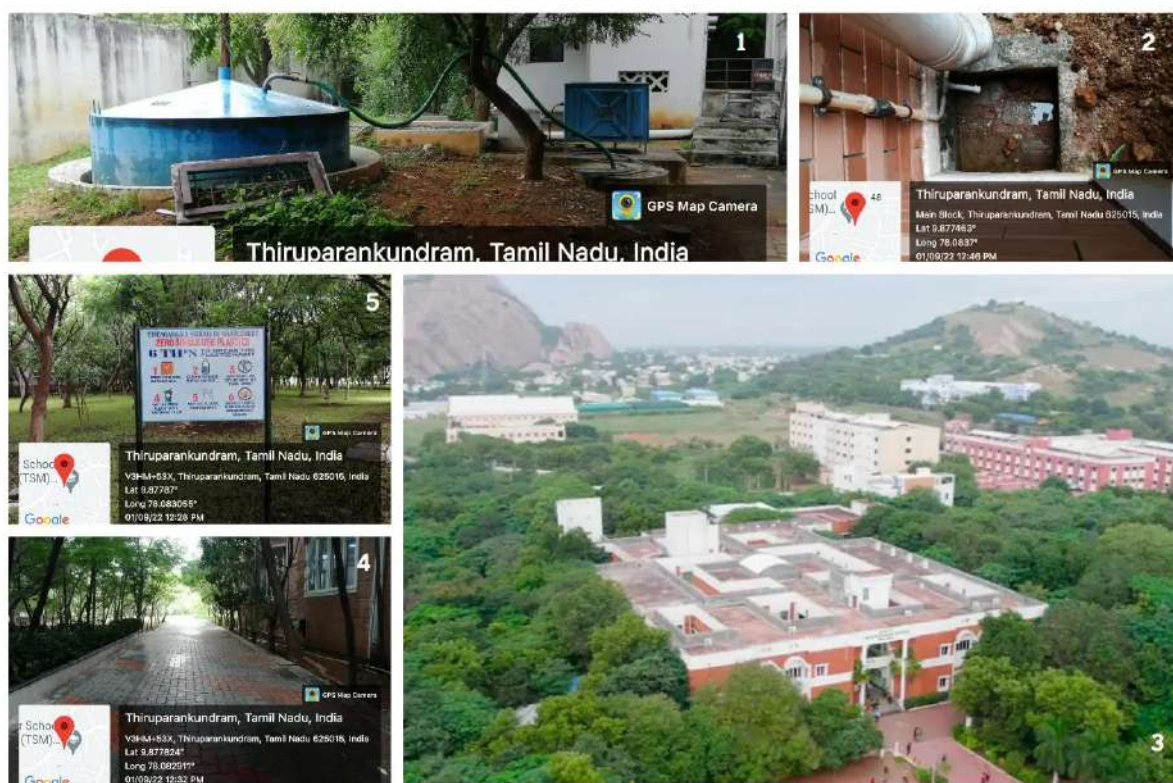
2021-22	2020-21	2019-20	2018-19	2017-18
587.98	640.96	885.54	690.72	611.77

File Description	Document
Details about assigned budget and expenditure on physical facilities and academic facilities	View Document
Audited statements of accounts	View Document

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

Answer:**Campus Maintenance**

- 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 are appointed to take care of different facilities starting from IT, Plumbing, Civil, kitchen facilities etc.
- The Campus Code of Conduct, duly signed by the students and their parents, makes the students aware of their duties towards this and proposes strict disciplinary action in case of willful damage. The administrative office is a ground level step to keep the promise expressed in the policy statement. The administrative office, in consultation with the Principal, takes care of day to day maintenance and looks after this all-routine maintenance. The purchase and maintenance funds are utilized as per the pre-determined procedures after receiving permissions from respective authorities. Minor expenses of maintenance or replacements for essential needs are immediately sanctioned but the major requirements of large expenses are sent to the Top Management for approval and funding.

**GREEN CAMPUS**

1. Biogas plant, 2. Rainwater harvesting, 3. Aerial view of the campus, 4. Paved pathways, 5. Zero single use plastics policy

- All the classrooms, seminar rooms and conference halls are well furnished, are fully equipped with ICT equipment and are fully air conditioned. Since all floors of the college are well connected with elevators all rooms can be very conveniently used by the Divyang students.
- The support staff looks after day-to-day maintenance of infrastructure, fire extinguishers are placed at appropriate places, and they are replaced periodically, electric fittings and wiring are periodically monitored by an electrician for replacements and repairing, for drinking water supply the college has installed water purifiers and coolers which are maintained by the support staff.
- There is an Admin Manager who takes care of the entire campus and administers the housekeeping, Security, lift operation, garden, repairs & refurbishment needs of the institution.
- The day-to-day maintenance work is carried on by housekeeping staffs (outsourced) who clean the classrooms, corridor, toilets, faculty room, office on daily basis and other facilities on alternate days.

- The housekeeping staff cleans glass panels, dust computers and other equipment daily, removing cobwebs, clearing dustbins, changing watch batteries, cleaning water coolers, arrangement, and dusting of books in library, disposing old newspapers and solid wastes, etc. to maintain a clean campus.
- For equipment maintenance Annual Maintenance Contract (AMC) system for lift, AC, generator and PC have been put in place.
- To ensure safety and security of the institute a third-party security agency is appointed who work in shifts to provide 24x7 security in the campus. CCTV Cameras have also been installed both inside and outside the campus building.



Images clockwise from the left top: 1. Ramp, 2. Main building Lift, 3. Auditorium, 4. Well furnished classrooms, 5. Health centre, 6. Gymnasium

IT & Systems

- 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.
- 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 the students for practical learning and research.
- IT systems also are enabled with Annual Maintenance Contract (AMC) with a third party for the maintenance of computers, laptops, and servers
- 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.

- o Faced with difficulties, students and faculty can send mail to the team. Depending on the difficulty at TAT (turn around time) has been set and the team tries to provide solution within the TAT.
- o Being responsible for classroom ICT, the computers, projectors and audio systems are updated and checked periodically to ensure smooth functioning.

Cafeteria & campus hygiene

- o A food manager is appointed to ensure the quality of the food prepared in the campus. Over the years with support from students, the kitchen is producing vegetables needed for regular consumption in the kitchen. Regular checks are made of the canteen and its facilities to ensure clean and hygienic food is served to staff and students. The institute's cafeteria is also instructed to maintain cleanliness.
- o A faculty member along with the first- and second-year students act as 'mess committee' conduct meetings periodically to discuss about the food menu, cleanliness and other activities related to the student mess.
- o The institutes conference hall and auditorium are cleaned on alternate days and are checked for any technical hitches before the commencement of each programme or before letting out to outsiders.

Sports facilities

- o The physical education director takes care of the indoor and outdoor sports facilities and equipment. The sports equipment is given to the students only after a formal request.

Library Facilities

- o The library has an advisory committee to look after the smooth functioning of the library keeping in mind the interest of the students, the faculty and staff of the college.
- o The library has also a well-placed mechanism through which the students and faculty members can suggest purchase of new books.
- o Proper record of visitors (students and staff) is maintained on a daily basis. Library also weeds out books on the recommendations of faculty members which are placed before the library committee and with the proper approval of the Governing body those books are written off from the library.

File Description	Document
Upload any additional information	View Document

5.Student Support and Progression

5.1 Student Support

5.1.1 Average percentage of students benefited by scholarships and freeships provided by the Government during last five years

Answer: 0.42

5.1.1.1 Number of students benefited by scholarships and free ships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years (other than students receiving scholarships under the government schemes for reserved categories)

Answer:

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

0 3 0 1 1

File Description	Document
upload self attested letter with the list of students sanctioned scholarships	View Document
Upload any additional information	View Document
Institutional data in prescribed format	View Document

5.1.2 Average percentage of students benefited by scholarships, freeships, etc. provided by the institution and non-government agencies during the last five years

Answer: 100

5.1.2.1 Number of students benefited by scholarships and free ships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years (other than students receiving scholarships under the government schemes for reserved categories)

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
238	237	237	238	237

File Description	Document
Institutional data in prescribed format	View Document

5.1.3 Following Capacity development and skills enhancement activities are organised for improving students capability

1. Soft skills

2. Language and communication skills

3. Life skills (Yoga, physical fitness, health and hygiene)

4. Awareness of trends in technology

Answer: D. 1 of the above

File Description	Document
Details of capability enhancement and development schemes	View Document
Any additional information	View Document
Link to Institutional website	View Document

5.1.4 Average percentage of students benefited by career counseling and guidance for competitive examinations as offered by the Institution during the last five years.

Answer: 100

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

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
238	237	237	238	237

File Description	Document
Number of students benefited by guidance for competitive examinations and career counselling during the last five years	View Document
Any additional information	View Document

5.1.5 The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

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

Answer: A. All of the above

File Description	Document
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View Document
Details of student grievances including sexual harassment and ragging cases	View Document

5.2 Student Progression

5.2.1 Average percentage of placement of outgoing students during the last five years

Answer: 90.04

5.2.1.1 Number of outgoing students placed year - wise during the last five years.

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
111	110	107	100	105

File Description	Document
Self attested list of students placed	View Document
Details of student placement during the last five years	View Document

5.2.2 Percentage of student progression to higher education (previous graduating batch).

Answer: 0

5.2.2.1 Number of outgoing student progressing to higher education.

Answer: 0

File Description	Document
Details of student progression to higher education	View Document

5.2.3 Average percentage of students qualifying in state/national/ international level examinations during the last five years (eg: IIT-JAM/CLAT/ NET/SLET/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations, etc.)

Answer: 80

5.2.3.1 Number of students qualifying in state/ national/ international level examinations (eg: IIT/JAM/ NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations, etc.)) year-wise during last five years

Answer:

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

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

Answer:

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

File Description	Document
Upload supporting data for student/alumni	View Document
Number of students qualifying in state/ national/ international level examinations during the last five years	View Document

5.3 Student Participation and Activities

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

Answer: 12

5.3.1.1 Number of awards/medals won by students for outstanding performance in sports / cultural activities at inter-university / state / national / international events (award for a team event should be counted as one) year - wise during the last five years.

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
0	7	0	1	4

File Description	Document
Number of awards/medals for outstanding performance in sports/ cultural activities at inter-university / state / national / international level during the last five years	View Document
e-copies of award letters and certificates	View Document

5.3.2 Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution

Answer:

Student Affairs Council TSM (SACT) is the apex body of the student's welfare which operates under the Office of the Dean, MBA program. The council is comprised of the general secretaries of Academic Affairs, Technical Affairs, Sports Affairs, Cultural Affairs, Hostel Affairs, Mess Affairs who work along with the joint secretaries of their respective councils to address issues relating to the overall welfare of the student community. The council ensures a vibrant environment for the students and encourages every student to actively engage themselves in some developmental activity throughout the year. For example, YUKTI, the annual B-Fest draws student participation from across the country. At TSM, we want our students to have a holistic educational experience. Therefore, students are involved in other academic and administrative activities to hone their skills. Apart from the academic committees like TSM admission cells and Placement Cell, students are involved in administrative committees like Internal Complaints Committee, Anti-ragging Committee, IQAC Cell, SC-ST Committee, Grievances Committee, Disciplinary Committee, Mess Committee. There is also a cafeteria (Central Perk) which is managed and operated completely by the students. The core committee includes student members who play a vital role in the progression of these committees. Roles of students in a few committees are given in detail below:

Placement Cell:

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 for their career growth. Also, summer placements (SIP) are owned by student representatives.

Admission Cell:

Admission Team involves student representatives for their core responsibilities like admission promotion. Students are involved in all the activities from designing the brochure to organizing the admission process.

Besides, TSM has various academic clubs like Artha, Zero Gravity, WeCare, nAch, Impressions, Kaizen, Vivaadh, Chandai etc. Each club is steered and managed by the students themselves along with a faculty coordinator who oversees the proceedings.

File Description	Document
Paste link for Additional Information	View Document

5.3.3 Average number of sports and cultural events / competitions organised by the institution per year

Answer: 21.6

5.3.3.1 Number of sports and cultural events / competitions organised by the institution year - wise during the last five years.

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
24	15	23	27	19

File Description	Document
Report of the event	View Document
Number of sports and cultural events / competitions organised per year	View Document

5.4 Alumni Engagement

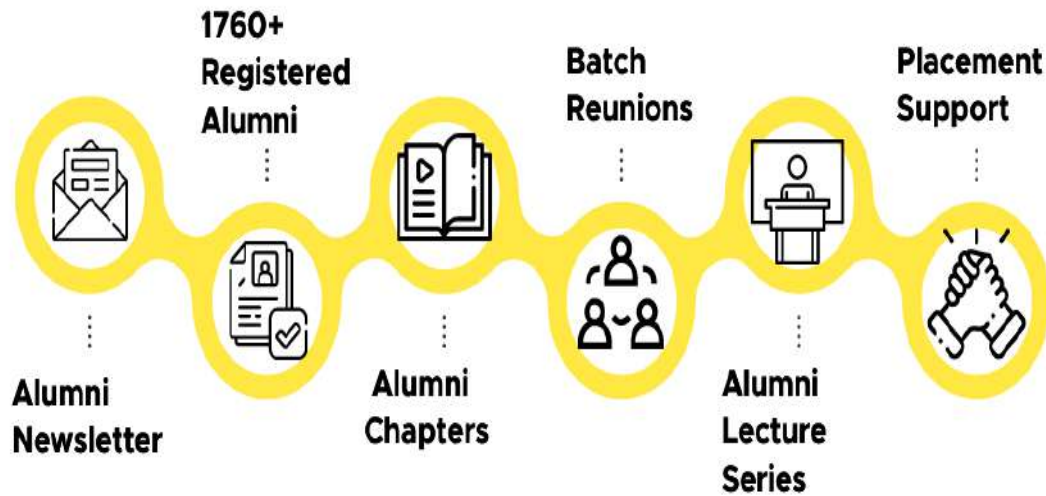
5.4.1 The Alumni Association / Chapters (registered and functional) contributes significantly to the development of the institution through financial and other support services.

Answer:

TSM has around 3000+ alumni who are successful in their respective careers. 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. To nurture this relationship, our institute conducts alumni meetings every year at Chennai, Bangalore and Madurai.

TSM alumni association is a formal association. TSM alumni association is registered under TN Societies Registration Act, 1975 with its own bank account. The last Annual General Meeting of the alumni association (The “Society”) was conducted on 16 February 2022. The AGM resolutions were recorded and the annual returns for TSM alumni association up to the year 2021 and have been submitted to the Registrar of Societies.

TSM Alumni Association



E-mail and social media interactions with Alumni are regularly done. TSM alumni group has an exclusive email ID for interaction and also a Facebook page as “TSM Alumni”. The collaborations with the Alumni have been strengthened in the recent years due to the Pandemic.

Methodology to connect with Alumni and its implementation

There exists an exclusive Alumni Portal powered by Vaave who have rich experience in understanding alumni domain. Alumni can connect using the link <http://alumni.tsm.ac.in> and there are 1575+ Registrations as on July 2022.



Alumni Reunion – Reflexions

Alumni meets are conducted annually in different locations such as Madurai / Chennai / Bangalore to ensure visibility and reach in the major metros. The recent annual Alumni Reunion was organized on 7 March 2020 at The Raintree Hotel, Chennai. The event was well attended by Shri. Sameer Mehta Vice Chairman - Dr Mehta's Hospitals and Director - Atlas Family Office, TSM was the chief guest of the occasion.

The 1994 & 2009 batch reunions happened during the year 2020-21.

Alumni Interaction Series

We take immense pride in celebrating the astounding success of our alumni globally. As a mark of our appreciations and wishes for greater exploits for the future, we welcome our alumni ambassadors for a continuous interaction series to ignite passion, purpose and enhance perspectives of our aspiring managers, young leaders and our TSM community.

Alumni Newsletter

This is a biannual newsletter which would showcase the achievements of TSM and our alumni

Sports Activities

Our alumni enthusiastically take part regularly in several sports activities organised by the iand use it as a platform to continue to pursue their sports interest. In 2021, major sports meets were held in the institution under the banner are HIGH 5 (Basketball), INFERNO 2.0 (Cricket), TACKLE (Football) and TANDEM (Volleyball) in two phases. Basketball, cricket and volleyball was held on 13 & 14 March 2021, and football tournament was held on 27 & 28 March 2021. In addition to the participation by the current batch of students and Corporate Teams (Rediff, Infosys etc), the alumni formed themselves into a team and made a strong representation.

File Description	Document
Any additional information	View Document

5.4.2 Alumni financial contribution during the last five years (in INR).

Answer: C. 5 Lakhs - 10 Lakhs

File Description	Document
Any additional information	View Document

6. 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

Answer:

The Vision and Mission of Thiagarajar School of Management (TSM) have been developed with the active involvement and participation of the faculty in multiple brain-storming sessions under the guidance of the Director and the Chairman and a few members of the Board of Governors. The formulation exercise was a bottom-up process which started off with the Chairman articulating the Founders' philosophy and motivation. After several rounds of deliberations, iterations and fine-tuning amongst faculty, Director and Governing Board Chairman, these were crystallised. The Vision, Mission statements thus serve the Institute as a navigational guide for direction and action



Vision

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

- To promote wide application of professional management principles, practices and attitudes in the management of economic and social institutions, primarily through teaching, training, research and consultancy.
- 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.
- To help transform entrepreneurial ideas into scalable and sustainable economic and social institutions.
- To promote responsible leadership by seamlessly weaving ethical values, social dimensions and long-term sustainability into all aspects of our 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 of the Master of Business Administration programme. Our motto “Learn to Learn” emphasises the fact “Learning” is life-long quest and the process of learning is as important as learning itself.

We take our roles very seriously at TSM and ensure 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.

The Institution adheres to the

- Undiluted core values of ethics and meritocracy
- A “Learn to Learn” culture
- Collaborative, inclusive and continuous learning
- Participation, empowerment and innovation

The mission of Thiagarajar School of Management addresses the profiles of most students who join us viz. rural and semi-urban students, while continuing to be equally relevant to the others. Our programme structure, design and delivery focus on holistic development of the students—involving not just imparting professional and functional skills and tools, but also soft and life-skills—that would transform them to role-ready self-starters.

File Description	Document
Any additional information	View Document
Link for additional information	View Document

6.1.2 The effective leadership is reflected in various institutional practices such as decentralization and participative management.

Answer:

TSM has the practice of constituting committees for carrying out its various functions, thereby delegating responsibilities to the teachers and non-teaching staff, taking along the students. This reflects an environment of effective leadership through decentralization and collective participation. TSM promotes a culture of participative management and has always been using decentralization of authority and participation of various stakeholders to strengthen the learning environment which promotes inquisition, innovation, leadership and team-spirit. In the College, all operations are managed by committees/societies constituted for academic and non-academic activities which involve faculty, staff and students.

College followed practice of decentralization and participative management propagated via Faculty Council and various student's clubs and committees (academic and administrative) where Teachers In Charge, Faculties and students are the fundamental members. For all vital and substantial management decisions, management call inputs from all stakeholders.

To cite a case, TSM is one of the few private institutions where TSM Faculty Members drives the Faculty Recruitment and Selection and Students Admissions. Ethics & Meritocracy are two fundamental values faculty members look for while admitting a student or selecting a faculty member in their team.

The Institution seeks diversity in its faculty recruitment.

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 with the Institutional support of sponsorship for such programs for talent development.

Faculty recruitment is done through references from known sources to highly qualified PhDs from IIM's, IIT's, NITs and direct applications received and by notification in the Institutional website on career opportunities.

The inputs of Area Chairs and Director on the profile of the candidate are taken and the candidate's credentials are informally verified through references.

The candidate if short listed will be invited for a seminar and interaction.

Faculty Panel consisting the Principal and Area Coordinators/ Programme Chairs and senior faculty interviews the candidate and the recommendations are forwarded to the Director and Board of Governor's panel.

Faculty Recruitment Committee of the Board of Governors panel (consisting of the Chairman and the Director) interviews the candidate and considering the inputs from faculty seminar and the Faculty Panel decide on the appointment or otherwise and finalise terms as applicable. Besides suitability from an academic perspective, one important attribute expected in a potential TSM faculty is cultural fit and this aspect is carefully assessed at the time of interviews.

Financial Decentralisation:

For faster approvals and reduce bureaucratic procedures, financial decentralization is encouraged. The Controller of Examinations can approve any payments in the respective domain less than Rs.10,000/- . The Dean can approve any expenditure related to students activities such as Treasure Hunt etc less than Rs.10,000/-.

Principal/Director can approve any payments up to three lakhs rupees. Admissions Chairperson can approve any payments relating to admissions and promotion activities less than Rs. 2 lakhs

File Description	Document
Any additional information	View Document
Link for additional information	View Document

6.2 Strategy Development and Deployment

6.2.1 The institutional Strategic / Perspective plan is effectively deployed

Answer:

The institute has a perspective plan to be a leader in professional education research and development by commitment to excellence in education, training, research and consultancy to utmost satisfaction of all stakeholders. The institute to excel in teaching understand the important role that quality of faculty plays. It therefore has created policies that help to develop and promote faculty and retain good faculties.

One of such strategic initiative is to transform TSM from a Teaching School to a Research & Teaching Institution.

To groom and enrich the faculty members, institute sponsors faculty to attend faculty development programs, workshops, conferences at National and International level and their expenses are reimbursed by the institution. There are also several research oriented workshops and seminars organized at TSM campus.

Faculty members are encouraged to publish their research in reputed ABDC / Scopus journals and are financially rewarded. Further they are encouraged to submit their research papers in international conferences. A total of Rs. 33.35 lakhs has been disbursed as incentives for faculty research publications from January 2020 to August 2022.

PhD Programme is initiated from 2021 where TSM is recognized as the approved Research Centre of Alagappa University, Karaikudi.

Faculty enrichment is facilitated by providing them with the required support for PhD and research work. The institute has a Research centre and faculty members are motivated and supported to become Ph.D Supervisors. Majority of the faculty members have a doctoral degree from reputed institutions and some are recognised Ph.D Supervisors.

This increased research output helped us in getting better NIRF rankings in Management Category.

The institute actively promotes faculties to undertake EDPs, MDPs and Consultancy projects and provides them with academic leave for the purpose. The consultancy sharing ratio is 60:40 to be apportioned among the faculty and the institute. Faculty is also given a reduced load of both academic and/or administrative responsibilities in case of consultancy or long term training projects. Faculties are given flexibility to invite senior corporates to provide inputs to the students in their respective areas which not only helps the students get a real life learning but facilitates faculties to cultivate a network.

File Description	Document
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Any additional information	View Document
Link for additional information	View Document
Link for Strategic Plan and deployment documents on the website	View Document

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

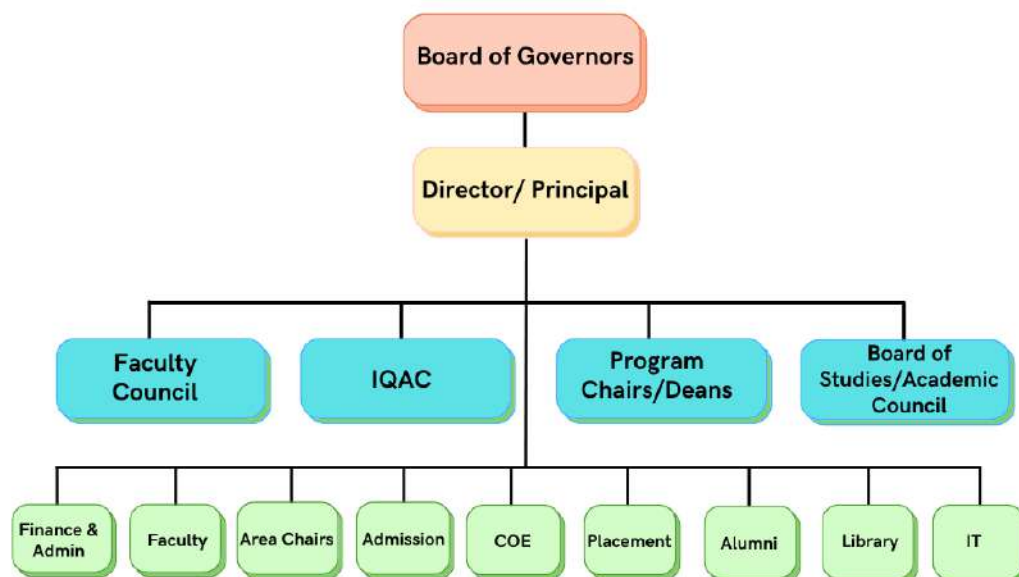
Answer:

Governing Board/Board of Governors:

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, 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. The budget is formulated annually and reviewed periodically to accommodate changing expenditure patterns based on external and internal forces.

The governing body is very active and effective in providing strategic direction to the institution. The body meets twice every year and reviews the institutional performance in terms of enrolment, curriculum, infrastructure, placements, staffing, admission procedures, as well as any other pertinent aspect relevant to the smooth orderly functioning of the institution. Sub-committees of the Board are also constituted to deal with specific matters such as faculty appointments.

TSM – ORGANIZATIONAL CHART



The Board of Governors and their contributions:

Following are the areas in which the Board of Governors actively contributes to the affairs of the Institution:

- **Strategic Direction:** The BOG reviews the overall strategic direction of the Institute and suggests suitable initiatives to align/realign TSM with the changing environment.

- **Review Operations:** The Governing Board reviews TSM's progress on various operational aspects and offers guidance as appropriate. The kind of role TSM BOG has been playing on various aspects is illustrated below.
- **Students Admission:** The Board discusses the admission strategy and offers suggestion and some of them join as a panel member in the student admission process.
- **Student Placement:** BOG reviews placement and offers useful suggestions regarding placement strategy
- **Faculty Recruitment:** As a part of the faculty recruitment process, shortlisted candidates are interviewed by a panel of BOG members chaired by the Chairman of the Board and this BOG panel is the final approving/selection authority. This way, the BOG ensures that the TSM's commitment to faculty quality is ensured.
- **Faculty Appraisal:** At the end of each academic year the faculty members are appraised of their performance during the year. This is done by a process of Faculty Appraisal, wherein the committee of BOG members (including Chairman), who review the performance of each of the Faculty and decide their career path, training needs, rewards etc. and offer their advice and guidance for faculty development This is another way by which the BOG assures TSM commitment to quality.
- **Budget approval:** The Capital and Revenue Budgets of the Institution are discussed in detail and approved by the BOG/Committee of the Board.

Annual BOG Meetings: The members of the BOG play active roles in the annual meetings and contribute valuable inputs to the growth and development of the Institution. Further, the review of the performance during the completed academic year provides valuable insights on the areas of improvement.

File Description	Document
Any additional information	View Document
Link to Organogram of the Institution webpage	View Document
Link for additional information	View Document

6.2.3 Implementation of e-governance in areas of operation

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

Answer: A. All of the above

File Description	Document
Screen shots of user interfaces	View Document
Institutional data in prescribed format	View Document
ERP (Enterprise Resource Planning) Document	View Document
Link for additional information	View Document

6.3 Faculty Empowerment Strategies

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

Answer:

The teaching and non-teaching staff of our institution are blessed to be working in an environment that has state of the art infrastructure. An air-conditioned work environment with Wi-Fi facility adds the much-needed motivation at workplace.

Besides this the faculty members are given with laptops/desktops based on their preferences for their teaching and research requirements. Printers are connected through networks with the computers of all the faculty members. Hygienic work environment is ensured through a dedicated staff that is responsible to keep the set up clean. There are also programme assistants exclusively meant to assist and meet the requirements of the faculty members.

- Health Services: A health care centre is available with staff nurse on daily basis.
- 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 fully furnished.
- Group Insurance: TSM has taken a group insurance to cover all teaching, non-teaching staff and students from any accidents.
- Maternity leave is provided for as per TSM norms.
- Special casual leave is sanctioned to the faculty members by the Director for institution related programmes, foreign visits, research related work etc.
- Every employee enjoys gratuity and provident fund benefits as per government regulations.
- Full Financial assistance is given to the faculty members to attend conferences and present papers.
- There is a well-maintained college gymnasium, with several fitness equipments including automatic treadmill.
- Staff Recreation Trip and Faculty Recreation Trip
 - In 2022, Staff members with their Family went to Poovar
- Faculty Members with their Family went to Thekkady

File Description	Document
Any additional information	View Document
Link for additional information	View Document

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

Answer: 38.84

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

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
3	6	13	13	23

File Description	Document
Institutional data in prescribed format	View Document

6.3.3 Average number of professional development / administrative training Programmes organized by the institution for teaching and non-teaching staff during the last five years.

Answer: 9.8

6.3.3.1 Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff year-wise during the last five years

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
9	18	11	7	4

File Description	Document
Institutional data in prescribed format	View Document

6.3.4 Average percentage of teachers undergoing online/ face-to-face Faculty Development Programmes (FDP)during the last five years (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course).

Answer: 100

6.3.4.1 Total number of teachers attending professional development Programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes year wise during last five years

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
31	29	26	31	32

File Description	Document
Institutional data in prescribed format	View Document

6.4 Financial Management and Resource Mobilization

6.4.1 Institution conducts internal and external financial audits regularly

Answer:

Internal Control

Governing body / finance committee meets regularly to prepare and approve the budget for every new academic year.

Flow of Transaction

For every revenue and capital expenditure the concerned faculty/staff coordinator takes proper approval from the director and then submits the same in the account section. The account section processes the approved document and then pay the required money to the concerned party after preparing proper documents and taking the receipt there from.

After completion of every activity, the finance expenses are settled along with proper supporting bills, vouchers and counter signed by the concerned faculty coordinator and director in due course.

The accounting records are maintained by the accounting section which is audited by both internal and external auditors the financial statements are then submitted and approval is sought from the Governing body. All the books of account are maintained at TSM Tally software. Financial data is collected and maintained as per accounting standard issued by Institute of Chartered Accountants of India.

Audit Practice

Auditors of the institute get the accounting records audited at Individual and consolidated level and seek independent opinion through Audit report regularly.

All applicable laws are complied with and income tax return is also filed every year. Management of the institute takes special care to satisfy the queries, rectify and follow the resolution raised during Audit at the year end of every financial year.

Internal audits are conducted on regular basis.

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. The external financial audit is carried out by R Subramanian and Co., and the reports are sent to the institutions' Governing Body.

In addition, Bureau Veritas conducts ISO Surveillance Audit every year.

All the accounts till FY 2021-2022 have been audited and all audited reports are presented to the Governing Body of the college.

File Description	Document
Any additional information	View Document
Link for additional information	View Document

6.4.2 Funds / Grants received from non-government bodies, individuals, philanthropists during the last five years (not covered in Criterion III and V) (INR in Lakhs)

Answer: 0

6.4.2.1 Total Grants received from non-government bodies, individuals, Philanthropers year-wise during the last five years (INR in Lakhs)

Answer:

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

File Description	Document
Institutional data in prescribed format	View Document

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

Answer:

TSM is managed by Manickavasagam Charitable Foundation(MCF) backed by Loyal Textiles Mills Limited Group. TSM is unaided and fully self-financed private entity which relies on the student fees for mobilization of funds. Other source of funds like MDP revenues, Consulting is shared with the Faculty Members. The funds so generated are optimally utilized for meeting various expenses and making investments. When required, additional financial support is received from MCF for capital and operating expenditures.

The objective of this policy is to mobilize the fund and resources by systematic mechanisms in order to utilize resources under purview of organizational predetermined vision and mission statement.

This policy must ensure the optimum utilization of funds and resources in order

- To provide quality education to students to create role-ready professionals for industries and entrepreneurs who will create jobs for the society and lead to economic development.
- To ensure development of faculty and staff members

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 all expenditure incurred is in accordance with approved budgetary allocations:

1. Constitution of Purchase Committee / Price Negotiation Committee (PNC)
2. Approval of PNC Proposals and Decisions on Contracts and Procurement
3. Periodical Analysis of Budget vs. Actual Expenditure

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.

File Description	Document
Any additional information	View Document

6.5 Internal Quality Assurance System

6.5.1 Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes visible in terms of – Incremental improvements made for the preceding five years with regard to quality (in case of first cycle)

Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives (second and subsequent cycles)

Answer:

Internal Quality Assurance Cell (IQAC) of TSM functions well to sustain quality and enhance in all spheres. It contributes much focusing on, Teaching-Learning, Collaboration and Linkages with other Institutes and Industry, Training and Placement, Research Centre, Research Publications and Feedback system etc., IQAC meetings are conducted at periodic intervals and all quality enhancing activities are discussed and suggestions are taken into account for improvement. IQAC is continuously takes efforts from the inception of IQAC in the year 2016 as it maintains quality by systematic co-ordination in all spheres. IQAC takes considerable efforts focusing on Outcome based education (OBE). specified by NAAC. The following aspects are emphasized to enhance quality education.

TEACHING - LEARNING

IQAC ensures the Course Outcome, CO formation, Assessment and CO, PO attainment which are the prime objectives of TSM and confirms whether the curriculum improves the knowledge along with skills assuring the employability of the students. Setting question papers and maintaining quality of Internal and External question papers as per the guidelines.

Changes brought in course subjects and more options to choose their electives. The course subjects are revised giving choices to opt the 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 and the IQAC scrutinize the curriculum as per the norms and policies.

Student-centric teaching -learning methodologies such as experiential learning, participatory learning, problem solving methods. Case studies, SIP and Rural development Immersion Programs are used. Innovative and creative teaching with effective learning management system is used.

FEEDBACK SYSTEM

TSM follows and practices a well-structured feedback system.

Student Satisfaction Survey (SSS): 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 Feedback is received from students, Alumni, Parents, and from other state holders (Industry people).

RESEARCH PUBLICATIONS AND RESEARCH PROMOTION:

Thiagarajar School of Management with the approval from Alagappa University, has started the Ph.D. program in Management. IQAC stirs and motivates the faculty and students to publish research papers in reputed Scopus Indexed journals with higher impact factor. and ABDC journals to promote qualitative research culture among the faculty members and students. Incentives are provided for the faculty. (Incentive Scheme List attached). The main objectives are to promote research as follows:

To evince interest among the members of faculty so that they take efforts to establish collaborative research projects with their counterparts in reputed foreign Universities.

To encourage knowledge creation among Faculty members so that they make original contributions by way of publications.

Significant contribution of IQAC include:

1. Formulate strategies for better NIRF Ranking and tracking the Improvements
2. Timely submission of AQAR in all the preceding years during this NAAC cycle
3. Research Centre Recommendation for transition from Teaching school to Research- Teaching School
4. Incentive Recommendation for the promotion of research

File Description	Document
Any additional information	View Document
Link for additional information	View Document

6.5.2 The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

(For first cycle - Incremental improvements made for the preceding five years with regard to quality

For second and subsequent cycles - Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives)

Answer:

All the best practices and strengths as observed in Cycle-1 are continued in Cycle-2.

The IQAC addressed the suggestions given in Cycle-1 and improvements are shown in the table given below.

Criteria	Metrics	Cycle -I	Cycle-II
Curricular Aspects		Observations	Improvements
1.1	Curricular Design and Development	<ul style="list-style-type: none"> o Programs planned, designed and developed in line with the vision. 	<ul style="list-style-type: none"> o Outcome Based Education is Implemented.

		<ul style="list-style-type: none"> Course outline Schedule and Academic Calendar, prepared. 	
1.2	Academic Flexibility	<ul style="list-style-type: none"> Autonomous - Trimester System. 	<ul style="list-style-type: none"> Contemporary Electives (60) PO-CO-Mapping done relevant to the Program Educational Objectives as per the Program Learning Outcomes.
1.3	Curriculum Enrichment	<ul style="list-style-type: none"> Enriched through Foundation Courses, Seminars, Seminars Guest Lectures Industrial Visits. 	<ul style="list-style-type: none"> Integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values Value added courses included as part of the curriculum
Teaching Learning and Evaluation			
2.1	Student Enrolment and Profile	<ul style="list-style-type: none"> Merit Based Transparent 	<ul style="list-style-type: none"> Improved the intake quality of the students with revised admission norms and policies. Student gender diversity is increased (1:1)
2.2	Catering to student diversity	<ul style="list-style-type: none"> Remedial strategies to be strengthened 	<ul style="list-style-type: none"> Financial assistance given to the needy. Remedial teaching done for slow learners to bring about academic homogeneity. Advanced learners and slow learners identified and different types of learning activities are assigned.
2.3	Teaching-Learning Process-	<ul style="list-style-type: none"> Learner Diversity 	<ul style="list-style-type: none"> Online Classes with ICT integration. Participative Learning Experiential Learning, problem solving methods are used. Upgraded Classrooms Infrastructure
2.4	Teacher Profile and Quality	<ul style="list-style-type: none"> 21 Teachers with Ph.D. 	<ul style="list-style-type: none"> 26 Teachers with Ph.D. from leading institutions.

2.5	Evaluation Process and reforms.	Examinations reforms	<ul style="list-style-type: none"> ○ Transparency system introduced for end-term assessments ○ Questions are reformed as per the Guidelines of Outcome Based Education and aligned to Blooms Taxonomy and Course Outcomes ○ PO-CO Mapping is done and assessed ○ ICT enabled tools are used in evaluation. Mettl & Moodle.
2.6	Student performance and learning outcomes		<ul style="list-style-type: none"> ○ Increased academic pass percentage - 98% ○ Average placement salary increased to 7 lakhs CTC
3.1	Research, Consultancy and Extension	Full utilization of budget allocation for research is needed.	<ul style="list-style-type: none"> ○ Research Centre established in the year 2020 -affiliated to Alagappa University. ○ Research facilities updated as per the need. ○ Access to several databases like EBSCO, CMIE, Refinitiv (London stock exchange). ○ Purchase of softwares like SPSS, E-View, NVIVO, SmartPLS, JMP SAS ○ Budget allocation for research is well utilized. ○ Seed money provided for research.
3.2	Resource mobilization for research.	Minimal research grants generated. Research projects need to be submitted for funding Industry and other agencies	<ul style="list-style-type: none"> ○ 16.38 lakhs received from Government and Non-government agencies. ○ Research project sanctioned from ICSSR (3.5 Lakhs) ○ 7 teachers have research Projects. ○ 7 researchers are recognized as research guides
3.3	Innovation Ecosystem		<ul style="list-style-type: none"> ○ Entrepreneurship development Cell established. ○ Created an ecosystem for innovations and creation and transfer of knowledge. ○ 38 workshops /seminars conducted on research

			methodology, entrepreneurship, skill development for Faculty and Students.
3.4	Research Publications and Awards	<ul style="list-style-type: none"> Faculty Publications in international and National journals shows increasing trend 	<ul style="list-style-type: none"> 300% increase in the NIRF 2022 research score Journal publications in ABDC, Scopus have increased Inclusion of research ethics in the research methodology course work for research scholars Plagiarism check through software -Turnitin available
3.5	Consultancy	<ul style="list-style-type: none"> Consultancy policy in place. Over Rs.9 Lakh consultancy service rendered in 2016-2017. 	<ul style="list-style-type: none"> 71.25 Lakhs revenue generated from consultancy and corporate training. 17.92 Lakhs spent on developing facilities, training teachers and staff .
3.6	Extension Activities	<ul style="list-style-type: none"> Blood donation Camps organized Active tree plantation done 	<ul style="list-style-type: none"> RDIP (Rural Development Immersion Programme) functions well. Swachh Bharat is a part of environmental initiative and student activity. Plogging – inside and outside the campus. 37 Extension and outreach programs conducted 495 members participated in extension activities TSM registered under Unnat Bharat Abhiyan
3.7	Collaboration	<ul style="list-style-type: none"> Collaboration with few international institutions 	<ul style="list-style-type: none"> Functional MoUs with institutions of national, international importance, other Institutions, industries, corporate houses – 12
4.1	Infrastructure facilities and learning resources.	Campus area-40 acres with 60% open area.	<ul style="list-style-type: none"> Air conditioned classrooms Internet access with 225 mbps bandwidth round the clock.

			<ul style="list-style-type: none"> Facilitated with 175 Computers, ERP Implementation 'Turnitin plagiarism Software 'Mettl' platform used Feedback portal
4.2	Library as a learning resource	<ul style="list-style-type: none"> Library as a Learning resource 	<ul style="list-style-type: none"> EBSCO and selected Elsevier (73) and emerald (20) journals. Access to databases like CMIE and Refinitiv. Harvard Business Review.
4.3	IT Infrastructure	<ul style="list-style-type: none"> Number of Virtual classroom and use of IT learning needs to be strengthened. 	<ul style="list-style-type: none"> Resources available for online teaching Lecture Capturing System (LCS)
5.1	Student Support and Progression	<ul style="list-style-type: none"> Formal mentoring system exists. Financial support provided to meritorious and meritorious, economically weaker students. Placement cell, Anti-ragging committee and counselling cell exists 	<ul style="list-style-type: none"> Almost all the students benefited by scholarships and freeships. Students benefitted by guidance for competitive examinations and career counselling-238
	Student Progression	<ul style="list-style-type: none"> Placement facilitated through Placement cell. Career guidance Program needs to be enriched 	<ul style="list-style-type: none"> Career Guidance Programmes have been enriched and conducted by both Internal and External Experts. Area Chairpersons address the students every Trimester Placement CTC increased to 7 Lakhs
	Governance, Leadership & Management		
6.5		IQAC needs to be structured in accordance with NAAC guidelines	IQAC is formulated and actively implemented. The constitution of IQAC is in accordance with the NAAC norms.

Any additional information	View Document
Link for additional information	View Document

6.5.3 Quality assurance initiatives of the institution include:

1. Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements
2. Collaborative quality initiatives with other institution(s)
3. Participation in NIRF
4. Any other quality audit recognized by state, national or international agencies (ISO Certification)

Answer: All of the above

File Description	Document
Upload e-copies of the accreditations and certifications	View Document
Institutional data in prescribed format	View Document
Link for additional information	View Document

7. Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1 Measures initiated by the Institution for the promotion of gender equity during the last five years.

Answer:

TSM believes that gender equity is the hallmark of a progressive society and as such; attempts to do its part towards making its students and stakeholders more sensitized and responsible citizens of the country. Negative actions such as discrimination, harassment and ragging have no place in TSM campus.

The college is deeply sensitive towards gender equality and sensitive behaviour towards fellow students and stakeholders and has undertaken numerous initiatives to provide a safe and discrimination free environment for students from all walks of life while attempting to inculcate a sense of social equality and positive perception in all its stakeholders.

Some of these initiatives include:

- Counselling: A well-qualified and experienced counsellor is available to help students cope with personal and psychological problems
- Common Rooms: Gender segregated common rooms help provide a space for peer interaction and personal contemplation and study.
- Safety and Security: A networked CCTV cameras and a posse of trained security guards monitors the college and hostel spaces 24 X 7.
- Gender segregated hostels with tailored facilities: To provide a hassle free environment for the resident students. Dedicated wardens and staff look after the students and help monitor any instances of adverse behaviour.
- Internal Complaints Committee (ICC): A vigilant body that tackles cases of harassment within the college; operating on the principle of zero tolerance.
- Sanitary Napkin Incinerator: In a commendable attempt to promote women hygiene and gender sensitization, the college has inaugurated a sanitary napkin incinerator within their campus.

Apart from these specific initiatives, other programmes organized such as

- Talk by Dr. Nandhini Pandian, a leading gynecologist addressed TSM community on 18 March 2021.
- Talk by Inspector of Police, Madurai Crime Branch on Cyber Security, 8 March 2019
- Panel Discussion and debate on “Is Gender Equality highly realized by youngsters or middle-aged adults?” and on “Gender Equality is highly realized by the youngsters” conducted on 12 March 2020
- Several events like Elocution, Pencil Drawing conducted on 7 March 2022



Participation of Women in Leadership Positions:

Board of Governors:

- Dr. M. Selvalakshmi
- Dr N. Manjula
- Dr. Purna Banerjee

Academic Council:

- Dr. Vasantha

Students

Almost 50% of students are women.

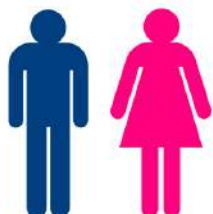
Academic Leadership Positions

Principal- Dr. M Selvalakshmi

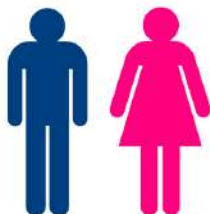
Controller of Examinations-Dr. Mutharasi P

Admissions Chairperson- Dr. N Manjula

GENDER RATIO



FACULTY
3 : 1



STUDENTS
1 : 1



ADMINISTRATIVE
ROLES HELD BY
WOMEN

- Principal
- Admission Chairperson
- COE
- IQAC Co-ordinator

File Description	Document
Annual gender sensitization action plan	View Document

7.1.2 The Institution has facilities for alternate sources of energy and energy conservation measures

1. Solar energy
2. Biogas plant
3. Wheeling to the Grid
4. Sensor-based energy conservation
5. Use of LED bulbs/ power efficient equipment

Answer: A. 4 or All of the above

File Description	Document
Geotagged Photographs	View Document

7.1.3 Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 500 words)

- Solid waste management
- Liquid waste management
- Biomedical waste management
- E-waste management
- Waste recycling system
- Hazardous chemicals and radioactive waste management

Answer:

Solid waste is taken away by Madurai Corporation garbage collection vans on a daily basis. There is no radioactive, chemical and bio medical wastage disposal as the institute does not have science (physics, chemistry & biology) labs.

STP (Sewage Treatment Plant)

Sewage treatment is the process of removing contaminants from wastewater, primarily from household sewage. It includes physical, chemical, and biological processes to remove these contaminants and produce environmentally safe treated wastewater (or treated effluent). A by-product of sewage treatment is usually a semi-solid waste or slurry, called sewage sludge that has to undergo further treatment before being suitable for disposal or land application.

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

Food waste from dining hall is used as cattle feed.

File Description	Document
Geotagged photographs of the facilities	View Document

7.1.4 Water conservation facilities available in the Institution:

1. *Rain water harvesting*
2. *Borewell /Open well recharge*
3. *Construction of tanks and bunds*
4. *Waste water recycling*
5. *Maintenance of water bodies and distribution system in the campus*

Answer: A. Any 4 or all of the above

File Description	Document
Geotagged photographs / videos of the facilities	View Document

7.1.5 Green campus initiatives include:

1. *Restricted entry of automobiles*
2. *Use of Bicycles/ Battery powered vehicles*
3. *Pedestrian Friendly pathways*
4. *Ban on use of Plastic*
5. *landscaping with trees and plants*

Answer: A. Any 4 or All of the above

File Description	Document
Geotagged photos / videos of the facilities	View Document

7.1.6 Quality audits on environment and energy are regularly undertaken by the Institution and any awards received for such green campus initiatives:

1. *Green audit*

2. Energy audit**3. Environment audit****4. Clean and green campus recognitions / awards****5. Beyond the campus environmental promotion activities**

Answer: B. 3 of the above

File Description	Document
Reports on environment and energy audits submitted by the auditing agency	View Document
Certification by the auditing agency	View Document
Certificates of the awards received	View Document

7.1.7 The Institution has disabled-friendly, barrier free environment**1. Built environment with ramps/lifts for easy access to classrooms.****2. Divyangjan friendly washrooms****3. Signage including tactile path, lights, display boards and signposts****4. Assistive technology and facilities for Divyangjan accessible website, screen-reading software, mechanized equipment****5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading**

Answer: B. 3 of the above

File Description	Document
Geotagged photographs / videos of the facilities	View Document

7.1.8 Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 500 words).

Answer:

The institution is continuously involved in different projects related to harmony towards cultural, regional and communal socio-economic issues.

Rural Development Immersion Programme: Long standing Association with organisation like The Dhan Academy help the students of Business Management to sensitise on the various social issues of poverty, inequality and development in rural and urban context. Students team up to generate a proposal on status, issues and interventions related to livelihood, health, education and to look at the roles of different stakeholders (Government, NGOs and corporate) in the process of development for a sustainable society.

Also, for example, the subject of Bottom of the Pyramid Marketing, the concerned faculty gives the assignment of field survey to students, in which students have to visit rural areas and conduct interview with the rural entrepreneurs/retailers/farmers and other people living there.

TSM promotes inclusiveness in all its actions.

Our admission policy is purely based on merit and has set the background of inviting inclusiveness in all culture, religion, linguistic diversity.

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, Womens Day Navarathri, Raksha Bandhan Pongal and Diwali celebrations every year. These festivals ensure better understanding of the composite culture of India and also enables the students to appreciate and embrace the diverse social milieu in which they are blessed with.

Student Diversity:

Bonus points were given for women candidates and as a result 50% of students are women. To increase the diversity, bonus Points are provided for MBA applicants with work experience and also those who are domicile of other states outside of Tamil Nadu.

The campaign for admissions at TSM and the Admissions GD & Interview also happens at a pan India level wherein our team members visit various states such as as West Bengal, Andhra Pradesh and Kerala.

65% of TSM students are from Economic and Socially Backward Classes, thereby providing opportunity to students from weaker sections to fulfill their ambition in life.

Moreover, there is also a mentoring programme in TSM so that each student is assigned to a faculty mentor which enables the students to get solutions to the problems they face during their stay at both academic and personal level.

A Retreat to Poovar, Kerala for members of the Staff and a retreat to Thekkady, Kerala arranged for Faculty members with their family members were arranged to increase harmony and cohesion amongst the employees of TSM.

7.1.9 Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens (within 500 words).

Answer:

India, as a country, includes individuals with different backgrounds viz., cultural, social, economic, linguistic, and ethnic diversity governed and guided by the Constitution irrespective of caste, religion, race, sex, etc., The core constitutional values and principles are totally integrated in the institutional system.

Thiagarajar School of Management (TSM) sensitizes the students and the employees of the institution to the constitutional obligations about values, rights, duties, and responsibilities of citizens which enables them to conduct as a responsible citizen. To equip students with the knowledge, skill, and values that are necessary for sustaining one's balance between a livelihood and life by providing an effective, supportive, safe, accessible, and affordable learning environment.

At TSM there are academic courses that comprise of subjects on Indian Constitution and related aspects. There is a credited course on Business, Government and Society which is also a compulsory course for the first year MBA students. It talks about the governance system in India and how the businesses and governance are rooted in and in sync with the Constitutional values and principles. A dedicated area of Public Policy and elective course on Public Policy and Management in second year for MBA students further entrench the Constitutional ideas and objectives. The students discuss the Union Budget as per the provisions of Article 112 of the Indian Constitution with the respective faculty member for the subjects aforementioned.

They also discuss the Indian Economy and its integration with Global economy and are always encouraged to develop scientific temper and get enlightened through education and contribute heavily to nation building fulfilling their constitutional obligations viz. fundamental duties mentioned in article 51A of the constitution of India.

Parliament of India is at the core of law making and it makes laws in accordance with the constitutional guidelines, here at the TSM, we conduct an event called Mini-Parliament in which students learn what and how the Parliament of India does at the national level by “Role Play”. They are assigned similar roles and prepare themselves with requisite knowledge and skills such as communicating their ideas and debating it on the floor of the House. So, it is a stellar approach in which our learners come to know about how the governance of our nation is carried out and they start understanding and appreciating the national level law making and executive processes that contribute to nation building.

The constitutional elements are inculcated in the value system of the Institution’s community. The students are inspired by participating in various programs on culture, traditions, values, duties, and responsibilities by inviting prominent people. The institute conducted awareness programmes on the ban on plastics, cleanliness, Swachh Bharat, Energy independence, renewable energy usage through the Energy Swaraj awareness involving students.

Guest lectures and workshops are arranged by TSM that involve eminent personalities to deliver lectures on ethics, values, duties, and responsibilities and on saving the environment. Ethical Values, rights, duties, and responsibilities of citizens are some of the topics that are enlisted in Elocution, debates, and class presentation.

File Description	Document
• Details of activities that inculcate values; necessary to render students in to responsible citizens	View Document

7.1.10 The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard.

- 1. The Code of Conduct is displayed on the website**
- 2. There is a committee to monitor adherence to the Code of Conduct**
- 3. Institution organizes professional ethics programmes for students, teachers, administrators and other staff**
- 4. Annual awareness programmes on Code of Conduct are organized**

Answer: B. 3 of the above

File Description	Document
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View Document
Code of ethics policy document	View Document

7.1.11 Institution celebrates / organizes national and international commemorative days, events and festivals (within 500 words).

Answer:

Republic Day Celebrations

We celebrate Republic Day every year with great zeal and fervour. It starts with the flag hoisting ceremony followed by the singing of National Anthem. After this, students sing various patriotic songs which are famous renditions by some of the noted vocalists and musicians followed by the ceremonial sweets' distribution and our signature Tricolour breakfast. Event marked by security personnel march past and Director hoisting our national flag in front of the main building.

Azadi Ka Amrit Mahotsav

Independence Day Celebrations

Event marked by security personnel march past and Director hoisting our national flag in front of the main building. We celebrate the Independence Day with great ebullience and enthusiasm. Students make one-minute videos on the theme of Independence Day and they also conduct Quizzes and other competitions in order to keep alive the patriotic zeal amongst the TSM community.

International Yoga Day

We celebrate the International Yoga Day every year involving the exercise of creating the benefits of Yoga in our community. TSM opens its doors for the people who are interested in learning Yoga that involves our Expert trainers.

International Women's Day

Students organize events among the women employees and contact employees to participate and recognize their special talents. Various interactive events are organized in order to celebrate the Womanhood. Treasure hunt, dancing, singing and cooking competition is held to ensure participation. We felicitate women for their valuable contribution keeping aside all their struggles in household chores.

World Environment Day – Plogging

TSM has conducted events like Plogging and TSM run for saving the Mother Earth. In Plogging, the students collected trash and garbage while on their way to morning jogging inspired by the Swachh Bharat Mission.

TSM Run has also been conducted for creating awareness for saving the Mother Earth.

Teachers Day

In sync with the Guru-Shishya Parampara of our Indian tradition, at TSM, the students organize Teacher's Day event in order to thank their teachers for giving them Knowledge and imparting skills.

Navaratri and Deepavali

Navaratri and Deepavali is celebrated with a lot of excitement, students perform Bhajan Sandhya praising the Goddess Durga, Lakshmi and Saraswati. There is a Dandiya Night organized by the cultural club followed by Special Dinner comprising of traditional cuisines of India.

Holi

The festival of colours is one of the most awaited and most celebrated at our campus, students play with eco-friendly colours and relish the traditional sweets.

Students also celebrate Christmas, New Year Eve, Pongal and other festivals.

Fit India – Sports Utsav

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	Document
Geotagged photographs of some of the events	View Document
Any other relevant information	View Document
Annual report of the celebrations and commemorative events for the last five years	View Document

7.2 Best Practices

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

Answer:

In the last NAAC Self Study Report we had mentioned student run cafeteria and no admission under capitation fees as the best practices. These two best practices are continued and executed with utmost dilligence.

Students Cafeteria called Central Perk is managed by the students.

Admissions purely on merit is followed religiously and implemented by admissions committee.

Further to the IQAC committee deliberations and proposals, we would like putforth the following two best practices which we have implemented after the previous NAAC cycle.

Two best practices

Practice 1:

ICT INTEGRATED TEACHING LEARNING PROCESS & RESEARCH

Information and Communications Technology (ICT) has gone through innovations and transformed our society that has totally changed the way people think, work and live. Over the last two decades, the rapid growth of ICT has become one of the most important resources for an academic institution. This is due to the capability of ICT in providing a dynamic and proactive teaching and learning environment. In line with the current digital era, TSM faculty members are required to integrate ICT in their daily teaching and replace their traditional methods with modern tools and facilities. Also, as part of this, TSM faculty members prepare students to use IT tools that would enable them to live in “a knowledge society”. ICT integration as the process of determining where and how technology fits in the teaching and learning scenario. Research has shown that ICT can lead to improve students' learning as well as better pedagogical practices.

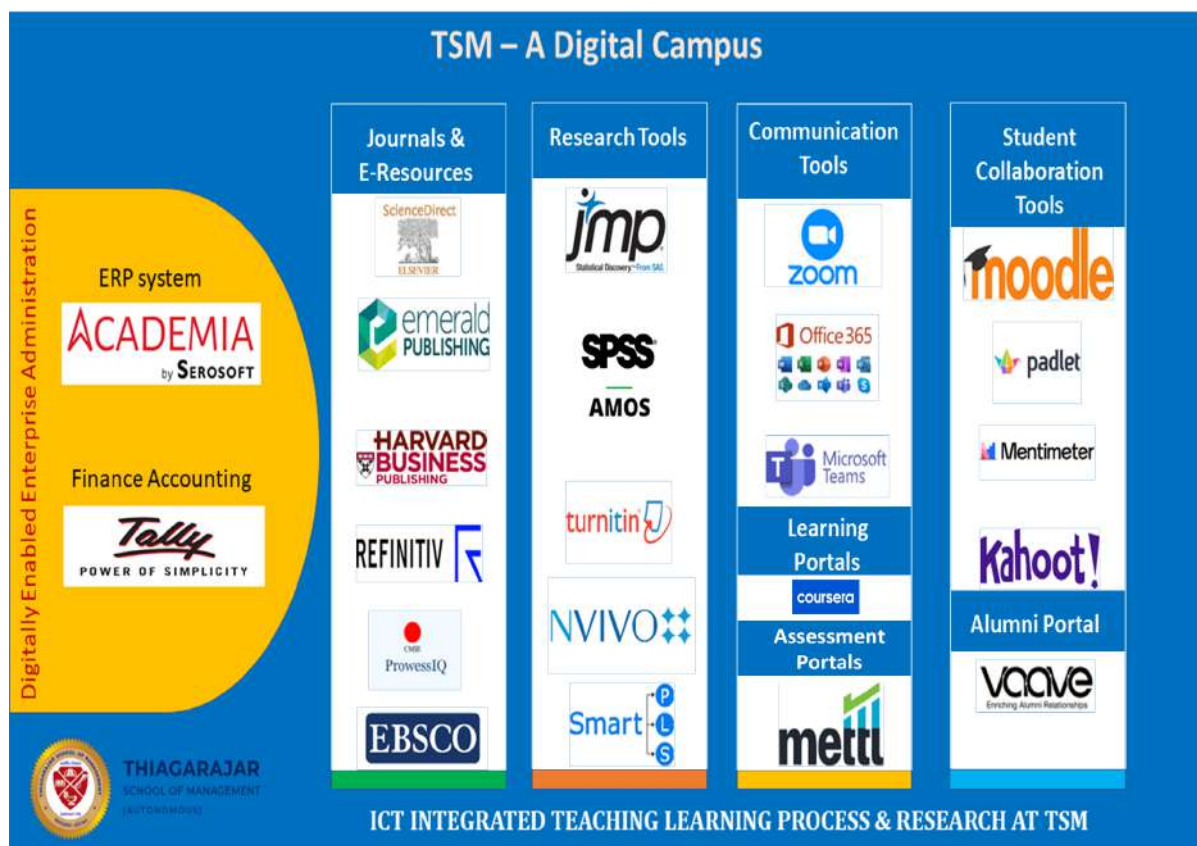
Objectives:

- To overcome the Covid crisis effectively and deliver whatever committed to the students
- To sensitize students about the integrated ICT tools particularly for those living in the rural areas.

- To help students acquire knowledge and skills that will make them globally (national and international) acceptable business leaders.
- To sensitize the students, faculty, and staff about the importance of latest ICT tools and practices.

2. Objectives of the Practice What are the objectives / intended outcomes of this “best practice” and what are the underlying principles or concepts of this practice (in about 100 words)?

In line with globalization and the information highway, the education system is planned to educate students as the future workforce who are technology- savvy, innovative and conversant in technical know-how. ICT has the potential in preparing students for life in the 21st century. Through learning ICT skills, students are ready to face future challenges based on proper understanding and can help students to develop the competencies needed for the current globalization. The objective of using ICT can help students to develop their skills, boost up their motivation and widen their knowledge and information.



3. The Context What were the contextual features or challenging issues that needed to be addressed in designing and implementing this practice (in about 150 words)?

Covid pandemic has pushed Integrating technology in education which is a complex task due to its dynamic nature. The need for effective ICT-based curriculum is one of the main elements in strategic planning for ICT integration in an education system. Hence planning for ICT integration in education is considered as a key element for improvement and development.

TSM conducted classes in zoom platform and faculty members used Mentimeter, Kahoot and padlet to increase the students engagement in online mode. TSM is having dedicated IT team with qualified staff

members to plan and implement the ICT practices.

The team supported the students and faculty members during online classes.

Students faced bandwidth issues and unable to switch on the videos for long hours. Hence, we decided not to have more than 4 classes per day through zoom.

4. The Practice

Describe the practice and its uniqueness in the context of India higher education. What were the constraints / limitations, if any, faced (in about 400 words)?

ICT can work in a number of general ways as follows:

- It can be used to train students in skills which they will need in further education and as an ongoing learning process throughout the rest of their lives and for their future jobs.
- It can provide access to information and communication outside the classroom e.g., via the internet.
- It can be used to support teacher development via external networks.
- It can support and potentially transform the learning and teaching process.

Constraints/Limitations

- ICT can help both students and teachers need to learn to trust the technology for technological performance as well as enhance the uptake and reduce resistance to technology.
- Teachers need to be confident and competent in using various ICT tools to build their trust in the technology. Without teachers' competency and mastery skills of ICT integration which is appropriate to their needs, ICT could not be put into good use for instructional delivery.

5. Evidence of Success Provide evidence of success such as performance against targets and benchmarks, review/results. What do these results indicate? Describe in about 200 words.

The entire academic processes, admissions and placements were held online and completed without a glitch.

Important meetings such as Board of Governors, Board of Studies and Academic Council meetings were held online which also resulted in increased attendance and participation among members.

A series of eminent guest lectures were scheduled which resulted in borderless knowledge sharing.

Date	Speaker	Designation	Topic
10.08.2020	Mr. Lakshmi Narayanan	Former Vice Chairman and Former CEO of Cognizant and Chairman of ICT Academy	The world in 2022
10.08.2020	Dr. Bharath Krishna Sankar	Chairman, Aparajitha Corporate Services Ltd & Member, BoG-TSM	Honor the Chief Guest

Date	Speaker	Designation	Topic
11.08.2020	Mr. N. Ram	The Hindu, Chennai	Mindsets required of youngsters during the unprecedented disruption brought by Pandemic.
12.08.2020	Dr. Arvind Srinivasan	Director, Arvind Eye Care System	Opportunities from this Crisis
13.08.2020	Mr. Viswanathan Anand	Indian chess Grandmaster	"Why failures are important to teach you success"
14.08.2020	Dr. Gopal Sekar	Senior Quality Control Manager, Muhibbah Engineering Sdn Bhd, Malaysia	For international placements, what do international companies look for among management students from India?
17.08.2020	Mr. Prasanth Vasu	Partner, McKinsey & Company	Habits, Happiness and Success
24.08.2020	Mr. Murugavel Janakiraman	Founder Bharat Matrimony	Building the Enterprise from Scratch
24.08.2020	Shri B. Subbaraman	Vice President & Madurai Centre Head HCL Technologies	Industry Expectations from MBA Graduates and What Students should Focus On
31.08.2020	Mr. Mutheeswaran	SAP Consultant TCS	Alumni Lecture
01.09.2020	Mr. SS. Narayan	Head Design & Development AITG, Bangalore	Alumni Lecture
20.11.2020	Shri. S. Ramadorai	Chariman, Tata Institute of Social Sciences & Former CEO, Tata Consultancy Services	"Climate Change and Ecological Sustainability"
20.07.2021	Prof Dr. V. Sumantran	Chairman at Celeris Technologies	Leadership & Management
22.07.2021	Mr. Amarendra Sahu	Sahu, Co-founder, and CEO, Nestaway	My Entrepreneurship Journey so far and Vision Ahead
23.07.2021	Dr. Vinitha Guptan	Vice Chancellor , Saito University, Malaysia	How can you make yourselves job ready
24.07.2021	Dr. Prithika Chary	Neurologist and Nuero Leadership Trainer	Are you a Leader
30.07.2021	Dr. Ramesh Chandra Biswal	Founder & CEO at VillaMart Pvt Ltd	Challenges and Opportunities I faced during my start-up

Date	Speaker	Designation	Topic
20.11.2021	Shri. Subroto Bagchi	Chairman, Odisha Skill Development Authority & Co-founder, Mindtree	"Making of an Entrepreneur"

TSM scaled up the internet bandwidth from 200 mbps to 450mbps since more internet accessibility by students and faculty to create virtual learning environment in specific to COVID. Augment online best practices content starting with video library of best teachers delivery lessons in critical subjects.

The academic schedules are fully adhered and completed on time. Students had no problems in completing the academic commitments and joining the respective companies.

ICT facilities at TSM enhanced the quality of teaching and learning processes and an outcome TSM had better placements with improved CTC.

6. Problems Encountered and Resources Required Please identify the problems encountered and resources required to implement the practice (in about 150 words).

ICT integration in few subjects such as quantitative related courses is the most challenging task due to technological issues and problems regarding resistance to change from the stakeholders especially at the early stages of implementation. The gap may widen between the rural and urban students during uncertain time like the COVID pandemic.

All the library resources were made online and accessible to students. Online databases such as CMIE-Prowess, EBSCO and ScienceDirect had remote access facilities. Examinations were conducted using online proctored assessment platform called METTL.

Practice 2:

PROMOTION & ENHANCEMENT OF RESEARCH CAPABILITIES

Objectives

- To produce quality PhD graduates who can excel to be quality academicians and researchers
- To produce quality research output that will have high impact on society, industry, and body of knowledge
- To incentivize faculty that produce high quality research outputs

Context

TSM upholds the practice that an institution of higher learning must make two significant impacts: (1) contribution to the society-at-large and thereby, the country and (2) contribution to the body of knowledge.

To enhance the contribution to the body of knowledge, TSM has initiated several practices such as starting a research center and the PhD program; sensitize the faculty on the quality of research outputs by conducting/organizing talks, workshops, signing MoUs with international universities for faculty/student exchange and research collaboration; and providing cash incentives to faculty for quality publications and providing opportunity to attend national and international conferences/workshops.

The Practice

1. Starting the research center and the PhD program

TSM is affiliated to Alagappa University for the research center. This has enabled TSM to start the PhD program and currently there are 11 students (5 fulltime and 6 part-time) who have been inducted into the program. The full time students are paid monthly scholarships. The program has sufficient rigor to produce quality graduates. For example, PhD graduates are expected to publish at least one journal paper and attend one national/international conference.

2. Producing quality research output

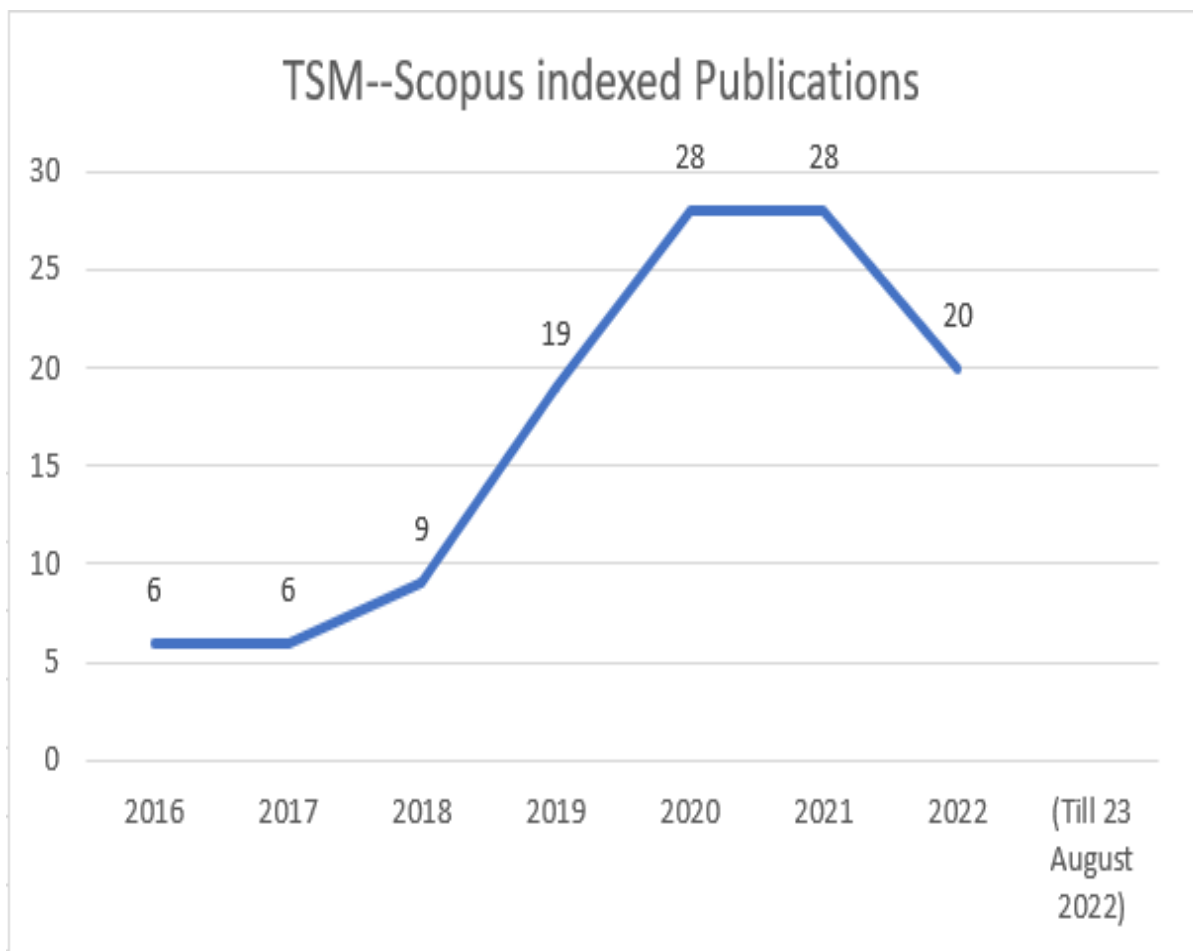
TSM places a lot of emphasis on quality research outputs such as Scopus/ABDC indexed journals, case studies, chapter in books and books. The faculty members are encouraged to collaborate with faculty in national and international universities. The faculty is also encouraged to publish in journals listed by NIRF ranking agency. TSM believes that research will enhance the currency of knowledge and this currency among faculty can improve the quality of learning of the students. TSM organizes workshops to sensitize faculty and students on the importance of quality instead of quantity; frequent talks by faculty from other schools/universities are arranged

3. Incentivizing quality research outputs

TSM follows the practice of incentivizing quality research outputs as cash incentives and which is followed at a very few schools. For example, publication in a A* journal attracts INR 2 lakhs, A journal attracts INR 1.5 lakhs, books, INR 50,000 and so on. Constant encouragement to the faculty has resulted in multifold increase in research outputs.

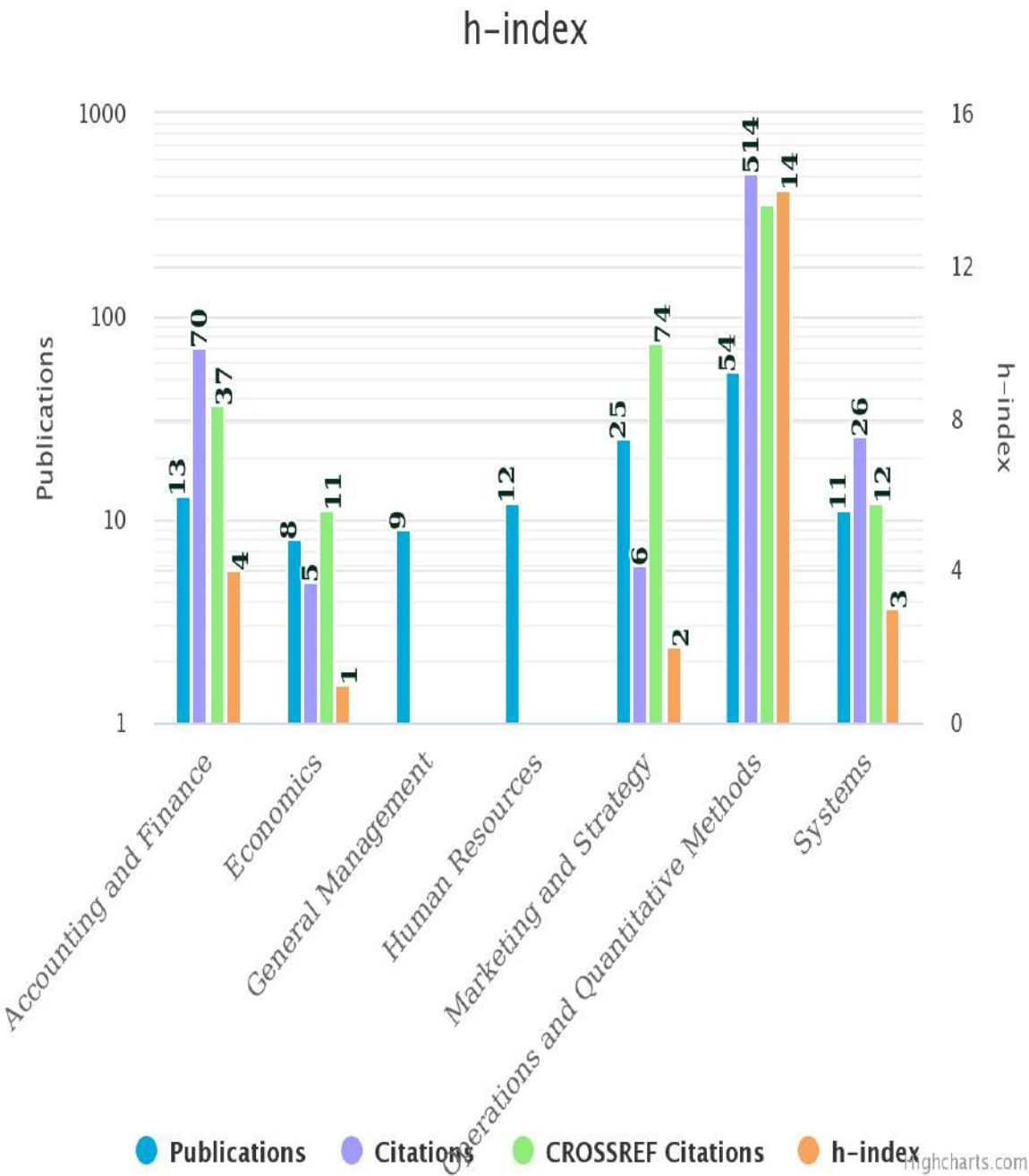
Evidence of Success

Increase in Research Output by Faculty Members



Consultancy revenues rise to Rs, 41 lakhs in 2021-2022 from Rs.26,000/- from 2020-2021.

Introduction of Research Centre



File Description	Document
Best practices in the Institutional web site	View Document
Any other relevant information	View Document

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

Answer:

Institutional distinctiveness in ESG Perspective

Environmental, Social, and Governance (ESG) goals are a set of standards that force organisations to follow better governance, ethical practices, environment-friendly measures and social responsibility.

Having established in 1962, TSM thrives on the legacy of value based education where Ethics and Meritocracy are two fundamental pillars.

TSM has been practicing ESG norms and academic social responsibility since its inception. Hence, we would like to present the Institutional Distinctiveness in ESG perspective.



Environmental:

- TSM is housed in a 40-acre lush green serene campus conducive for higher education

- There are around 15000+ trees and plants with around 100s of varieties. The educational environment is blended with nature.
- The campus encourages bio-diversity with lot of flora and fauna.
- Presence of 20+ Peacocks
- Green Audit is done to ensure environmental compliances
- Restricted Entry of vehicles so that bio-diversity is not disturbed
- Sewage Treatment Plant and Water Recycling
- Environment and sustainability-related courses
- RO Plant
- Clean and Hygiene Campus

Social:

- More than 65% of the students from Economical and Social Background classes
 - Producing Employable Graduates
 - More than 90% Placements
- Average Placement Salary 7 lakhs CTC
- Training Local Businesses and MSMEs
- Extension activities and Community Engagement
- Rural Development and Immersion Programme

The young graduates pursuing management education needs to be sensitized towards rural development issues and exposed to the opportunities existing for them to respond to those issues as responsible citizens of the country. Students of Thiagarajar School of Management need to undergo a course on “Rural Development Immersion Programme-Perspectives, Experiences and Opportunities” every academic year. The programme has the following objectives:

- Expose the students of Business Management to the issues of poverty, inequality and development in rural and urban context
- Make them understand the status, issues and interventions related to livelihoods, health and education
- Help them to critically look at the roles of different stakeholders (govt., NGOs and corporate) in the process of development at the grassroots
- Facilitate self-reflection process to connect self (as a business management professional) in development process
- Faculty Diversity
 - PhD Holders from IITs and NITs
 - Around 25 % of the Faculty from the Other States
- Student Diversity
- Gender Diversity

Governance:

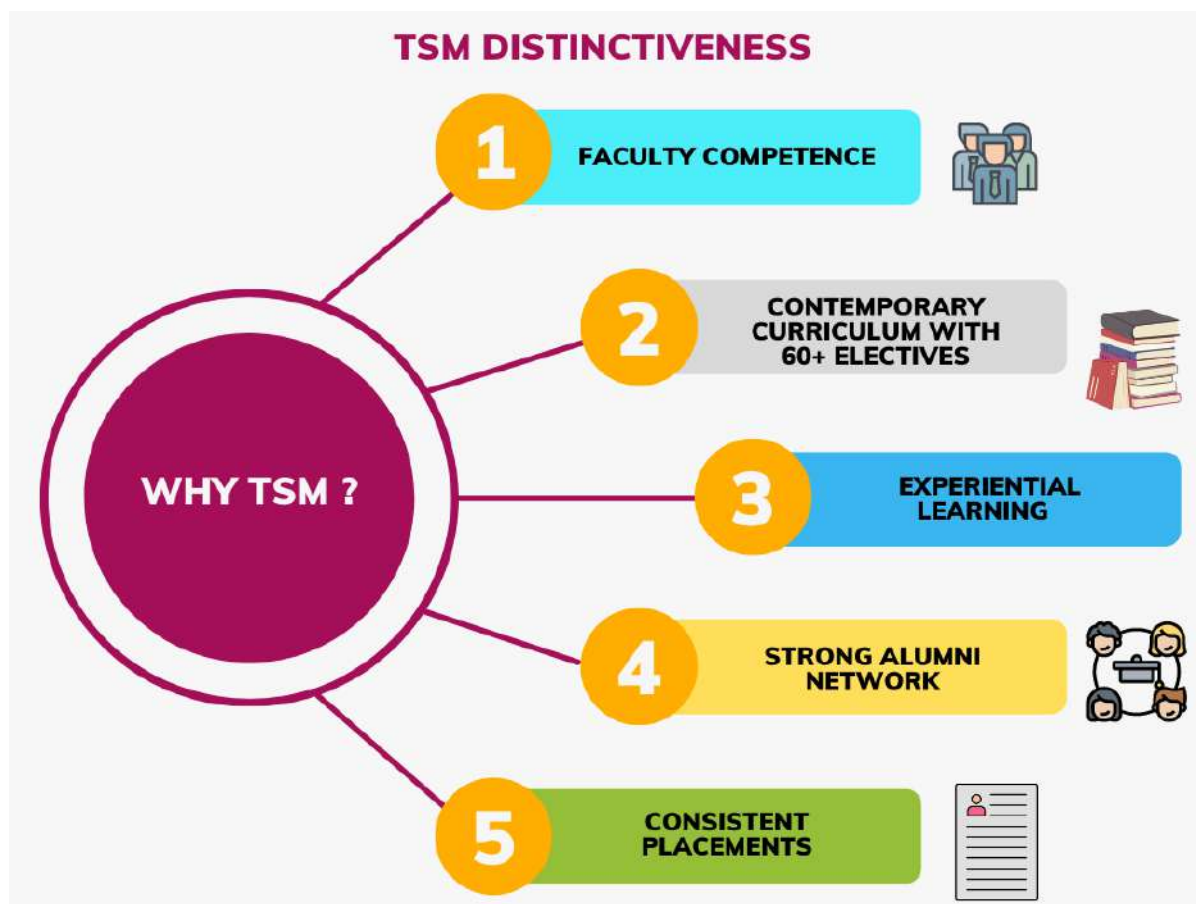
- Effective BOG and Leadership
- Transparency
 - Faculty Recruitment
 - Student Admission
 - Faculty Appraisal
 - Students Assessment
- Ethics and Meritocracy
 - No Capitation Fee
 - No Management Quota
 - Admission purely based on Merit

Quality education: TSM’s mission is to mission is to shape business leaders who are ethical and have

- the ability to comprehend local and global business environments from different cultural perspectives,
- sound knowledge in different functional areas of business and how these areas interface with each other,
- the ability to critically analyze business problems and take effective decisions in a manner that adds value to the organizations,
- the ability to communicate (written and oral) effectively,
- the ability to work in a team and possess necessary leadership/entrepreneurial skills, and
- life-long learning skills.

Quality faculty and quality infrastructure are vital for quality education. At TSM, more than 80% of the faculty members possess PhD from well institutions such as IITs/NITs/IIMs and other reputed national/international universities. TSM has moved from a 'teaching institution' to a 'research assisted teaching institution'.

Besides the students, quality education is provided to organizations/companies through MDP/EDP programs and Consultancy projects. The students are sensitized to the issues at the rural areas through 'Rural Development Immersion Program'.



Quality students: TSM follows the policy of being 100% ethical and transparent in the selection of students. Students are selected based on their performances at: UG, entrance exams such as CAT/MAT/TANCET, group discussion and interview. There are no options for capitation fee or anything of that sort. In the MBA program, 60 students come through government quota based on TANCET. During the admission process, additional weightages are given for diversity and work experience.

Family background: At TSM, meritorious students irrespective of the background have a high probability of being selected. Our fee structure is so affordable that students from low/medium income groups can easily have access to. TSM provides scholarships for deserving students and helps to arrange for bank loans. Especially, students from rural background are given the much-needed assistance.

Ethics & Value Systems: TSM is committed to its vision of grooming ethical managerial and entrepreneurial leadership through high quality teaching, training and research. TSM practices 100% merit and transparency in its recruitment at all levels (viz, students, faculty, staff, support vendors, etc). TSM is respected among its stakeholders for the orientation it has imparted to its teaching & non-teaching staff to practice the 'athithi devo bhava' spirit towards those who come to the institution.

Faculty Quality & Diversity: Courses at TSM are taught by fulltime and 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.

The distinctiveness is in 'providing quality education to quality students irrespective of the background of the students' families'.

File Description	Document
Any other relevant information	View Document

Extended Profile

Program

Number of programs offered year-wise for last five years

Answer:

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

File Description	Document
Institutional data in prescribed format	View Document

Number of departments offering academic programmes

**Answer: 1
Students**

Number of students year-wise during last five years**Answer:**

2021-22	2020-21	2019-20	2018-19	2017-18
238	237	237	238	237

File Description	Document
Institutional data in prescribed format	View Document

Number of outgoing / final year students year-wise during last five years**Answer:**

2021-22	2020-21	2019-20	2018-19	2017-18
118	118	119	118	119

File Description	Document
Institutional data in prescribed format	View Document

Number of students appeared in the examination conducted by the Institution, year-wise during the last five years**Answer:**

2021-22	2020-21	2019-20	2018-19	2017-18
238	237	237	238	237

File Description	Document
Institutional data in prescribed format	View Document

Number of revaluation applications year-wise during last five years**Answer:**

2021-22	2020-21	2019-20	2018-19	2017-18
7	9	4	0	0

Teachers***Number of courses in all programs year-wise during last five years*****Answer:**

2021-22	2020-21	2019-20	2018-19	2017-18
74	74	71	71	77

File Description	Document
Institutional data in prescribed format	View Document

Number of full time teachers year-wise during the last five years**Answer:**

2021-22	2020-21	2019-20	2018-19	2017-18
31	29	26	31	32

File Description	Document
Institutional data in prescribed format	View Document

Number of sanctioned posts year-wise during last five years**Answer:**

2021-22	2020-21	2019-20	2018-19	2017-18
31	29	26	31	32

File Description	Document
Institutional data in prescribed format	View Document

Institution***Number of eligible applications received for admissions to all the programs year-wise during last five years*****Answer:**

2021-22	2020-21	2019-20	2018-19	2017-18
967	1114	960	1128	1112

File Description	Document
Institutional data in prescribed format	View Document

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

2021-22	2020-21	2019-20	2018-19	2017-18
60	60	60	60	60

File Description	Document
Institutional data in prescribed format	View Document

Total number of classrooms and seminar halls**Answer: 11*****Total number of computers in the campus for academic purpose***

Answer: 175

Total Expenditure excluding salary year-wise during last five years (INR in Lakhs)

Answer:

2021-22	2020-21	2019-20	2018-19	2017-18
587.98	640.96	885.54	690.72	611.77

Conclusion

Additional Information :

Thiagarajar School of Management was established by Shri. Karumuthu Thiagaraja Chettiar, a visionary entrepreneur and benevolent philanthropist. His patronage of arts led him to be referred to by the sobriquet “Kalaithanthai”, meaning “Father of Arts”, and he was popularly called Karumuthu.

Shri. Karumuthu Thiagaraja Chettiar was influenced by Shri Rabindranath Tagore at Shantiniketan in Kolkata, which made him establish the Thiagarajar School of Management in 1962. Since its inception, TSM create role-ready upskilled professionals accepted by industry. Ethics and Meritocracy are two fundamental pillars of TSM.

The college has produced notable alumni to name a few:

- Shri. Anand Selvakesari, Chief Executive Officer, Personal Banking & Wealth Management, Citibank, USA
- Shri. Nagaraj Krishnan, Managing Director, Aparajitha (India's #1 Regulatory Compliance Partner)
- Shri. Sriram S V, Vice-President, MIS and Reporting, Citibank, USA
- Shri. Vivekanandhan Somalingam, Marketing Director - South Asia, Cochlear, Mumbai
- Shri. Essaki Rajesh, Senior VP, Wells Fargo, Chennai
- Shri. Ananthanarayanan Venkatesan, Vice President, HDFC Life, Mumbai
- Shri. Sridhar Rajagopalan, General Manager – Business Analytics, Ramco Systems
- Shri. Krishnakumar Parthasarathy, Director-Management Consulting, PricewaterhouseCoopers, Chennai
- Shri. Jayakumar Radhakrishnan, Co-founder – OptiSol Business Solutions, Chennai
- Dr. Prakash Vel, Professor, University of Wollongong, Dubai
- Ms. Andal Ramakrishnan, HR Manager, NTPC Limited
- Dr Venkataraghavan K, Associate Professor, IIM Kashipur
- Shri. Kumarapandi T, Global Accounts Manager, DHL Express India Pvt. Ltd., Chennai

Future Plans of the Institution:

- To explore relevance and possibilities of starting new programs/specializations
- Develop the PhD program and setup an International Research Advisory Board
- Sign more MoUs and build collaboration with national and international business schools
- Recognize and reward excellence in research; emphasize quality publications
- Enhance the reputation of TSM through national and international accreditations
- Make efforts to improve the national ranking of TSM
- Develop and enhance the EDP/MDP programs and increase the contribution to the industry
- Develop and build MSME center of excellence
- Build connections with incubation centers

Concluding Remarks:

All through its 60 years of existence, TSM has consistently produced managers who are accepted by the industry. TSM curriculum is benchmarked with IIMs and constantly reviewed and updated to meet the dynamic changes in the industry. For instance, several new elective courses were offered in the data analytics domain in the last 2-3 years. Consistent track of placements and increasing number of recruiters proves that TSM is one of the most sought-after institutions for the recruitment of skilled managers.

TSM fosters a quality culture of providing affordable education that is rich in Indian Ethos and high in requisite skills to be accepted as global business leaders. To ensure this our institute has made unparalleled efforts both in terms of the curriculum enrichment and delivery. Efforts are also expended to ensure that a commendable learning experience is provided through use of technology as interface and societal engagement of students as a conscious effort in our journey of crafting a holistic learning experience. Consistent academic achievements of the students coupled with the rigorous research efforts of the faculty members have made the institute stand out. TSM has at all times upheld the noble values of our management which are reflected in our best practices. Riding high on our vision our institute is marching steadfastly on the path of growth under the revered guidance of the Governing Board.

Having ranked 96th in NIRF 2022 has given thrust to our efforts. Hence, as we prepare our NAAC SSR 2022, we are hopeful that the efforts of our Governing Board, faculty members, students and staff will take TSM to new heights. We also hope that their dedication, determination, and hard work, which they put in to make TSM a shining beacon of learning and education in Management domain, proves to be noteworthy.

EXCLUDED METRICES

List of Excluded Metrics

5 Student Support and Progression : Weightage (100)

5.2 Student Progression : Weightage (30)

Ref No	Details of Metric	weightage	Metric Performance
5.2.2	Percentage of student progression to higher education (previous graduating batch). (Metric Type : Derived , Question Type : QN , Evaluation : By DVV , Nature : Value)	10	0

6 Governance, Leadership and Management : Weightage (100)

6.4 Financial Management and Resource Mobilization : Weightage (20)

Ref No	Details of Metric	weightage	Metric Performance
6.4.2	Funds / Grants received from non-government bodies, individuals, philanthropists during the last five years (not covered in Criterion III and V) (INR in Lakhs)	10	0

	(Metric Type : Derived , Question Type : QN , Evaluation : By DVV , Nature : Value)		
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ANNEXURE

1. Metrics Level Deviations

Metric ID Sub Questions and Answers before and after DVV Verification

Average percentage of courses having focus on employability/ entrepreneurship/ skill development offered by the institution during the last five years

1.1.3

1.1.3.1. Number of courses having focus on employability/ entrepreneurship/ skill development year-wise during the last five years..

Remark : Input edited as per metric 3.2

Number of value-added courses for imparting transferable and life skills offered during last five years.

1.3.2

1.3.2.1. How many new value-added courses are added within the last five years

Remark : Input edited as per supporting documents

Average Percentage of students enrolled in the courses under 1.3.2 above.

1.3.3

1.3.3.1. Number of students enrolled in subject related Certificate or Add-on programs year wise during last five years

Remark : Input edited as per supporting documents

Structured feedback for design and review of syllabus – semester-wise / year-wise is received from

1) Students, 2) Teachers, 3) Employers,

1.4.1

4) Alumni

Answer before DVV Verification : A. All 4 of the above

Answer After DVV Verification: C. Any 2 of the above

Remark : Input edited as per supporting documents

Average percentage of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (exclusive of supernumerary seats)

2.1.2

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

Remark : Input edited as per metric 4.2

2.4.3

Average teaching experience of full time teachers in the same institution (Data for the latest completed academic year in number of years)

2.4.3.1. Total experience of full-time teachers

Answer before DVV Verification : 153

Answer after DVV Verification: 153

Percentage of teachers awarded national / international fellowship for advanced studies/research during the last five years

3.1.3

3.1.3.1. The number of teachers awarded national / international fellowship for advanced studies / research year wise during last five years

Remark : Input edited as per supporting documents

Revenue generated from consultancy and corporate training during the last five years (INR in Lakhs).

3.5.1

3.5.1.1. Total amount generated from consultancy and corporate training year-wise during the last five years (INR in lakhs).

Remark : Input edited as per supporting documents

Total amount spent on developing facilities, training teachers and staff for undertaking consultancy during the last five years (INR in Lakhs).

3.5.2

3.5.2.1. Total amount spent on developing facilities, training teachers and staff for undertaking consultancy during the last five years (INR in Lakhs)

Remark : Input edited as per supporting documents

Number of extension and outreach programs conducted by the institution through NSS/NCC, Government and Government recognised bodies during the last five years

3.6.3

3.6.3.1. Number of extension and outreach programs conducted by the institution through NSS/NCC, Government and Government recognised bodies during the last five years

Remark : Input edited as per supporting documents

Average percentage of students participating in extension activities listed at 3.6.3 above during the last five years

3.6.4

3.6.4.1. Total number of students participating in extension activities listed at 3.6.3 above year-wise during the last five years.

Number of functional MoUs with institutions of national, international importance, other institutions, industries, corporate houses etc. during the last five years (only functional MoUs with ongoing activities to be considered)

3.7.2

3.7.2.1. Number of functional MoUs with institutions of national, international importance, other Institutions, industries, corporate houses etc. year wise during last five years

Remark : Input edited as per supporting documents

5.1.3

Following Capacity development and skills enhancement activities are organised for improving students capability

1. Soft skills

2. Language and communication skills

3. Life skills (Yoga, physical fitness, health and hygiene)

4. Awareness of trends in technology

Answer before DVV Verification : A. All of the above

Answer After DVV Verification: D. 1 of the above

Remark : Input edited as per supporting documents

Quality audits on environment and energy are regularly undertaken by the Institution and any awards received for such green campus initiatives:

- 7.1.6
1. **Green audit**
 2. **Energy audit**
 3. **Environment audit**
 4. **Clean and green campus recognitions / awards**
 5. **Beyond the campus environmental promotion activities**

Answer before DVV Verification : A. Any 4 or all of the above

Answer After DVV Verification: B. 3 of the above

Remark : Input edited as per supporting documents

The Institution has disabled-friendly, barrier free environment

- 7.1.7
1. **Built environment with ramps/lifts for easy access to classrooms.**
 2. **Divyangjan friendly washrooms**
 3. **Signage including tactile path, lights, display boards and signposts**
 4. **Assistive technology and facilities for Divyangjan accessible website, screen-reading software, mechanized equipment**
 5. **Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading**

Answer before DVV Verification : A. Any 4 or all of the above

Answer After DVV Verification: B. 3 of the above

The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard.

- 7.1.10
1. **The Code of Conduct is displayed on the website**
 2. **There is a committee to monitor adherence to the Code of Conduct**
 3. **Institution organizes professional ethics programmes for students, teachers, administrators and other staff**
 4. **Annual awareness programmes on Code of Conduct are organized**

Answer before DVV Verification : A. All of the above

Answer After DVV Verification: B. 3 of the above

Remark : Input edited as per supporting documents

2.Extended Profile Deviations

ID Extended Questions

1.5 **Total Expenditure excluding salary year-wise during last five years (INR in Lakhs)**

Answer before DVV Verification:

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

587.98	640.96	885.54	690.72	611.77
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Answer After DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
587.98	640.96	885.54	690.72	611.77