



# **SELF STUDY REPORT**

**FOR**

**1<sup>st</sup> CYCLE OF ACCREDITATION**

**SHRI SAKTHIKAILASSH WOMEN'S COLLEGE**

MILLITARY ROAD, AMMAPET, SALEM.

636003

[www.sakthikailashcollege.org](http://www.sakthikailashcollege.org)

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Submitted To

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL**

**BANGALORE**

**July 2023**

# 1. EXECUTIVE SUMMARY

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## 1.1 INTRODUCTION

Shri Sakthikailassh Women's College (SSWC), first self financing women's college in Salem city is affiliated to Periyar University, Salem. The college runs under Om Sri Vivekananda Educational Trust has committed Management that strives to empower women by imparting quality and skill based education. The college was established in the year 2004 with the motto *Character is Power*. In 2005, the college started with 497 students offering 11 UG programmes. Currently we hold 4019 students with 19 UG, 9 PG and 7 M.Phil programmes. The college is spread over with 6.050 acres of land and built up area of 29,119.40 sq.mts with a clean and pollution free environment.

The college provides adequate and ample infrastructure amenities with 7 blocks and 114 Class rooms, 25 well furnished laboratories, automated digital library, internet centre, multipurpose spacious air conditioned halls, closed and open auditorium, e- content room, yoga centre, health clinic, beauty care, day care centre and Mary Kom gym, free Wi-Fi access, ERP, reprographic facilities, excellent playground, uninterrupted power supply, RO facilities, hygienic cafeteria, free transport facilities, safe and secured hostel facility within the campus.

The college has good academic records with 67 Gold Medals and 561 University Ranks from 2008 to 2022. The college has an excellent placement records with 5000 plus students placed in reputed Companies in last 5 years.

The college acts as a local chapter for SWAYAM and NPTEL. Also act as Nodal Resource Centre for IIT- B Spoken Tutorial and attained 8th position in All India Level. To create multi dimensional employability skills various certificate courses, add on courses, skill development courses, free competitive examination coaching etc., are offered to mould the students to be competent.

The College has 38 functional MoUs and 21 Collaborative activities. The College participated in Atal Ranking of Institutions on Innovation Achievements (ARIIA), National Institutional Ranking Framework (NIRF), Institution's Innovation Council (IIC) with 3.5 Star Rating, Unnat Bharat Abhiyan etc.,

The College excels in international, national and state level sports. Our visually challenged sports student Ms. P. Subashini represented India and won Gold Medal in Para Judo, Common Wealth Games held at London.

### **Vision**

The college aspires to emerge as a centre of excellence at the national level for empowering women by making them understand, actualize and energize their inner potential for positive changes and growth.

### **Mission**

- To promote High Quality Education
- To impart Modern, Scientific and Value Based Education through right kind of Values
- To adopt Student Centric Methods and Participative Mode of Learning

- To provide necessary Skill Development Programs, Employment Oriented Education and Entrepreneurship Skills
- To provide opportunities for Self Learning as well as Group Learning
- To promote the aspiration of the individual student to become Self Made Professionals

## 1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

### Institutional Strength

- Experienced, efficient and visionary management with the aim to empower women.
- Highly qualified and dedicated faculty team.
- First self financing women institution in Salem.
- Highest number of students pursuing their graduation in Salem region.
- Good results with 67 Gold Medals and 561 University Ranks in spite of students hailing from rural background.
- 5000 plus students placed in reputed companies through Placement Training in last 5 years.
- Vibrant sports students participated in international, national and state level competitions.
- Innovative skill programmes and add on courses to students.
- Use of ICT Tools in classrooms (Google Classroom, Kahoot, Powerpoint Presentation, Zoom, Teams, Google Meet, Quizizz, Edmodo).
- Automated centralized library with 31,412 books, 23 magazines and 26 journals, 30,000+ e-resources INFLIBNET, NDLI, DELNET, J-GATE and NDVA software exclusively for Divyangjan
- State-of-the art infrastructure facilities.
- Institution act as a Local Chapter for Swayam and NPTEL.
- Only college in Salem district to be the Nodal Resource Centre for IIT-B Spoken Tutorial.
- Extending Community Services by planting saplings to save the environment.
- Free Bus facility for both students and staff members.
- Good rapport with our stakeholders.
- Signed MoUs with reputed industries and corporates.
- Strong Alumnae.
- Adopted 5 Villages under UBA Scheme.
- Election for selecting Student Cabinet to enhance their leadership skills.
- Decentralized and Participative Governance.

### Institutional Weakness

- As the institution is affiliated to Periyar University, there is less opportunity to frame and design curriculum.
- Less number of R&D funded projects and Government funds
- Limited number of Publications in UGC Care List.
- Less demand for Postgraduate and Research programmes among rural students.

### Institutional Opportunity

- Diversified approach in teaching and learning process.

- Tie-ups with industries for research consultancy & training.
- To meet the emerging trends in technologies new courses like Artificial Intelligence and Data Science and Information Technology are offered.
- Incubation Centre to develop young entrepreneurs.
- Autonomous status after the completion of cycle 1 of NAAC Accreditation.
- More campus drive for better job.
- Facilitating internship training.
- Institutional freeships and scholarships.
- To attain the status of UGC College of Excellence.

### **Institutional Challenge**

- Research oriented development.
- Creating awareness on digital learning in tier 2 city is a great challenge.
- Recruitment of highly qualified faculty members and their retention.
- Lack of awareness about the importance of higher education among the students and parents in rural areas.

## **1.3 CRITERIA WISE SUMMARY**

### **Curricular Aspects**

Shri Sakthikailassh Women's College, affiliated to Periyar University, Salem adheres to and ratifies the curriculum designed by the Periyar University for all the programmes. The college implements 100 percent CBCS pattern and provides an opportunity to the students to choose the Electives and NMEC based on their interest and enrich their knowledge to meet with the needs of the current educational trend. Curriculum delivery, teaching methodology and lesson plan are well planned and executed in accordance with the academic calendar constituted by IQAC. The institute offers 95 add on courses and 22 value added courses to 83 percent of students to excel in their academics and enhance their skills. In addition to that, MOOC Courses like SWAYAM, NPTEL are also offered with more number of students registered and received certificates. Around 7,149 students underwent internship in various Organizations and Educational Institutions and 3,597 students completed their project work in last 5 years. 33 courses integrates students into cross cutting issues such as professional ethics, gender, human values, environment and sustainability. Guest Lecture programmes are organized by inviting educational & industrial experts to explore the emerging trends in the programmes.

IQAC collects feedback regularly from all the stake holders such as students, parents, employers, alumnae etc., to ensure continuous improvement and progress of the institution. The feedbacks are then forwarded to Governing Council. The analysis of the feedback and action taken report are transparent and displayed on the college website.

### **Teaching-learning and Evaluation**

Teaching, Learning and Evaluation is exclusively Student-Centric. The teaching and learning process create curiosity in learning among students. The admission process is made as per the guidelines of the State Government and affiliating University.

Orientation is given to the students on the curriculum design, teaching learning process and other opportunities available to ensure the smooth transition. Bridge courses are organized for all the first year students at the beginning of the academic year to bridge the gap between subject studied at higher secondary level and courses to be studied in graduation.

Student Centric Methods such as experiential learning, participating learning and problem solving methodologies are implemented as an integral part of the pedagogy adopted by the faculty members to enhance knowledge and skills that leads to the holistic development of the students.

The use of ICT enables the teaching learning process more efficient. ICT Tools like Google Classroom, Language Lab, LCD projectors, Video Conference, e-content, e-videos, etc., and MOOC courses like Swayam, NPTEL etc., enhance the quality education by increasing learners motivation and facilitating the acquisition of basic skills.

To adapt teaching to the specific learning styles and for personalized attention, 1:17 staff student ratio is maintained. The mentor mentee is functioning effectively by allocating 18 to 20 students to each mentor.

Programme Outcomes, Programme Specific Outcomes and Course Outcomes are stated and displayed on the college website and the departments. To measure the learning outcomes of the students, the attainment of POs, PSOs and COs are evaluated through out the semester and also at the end of the semester.

The Internal assessment process comprises of various mechanisms like seminar, assignments, continuous internal assessment (CIA) and attendance. The Internal and External mark ratio is 25:75. Any grievances related to assessment, the college follows transparent mechanism which is time bound and efficient.

### **Research, Innovations and Extension**

The college provides ample resources to promote research activities for students and faculty members. A fund of Rs.18.225 lakhs is received from both Government and Non Government agencies for research projects. The college organized 57 workshops/ seminars on Research Methodology, Intellectual Property Rights and Entrepreneurship. Also 38 MoUs and 21 Collaborations are signed with renowned corporates, industries and institutions to provide guidance for academic and research activities. The students underwent 16 internship programmes through various collaborations. The faculty members have published research papers in the journals and books chapters with copyright and published articles in national and international proceedings. The college has participated in the Innovation Category in ARIIA ( Atal Ranking of Institutions and Innovation Achievements) and attained 8th position in All India Level IIT-B Spoken Tutorial. As a start up measures the college tie ups with various NGOs and Industry to train the students. The college has taken an initiative to register under MSME and Start Up India Scheme and has also applied for MSME Business Incubtor. The institution has various cells like R&D, IPR, EDC etc.,for students caareer growth and empowerment.

To create opportunities for student leadership and participation beyond classroom setup there are 18 Clubs and Associations including National Service Scheme (NSS) and National Cadet Corps (NCC). NSS comprises 3 units and adopted 5 villages under Unnat Bharat Abhiyan Scheme (UBA). Special camp is organized in the adopted villages to sensitize the students to social issues and mould them to be socially responsible citizens. Nearly 80 extension and outreach programmes have been conducted and honoured with 20 plus awards and appreciations. Around 73 percent of students have participated in the extension activities such as Swacch Bharath, AIDS awareness, Gender issues etc.,

The institute has established community college offering 5 courses and collaborates with Periyar University to train economically weaker female neighbourhood community as a small scale entrepreneur and improving their socio-economic status. The college Siruthuli club extend its helping hands to the needy people and also sponsored Rs.50 lakhs to Kerala Relief Fund, donated groceries to orphanages and old age homes.

### **Infrastructure and Learning Resources**

Shri Sakthikailash Women's College is spread over in 6.050 acres of land in Salem corporation limit. It encompasses a built-up area of 29, 119. 40 sq. m. with 7 academic blocks with well established amenities.

The college management provides adequate infrastructure and learning resources for effective teaching and learning. The college upgrades its infrastructure continuously based on the opinions of the stakeholders and to meet the recent educational trends.

The physical facilities consist of 114 classrooms out of which 105 are ICT enabled, 25 laboratories, multipurpose air conditioned halls, an open and closed auditorium, smart classroom, internet center, cafeteria, RO plant, spacious ground for indoor and outdoor sports, yoga & meditation center, health clinic, beauty care, manam counselling centre, day care centre, parking facility, uninterrupted electric facility, ramp for divyangjan, hostel facilities for girls within the campus. A budget of over 1100 lakhs has been allocated for infrastructure augmentation and 1150 lakhs for infrastructure maintenance for last 5 years. The college has fully automated library with 31,412 books, 26 Journals, 23 multilingual magazines, 6300 + e-journals. DELNET, INFLIBNET (N. List), J-GATE, NDLI facilities are provided through digital library.

The institution offers excellent IT facilities with regular updates. The college maintains student computer ratio less than 5 with the latest configuration and high speed Wi-Fi facility throughout the campus. 122 CCTV cameras are installed for 24/7 surveillance security and safety measures includes fire extinguisher and lightening arrester. A generator with 125 kv capacity is provided to manage power shut down. The college has effective maintenance mechanism to ensure the optimal functioning of all infrastructural facilities.

### **Student Support and Progression**

The College aims to help the students to select the right career path based on their educational and professional choices. The college SC/ ST Cell orients the SC/ ST category students on various Government and Non Government Scholarships. 2909 students received Rs.8901250 scholarship from Government for last five years. Nearly 84 percent of students are benefitted by Scholarships and Freeships provided by the Institution, Non-Government Agencies and Philanthropists. In last 5 years nearly 37 career counseling and competitive coaching programmes are organized and 16,405 students are the beneficiaries.

The Training and Placement Department has placed 5673 students in reputed corporates and industries with 56.09 percent of students placed through campus drives. Around 1612 students have progressed to higher education.

The Institution has various committees like Anti Ragging Committee, Grievance Redressal Committee, Internal Compliance Committee etc., to redress the grievances of the students including sexual harassment and ragging.

In the last five years the college offers 106 capacity building, Skill Development Programmes that includes Soft

Skills, Language in Communication Skills, Life Skills and ICT Computing Skills. The college excels in International, National and State Level Sports and also in Cultural Activities and out of 96 events 335 winners brought laurels in International, National, State and University Events.

The college has a registered Alumni Association [Registered on 2013]. The Alumnae extends their support to College both financially and non- financially. Every year Alumni Meet is conducted and our Alumnae render their help in pre placement trainings and orientations and they also contribute for infrastructure development like purchase of chairs, tables, cots and bunkers in Hostel etc.,

### **Governance, Leadership and Management**

The college management takes the responsibility and authority in policy making and the Vision and Mission of the institution is framed to attain excellence in all the spheres. The college ensures decentralization and participative management by involving faculty members participation in decision making process to underlay transparency and democratic governance. The heads of the department are given responsibility in managing their duties. To ensure innovative teaching learning process, the college executes 5 years strategic plan for transfiguring the Vision and Mission of the college. E-Governance measures are adopted in administration, admission, academic, fee collection, processing of academic works, CIA I & II, model exam, staff attendance and other relevant areas.

The Governing Council, IQAC and various Committees collaborate to achieve visionary goals. IQAC was constituted on 15 th June 2017 to plan, guide and monitor quality assurance and quality enhancement activities of the college to excel in the fields of arts & science. IQAC harmonizes various committees of the college and oversees internal quality aspects subjected to academic, curriculum and co-curricular activities and feedback mechanisms.

### **Faculty Enhancement Strategies**

Various welfare measures are provided for the teaching and non teaching staff members. Around 53 percent of the faculty members are benefitted by the financial support of the college to attend conferences. Professional Development Programmes are organized for teaching and non-teaching staff members. Self Appraisal is done regularly for teaching and non teaching staff members to assess their performance.

### **Institutional Values and Best Practices**

The institute integrates and promotes gender equity in curricular and co-curricular activities and provides on campus facilities for staff members like common room, day care center, faculty lounge etc.,

SSWC is conscious about environment and most importantly on energy conservation. Efforts are made to implement green and renewable source of energy to reduce its impact on the environment by installing 50kw solar panel, wheeling it to the grid. Waste management is functioning effectively by disposing the waste in proper trash bins, vermicomposting pits, routed to drainages etc.,

Water conservation techniques like rain water harvesting and borewell recharge, pollution free environment by restricting vehicles inside the campus and insisting student to use bicycles, landscaping by planting more oxygen emitting plants are maintained to create eco-friendly campus. The barrier free environment includes

signage board, ramp, tactile path, user friendly toilet, wheel chair to support the independent function of person with disabilities to participate in everyday activities without any hindrance.

To save the natural energy, environment, energy and green audit (EEG) are done annually to ensure the renewable energy usage and also to maintain an eco-friendly ambience. The institution has planted 8567 saplings as a measure of green initiative in the neighbourhood areas.

To provide an inclusive environment the college celebrates cultural, regional, linguistic, communal, socioeconomic diversities by organizing events like International Peace Day, Diwali, Holi, Ramzan, Pongal Hindi Day, Tamilnadu Day etc., The students are educated about their fundamental rights, duties and responsibilities through various programmes like awareness on Voter's Day , Blood Donation etc. we celebrate Independence Day, Republic Day etc.,to imbibe patriotism among students.

Best practices:

1. Employability Skills through Sakthi Placement Training Centre and IIT-B Spoken Tutorial.
2. Sakthi "The Power of Transformation".



## 2. PROFILE

### 2.1 BASIC INFORMATION

Name and Address of the College	
Name	SHRI SAKTHIKAILASSH WOMEN'S COLLEGE
Address	MILLITARY ROAD, AMMAPET, SALEM.
City	SALEM
State	Tamil Nadu
Pin	636003
Website	<a href="http://www.sakthikailashcollege.org">www.sakthikailashcollege.org</a>

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	S.jayanthi	0427-2295666		-	
IQAC / CIQA coordinator	A.sharmila	0427-2296646	9789634475	-	iqac@sakthikailashcollege.org

Status of the Institution	
Institution Status	Self Financing

Type of Institution	
By Gender	For Women
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details		
State	University name	Document
Tamil Nadu	Periyar University	<a href="#">View Document</a>

<b>Details of UGC recognition</b>		
<b>Under Section</b>	<b>Date</b>	<b>View Document</b>
2f of UGC	24-01-2014	<a href="#">View Document</a>
12B of UGC	24-01-2014	<a href="#">View Document</a>

<b>Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)</b>				
<b>Statutory Regulatory Authority</b>	<b>Recognition/Approval details Institution/Department programme</b>	<b>Day,Month and year(dd-mm-yyyy)</b>	<b>Validity in months</b>	<b>Remarks</b>
No contents				

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

<b>Location and Area of Campus</b>				
<b>Campus Type</b>	<b>Address</b>	<b>Location*</b>	<b>Campus Area in Acres</b>	<b>Built up Area in sq.mts.</b>
Main campus area	MILLITARY ROAD, AMMAPET, SALEM.	Urban	6.05	29119.4

## 2.2 ACADEMIC INFORMATION

<b>Details of Programmes Offered by the College (Give Data for Current Academic year)</b>						
<b>Programme Level</b>	<b>Name of Programme/Course</b>	<b>Duration in Months</b>	<b>Entry Qualification</b>	<b>Medium of Instruction</b>	<b>Sanctioned Strength</b>	<b>No.of Students Admitted</b>
UG	BA,English	36	HSC	English	66	60
UG	BCom,Commerce	36	HSC	English	60	13
UG	BCom,Commerce	36	HSC	English	264	264
UG	BCom,Commerce	36	HSC	English	60	31
UG	BCom,Commerce	36	HSC	English	180	138
UG	BA,Tamil	36	HSC	Tamil	60	45
UG	BA,History	36	HSC	English	60	22
UG	BBA,Business Administration	36	HSC	English	60	26
UG	BSc,Biotechnology	36	HSC	English	87	85
UG	BSc,Computer Science	36	HSC	English	200	185
UG	BCA,Computer Application	36	HSC	English	120	120
UG	BSc,Chemistry	36	HSC	English	40	19
UG	BSc,Physics	36	HSC	English	40	6
UG	BSc,Microbiology	36	HSC	English	88	88
UG	BSc,Textile And Fashion Designing	36	HSC	English	88	86
UG	BSc,Mathematics	36	HSC	English	60	17
UG	BSc,Psychol	36	HSC	English	40	35

	ogy					
UG	BSc,Botany	36	HSC	English	40	10
UG	BSc,Nutrition And Dietetics	36	HSC	English	40	27
PG	MA,English	24	UG	English	40	28
PG	MCom,Commerce	24	UG	English	72	55
PG	MA,Tamil	24	UG	Tamil	36	4
PG	MSc,Biotechnology	24	UG	English	30	14
PG	MSc,Computer Science	24	UG	English	33	28
PG	MSc,Chemistry	24	UG	English	30	12
PG	MSc,Physics	24	UG	English	30	16
PG	MSc,Microbiology	24	UG	English	30	21
PG	MSc,Mathematics	24	UG	English	40	25
Pre Doctoral (M.Phil)	MPhil,English	24	PG	English	1	1
Pre Doctoral (M.Phil)	MPhil,Commerce	24	PG	English	1	0
Pre Doctoral (M.Phil)	MPhil,Tamil	24	PG	Tamil	2	2
Pre Doctoral (M.Phil)	MPhil,Computer Science	24	PG	English	1	0
Pre Doctoral (M.Phil)	MPhil,Chemistry	24	PG	English	1	0
Pre Doctoral (M.Phil)	MPhil,Physics	24	PG	English	1	1
Pre Doctoral (M.Phil)	MPhil,Mathematics	24	PG	English	1	1

### Position Details of Faculty & Staff in the College

<b>Teaching Faculty</b>												
	<b>Professor</b>				<b>Associate Professor</b>				<b>Assistant Professor</b>			
	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	0				0				248			
Recruited	0	0	0	0	0	0	0	0	58	190	0	248
Yet to Recruit	0				0				0			

<b>Non-Teaching Staff</b>						
	<b>Male</b>		<b>Female</b>		<b>Others</b>	<b>Total</b>
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						105
Recruited	67		38		0	105
Yet to Recruit						0

<b>Technical Staff</b>				
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
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				0
Recruited	0	0	0	0
Yet to Recruit				0

### Qualification Details of the Teaching Staff

<b>Permanent Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
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	53	62	0	115
M.Phil.	0	0	0	0	0	0	5	91	0	96
PG	0	0	0	0	0	0	0	37	0	37
UG	0	0	0	0	0	0	0	0	0	0

<b>Temporary Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
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

<b>Part Time Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
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

<b>Details of Visting/Guest Faculties</b>					
<b>Number of Visiting/Guest Faculty engaged with the college?</b>	<b>Male</b>		<b>Female</b>		<b>Total</b>
	0	0	0	0	0

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

<b>Programme</b>		<b>From the State Where College is Located</b>	<b>From Other States of India</b>	<b>NRI Students</b>	<b>Foreign Students</b>	<b>Total</b>
UG	Male	0	0	0	0	0
	Female	1277	0	0	0	1277
	Others	0	0	0	0	0
PG	Male	0	0	0	0	0
	Female	203	0	0	0	203
	Others	0	0	0	0	0
Pre Doctoral (M.Phil)	Male	0	0	0	0	0
	Female	5	0	0	0	5
	Others	0	0	0	0	0



<b>Provide the Following Details of Students admitted to the College During the last four Academic Years</b>					
<b>Category</b>		<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>
SC	Male	0	0	0	0
	Female	198	147	275	358
	Others	0	0	0	0
ST	Male	0	0	0	0
	Female	18	18	22	22
	Others	0	0	0	0
OBC	Male	0	0	0	0
	Female	884	946	1175	1304
	Others	0	0	0	0
General	Male	0	0	0	0
	Female	396	386	604	665
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
<b>Total</b>		<b>1496</b>	<b>1497</b>	<b>2076</b>	<b>2349</b>

### **Institutional preparedness for NEP**

<p>1. Multidisciplinary/interdisciplinary:</p>	<p>The institution seeks to become a hub of academic achievement by delivering high-quality education, enhancing global competence, and preparing students for employability, with a focus on moral growth and self-worth, instills societal concern that promotes holistic development. The college offers about 117 interdisciplinary Add-on courses and Value Added Programmes. The students from all disciplines are invited to enroll in humanities courses like Content Writing, Magazine Preparation, Veta Spoken English, Kalvettiyal, Tourism and Travel Management. All domains may enroll in science courses like Introduction of Astro Physics, Geo Physics, Interpersonal Relationship, Artificial</p>
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Intelligence, Nano Technology, Food Resources, Vedic Maths, Spirulina Cultivation, Sericulture, Cultivation of Medicinal Plants, Flori Culture etc., The Students regardless of their major or discipline, are invited to enroll in the School of Commerce courses like GST and E-filing, Income Tax and TDS, Human Resource Management, Digital Marketing etc., The Students are encouraged to enroll in Textile and Fashion Designing courses like Beautician and Handicraft. The Students can choose their major-based elective from their field of study, skill-based electives to enhance their domain-specific scholarly attributes, and non-major electives from other disciplines, fostering an interdisciplinary approach that broadens their perspective. The college offers internships for both UG and PG programmes that help the students to develop their personalities and their employability skills. Quality Enhancement System, the best initiative of sswc, is introduced to impart skills beyond curriculum to train the students with 62 skill development programmes to meet the corporate needs. The college steps forward to have collaboration with higher educational institutions to impart quality- multidisciplinary/ interdisciplinary teaching- learning to gain exposure, education and experience to branch out into different direction and expand their avenue.

2. Academic bank of credits (ABC):

Initiated by the Ministry of Electronics and Information Technology (MEITY) and the Ministry of Education (MoE), Academic Bank of Credits is a virtual repository containing details on credits earned by students during their educational journey, allowing them to create accounts. It is mandatory for all academic institutions and students to register on ABC's National Academic Depository in order to provide multiple options for entering and leaving colleges. The students from the first and second semesters of the B.A./B.Sc. programmes admitted under NEP 2020 have been instructed to register to exchange their current credits for a diploma or certificate, if they are qualified. This is done in order to make education at the national level credit based, learner centric, and flexible. According to the policy the students can redeem the credits by rejoining in the same or any other institute in future to continue their education. As the syllabus for all courses is designed by the affiliating university, the Credits per course is

	<p>given/ decided by the University which is implemented by all the affiliating college.</p>
<p>3. Skill development:</p>	<p>The college focuses on the development of technical skills and soft skills of the students in order to equip them to face the challenges of the global job market. The institution trains the students to acquire skills such as communication and soft skills, ethics in writing, reading skills and ICT enabled languages, Course on developing Basic LSRW skills, aptitude training, GTT training, Infosys training, telephonic interview training, accent and communication training etc., Skill development is an important feature of NEP 2020 as it increases the employability of the graduates. The skill development programs help the students to acquire industry-relevant skills, making them more employable and increasing their chances of securing desirable job opportunities. Skill development initiatives at SSWC helps to bridge the gap by aligning the curriculum with industry needs. It ensures that students are equipped with the latest skills and technologies, making them to compete the professional world. Skill development programs focus on hands-on training, laboratory work, and project-based learning, allowing students to apply their theoretical knowledge in real world scenarios. This practical exposure enhances their problem-solving abilities and critical thinking skills, making them more proficient. The college acts as a Nodal Centre for IIT-Bombay Spoken Tutorial and attained 8th Position in All India Level. The college has tie up with ICT academy and various FDP Programs are attended by the faculty members and Learnathon and Skillathon Programs for students. Under Nan Mudhalvan Scheme, an initiative of Tamil Nadu Government on March 1st 2022, Skill programmes are offered to students to enhance the abilities of employability skills.</p>
<p>4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):</p>	<p>According to NEP requirements, Indian language and culture are included in the curriculum. The faculty gives instruction to the students in regional language for better understanding. The substance of Tamil literature is included in Part-I language and is required for all disciplines. Students gain knowledge of the distinctive features of Tamil culture as well as moral standards, ethics, and discipline through these disciplines. The students can opt Hindi and Sanskrit as part 1 language. Indian Culture and Literature,</p>

	<p>Translation Studies, Comparative Literature, and Indian Writing in English are all incorporated into B.A. and M.A. English programs in order to examine the Indianness in English literature. The idiosyncrasies of many cultures are taught to students. These classes emphasize the study of the linguistic, cultural, and social traits of Indian culture throughout the ancient, medieval, modern, and post-modern eras, strengthening ties between students and the Indian educational system. Vedic Maths, a traditional Indian style of mathematics based on astronomy, is promoted as a skill among the students. The relevance of Bharathanatyam, Indian classical dance, folk dance and Silambam instills Indian culture and education.</p>
<p>5. Focus on Outcome based education (OBE):</p>	<p>Outcome-based Education (OBE) is an approach that focuses on specifying desired learning outcomes and implementing teaching and assessment approaches to accomplish these objectives. The goals should meet the criteria of being specific, achievable, pertinent, measurable, and time-bound. Our lesson plans have been crafted to best suit the learning needs and development of our students, while stressing the importance of attaining program outcome and course outcome. By emphasizing clearly defined learning objectives and correlating all facets of the educational process, institutions can improve student learning, maximize graduate outcomes, and guarantee the value and excellence of their programs. To motivate students to go beyond assigned readings, they were tasked with producing videos or short films based on topics provided. Additionally, they were given practical assignments such as constructing working and non-working models to evaluate their conceptual grasp. Teachers are provided with appropriate training through FDPs from the beginning of OBE implementation in the institution. Our college has established 38 MOUs with colleges and industries; these partnerships extend the scope of institutional collaboration projects, internships, and mini-projects for our students.</p>
<p>6. Distance education/online education:</p>	<p>In the wake of the COVID-19 pandemic, online education has become a widely adopted and operational option. The potential and promise of continuing to use online education even after this crisis is evident. Our faculty have benefited from various digital mediums such as Google classroom,</p>

Google-meet, and Zoom platforms for instruction. UGC approved courses through SWAYAM/NPTEL portals make these online courses legitimate and increasingly popular. Despite the numerous advantages that come with using virtual learning, it is important to recognize that certain subjects or skills may demand practical training or in-person interactions. Even after recovering from the pandemic effects, our college remains committed to provide students with remedial coaching via online teaching methods. Through distance education our students learnt librarian course and the faculty members completed course on psychology.

### **Institutional Initiatives for Electoral Literacy**

<p>1. Whether Electoral Literacy Club (ELC) has been set up in the College?</p>	<p>SSWC is engaged in all activities of the Electoral Literacy Club under the National Service Scheme (NSS).</p>
<p>2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?</p>	<p>Yes. Our College has appointed an NSS Officer and Student Co-ordinator to oversee activities that promote awareness about voting.</p>
<p>3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.</p>	<p>Objective: To ensure maximum participation in the election, we must strive to achieve 100% polling on the election date. Achievement: Shri Sakthikailassh Women's College rendered support with all the Government's initiatives in realizing social welfare schemes. The Election Commission declared 06.04.2021 as the date for polling in Tamil Nadu Assembly Elections. Our Institution firmly believes that our student community is a fundamental element of democracy and recognizes them as learners today, and future leaders tomorrow, so it made an effort to conduct 100% polling in Salem District. Consequently, our students were motivated to persuade each voter in their respective wards/booths to cast their vote on the day of election and were provided with all necessary support from the College. Those who demonstrated the greatest commitment in this campaign were awarded a silver coin for the highest percentage of turnout amongst voters. All students took part actively in this project by visiting every house within their vicinity for a week,</p>

	<p>educating people about the need for participation in voting and getting support from faculty members during canvassing activities too. Many citizens expressed gratitude towards our Students hard work and Management for such a valuable service given to our society. Needless to say, this kind of gesture was acknowledged by both District Administration and Election Authorities as well.</p>
<p>4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.</p>	<p>The ELC has taken the initiative to create democratic awareness amongst the social groups in our locality by conducting voter awareness campaign in nearby villages, voter awareness rally, and Rangoli competition for students. Additionally, door-to-door canvassing was undertaken to emphasize the importance of voting. "My Vote, My Voice" signature campaign was organized by the ELC to generate recognition about the necessity of voting in the upcoming Tamilnadu State Assembly Election on April 6th 2021. Adhering to the systematic voters' education and electoral participation program (SVEEP), an initiative of the election commission of India for voter education, spreading voter awareness and promoting voter literacy in India, conducts competition and awareness programmes to spread the significance of right to vote. The Honorable District Collector visited the college to award prizes to the students who won the competitions. Our institution was selected as one of the vote counting centre at the time of election.</p>
<p>5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.</p>	<p>Our institution has organized a Voter Awareness Campaign entitled "MY VOTE MY VOICE" to emphasize the importance of participating in our country's electoral process. Our NSS and NCC students have been actively engaged in spreading awareness about the great power of voting, which every individual possesses in a democratic society. As a result, many students who did not possess voter IDs have registered themselves onto electoral rolls. The college has taken initiative by arranging voter ID camp in the college campus to help the students and faculty members to register their voter ID.</p>

## Extended Profile

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### 1 Students

#### 1.1

Number of students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
4460	5066	6064	6376	6635

File Description	Document
Upload Supporting Document	<a href="#">View Document</a>
Institutional data in prescribed format	<a href="#">View Document</a>

### 2 Teachers

#### 2.1

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

Response: 443

File Description	Document
Upload Supporting Document	<a href="#">View Document</a>
Institutional data in prescribed format	<a href="#">View Document</a>

#### 2.2

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

2021-22	2020-21	2019-20	2018-19	2017-18
256	312	363	367	377

### 3 Institution

#### 3.1

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

2021-22	2020-21	2019-20	2018-19	2017-18
648.78	255.83	1042.76	1110.75	1178.92

File Description	Document
Upload Supporting Document	<a href="#">View Document</a>



## 4. Quality Indicator Framework(QIF)

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### Criterion 1 - Curricular Aspects

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#### 1.1 Curricular Planning and Implementation

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

**Response:**

Shri Sakthikailassh Women's College is affiliated to Periyar University and follows the curriculum prescribed by the University. **Choice Based Credit System** is followed semester wise for all programmes. The college ensures that the curriculum meets the industry expectation in the current scenario.

**Academic Calendar**

The institute frames effective action plan for implementing curriculum delivery. The **Academic Calendar** is preordained with reference to Periyar University Calendar to plan Academic, Co curricular and Examination schedule. It is designed by the academic committee with the approval of the Principal and Senior faculty members and is uploaded in the **College Website**.

The Academic Calendar consists of

- College Governing Council Members
- Vision and Mission
- Particulars of teaching and non-teaching faculty members
- Link to Periyar University syllabus
- Commencement of classes
- College working time
- Holidays
- CIA I, II and Model Exam schedules
- Tentative Semester Examination schedule
- Extension & Club activities of the college
- Institutional Scholarship, Rules and Regulations of the College & Library
- List of IIT B-Courses, Skills, Special Labs and Add on Courses

**Curriculum Planning**

- Before the start of the semester, department heads conduct meeting with faculty members to receive subject preference of the faculty.
- In each semester **subject allocation** is based on the metrics like experience, area of their specialization & expertise, ability & skill matrix, practical exposure and previous performance.
- Timetable is framed for each semester inclusive of **Library, Laboratory, Communication, Aptitude and Sports hour**.
- Heads of the department guides the faculty members to prepare **Curriculum Delivery Plan, Notes of Lesson, Question Bank, Lab Manuals** for the subject concern and is uploaded in ERP.
- **Class Committee Meetings** are organized to ensure that the theory and practical courses are as per

curriculum delivery plan.

- Also feedback is collected from class representative and student council to improvise curriculum delivery.
- All the departments organize Guest Lecture, Seminars, Workshops, Symposiums, Conference, Industrial Visits, Internships, and Competitions.
- IQAC conducts **Academic Audit** at regular intervals to scrutinize the curriculum planning.

### Curriculum Delivery

- Curriculum is delivered effectively by using ICT Tools like **Google Classroom, YouTube Videos, E Content, Kahoot** etc, and the usage of ICT Tools is recorded and maintained by each and every department.
- The students and staff members are motivated to undergo online courses in **NPTEL** as the institute is the local chapter in **SWAYAM**.
- The **Digital Library** holds ample volumes of books, journals and magazines in all disciplines.
- Online resources like **e-books, DELNET, NDLI, INFLIBNET & J GATE** are available for the easy access to the students.
- To meet the needs of curriculum changes the college develops its infrastructure facilities accordingly.
- The student's performance is assessed through various tests and the marks are displayed on the notice board.
- The slow learners and advanced learners are identified. Additional coaching is given to slow learners and seminars, group discussion are given to advanced learners.
- Parents' teachers meetings are organized at regular intervals to discuss the progress of their wards.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 1.2 Academic Flexibility

**1.2.1 Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)**

**Response:** 103

File Description	Document
List of students and the attendance sheet for the above mentioned programs	<a href="#">View Document</a>
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Evidence of course completion, like course completion certificate etc. Apart from the above:	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

Other Upload Files	
1	<a href="#">View Document</a>

**1.2.2 Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years**

**Response:** 83.37

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
4117	4032	4922	5946	4827

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 1.3 Curriculum Enrichment

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

**Response:**

The college Vision and Mission through its strong ethics and values empower the students to be more

responsible and socially conscious.

### **Professional Ethics**

The college has zero tolerance towards malpractices among students and faculty members. Students are restricted from engaging in ragging and unethical practices by regular surveillance. The various courses like Business Policy & Strategy, Income Tax Law and Practice, Organizational Behaviour will enable the students to follow the ethics of the profession or vocation concerned.

### **Gender**

As our institution is women's institution, the equality of gender is imparted to the students through various courses offered like Feminist Writing, Life Skill Education, Women's Writing, Personality Development and Entrepreneurial Development to imbibe the values, principles, laws and rights. Also eminent motivational speakers and women achievers are invited to deliver talk on Women's Rights, Cyber Crime, Gender Issues etc., The College has an active Women Empowerment Cell, an exclusive platform for women to explore their experiences and shoulder their responsibilities to empower and engage in the creation of knowledge of women safety and empowerment. The cell organizes various Guest Lectures, Awareness Programmes on Legal Rights for women and organizes activities like debates, essay writing competition to promote sensitivity among the women students. The WEC in collaboration with BJS (Bharath Jain Sanghatan) has organized three days workshop on Girl Empowerment to the students on how to protect them from the cyber crimes.

### **Human Values**

Human Rights and Yoga are offered as a core subject for all the first year post graduate and under graduate students respectively. Campus Play (Mime Show) on moral values is enacted by the students on different themes which helps them to know the values of life. Ramakrishna Mission conducted Comprehensive Value Education (CVE) to the students. The college celebrates national festivals like Independence Day, Republic Day, Gandhi Jayanthi, and also invites freedom fighters, social activists to deliver speech on human values to impart patriotism. Our college students along with the T.N police department conduct various awareness programmes on physical & sexual harassment, road safety, human safety, self defence, cyber crime awareness to the school children. The NSS unit conducts programme on blood donation, eye camp and health check up to all the students. The college celebrates International Yoga Day to impart the importance of yoga. Students with 100% attendance are awarded with certificate.

### **Environment & Sustainability**

Environmental studies are included by the university in the curriculum for all the first year students to promote the importance of environment and its conservation. **The Green Land Club takes initiatives in organizing awareness programme and rallies to make plastic free , pollution free environment and keep the campus green by planting saplings in the college and in the neighbourhood areas.** Eco-friendly Ganesh idol is prepared by our students to celebrate Vinayakar Chaturthi by using clay and seed balls prepared by our students are sown in Namamalai hills to make the environment green. Our college NSS, NCC and YRC conduct activities for environment protection and preservation.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

<b>1.3.2 Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)</b>	
<b>Response:</b> 46.55	
<b>1.3.2.1 Number of students undertaking project work/field work / internships</b>	
Response: 2076	
File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 1.4 Feedback System

<b>1.4.1 Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website</b>	
<b>Response:</b> A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website	
File Description	Document
Feedback analysis report submitted to appropriate bodies	<a href="#">View Document</a>
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	<a href="#">View Document</a>
Action taken report on the feedback analysis	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>
Link of institution's website where comprehensive feedback, its analytics and action taken report are hosted	<a href="#">View Document</a>

## Criterion 2 - Teaching-learning and Evaluation

### 2.1 Student Enrollment and Profile

#### 2.1.1 Enrolment percentage

**Response:** 82.01

##### 2.1.1.1 Number of seats filled year wise during last five years (Only first year admissions to be considered)

2021-22	2020-21	2019-20	2018-19	2017-18
1496	1497	2076	2349	2519

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

2021-22	2020-21	2019-20	2018-19	2017-18
1977	2042	2495	2721	2882

#### File Description

#### Document

Institutional data in the prescribed format

[View Document](#)

Final admission list as published by the HEI and endorsed by the competent authority

[View Document](#)

Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.

[View Document](#)

#### 2.1.2 Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years

**Response:** 85.16

##### 2.1.2.1 Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)

2021-22	2020-21	2019-20	2018-19	2017-18
1100	1165	1472	1684	1742

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

2021-22	2020-21	2019-20	2018-19	2017-18
1376	1420	1734	1886	1995

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	<a href="#">View Document</a>
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule ( Translated copy in English to be provided as applicable)	<a href="#">View Document</a>

## 2.2 Student Teacher Ratio

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

**Response:** 17.42

## 2.3 Teaching- Learning Process

### 2.3.1 Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences and teachers use ICT- enabled tools including online resources for effective teaching and learning process

**Response:**

- Students are the prominent stakeholders of the college.
- Satisfying the needs of the stakeholders, the college refined with the new way of learning methods that include Experiential Learning, Participative Learning Problem Solving Methodologies and ICT Enabled Learning.

#### **Experiential Learning**

- Student centric learning is promoted in the practical sessions. The concepts learned theoretically in the class rooms are experimented practically in laboratories to intensify and broaden their understanding.

- Industrial Visit, Educational Tour, in plant Training, Internship and Field Visit give the students a major exposure to real time working environment along with the practical perspective of a theoretical concept relevant to their domain.
- Students are motivated to participate in the technical assessment, workshops, seminars, conference and symposium to enrich their knowledge and learn new skills.

### **Participative Learning**

- Instigate the competitive and Team spirit of the students through Group discussions Debates, Quiz, Brain storming. Paper Presentations, Poster Presentations, Webinars, Curricular and Co-curricular competitions through various department associations and activities.
- Video conferencing is adopted to give video lectures of eminent speakers and experts to enhance the students learning experience.
- Use of Teaching Methodologies like PPT, E-videos, E-content, Virtual Lab etc, for better learning.
- Industry Institute Interaction by signing MoU's with world class institutions, corporate and organizations to facilitate participative learning.
- Exhibiting models in classrooms are used to intensify the participative learning.

### **Problem Solving Methodologies**

- Case study is assigned to imbibe problem solving.
- Students undertake projects to gain technical, practical and analytical skills.
- Assignments are given to students to practice all the aspects of problem solving.
- Role Play helps the students in making decisions properly.
- Students team heads are selected and they support their team members to elevate their professional growth.
- The Mentors monitor the progress of the students and the difficulties in learning are solved.

### **ICT Tools**

- The college encompasses the need for innovation & creativity in teaching with the use of ICT Tools to meet up the recent technology.
- The faculty members are well trained to use ICT tools.
- Online tools like Google Classroom, Mobile Apps like Kahoot, Edmodo, Quizizz, White Board, Youtube etc., are used for conceptual learning.
- The college established an e-corner facility at library for net surfing exclusively for research scholars.
- E-content, E-videos, Laboratory Practical Videos, Video Lectures prepared by faculty members are uploaded in ERP and the students can access these resources by entering into the student's login portal.
- E-Learning Channels like NPTEL, Swayam, IIT Bombay Spoken Tutorial Project, etc., are imparted to facilitate advanced learning.
- Provision of e-resources through DELNET, IINFLIBNET, SHODHSINDHU, NDLI J GATE etc., are provided.



<b>File Description</b>	<b>Document</b>
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 2.4 Teacher Profile and Quality

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

**Response:** 100

#### 2.4.1.1 Number of sanctioned posts year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
256	312	363	367	377

<b>File Description</b>	<b>Document</b>
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

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

**Response:** 34.39

#### 2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
130	121	117	114	94

File Description	Document
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	<a href="#">View Document</a>
Institution data in the prescribed format	<a href="#">View Document</a>
Copies of Ph.D./D.Sc / D.Litt./ L.L.D awarded by UGC recognized universities	<a href="#">View Document</a>

## 2.5 Evaluation Process and Reforms

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

#### Response:

The College adheres to the fairness and transparency norms set out by Periyar University for the internal assessment. The mechanism of assessment is uploaded to the college website and it carries a weightage of 25 marks in each course, evaluated at the college by the faculty. A department level coordinator is constituted for smooth conduct of internal assessment.

Additionally, 75 marks are allotted for University external examination and answer scripts are evaluated at the common evaluation centre appointed by Periyar University. The evaluation process is done accordance with guidelines of Periyar University for both Continuous Internal Assessment (CIA) & End Semester Examination.

#### The Internal Assessment is based on the following

Assignment	5Marks
Attendance	5Marks
Seminar	5Marks
Assessment	10Marks

- Every semester 2 Internal Assessment Test and 1 Model Examination are conducted and the average of 2 best assessments is taken for awarding marks.
- Time table is formulated for CIA and communicated to students well in advance and also noted in the academic calendar.
- Seating allotment is displayed on notice board.

#### Transparent Mechanism

- The Class Advisor and Head of the Departments provide orientation on assessment process to all the students and also through team heads meeting.
- The academic calendar available in website includes important details such as syllabus, exam dates, duration and sessions on the examination schedule.

- Internal marks are posted on the department notice board and also uploaded in ERP providing login id where both students and parents can view.
- During Parents' meeting, student performance and attendance are reported.

Every semester, the College frames an Academic Committee to conduct and monitor examination-related matters and it compiles invigilation duty charts.

### Provision for Internal Examination Grievances

- The students can examine their graded answer sheets and address any discrepancies to the faculty member concerned and Head of the Department (HoD) within 3 days.
- The HoDs report the grievances to the academic committee and if solved, the students will be informed and if not it will be forwarded to Principal for further action.
- The students can also represent grievances in Representative/Class Committee meetings which will be forwarded to Principal for further action and through Grievances redressal it will be forwarded to academic committee.
- Internal Grievance form can be uploaded from website.
- Student who fails to attend an internal examination due to unavoidable circumstances will be permitted to write the exam on another day.
- The students may suggest their grievances in suggestion box.

### Provision for External Examination Grievances

- Any grievances represented to the course faculty member and HoD is forwarded to academic committee in the form of google sheet and the same is sent to the principal.
- The Principal will forward the same to University and if solved or not will be informed to students.
- After results are published, the students can apply for revaluation, retotalling and transparency if there is any discrepancy in their scores.
- The University additionally offers supplementary exams to final year students who have not cleared one paper in their final semester exam.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 2.6 Student Performance and Learning Outcomes

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

### Response:

The Institute implements Outcome Based Education pattern and gives orientation to the faculty members. The Graduate Attributes is specified based on the Vision and Mission of the college. Being an affiliated

college the Program outcomes, Program Specific Outcomes and Course Outcomes for all programs are specified by the parent university. The competencies and the learning outcomes attained are measured with a focus on assessment and evaluation process. To impart diversified knowledge, various innovative and leading edge technologies are focused on individual learner.

The Program Outcomes (POs), Program Specific Outcomes (PSOs) and Course Outcomes (COs) are framed keeping in mind as how the students would find place for them with their employment, professional and entrepreneurial status after their completion of the degree.

The POs, PSOs, COs are analyzed and displayed on the

- **College Website**
- **All the departments (Faculty Room)**
- **Department notice board**

for effective communication to the students and Faculty members.

### **Program Outcomes (POs)**

Program outcomes are statements that reflect the knowledge, skills and attitudes which the students should possess upon completion of a degree. POs discuss the general expectations of graduation from a particular program, as well as the proficiencies that the students have attained after completion of their degree.

At the time of admission, faculty members provide the students with details regarding the curriculum for each program offered by Periyar University, as well as the Program Outcomes (POs) available on the college website. Every semester on the 1st day of the commencement of classes, the class advisor instructs the students on the significance of POs. Additionally it is stated to the students in

- Class committee meeting
- Representative meeting conducted twice in a semester.

This helps to ensure that the students have a clear understanding of the program they are selecting and its possible outcomes.

### **Course Outcomes (COs)**

The objective of designing Course Outcomes (COs) is to identify the knowledge, skills, and application that learners have acquired. Course Outcomes are developed in collaboration with program objectives. COs serve to demonstrate what the students must have learned and comprehended upon completing the course.

- On the 1st day of the class, syllabus along with COs are communicated to all students by concerned faculty member .
- Displayed on college website where the students can enter into the student login portal to view COs of their concern courses.
- Question paper setting with COs.
- HoDs ensure communication of COs to students.

Each subject must have course outcomes that are carefully constructed with conceptual clarity, problem-orientation, learning ability, practical applicability, and complete content coverage. Course Outcomes help to discern how well a student has understood the subject matter in terms of know-how, capability and attitude at the end of their studies. To ensure that students are proficient in the Program and Course Outcomes, COs should be precise, clear, and contextualized to real-world scenarios and training techniques. The institution avails various assessment methods such as

- Internal evaluations
- Model exam

to assess how well students satisfy both Program and Course Outcomes.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

**2.6.2 Attainment of POs and COs are evaluated. Explain with evidence in a maximum of 500 words**

**Response:**

The Institute is affiliated to Periyar University and it follows the norms prescribed by the University. The Institute imparts Outcome Based Education to the students and evaluates Program Outcomes, Program-Specific Outcomes, and Course Outcomes, and communicates to the students through formal instruction by the class advisor as well as on the college website. Evaluation of course outcome elucidates the learning level achieved between course objectives and program objectives. This exhibits clearly whether or not the students are able to accomplish the course outcome. The attainment levels and percentage are formulated internally by the Academic Committee with the consent of Principal and HoD.

The evaluation of students progress towards the Course Outcomes (COs) and Program Outcomes (POs) is based on their responses to a series of assignments, group activities, continual internal assessments and model exam. By utilizing a combination of these tools, the institution provides a comprehensive assessment of learners' comprehension, utilization, and mastery of the intended outcomes. This multifaceted approach grants an in-depth analysis of their accomplishments for an all-encompassing evaluation of overall achievement. The university conducts the end semester examination for both theory and practical courses, evaluating theoretical and practical knowledge, skills and performance obtained through the study of the curriculum.

The attainment of each Course Outcome (CO) is determined by setting the class average mark as a benchmark. Attainments of COs are determined through university examination results and finalized at the college level by the Heads of Department and Principal as stated in the academic policy. COs are evaluated by assigning

- **Mini projects**
- **Class seminars**
- **Internship**
- **Workshop and**
- **Product Development Skills**

to students that will provide them with practical experience, develop new skills, hone their problem-solving ability, and increase career prospects.

The attainment level of each CO and Mapping of COs of each course to POs is calculated by fixing weightage. It is predicted that a course result will meet the objectives of the program. After finishing the course, learners should be able to demonstrate their competencies and understanding. The percentage of students who secure a grade of 85% or higher across all semesters is calculated and used to gauge the Course Outcome (CO) attainment level, aiding them in advancing to university ranks.

The Program Outcomes are evaluated by examining students' advancement during their academic journey. This evaluation is based on numerous factors, with the cumulative grade earned by the students being a key factor in determining the realization of Program Outcomes (POs) for each course. By analyzing students' grades together with other assessment methods such as assignments and projects, an all-encompassing assessment of their progress and attainment with respect to the POs is attained.

- **Consecutive Gold medals**
- **University ranks**
- **Overall 90% pass percentage**

clearly states the attainment of Programme Outcomes & Programme Specific Outcomes. The Programme Specific Outcomes are reflected in

- **Highest number of students placed in reputed companies**
- **Entrepreneurs in various fields**
- **Students' progression to higher education.**

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 2.6.3 Pass percentage of Students during last five years (excluding backlog students)

**Response:** 92.8

#### 2.6.3.1 Number of final year students who passed the university examination year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
1657	1933	2143	1703	1951

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

2021-22	2020-21	2019-20	2018-19	2017-18
1736	1948	2148	2045	2238

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>
Certified report from Controller Examination of the affiliating university indicating pass percentage of students of the final year (final semester) eligible for the degree programwise / year-wise.	<a href="#">View Document</a>
Annual report of controller of Examinations(COE) highlighting the pass percentage of final year students	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 2.7 Student Satisfaction Survey

### 2.7.1 Online student satisfaction survey regarding teaching learning process

**Response:** 4

File Description	Document
Upload database of all students on roll as per data template	<a href="#">View Document</a>

## Criterion 3 - Research, Innovations and Extension

### 3.1 Resource Mobilization for Research

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

**Response:** 18.23

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

2021-22	2020-21	2019-20	2018-19	2017-18
7.125	2.0	3.175	3.175	2.75

**File Description**

**Document**

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

### 3.2 Innovation Ecosystem

**3.2.1 Institution has created an ecosystem for innovations, Indian Knowledge System (IKS), including awareness about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident**

**Response:**

The college plays a vital role in promoting an eco-system for innovation for sharing ideas, knowledge and resources leading to the creation of new products and services. All the facilities and guidance are provided by Research and Development Cell for publication of research papers, documentation, patents and application of technology for societal needs.

The college has signed MoUs with National Institute of Technology, Trichy, Space Kidz India, Indian Academic Researchers Association, Scigen Research and Innovation Pvt. Ltd., Tamilnadu Scientific Research Organization to train the students in research activities.

For creation and transfer of knowledge the following cells are initiated

- Research and Development Cell
- Institution Innovation Cell
- Intellectual Property Rights Cell
- Entrepreneurship Development Cell



## **Research and Development Cell**

The institution has **Research and Development Cell (R&D)** with a well defined policy. The R&D cell has motivated the faculty members and students for writing research proposals and projects to various funding agencies and has received funds from TNSCST, BRNS, ICSSR etc.,

## **Institution's Innovation Council**

The institution established **Institution's Innovation Council (IIC)**, an initiative of Ministry of Education, Govt. of India during the academic year 2018-19 and obtained **3.5 Star Rating** for the academic year 2021 – 2022. The IIC organizes **Young Innovation Awards** programme every year, in collaboration with TNSCST and conducts Science Expo for school and college students. The winners were rewarded with cash prize upto Rs.3 lakhs and also taken for an educational trip to ISRO – Propulsion Complex (IPRC), Mahendragiri, Tirunelveli. The Institution has been mentoring 3 Schools in Salem District under ATL Linkage & Mentoring Scheme.

The Institution participated in the Innovation Category of Atal Ranking of Institutions on Innovation Achievements (ARIIA), 2021.

## **Incubation Centre**

As a startup measure the college has tie ups with Atthma Rural Development Society, Craft Avenue, Pinkme Beauty Studio and Shri Cakes Zone. These organisations trained the students on various aspects like 30 days programme on Jute Bag Preparation, Doll Making , Hand Embroidery, 50 varieties of Painting, Beauty Care and Preparation of Bakery Products.

The institution has registered under **MSME** and **Startup India Scheme** and is stepping forward to develop anti-microbial organic sanitary pads – “Shri Sakthi Sanitary Pads”.

The institution has applied MSME Business Incubator (BI) to enhance the students entrepreneurship and serve the nearby community.

## **Intellectual Property Rights cell**

The institution has established **Intellectual Property Rights Cell** and has recieved a fund of **RS.50,000 from TNSCST in 2019** for conducting workshops.

## **Entrepreneurship Development Cell**

The institution has a well established **Entrepreneurship Development Cell** with the **Motto: A New Facet to Employment**. The cell furnishes the need of aspiring entrepreneurs with innovative and creative ideas of societal relevance and promoting self employment. The EDC has received a grant of Rs.1 lakh under **DST-NIMAT** project for the year 2019 – 20 and organized an Entrepreneurship Awareness Camp for 15 days.

The Institution conducted 11 programmes on Research Methodology, 13 programmes on IPR and 33 programmes on EDC and also conducted 18 programmes under Incubation centre.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

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

**Response: 57**

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

2021-22	2020-21	2019-20	2018-19	2017-18
15	18	8	9	7

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 3.3 Research Publications and Awards

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

**Response: 0.13**

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

2021-22	2020-21	2019-20	2018-19	2017-18
14	7	9	6	22

<b>File Description</b>	<b>Document</b>
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	<a href="#">View Document</a>
Link to re-directing to journal source-cite website in case of digital journals	<a href="#">View Document</a>
Links to the papers published in journals listed in UGC CARE list or	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

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

**Response:** 4.48

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

2021-22	2020-21	2019-20	2018-19	2017-18
485	696	663	85	55

<b>File Description</b>	<b>Document</b>
List of chapter/book along with the links redirecting to the source website	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	<a href="#">View Document</a>

## **3.4 Extension Activities**

### **3.4.1 Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.**

**Response:**

The extension activities facilitate community development, social sensitization and holistic development. All the students are actively participating in various extension activities to inherit the values of serving the community. To sensitize the students to social issues, various clubs / cells / associations are established to

involve students in social activities.

### **National Service Scheme - NSS**

- The college NSS consists of 3 units with 150 volunteers actively taking part in various extension and outreach programmes.
- Under Unnat Bharat Abhiyan (UBA) scheme 5 villages have been adopted out of which 3 villages are selected for community service.
- Regular health camps like blood donation, eye checkup, dental camp along with reputed hospitals (Vasan Eye Care, SKS hospitals, etc.,) are organized.
- NSS & Panchayat Union, Veeranam Village cleaned lake, planted saplings and organized awareness rally on toilet usage at the Village.
- NSS, YRC and Vinayaka Mission arranged free dental checkup campaign at Mettupatti Thathanur Village under Unnat Bharat Abhiyan Scheme.
- NSS & RRC planted saplings as a part of Sankalp Parva at Chinnanur Village.
- NSS & RRC organized programme and events under Azadi Ka Amrit Mahotsav.
- Under Swachh Bharath Abhiyan, NSS organized cleanliness drive, temple cleaning at Perumanur Village, school cleaning at Chettichavadi Village.
- Under Swachhata Hi Seva Clean India Campaign awareness rally on usage of toilet, toilet construction were organized at Peramanur and Chettichavadi Village.

### **Youth Red Cross (YRC)**

- YRC and Salem Collectorate organized various awareness rallies like Save Girl Child at Gandhi Stadium, Salem and Leprosy Awareness, World Population Day at Salem Collector Office.
- Awareness Rally on Adolescent Care at Ammapet.

### **National Cadet Corps – NCC**

- The NCC functions effectively and hosted annual training camp, firing practice cum selection. The cadets have taken part in various activities like Puneet Sagar Abhiyan Road Map, Swachh Bharat Abhiyan, Disaster Management Activities, etc.,

### **Community College**

- The community college was established in 2014 and it offers 5 courses to the economically weaker women aged between 18-40 years to make them a successful entrepreneur.

### **Project Puthri**

- The institution enlightens young adolescent girl children against various social harassments and imparts mental stability through Puthri Project, an initiative by Avtar Human Capital Trust (AHCT).

### **Siruthuli**

- Siruthuli Club, a student movement engages in helping the needy people of the society by donating

Rs.5 per Student every month. The amount collected is utilized to provide basic amenities like food, clothes, groceries to orphanages and old age homes. The club also raised a fund of Rs.50 lakhs which was contributed to Kerala Relief Fund and Rs.6 lakhs was given to S.Prabavathi for kidney transplantation.

- The students are involved in the activities by planting saplings in the neighborhood places to underlay the slogan – One Student One Tree and conduct literacy campaign in their villages to train the elders to read and write their names.
- Provide educational kits to school students.

### Summer Course

- The institution along with Saurashtra Samooga Munnetra Arakattalai (SMS) conducts summer course for economically backward and rural students to impart computer literacy in computer languages like MS office and C.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

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

#### Response:

Extension Activities are carried out in the neighbourhood communities with the aim to serve the local community through various clubs and associations. The institute motivates the students to be socially responsible and committed for the welfare of the society by doing various activities. The college received Certificates and Awards from various organizations for the service rendered by the students.

1. Certificate of Appreciation for contribution received towards Kerala Cheif Minister's Distress Relief Fund.
2. Best Educational Institution Award from Bharathi Yuva Kendra, Madurai (2017).
3. Guinness World Record on Global Hand Washing Day under Swachh Bharat Mission (Gramin) – (2018).
4. Certificate of Appreciation for Swachh Bharat Diwas by Hon’ble Salem District Collector Tmt. Rohini R Bhajibhakare, I.A.S (2018).
5. Entered into Asia Book of Records for Awareness Campaign on Science and Technology through Largest Human Rocket Formation (2018).
6. Certificate of Appreciation for Save Girl Child activity by Hon’ble Salem District Collector Tmt. Rohini R Bhajibhakare, I.A.S (2019).

7. Award for Awareness on Harms of Liquor and Counterfeit Liquor by MEMES (2019).
8. Certificate of Appreciation for Blood Donation Camp by Government Mohan Kumaramangalam Hospital, Salem (2019).
9. Certificate of Appreciation for Integrated Child Development Services under Poshan Abhiyaan – Poshan Pakhwada (2020).
10. Certificate of Appreciation from Thathanoor, Thailanoor and Veemanur Union Pachayat Leader
11. Certificate of appreciation for Siruthuli from Prabanja Amaidhi Sevasshramam, Neskarangal and Amala Anbukkarangal, Salem.
12. Appreciation Award from Rotary Club of Salem Wings (2017).
13. Awarded Shield with Dhanalakshmi Nature Care & Yoga Research Centre for its tremendous training on Yoga for students (2017).
14. Award for celebrating 50th Year of National Service Scheme by Periyar University, Salem (2019).
15. Appreciation by BJS Salem for the programme “Empowering Today Enriching Tomorrow” (2019).
16. Best Councillor Certificate to Mrs A. Vasavi, Department of Psychology from Honourable Collector of Salem for rendering counselling to Covid patient at the pandemic period.
17. Certificate of Appreciation for conducting free summer computer classes by Saurashtra Samooga Munetra Arakattalai, Salem (2019, 2022).
18. Appreciation Award for World AIDS Day by District AIDS Prevention Control Unit, Salem (2022).
19. Certificate of Appreciation to Mrs S.Malathi, NSS Program Officer by Government Mohana Kumaramangalam Medical College Hospital, Salem - National Blood Donors Day.
20. Letter of Appreciation for Best NSS service in adopted villages by Inner Wheel Club, Salem (2019, 2021).

File Description	Document
Upload Additional information	<a href="#">View Document</a>

**3.4.3 Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.**

**Response:** 83

**3.4.3.1 Number of extension and outreach Programs conducted in collaboration with industry,**

**community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
20	12	16	11	24

<b>File Description</b>	<b>Document</b>
Photographs and any other supporting document of relevance should have proper captions and dates.	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and the details of the collaborating agency	<a href="#">View Document</a>

### 3.5 Collaboration

**3.5.1 Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.**

**Response: 59**

<b>File Description</b>	<b>Document</b>
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	<a href="#">View Document</a>
List of year wise activities and exchange should be provided	<a href="#">View Document</a>
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## Criterion 4 - Infrastructure and Learning Resources

---

### 4.1 Physical Facilities

#### 4.1.1 The Institution has adequate infrastructure and other facilities for,

- teaching – learning, viz., classrooms, laboratories, computing equipment etc
- ICT – enabled facilities such as smart class, LMS etc.

**Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)**

#### **Response:**

Shri Sakthikailash Women's College (SSWC) imparts quality education by providing holistic ambience. The institute fulfills all the norms stated by the statutory bodies in terms of land requirement, instructional, administrative and amenity area.

SSWC is located in 6.050 acres of land in the urban area with built up area of 29,119.45 sq.m. creating conducive learning environment. The high performance building in the campus are thermally, visually and acoustically comfortable; energy, efficient, material and water resources; easy to maintain and operate. As the institute is exclusively for girls, priority is given to safety and security for which the entire campus is under CCTV surveillance. Renovation of physical infrastructure remains an ongoing process to meet the changes in technology. The institute has 7 blocks: Mother Teresa Block, KalpanaChawla Block, Jhansi Rani Block, Indira Gandhi Block, Sarojini Naidu Block, Sivakami Ammal Block and PV Sindhu Block.

#### **ICT Facilities:**

- 105 classrooms, seminar halls, conference halls and smart classroom are ICT enabled with Wi-Fi facilities.
- Central computing facilities with 52 mbps bandwidth internet facility and e-learning centers is available.
- Separate rooms for video conferencing and audio-visual is available.
- Digital board to display academic activities

#### **Laboratories:**

The college has 29 well equipped laboratories for various departments to perform scientific, technological research and experiments. As a safety measure Fire Extinguisher is available in all the laboratories.

#### **Cultural Activities:**

A separate cultural room is available and various musical instruments like veena, drums, keyboard etc., are available for the practice of the students.

#### **Gym:**



The Institution has fully furnished Gym with adequate and modern equipments like five tation fitness, magnetic bike, Twister, Dumbbell etc.,

**Yoga:**

A separate hall is available to students to practice yoga and meditation.

**Sports:**

The Institution has sports facilities for indoor games like table tennies, chess, carrom and outdoor game facilities like basketball, volleyball, ballbadminton, handball, kho-kho.

**Support Facilities:**

- Open auditorium with accommodation of 5000 students.
- Closed auditorium with seating capacity of 500 students.
- Health Clinic and Manam Counseling Centre.
- Separate office for NCC and NSS.
- Herbal Garden with medicinal plants.
- SSWC cafeteria with 300 seating capacity provides hygienic food items.
- Separate Common Room for Student and Faculty Lounge for Staff members.
- Day Care Center is available to take care of the children of Staff members.
- Hostel facility with AC and Non-AC rooms.
- Rain Water Harvesting system.
- R.O plant for drinking water.
- 250 kv power generator is available for uninterrupted power supply.
- Green campus with decorative plants and trees.
- Free transport facility for students and Staff Members.
- A separate parking area for Students and Staff Members.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

**4.1.2 Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years**

**Response:** 26.42

**4.1.2.1 Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
199.15	4.71	287.50	308.69	319.23

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	<a href="#">View Document</a>

## 4.2 Library as a Learning Resource

**4.2.1 Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students**

### Response:

SSWC Campus has a spacious Central Library with a total area of 7184 Sq.ft that accommodates 200 students at a time. Digital library is equipped with 15 computers with 24X7 Wi-Fi facility. The Library comprises of 31412 books, 23 magazines, 26 journals. In addition to the standard infrastructure, unique sections such as book bank, study material for competitive examinations, etc are also available. Various sections of the library are under CCTV surveillance and safety fire extinguisher is available to protect valuable resources.

### IPALPAP SOFTWARE

IPALPAP Software is installed in the Library. The Software provides features such as union catalog facility, customizable search, barcode printing, card creation and report generation. It is the well-established software installed for the benefit of the students.

The working time of the Library is 9.00 am to 6.00 pm. The Library functions on Saturday for the welfare of the students. Online Public Access Catalogue (OPAC) provides search optimization of the library resources to its users. Barcode technology was implemented for library transactions.

### REMOTE ACCESS TO E-RESOURCES OF THE LIBRARY

The digital library is available for both students and faculty members with the aim of facilitating their individual growth and development. A separate digital library having 15 systems for accessing subscribed and open access e-resources with internet bandwidth 52 MBPS. The college library has subscribed INFLIBNET (N-List), DELNET, NDLI, J GATE for remote access which enables students and faculty members to ease access on e-Books, e-journals, articles, manuscripts, video lectures, audio books and project thesis in various disciplines.

### BEST PRACTICE

- Weekly one library hour is allotted in the regular class time table to promote the reading habit of

the students.

- The librarians announce the Best Library User of the Month for both students and faculty members to utilize the resource consistently to acquire knowledge.
- The librarian also conducts User Orientation Programme to all first year students in the first semester and to newly recruited staff members.
- Library offers a peaceful environment for optimum use of library resources and schedules the hours of service with professional assistance.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 4.3 IT Infrastructure

**4.3.1 Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection** *Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words*

**Response:**

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

ICT (Information & Communication Technology) plays a vital role to facilitate and enhance quality in education. The College has made all efforts to enhance the IT related infrastructure. The faculty members and students have the opportunity to work in a digital environment. The College is conscious that technology plays an important role in knowledge building and skill development and is enabled with various IT facilities which are updated periodically. Smart classrooms, language laboratory, seminar halls, conference halls and ICT centers are facilitated with video conferencing and e-learning to enable training programs. Based on the need, the management enhances the infrastructure of the institution. Information is shared within and across departments by adhering to security and privacy regulations

- IT resources are secured from external and internal threats and attacks by standard access procedures and systematic configurations.
- 13 computer laboratories and a language lab in the institution are equipped with the required number of systems, printers, scanners, etc.,
- The students are provided with 917 computers in various laboratories and library.
- Every department is provided with systems, printer and Wi-Fi is available to enhance teaching-Learning process.
- Students and Faculty Members are allowed to undergo mini projects and major projects in the laboratories at various time slots after regular hours.
- The college is connected using local area network with 52 mbps, internet leased line.
- The library is automated with separate LAN facility and barcode scanner for easy access of student entry and book transactions.

- Regular backups are done to avoid any risk.
- User level authentication access is followed for administrative information security.
- Standard firewall and antivirus are available for network security.

### **Networking and Internet**

All systems in the campus are networked. The campus is equipped with BSNL Telecommunications Network with intercom facilities and mobile phones. The institution is under CCTV surveillance with 122 cameras placed in Entry/Exit gates, block entrance, corridors, gym, laboratories and library.

**Wi-Fi facility:** The entire campus is enabled with Wi-Fi facility.

### **Access to online teaching and learning resources are provided in the following manner:**

SSWC is very keen to provide an online learning environment to the student community and faculty members. They can access the e-books, e-journals, course materials in the digital library through Wi-Fi facility.

### **Maintenance of computers and its accessories:**

During the warranty period the computers and their accessories are maintained by the vendors. Scheduled maintenance is carried out by the system administrator and crew. Based on the nature of the problem the experts from outside are deputed for system service. The out dated computers are thoroughly checked and the functional parts are kept for reassembling and worn out parts are sent to scrap and e-waste. Based on the condition, certain outdated computers are given to the neighbourhood schools and community.

<b>File Description</b>	<b>Document</b>
Upload Additional information	<a href="#">View Document</a>

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

**Response:** 4.86

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

**Response:** 917

<b>File Description</b>	<b>Document</b>
Purchased Bills/Copies highlighting the number of computers purchased	<a href="#">View Document</a>
Extracts stock register/ highlighting the computers issued to respective departments for student's usage.	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

#### 4.4 Maintenance of Campus Infrastructure

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

**Response:** 27.63

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

2021-22	2020-21	2019-20	2018-19	2017-18
143.95	41.13	291.45	354.69	339.52

<b>File Description</b>	<b>Document</b>
Institutional data in the prescribed format	<a href="#">View Document</a>
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	<a href="#">View Document</a>

## Criterion 5 - Student Support and Progression

### 5.1 Student Support

**5.1.1 Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years**

**Response:** 84.77

**5.1.1.1 Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
4228	2150	5387	6073	6407

File Description	Document
Year-wise list of beneficiary students in each scheme duly signed by the competent authority.	<a href="#">View Document</a>
Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).	<a href="#">View Document</a>
Upload policy document of the HEI for award of scholarship and freeships.	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

**5.1.2 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. ICT/computing skills**

**Response:** A. All of the above

File Description	Document
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	<a href="#">View Document</a>
Report with photographs on ICT/computing skills enhancement programs	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

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

**Response:** 57.36

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

2021-22	2020-21	2019-20	2018-19	2017-18
3153	1958	3589	4144	3561

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 5.1.4 *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

**Response:** A. All of the above

<b>File Description</b>	<b>Document</b>
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	<a href="#">View Document</a>
Proof related to Mechanisms for submission of online/offline students' grievances	<a href="#">View Document</a>
Proof for Implementation of guidelines of statutory/regulatory bodies	<a href="#">View Document</a>
Details of statutory/regulatory Committees (to be notified in institutional website also)	<a href="#">View Document</a>
Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 5.2 Student Progression

<b>5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years</b>				
<b>Response:</b> 72.02				
<b>5.2.1.1 Number of outgoing students placed and / or progressed to higher education year wise during the last five years</b>				
2021-22	2020-21	2019-20	2018-19	2017-18
1396	1356	1431	1545	1557
<b>5.2.1.2 Number of outgoing students year wise during the last five years</b>				
2021-22	2020-21	2019-20	2018-19	2017-18
1736	1948	2148	2045	2238



<b>File Description</b>	<b>Document</b>
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	<a href="#">View Document</a>
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

### **5.2.2 Percentage of students qualifying in state/national/ international level examinations during the last five years**

**Response:** 8.2

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

2021-22	2020-21	2019-20	2018-19	2017-18
54	52	49	44	33

<b>File Description</b>	<b>Document</b>
List of students qualified year wise under each category and links to Qualifying Certificates of the students taking the examination	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## **5.3 Student Participation and Activities**

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

during the last five years

**Response:** 96

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

2021-22	2020-21	2019-20	2018-19	2017-18
18	0	25	30	23

File Description	Document
Upload supporting document	<a href="#">View Document</a>
list and links to e-copies of award letters and certificates	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

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

**Response:** 36.2

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

2021-22	2020-21	2019-20	2018-19	2017-18
43	16	45	42	35

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## 5.4 Alumni Engagement

**5.4.1 There is a registered Alumni Association that contributes significantly to the development of**

## **the institution through financial and/or other support services**

### **Response:**

The institute plays a predominant role in moulding the career of the students as technocrats, leaders, entrepreneurs and global managers and has a rich history of successful students. These graduates prove to be a great mentoring force for their juniors and provide long-term value to the institution, thus building a strong **Alumni base**.

As creating an engaged and supportive alumnae network is crucial for an Institution's success, Alumni Association was formed in the year 2013 under the name **Shri Sakthikailassh Women's College Alumni Association** and registered under Tamil Nadu societies registration act 1975 SI.No: 47/2013 on 11th July 2013. The institution approves and appoints the members as President, Vice President, Secretary, Joint Secretary, Treasurer and Office Bearers of the Alumni Association. The faculty members keeps in touch with the Alumni, year long and also has active connections with them in social network groups like LinkedIn, Instagram, Facebook and Whatsapp.

The Alumnae foster a spirit of loyalty and promote the general welfare of the institution and the student community and are always supportive to the growth and development of the institution by contributing financially and non-financially. Every year on January 26th Alumni Meet is organized where the Alumnae share their cherishing memories of their period in the institution and also their views and suggestions for the betterment of their juniors in academic and co-curricular activities. The college honours the Best Alumnae with **Women Achiever Award** and makes them share their experiences in their career. It also provides an opportunity for the alumnae to meet their friends and faculty members.

The Institute reveal their pride by inviting the achievers as Chief Guests for programmes and functions and also supports the alumnae to become entrepreneur by permitting them to set up shops like photocopier, coffee day, stationery, fruit stall and cake shop inside the campus. They are invited to exhibit their talents and also to display their products for sale during college functions and festivities.

### **Contributions:**

#### **1. Financial contribution**

- The Alumnae contributed financial support to purchase chairs to the auditorium and bureau to the departments, napkin incinerators and destroyer machines and colour printers.
- 2021-2022 academic year students contributed material worth Rs. 5,32,300.

#### **2. Book Donation:**

136 books were donated to the College Library and Department Library.

**3. Alumni Talk series:** The Alumni are invited as resource persons to guest lecture programs, workshops and seminars for the students in their area of expertise and motivate the young minds to choose the right path.

**4. Committee Members:** The Alumni act as members in the Governing Council and IQAC.

**5. Assistance in Placement:** The Alumnae extend their service by motivating the final year students to work in projects and internships and also guide them in facing interviews and getting placed in companies where they are working.

**6. Entrepreneurship Guidance:** Our alumni entrepreneurs give hands-on training and interact with students to motivate them to become a successful entrepreneurs.

<b>File Description</b>	<b>Document</b>
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## Criterion 6 - Governance, Leadership and Management

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### 6.1 Institutional Vision and Leadership

**6.1.1** *The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.*

**Response:**

Shri Sakhikailassh Women's College is committed to provide quality education to the students enabling them to excel in the fields of arts and science and to cater to the needs of the society and industry. The college provides required academic and state-of-the art facilities to enhance the student's knowledge by creating a holistic learning environment.

**VISION**

The college aspires to emerge as a centre of excellence at the national level for empowering women by making them understand, actualize and energize their inner potential for positive changes and growth.

**MISSION**

- To promote High Quality Education
- To impart Modern, Scientific and Value Based Education through right kind of Values
- To adopt Student Centric Methods and Participative Mode of Learning
- To provide necessary Skill Development Programs, Employment Oriented Education and Entrepreneurship Skills
- To provide opportunities for Self Learning as well as Group Learning
- To promote the aspiration of the individual student to become Self Made Professionals

The governance system at SSWC is inclusive and participative with equal representation of all key stakeholders- Om Sri Vivekananda Educational Trust, industry, academia, government nodal agencies, faculty members, alumni and students. The Governing Council is an integral part that steers the institution to national level through academic excellence with a main focus on "Women Empowerment through Quality Education". The concurrent approach of the Management, Principal and Faculty Members helps in developing and implementing quality policy and plans to uphold the Vision and Mission of the College. The Group of Deans, IQAC Director, Administrative Officer, Heads of the Departments, Faculty Members, Co-ordinators of various committees with the staff representatives, students representative at all levels are collectively working together in proposing, designing, formulating and implementing the plans and policy based on the Vision and Mission of the college and forwarded to Governing Council for approval.

**Decentralization and Participative Management**

The institute delegates duties and responsibilities from top-down by decentralization for quick decision making. The faculty members are acting as members in various committees like IQAC, Academic Committee, Placement Cell, Admission committee, Discipline Committee, Grievance Redressal, Anti Ragging etc., and are motivated to expose their ideas for the betterment of the institution. The faculty

members are engaged in policy formulation, planning, execution and monitoring based on the Vision and Mission of the institution. The faculty members are the part of the effective management of the college activities including strategic planning for growth and development, academic process, research activities, recruitment, career advancement and capacity building of the faculty, student progression, collaborations, infrastructure and financial management. The students' representations are visible in committees like IQAC, Student Council etc., The College follows an inclusive approach where the faculty members and the students are a part of the academic pursuits and decision making.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 6.2 Strategy Development and Deployment

**6.2.1 *The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc***

### **Response:**

Shri Sakthikailassh Women's College has a well defined organizational structure. The action plan of the institution is in alignment with its Vision and Mission. This is ensured through organizational framework, strategic planning, dynamic leadership and decentralized administration. In accordance with the rules of the institution, the following organizational structure and decision making process are in place for enhancing the overall effectiveness. The functioning of the institutional bodies is effective and efficient which reflects through Governing Council, Administrative Setup, functions of various Academic and Administrative Bodies, Service Rules and Grievance Redressal Mechanism.

### **Administrative Setup**

The Chairman, Correspondent and Principal form the nucleus of the Administrative Setup and the Chairman is the final authority.

The Correspondent is responsible for the overall growth of the college at all levels, including the recruitment of teaching and non teaching staff.

The Principal is responsible for the functioning of the college and its development including Administration, Academics, Co-curricular, Extra-curricular and Extension programmes.

The Principal functions with a team of Deans—Dean of Academics, Dean of Research and Student Welfare, Dean of Department Development, Dean of Career Enhancement, IQAC Co-ordinator and Administrative Officer.

The members of the Management along with the Academic Expert, Industrial Expert, Parent member,

Student member, Alumni member and Staff of the college takes up the responsibility for effective functioning of the college.

The Deans of various affairs of the college take the responsibility of planning, formulating, monitoring and evaluating the policies and all activities that is related to various Department Committees, Clubs and Associations. The strategic plan is carefully designed by them in tune with the Vision and Mission of the college and it is discussed with the Principal, Heads of the Departments and various Committees and is taken for the approval to the Governing Council. The Governing Council being responsible for apex level decision making, discusses and approves the process. After receiving its approval the plans are disseminated and executed to attain the desired goal.

The Principal, IQAC along with Deans, Heads of Department and Committees direct and ensure the implementation and execution of necessary changes in teaching-learning process that arrives as timely guidelines from the UGC and University.

The Academic, Administrative, Financial and Maintenance Committees are involved in developing a quality system for conscious programmed action to improve the academic and administrative performance of the college.

### **Human Resource Manual**

Service, procedures, recruitment and promotion are guided by Human Resource Manual approved by the Governing Council. Following the Human Resource Manual, the Principal, Deans, IQAC Co-ordinator and Administrative Officer ensures that the benefits specified in the manual are appropriately provided to all the teaching and non-teaching staff members.

### **Grievance And Redressal Mechanism:**

Grievance and Redressal cell is formed to identify the grievances faced by both the students and staff members and necessary steps are taken to rectify them

Feedbacks are obtained regularly by the IQAC and college takes necessary action which is recorded and documented.

<b>File Description</b>	<b>Document</b>
Upload Additional information	<a href="#">View Document</a>
Institutional perspective Plan and deployment documents on the website	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### **6.2.2 Institution implements e-governance in its operations**

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

**Response:** A. All of the above

File Description	Document
Screen shots of user interfaces of each module reflecting the name of the HEI	<a href="#">View Document</a>
Institutional expenditure statements for the budget heads of e-governance implementation ERP Document	<a href="#">View Document</a>
Annual e-governance report approved by the Governing Council/ Board of Management/ Syndicate Policy document on e-governance	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 6.3 Faculty Empowerment Strategies

### 6.3.1 The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

**Response:**

#### **WELFARE SCHEMES AVAILABLE FOR TEACHING AND NON-TEACHING STAFF**

1. Provision for Casual Leaves [one CL per month].
2. Summer and winter vacation for staff members.
3. On-Duty for University related works and also for attending Programmes related to Industry-Institute Interaction of the faculty.
4. Monthly two permission [1 Hour] for faculty members.
5. Seed Money is provided for Research and for attending Conference/FDP/Workshop.
6. Encouraging faculty members for doing part time Ph.D
7. Centralized reprography facility (Xerox) for all staff members.
8. Centralized canteen facility at 10% subsidiary rate.
9. Wi-Fi campus for all Staff Members and Students.
10. As per the provisions of provident fund act, institute contributes its share to Provident Fund.
11. Free transportation for staff members .
12. Free Boarding and Lodging for Faculty members staying in Hostel.
13. Two sets of uniforms to staff members every year
14. Interest Free loan for faculty members .
15. Day care centre to take care of faculty member's kids.
16. Recreation to staff members like staff tour, get together, birthday celebrations etc.,



17. Marriage and Maternity leave with Salary.

## PERFORMANCE APPRAISAL SYSTEM FOR TEACHING AND NON-TEACHING STAFF

Performance appraisal system is the way to ensure the performance-oriented work environment in the organization, it helps employees to achieve the set objects and act as a reward for their contribution in the progress of the organization.

### SELF APPRAISAL MECHANISM FOR TEACHING STAFF:

The teacher is appraised through implementation of innovative methodologies in classroom lectures, tutorials, course delivery, question paper setting and evaluation etc. Besides, student feedback and pass percentage of the course are also considered.

It is also evaluated based on, contribution to short term training courses and, their participation in conferences, workshops, publications in journals and book chapters. The assessment involves

- Self appraisal by the faculty members
- Peer evaluation by Heads of the Department

The above assessment mechanism that reflects in their teaching are as follows:

- Teaching style and abilities with the feedback from the peers and the students.
- Scope for improvement in teaching resources and methodologies
- The research outcomes and relevance of the work being done.

The self assessment mechanism helps them to analyze the gap in their profession and provides an opportunity to improve themselves. The institution rewards and recognizes teachers for their teaching approaches and research initiatives, which helps them to work with enthusiasm.

### SELF APPRAISAL MECHANISM FOR NON-TEACHING STAFF

The non-teaching staff are periodically trained and also encouraged to pursue their higher studies. The Non teaching staff are assessed regularly through a structured mechanism:

- On time completion of work.
- Effort and sense of responsibilities.
- Punctuality.
- Maintenance of files/records.
- Perfection in work.
- Approach and Attitude.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

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

**Response:** 53.43

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

2021-22	2020-21	2019-20	2018-19	2017-18
146	171	185	195	198

<b>File Description</b>	<b>Document</b>
Policy document on providing financial support to teachers	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Copy of letter/s indicating financial assistance to teachers and list of teachers receiving financial support year-wise under each head.	<a href="#">View Document</a>
Audited statement of account highlighting the financial support to teachers to attend conferences / workshop s and towards membership fee for professional bodies	<a href="#">View Document</a>

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

**Response:** 67.39

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

2021-22	2020-21	2019-20	2018-19	2017-18
245	239	335	322	347

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

2021-22	2020-21	2019-20	2018-19	2017-18
104	99	109	114	107

<b>File Description</b>	<b>Document</b>
Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Copy of the certificates of the program attended by teachers.	<a href="#">View Document</a>
Annual reports highlighting the programmes undertaken by the teachers	<a href="#">View Document</a>

## 6.4 Financial Management and Resource Mobilization

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

### **Response:**

The institution monitors the effective and efficient use of available mobilisation of funds and financial resources for the college that supports the teaching learning process.

### **Mobilisation of Funds**

The college is a self-financing institution and tuition fee is the main source of income, apart from tuition fee the college receives research grants from various Government and Non Government agencies, consultancy projects and sponsor, funds from philanthropists to conduct events like seminars and workshops and contributions from Alumni.

### **Optimal Utilization of resources and Funds**

The funds are utilized for all recurring and non-recurring expenditure. All the administrative and academic heads along with coordinators of different cells and committees submit the budget requirements for the academic year. Principal prepares an annual budget estimate duly considering the proposals received based on the recommendations of the HoDs and various committees.

All the major financial decisions are taken by the institute's Governing Council and the Institute adheres to utilization of budget approved for academic expenses and administrative expenses by the management. After final approval of budget the purchasing process is initiated by a transparent mechanism through Principal. The quotations are negotiated and scrutinized by the finance and purchase committee and the

final decision is made based on parameters like pricing, quality, terms of service, etc. Respective faculty member and HoDs ensures the specifications of equipment or machinery purchased and it is included in stock register. The bill payments are passed after verification of items. Financial audit is conducted by in-house auditor every month to verify the compliance. External auditor appointed by the trust, ensures that all payments are duly authorized and adhered to financial discipline to avoid defalcation of funds or property of the institution at all levels. The audit statement duly signed by both internal and the external auditors is sent to the Management.

The necessary budgetary provisions are done with efficient optimal utilization in the institution. Funds are utilized for purchase of laboratories equipment to promote research interest of the faculty and students and for the enhancement of library facilities. Adequate funds are utilized for development and maintenance of good infrastructure. Financial support is sanctioned to faculty members to attend FDPs, seminars, conferences, workshops, to present and publish articles in journals, chapters and books. Funds are allocated for social service activities through NSS, NCC and YRC. Funds are provided to meet day-to-day operational and administrative expenses and maintenance of the fixed assets. Effective utilization of infrastructure is ensured through the appointment of adequate and qualified lab technicians & system administrators. The available physical infrastructure is optimally utilized beyond regular college hours, to conduct remedial classes, co-curricular activities, extra-curricular activities, parent- teacher meetings etc., The College infrastructure is also utilized as a centre for various Government Examinations and University Examinations. Library functions beyond the college hours for the both students and faculty members.

The resource mobilization and optimal utilization of resources of the college are used effectively to set a bench mark in tune with quality teaching and unique growth of the students.

File Description	Document
Upload Additional information	<a href="#">View Document</a>

## 6.5 Internal Quality Assurance System

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

### Response:

The prime task of the IQAC is to develop a system for conscious, consistent and catalytic improvement in overall performance of the institution. IQAC channelizes all efforts, reviews and measures the teaching-learning process, structures and methodologies of operations and learning outcomes that promote the institution to be a centre of academic excellence. The IQAC has also contributed towards institutionalizing the quality assurance strategies through periodic meeting.

### The Initiatives of IQAC are:

- **The Mentor Mentee System** aims to bridge the gap between faculty members and students. For

every twenty student a mentor faculty is assigned. This system ensures the quality performance of the students in academics and deals with the issues related to the holistic development of the students providing personal counselling and congenial learning environment.

- **Academic Committee** of the Institution is supervised by the IQAC. It collects and monitors all the academic committee activities like regular classes, continuous assessment etc and also focuses on the toppers to secure University Ranks facilitating with additional information in core subjects, extra notes and library books.
- **The Class Committee Meeting** is conducted once in every month. For every six to eight student a team head is selected and the team heads represent the students in the class committee meeting. The committee comprises of student team heads, class advisors, senior faculty member and HODs. The class committee meeting discusses the academic progress of the students, improvement required in teaching learning and other curricular and co – curricular activities of the class. Based on the team heads feedback received during the class committee meeting the IQAC provides suggestion and takes action for improvement.
- **OBE Based Teaching Methodologies** like Experiential Learning, Participative Learning, Problem Solving Methods, using of ICT tools etc are ensured by IQAC and this is measured through PO, PSO and CO attainment and helps students to acquire in depth knowledge and score more marks.
- **Institution's Innovation Council and Atal Ranking of Institutions on Innovation Achievements** are implemented by the IQAC to promote innovation in research
- **Internal Academic Audit** is done regularly once in six months to access the strength and weakness of the teaching learning process. The members of the internal audit team comprises of senior faculty members. The internal auditors audit the teaching learning process, department administration etc and the audit report is submitted to the Principal through IQAC Co ordinator. Based on the report of the internal audit the IQAC ensures and takes necessary initiatives for the effective and efficient progression of the institution.
- **Academic Practices** are promoted by the IQAC by conducting FDPS, Seminars, Workshops, Conferences, Guest Lecturers inviting academicians and industrial experts, planning for industrial visits and training programmes.
- **Student Council Election** is conducted by IQAC every year to promote leadership quality among the students. The students elect their representatives as student council member. The elected members are involved in academic decision making of the institution and play a vital role as event managers for various programmes and activities conducted in the institution.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 6.5.2 Quality assurance initiatives of the institution include:

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented**
2. **Academic and Administrative Audit (AAA) and follow-up action taken**

- 3. Collaborative quality initiatives with other institution(s)**
- 4. Participation in NIRF and other recognized rankings**
- 5. Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.**

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

File Description	Document
Quality audit reports/certificate as applicable and valid for the assessment period.	<a href="#">View Document</a>
NIRF report, AAA report and details on follow up actions	<a href="#">View Document</a>
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date.	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>
Link to Minute of IQAC meetings, hosted on HEI website	<a href="#">View Document</a>

## Criterion 7 - Institutional Values and Best Practices

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### 7.1 Institutional Values and Social Responsibilities

**7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years. Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words**

**Response:**

Gender Equity has become a basic need of our society to be focused today at all levels. Gender equity attempts to facilitate equal opportunities for all genders to overcome their historical and social disadvantages by ensuring fairness and justice. The institute always strives to create an atmosphere in the campus, where gender equity is practiced in both academic and non-academic, to guarantee that all have equal opportunities with regards to education, respect and economic development. Being a women institution the college recruits more than 80% of female faculty members and headships were given to them to assist the students.

**Gender Audit**

The Gender Audit is an attempt to assess whether the college has maintained good gender balance in line with government regulations, policies, and initiative aims at promoting gender equality. The audit seeks to understand the impact of current and proposed policies on achieving gender equity.

An External Gender Audit Team conducted a review and analysis of the operating environment and context of Shri Sakthikailassh Women's College. The team found that everyone has access to the full range of opportunities to gain social, psychological, and physical benefits from participating in or leading activities. There is an emphasis on gender equity among both male and female faculty at the college. Being a women's institution the college recruits less than 20% of male faculty and priority is given to female faculty. Based on the analysis of the report rectifications are carried out immediately.

**Gender equity in curriculum:**

- In the prescribed Periyar University curriculum 16 courses with gender equity subjects and topics are included.
- A conducive and supportive classroom atmosphere is executed by the teachers
- No discrimination and marginalization is entertained in the campus.

**Gender equity in Co-curricular Activities**

- Women's Rights seminars and programmes are arranged by Women Empowerment Cell and Entrepreneurship Development Cell by inviting successful personalities to enlighten and boost the confidence of the girl students through their success stories.
- The Institute promotes leadership skills and decision-making abilities through student council election where the students are given responsibility to conduct and organize various co-curricular and extra-curricular events in the college to equip them with confidence to face the corporate world.
- The institute focuses on empowering the girls with life-skills needed to become a successful entrepreneur. To be self reliant, the girls can display and sell their own products in the campus

through EDC.

- Yoga, Meditation, Self-Defense classes are given to the students to develop their inner potential.

### Cells to address Gender Equity

- Women Empowerment Cell
- Entrepreneurship Development Cell
- Counseling Cell
- Grievance Redressal Cell
- Anti-Ragging Committee
- Internal compliance Cell

### On Campus Facilities

- Common Room for Students
- Faculty Lounge
- Health Clinic
- Mary Kom Gym
- Day Care Centre
- Beauty Parlour
- Hostels and Canteens
- Ramp
- Wheel Chair
- Disabled friendly washroom

SSWC gives equal rights and freedom of expression to everyone irrespective of their gender and socio economic status.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 7.1.2 The Institution has facilities and initiatives for

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

**Response:** A. 4 or All of the above



<b>File Description</b>	<b>Document</b>
Policy document on the green campus/plastic free campus.	<a href="#">View Document</a>
Geo-tagged photographs/videos of the facilities.	<a href="#">View Document</a>
Circulars and report of activities for the implementation of the initiatives document	<a href="#">View Document</a>
Bills for the purchase of equipment's for the facilities created under this metric	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

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

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

**Response:** A. All of the above

<b>File Description</b>	<b>Document</b>
Report on Environmental Promotional activities conducted beyond the campus with geo tagged photographs with caption and date	<a href="#">View Document</a>
Policy document on environment and energy usage Certificate from the auditing agency	<a href="#">View Document</a>
Green audit/environmental audit report from recognized bodies	<a href="#">View Document</a>
Certificates of the awards received from recognized agency (if any).	<a href="#">View Document</a>

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

**Response:**

Shri Sakthikailassh Women's College follows secularism and believes in equality by celebrating all cultures and traditions as students belong to the different caste, community and religion are pursuing their

studies without any discrimination. The college imbibes the ethics of Indian values and discipline, Righteous conduct, Satya and Dharma among the students and provides a holistic inclusive environment. The college welcomes students from all culture, religions and communities. Through fostering a culture of inclusiveness, acceptance and respect without any bias, the college ensures that every student feels respected and has an equal chance to learn and succeed.

- To imbibe patriotism, the day starts with National Anthem.
- The college celebrates festivals like Diwali, Pongal, Ramzan, Krishna Jayanthi, Christmas, Vinayagar Chaturthi, Onam, Holi etc., to create an inclusive environment.
- Trio festival is organized to celebrate 75th Independence Day, 175th Birth Anniversary of Netaji and 100th year memorial of Bharathiyar by inviting Honourable Union Minister of State, New Delhi Dr.L.Murugan and Periyar University Vice Chancellor respected Dr.R.Jagannathan as Guest of Honour.
- The college provides a common prayer hall for all religions.
- Campus Play (Mime Show) is conducted every week to create awareness on tolerance, harmony, communal and social responsibilities.
- NSS, NCC and YRC conduct programmes and awareness rallies to promote harmony and tolerance.
- The college celebrates Tamilnadu Day (July 18th), Salem Day (Nov 1st) to commemorate the formation of the State and District.
- Hindi Day (Sep 14th) is celebrated as it is widely speaking language of India.
- To commemorate 75 years of Independence under Azadi ka Amrit Mahotsav, an initiative of the Government of India, the NSS Cell organized various events like essay writing, uploading patriotic songs in youtube, etc.,

Understanding the financial difficulties experienced by single-parent students, orphans, HIV affected parents, the college provides fee concessions to promote an inclusive atmosphere.

### **Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens**

- Ramakrishna Mission conducts Comprehensive Value Education programme to sensitize students towards Satya, Dharma, Righteous conduct, Peace, Ahimsa to imbibe Indian values.
- The students and faculty members take part in the voter's awareness rally to create awareness to the public about their rights to vote.
- A signature campaign was organized to encourage ethical voting and electoral roll registration among the voters.
- Tribute to CRPF martyrs on 18th February 2019 for their sacrifice during the Pulwama Assault.
- Awareness on Women's Rights and Human Rights was given to students by inviting Advocates.
- Various programmes like Women and Leadership, Women Empowerment and Violence Against Women were organized to know their values, rights and duties.
- The Police Officers gave awareness program on Cyber Crime to the students.
- The institution involved the students and faculty members to volunteer themselves to be socially committed.

### **Days Celebrated**

Independence Day

Republic Day	
Gandhi Jayanthi	
National Youth Day	
International Yoga Day	
International Women's Day	
<b>File Description</b>	<b>Document</b>
Upload Additional information	<a href="#">View Document</a>

## 7.2 Best Practices

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

#### Response:

#### Best Practice 1

#### Title

#### **EMPLOYABILITY SKILLS THROUGH SAKTHI PLACEMENT TRAINING CENTRE AND IIT-B SPOKEN TUTORIAL**

#### Objectives

- To make realistic employment choices and to identify the goals to achieve.
- To explore their strength and career choices through individual skill assessments.
- To learn, practice and explore communication skill.
- To develop and practice self management skills for the work place.

#### Context

Employability and skills are closely intricated. Employability skills are indispensable in the current era of technological disruption and globalization. It is a transferable skill needed by an individual to develop knowledge, skills and attitudes for career growth. To be successful in the field of emerging technologies, the students need technical & soft skill trainings. It equips them to perform their role best and to gain a competitive edge in job market.

#### Practice

#### Internal Training

The placement training department encompasses the activities and programmes to improve student's employability to bridge the knowledge gap that exists between academic disciplines and the demands of the workplace. The time table is framed by allotting separate aptitude, communication period invariably to all the departments. The internal training comprises

- Aptitude (A)
- Communication Skills (C)
- Soft Skills (S)
- Technical Skills (T)
- Personality Development (P)

The placement trainers train the students with ACSTP skills for 120 hours from first semester onwards.

### **External Training**

The institute has signed MoUs with leading corporates like Infosys, Aspire for her, GTT, KL Infotech etc., to provide expert talk and technical workshops to assist the students to get placed in top MNC's.

An exclusive external training is rendered by

- Infosys
- Pygmalion
- GTT
- Mahindra Pride
- Accent
- Magic Bus
- JCI

to increase the confidence and boost the morale of the students through required skill trainings.

IIT-B Spoken Tutorials, an open source, e-learning platform is an initiative of MHRD and IIT-Bombay. The students with a desire for learning can learn various free and open source software all by oneself. SSWC is the Nodal Centre for IIT-B in Salem region and attained 8th Position in All India Level. Around 35 courses are offered to the students related to their curriculum. This helps the students to be master on various technical skills and programming languages that bridge the gap of their technical knowledge to meet the corporate needs.

The institute is a member of ICT Academy of India, Tamilnadu. It provides trainings in soft skills for IT and ITES sectors, Youth talk etc.,

### **Evidence of Success**

- The skill training has built the confidence and it improves the technical knowledge, competency, competitive spirit and career skills of the students.
- The Success record shows that 5673 students were placed in last 5 years.
- 28601 students have registered and received 30435 IIT-B certificates for both odd and even semester in last five years.

## **Problems encountered**

- Less awareness about the importance of soft skill among students.
- Recruiting trainers and preparing materials was a challenging task.
- Eliminating their fear of communication skills while facing interviews.

## **Resources required**

- To impart quality training more trainers are to be recruited to match the students trainer ratio.

## **Best Practice 2**

### **Title**

### **Sakthi “The Power of Transformation”**

### **Objectives**

- To make pollution free earth.
- To plant more number of trees to protect our environment.
- To promote women’s participation in environmental issue.
- To imbibe humanity by contributing to the needy people of the society.
- To make and strengthen harmonious social relations.

### **Context**

Keeping in mind the responsibility of every individual to save and protect our environment, the college motivates the students to realize that “Protecting the earth starts with you”. Sakthi “The Power of Transformation” is an initiative taken by college to focus mainly on two significant factors

- Environmental Consciousness
- Service to Society

Maintenance and restoration of natural ecosystem is essential to sustain community wellbeing, economic prosperity and efficiency. Social responsibility brings people together and promotes respect for others.

### **Practice**

The institution imbibes the environmental consciousness and social responsibility among the students through on campus and beyond campus initiatives.

### **Environmental Consciousness**

- The students at the first day of their college life were asked to plant saplings in campus.
- To promote healthy atmosphere, a clean and green environment is maintained in the campus to preserve the earth’s natural resources.
- Restriction to automobiles inside the campus to make pollution free environment and insisting students to use bicycles.

- Adhering to the Government New Year resolution in the year 2019, the college bans plastic in the campus and organize awareness rally on “Say No to Plastic”.
- Through our initiative Sakthi "The Power of Transformation" sapling plantation, seed ball thrown in the nearby hills are initiated by the students to keep our environment clean and green.
- Awareness program like Save Soil, No Plastic etc., are organized on World Environmental Day.

### Service to Society

To prove our tagline “We Create Responsible Women for family and society”, our students are motivated to act as a socially responsible citizen.

Siruthuli Club (contributing a small drop, is a students movement, sponsoring Rs.5 per student every month) extends its helping hand to the needy people by supplying groceries and every year Rs. 1 Lakh is sponsored to orphanages and old age home at Crescendo (Annual Day), Founder’s Day etc., Rs. 50 lakhs was contributed by siruthuli club to Kerala Relief Fund. A fund of Rs. 50,000 is received under UBA scheme and 5 villages have been adopted to do service for the community regularly by

- Conducting literacy campaign
- Groceries to old age home
- Cleaning temples etc.,

Community College was established in 2014 by offering 5 courses to train economically weaker women aged 18-40 years as small scale entrepreneur to improve their socio economic status.

### Evidence of Success

- Appreciation letter from Kerala Chief Minister
- Guinness World Record on Global Hand Wash Day
- Certificate of appreciation from Thathanoor, Thailanoor Union Panchayat Leader.
- Certificate of appreciation for Siruthuli from Prabanja Amaidhi Sevaashramam, Nesakarangal, Amala Anbukarangal, Salem.

### Problems encountered

- Ignorance of the old age people is a barrier to us while conducting literacy campaign.

### Resources required

- Expecting more NGO’s to extend their support to us to work for the noble cause.

File Description	Document
Any other relevant information	<a href="#">View Document</a>
Best practices as hosted on the Institutional website	<a href="#">View Document</a>

## 7.3 Institutional Distinctiveness

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

**Response:**

#### **WOMEN EMPOWERMENT THROUGH SKILL DEVELOPMENT**

The institute aims to promote Skills beyond curriculum to mould the students to be complete women in 360 angle through Quality Enhancement System (QES). It is a process of augmentation or improvement of learners attributes, knowledge, skills & potential. It improves the educational quality through cycle of continuous progress and innovation. The college imparts in-depth knowledge and understanding to mould the students to excel in their career.

**The main focus of Quality Enhancement System are as follows**

- To incorporate the skills required for the industry.
- To promote self employment opportunities.
- To equip rural girl student for new career opportunities for their social upliftment.
- To buildup better engagement of social partners and industry connect
- To create a strong public-private partnership in skill development.
- To build leadership qualities and confidence through hands-on-training.

Skill acquisition is essential for Women Empowerment. Educating and equipping the women with necessary skills can help to reduce gender disparities and achieve gender equality. It also plays a vital role in promoting women's participation in decision making process at various levels and helps them to gain economic independence, and enhance their personal and professional growth to be self reliant.

**The QES comprises**

- Student Performance Indicators (SPI)
- Special labs
- Skill Development Courses

**Student Performance Indicators (SPI)**

SPI is an internal formulated system focuses on curricular and beyond curricular aspects. It is a holistic development of the students and encourages them to participate in Inter, Intra, State, National Level competitions to acquire academic and professional competencies. It also develops their critical thinking and participation to enrich their communication skills and leadership qualities. Scores will be given for participation and presentation based on the performance and the active involvement of the students. Every month based on the performance and active involvement of the student's, scores will be given for participation and top performers were appreciated. The Best Performing Department and Best Top 10 Performers of the year will be appreciated by the management in Achievers' Day which motivates the students to participate in more activities.

To mould the students to be versatile in acquiring skills, 12 indicators are framed to assess the performance

of the students. The lists of indicator are

- Internal Paper Presentation
- External Paper Presentation
- Internal Technical Event
- External Technical Event
- Non Technical Event
- Workshop / Guest Lecture / Seminar
- Event Management
- Online / Certificate Course
- Internship
- Library Usage
- Communication Skill
- Student Project

### **Special Labs**

Special Laboratories enable students to gain, practice, and explore skills that are not included in their curriculum and to impart intense knowledge to meet the industry needs. In addition to product development, SSWC Special Labs training provides students with the practical understanding and application of their desired area, equipping them with the necessary competence to excel in their professional life. The training provides great opportunities to get employed at reputed industries around the world and also to be an entrepreneur. Exclusively 16 Special Labs are provided to extend the skills acquired by the students in the form of product development.

### **List of Special Labs**

- Tissue Culture
- Azolla Cultivation
- Vermicompost
- Herbal Gardening
- Mushroom Cultivation
- Non toxic Beauty Products
- Fabtex
- Software Development Lab
- SPSS, MatLab, Latex
- Organic Food Lab
- Electronics Lab
- Manam Counselling
- Language Lab
- Mobile Servicing
- Commerce Lab
- Jute Bag Preparation.

### **SKILL DEVELOPMENT COURSES**

Skill Development is the productive capabilities acquire through all levels of learning and training occurring in formal and informal ways. Skill Courses provide adequate training to improve the core and



life skills of the students and to create opportunities, space and scope for their development. It also gains momentum among educators, employers & policy makers as a way to prepare young talents for a successful life. The syllabus for multiple skill programs are framed according to each branch of study.

Life Science Departments	Tissue Culture, Azolla Cultivation, Vermi Composting, Mushroom Cultivation and Terrace Gardening, growing free healthy fruits and vegetables in collaboration with the Government & Astanga Ayurveda Organisation.
Nutrition & Dietetics	Sprouts Health Mix, Jam & Pickle with no added sugar, various Millet Based Cookies and Nuts Balls
Chemistry	Phenyl Preparation, Organic Soap & Lipsticks and
Physics	Solar Energy and Mobile Service
Textile and Fashion Designing	Terracotta, Attire Display, Bouquet Making and
History	Archeology
Computer Science and BCA	Photoshop, Coral Draw and Android App Development
Mathematics	Latex, Mat Lab
Commerce stream	Money Management, Digital Marketing, Composting Tools, Retail Management, Cryptocurrency
English	Creative Writing, Linguistic Intelligence
Psychology	Color Therapy, Narrative Therapy and IOP Programme
Tamil	Siddha Maruthuvam

Various assessments are conducted based on their skill courses and the performers will be certified with e-certificate.

Shri Sakthikailash Women's College was established with the aim to empower girl students by imparting quality and skill based value education. Nearly 70 percent of the students are hailing from rural background. The skill courses provided by the college enhances their exposure and competence in multidisciplinary ways. The commerce students interact about the significance of Digital Marketing to the students of other departments. Chemistry department students conducted awareness session on the demerits of cosmetics products and insisted the students to use organic beauty products. Likewise all the department students expose the skill acquired by them to other departments.

SSWC provides opportunities to the students to build their capacity and to apply their gained knowledge to real-life situations to be successful in their career.

File Description	Document
Any other relevant information	<a href="#">View Document</a>
Appropriate web in the Institutional website	<a href="#">View Document</a>

## 5. CONCLUSION

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### Additional Information :

- SSWC is the first self financing women's college in Salem city.
- Being a women institution, 80% of faculty members are female.
- 3.5 Star Rating in IIC.
- 8th position in All India Level IIT-B Spoken Tutorial.
- 38 MoU's have been signed with industries and institute.
- Providing 62 skill development programmes and 16 special labs beyond curriculum.
- Under Unnat Bharat Abhiyan (UBA) scheme, our institution has adopted 5 villages like Thathanoor, Chinnanoor, Thailanoor, Perumanoor and Sanniyasigundu.
- Celebrated 75 years of Independence under (Azadi Ka Amrit Mahotsav) by organising various competitions and awareness programmes.
- Nearly 10 percent of faculty members working in our institution are our Alumnae.
- During the pandemic period (2020-21) more number of online certificate courses were organised for Students and online FDPs were organised.
- Sponsored Rs.50 lakhs for kerala Relief Fund through college Siruthuli Club.
- Around 8567 saplings were planted in the nearby areas as a green initiative.
- Free transport facility for all students and staff members.

### Concluding Remarks :

Shri Sakthikailash Women's College, a leading and premier women's institution is located in the heart of the Salem city. The college was embarked in 2004 with the focus to empower girl students through quality and value based education. "Character is Power" is the motto of the college. The college moulds the students to be responsible women for family and society. The college is best in academics, placement, sports, skill development and career advancement. The college work towards the Vision and Mission of the college. SSWC faculty team with dedication and determination have kept pace with the emerging trends in education through intense planning and execution in curricular and co-curricular activities. The college maintains a good rapport with all its stakeholders for the effective functioning of the institution and to mould the students to be a responsible women.

**Sakthikailash believes that by making students to understand, actualize and energize their inner potential, they can bring positive changes and growth through their empowerment.**