YEARLY STATUS REPORT - 2023-2024

Part A	
Data of the Institution	
1.Name of the Institution	G M R Institute of Technology
• Name of the Head of the institution	Dr. C L V R S V PRASAD
• Designation	PRINCIPAL
• Does the institution function from its own campus?	Yes
• Phone No. of the Principal	08941251592
• Alternate phone No.	08941252944
• Mobile No. (Principal)	9441406014
• Registered e-mail ID (Principal)	prasad.clvrsv@gmrgroup.in
• Address	G M R Nagar, G M R Institute of Technology
• City/Town	RAJAM

• State/UT	Andhra Pradesh
• Pin Code	532127
2.Institutional status	
• Autonomous Status (Provide the date of conferment of Autonomy)	17/12/2012
• Type of Institution	Co-education
• Location	Rural
• Financial Status	Self-financing
• Name of the IQAC Co-ordinator/Director	Dr. P N L PAVANI
• Phone No.	08941251593
• Mobile No:	9701022808
• IQAC e-mail ID	iqac@gmrit.edu.in ; head_iqac@gmrit.edu.in
3.Website address (Web link of the AQAR (Previous Academic Year)	https://gmrit.edu.in/naac.php
4.Was the Academic Calendar prepared for that year?	Yes
• if yes, whether it is uploaded in the Institutional website Web link:	https://gmrit.edu.in/examination/academic_calendars.

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to

Cycle 3	A	3.06	2021	20/10/2021	20/10/2026
Cycle 2	A	3.16	2015	14/09/2015	20/10/2021
Cycle 1	A	3.24	2010	28/03/2010	28/03/2015

6.Date of Establishment of IQAC	04/02/2009

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

Institution/ Department/Faculty/School	Scheme	Funding Agency	Year of Award with Duration	Amo
Nil	Nil	Nil	Nil	Nil

8.Provide details regarding the composition of the IQAC:

• Upload the latest notification regarding the composition of the IQAC by the HEI	View File
9.No. of IQAC meetings held during the year	2
• Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website?	Yes
10.Did IQAC receive funding from any funding agency to support its activities during the year?	No

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

Development of a system for data Capturing, Preparation, and Submission of AQAR 2023-24

Organized sensitization sessions on Outcome-Based Education and tools used for calculating Co-Po attainment.

Organized a 5-day faculty development program on Classroom Deliverables Question paper setting and Assessment (CDQA).

Initiatives towards the Implementation of NEP-2020: a) Introduced MOOCs with Blended Learning b) Introduced Interdisciplinary Courses c) Increased the scope of Open Electives and Audit Courses d) Introduced Professor of Practice (PoP) to enhance Industry engagement e) Introduce Competitive coding classes for all branches.

Introduced Indirect tools for calculating CO attainment through Course Exit Survey.

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

Plan of Action	Achievements/Outcomes
To capture the data criteria wise on monthly basis from all the departments.	A System has been developed t capture the Data through MIS
To schedule, plan and conduct IQAC reviews.	Schedule is notified and the IQAC Meetings are conducted twice in a semester
Ensuring department level compliances against the academic audits	IQAC conducted two internal and one external academic audits in the year
To sign a minimum of 4 MoUs with academic/Skilling/Industry/ Research labs.	6 new MoUs are signed with a total ongoing MoUs of 22.
To conduct a minimum of 1 FDP per semester by all departments.	A total of 8 FDPs are conducted .
To Conduct FDP on Outcome-Based Education and sensitization of attainment tools by IQAC.	Conducted a five day FDP fro 6th June-13th June 2024
Revision of KPIs and goal sheets for Deans and HoDs.	Revised Goal sheets for Deans and HoDs with modified KPIs
To submit project proposals for establishment of Innovation & Incubation Centre.	Applied for AICTE IDEA Lab a Proposal is under review.

13.Was the AQAR placed before the statutory body?	No

- Name of the statutory body

Name of the statutory body	Date of meeting(s)
Nil	29/02/2040

14.Was the institutional data submitted to AISHE ?	Yes

- Year

Year	Date of Submission
2023-24	27/01/2025

15.Multidisciplinary / interdisciplinary

Initiative towards the promotion of Multidisciplinary / Interdisciplina Education To prepare young minds to meet these new-age employment requirements, GMR Institute of Technology (GMRIT) is offering students broad spectrum of Multi/Interdisciplinary courses. From the 5th semeste onwards, students have the option to choose multi/interdisciplinary elective courses. The curriculum provides the courses viz. Open Electives, Career Path courses, and B.Tech Honors / Minor courses enabl students to build competence in the chosen domain in interdisciplinary/multidisciplinary areas. Add-on courses offered enabl the students for alternative employment options. The courses related to vocational training, entrepreneurship, and outreach programs enhance their abilities to handle case studies, projects, and assignments. Multitasking and parallel processing skills acquired shall help them to get recruited by the companies enhancing employability opportunities. S.No. Category Total No.of Credits Total No.of Courses Credits per course 1 Open Elective 3 4 12 2 Career Path Electives 3/4 2/1 10 3 B.Te Honors 4 5 20 4 B.Tech Minors 4 5 20

16.Academic bank of credits (ABC):

From the year 2021-22 onwards, GMRIT launched ABC to digitally archive the credits earned by each student during their educational journey following NEP 2020. Institution NAD ID: NAD049079 Number of ABC Student accounts created as of date: 5399. Details of the IDs created (Year an Total no.of Ids) 2020 2021 2022 2023 2024 929 1117 1102 1156 797

17.Skill development:

Following are the initiatives taken up to promote skill development in the curriculum. Different skill-oriented courses are introduced to enhance technical skills apart from the knowledge domain. 1. Integrated Courses: Skill-oriented courses are introduced in the curriculum in the form of integrated courses (IC). ICs are specifically made to offer a distinct layered learning experience that gives students the ability to practice what they are learning and learn by doing. It also provides opportunities to the students to acquire new skills using technology-related tools through hands-on experience. Credits Break-up for Various

Category of Courses S.No. Category Credits per course Total No.of Cours Total No.of Credits 1 Integrated Course 3/4 4 12 2. Add-on courses GMRI offers add-on courses beyond the curriculum to enhance students' career prospects through a digital platform (Coursera). 1875 students attained certification in more than one course with course era. Altogether 5505 courses have been completed by the students. 3. Audit courses To promot self-learning and enable the students to take up the courses of their o interest and liberal arts, an LMS platform (Course era) is provided to all the students. Students shall take three audit courses in the beginning of 3rd semester and shall complete those courses in self-stud mode. One of the audit courses will be by the choice of the students fr the list of courses notified at the beginning of the third semester. Th second and third audit course is common to all the students and is viz. "Environmental Studies" and "Professional Ethics and Human Values". 4. Courses promoting Entrepreneurship and innovation To promote Entrepreneurship, Innovation, and Skill oriented courses, the curriculu provides Management courses, Capstone projects for Career Path students Mini projects, Term paper, summer internships, Full semester Internship and Employability skills. https://gmrit.edu.in/academic_regulations.php In addition to the skill-oriented courses offered in the curriculum, GM Institute of Technology (GMRIT) provides an opportunity for students to enhance their skill set through the Institute Innovation Council (IIC) activities. IIC organizes regular programs to nurture innovative skills among the students. IIC conducts several events to promote an innovativ ecosystem on the campus involving the students of all branches. http://115.241.205.4/alumni/Entrepreneurs/EDCActivities.aspx 5. Entrepreneurship Development Cell (EDC) Believing that building Entrepreneurs is a key performance indicator attributing to the nation' growth, GMRIT established EDC (Entrepreneurship Development Cell) in th year 2006 with financial support from AICTE. The following are the objectives. Objectives: To Act as an institutional mechanism to provide services to budding entrepreneurs. To create awareness, motivate, and encourage the development of entrepreneurial skills and knowledge among the students. To conduct training programs in the field of entrepreneurial skill development. To identify the vast entrepreneurial resources that exist in the local environment that can be utilized for sustainable development. To respond effectively to the emerging challenges and opportunities both at the national and international levels relating to enterprises. To incubate the business ideas related Product and Process development by providing the basic infrastructure needed through the various government-funded schemes. 6. MSME Business Incubation Centre The GMRIT Business Incubation Centre (BIC) is a facility that is dedicated to nurturing and aiding the development and growth of startup and early-stage companies. It provides a supportive environment, resources, and services to help entrepreneurs turn their innovative ideas into successful businesses. The main objective of BIC to speed up the growth of startups by offering a range of services that tackle common challenges that new businesses often face. http://115.241.20 5.4/alumni/Entrepreneurs/MSMEBusinessIncubationCentre.aspx

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

The curriculum has been designed in all the branches integrating the philosophy of the IKS system. Following are the initiatives. Audit courses are introduced in the curriculum to promote IKS culture among t students. The Courses titled "Science, Technology and Development" and "Indian Heritage and Culture" are offered in the curriculum. Faculty members of GMRIT have participated in the translation of technical academic materials into regional languages. Credited courses for Co-Curricular and extracurricular (CC&EC) activities are introduced in the curriculum. Credited courses on Yoga and Meditation are introduced to enhance the well-being of students and maintain mental health. Established ta inkering Lab to promote innovative and start-up ecosyste on the campus. Outreach activities Credited courses are introduced to engage the students in the outreach programs through the NSS unit to nurture the thought of giving back to society through various community activities. GAMYAM a wing of NSS takes up different community outreach programs to enhance the quality of life for underprivileged communities in and around Rajam through various initiatives. Organize sensitization programs promoting the concept of natural healing by building the immunity through the best practices.
https://gmrit.edu.in/PDFs/about_us/indian-knowledgesystems-kapil-kapoor.pdf

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

Keeping in mind the Outcome based education philosophy, GMRIT shifted from the traditional teacher centric to student centric education syste The curriculum developed is a student-centric teaching and learning methodology in which the course delivery, assessment is planned to achieve stated objectives and outcomes in line with the PEOs. It focuse on measuring student performance, i.e. Outcomes at different levels. Further, aligning with the OBE philosophy at the end of every semester, the course outcomes are measured based on the continuous assessment and semester end assessment. Based on the articulation matrix COs and POs attainments are calculated and based on the gap analysis improvisations in the design, delivery and assessment are suggested for continuous improvement.

20.Distance education/online education:

Online education: 1. MOOCs and Self-Study Courses Massive Open Online Courses (MOOCs) are free online courses available for anyone to enroll. MOOCs provide an affordable and flexible way to learn new skills in sel learning mode. The Curriculum provides adequate flexibility for the students to take up MOOCs through self-study mode enabling them to lear the courses on independent mode with minimal guidance of faculty mentor to earn credits for the award of the degree B. Tech. (Regular) and B. Tech. (Honors) and B. Tech. (Minors). 2. Elective Courses are offered i two modes 1) Self Learning through MOOCs. 2) Chalk and talk Regular Courses.

Extended Profile

1.Programme

1.1 Number of programmes offered during the year:	13

File Description	Documents
Institutional Data in Prescribed Format	View File

2.Student

2.1 Total number of students during the year:	4583

File Description	Documents
Institutional data in Prescribed format	View File

2.2 Number of outgoing / final year students during the year:	1017

File Description	Documents
Institutional Data in Prescribed Format	View File

2.3 Number of students who appeared for the examinations conducted by the institution during the year:	1045

File Description	Documents
Institutional Data in Prescribed Format	View File

3.Academic

3.1 Number of courses in all programmes during the year:	591

File Description	Documents
Institutional Data in Prescribed Format	View File

3.2 Number of full-time teachers during the year:	202

File Description	Documents

Institutional Data in Prescribed Format	View File

3.3 Number of sanctioned posts for the year:	202
4.Institution	
4.1 Number of seats earmarked for reserved categories as per GOI/State Government during the year:	417
4.2 Total number of Classrooms and Seminar halls	81
4.3 Total number of computers on campus for academic purposes	1470
4.4 Total expenditure, excluding salary, during the year (INR in Lakhs):	1653.61

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

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

Keeping in mind the institute’s short- and long-term goals, the vision and mission statements were evolved, contributing to local, national, regional, and global developmental needs. Curriculum development and revision is being done by obtaining feedback twice a year from all the stakeholders (alumni, industry, academia, professional bodies, etc.) addressing the above needs to reflect in the Program Outcomes (POs) and Program Specific Outcomes (PSOs). The feedback is deliberated in the subsequent Boards of Studies meetings, and the changes are made in the curriculum from time to time to ensure its development and revision isdone in complyingwith POs. Further, aligning with the OBE philosophy, the POs and the Course Outcomes (COs) are formulated by giving due weight to the collated feedback, ensuring the curriculum framework focuses on experiential learning, self-study, collaborative learning, and other similar student-centric learning experiences. The Program Specific Criteria (PSC) is formulated in line with the recommendations of the respective professional society, viz. ASME, ASCE, IEEE, AIChE, and ACM. The curriculum developed facilitates the

faculty and students towards community engagement, addressing local/regional community issues pertaining to agricultural and industrial needs.

File Description	Documents
Upload additional information, if any	View File
Link for additional information	http://115.241.205.4/gmritnew/AQAR2024/1.1.1.pdf

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

13

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	View File
Any additional information	No File Uploaded

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

394

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

1.2 - Academic Flexibility

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

394

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

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

13

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	No File Uploaded
List of Add on /Certificate programs (Data Template)	View File

1.3 - Curriculum Enrichment

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

Aligning with the AICTE model curriculum and affiliating university curriculum framework, the curriculum is designed and deployed, integrating the cross-cutting issues relevant to professional ethics, gender, human values, the environment, and sustainability. Accordingly, the relevant courses are introduced as audited and regular credited courses. As per the POs, the graduates are expected to exhibit the work etiquette while working as an individual,as a team member with/without other genders, safeguarding the values and beliefs of the organization. Eventually, the curriculum prepares the graduates by providing adequate exposure to understand the need and importance for providing sustainable engineering solutions considering the triple bottom line of environment and sustainability, i.e., environment, society, and economics. The course content developed and deployed will enable the integrity and value system to be instilled in the minds of the graduates to sustain as a way of life. To ensure that the students are sensitized about the importance of ethics, gender diversity, human values, and environmental protection for sustainability, continuous activities are organized beyond the courses offered as part of the curriculum. To supplement the curriculum, the relevant activities organized include motivational lectures, gender diversity sensitization, professional integrity awareness rallies on the environmental impact, and other similar activities.

File Description	Documents
Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum	View File
Any additional information	No File Uploaded

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

10

File Description	Documents
List of value-added courses	View File

Brochure or any other document relating to value-added courses	View File
Any additional information	No File Uploaded

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

2989

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

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

4409

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	View File

1.4 - Feedback System

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

File Description	Documents
Provide the URL for stakeholders' feedback report	http://115.241.205.4/gmritnew/AQAR2024/1.4.1.pdf
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	View File
Any additional information	View File

1.4.2 - The feedback system of the Institution comprises the following	A. Feedback collected, analysed and action taken made available on the website

File Description	Documents
Provide URL for stakeholders' feedback report	http://115.241.205.4/gmritnew/AQAR2024/1.4.2.pdf

Any additional information	View File

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

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

1121

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

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

398

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

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

Yes.

The following special programs are deployed for students at all the levels based on the learning levels , engagement in the class work, the spirit of inquiry, problem-solving skills, enthusiastic participation in the various competitions, professional body activities, and other co-curricular activities

Programmes for slow learners:

1. The slow learners are appropriately guided during the make-up classes/Remedial classes to follow the video records of the specific topics
2. Make-up classes are exclusively conducted in parallel with the regular classes
3. Additional assignments are given for slow learners
4. After every semester end examinations, remedial classes are conducted for all the students who could not clear the examination
5. Apart from the remedial classes, the students are also counseled by the respective mentors .

Programmes for advanced learners

1. Encouraged to take online courses offered from time to time based on student's options.
2. The curriculum provides the option to choose B.Tech with honors and B.Tech with minors
3. Students are encouraged to give seminars in contemporary topics internally to nurture report writing and presentation skills

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
Nil	4182	202

File Description	Documents
Upload any additional information	View File

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:

Yes.

The curriculum has been designed meticulously to provide different types of student centric learning experience. The learning experiences as furnished below in table 2.3.1.1.

Table 2.3.1.1. The learning experiences

S.no

Student centric methods

List of courses

1

Self-directed learning

1. Self-study topics are made available in all units of the courses
2. Students also have the full flexibility of opting full courses on self-study mode from the list of courses in the curriculum as well as MOOCs
3. Term paper

2

Layered learning

In all the semesters from 3rd to 6th an integrated course is kept as mandate across all the departments

3

Experiential learning

1. Summer internship
2. Full semester internship

4

Project based learning

Augmented experiments in all Laboratory courses

5

Interactive learning

Problem solving (Tutorials) in all courses where it is possible

6

Collaborative learning

1. Laboratory courses
2. Augmented experiments in all Laboratory courses
3. Mini-project and term paper
4. Full semester internship

File Description	Documents
Upload any additional information	View File
Link for additional Information	Nil

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

Yes.

The teaching-learning process are technologically enabled with the use of ICT tools and services. Following are the ICT resources and services

1. Customized digital learning platform with static learning resources, and video courses developed through Lecture Capturing System (LCS) to supplement the classroom delivery
2. NPTEL courses and access to the Swayam portal to provide a flipped classroom environment

3. Online classes and expert talks through various video conferencing applications
4. Virtual laboratory class using cloud services viz. AWS, Lab VIEW, MS Azure
5. Usage of online coding platforms for computer programming laboratories
6. Digital Library for 24x7 access to online books, journals, magazines and other learning resources through DELNET
7. Wi-Fi-enabled campus with 1GB bandwidth
8. Roof-mounted LCD projectors, Smartboards, and interactive classrooms

In addition to the above, other technology interventions are also deployed to create a digital academic resource planning system.

1. Campus management system (Admissions, Classwork, Assessment)
2. Examination management system
3. Aadhar-based biometric attendance system
4. Dedicated IT support systems for the maintenance of the teaching-learning resources
5. Hostel management system with gate pass issue with SMS tracking facility

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	http://115.241.205.4/gmritnew/AQAR2024/2.3.2(A).pdf
Upload any additional information	View File

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

2.3.3.1 - Number of mentors

202

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
Circulars with regard to assigning mentors to mentees	View File

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

Our academic calendar is meticulously crafted, aligning with UGC regulations to encompass a minimum of 90 working days per semester. Adhering to JNTUGV guidelines, we ensure a 20-week course delivery, following the L-T-P structure. Oversight of the calendar's uniformity,

excluding the first year, falls under the Internal Quality Assurance Cell (IQAC), integrating co-curricular events and academic audits per IQAC mandates. The final academic calendar is shared well before the academic year starts.

Course planning, delivery, and monitoring are vital components of our educational strategy. Heads of Departments (HoDs) allocate courses early, allowing faculty ample time for preparation. A standardized procedure, considering subject proficiency and past records, guides allotment, vetted by senior faculty with prior course experience.

Timetables, aligned with the L-T-P pattern, are crafted by the coordinator. Faculty members use a standardized template, adhering to Outcome-Based Education (OBE) principles for lecture plans. Continuous improvement comes from feedback shared by Program Coordinators/HoDs. In multi-section courses, coordinators ensureweekly quality. Academic Monitoring Committee meetings address syllabus coverage, lab/project support, faculty attention to slow learners, and more. Corrective actions are documented and executed by the IQAC. Guest lectures enhance curriculum delivery, and bi-semester feedback for teachers reinforces our commitment to improving quality.

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

2.4 - Teacher Profile and Quality

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

202

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

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

126

File Description	Documents
List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	View File
Any additional information	View File

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

1858.5

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
Any additional information	No File Uploaded

2.5 - Evaluation Process and Reforms

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

16

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

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

144

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	View File
Upload any additional information	No File Uploaded

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

Automated Examination Processes: The entire pre and post-semester examination such as course registration, hall ticket and OMR sheet generation, scanning of marks, and grade memo production, is executed through automated software.

Examination Procedures:

Reforms in Pre-Examination Processes:

1. A standardized question paper template aligns with Bloom's taxonomy and OBE philosophy.

2. Multiple sets of question papers are randomly selected by a moderation committee, ensuring compliance.

3. Course coordinators and senior faculty scrutinize papers for syllabus alignment.

Reforms in Examination:

1. Barcodes and printed photographs on OMR sheets prevent proxy issues.

2. Reforms in Post-Examination:

3. Question-wise assessment ensures uniform evaluation.

4. Chief evaluators randomly reevaluate five scripts for consistency.

Processes Integrating IT:

1. Evaluation components include seminar projects, assignments, and presentations.

2. A grading system awards grades based on histograms.

3. Semester results are accessible on the institute website within 10 days.

Continuous Internal Assessment System:

1. Various tests, two mid-semester exams, assignment tests, and mid-practical exams are conducted.

2. Project and term paper reviews occur between exams.

3. Mid-semester answer scripts are provided to enhance presentation skills.

4. Open-book examinations assess higher-order thinking

5. Student performance analysis guides the makeup and remedial classes for proactive follow-up actions.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	Nil

2.6 - Student Performance and Learning Outcomes

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

Yes.

The stated POs and COs are disseminated to all the stake holders of the institute through Academic regulations, College website, Displays at the departments, LAN portal, Course handouts. Apart from this, Program outcomes are made reachable to all the students & faculty through sensitization, induction programs, etc.

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

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

The attainment of COs, and POs is evaluated by the institution by deploying the direct assessment tools and indirect assessment tools. The continuous assessment during the semester is done by conducting three assessment tests. The attainment of each CO of the course is calculated based on the percentage of the students scoring more than the class average marks. To calculate the CO attainments for each of the courses, an appropriate tool is developed mapping the marks secured in each of the questions that are contributing to COs. The overall CO attainment is the weighted average calculated based on the questions contributing to COs.

The program articulation matrix is developed by mapping all the representative courses with respect to POs and PSOs. Mapping of the overall CO of the particular course with POs & PSOs is done at three levels 1, 2, 3. Further, each PO attainment is calculated based on the weighted average of the levels of CO contribution and the number of courses contributing. Alumni, Employer, and Program Exit Surveys are taken as indirect tools for the measurement of POs and PSOs. The direct assessment tools and indirect assessment tools are used with a weightage of 85% and 15% respectively.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	Nil

2.6.3 - Pass Percentage of students

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

1017

File Description	Documents
Upload list of Programmes and	View File

number of students appear for and passed in the final year examinations	
Upload any additional information	View File
Paste link for the annual report	http://115.241.205.4/gmritnew/AQAR2024/2.5.2(B).pdf

2.7 - Student Satisfaction Survey

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

http://115.241.205.4/gmritnew/AQAR2024/2.7.1.pdf

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

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

Yes.

Institution prioritizes ongoing updates to research facilities,supported by a well-defined policy to encourage faculty research. Over65% of faculty members, spanning all departments, hold Ph.D.qualifications and actively contribute to research, with a focus onindexed publications and funded projects. While modern research equipment is available across departments, four—MechanicalEngineering, Civil Engineering, Electronics and Communication Engineering, and Computer Science Engineering—are recognized as research centers per JNTUK Kakinada norms.

The institution's commitment to research promotion is evident through mentorship, a robust HR policy, and incentive schemes like the Faculty Development and Assessment Scheme (FADS). We foster a research ecosystem by providing seed grants for minor projects, supporting faculty pursuing Ph.D. under the QIP scheme with full salary, and offering one-month paid academic leave during thesis submission.

Faculty members consistently publish around 249 research papers annually, with 75% in Scopus and SCI indexed journals. Initiatives such as matching international travel grants, financial support for conference participation, and additional benefits for acquiring a Ph.D. further promote research engagement.

In view of global collaboration, we have established partnerships with esteemed entities, including MSME Technology Center, Visakhapatnam, National Institute of Amateur Radio, Hyderabad including, Luca Industries International, University of Wisconsin-Madison, and IIT

Guwahati, among others, fostering a network for international research collaborations.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	View File
Provide URL of policy document on promotion of research uploaded on the website	https://gmrit.edu.in/PDFs/faculty/faculty_incentives.pdf
Any additional information	No File Uploaded

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

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

0.89

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	View File
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	View File
List of teachers receiving grant and details of grant received	View File
Any additional information	View File

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

2

File Description	Documents
e-copies of the award letters of the teachers	View File

List of teachers and details of their international fellowship(s)	View File
Any additional information	No File Uploaded

3.2 - Resource Mobilization for Research

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

84.32

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

3.2.2 - Number of teachers having research projects during the year

13

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	Nil
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

60

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

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

6

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	https://tih.iitr.ac.in/
Any additional information	View File

3.3 - Innovation Ecosystem

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

Yes

GMRIT has the system in place enabling to create a justified eco-system for innovation and transfer of knowledge through the respective Research centers, Entrepreneurship and incubation center, Community oriented initiatives.

Research centers:

Departments have dedicated research facilities for faculty and students to pursue Fundamental & Conceptual, Process, Material, and Product research. Research groups, based on faculty profiles, foster interdisciplinary research in IoT, Robotics, Mechatronics, Adaptive control systems, and Additive manufacturing.

Entrepreneurship development cell (EDC) and Incubation:

Since 2006, the institute's AICTE-sponsored EDC aims to cultivate entrepreneurship skills through guest lectures. Annually, the institution honors accomplished alumni entrepreneurs on World Entrepreneurship Day, inspiring aspiring engineers. To bolster entrepreneurship, National Productivity Council (NPC) and MSME invite successful entrepreneurs, financing agencies, and the Department of Industries. MSME, Ministry of industries identified the institution as Business Incubation Center (BIC) in the year 2011 to motivate, support and mentor students for identification, development, and commercialization of their innovative ideas.

Community oriented initiatives:

To instill a giving-back ethos, students engage in social entrepreneurship initiatives. Beyond formal entities like NSS and UBA, the institution encourages student involvement in community development via programs like Gamyam and Community Radio.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

33

File Description	Documents

Report of the events	View File
List of workshops/seminars conducted during the year	View File
Any additional information	No File Uploaded

3.4 - Research Publications and Awards

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

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File
Any additional information	No File Uploaded

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

3.4.2.1 - Number of PhD students registered during the year

8

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	View File
Any additional information	View File

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

1.23

File Description	Documents
List of research papers by title, author, department, and year of publication	View File
Any additional information	View File

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

16

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://115.241.205.4/gmritnew/AQAR2024/3.4.4.pdf

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

3.4.5.1 - Total number of Citations in Scopus during the year

838

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

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

3.4.6.1 - h-index of Scopus during the year

59

File Description	Documents
Bibiliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	View File
Any additional information	No File Uploaded

3.5 - Consultancy

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

6.78

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	View File
List of consultants and revenue generated by them	View File
Any additional information	No File Uploaded

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

3.75

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

3.6 - Extension Activities

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

The institute actively encourages and promotes students' involvement in the local community through initiatives like NSS and Swachh Bharat Abhiyan (SBA) to foster holistic development. The NSS and NCC units organize special camping programs in nearby villages, focusing on raising awareness about self-hygiene, cleanliness, public health, and communicable diseases. To engage and educate the local population, NSS volunteers conduct rallies, demonstrations, and awareness campaigns on issues of local significance.

As part of the MHRD's Mahatma Gandhi National Center for Rural Education (MGNCRE) initiative, the Swachhata Action Plan has been successfully implemented through various programs, including sanitation and hygiene, water management, waste management, and greenery and plantation drives.

The institution operates a community radio station, 90.4 FM, broadcasting programs that address community-relevant topics such as health (with a special focus on COVID-19), agriculture, education, cultural arts, and entertainment.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

4

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

3.6.3 - Number of extension and outreach programmes conducted by the institution through NSS/NCC/Red Cross/YRC, etc. during the year (including Government-initiated programmes such as Swachh Bharat, AIDS Awareness, and Gender Sensitization and those organised in collaboration with industry, community and NGOs)

56

File Description	Documents
Reports of the events organized	View File
Any additional information	View File

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

2205

File Description	Documents
Reports of the events	View File
Any additional information	View File

3.7 - Collaboration

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

763

File Description	Documents
Copies of documents highlighting collaboration	View File
Any additional information	View File

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

28

File Description	Documents
e-copies of the MoUs with institution/ industry/ corporate house	View File

Details of functional MoUs with institutions of national, international importance, other institutions etc. during the year	View File
Any additional information	No File Uploaded

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

Yes.

The Institution has adequate infrastructure and physical facilities such as classrooms, laboratories, computing equipment, etc. in sufficient number in compliance with the AICTE norms facilitating teaching and learning process as narrated below.

- The institution is located in a lush green campus spread over 150 acres catering to the needs of both academic and residential requirements.
- All the academic facilities for all the UG & PG programs are accommodated in six standalone academic blocks with a staggered layout.
- All the classrooms across the campus have standard dimensions to accommodate 75 students and are provided with audio visual and projection facilities.
- All the faculty members are provided with desktops/ Laptops and other ICT facilities supporting the teaching learning process.

Computer equipment:

All the computer laboratories across the campus are equipped with adequate number of computers as better than the norms (3:1 ratio) with licensed software.All the systems across the campus are on LAN with domain servers. With an OFC backbone between the buildings, entire campus is Wi-Fi enabled catering to the needs of the students and faculty. The institution has 1GB bandwidth connectivity catering to both the academics, hostels and admin requirements.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

Yes.

Apart from academics, the institution is also very much keen in building physical and mental health of the students for holistic development. The physical fitness and health of the students is ensured through regular sports and games while the mental health is sustained by Cultural, Yoga and Meditation sessions. Regular Yoga and Meditation sessions are conducted for the interested students through trained internal faculty members and Guest speakers in collaboration with Swami Vivekananda Center for Human Excellence and Heart fullness meditation center.

To encourage and promote the students possessing the cultural skills, the institution provides a platform through various clubs viz. Music, Dance, Fine Arts and other similar clubs for a holistic development. The students were given opportunity to enhance their skills and are exhibited during various cultural shows organized in and out of the campus. The indoor and outdoor sports facilities include air-conditioned Aerobics Centre, courts for Shuttle Badminton, Basketball, Ball Badminton, Throw ball and Volleyball, grounds for Football, Kho-Kho, Cricket (2 cricket grounds one with 2 cricket nets), and Bowling Machines with auto feeder, 6 Lane 400mts synthetic running track and a Long Jump pit.

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

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

81

File Description	Documents
Upload any additional information	View File
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

329.26

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	View File
Any additional information	View File

4.2 - Library as a Learning Resource

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

Data Requirement:

Provide a description of the library with

- **Name of the ILMS software: LIBSYS**
- **Nature of automation (full or partial): FULL**
- **Version:7**
- **Year of automation Present: 2005 with LIBSYS-4 and updated in 2016 with LYBSYS-7**

Day to day operations such as circulation, catalog, acquisition, serials, OPAC etc. are

carried out in Library with LIBSYS-7 software.

GMRIT has spacious Knowledge Resource Centre (Central Library) located at block-4, spread over three floors with seating capacity of 500 users. It is automated with Libsys-4 library management system since the academic year 2005. The Integrated Library Management System (ILMS) supports in house operations of Acquisition, Cataloguing, Circulation, Serials and OPAC through a dedicated server. The library has a rich collection of 70,669 volumes with 20,702 titles.

ILMS is upgraded to Libsys-7 version in the year 2016 to cater the Web centric LIBSYS & LMS on Linux (RHEL) platform for 60,000 unique titles, 5 Housekeeping Clients and 25 user licenses for Web OPAC. AMC is there in place to maintain the software periodically. It has the modules viz. Cataloguing, Web-OPAC, Circulation, Journals/Periodicals, Biometric, etc. facilitating Barcoded circulation, reservation of documents, notifications of the transactions.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

4.2.2 - Institution has access to the following: e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access to e-resources	**A. Any 4 or more of the above**

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	View File
Upload any additional information	View File

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

20.96

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

4.2.4 - Usage of library by teachers and students (footfalls and login data for online access)

4.2.4.1 - Number of teachers and students using the library per day during the year

1113

File Description	Documents
Upload details of library usage by teachers and students	View File
Any additional information	View File

4.3 - IT Infrastructure

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

Yes.

The institute has a well-defined IT policy for providing the services to students and faculty members. A dedicated IT support team will plan, execute, maintain and monitor all the facilities pertaining to campus networking and IT infrastructure. As discussed in the earlier section, the institute has a structured campus network on LAN with OFC backbone supplemented by Wi-Fi environment across the campus and hostels.

To cater to the needs of the students and faculty 1GB internet bandwidth is provided 24x7 from three service providers with proper network and Information security deployed through hardware-based firewalls, manageable switches and domain login authentication.

Also, antivirus endpoint protection is installed in all computers to handle malware risks in addition to internet authentication by Content Keeper. The various IT services and application portals supported by the IT help desk are

- Support in Planning, Procurement and Installation of the IT infrastructure in the respective departments

- Network maintenance
- Troubleshooting Test and repair
- 24x7 monitoring of login authentications
- Maintenance of all the servers hosting the Campus Management System (CMS), Library management system, Online gate pass system, Campus & Class room surveillance system
- Manages Digital signage, Touch screen kiosks, Video conferencing and all the official websites.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
4582	1470

File Description	Documents
Upload any additional information	View File

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus	A. ≥50 Mbps

File Description	Documents
Details of bandwidth available in the Institution	View File
Upload any additional information	No File Uploaded

4.3.4 - Institution has facilities for e-content development: Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing	A. All four of the above

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil
List of facilities for e-content development (Data Template)	View File

4.4 - Maintenance of Campus Infrastructure

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

553.88

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

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

Yes.

Well written systems and procedures are in place for maintaining and utilizing physical, academic and support facilities – laboratory, library, sports complex, computers, classrooms etc. for the maximum benefit of the students and faculty.

Maintenance of Physical facilities:

A well-organized team is in place at Estate office to maintain all physical facilities. During the summer and semester break, all the major maintenance works that are notified by the respective departments will be taken up and executed by the estate department to ensure seamless academic operations.

Utilization of Physical facilities:

All the academic facilities across the departments are made available for the effective utilization of students and staff. The campus being residential, laboratory and theory class schedules are done in an optimistic way to ensure the resources are used effectively 24x7. The different laboratory courses are provided to the students in a staggered manner for maximum utilization of the laboratory hours. Library operations are extended beyond the working hours i.e, from 7AM to 9AM and 5PM to11PM for effective utilization and facilitating the students operating as day scholars. A separate logbook is maintained in each laboratory for ensuring the above systems.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

2720

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

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

156

File Description	Documents
Upload any additional information	View File
Institutional data in prescribed format	View File

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

A. All of the above

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

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

3279

File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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

A. All of the above

grievances Timely redressal of grievances through appropriate committees	

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

5.2 - Student Progression

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

558

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File

5.2.2 - Number of outgoing students progressing to higher education

41

File Description	Documents
Upload supporting data for students/alumni	View File
Details of students who went for higher education	View File
Any additional information	No File Uploaded

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

5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year

73

File Description	Documents
Upload supporting data for students/alumni	View File
Any additional information	View File

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals for outstanding performance in sports and/or cultural activities at inter-university / state /national / international events (award for a team event should be counted as one) during the year

30

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File

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

The following committee are in place for the above said purpose.

Academic Monitoring Committee: The class committee meeting is organized at the department level with the head of the department seeking suggestions from students and faculty to improve the overall academic performance in the department.

Placement Committee: Career Development Centre (CDC) takes care of organizing Internships, Guest lectures, Placement training, and Campus recruitments and students are involved in organizing.

Professional Bodies: GMRIT has institutional membership with various professional bodies like IE, IETE, CSI, ISTE etc. Apart from this all the respective departments have the students' chapters affiliated with the professional bodies' viz. ACM, IGBC, and SAE

Entrepreneur Development Cell (EDC): EDC regularly conducts activities related to entrepreneurship training and motivational classes by inviting the various successful entrepreneurs and GMRIT alumni.

Anti-Ragging Committee: Anti-ragging committee is formulated as per the guidelines of UGC and AICTE. The composition includes student members across all the years.

Women empowerment cell: To promote the leadership qualities and to enable girl student growth as individuals the institution is having a well-established women empowerment cell.

Food Committee for Hostels: To encourage participative management, students are involved in the food committees apart from the other members of the hostel administration.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

90

File Description	Documents

Report of the event	View File
List of sports and cultural events / competitions organised per year	View File
Upload any additional information	No File Uploaded

5.4 - Alumni Engagement

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

The institute has a well-established alumni association and network (Beacon-Reach out, reconnect and revive) with an objective of creating a strong alumni interaction for the development of the institution. To enable the alumni association work effectively across the country alumni chapters are formed in different locations viz. Visakhapatnam, Hyderabad, Bengaluru and New Delhi. Every year alumni meetings are conducted regularly at least once at every location creating an opportunity for the re-union of the alumni. The CDC department with regular coordination with alumni association enhances the industry connect thereby increasing the footprints of the recruiters. In all the departments at least twice in a semesters senior alumnus are invited to the campus for addressing the students. Since inception, the institute has an overall alumni strength of 9000+. All the Board of studies (BoS) has a nominee from the respective alumni.

The alumni are actively engaged in the following activities viz.

- Curriculum development and revision
- Enabling the institute to connect to the concerned SMEs for getting summer and full semester internship program for the students.
- Deliver guest lectures on the recent advancements in the industries and career guidance to the students
- Support startups for the student projects
- Supporting for the placements

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	Nil

5.4.2 - Alumni's financial contribution during the year	C. 5 Lakhs - 10 Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

Vision

"To be among the most preferred institutions for engineering and technological education in the country… An institution that will bring out the best from its students, faculty and staff – to learn, to achieve, to compete and to grow – among the very best… An institution where ethics, excellence and excitement will be the work religion, while research, innovation and impact, the work culture"

Mission

• To turnout disciplined and competent engineers with sound work and life ethics.

• To implement outcome - based education in an IT-enabled environment.

• To encourage all-round rigor and instill a spirit of enquiry and critical thinking among students, faculty and staff.

• To develop teaching, research, and consulting environment in collaboration with industry and other institutions.

Nature of Governance

To realize the vision and mission, the institution follows a system-driven and participatory mode of governance with all stakeholders participating actively in its administration at different levels with accountability. The apex body "Governing Body"/Governig Counsil with regular reviews ensures effective functioning of the key administrative leaders.The local management periodically interacts with all the and revisits the policies based on the performance of the institution in the previous years for the continuous improvement.

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	Nil

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

Yes.

The effective leadership at the institution level is reflected by the combination of both the strategies i.e., top to bottom approach and bottom to top approach. This enables decentralization and empowers the faculty members towards participative management.

The various departments identified at the institution level to work independently are Academic administration, Examination center, Research and consultancy, Career Development Center,Faculty Development & Human Resource, Governance of hostels and Student development center. All the departments operate independently aligning with the strategic direction of the management and work for the realization of the institutional vision with the unity of purpose and concurrence.

In a way to realize the vision apart from maintaining the academic quality and standards, faculty research capacity development is given utmost priority and is overseen by the Dean R&D/Research Coordinator. Leveraging the autonomy and freedom, the Research Coordinator periodically conducts reviews and training programs to establish research eco-system.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	View File
Paste link for additional Information	Nil

6.2 - Strategy Development and Deployment

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

Yes.

The institution has a well-defined strategic plan to review and enhance the key performance indicators of the institution in compliance with mission of the institute. Based on the strategic plans, action plans are formulated in the form of goal sheet which predominantly focus on

1. Quality of students at entry level

2. Academic performance and success rate

3. Placements and higher studies

4. Research outcome

5. Enterprenuership and Innovation

6. Industry-Institute-Institute interaction (MoUs)

7. Rankings and accreditation

Well before the commencement of the academic year, the strategic plan is formulated in consultation with all the Heads of the Department focusing on the above key performance indicators andaccordingly as

discussed above Goal sheets is prepared in line with the strategic plan. Subsequent to the formulation of goal sheets, the local management continuously monitors the progress of each KPI and the same is documented in the form of monthly information system (MIS). Further, the Chief Executive Officer (CEO) reviews the MIS and the same has been escalated to the top management for their kind perusal and inputs, if any. As this a continuous process, the goal sheets are revised every year keeping the benchmark higher and higher every year to move towards excellence

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	Nil
Upload any additional information	View File

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

Yes.

The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup appointment and service rules, procedures, etc. The institute has a very well-defined organization structure in place. In line with the approved annual strategic plan, the institution administration including academic heads has full autonomy in executing the duties as per the SOPs. Further, various administrative positions are appointed without gap to function effectively at various levels and the visionary leadership teams viz. CEO, Principal are continuously involved in promoting best practices for continuous improvement in accordance with the vision and mission of the institute. HR policies are meticulously formulated involving various internal stakeholders that facilitates the members of faculty to voluntarily involve them in all aspects of professional development activities and ultimately leading to institutional development.

File Description	Documents
Paste link to Organogram on the institution webpage	https://gmrit.edu.in/PDFs/governance/organogram.pdf
Upload any additional information	View File
Paste link for additional Information	Nil

6.2.3 - Implementation of e-governance in areas of operation: Administration Finance	A. All of the above

and Accounts Student Admission and Support Examination	

File Description	Documents
ERP (Enterprise Resource Planning) Documen	View File
Screen shots of user interfaces	View File
Details of implementation of e-governance in areas of operation	View File
Any additional information	No File Uploaded

6.3 - Faculty Empowerment Strategies

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

Yes.

The institution has several welfare measures right from encouraging the staff toward career progression and development by organizing and sponsoringthem to paraticipate in career growth programs like Faculty Development Programs and training programs. The faculty who completes their Ph.D with in stipulated time will be provided withspecial incentives. Staff are provided with facilities viz. oncampus housing, ESI, group insurance, Medical insurance , concessions for staff children's education, cooperative society and concession in hospital charges.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

3

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

13

File Description	Documents

Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	View File
Upload any additional information	View File

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

127

File Description	Documents
Summary of the IQAC report	View File
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View File
Upload any additional information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

Yes.

The Institution has internal financial and governance audit in the name of Management Assurance and Governance (MAG) audit every quarter. As a part of the MAG audit, all the finance related transaction and governance SOPs are audited by an independent audit team.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

0

File Description	Documents
Annual statements of accounts	No File Uploaded
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	No File Uploaded
Any additional information	No File Uploaded

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

The institution being a self-financing private institute, sustaining on the revenue obtained from the tuition fee only. The institution runs depending on the annual operating plan (AOP) made based on the tuition fee revenue. The tuition fee is fixed by thegovernment of AP for every three years based on the expenditure statement submitted by the institution. The management supports both the revenue and capital expenditure with the additional funds in case of any deficiency. GMR Varalakshmi Foundation (GMRVF) being acorporate social responsibility arm of the GMR Group, receives financial grants from its various business verticals. Most of the times the institution surplus fund available after the revenue expenditure will be utilized for the capital expenditure.

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

6.5 - Internal Quality Assurance System

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

Yes.

The Institution has a structured composition for the IQAC as per the objectives and roles and responsibilities of UGC with the following objectives and roles and responsibilities.

Objectives

1. To develop a quality system for conscious, consistent and catalytic programmed action to improve the academic and administrative performance of the College

2. To promote measures for institutional functioning towards quality enhancement through internationalization of quality culture and institutionalization of best practices

The institution was accredited by NAAC with A grade for the third cycle for the 2021-2026. Following are the post accreditation strategies initiated for the quality assurance

1. Alignment of curriculum with industry requirements:With a broad objective of reducing the gap between industry and academia, industry experts are included in curriculm design and assessment.

2. Faculty Development and Assessment Schemes (FADS) for Professional Development: The institute strongly believes that the "Quality of Education can never be better than the Quality of Teachers". In that perspective, the institution is very keen in capacity building of the members of the faculty in all-possible dimensions.

3. Organizing Capacity Building Programme: Most of the capacity building programmes are organized focused towards enhancing theoutcome based education, refresher programmes, use of digital tools, and innovative teaching pedagogy.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

Yes.

IQAC has a structured review mechanism in place for periodic reviewing of Teaching - Learning Process, structures and methodologies of operations and learning outcomes through three major audit provision apart from ISO viz. Academic Monitoring Committee, Internal Audit Committee and External Audit Committee. IQAC trains the list of members identified for auditing as and when required enabling them for an effective auditing. IQAC through various sub-committees conducts regular audits with the help of both internal and external members from other national reputed institutions to make sure that teaching learning process has continuous improvements leading to the attainment of learning outcomes. The audits are carried out in a structured way with an opening and closing meeting with auditors briefing the SOP.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)	**A. Any 4 or all of the above**

File Description	Documents
Paste the web link of annual reports of the Institution	Nil

Upload e-copies of accreditations and certification	View File
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

The management promotes gender equity in giving equal opportunities for the recruitment of teaching and non-teaching staff at all levels.

Safety and Security:

- **Women empowerment cell is established to sensitize all the women faculty and girl students about various safety and security issues.**
- **HR policy document of the institution has well defined sexual harassment policy to safeguard the women at theworkplace.**
- **Institution organizes sensitization programs regularly to reinforce gender equity among all the stakeholders**
- **The entire campus including classrooms is on surveillance to reinforce the confidence levels in the minds of the female.**

Counseling and Mentoring:

- **To resolve both academic and personal issues, an exclusive committee takes care of the girl students and women staff.**
- **Regular motivational sessions are conducted for both women faculty and girl students by inviting the successful and popular women in the society**

Common Rooms and Sports facilities:

- **To create adequate privacy, exclusive common rooms are provided for the girl students in the academic blocks and library**
- **Separate timings for women and girl students are provided in the gym to give equal opportunity**

Support for working women:

- **The institution provides day care center (Crutch) taking care of the employee kids**

File Description	Documents
Upload any additional information	View File
Paste link for additional Information	Nil

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation: Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power-efficient equipment	**A. Any 4 or All of the above**

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

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

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

GMRIT established a sewage treatment plant (STP) for the reuse of wastewater for gardening purposes and sewage sludge as fertilizer. A "Biogas Plant" was put to use the food and kitchen waste from hostels to produce gasused for cooking in the hostel. "Sanitary Napkin Incinerators" in ladies hostel were setup for proper disposal. The most appreciated best practice is the "Pollution Free Thursdays" where no vehicle is allowed to move in the campus. The housewives and maids in quarters are given necessary awareness in maintaining a plastic free residential area. At the end, the existing Green office and residential practices with waste minimization dimensions such as Save Environment and adopt sustainability techniques, Use less paper and Practice recycling, Plastic free campus represent the multiple pronged approaches in promoting and strengthening the campus sustainability initiatives on waste minimization and management. Further, "Fume Chambers" also installed to manage chemicals and acids in the laboratories.In addition to the above, GMRIT is also focused towards conserving surface rainwater through "Rainwater Harvesting Pits" and maintaining watershed

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	View File
Geotagged photographs of the facilities	View File
Any other relevant information	No File Uploaded

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus	**A. Any 4 or all of the above**

File Description	Documents
Geotagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: **1. Restricted entry of automobiles** **2. Use of bicycles/ Battery-powered vehicles** **3. Pedestrian-friendly pathways** **4. Ban on use of plastic** **5. Landscaping**	**A. Any 4 or All of the above**

File Description	Documents
Geotagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	No File Uploaded

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

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

File Description	Documents

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

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

A. Any 4 or all of the above

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

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

The institution being a private self-financing affiliated autonomous college, it has a limited scope for having the students PAN India. However, to promote diversity among the students and faculty, the institution provides an eco-system and enabling environment for the co-existence of the people coming from different culture, region, linguistic and other socio economic diversities.

Institute encourages the community outreach of the faculty and students by involving them in various community related activities carried out with financial support. The institute also conducts outbound get together programs giving opportunity for the faculty members promoting the cross cultural interactions.

Similarly, to promote cross cultural interactions, national level programs are organized for both students and staff enabling the peer learning. In the similar lines, national level sports competitions are

hosted by the institution giving opportunities to learn the best practices that exists across.

In order to ensure holistic development of students and staff, the institution encourages them to involve in community service to develop good citizenship. The outreach programs are conducted for the welfare of the society and to create awareness among students towards social issues.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File

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

As per the Indian constitution, following are some of the prominent responsibilities of the citizens which were focused and initiatives were taken on the campus to promote and inculcate the same among the students.

- Develop scientific temper
- Preserve natural environment
- Strive for excellence
- Instilling the spirit of brotherhood and Promote composite culture
- Abide by the Constitution and respect national flag & National Anthem

Defend the country and render national services when called upon

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	View File
Any other relevant information	No File Uploaded

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

File Description	Documents

Code of Ethics - policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims	View File
Any other relevant information	No File Uploaded

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

The institute celebrates Days of national festivals, commemorative days various events and festivals.

- **24th Jan National Girl child day (India)**
- **26th Jan Republic Day (India)**
- **27th Jan Voter Day**
- **3rd Feb World Cancer Awareness Day**
- **4th Feb World Cancer Day**
- **23th Feb World Peace and Understanding Day**
- **28th Feb National Science Day**
- **8th March International Women's Day**
- **22 March World Water Day**
- **7th April World Health Day**
- **22nd April Earth Day**
- **8th May World Red Cross**
- **11th May National Technology Day**
- **5th June World Environment Day**
- **14th June World Blood Donor Day**
- **2st June International Yoga Day**
- **15th Aug India's Independence Day**
- **5th Sep Teachers Day**
- **15th Sep Engineers Day**

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	View File
Geotagged photographs of some of the events	View File
Any other relevant information	No File Uploaded

7.2 - Best Practices

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

In line with the Mission and Vision of the Institute, several initiatives are continuously being evolved to move towards excellence and establish milestones year after year related to the quality of

students at entry level, adopting innovative student centric teaching-learning pedagogies, industry 4.0 focused employment generating innovative curriculum design, capacity building of faculty and so on. However, a few of the practices are prioritized based on the need through various brainstorming exercises over some time to make it best and distinct. Here are the two best practices, which continuously refined over some time since the introduction by practicing reaching near distinct practices.

Practice 1

Lecture Capturing System, An initiative towards digital transformation.

Practice 2

Credited MOOCs.

File Description	Documents
Best practices in the Institutional website	http://115.241.205.4/gmritnew/AQAR2023/7.2.1.pdf
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

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

The curriculum and its structure of GMR Institute of Technology are designed based on the philosophy of Outcome Based Education with a composition of courses spread out in the various categories and syllabi is prescribed by the respective Boards of Studies from time to time.

Career Path Electives (CPE):

The curriculum provides opportunities to the students to gain expertise in the emerging technologies in the form of Career path with expertise by offering elective courses in a sequential mode from 5th semester onwards. The students can choose any one of these career paths during the 5th semester and shall continue in the same career path by selecting specific electives in the 6th and 7th semesters in a sequence and finally leading to a Capstone project aligning with the career path in the 7th /8th semester.

File Description	Documents
Appropriate link in the institutional website	http://115.241.205.4/gmritnew/AQAR2023/7.3.1.pdf

Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

Following are the plans to strengthen the Institutional Distinctiveness i.e. Career Path

1. Organising awareness sessions about Career paths domains and their related job opportunities.

2. Identification of more career paths in multi-disciplinary environment inline with NEP 2020 guidelines.

3. Encourage faculty members to attend FDPs to enhance competence in new emerging areas.

4. Tofine tune the SOP for the Capstone Project to enhance the skills in the career paths.

5. Planning and appending the laboratories inline with the Career paths specialisations.

In addition to the above cited, to strengthen Institutional Distinctiveness, the following are planned for institutional growth.

Academics: Curriculum enrichment by introduction of more multidisciplinary courses. Research and Development: Strengthening the research ecosystem, faculty are motivated to publish papers in Q1 journals.

Implementation of NEP: Offering Credited courses for Yoga, NSS, NCC, sports activities and IKS.

Resources: Strengthening of human and physical resources, to comply with the norms.

Innovation and Startup Ecosystem: Establishment of IIC, to nurture innovation and startup culture among the students.

Placements and Higher Studies: Offering customised training programs enhancing the skills in the emerging areas to increase the