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**BABU JAGJIVAN RAM GOVERNMENT DEGREE COLLEGE**

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**Narayanaguda, Hyderabad.**



**INSTITUTIONAL PERSPECTIVE PLAN**

**(2015-16 to 2019-2020)**

## **INTRODUCTION:**

B.J.R. Government Degree College, Narayanaguda, Hyderabad, is one of the leading government institutions of higher education in Telangana. It was established in 1974 by B.J.R. Educational Society, Hyderabad, with the noble purpose of propagating the ideals of Sri Babu Jagjivan Ram, former Deputy Prime Minister of India and a tireless crusader for the rights of the disadvantaged. In 1989, the college was taken over by the then government of Andhra Pradesh, vide G.O. Rt. No. 1576 of Education (CE-II -2) Department dated 11.09.1989.

## **VISION:**

The vision of the college is the empowerment of youth by providing quality education in order to make them competent, self-reliant and responsible society builders, professionals and citizens.

## **MISSION:**

The mission of the college is encapsulated in its motto – “Gyanam Sarva Hithaya” - “Knowledge for universal welfare.” This means the emancipation of backwardness, poverty and mental constraints of the youth of the downtrodden sections of society through higher education, life skills and personality development. The college strives hard to promote academic excellence; to inculcate human values and social responsibilities; to address the rural and urban divide; and to mould the students into good citizens of the nation.

## **GOALS:**

- To facilitate learning of knowledge and skills through a variety of courses, activities and programmes.
- To conduct diverse and learner-oriented curricular, co-curricular and extra-curricular activities.
- To develop multiple formal and informal linkages with other academic institutions, community development and welfare organizations and industries.
- To bridge the rural-urban divide by imparting knowledge and skills to the students who come from rural and underprivileged backgrounds.
- To meet contemporary regional and national needs and to anticipate future social and economic development and equip students accordingly.
- To promote equity by encouraging and empowering women students, students from disadvantaged groups and differently-abled students.

## **BACKGROUND TO THE PERSPECTIVE PLAN (2015-2019):**

The Perspective Plan of B.J.R. Government Degree College, Narayanaguda, Hyderabad, was prepared by the IQAC for a period of five years from the academic year 2015-16 to 2019-20. The “Perspective Plan” or “strategic plan” which provides the roadmap for the proposed development of the institution, was chalked out by the IQAC after a detailed analysis of the strengths, weaknesses, opportunities and threats was carried out, in consultation with the Principal and the Heads of the departments.

The consolidated lists in each category with reference to the vision, mission and objectives of the institution, were drawn taking into consideration, the following recommendations of the NAAC Peer Team in February-March 2015:

1. Sanctioned teaching posts to be filled up without loss of time
2. College needs to be shifted to the independent new campus
3. Career counselling and mentoring be introduced
4. Professional/job-oriented courses be provided based on local needs
5. Feedback from different stakeholders may be formalised and used to improve quality of education
6. ICT be made integral component of academic exercise
7. Library and laboratories need to be strengthened
8. Institution-Industry-Interface be established formally
9. Faculty members be encouraged to undertake research projects and participate in the Faculty Development Programmes of UGC
10. Parents-Teachers and Alumni Association may be formalised

## **SWOT ANALYSIS:**

### **Strengths:**

- Dedicated and qualified faculty
- Centrally located with access to bus and train facilities
- Strong and vibrant academic environment
- Strong research culture
- Skill development programmes (certificate courses, TSKC , etc.)

## **Weaknesses:**

- Lack of adequate infrastructural facilities (classrooms, labs, auditorium, furniture, etc.)
- Economically weaker students are forced to avail of employment to meet their needs
- The students are first-generation learners and lack many skills.
- Lack of proper sports and recreational facilities
- NAAC Accreditation – ‘C’ Grade
- Shortage of Non-Teaching staff for labs
- Lack of many IRG activities

## **Opportunities:**

- Government Scholarships, schemes, etc. for the students
- Preparing students for job opportunities
- Preparing students for competitive examinations
- Mentor - Mentee system for hands-on counselling in the Academic/ Career/ Personal matters
- Inculcation of Social responsibility through N.S.S., Eco Club, Red Ribbon Club, etc.

## **Threats:**

- Lack of a proper approach road to the college.
- No parking space to be provided for staff and students
- Lack of funds for completion of building
- Tough competition from other better equipped institutions
- Lack of faculty in some subjects
- Lack of P.G. Courses
- Lack of proper placement facilities

The Institutional Perspective Plan of B.J.R. Government Degree College, envisages holistic development of the college and the following ‘Strategic Plan’ is the outcome of this. The Committee has focused on certain key areas which need to be strengthened on priority basis, in order to achieve the Vision, Mission and Objectives of the College.

## INSTITUTIONAL PERSPECTIVE PLAN (2015-16 to 2019-20)

Sl. No.	Area	Strategic Plan
1.	<b>Good Governance</b>	<ul style="list-style-type: none"> <li>• Vision, Mission and goals to be in tune with key aspects</li> <li>• Institutional strategic goals setting</li> <li>• Institutional strategic development plan</li> <li>• Monitoring and implementation of the Quality Management Systems</li> <li>• Leadership and development through decentralization and participative management</li> <li>• Establishing e-governance</li> <li>• Establishing internal audit committee</li> <li>• Code of conduct and policy formulation, approval and implementation</li> <li>• Establishing a fair and transparent performance appraisal system</li> </ul>
2.	<b>Teaching-Learning</b>	<ul style="list-style-type: none"> <li>• Academic planning and preparation of Academic Calendar</li> <li>• Use of more teaching aids and adopt more ICT</li> <li>• Development of e-learning resources</li> <li>• Promotion of research culture &amp; facilities</li> <li>• Mentoring and personal support</li> <li>• Transparent and fair feedback system</li> <li>• Implementation of best practices</li> <li>• Efforts to fill all vacant teaching posts</li> <li>• Encouragement to attend trainings, workshops, etc., to enhance their pedagogical skills and competencies.</li> <li>• In-house training and workshops on teaching methodology</li> </ul>
3.	<b>Research Activities</b>	<ul style="list-style-type: none"> <li>• Encouragement to teachers to participate/ present papers in seminars and conferences, and to apply for MRPs from UGC.</li> <li>• Publishing of research papers</li> <li>• Fostering the spirit of inquiry among students</li> <li>• Encouragement to take up Students-Study Projects</li> </ul>
4.	<b>Development of Infrastructure (Physical and Academic)</b>	<ul style="list-style-type: none"> <li>• Infrastructure building development &amp; modification</li> <li>• Smart Class rooms, digital classrooms to be constructed</li> <li>• More ICT enabled classrooms</li> <li>• Library infrastructure up gradation</li> <li>• System up gradation</li> <li>• Functional facilities for e-learning</li> </ul>

		<ul style="list-style-type: none"> <li>• Purchase of additional computers and furniture like dual desks, computer tables and chairs, almirahs, book racks, etc.</li> <li>• Upgraded and modern lab equipment to be purchased</li> <li>• Safety &amp; Security management</li> <li>• Water facility</li> </ul>
5.	<b>Financial management</b>	<ul style="list-style-type: none"> <li>• Framing &amp; implementation of Purchase and Financial policies</li> <li>• Department wise budget planning and allocation</li> <li>• Forecasting income &amp; expenditure</li> <li>• Effective functioning of purchase committee</li> <li>• Periodic internal and external audit</li> </ul>
6.	<b>Skill Enhancement/ Employability Skills</b>	<ul style="list-style-type: none"> <li>• More skill-oriented, certificate courses to be introduced</li> <li>• Training in soft skills, communication skills and employability skills</li> <li>• More intensive programs to be conducted through the TSKC.</li> <li>• Coaching for competitive examinations and P.G. courses</li> </ul>
7.	<b>Institution – Industry Interaction</b>	<ul style="list-style-type: none"> <li>• MoUs with industries, institutions, organizations, etc.</li> <li>• Internships, visits, trainings, guest lectures, etc.</li> <li>• Identification of industry needs and advice on Curriculum</li> <li>• Providing career guidance</li> </ul>
8.	<b>Internal Quality Assurance System</b>	<ul style="list-style-type: none"> <li>• Framing of Quality Policy &amp; publishing regularly</li> <li>• Quality Monitoring Committee &amp; functioning</li> <li>• Educating &amp; Training of all employees</li> <li>• Periodic check &amp; guidance for quality improvement</li> <li>• Establishment of audit team and process</li> <li>• Audit for remedial measures</li> <li>• Promoting best practices</li> <li>• Annual report preparation &amp; submission</li> </ul>
9.	<b>Student’s development and participation</b>	<ul style="list-style-type: none"> <li>• Budget allocation for student development programmes and activities</li> <li>• Students Trainings &amp; Placement Activities</li> <li>• Formation of student council</li> <li>• Student’s representation in various committees and cells</li> <li>• Participation in competitions</li> <li>• Organizing competitions</li> <li>• Rewards &amp; recognitions of achievers</li> <li>• Participation in extracurricular activities</li> <li>• Participating in social and welfare activities</li> </ul>
10.	<b>Staff development &amp; welfare</b>	<ul style="list-style-type: none"> <li>• Staff performance evaluation system</li> <li>• Staff Training for quality improvement</li> </ul>

		<ul style="list-style-type: none"> <li>• Code of conduct, service rules &amp; leave rules</li> <li>• Staff welfare policy implementation</li> <li>• Career advancement schemes</li> <li>• Rewards, recognitions and incentives</li> <li>• Deputation for seminars, conferences and workshops etc.</li> <li>• Support for research, consultancy, innovations</li> </ul>
11.	<b>Alumni Interaction</b>	<ul style="list-style-type: none"> <li>• Formation of Alumni association, participation and registration</li> <li>• Data base creation, Regular interactions with alumni and networking</li> <li>• Recognition of successful alumni</li> <li>• Guest lectures/ placements/ training, etc.</li> <li>• Exploring Contributions/ Sponsorships/scholarships/fund generation</li> </ul>
12.	<b>Community Services and Outreach Activities</b>	<ul style="list-style-type: none"> <li>• Identify community and social development work</li> <li>• Identify challenges of society for development work</li> <li>• Provide vocational training /job oriented training as per local needs at the institute</li> <li>• Educational support to village people</li> <li>• Conducting awareness camps</li> </ul>
13.	<b>Environmental and Social Awareness Activities</b>	<ul style="list-style-type: none"> <li>• Fostering of Environmental consciousness through Eco Club, N.S.S, etc.</li> <li>• Encouraging social consciousness and cultural diversity through the N.S.S., Ek Bharat Shresht Bharat, Literary and Cultural activities, etc.</li> </ul>

## **STRATEGY IMPLEMENTATION AND MONITORING**

After approval of Strategic/Perspective development plan, the next step is its implementation. During implementation, the progress of strategy shall be measured from time to time. Hence the measurable success indicators are clearly spelt out in the implementation document. The Principal along with the IQAC will be the custodian for strategic plan and its deployment.

### **Implementation at Institute Level**

Governance & Administration	Principal, Staff Council, and Office
Students Admissions	Principal, Academic Branch, HODs, Admission team, Students section
Infrastructure	Principal, HODs IQAC, Building Committee, Purchase Committee
Teaching- Learning	Principal, HODs, Faculty and Staff
Research& Development	Principal, HODs
Students Development	Principal, HODs
Departmental Activities	HODs and Faculty
Quality Assurance	IQAC team



## Monitoring of Implementation of Strategic plan

<p><b>Good governance</b></p>	<ul style="list-style-type: none"> <li>✓ Vision Mission , Dissemination &amp; Review</li> <li>✓ Organization structure in place</li> <li>✓ Decentralization in academic, administration, staff welfare, student development, infrastructure management</li> <li>✓ Degree of e-governance</li> <li>✓ Resource mobilization</li> <li>✓ Staff appraisal &amp; career advancement scheme in place</li> <li>✓ Service rules &amp; benefits</li> <li>✓ code of conduct - duties, responsibilities and accountability</li> <li>✓ Functional of statutory committees – no. of meetings/ semester, minutes of meetings,</li> <li>✓ planning &amp; implementation</li> </ul>
<p><b>Effective teaching learning process</b></p>	<ul style="list-style-type: none"> <li>✓ No. of teaching aids, value additions and additional inputs</li> <li>✓ Completion of Syllabus</li> <li>✓ No. of learning and e-learning resources</li> <li>✓ No. of student counseling/mentoring/training sessions conducted</li> <li>✓ Result of examinations (Pass, First classes, Distinctions)</li> <li>✓ Student feedback</li> </ul>
<p><b>Research activities</b></p>	<ul style="list-style-type: none"> <li>✓ No. of teachers presenting papers at seminars, conferences</li> <li>✓ No. of teachers publishing papers/books</li> <li>✓ No. of teachers sanctioned MRPs</li> <li>✓ No. of Student Study Projects</li> </ul>

<b>Infrastructure Development</b>	<ul style="list-style-type: none"> <li>✓ Number of buildings, class rooms added</li> <li>✓ No. of Smart Classroom added</li> <li>✓ No. of ICT enabled classrooms</li> <li>✓ New Laboratories added</li> <li>✓ New equipment added</li> <li>✓ Annual budget allocated &amp; utilized</li> <li>✓ Harvesting &amp; Recycling of water</li> <li>✓ Renewable energy source development</li> <li>✓ Green initiatives</li> <li>✓ Number. of Volumes &amp; Titles added in library</li> <li>✓ Number of National&amp; International journals lectures, etc.)</li> <li>✓ Digital Library</li> </ul>
<b>Financial Management</b>	<ul style="list-style-type: none"> <li>✓ Annual Budget forecasting income &amp; expenditure</li> <li>✓ Utilization / Allocation of funds</li> <li>✓ Internal &amp; External Audit</li> </ul>
<b>Skill Enhancement</b>	<ul style="list-style-type: none"> <li>✓ No. of Skill enhancement initiatives taken</li> <li>✓ No. of need based courses introduced</li> </ul>
<b>Institution– Industry Interaction</b>	<ul style="list-style-type: none"> <li>✓ No. of active MOUs</li> <li>✓ No. of Initiatives/activities through MOUs</li> </ul>
<b>IQAC</b>	<ul style="list-style-type: none"> <li>✓ Number of IQAS initiatives/ semester</li> <li>✓ Audits Reports</li> <li>✓ AQAR submission</li> </ul>
<b>Students Development and Participation</b>	<ul style="list-style-type: none"> <li>✓ Students Trainings &amp; Placement Activities</li> <li>✓ Formation of student council</li> <li>✓ Student’s representation in various committee and cell</li> <li>✓ Participation in competitions</li> <li>✓ Organizing competitions</li> <li>✓ Credit transfer &amp; compensation</li> <li>✓ Rewards &amp; recognitions of achievers</li> <li>✓ Participation in extracurricular activities</li> <li>✓ Participating in social and welfare activities</li> <li>✓ Number of career guidance trainings</li> <li>✓ Number of skill development programs</li> <li>✓ Number of vocational trainings</li> </ul>

<b>Staff development &amp; welfare</b>	<ul style="list-style-type: none"> <li>✓ Number of Staff attending training programs</li> <li>✓ Staff training programs organized</li> <li>✓ Sponsorships for higher education</li> <li>✓ Number of staff welfare programs Staff awards/ recognitions/ incentives</li> </ul>
<b>Alumni Interaction</b>	<ul style="list-style-type: none"> <li>✓ Alumni data base</li> <li>✓ Number of interactions</li> <li>✓ Support for internships/placements/ projects/ consultancy</li> <li>✓ Contribution towards students development</li> </ul>
<b>Community Services and Extension Activities</b>	<ul style="list-style-type: none"> <li>✓ Number of trainings/ awareness camps</li> <li>✓ Number of social projects undertaken</li> <li>✓ Number of Skill development programs for weaker sections</li> <li>✓ Number of social welfare or outreach programmes done</li> <li>✓ Number of people benefited in each program</li> </ul>

## Strategic plan for the accomplishment of the Recommendations for Quality Enhancement by NAAC Peer Team

Sl. No.	Recommendation	Compliance
1.	Filling up of sanctioned teaching posts	<ul style="list-style-type: none"> <li>• Increase in the number of teachers during the past two years.</li> <li>• 35 permanent teachers and 12 temporary teachers Sare working full-time.</li> </ul>
2.	Shifting of college to new campus	<ul style="list-style-type: none"> <li>• The college is functioning from the new campus and there has been an increase in the infrastructural facilities, incrementally.</li> <li>• In 2019-20, Rs. 2 Crore were sanctioned to the college under RUSA.</li> </ul>
3.	Introduction of career counselling and mentoring	<ul style="list-style-type: none"> <li>• The college has introduced a new mentor-mentee system which caters to the needs of the students in the area of academic, career and psychological mentoring.</li> <li>• The Career Guidance Cell is also very active in offering career counselling</li> </ul>
4.	Professional/ job-oriented courses to be introduced	<ul style="list-style-type: none"> <li>• B.B.A. was introduced in 2018-19</li> <li>• New courses are being offered in the CBCS mode wherein students can exercise their choice in subjects</li> </ul>
5.	Formalization of feedback from stakeholders and utilization in improvement of quality of education	<ul style="list-style-type: none"> <li>• Feedback from various stakeholders has been formalized</li> <li>• Feedback from students on Curriculum and Institution has been collected online</li> </ul>

6.	ICT be made an integral component of the academic exercise	<ul style="list-style-type: none"> <li>• ICT Training is given to both students and staff on a regular basis</li> <li>• Online classes have become the norm</li> <li>• Students are encouraged to submit assignments and projects online</li> <li>• Feedback is also collected online</li> </ul>
7.	Strengthening of Library and laboratories	<ul style="list-style-type: none"> <li>• The library has been digitalized with 16 computers</li> <li>• Partial automation with KOHA Software</li> <li>• Subscription to N-List, Shodh Sindhu, etc.</li> <li>• Furniture for library has been procured</li> <li>• Lab equipment worth Rs. 96,000/- was procured in 2018-19 and Rs. 21,38,651/- in 2019-20</li> </ul>
8.	Formal establishment of Institution-Industry-Interface	<ul style="list-style-type: none"> <li>• Many departments established MoUs and collaborations with industries, organization, etc.</li> <li>• Dept. of Computer Science with INCOIS, Hyderabad</li> <li>• Dept. of Botany with Sri Yuva Biotech</li> <li>• Dept. of Botany with JNIAS</li> <li>• Dept. of Commerce with Promize IT Services</li> </ul>
9.	Improvement of Research Culture	<ul style="list-style-type: none"> <li>• A few teachers have completed MRPs from UGC</li> <li>• 06 teachers completed their Ph.Ds</li> <li>• 8 student study projects were submitted in 2018-19 and 2019-20 under JIGNASA</li> <li>• 02 First Prizes, 01 Second Prize and 01</li> </ul>

		<p>Commendable Prize were secured in JIGNASA 2018-19 ●</p> <ul style="list-style-type: none"> <li>● 01 Commendable Prize was secured in JIGNASA 2019-20</li> </ul>
10.	Formalization of Parent-Teacher and Alumni Associations	<ul style="list-style-type: none"> <li>● Efforts are on to formalize Parent-Teacher Association and Alumni Association</li> </ul>