



Seshadripuram Educational Trust
SESHADRIPURAM ACADEMY OF BUSINESS STUDIES
Affiliated to Bangalore University II NAAC Accredited 'B' Grade
CA Site No. 18, 3rd Main, Kengeri Satellite Town, Bengaluru – 560 060



+91 80 2848 8676

M principal.sabskst@gmail.com



www.sabs.ac.in

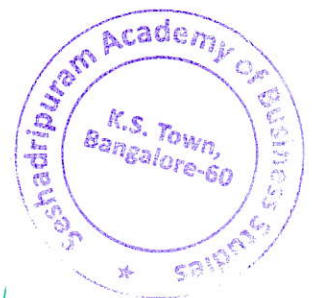
Strategic Planning and Perspective Plan 2019-2024

Strategic planning is an ongoing process that organizations undertake to set goals, make decisions, allocate resources, and take actions that will lead to the achievement of their long-term objectives. It involves analyzing the internal and external environment, identifying strengths and weaknesses, and capitalizing on opportunities while mitigating risks.

Strategic planning also helps organizations adapt to changes in the professional landscape. It allows them to anticipate market trends, identify emerging opportunities, and respond to threats effectively. By regularly reviewing and updating their strategic plans, organizations can stay agile and responsive in a rapidly changing environment.

Taking into consideration the quality enhancement of the Academic, Research, Curriculum and Infrastructure. The College Principal, and IQAC, in consultation with Criteria Heads, Department Heads have prepared the perspective plan of 2019-24. Plan of actions and strategies are to be made to fulfil the perspective plan. This plan has been discussed, reviewed and approved in the meeting.

Coordinator - Internal Quality Assurance Cell
Seshadripuram Academy of Business Studies
Kengeri Satellite Town, Bangalore- 560060



PRINCIPAL
Seshadripuram Academy of Business Studies
18, 3rd Main Road,
Kengeri Satellite Town, Bengaluru-560 060



SABS Vision and Mission, Quality Policy and Core-Values

Vision

To impart that education that would empower every individual to grow as a nation builder in all domains of life.

Mission

To inculcate humanitarian values, build professional prudence, inquisitiveness and create a drive for learning through essential motivation.

Goal

To dawn as an acclaimed educational bastion that will uphold the society.

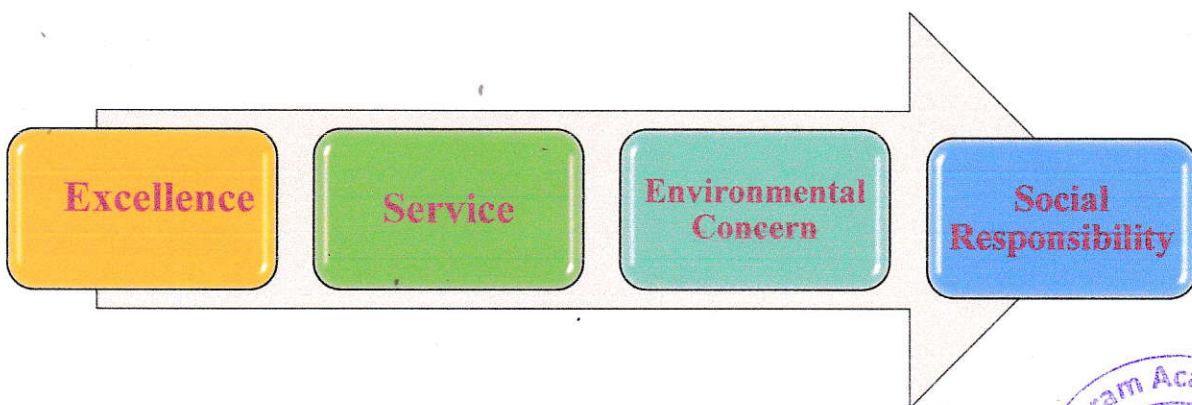
Motto

Dedicated to Excel.

Quality Policy

To Continuously strive to attain excellence in all our pursuits through meticulous planning and implementation while holding ourselves responsible to our stakeholders through sustained self-evaluation and constant improvement processes.

Core Values





Strategic Goals

The IQAC has introduced the Quality Policy and Core Values following multiple discussions and brainstorming sessions associated with the Mission and Vision. Institutional Strategic Goals have been developed based on stakeholder expectations and SWOC research.

1. Internal Quality Assurance System

- Reconstitution of IQAC in accordance with NAAC requirements;
- Development and frequent publication of a quality policy;
- Establishment and operation of a quality monitoring committee.
- All staff should get education and training.
- Regular reviews and recommendations for quality enhancement
- Creating an audit team and procedure;
- Auditing for corrective action;
- Encouraging best practises.
- Preparing and submitting an annual assessment report

2. Teaching Learning Process

- Designing the Academic Calendar and organising the curriculum
- Establishing a lesson plan based on CO's and PO's mapping;
- Developing a teaching plan; using advanced teaching aids and advanced ICT approaches; creating e-learning resources.
- Encourage research infrastructure and culture.
- The implementation of best practises, along with the provision of mentorship and personal support.
- Adherence to an open and equitable feedback system, need-analysis-based training.
- Benchmarking and evaluation parameters.
- Ongoing outcome measurement
- Performance development through credit systems, and ongoing assessment
- Encouraging faculties to participate in Faculty Development Programmes to upgrade skills and knowledge.





- Facilitating the industries to participate in the academic interactions.
- Competence enhancing strategies through skill development programs, enrichment programs.
- Promoting online courses among faculties for professional development and exposure.

3. Leadership and Management

- Establish functional committees
- Decentralise academic, administrative, and student-related authority and responsibilities
- Define roles, responsibilities, and accountability
- Assign portfolios
- Establishment of functional Committees and MOUs & MoA

4. Governance and Infrastructure Development

- The articulation of the institution's vision and mission in each key position; performance evaluation and benchmarking
- Establishment of institutional strategic goals; and institutional strategic development plan
- Keeping an eye on and putting the quality management systems into action
- Adhering to the organisational structure
- Ensuring smooth operation of statutory committees.
- Creating E-governance
- Fostering leadership development through decentralisation
- Forming an internal audit committee.
- To attain the ISO certification.
- Formulating, approving, and implementing policies and codes of conduct
- Creating an equitable and transparent system for performance evaluation.
- Increase the number of **ICT** enabled classroom.
- Establishing Business Lab and Language Lab.
- Establishing the Health Centre and Girls Common Room in the college campus for the benefits of students and staff.





5. Students Support and Progression

- Allocate funds for student development initiatives and events; Students' training and placement activities
- Encouraging participation of students in several committees and cell
- Motivating Students to Participate in contests
- Organising the various competitions, Fest, student workshops etc.,
- Transfer of credit and compensation
- Rewarding and recognising those who succeed
- Engaging in or taking part in extracurricular pursuits
- Participating in charity and social activities
- Providing career advice

6. Staff Welfare and Development

- The creation and implementation of recruitment policies; a mechanism for evaluating employee performance.
- Staff training to enhance quality, and provide the best workspaces and infrastructure available
- Implementation of the staff welfare policy, career growth programmes, and service and leave rules
- Acknowledgments, prizes, and incentives for achievers.
- Participation in workshops, conferences, and seminars
- Sponsorship and motivation for enhancing competencies
- Assistance with innovation, consulting, and research.

7. Research, Innovation, Incubation and Entrepreneurship

- Establishment of Entrepreneurship Development Cell
- MoUs with organizations for entrepreneurship development Providing training and guidance for entrepreneurship development
- Bringing more experts of the field for seminars, lectures, workshops for entrepreneurship development.
- Establishing incubation centres
- Promoting, sponsoring and facilitating entrepreneurship development





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- Dedicated R &D facilitation centre through SRF.
- Establish and develop Laboratories with more research facility
- Fund generation through Project proposals
- To get 2f and 12B and applying for Government/Non-Government industry, sponsored funds
- Collaborations with Government and Private Institutes, Universities and Research Organizations
- Applying for patent

8. Outreach and Extension Activities

- Identifying community and social development work
- Recognising societal issues for development work
- Offering job-oriented training in accordance with local needs at the institute
- Supporting village residents' education
- Holding awareness camps




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