

JADHAVAJI EDUCATION SOCIETY'S
SHRI KRISHNARAO ANNARAO LOKAPUR
ARTS, SCIENCE AND COMMERCE COLLEGE, ATHANI.
Affiliated to Rani Channamma University, Belagavi



NAAC Accreditation
Second Cycle
SELF STUDY REPORT (SSR)

CRITERION - VI
GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.3 Faculty Empowerment Strategies



6.3.1 (Q,M)

The institution has effective welfare measures and performance Appraised System for teaching and non-teaching staff



Submitted to
NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL, BENGALURU



**JADHAVAJI EDUCATION SOCIETY'S
SHRI KRISHNARAO ANNARAO LOKAPUR
ARTS, SCIENCE AND COMMERCE COLLEGE, ATHANI-591304
BELGAUM DIST. (KARNATAKA STATE)**

ACCREDITED WITH "B" GRADE BY NAAC

6.3.1. The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff.

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JADHAVAJI EDUCATION SOCIETY

ATHANI. (Dist: Belagavi)

Service Rules for Degree Section

The Board of management reviewed the service rules for employees of the institution run by J. E. Society framed on 1st July 2004 as under.

PREAMBLE:

The service rules for the institution framed by the Jadhavaji Education Society Athani, it includes the governing terms of employment service condition and discipline of the employees' effect from 01-07-2004.

The Board of Management of Jadhavaji Education Society Athani, here by frames the following rules:

- The institution employees are governed by the J.E. Society Rules.
- The employee who satisfactorily completes the period of probation is confirmed as a full-time teacher by an order of the Chairman of the Board of Management.
- The Board of Management recruits non-teaching staff which includes Office Superintendent, FDA, SDA, SDA in Library, Lab Attender, Attender, Peon and Mali.
- The management promotes and supports employees for improving their degrees attempting for Ph.D, NET, SET.



BOARD OF MANAGEMENT:

- Jadhavaji Education Society governed by the Board of Management comprises of the President, Vice-President, Chairman, Vice-Chairman, Secretaries and Board of Directors.
- The college is governed by Managing Council of J.E. Society, Athani and it is headed by Chairman and Members of the Managing Council.
- Further for routine and micro processes the institution has college betterment committee with President and Members.

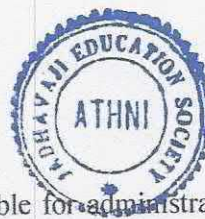
COLLEGE ADMINISTRATION:

- The college is headed by the principal and he is supported by Managing Council, Vice-Principal, and Heads of the Department, Office Administration and Staff members, for the efficient management.
- The college is self-financed (Un-aided) and earlier it was affiliated to Karnatak University, Dharwad and after 2010 it is affiliated to Rani Channamma University, Belagavi.

COLLEGE ACADEMIC ADMINISTRATIVE SETUP FOR SMOOTH CONDUCT OF DAY TO DAY ACTIVITIES:

For the smooth functioning of the college activities there is college administrative setup formed by the College Betterment Committee consisting Principal, Vice-Principal, Heads of the Department, Office Superintendent.

- The office staff consists
 - 1) Office Superintendent/ Accountant.
 - 2) F.D.A
 - 3) S.D.A
 - 4) Peons
- The library staff includes
 - 1) Librarian
 - 2) S.D.A in library.
- The Department of Physical Education consist
 - 1) Physical Director
- The college has placement cell
- The college has NSS, YRC units



HEAD OF THE INSTITUTION:

The principal is appointed by Board of Management who is responsible for administration and day to day running of the institution and it also includes a person designated by Board of Management as a Vice-Principal or in charge Principal during absence of the Principal.

RULES OF CONDUCT/DISCIPLINE FOR EMPLOYEES:

The employees are required to adhere to the following rules of conduct/discipline. Any breach or non adherence to these rules will be considered as misconduct.

- All employees shall maintain discipline punctuality in working, dedication in teaching, cordial behavior with staff and student, commitment to the job and commitment in the following rules of institution.
- All employees of the teaching and non-teaching staff shall discharge their work diligently as assigned to them by institution from time to time.
- An employee shall not attend to his personal work during working hours.
- An employee shall be required to observe the scheduled hours of work during which he must be present at the place of his duty.
- No employee shall remain absent from duty without prior permission unless such absence is warranted by unforeseen circumstances.
- All employee shall maintain absolute integrity and denotation to duty and also be honest and impartial in his official dealings and shall not indulge in any act of forgery, fraud, cheating, malpractice etc.
- An employee shall at all time be courteous in his dealings with other employees, students, their parents, members of the public, management, officials of educational authorities etc. and no employee shall participate in any anti-national organization or activity which affects the secularism of the country.
- No employee shall canvas, take a part in any political activities or make any public statements.
- Any employee of the institution is prohibited from chewing tobacco, gutka, smoking, alcohol or being in state of drunkenness in the premises of institute.



- No employee shall behave with lady employees which amount to sexual harassment, treatment, indecency or any other form of unacceptable behavior.
- Every member of the society shall comply with any transfer or deputation order or any order assigning additional charge/duty by the Management.
- No employee shall disobey the orders of the superiors or Head of the Institution.

THE PROCEDURE FOR RECRUITMENT OF EMPLOYEES:

The college betterment committee follows the recruitment procedure to fulfill vacancies in the institution.

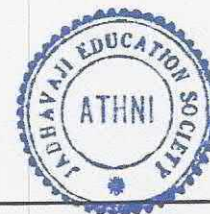
- Giving advertisement in the news papers (Pamphlets).
- Collecting Bio-Data and call for interview.
- For selection the candidates must face the students for demo.
- Appointment letter given to selected candidates from the society.

SALARY AND ALLOWANCES:

- Employees (Both Teaching and Non-Teaching) are entitled to salary and allowances, as determined by Board of Management. Employees are entitled to payment of salary on consolidated and negotiable basis.
- Employees are availing P.F. facility as per the EPF rules.

JOINING DUTY/SERVICE:

The employee appointed by the Jadhavaji Education Society as per the order of appointment is to be considered as an employee of the institution and the date mentioned in the order copy is considered for joining the duty.



EMPLOYEE LEAVE PROCEDURE:

Type of Leave	Provisions
Casual Leave	12 days in a year i.e., 1 leave in a month
Study Leave	The employees will get study leave for attending research work and providing leave for attending FDP Programme, Conferences (National and International), Seminars (State, National and International Level), Symposium etc. with financial support.
Maternity Leave	The employees will get 6-month maternity leave. Leave without pay.

The Head of the institution should maintain service register of the employees and should update it regularly by the Office Superintendent.

CESSATION OF EMPLOYMENT:

Termination of employment on specific grounds

J.E. Society's Managing Council has the authority to terminate the services of any employee in the following cases and such termination may be without any prior notice or salary in lieu thereof.

- Where an employee is adjudged as a person of unsound mind by the Competent Court.
- Where an employee is adjudged as insolvent.
- Where an employee is guilty of any mis-conduct or guilty of any act of indiscipline.
- Where an employee is guilty of insubordination.
- Where an employee is working or behaving against the interest of the Society/Institution either directly or indirectly.
- Where an employee without prior permission remains absent from duties or negligent of his work or otherwise careless in discharge of his duties.
- Where it is found that an employee has committed breach of any of the Rules framed by the Management concerning his/her conduct as stated in Employee rules amounting to misconduct.
- Where an employee ill treats any other employee, students, their parents or causes discrimination among students or carries any prejudice for or against any subordinate employee or any student.



Cessation of Employment by Employee:

- The employee of the Institution may resign prior to completion of tenure/probationary period, from his/her post by giving two month's prior notice or one month's salary in lieu thereof.
- Resignation by an employee shall take effect only on its acceptance by the appointing authority.

DISCIPLINARY PROCEEDINGS:

- The Managing Council has the power to initiate disciplinary action against any employee on his misconduct in the Institution.
- It may not be necessary for the Managing Council to conduct preliminary enquiry in all cases of misconduct or irregularity.

INTERPRETATION AND AMENDMENTS OF SERVICE RULES:

- The Managing Council may amend the Service Rules as and when deemed necessary and expedient.
- In respect of interpretation of the Service Rules the decision of the Management shall be final.


SECRETARY
J. E. Society, Athani.
(Dist: Belagavi)



JADHAVAJI EDUCATION SOCIETY

ATHANI. (DIST : BELAGAVI)

Ref. No :

Date: 28-03-2019

NOTICE

TO,
The Principal,
J.E.Society's
Shri K.A.Lokapur Arts, Science and Commerce College, Athani.

Subject: Regarding salary enhancement/increment.

With reference to the above cited subject, The Board of Management of J.E.Society Athani has decided to increase the salary for 10% for teaching and non- teaching staff of Shri K.A.Lokapur college Athani for the academic year-2019-20


SECRETARY
J. E. Society, Athani.
(Dist: Belagavi)



JADHAVAJI EDUCATION SOCIETY

ATHANI. (DIST : BELAGAVI)

Ref. No :

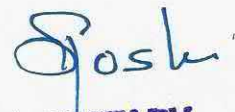
Date: 28/12/2021

NOTICE

TO,
The Principal,
J.E.Society's
Shri K.A.Lokapur Arts, Science and Commerce College, Athani.

Subject: Regarding salary enhancement/increment.

With reference to the above cited subject, The Board of Management of J.E.Society Athani has decided to increase the salary for 10% for teaching and non-teaching staff of Shri K.A.Lokapur college Athani for the academic year-2021-22


SECRETARY
J. E. Society, Athani.
(Dist: Belagavi)

From:-

Smt. Geeta V. Kulkarni
Asst. Professor.
Dept. of Commerce
K.A. Lokapur A/S/c College
ATHANI.

To:-

The Principal,
K.A. Lokapur A/S/c. College
ATHANI.

Subj:- Request for Maternity leave.

Respected Sir,

As mentioned in earlier letter
I am confirmed with twin pregnancy for
which ~~rest~~ is necessary. Hence I
request you to grant me Maternity
leave from January 2020 to January 2021.

Kindly grant me the same &
allow me to continue my service
after my maternity period.

Thanking You,

Date:- 19/1/2020

Place:- Athani

Yours faithfully,



(Geeta V. Kulkarni)

Forwarded to
the Chairman's
betterment committee
for further action.

From

Smt. Sarojani M. Dhanawade

A/P- Sankonatti

Tq- Athani

Dist- Belagavi

Date- 29/4/22

Mob. No- 7483855746

To,

The principal

Shri K. A. Lokapur college

Athani

Respected Sir,

Subject - Requesting to grant maternity leave

I undersigned Smt. Sarojani M. Dhanawade hereby bring to your kind information that as I am pregnant, our family doctor suggested me to take care and rest from May 2022.

Therefore, I request you to grant me maternity leave from 11/05/2022. I will rejoin on my duties after completion of maternity procedures. please do the needful.

For your consideration

Thanking you Forwarded

Yours sincerely

To: THE CHAIRMAN

Betterment Committee

K. A. Lokapur College

Athani

Smt. S. M. Dhanawade

Smt. S. M. Dhanawade

leave may be granted. *(Signature)*

Maternity leave

Dated 05-05/2022

(Signature) 30/04/22

(Principal JES. KALE)

Date : 15/04/2020

To,
The Principal
JES K.A. Lokapur
Arts, Science and Commerce College
Athani

Subject : Maternity Leave

Respected Sir,

I Ms. G.A. Gunjigani, working as lecturer for
Dept. of computers in your esteemed organization
writing this to you to inform that, I am applying
for maternity leave from 15/04/2020 to 31/12/2020.
So i kindly request you to grant me the leave.
I hope you do the expected.

Thanking you.

Yours faithfully
G.A.

9620914169
9632268157

Received
02/05/2020
[Signature]

From :

Dr. (Smt.) Archana P. Halageri,
Co-ordinator, P.G. Studies,
Shri K.A. Lokapur Arts, Science and Commerce College,
Athani-591304.

To :

The Principal,
Shri K.A. Lokapur Arts, Science and Commerce College,
Athani-591304.

Sub. : Grant of leave for Medical Treatment.

Respected Sir,

I am taking IVF treatment in Ahmedabad, Gujarat for curing my son who is suffering from Thalassemia Major since his birth. As a part of the treatment, now my doctor has advised me to take rest for few months. Therefore I would be unable to carry out my college duties for forthcoming few months. Hence I sincerely request you to kindly grant me medical leave from December 2021 to April 2022. I will join back to my duties after the completion of my treatment.

Hope you consider my request and support me to cure my son from the disease.

Thanking you,

Place : Athani

Date : 01-12-2021

Yours Sincerely,


(A.P. Halageri)

forwarded to
The president, C.B. Committee JES's SKAC
College Athani
Sending this Special Leave Appn.
for your kind consideration.


02/12/2021



Jan-22

कर्मचारी भविष्य निधि संगठन
Employees' Provident Fund Organization

भविष्य निधि भवन, १४, भीकाजी कामा प्लेस, नई दिल्ली - ११००६६
Bhavishya Nidhi Bhawan, 14, Bhikaji Cama Place, New Delhi - 110066

Generated On 21/04/2022 15:30:

Payment Confirmation Receipt

TRRN No :	2422204005075
Challan Status :	Payment Confirmed
Challan Generated On :	12-APR-2022 12:01:55
Establishment ID :	GBHBL0050589000
Establishment Name :	JADHAVJI EDUCATION SOCIETY
Challan Type :	Monthly Contribution Challan
Total Members :	94
Wage Month :	MAR-2022
Total Amount (Rs) :	2,24,796
Account-1 Amount (Rs) :	1,40,883
Account-2 Amount (Rs) :	4,496
Account-10 Amount (Rs) :	74,921
Account-21 Amount (Rs) :	4,496
Account-22 Amount (Rs) :	0
Payment Confirmation Bank :	Canara Bank
CRN :	015120422603530
Payment Date :	12-APR-2022
Payment Confirmation Date :	12-APR-2022
Total PMRPY Benefit :	0





**COMBINED CHALLAN OF A/C NO. 01, 02, 10, 21 & 22 (With
EMPLOYEES' PROVIDENT FUND ORGANISATION)**

TRRN 2422204005075

Establishment Code & Name GBHBL0050589000 JADHAVJI EDUCATION SOCIETY
Address : VIKRAMPUR, ATHANI, ATHANI, BELGAUM, KARNATAKA

Dues for the wage month of March 2022

	EPF	EPS	EDLI
Total Subscribers :	74	74	74
Total Wages :	8,99,203	8,99,203	8,99,203

SL.	PARTICULARS	A/C.01 (Rs.)	A/C.02 (Rs.)	A/C.10 (Rs.)	A/C.21 (Rs.)	A/C.22 (Rs.)	TOTAL
1	Administration Charges	0	4,496	0	0	0	4,496
2	Employer's Share Of	32,981	0	74,921	4,496	0	112,398
3	Employee's Share Of	1,07,902	0	0	0	0	107,902
Grand Total : Two Lakh Twenty-Four Thousand Seven Hundred Ninety-Six Rupees Only							2,24,796

(This is a system generated challan on 12-APR-2022 12:01, the particulars shown in this challan are populated from the Electronic Challan Cum Return (ECR) uploaded by the establishment for the specified month and year.

Note :- The following amounts are being remitted directly by Government of India on account of PMRPY / ABRY.

	PMRPY	ABRY
A) A/C no 1 (Employer share) (Rs.) -	0	0
B) A/C no 10 (Pension fund) (Rs.) -	0	0
C) A/C no 1 (Employee share) (Rs.) -	0	0
D) Total (A + B + C) (Rs.) -	0	0
E) Total remittance by Employer (Rs.) -	2,24,796	
F) Total amount of uploaded ECR (D + E) (	2,24,796	



PRINCIPAL

J. E. Society's, Shri K. A. Lokapur,
Arts, Science & Commerce College,
ATHANI-591304. Dist: Belgaum.
College Code: 4204



कर्मचारी भविष्य निधि संगठन
Employees' Provident Fund Organization
भविष्य निधि भवन, १४, भीकाजी कामा प्लेस, नई दिल्ली - ११००६६
Bhavishya Nidhi Bhawan, 14, Bhikaji Cama Place, New Delhi - 110066

Generated On 07/09/2021 10:38:

Payment Confirmation Receipt

TRRN No :	2422108002775
Challan Status :	Payment Confirmed
Challan Generated On :	07-AUG-2021 12:11:55
Establishment ID :	GBHBL0050589000
Establishment Name :	JADHAVJI EDUCATION SOCIETY
Challan Type :	Monthly Contribution Challan
Total Members :	82
Wage Month :	MAR-2021
Total Amount (Rs) :	1,95,594
Account-1 Amount (Rs) :	1,22,591
Account-2 Amount (Rs) :	3,912
Account-10 Amount (Rs) :	65,179
Account-21 Amount (Rs) :	3,912
Account-22 Amount (Rs) :	0
Payment Confirmation Bank :	State Bank of India
CRN :	002300821638197
Payment Date :	03-SEP-2021
Payment Confirmation Date :	31-AUG-2021
Total PMRPY Benefit :	0





**COMBINED CHALLAN OF A/C NO. 01, 02, 10, 21 & 22 (With
EMPLOYEES' PROVIDENT FUND ORGANISATION)**

TRRN 2422108002775

Establishment Code & Name GBHBL0050589000 JADHAVJI EDUCATION SOCIETY
Address : VIKRAMPUR, ATHANI, ATHANI, BELGAUM, KARNATAKA

Dues for the wage month of March 2021

Total Subscribers :	EPF 72	EPS 72	EDLI 72
Total Wages :	7,82,365	7,82,365	7,82,365

SL.	PARTICULARS	A/C.01 (Rs.)	A/C.02 (Rs.)	A/C.10 (Rs.)	A/C.21 (Rs.)	A/C.22 (Rs.)	TOTAL
1	Administration Charges	0	3,912	0	0	0	3,912
2	Employer's Share Of	28,706	0	65,179	3,912	0	97,797
3	Employee's Share Of	93,885	0	0	0	0	93,885
Grand Total : One Lakh Ninety-Five Thousand Five Hundred Ninety-Four Rupees Only							1,95,594

(This is a system generated challan on 07-AUG-2021 12:11, the particulars shown in this challan are populated from the Electronic Challan Cum Return (ECR) uploaded by the establishment for the specified month and year.

Note :- The following amounts are being remitted directly by Government of India on account of PMRPY / ABRY.

	PMRPY	ABRY
A) A/C no 1 (Employer share) (Rs.) -	0	0
B) A/C no 10 (Pension fund) (Rs.) -	0	0
C) A/C no 1 (Employee share) (Rs.) -	0	0
D) Total (A + B + C) (Rs.) -	0	0
E) Total remittance by Employer (Rs.) -	1,95,594	
F) Total amount of uploaded ECR (D + E) (	1,95,594	



PRINCIPAL

J. E. Society's, Shri K. A. Lokapur,
Arts, Science & Commerce College,
ATHANI-591304. Dist: Belgaum.
College Code: 4204



कर्मचारी भविष्य निधि संगठन
Employees' Provident Fund Organization

भविष्य निधि भवन, १४, भीकाजी कामा प्लेस, नई दिल्ली - ११००६६
Bhavishya Nidhi Bhawan, 14, Bhikaji Cama Place, New Delhi - 110066

Generated On 22/06/2020 10:37:

Payment Confirmation Receipt

TRRN No :	2422005010063
Challan Status :	Payment Confirmed
Challan Generated On :	29-MAY-2020 12:31:47
Establishment ID :	GBHBL0050589000
Establishment Name :	JADHAVJI EDUCATION SOCIETY
Challan Type :	Monthly Contribution Challan
Total Members :	73
Wage Month :	MAR-2020
Total Amount (Rs) :	1,87,542
Account-1 Amount (Rs) :	1,17,548
Account-2 Amount (Rs) :	3,750
Account-10 Amount (Rs) :	62,494
Account-21 Amount (Rs) :	3,750
Account-22 Amount (Rs) :	0
Payment Confirmation Bank :	State Bank of India
CRN :	002220620674067
Payment Date :	22-JUN-2020
Payment Confirmation Date :	22-JUN-2020
Total PMRPY Benefit :	0

PRINCIPAL
J. E. Society's, Shri K. A. Lokapur,
Arts, Science & Commerce College,
ATHANI-591304. Dist: Belgaum.
College Code: 4204





**COMBINE CHALLAN OF A/C NO. 01, 02, 10, 21 & 22 (With
EMPLOYEES' PROVIDENT FUND ORGANISATION)**

TRRN 2422005010063

Establishment Code & Name GBHBL0050589000 JADHAVJI EDUCATION SOCIETY
Address : VIKRAMPUR, ATHANI, ATHANI, BELGAUM, KARNATAKA

Dues for the wage month of March 2020

Total Subscribers :	EPF 70	EPS 70	EDLI 70
Total Wages :	7,50,162	7,50,162	7,50,162

C..	PARTICULARS	A/C.01 (Rs.)	A/C.02 (Rs.)	A/C.10 (Rs.)	A/C.21 (Rs.)	A/C.22 (Rs.)	TOTAL
1	Administration Charges	0	3,750	0	0	0	3,750
2	Employer's Share Of	27,527	0	62,494	3,750	0	93,771
3	Employee's Share Of	90,021	0	0	0	0	90,021
Grand Total : One Lakh Eighty-Seven Thousand Five Hundred Forty-Two Rupees Only							1,87,542

(This is a system generated challan on 29-MAY-2020 12:31, the particulars shown in this challan are populated from the Electronic Challan Cum Return (ECR) uploaded by the establishment for the specified month and year.

Note :- The following amounts are being remitted directly by Government of India on account of PMRPY / PMGKY.

	PMRPY	PMGKY
A) A/C no 1 (Employer share) (Rs.) -	0	0
B) A/C no 10 (Pension fund) (Rs.) -	0	0
C) A/C no 1 (Employee share) (Rs.) -	0	0
D) Total (A + B + C) (Rs.) -	0	0
E) Total remittance by Employer (Rs.) -	1,87,542	
F) Total amount of uploaded ECR (D + E) (	1,87,542	



PRINCIPAL
J. E. Society's, Shri K. A. Lokapur,
Arts, Science & Commerce College,
ATHANI-591304. Dist: Belgaum.
College Code: 4204



कर्मचारी भविष्य निधि संगठन
Employees' Provident Fund Organization

भविष्य निधि भवन, १४, भीकाजी कामा प्लेस, नई दिल्ली - ११००६६
Bhavishya Nidhi Bhawan, 14, Bhikaji Cama Place, New Delhi - 110066

Generated On : 18/04/2019 17:50:16

Payment Confirmation Receipt

TRRN No :	2421904007021
Challan Status :	Payment Confirmed
Challan Generated On :	17-APR-2019 11:25:34
Establishment ID :	GBHBL0050589000
Establishment Name :	JADHAVJI EDUCATION SOCIETY
Challan Type :	Monthly Contribution Challan
Total Members :	66
Wage Month :	MAR-2019
Total Amount (Rs) :	1,65,760
Account-1 Amount (Rs) :	1,03,890
Account-2 Amount (Rs) :	3,315
Account-10 Amount (Rs) :	55,240
Account-21 Amount (Rs) :	3,315
Account-22 Amount (Rs) :	0
Payment Confirmation Bank :	State Bank of India
CRN :	002180419888502
Payment Date :	18-APR-2019 17:45:27
Payment Confirmation Date :	18-APR-2019 17:49:49



EMPLOYEE'S PROVIDENT FUND ORGANISATION

ELECTRONIC CHALLAN CUM RETURN (ACKNOWLEDGEMENT SLIP)

Your ECR for the month of **MAR-2019** for Establishment **GBHBL0050589000**
challan with Temporary Return Reference Number (TRRN) **2421904007021**
17-APR-2019 11:26

has been successfully uploaded and
has been generated on

Please make Online payment against this challan. Online payment has been made mandatory vide notification dated 5th May 2015.

The provision regarding due date for remittance as per the scheme remains unchanged.

(This is a computer generated report and not requires to be signed)



COMBINED CHALLAN OF A/C NO. 01, 02, 10, 21 & 22 (With ECR)
EMPLOYEES' PROVIDENT FUND ORGANISATION

TRRN: 2421904007021

Establishment Code & Name : GBHBL0050589000 JADHAVJI EDUCATION SOCIETY
 Address : VIKRAMPUR, ATHANI, ATHANI, BELGAUM, KARNATAKA

Dues for the wage month of : March 2019

	EPF	EPS	EDLI
Total Subscribers :	66	66	66
Total Wages :	6,63,030	6,63,030	6,63,030

SL.	PARTICULARS	A/C.01 (Rs.)	A/C.02 (Rs.)	A/C.10 (Rs.)	A/C.21 (Rs.)	A/C.22 (Rs.)	TOTAL
1	Administration Charges	0	3,315	0	0	0	3,315
2	Employer's Share Of Contribution	24,325	0	55,240	3,315	0	82,880
3	Employee's Share Of Contribution	79,565	0	0	0	0	79,565
Grand Total : One Lakh Sixty-Five Thousand Seven Hundred Sixty Rupees Only							1,65,760

(Only for offline payment in case permitted by EPFO)

FOR BANKS USE ONLY

Amount Received Rs. -----
 Date of presentation of Cheque/DD -----
 Date of Realisation of Cheque/DD -----
 SBI Branch Name -----
 SBI Branch Code -----

FOR ESTABLISHMENT USE ONLY (To be manually filled by Employer)

Cheque/DD No. ----- Date: -----
 Cheque/DD drawn bank &
 Name of the Depositor -----
 Date of Deposit ----- Mobile No. -----
 Signature of the -----

(This is a system generated challan on 17-APR-2019 11:25, the particulars shown in this challan are populated from the Electronic Challan Cum Return (ECR) uploaded by the establishment for the specified month and year.

Note :- The following amounts are being remitted directly by Government of India on account of PMRPY and PMPRPY-

A) A/C no 1 (Employer share) (Rs.) -	0
B) A/C no 10 (Pension fund) (Rs.) -	0
C) Total (A + B) (Rs.) -	0
D) Total remittance by Employer (Rs.) -	1,65,760
E) Total amount of uploaded ECR (C + D) (Rs.) -	1,65,760


PRINCIPAL
 J. E. Society's, Shri K. A. Lokapur,
 Arts, Science & Commerce College,
 ATHANI-591304. Dist: Belgaum.
 College Code: 4204

Home (/epfo/home?_HDIV_STATE_=21-41-46D1982EF5AEB1389AFF3BD5E76CD0A2)

/ ECR Home Page (/epfo/ecr/ecrEstHomePage?_HDIV_STATE_=21-40-46D1982EF5AEB1389AFF3BD5E76CD0A2) / Challan Payment Response



Transaction Successful

Payment Details:

Bank	State Bank of India
TRRN	2421804004293
CRN	002160418627646
Paid Amount (₹)	167333
Payment Status	Transaction Successful
Click here Home (/epfo/home?_HDIV_STATE_=21-42-46D1982EF5AEB1389AFF3BD5E76CD0A2) to go to home page.	

Designed, Developed and Hosted by: Employees' Provident Fund Organisation, India

Last Updated Tue 10, Apr 2018 (PV 1.2.41)



COMBINED CHALLAN OF A/C NO. 01, 02, 10, 21 & 22 (With ECR)
EMPLOYEES' PROVIDENT FUND ORGANISATION

TRRN: 2421804004293

Establishment Code & Name : GBHBL0050589000 JADHAVJI EDUCATION SOCIETY
 Address : VIKRAMPUR, ATHANI, ATHANI, BELGAUM, KARNATAKA

Dues for the wage month of : March 2018

	EPF	EPS	EDLI
Total Subscribers :	69	69	69
Total Wages :	6,65,340	6,65,340	6,65,340

SL.	PARTICULARS	A/C.01 (Rs.)	A/C.02 (Rs.)	A/C.10 (Rs.)	A/C.21 (Rs.)	A/C.22 (Rs.)	TOTAL
1	Administration Charges	0	4,320	0	0	0	4,320
2	Employer's Share Of Contribution	24,415	0	55,426	3,331	0	83,172
3	Employee's Share Of Contribution	79,841	0	0	0	0	79,841
Grand Total : One Lakh Sixty-Seven Thousand Three Hundred Thirty-Three Rupees Only							1,67,333

(Only for offline payment in case permitted by EPFO)

FOR BANKS USE ONLY

Amount Received Rs. _____
 Date of presentation of Cheque/DD _____
 Date of Realisation of Cheque/DD _____
 SBI Branch Name _____
 SBI Branch Code _____

FOR ESTABLISHMENT USE ONLY (To be manually filled by Employer)

Cheque/DD No. _____ Date: _____
 Cheque/DD drawn bank &
 Name of the Depositer _____
 Date of Deposit _____ Mobile No. _____
 Signature of the _____

(This is a system generated challan on 12-APR-2018 13:56, the particulars shown in this challan are populated from the Electronic Challan Cum Return (ECR) uploaded by the establishment for the specified month and year.

Note :- The following amounts are being remitted directly by Government of India on account of PMRPY and PMRPY-

A) A/C no 1 (Employer share) (Rs.) -	0
B) A/C no 10 (Pension fund) (Rs.) -	0
C) Total (A + B) (Rs.) -	0
D) Total remittance by Employer (Rs.) -	1,67,333
E) Total amount of uploaded ECR (C + D) (Rs.) -	1,67,333


PRINCIPAL
 J. E. Society's, Shri K. A. Lokapur,
 Arts, Science & Commerce College,
 ATHANI-591304. Dist: Belgaum.
 College Code: 4204

EMPLOYEE'S PROVIDENT FUND ORGANISATION

ELECTRONIC CHALLAN CUM RETURN

(ACKNOWLEDGEMENT SLIP)

Your ECR for the month of **MAR-2017** for Establishment **GBHBL0050589000** has been successfully uploaded and
challan with Temporary Return Reference Number (TRRN) **2421706008688** has been generated on

23-JUN-2017 16:15

Please make Online payment against this challan. Online payment has been made mandatory vide notification dated 5th May 2015.

The provision regarding due date for remittance as per the scheme remains unchanged.

(This is a computer generated report and not requires to be signed)

Your request has been completed successfully.

Transaction with reference number 881394409213324 is in Accepted state.

Internal Transfer - Confirm

27-06-2017 10:32:33 GMT +0530

Debit Account: 05363070000253

Transaction Amount*: 1,81,134.00 INR

Service Charge Amount*: 0.00 INR

Total Debit Amount*: 1,81,134.00 INR

Transaction Date* 27-06-2017

Narrative: March 2017

Merchant Details

Client Code CLIENTCODE

Merchant Reference No. JSYD5456986048



COMBINED CHALLAN OF A/C NO. 01, 02, 10, 21 & 22 (With ECR)
EMPLOYEES' PROVIDENT FUND ORGANISATION

TRRN: 2421705005287

Establishment Code & Name : GBHBL0050589000 JADHAVJI EDUCATION SOCIETY
 Address : VIKRAMPUR, ATHANI, ATHANI, BELGAUM, KARNATAKA

Dues for the wage month of : March 2017

	EPF	EPS	EDLI
Total Subscribers :	72	72	72
Total Wages :	7,14,000	6,99,800	6,99,800

SL.	PARTICULARS	A/C.01 (Rs.)	A/C.02 (Rs.)	A/C.10 (Rs.)	A/C.21 (Rs.)	A/C.22 (Rs.)	TOTAL
1	Administration Charges	0	6,069	0	0	200	6,269
2	Employer's Share Of Contribution	27,383	0	58,297	3,505	0	89,185
3	Employee's Share Of Contribution	85,680	0	0	0	0	85,680
Grand Total : One Lakh Eighty-One Thousand One Hundred Thirty-Four Rupees Only							1,81,134

(Only for offline payment in case permitted by EPFO)

FOR BANKS USE ONLY

Amount Received Rs. _____
 Date of presentation of Cheque/DD _____
 Date of Realisation of Cheque/DD _____
 SBI Branch Name _____
 SBI Branch Code _____

FOR ESTABLISHMENT USE ONLY (To be manually filled by Employer)

Cheque/DD No. _____ Date: _____
 Cheque/DD drawn bank & _____
 Name of the Depositer _____
 Date of Deposit _____ Mobile No. _____
 Signature of the _____

(This is a system generated challan on 16-MAY-2017 16:17, the particulars shown in this challan are populated from the Electronic Challan Cum Return (ECR) uploaded by the establishment for the specified month and year.

Note :- The following amounts are being remitted directly by Government of India on account of PMRPY and PMPRPY-

A) A/C no 1 (Employer share) (Rs.) -	0
B) A/C no 10 (Pension fund) (Rs.) -	0
C) Total (A + B) (Rs.) -	0
D) Total remittance by Employer (Rs.) -	1,81,134
E) Total amount of uploaded ECR (C + D) (Rs.) -	1,81,134

PRINCIPAL
 J. E. Society's, Shri K. A. Lokapur,
 Arts, Science & Commerce College,
 ATHANI-591304. Dist: Belgaum.
 College Code: 4204



**JADHAVAJI EDUCATION SOCIETY'S
SHRI KRISHNARAO ANNARAO LOKAPUR
ARTS, SCIENCE AND COMMERCE COLLEGE, ATHANI-591304
BELGAUM DIST. (KARNATAKA STATE)**

ACCREDITED WITH "B" GRADE BY NAAC

Ref. No: J.E.S.S.K.A.L.A/S/C/ 2020-21

Date: 16-09-2020

From,
The Convener,
Research cell,
Shri K.A.Lokapur College Athani.

To,
The Principal,
Shri K.A.Lokapur College Athani.

Subject: Permission to attend the Seminar /Workshop/ Conference /Online Refresher courses

Respected Sir,

With the reference to the above cited subject, I request you to permit the concern staff to attend the Seminar /Workshop/ Conference /Online Refresher courses during the academic year 2020-21 to enhance their knowledge, skill and academic growth.

With regards

Convener

Research cell

Permission Granted.

PRINCIPAL

J. E. Society's, Shri K. A. Lokapur,
Arts, Science & Commerce College,
ATHANI-591304. Dist: Belgaum.
College Code: 4204



Jadhavaji Education Society's

SHRI KRISHNARAO ANNARAO LOKAPUR
ARTS, SCIENCE AND COMMERCE COLLEGE, ATHANI-591304

ACCREDITED AT "B" LEVEL BY NAAC

Anti Ragging , Anti Sexual Harassment and Grievance and Redressal Cell

Anti Ragging and Anti Sexual Harassment Policy

As per the order of Supreme Court of India and subsequent notification from the University Grants Commission, Anti Ragging Cell established by Shri Krishnarao Annarao Lokapur Arts, Science And Commerce College, Athani, to provide a healthy environment to the staff and students of the College.

The Policy States that :

The anti ragging and anti sexual harassment cell of the college is committed in providing a safe and healthy environment in the campus to work and study, free from discrimination on any ground and from any kind of ragging and sexual harassment. The cell of the college will operate a zero tolerance policy for any form of ragging and sexual harassment in the campus, treat all incidents seriously and promptly investigate all allegations of regarding same if witnessed. All complaints of ragging and sexual harassment will be taken seriously and treated with respect and in confidence.

Co-Ordinator

I. C. A. C.

J.E.S's, Shri K. A. Lokapur,
Arts, Science & Comm. College,
Athani-591304. Dist: Belgaum.

PRINCIPAL

J. E. Society's, Shri K. A. Lokapur,
Arts, Science & Commerce College,
ATHANI-591304. Dist: Belgaum.
College Code: 4204

Objectives of the policy

- To work out details for the implementation of the policy.
- To develop principles and procedures for combating sexual harassment.
- To keep a vigil and stop the incidences of Ragging and Sexual Harassment., if any, happening / reported in the places of student aggregation including classroom, canteens, buses, and in Campus.
- To educate the students at large by adopting various means about the menace of Ragging and related Punishment there to.
- To organize gender sensitization awareness programmes.
- To deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment.
- To ensure positive and threat free environment for students to mould their personality..

Responsibilities of Cell

Following are the responsibilities taken up by the cell in achieving gender equality, removal of ragging and sexual harassment;

- Organize programmes on sexual harassment and gender based discrimination for the benefit of students and faculty members of the college.
- Fulfill the guidelines issued by UGC to create an academic and work environment free of ragging and sexual harassment.
- Accept the complaints if any from the members of the college alleging sexual harassment and redress.
- Take necessary action on any act of sexual harassment or gender-based discrimination on the campus if witnessed.
- Carry out formal enquiry and inspect and take decisions upon each complaint and recommend appropriate punishment or action to be taken by the appropriate authority.

Make sure that all information concerned either to complaints registered

Co-Ordinator

I. Q. A. and
Shri K. A. Lokapur,
i. & Comm. College,
1304. Dist. Belgaum

PRINCIPAL

J.E. Society's Shri K. A. Lokapur,
Arts, Science & Commerce College,
ATHANI-591304. Dist. Belgaum.
College Code: 4204

Grievance und Redressal Cell

It is good to grievance rather than to keep it better up protection of human rights is essential for all round development of an individual's personality. To realize the primary needs of the students and staff redressal cell has been constituted. The cell is indicated to find solution, for the problem like physical or mental harassment, complaints regarding class room teaching, classroom management, completion of syllabus, teaching method, college campus cleanliness, drinking water facility etc' if and when they arise. The grievance and redressal cell convenes meeting periodically and takes steps to redress the grievance.

Objectives of Grievance and Redressal Cell

- To develop an organizational framework to resolve Grievances of students stake and other holders.
- To enlighten the students about their duties and responsibilities to access benefits due under the policies..
- To establish structured interactions with students to elicit information on their expectation.
- To identity systemic flow in the design and administration of various general insurance products and to seek solutions thereon.
- To maintain a monitoring mechanism to oversee the functioning of grievances and Redressal policy.
- To ensure qualitative and as well as quantitative development of the institution through the cell.
- To make the institution student friendly.


Co-Ordinator
I. Q. A. C.

J.E.S's, Shri K. A. Lokapur,
Arts, Sci. & Comm. College,
Athani-591304. Dist: Belagavi.


PRINCIPAL

J.E. Society's, Shri K. A. Lokapur,
Arts, Science & Commerce College,
ATHANI-591304. Dist: Belgaum.
College Code: 4204

Responsibilities of Redressal Cell

- The College expects that Grievance and Redressal be time bound and result oriented.
- Every Grievance is expected to be resolved within a maximum period of 10 days.
- The Grievance and Redressal Cell of College shall furnish report on Grievance and Redressal to the Principal.



Co-Ordinator

I. Q. A. C.

J.E.S's, Shri K. A. Lokapur,
Arts, Sci. & Comm. College,
Athani-591304. Dist: Belagavi.



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JADHAVAJI EDUCATION SOCIETY'S
SHRI KRISHNARAO ANNARAO LOKAPUR
ARTS, SCIENCE AND COMMERCE COLLEGE, ATHANI-591304
BELGAUM DIST. (KARNATAKA STATE)

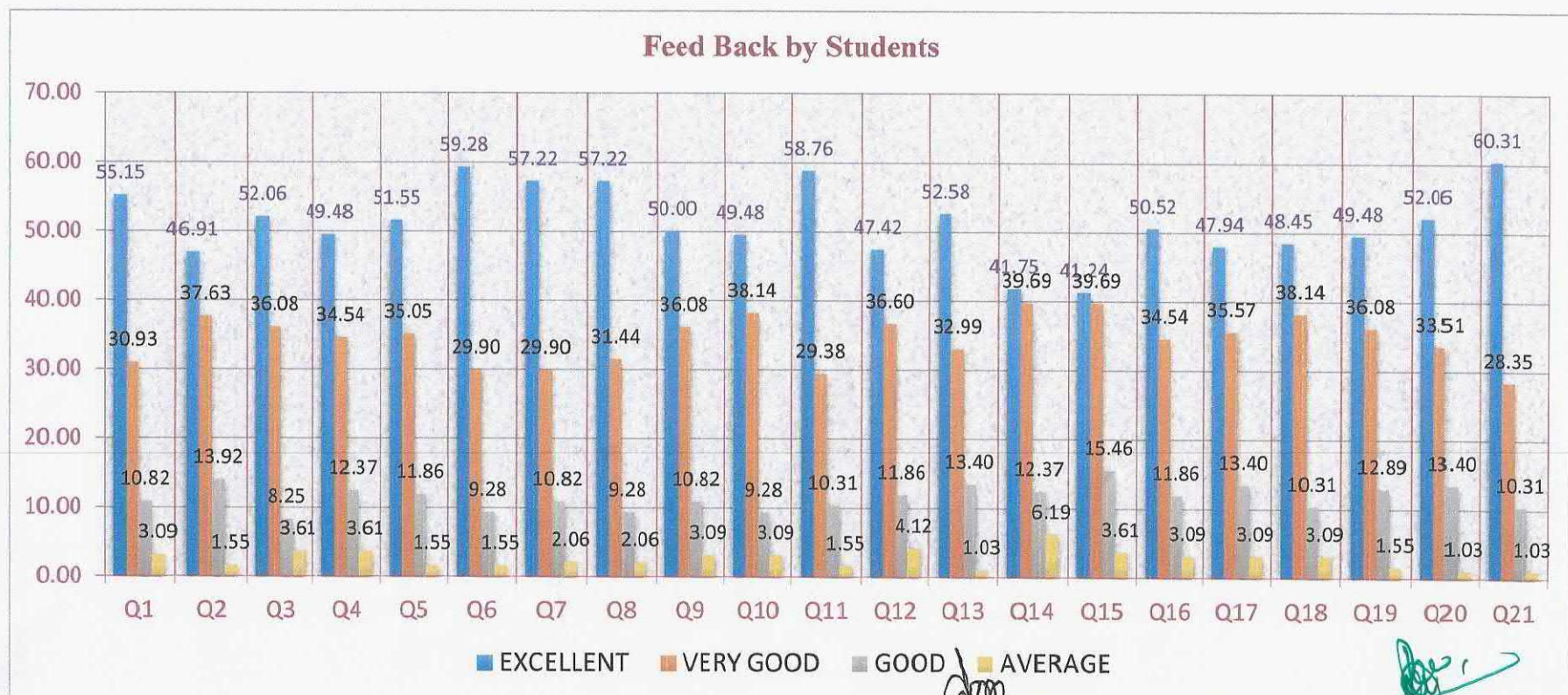
ACCREDITED WITH "B" GRADE BY NAAC

Feedback Analysis for the Year 2021-22

Feedback on the academic performance and ambience of the institution from the students for the academic year 2021-22 were asked on the following segments;

- How the teacher able to solve your queries/doubts/questions etc.?
- The teacher avails professional approach
- The teacher and mentoring process in your institution facilitates you in cognitive, social and emotional growth
- The teacher possesses art of teaching techniques
- The teacher caters to students learning
- Text Book, Reference Book and their recent editions are adequately available in the library
- In the library borrowing process for books and journals are completed within a stipulated time
- Adequate help and guidance are provided by library staff whenever needed
- Are the Laboratories of the college well equipped and student oriented?
- Is the college having Wi-Fi and net facilities with CCTV Surveillance?
- Potable water availability
- Washroom cleanliness and maintenance
- Cleanliness and maintenance of college premises
- Canteen facilities

- Fulfilling the duties and responsibilities of complaint redressal committees in the college
- Fulfilling the duties and responsibilities of discipline committee of college
- Amenities and financial assistance provided for sports at the college
- Support and assistance of the college office staff
- Institution is able to promote fair competitive learning atmosphere
- Co-curricular activities of college you learnt
- How the institution involves in celebrating national festivals and commemorative days by providing social awareness and national integrity?



Co-Ordinator

I. Q. A. C.

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Athani-591304, Dist: Belagavi.

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**JADHAVAJI EDUCATION SOCIETY'S
SHRI KRISHNARAO ANNARAO LOKAPUR
ARTS, SCIENCE AND COMMERCE COLLEGE, ATHANI-591304
BELGAUM DIST. (KARNATAKA STATE)**

ACCREDITED WITH "B" GRADE BY NAAC

Feedback Analysis and Action Taken Report

Year 2020-21

The students of the 2020-21 academic year of the undergraduate and post-graduate programmes were asked for their feedback on the following segments;

- Knowledge base of the teacher (as perceived by you)
- Communication skills (in terms of articulation and comprehensibility)
- Sincerity / Commitment of the teachers
- Interest generated by the teacher
- Ability to integrate course material with environment/other issues to provide a broader perspective
- Ability to integrate content with other courses
- Accessibility of the teacher in and out of the class (include availability teacher to motive further study and discussion outside class)
- Ability to design Quizzes/Tests/Assignments/Examinations and Projects to evaluate students understanding of the course
- Provision of sufficient time to feedback
- Overall rating

The parameters for feedback of each of the components were graded as-

- Very Good
- Good
- Satisfactory
- Unsatisfactory

Sl. No.	Department	Feedback analysis and action taken report
1	History	Analysis shows that 46.40% students feel that teachers were very good, 32.80% expressed good, 20% expressed satisfied and 0.80% were unsatisfied.
2	Hindi	Around 39.33% respondents expressed very good, 38.33% responded good, 22 % expressed satisfied and 0.34% were unsatisfied.
3	Economics	The analysis shows that the 35.65% of students responded very good, majority of the respondents are 37.83% had chosen good, more than 22.17% students chose satisfactory and 4.35% rated unsatisfactory.
4	Kannada	It is interpreted from the analysis that the 50% of students from the Kannada responded to very good, the respondents for good is 32%, further 13.67% students responded to satisfactory and 4.33% rated unsatisfactory
5	Political Science	It was found that 45.20% students considering it to be very good, 38.40% considering it to be good, 16% students preferred satisfactory. And remaining 0.40% of students rated unsatisfactory
6	English	42.75% of Students are agreed and responded to very good, then 41% students responded to good, 16% for satisfactory and 0.25% chose unsatisfactory.
7	Sociology	The analysis shows that the 37% of students responded very good, majority of the respondents are 43% had chosen good, more than 20% students chose satisfactory.
8	Commerce	It is interpreted from the analysis that the 59.19% of students from the commerce responded to very good, the respondents for good is 33.74%, further 7.07% students responded to satisfactory.
9	Management	The analysis exhibits that majority of the students feel 54.44% as very good, 32.22% as good and 13.34% as satisfactory.

10	Physics	Around 40% students chose very good,41.50% as good and 18.50 as satisfactory.
11	Chemistry	The students of the department responded 43% as very good, 40.75% as good and 16.25% as satisfactory.
12	Mathematics	It was found that 43% students considering it to be very good,40.50% considering it to be good,14% students preferred satisfactory. and 2.50% chose unsatisfactory
13	Zoology	It is interpreted from the analysis that the 44.67%of students from the Zoology responded to very good, the respondents for good is 39%, 16.33% students responded to satisfactory.
14	Botany	It was observed that through analysis 45.67%of students from the Botany responded to very good, the respondents for good is 38.67%, 15.67% students responded to satisfactory.
15	Computer Science	This analysis shows that around 43% of students expressed very good, 40% responded good and remaining 17% students responded as satisfactory.
16	English (PG)	The analysis exhibits that the 50% of students from MA English expressed very good ,28.33% students responded as good,13.33% of students felt satisfactory and remaining graded as 8.34% unsatisfactory.
17	Commerce (PG)	It is interpreted from the analysis that the 40%of students from the M.COM responded to very good, the respondents for good is 32.50%, 22.50% students responded to satisfactory and remaining students responded 5% as unsatisfactory.


Co-Ordinator
 I. Q. A. C.

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 Athani-591304. Dist: Belagavi.

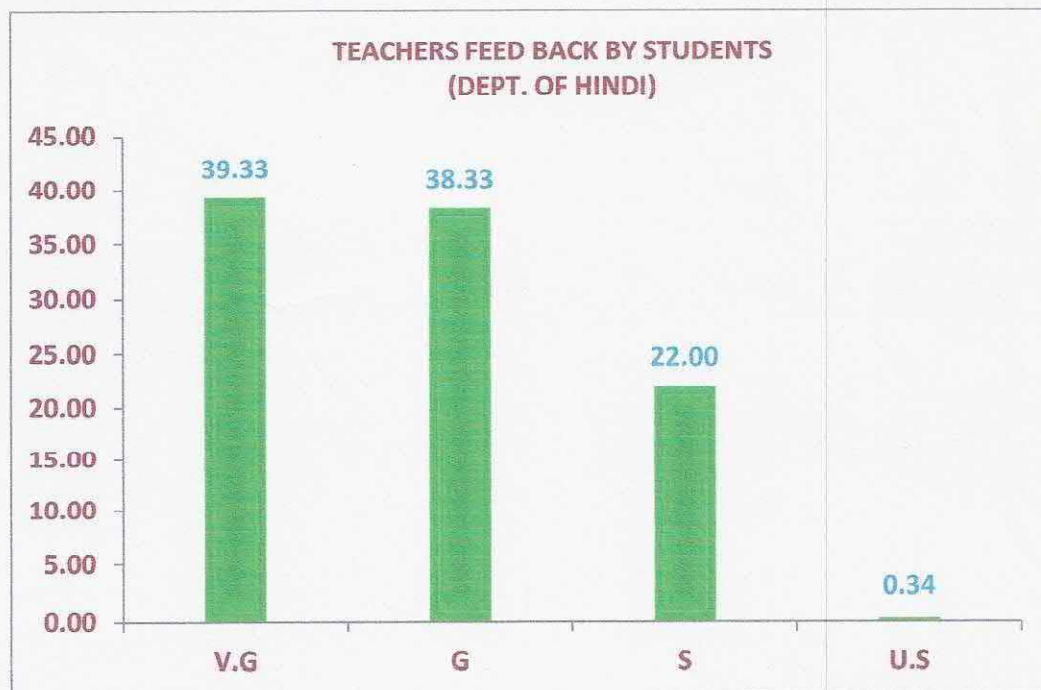
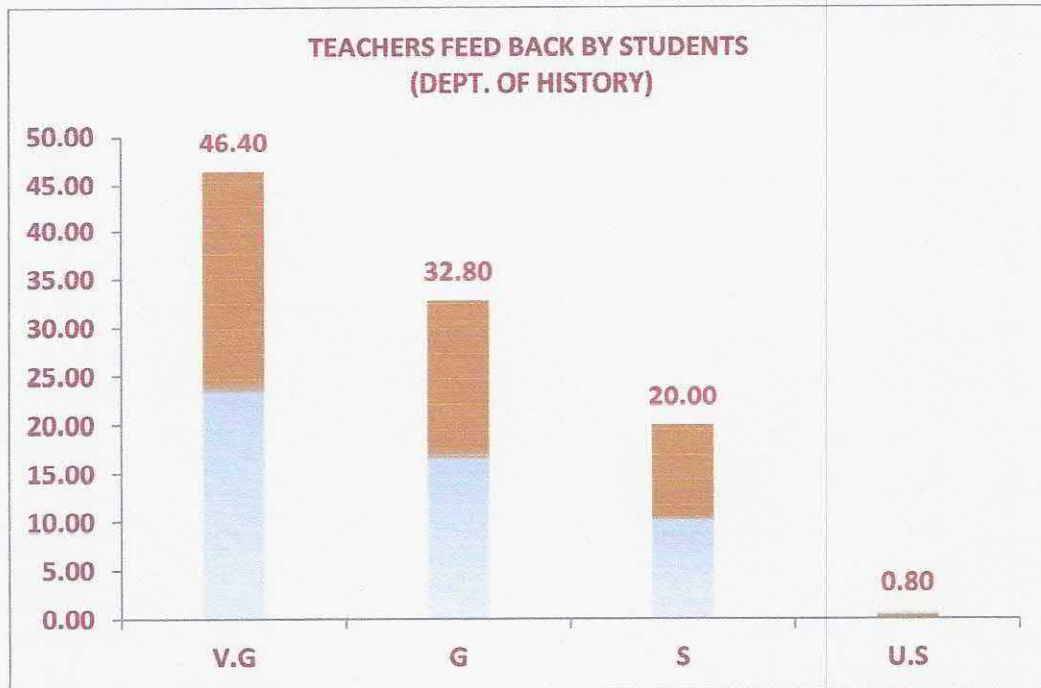

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 College Code: 4204

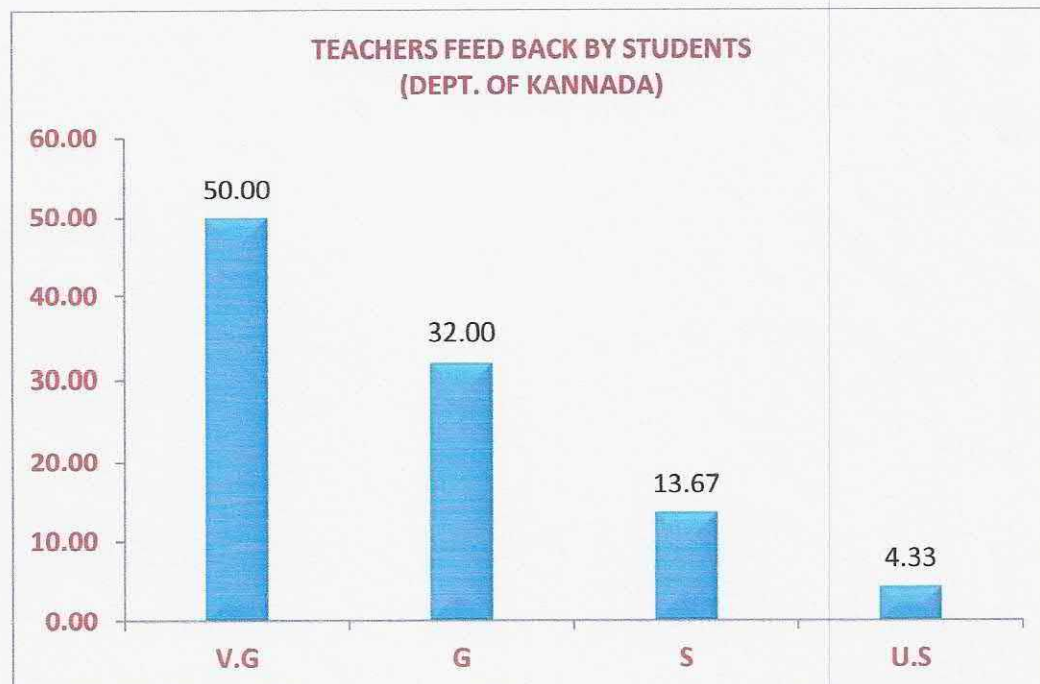
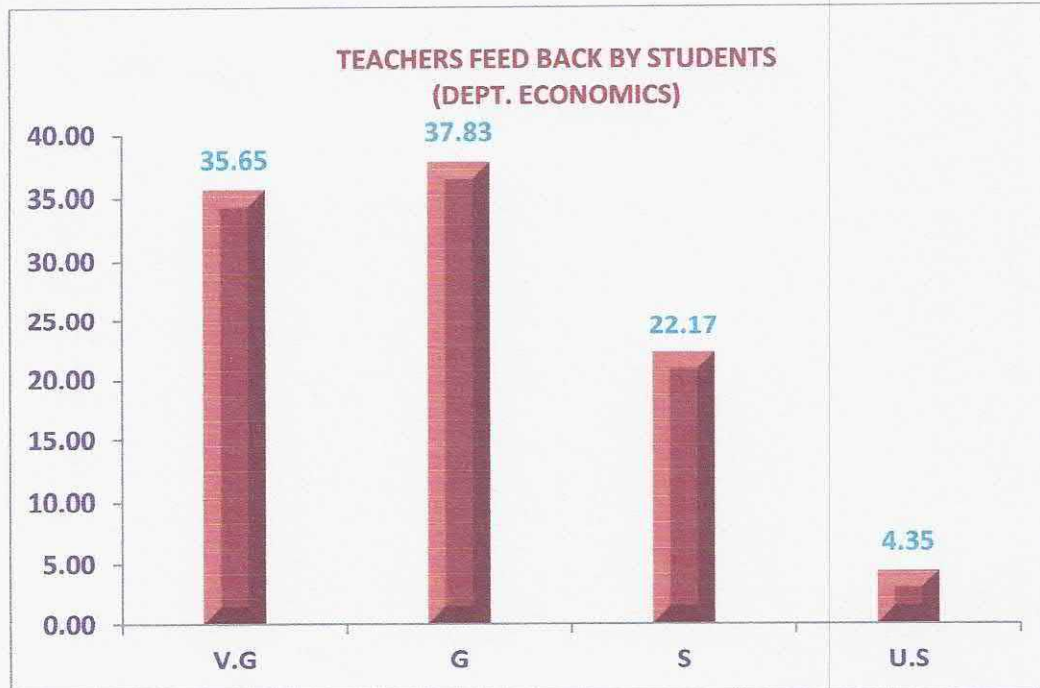


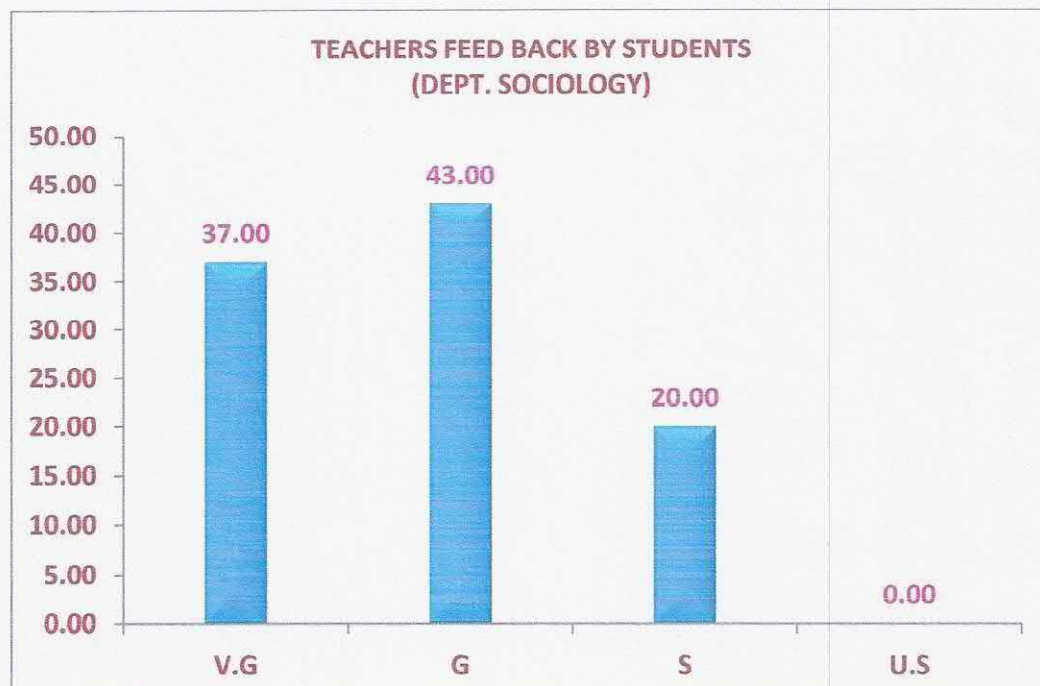
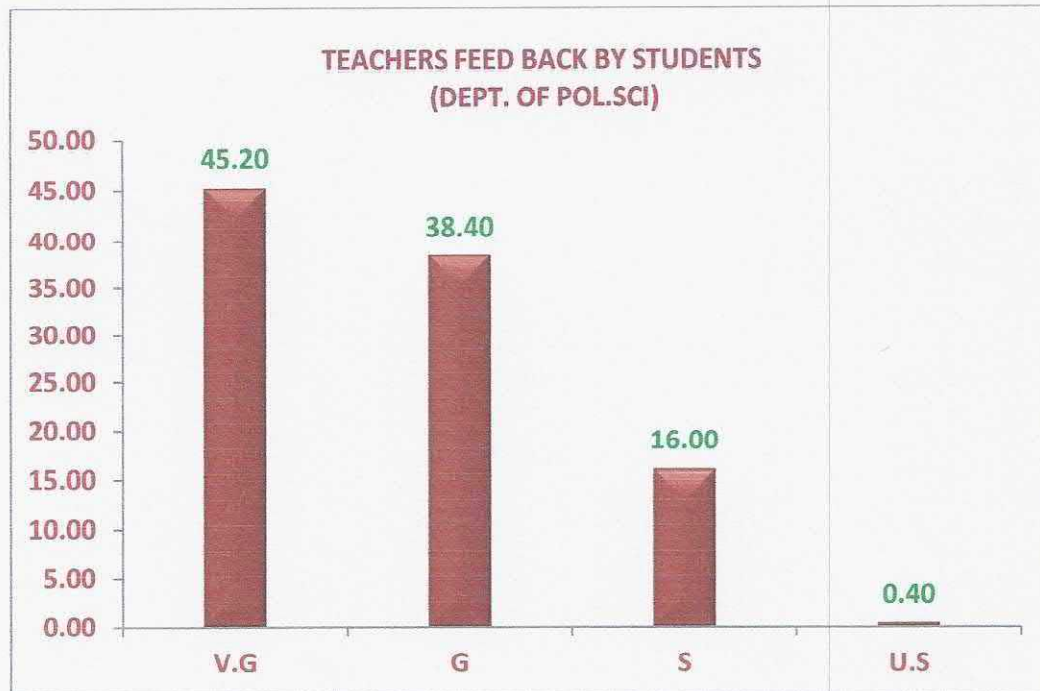
JADHAVAJI EDUCATION SOCIETY'S
SHRI KRISHNARAO ANNARAO LOKAPUR
ARTS, SCIENCE AND COMMERCE COLLEGE, ATHANI-591304
BELGAUM DIST. (KARNATAKA STATE)

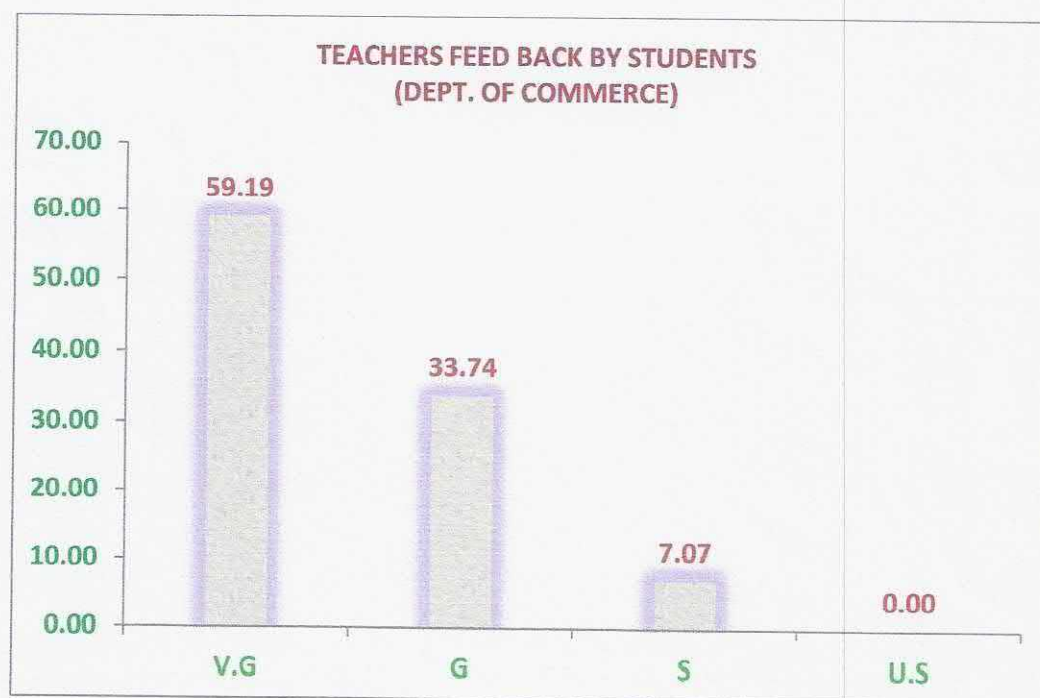
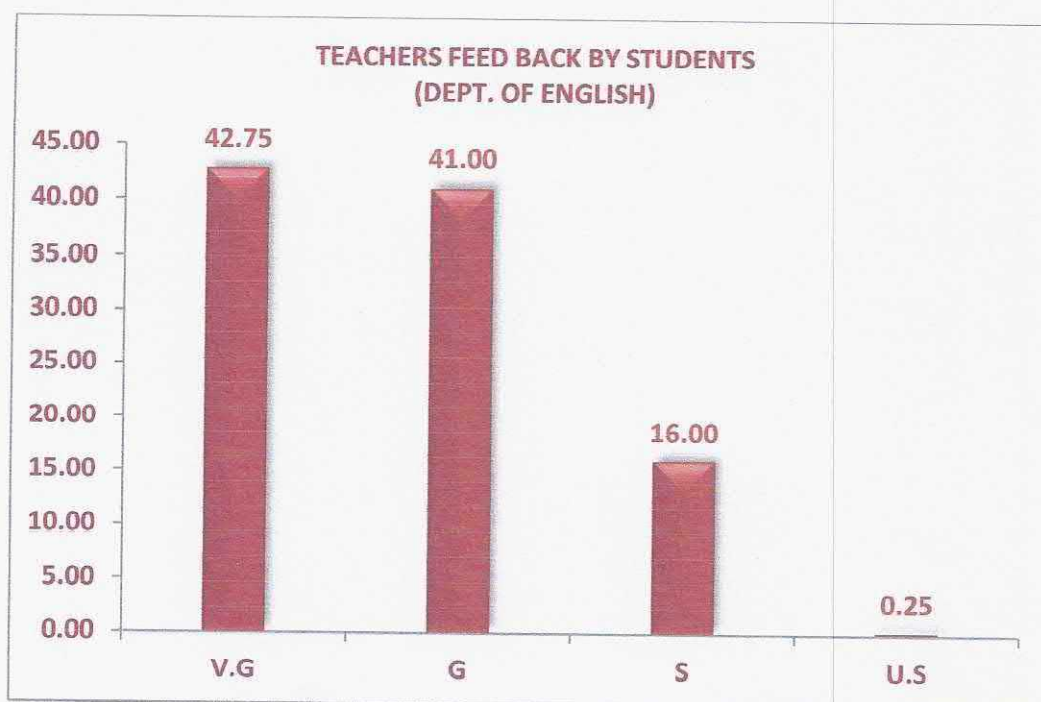
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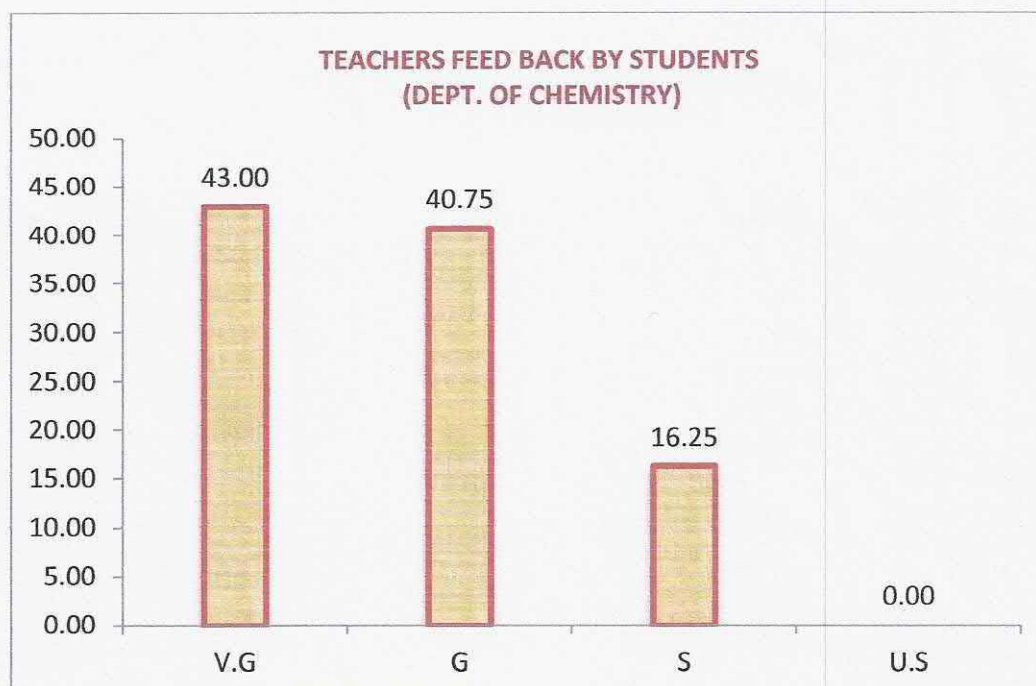
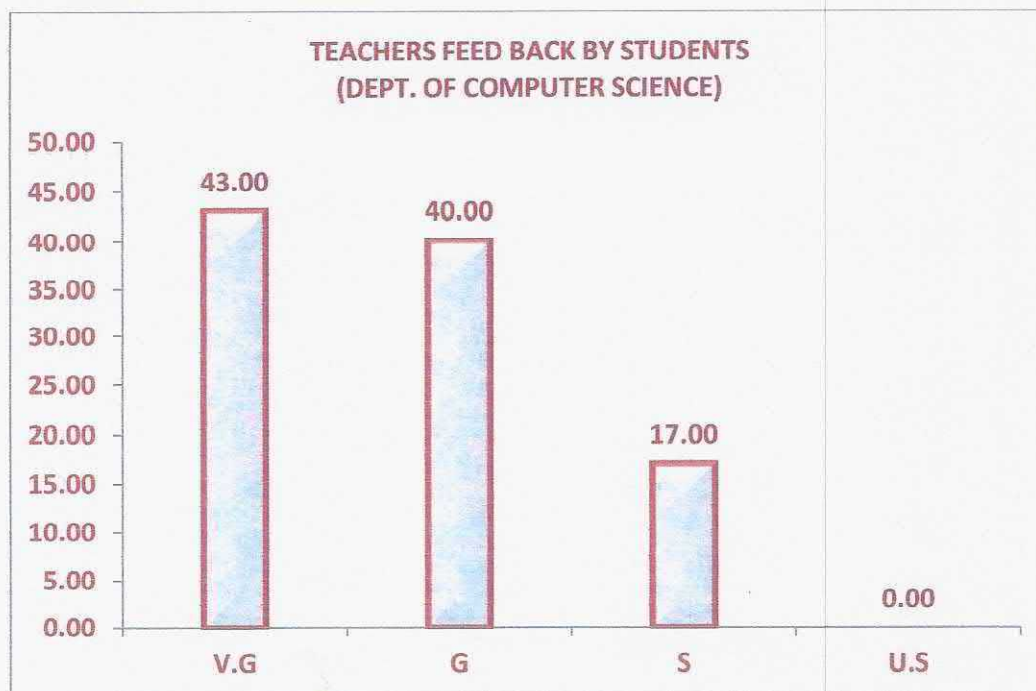
Teachers Feedback for the Year 2020-21

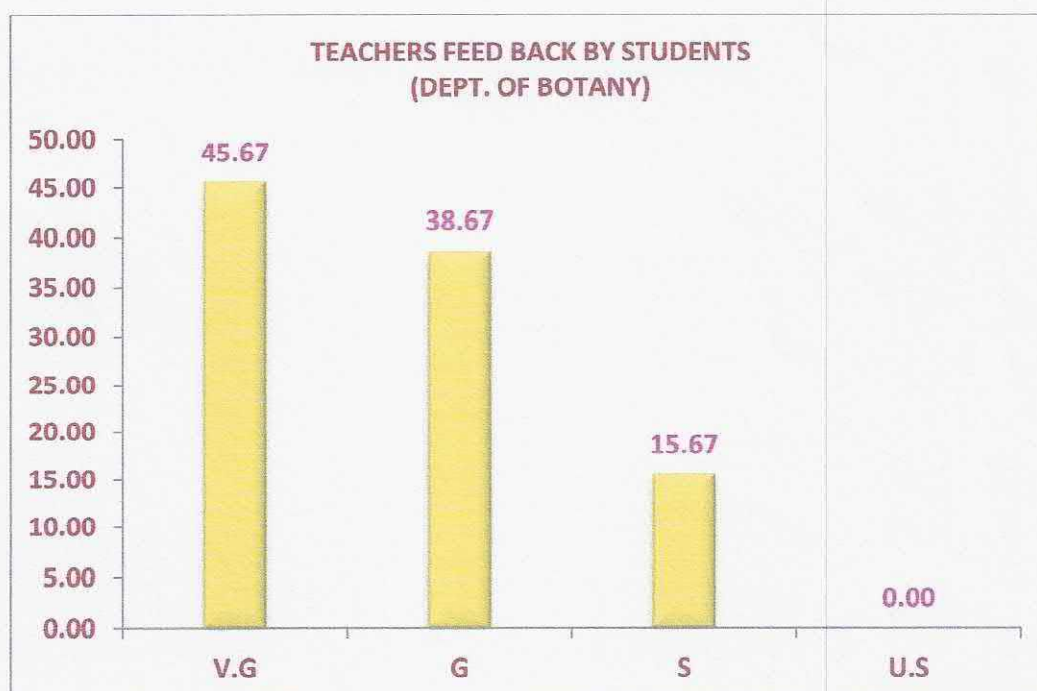
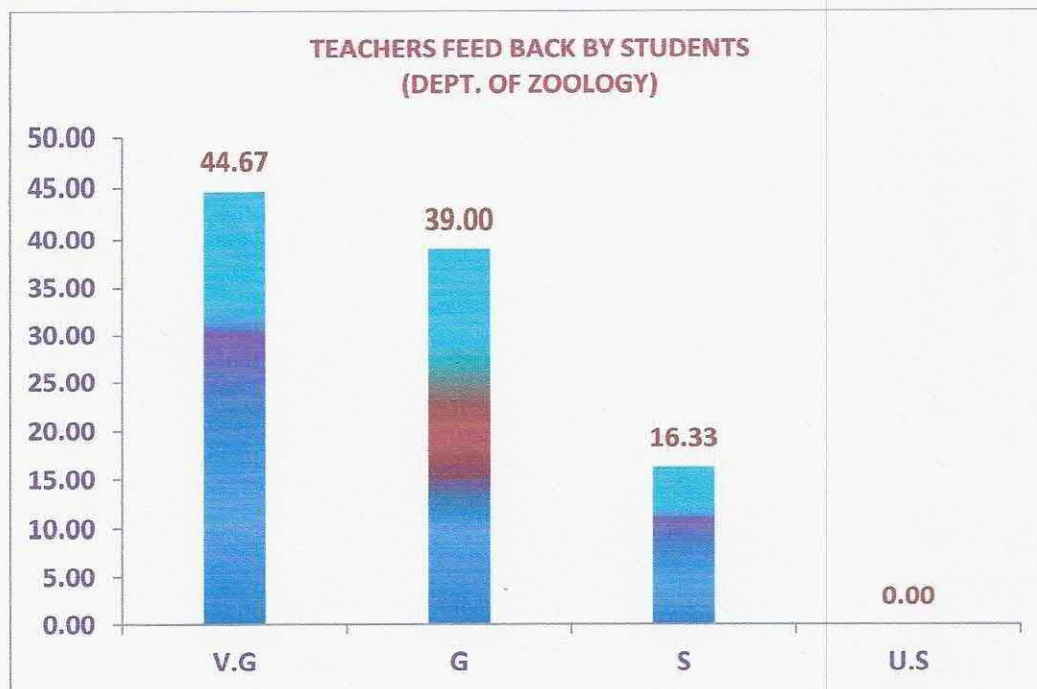


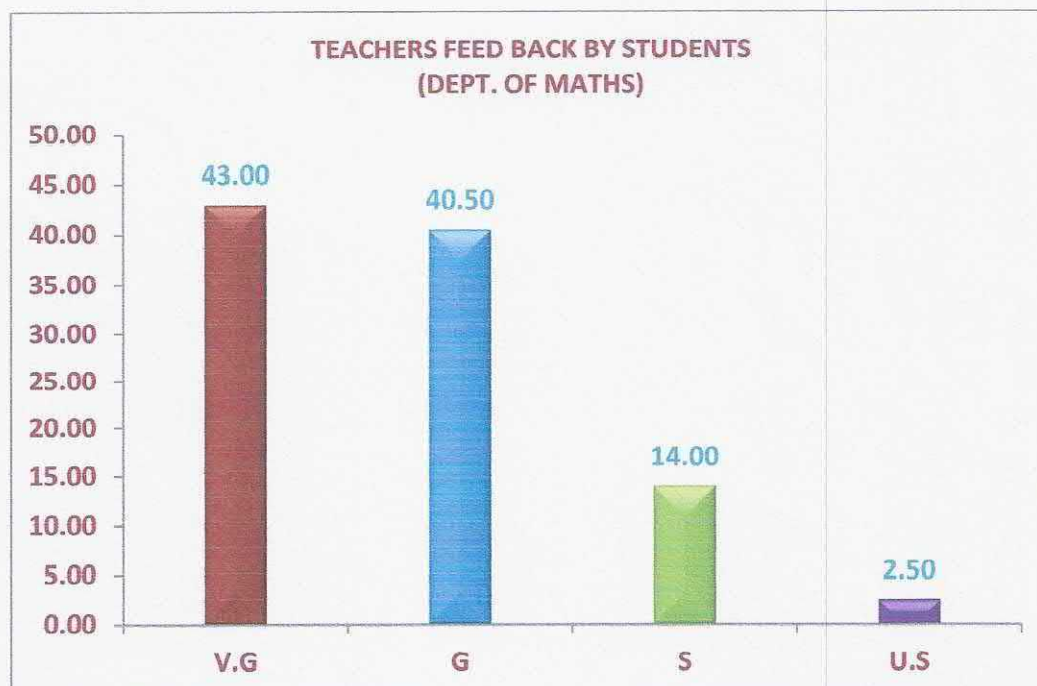
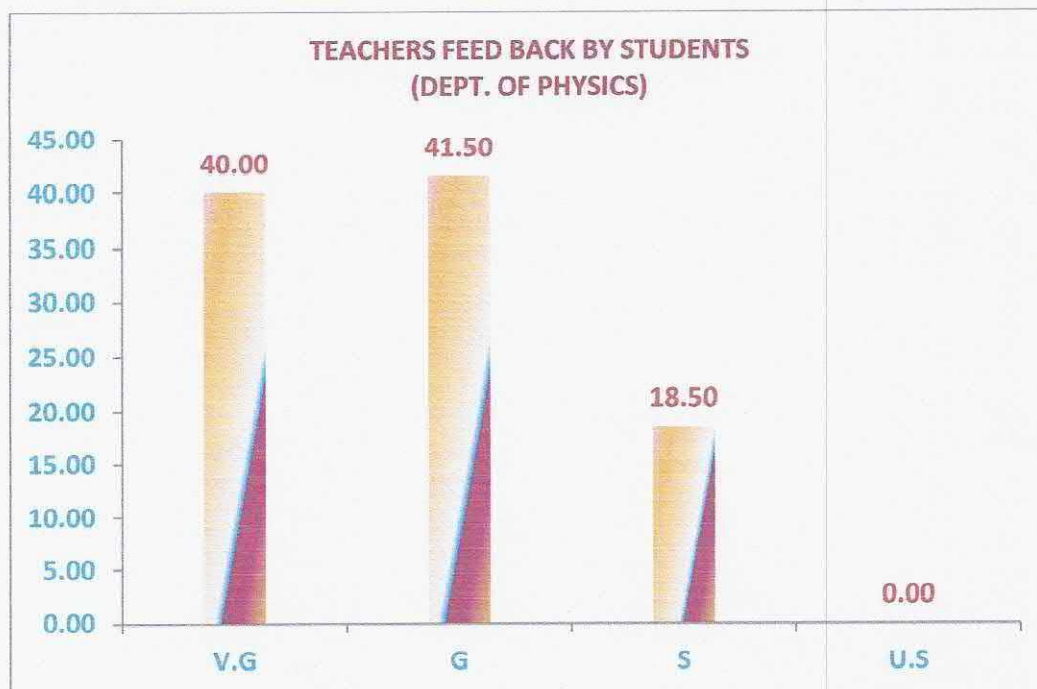


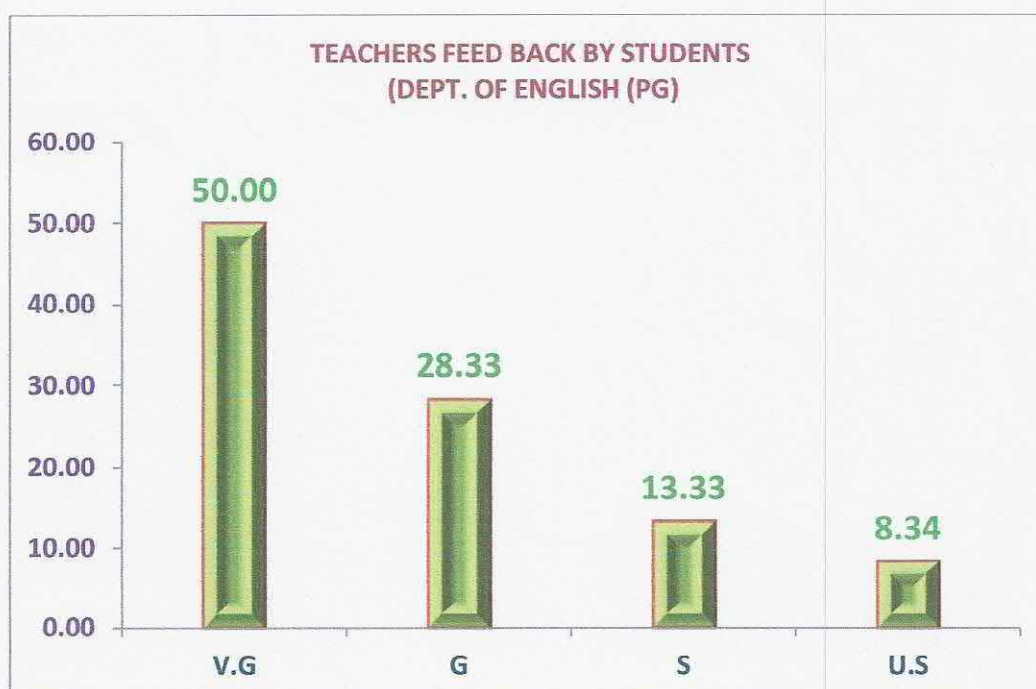
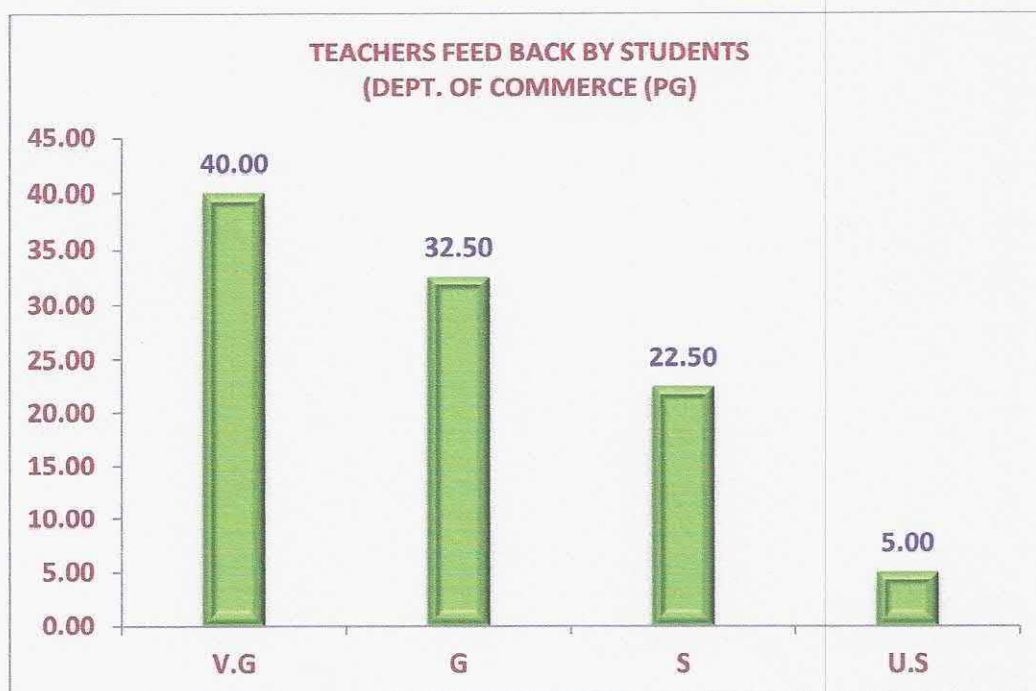


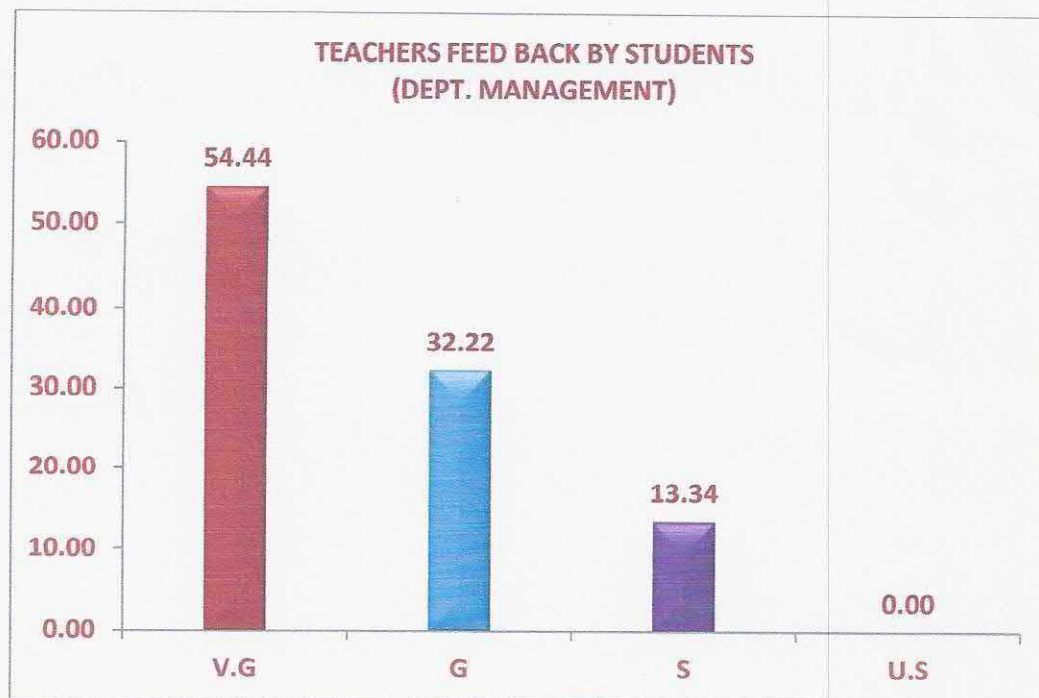












Questions:

- 1) Knowledge base of the teacher (as perceived by you)
- 2) Communication skills (in terms of articulation and comprehensibility)
- 3) Sincerity / Commitment of the teachers
- 4) Interest generated by the teacher
- 5) Ability to integrate course material with environment/other issues to provide a broader perspective
- 6) Ability to integrate content with other courses
- 7) Accessibility of the teacher in and out of the class (include availability teacher to motive further study and discussion outside class)
- 8) Ability to design Quizzes/Tests/Assignments/Examinations and Projects to evaluate students understanding of the course
- 9) Provision of sufficient time to feedback
- 10) Over all rating

Note : 1) **V.G. =Very good**

2) **G=Good**

3) **S= Satisfactory**

4) **U.S. =Unsatisfactory**

Co-Ordinator

I. Q. A. C.

J.E.S's, Shri K. A. Lokapur,
Arts, Sci. & Comm. College,
Athani-591304. Dist: Belagavi.

PRINCIPAL

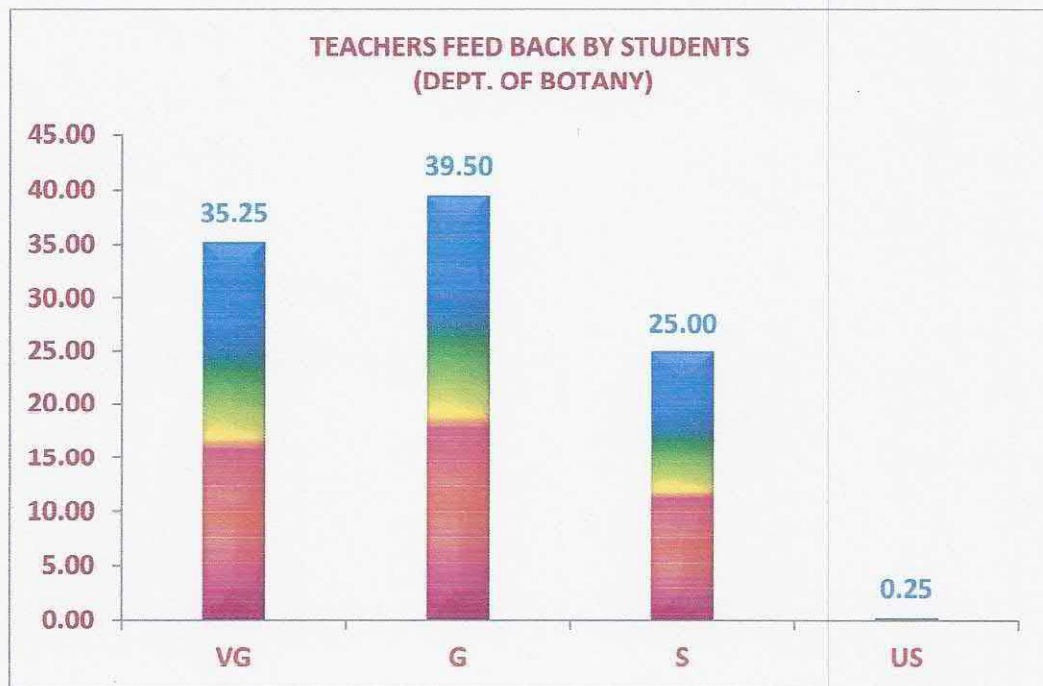
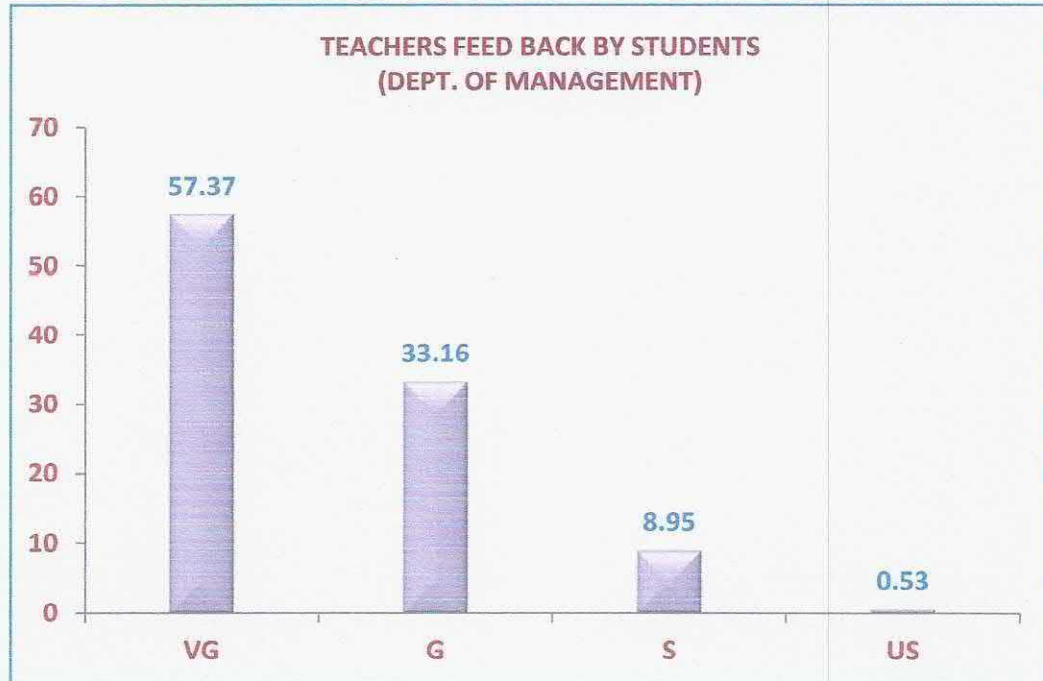
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College Code: 4204

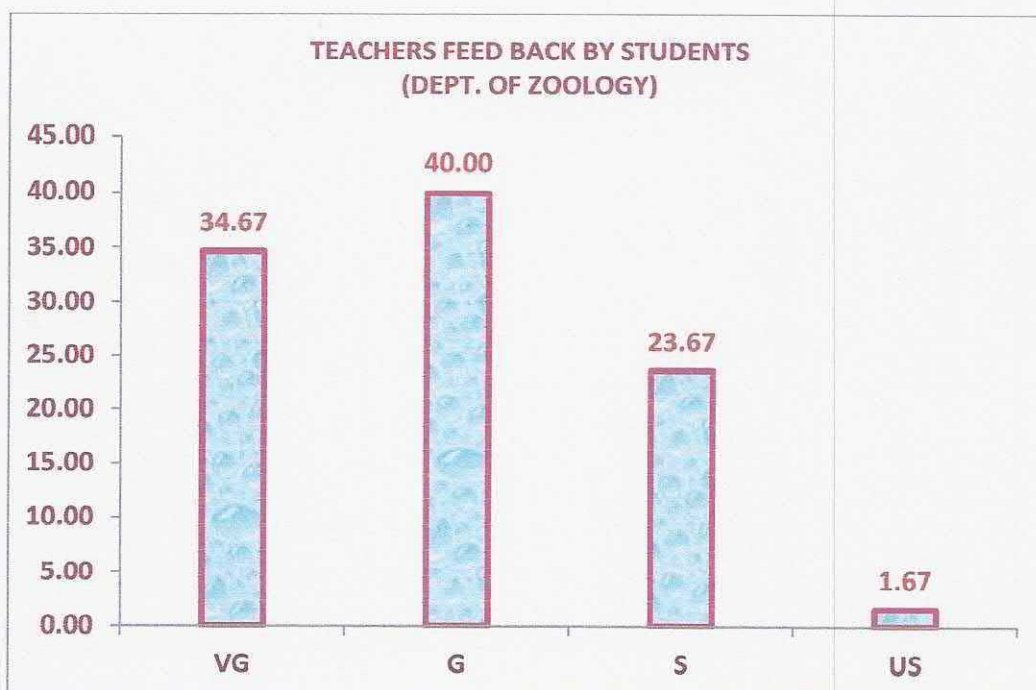
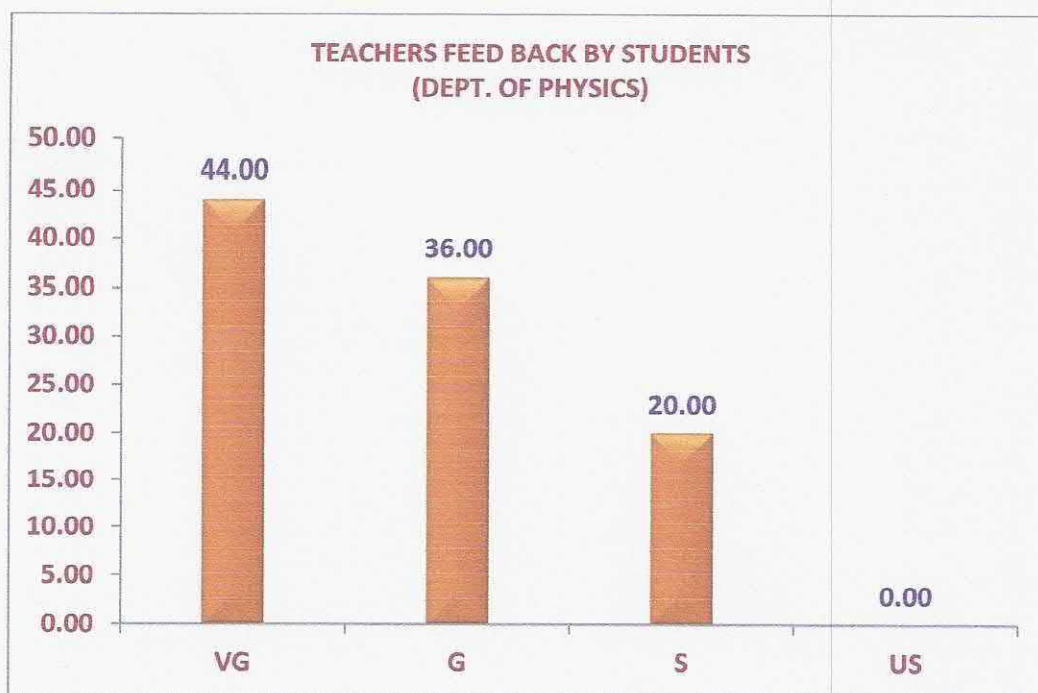


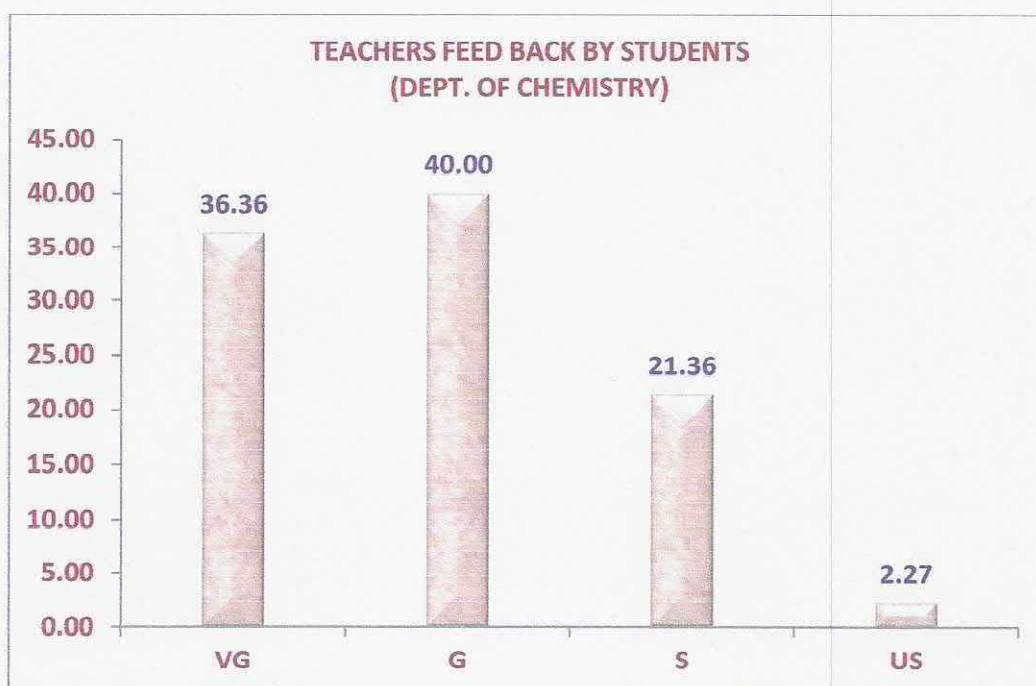
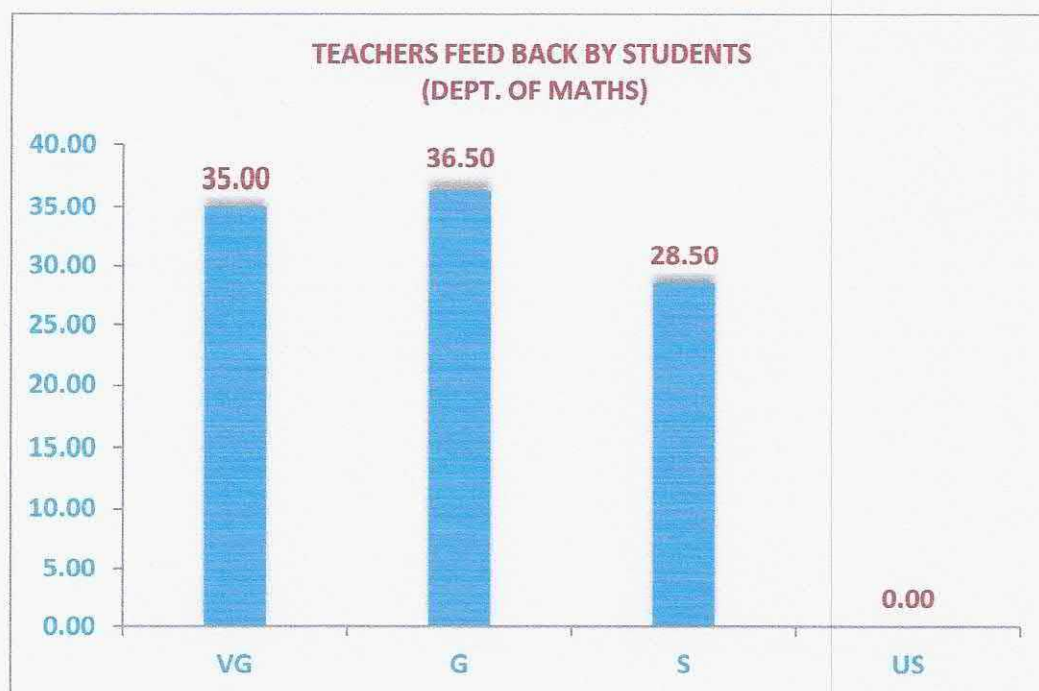
JADHAVAJI EDUCATION SOCIETY'S
SHRI KRISHNARAO ANNARAO LOKAPUR
ARTS, SCIENCE AND COMMERCE COLLEGE, ATHANI-591304
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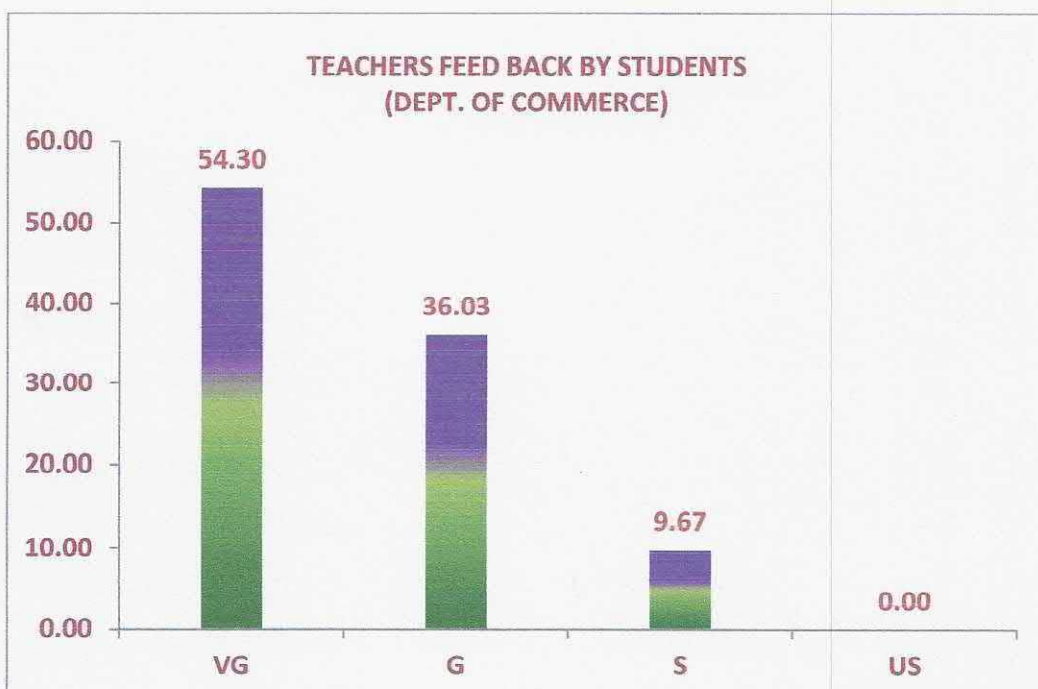
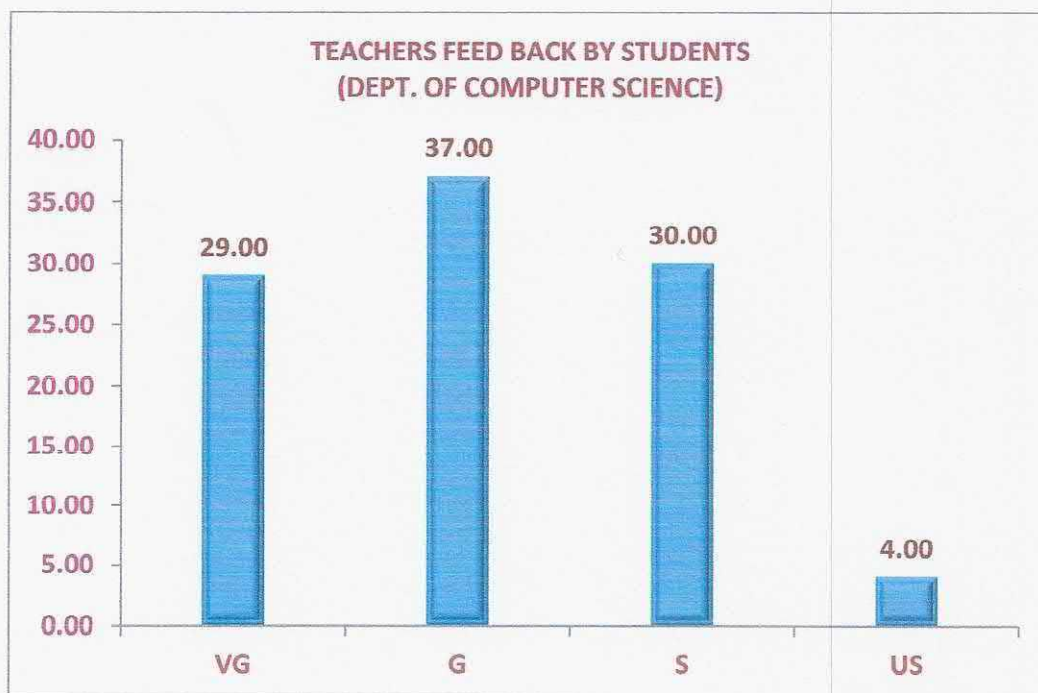
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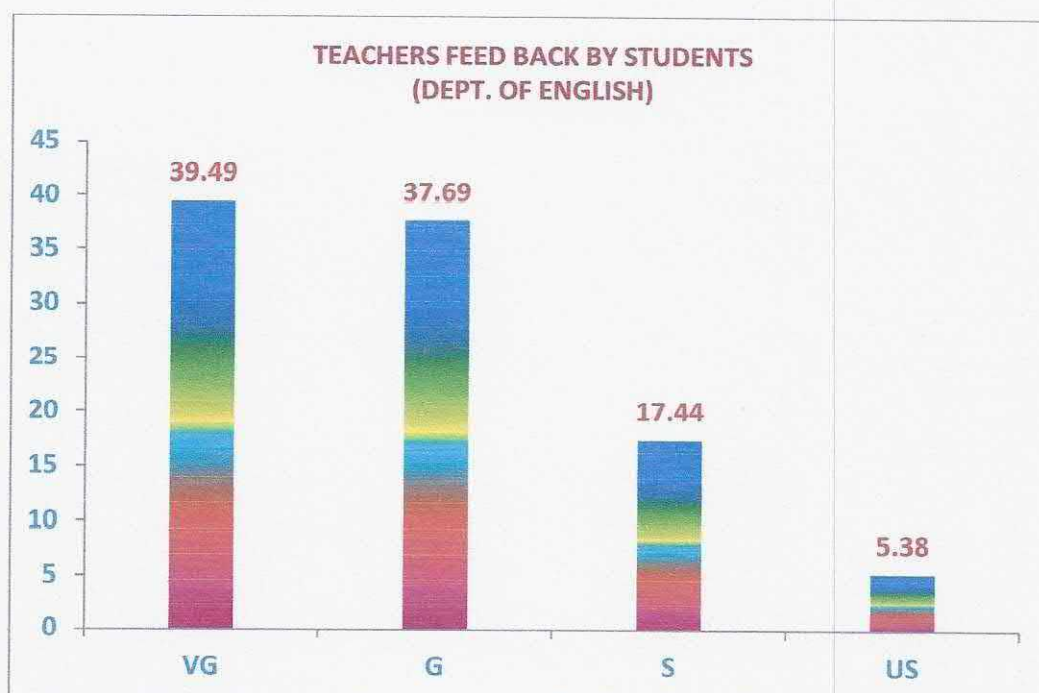
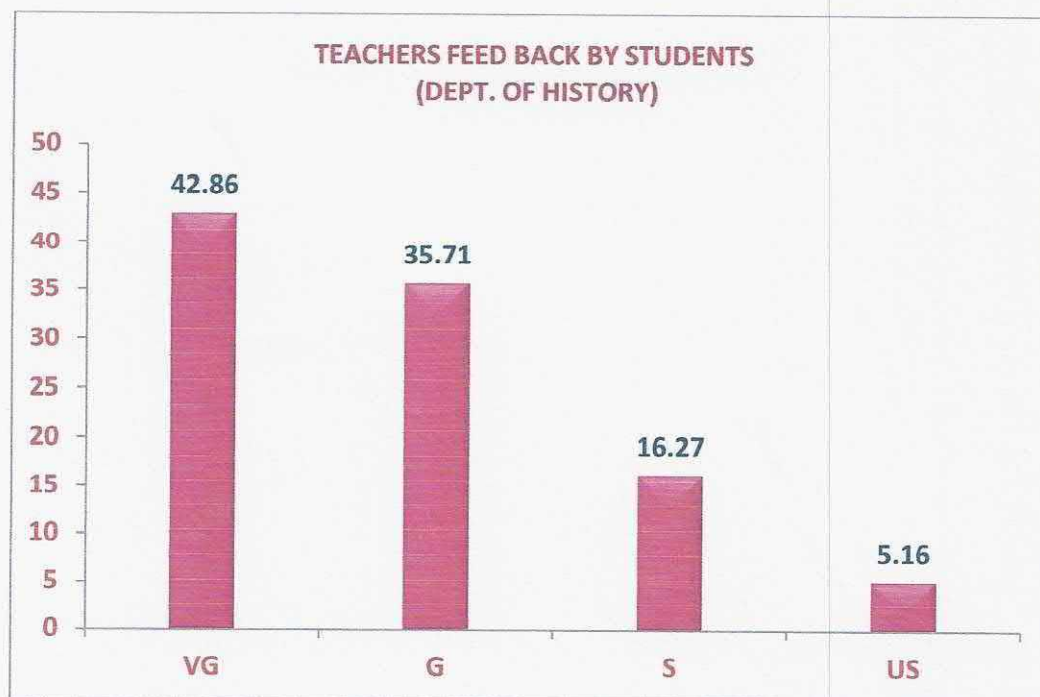
Teachers Feedback for the Year 2019-20

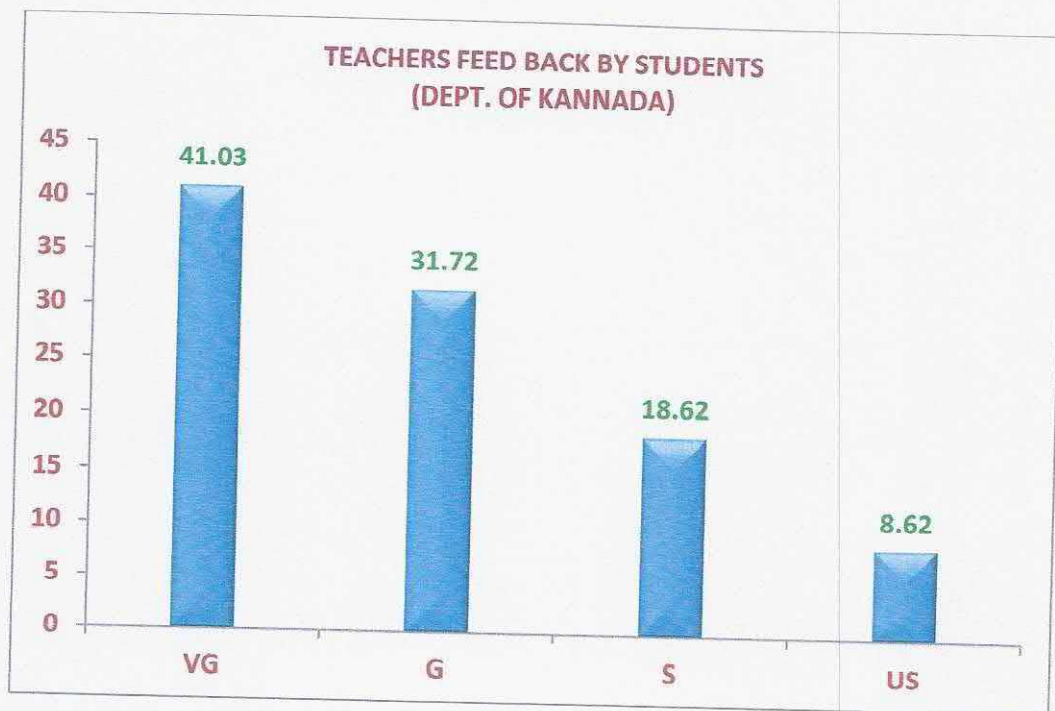
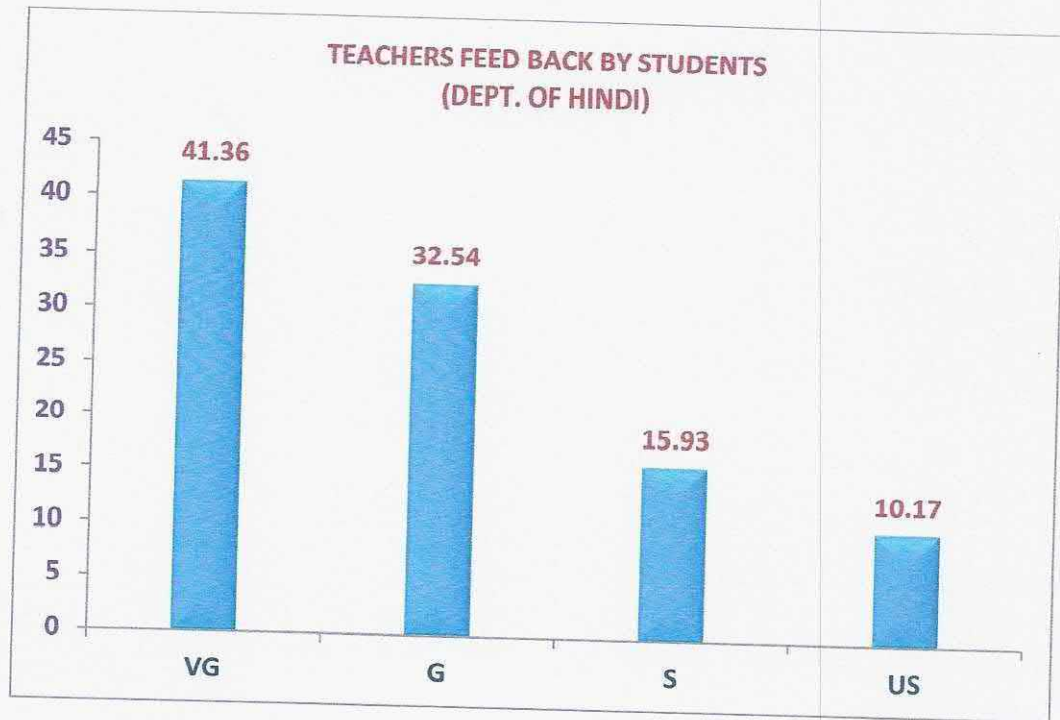


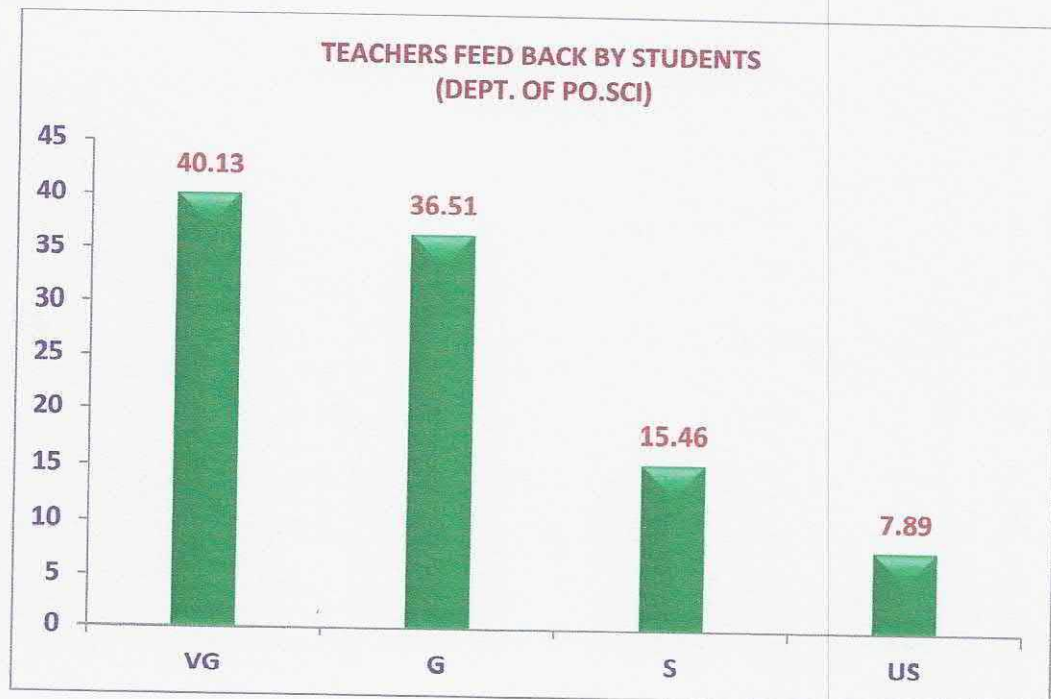
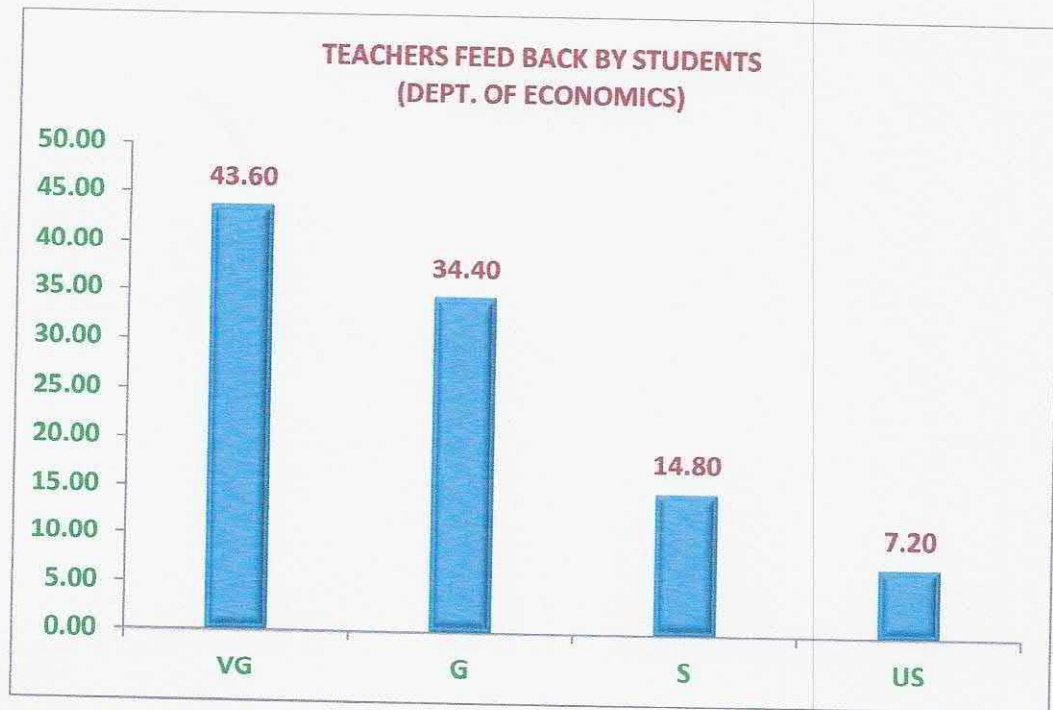


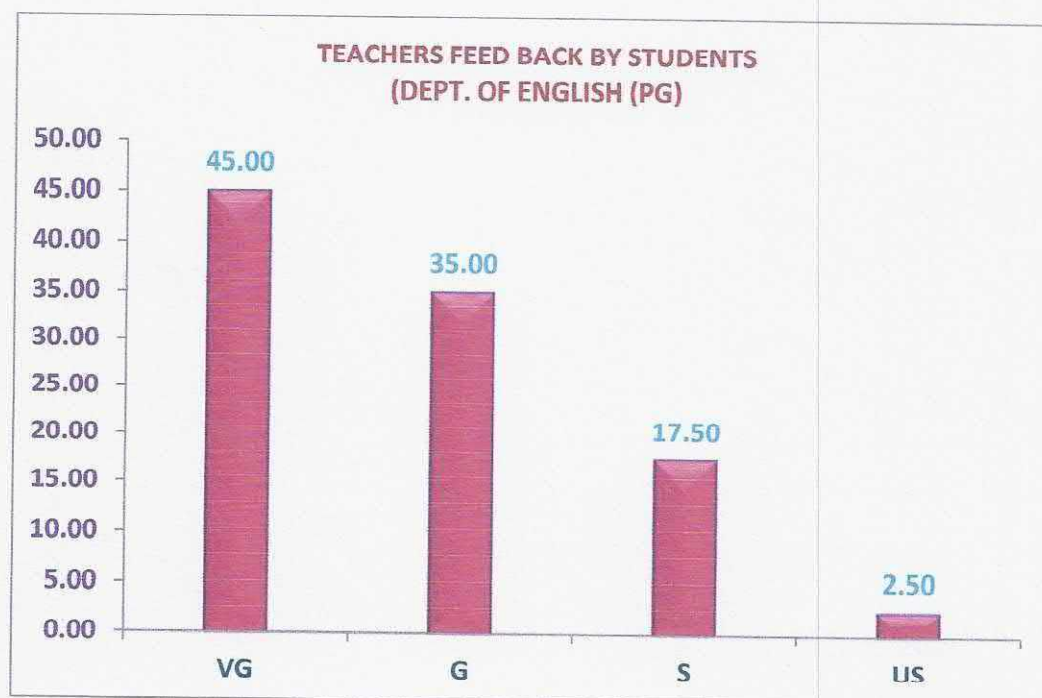
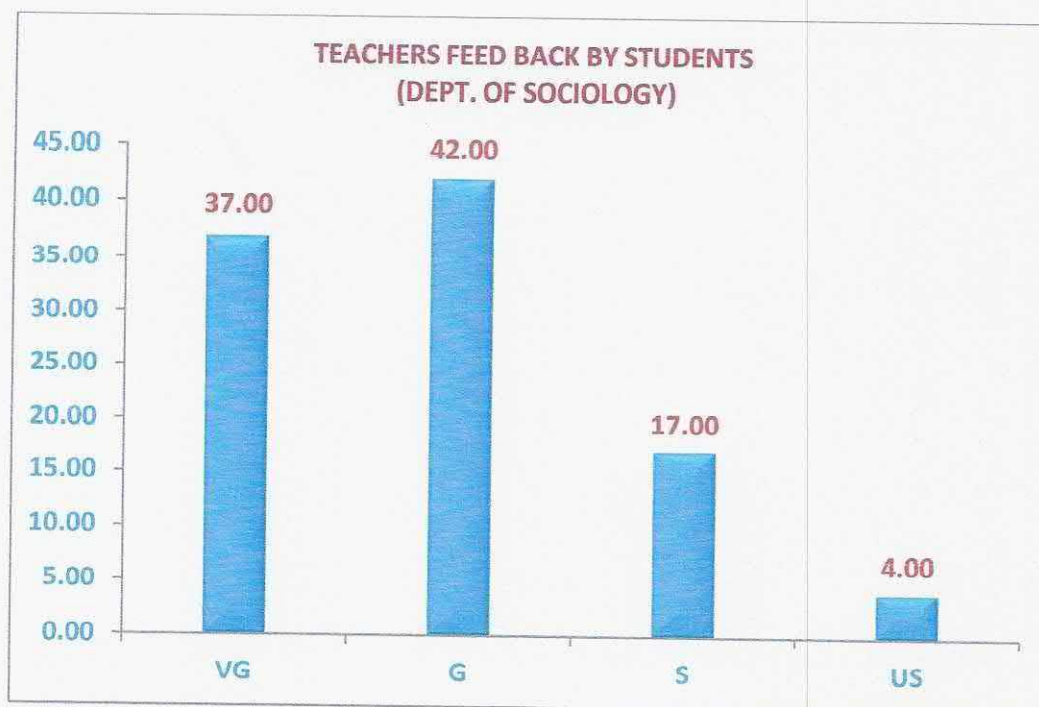


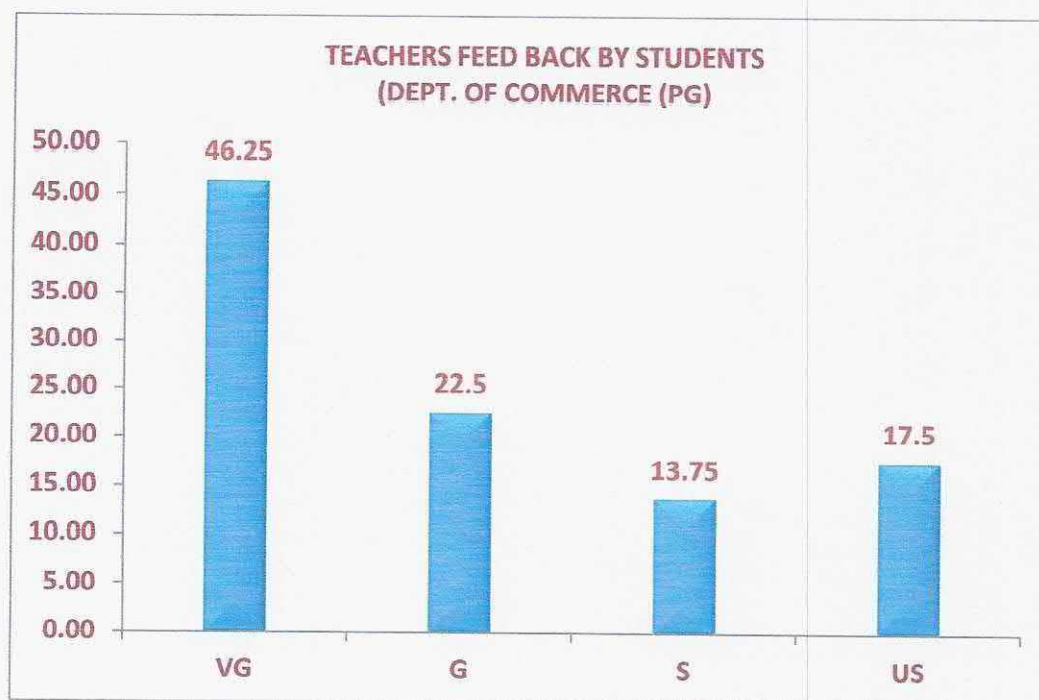












Questions:

- 1) Knowledge base of the teacher (as perceived by you)
- 2) Communication skills (in terms of articulation and comprehensibility)
- 3) Sincerity / Commitment of the teachers
- 4) Interest generated by the teacher
- 5) Ability to integrate course material with environment/other issues to provide a broader perspective
- 6) Ability to integrate content with other courses
- 7) Accessibility of the teacher in and out of the class (include availability teacher to motive further study and discussion outside class)
- 8) Ability to design Quizzes/Tests/Assignments/Examinations and Projects to evaluate students understanding of the course
- 9) Provision of sufficient time to feedback
- 10) Over all rating

Note : 1) V.G. =Very good

2) G=Good

3) S= Satisfactory

4) U.S. =Unsatisfactory



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ARTS, SCIENCE AND COMMERCE COLLEGE, ATHANI-591304
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Feedback Analysis and Action Taken Report

Year 2019-20

The students of the 2019-20 academic year of the undergraduate and post-graduate programmes were asked for their feedback on the following segments;

- Knowledge base of the teacher (as perceived by you)
- Communication skills (in terms of articulation and comprehensibility)
- Sincerity / Commitment of the teachers
- Interest generated by the teacher
- Ability to integrate course material with environment/other issues to provide a broader perspective
- Ability to integrate content with other courses
- Accessibility of the teacher in and out of the class (include availability teacher to motive further study and discussion outside class)
- Ability to design Quizzes/Tests/Assignments/Examinations and Projects to evaluate students understanding of the course
- Provision of sufficient time to feedback
- Overall rating

The parameters for feedback of each of the components were graded as-

- Very Good
- Good
- Satisfactory
- Unsatisfactory

Sl. No.	Department	Feedback analysis and action taken report
1	Management	According to the feedback survey the analysis exhibits that the students responded 57.37% as very good, good as 33.16%, satisfactory as 8.95%. and unsatisfactory as 0.53%.
2	Botany	35.25% respondents expressed very good, 39.50% expressed good, 25% expressed somewhat satisfied and 0.25% were unsatisfied.
3	Physics	It was found that 44% students considering it to be very good, 36% considering it to be good, 20% students preferred satisfactory.
4	Zoology	Around 34.67% respondents expressed a very good, 40% shown positive approach towards good, 23.67% chose satisfactory and the remaining 1.67% chose unsatisfactory.
5	Mathematics	The analysis shows that the 35% of students responded very good, majority of the respondents are 36.50% had chosen good, more than 28.50% students chose satisfactory.
6	Chemistry	36.36% of students chose very good, 40% chose good, 21.36% chose satisfactory and the remaining 2.27% were unsatisfied.
7	Computer Science	29% of Students are agreed and responded to very good, then 37% students responded to good, 30% for satisfactory and 4% chose unsatisfactory.
8	Commerce	The analysis shows that the 54.30% of students responded to very good, 36.03% had chosen good, 9.67% students chose satisfactory.
9	History	It is interpreted from the analysis that the 42.86% of students from the History responded to very good, the respondents for good is 35.71%, further 16.27% students responded to satisfactory and 5.16% graded as unsatisfactory.
10	English	The students of the department responded 39.49% as very good, the students responded as good by 37.69%, 17.44% students are satisfied and 5.38% responded as unsatisfactory.

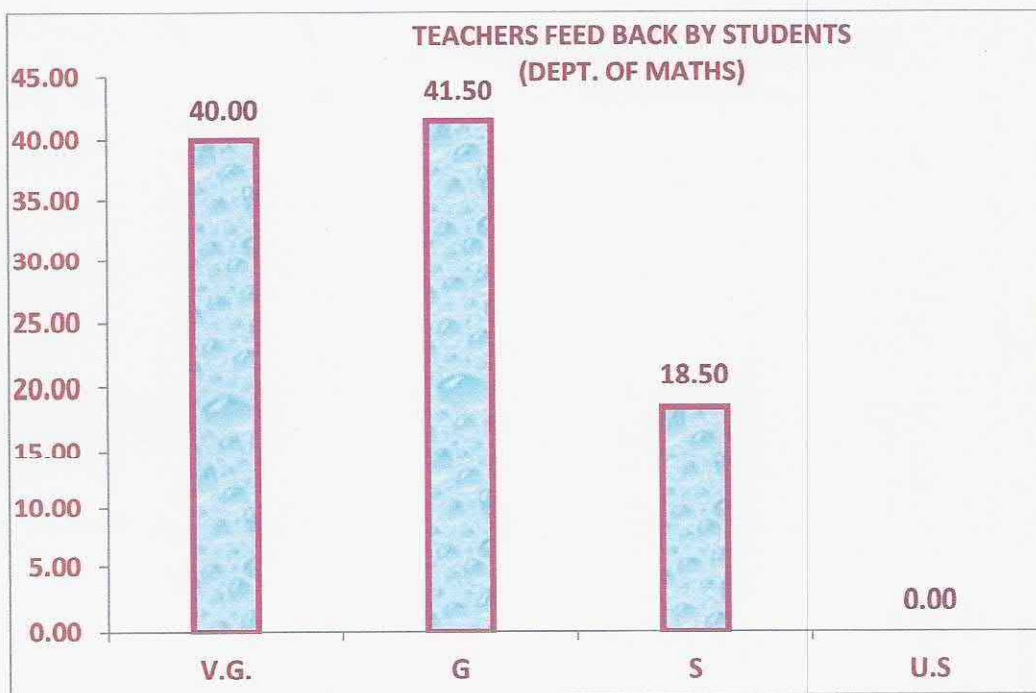
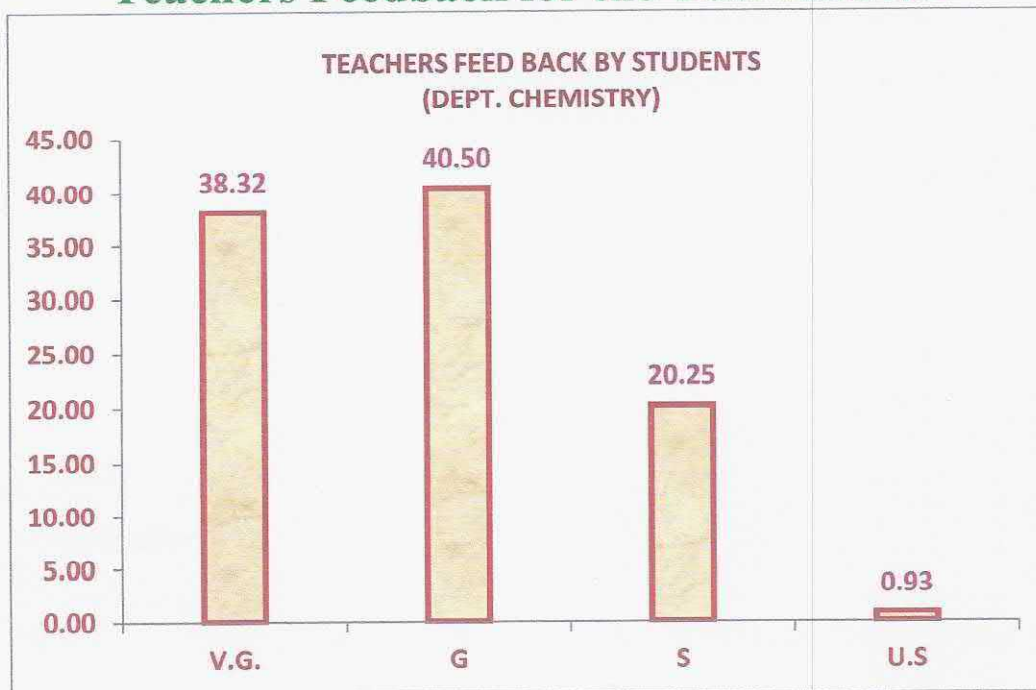
11	Hindi	41.36% of the students chose very good, 32.54% students chose good, 15.93% are satisfied and 10.17% chose unsatisfactory. Action Taken Report: Because of more than 10% the students who were unsatisfied with the overall performance of teachers, the principal advised the faculty members to improve their teaching.
12	Kannada	The analysis interprets that 41.03% students responded as very good, 31.72% of the students has expressed as good, 18.62% students expressed as satisfactory and 8.62% are unsatisfactory.
13	Economics	The students of the department considered very good by responding 43.60%, 34.40% students considered it good, while 14.80% students considered it satisfactory and 7.20 are unsatisfactory.
14	Political Science	40.13% was graded by the students as very good, majority of students graded good by 36.51%, 15.46% graded as satisfactory and 7.89% are unsatisfactory.
15	Sociology	More than 37% students graded as very good, 42% responded as good, further 17% students graded as satisfactory and 4% students graded as unsatisfactory.
16	English (PG)	The analysis exhibits that majority of the students feel 45% as very good, 35% as good, 17.50% as satisfactory and 2.50% are unsatisfactory.
17	Commerce (PG)	Around 46% students chose very good, 22.5% as good and 13.75% as satisfactory and 17.5% are unsatisfactory. Action Taken Report: Because of more than 17% the students who were unsatisfied with the overall performance of teachers, the principal advised the faculty members to improve their teaching.

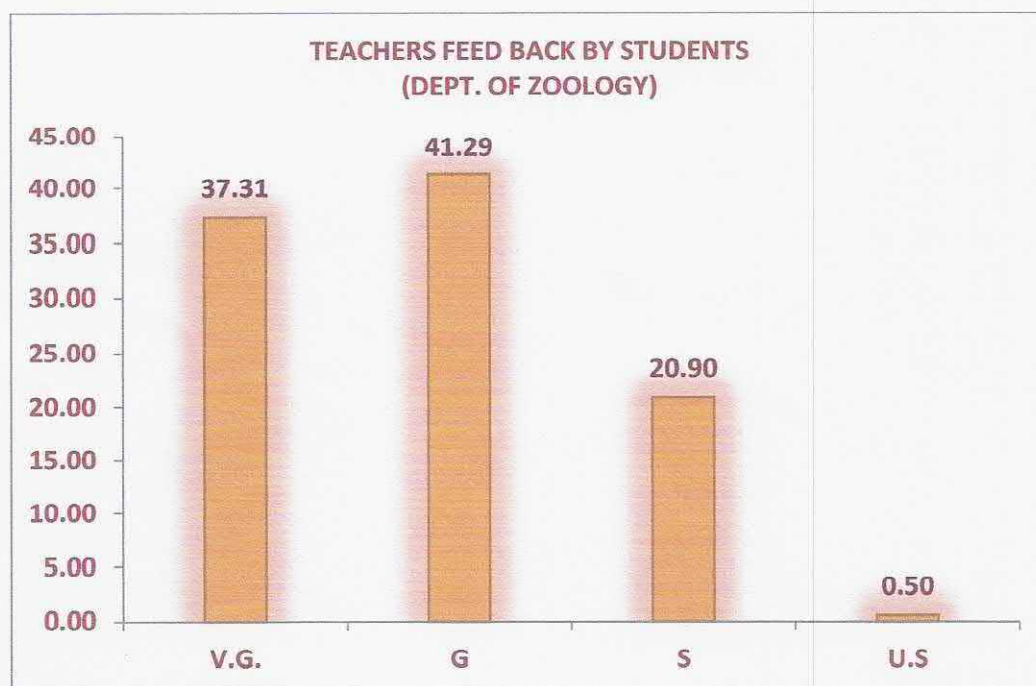
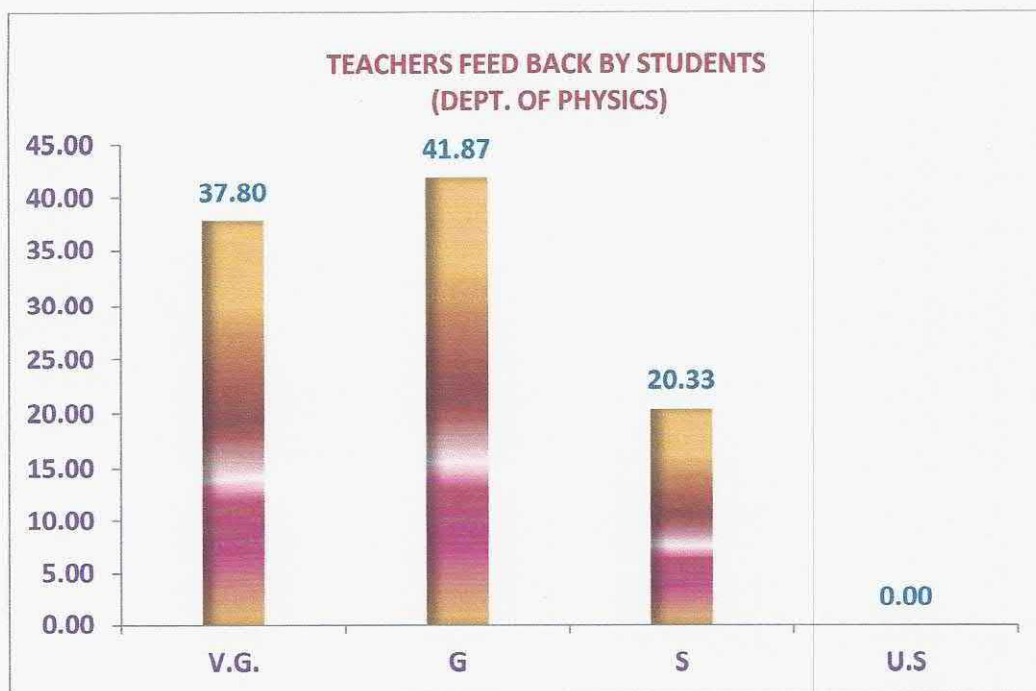


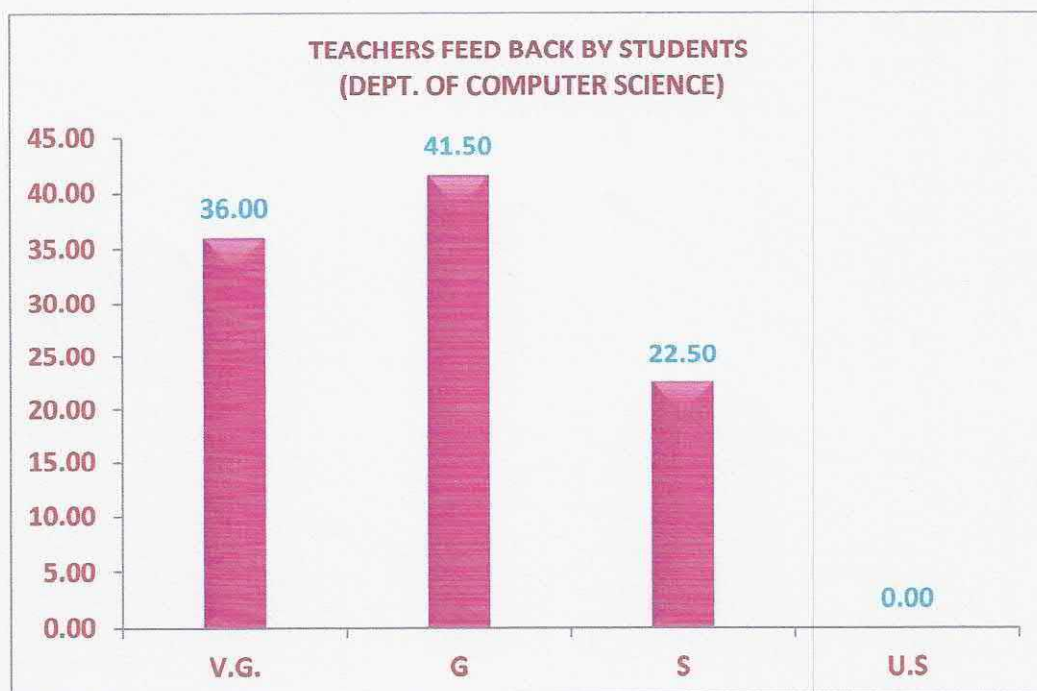
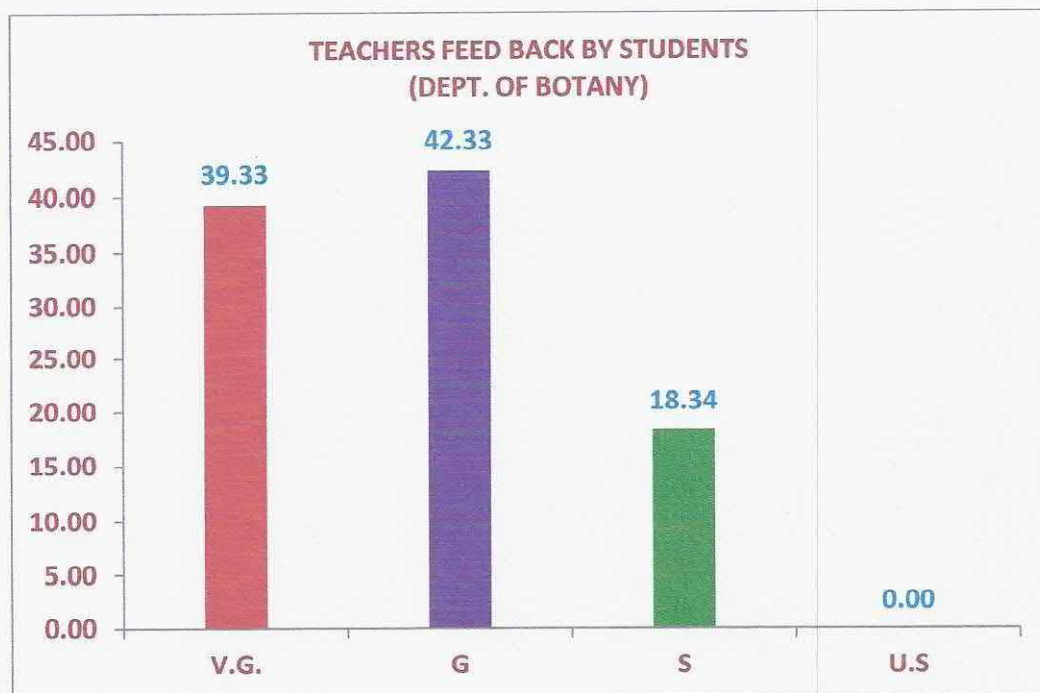
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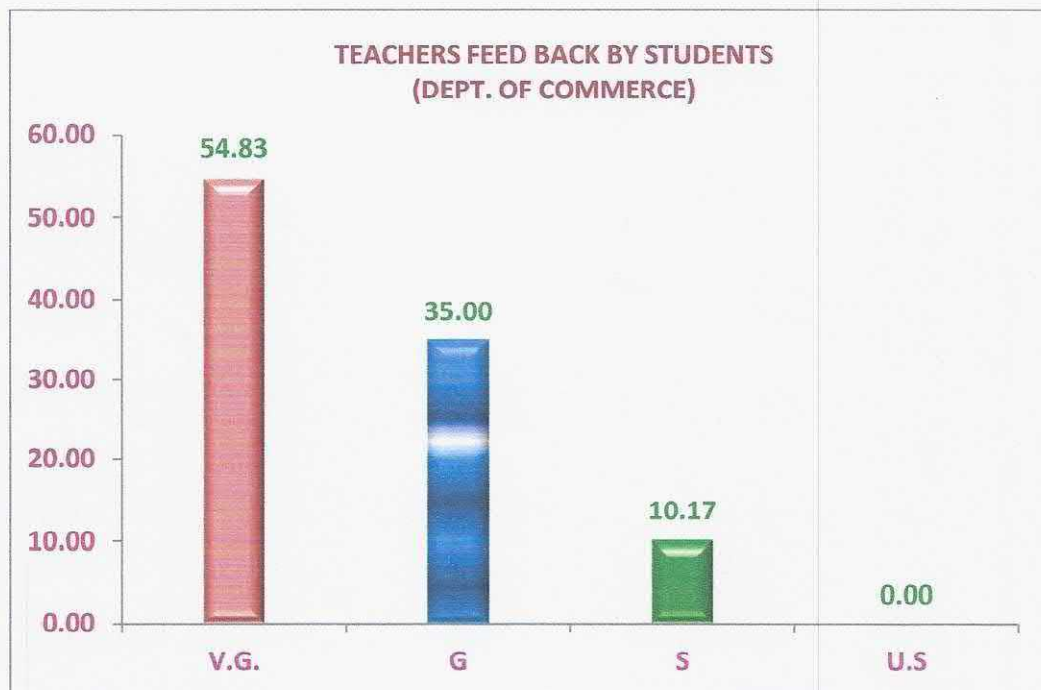
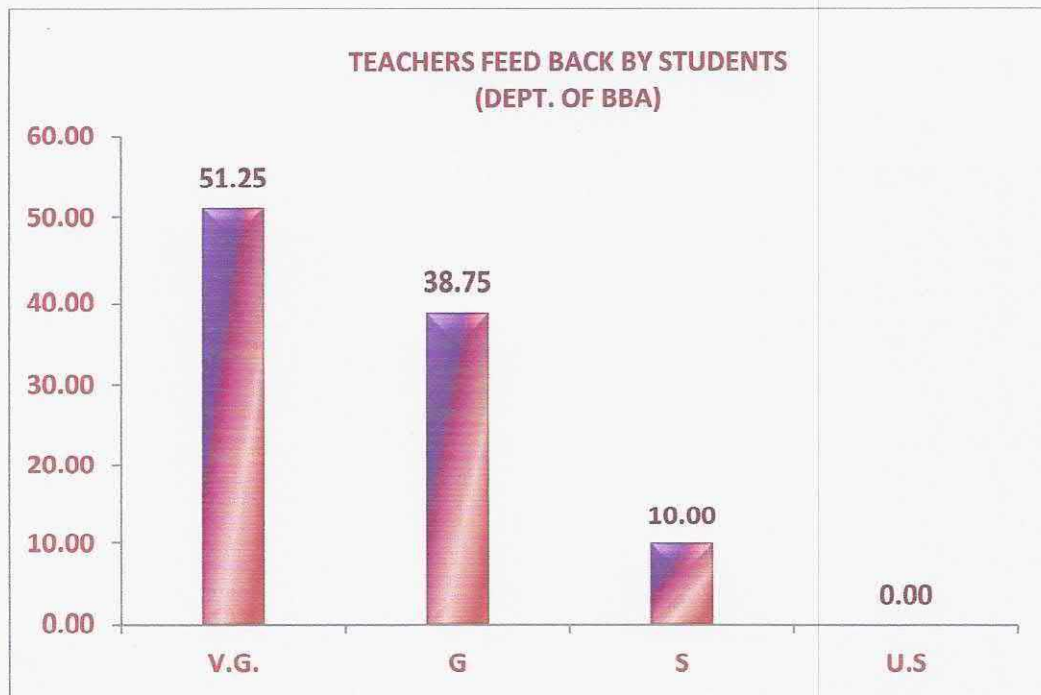
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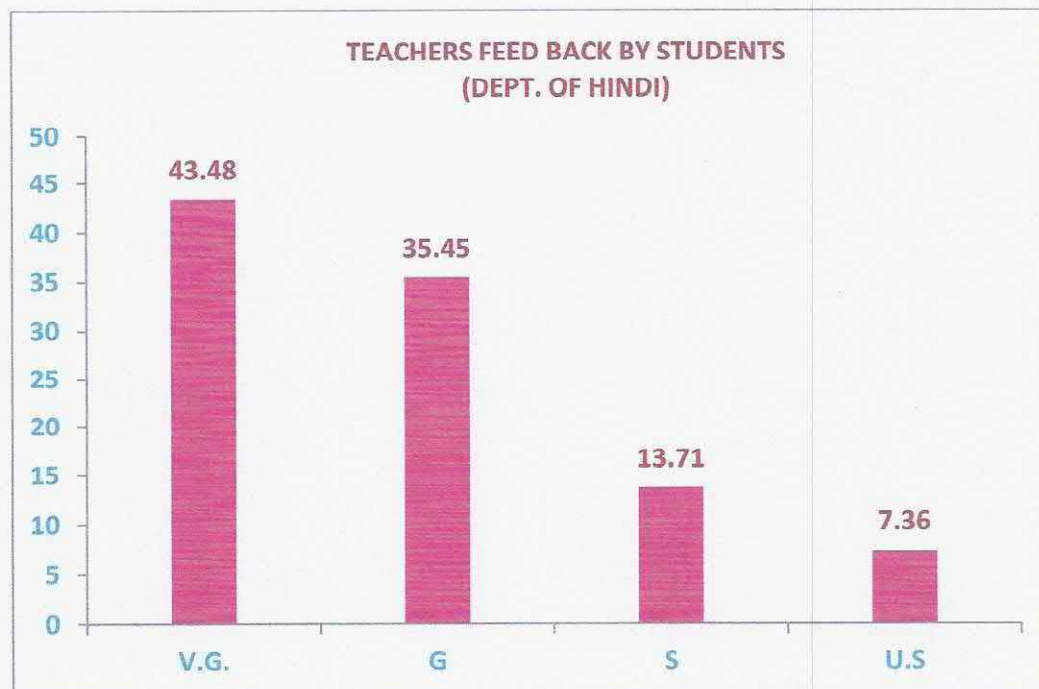
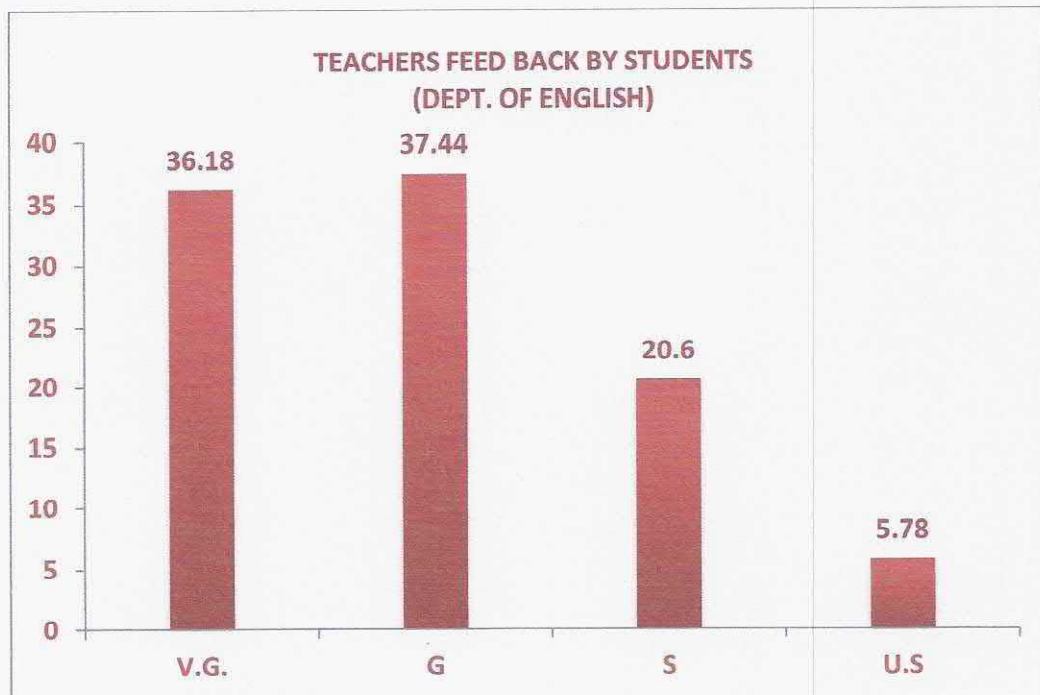
Teachers Feedback for the Year 2018-19

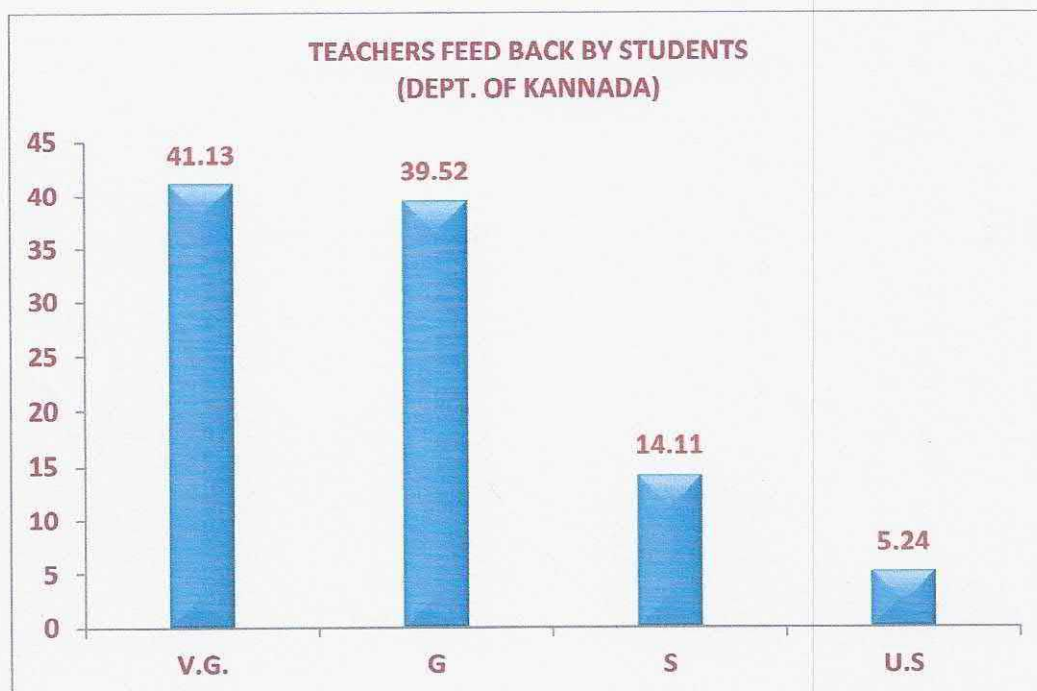
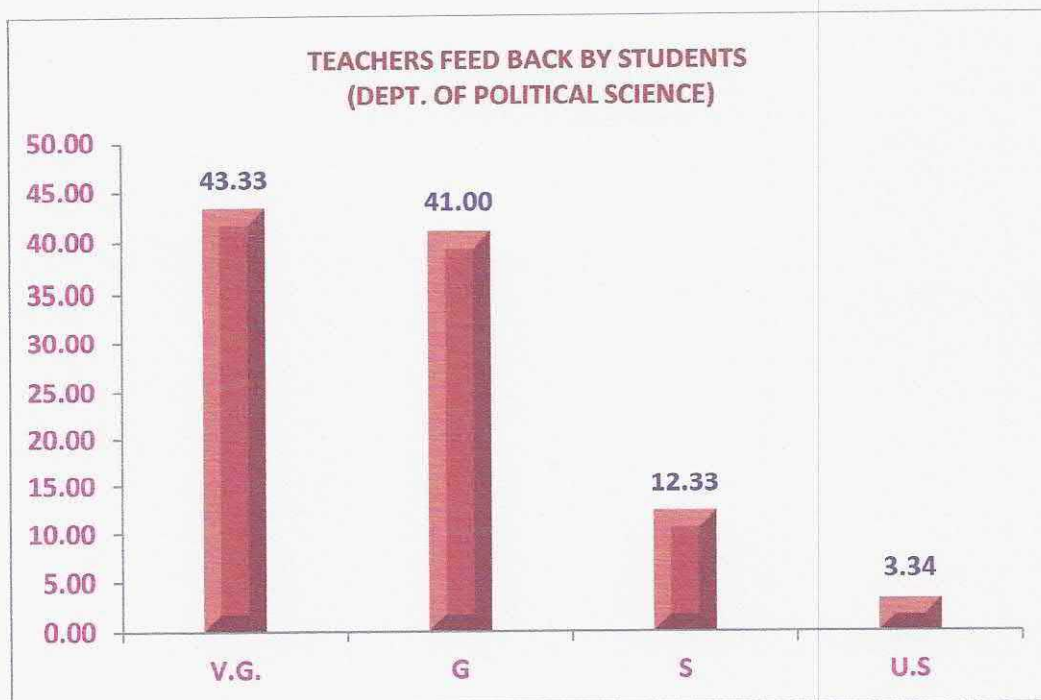


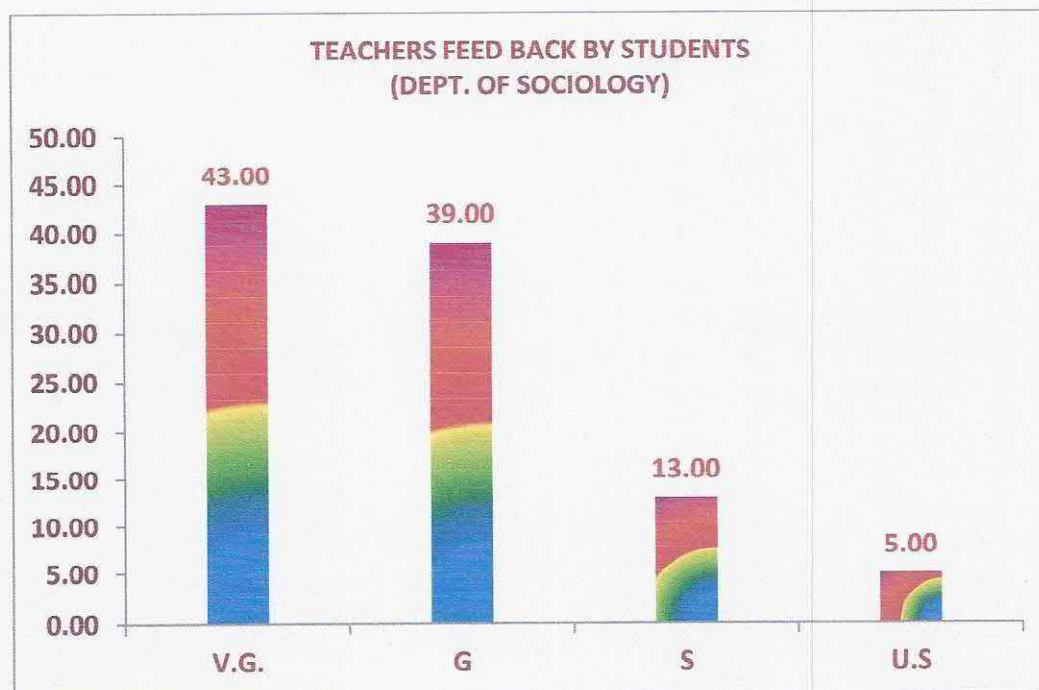
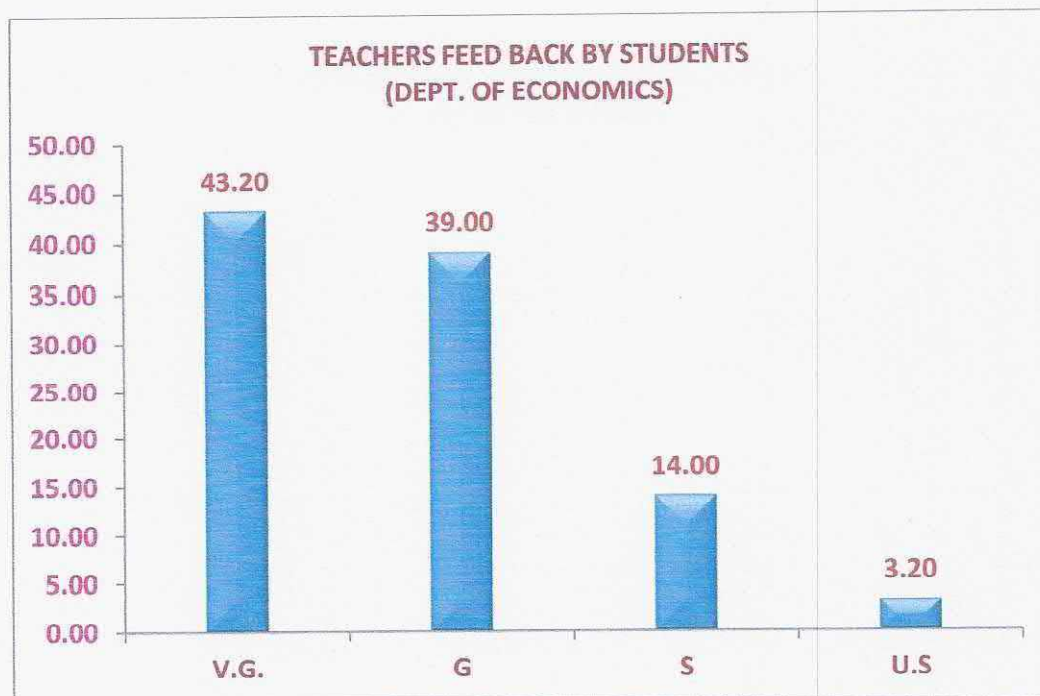


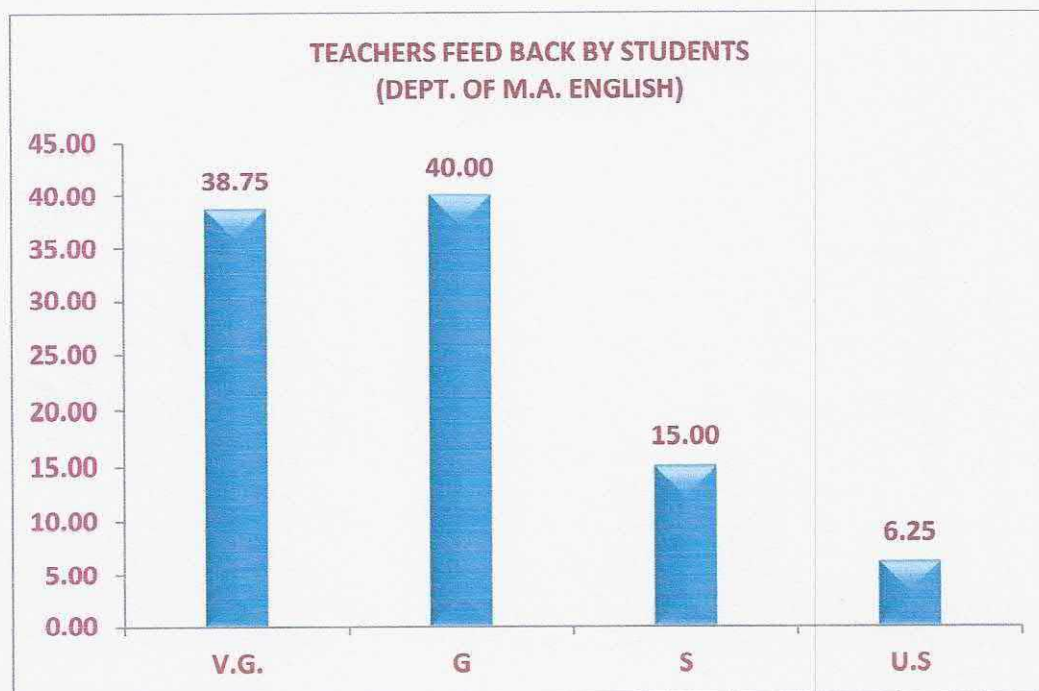
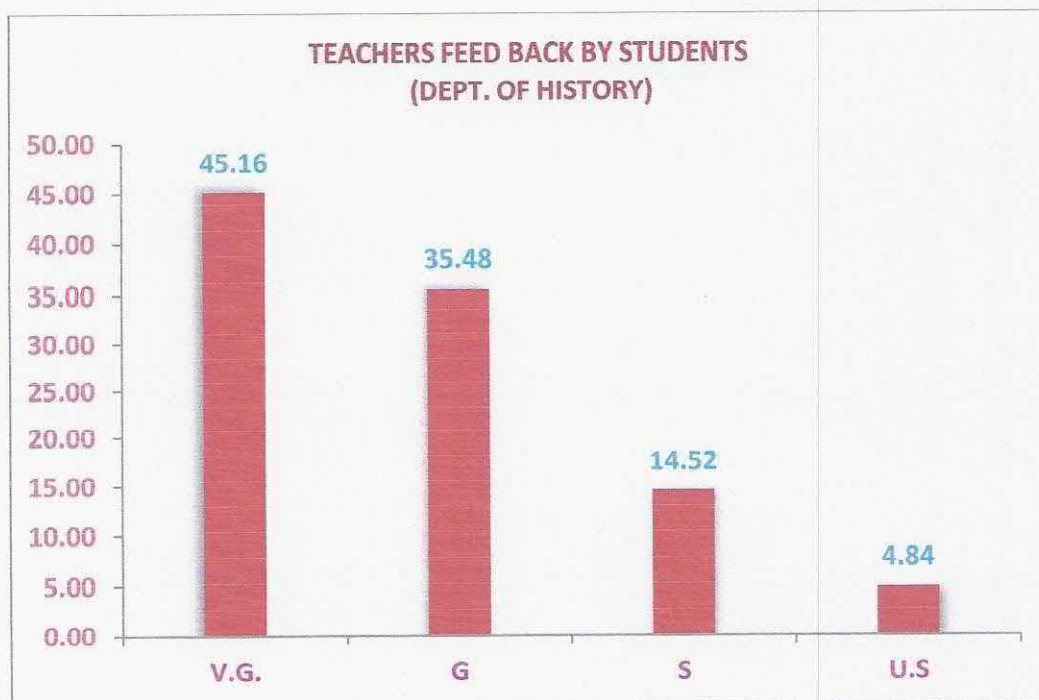


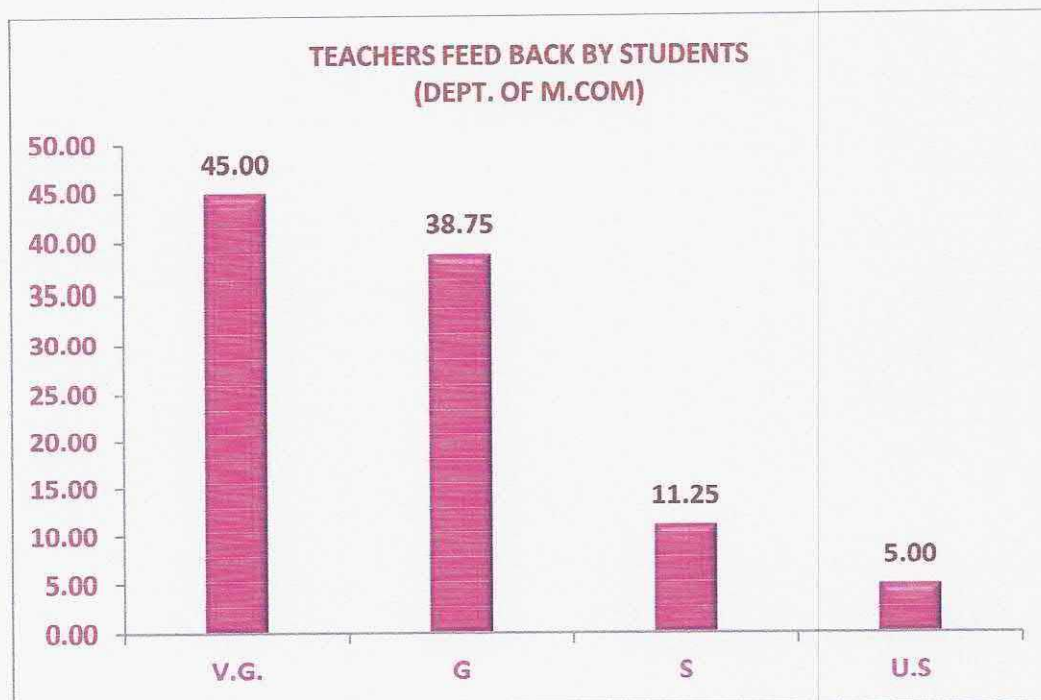












Questions:

- 1) Knowledge base of the teacher (as perceived by you)
- 2) Communication skills (in terms of articulation and comprehensibility)
- 3) Sincerity / Commitment of the teachers
- 4) Interest generated by the teacher
- 5) Ability to integrate course material with environment/other issues to provide a broader perspective
- 6) Ability to integrate content with other courses
- 7) Accessibility of the teacher in and out of the class (include availability teacher to motive further study and discussion outside class)
- 8) Ability to design Quizzes/Tests/Assignments/Examinations and Projects to evaluate students understanding of the course
- 9) Provision of sufficient time to feedback
- 10) Over all rating

Note : 1) V.G. =Very good

3) S= Satisfactory

2) G=Good

4) U.S. =Unsatisfactory



**JADHAVAJI EDUCATION SOCIETY'S
SHRI KRISHNARAO ANNARAO LOKAPUR
ARTS, SCIENCE AND COMMERCE COLLEGE, ATHANI-591304
BELGAUM DIST. (KARNATAKA STATE)**

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Feedback Analysis and Action Taken Report

Year 2018-19

The students of the 2018-19 academic year of the undergraduate and post-graduate programmes were asked for their feedback on the following segments;

- Knowledge base of the teacher (as perceived by you)
- Communication skills (in terms of articulation and comprehensibility)
- Sincerity / Commitment of the teachers
- Interest generated by the teacher
- Ability to integrate course material with environment/other issues to provide a broader perspective
- Ability to integrate content with other courses
- Accessibility of the teacher in and out of the class (include availability teacher to motive further study and discussion outside class)
- Ability to design Quizzes/Tests/Assignments/Examinations and Projects to evaluate students understanding of the course
- Provision of sufficient time to feedback
- Overall rating

The parameters for feedback of each of the components were graded as-

- Very Good
- Good
- Satisfactory
- Unsatisfactory

Sl. No.	Department	Feedback analysis and action taken report
1	History	It was found that 45.16% students considering it to be very good,35.48% considering it to be good,14.52% students preferred satisfactory and 4.84% considered it to be unsatisfactory.
2	Hindi	43.48% respondents expressed very good,35.45% expressed good, 13.71% expressed somewhat satisfied and 7.36% were unsatisfied.
3	Economics	Around 43.20% respondents expressed a very good, 39% shown positive approach towards good, 14% chose satisfactory and the remaining 3.20% chose unsatisfactory.
4	Kannada	41.13% of students chose very good, 39.52% chose good, 14.11% chose satisfactory and the remaining 5.24% were unsatisfied.
5	Political Science	More than 43.33% of the students chose very good, 41% students chose good, 12.33% are satisfied and only 3.34% chose unsatisfactory.
6	English	36.18% of Students are agreed and responded to very good, then 37.44% students responded to good,20.6% for satisfactory and 5.78% chose unsatisfactory.
7	Sociology	The analysis shows that the 43% of students responded very good, majority of the respondents are 39% had chosen good, more than 13% students chose satisfactory and 5% rated unsatisfactory.
8	Commerce	It is interpreted from the analysis that the 54.83%of students from the commerce responded to very good, the respondents for good is 35%, further 10.17% students responded to satisfactory.
9	Management	The analysis exhibits that majority of the students feel 51.25% as very good, 38.75% as good and 10% as satisfactory.
10	Physics	Around 37.80% students chose very good,41.87% as good and 20.33% as satisfactory.

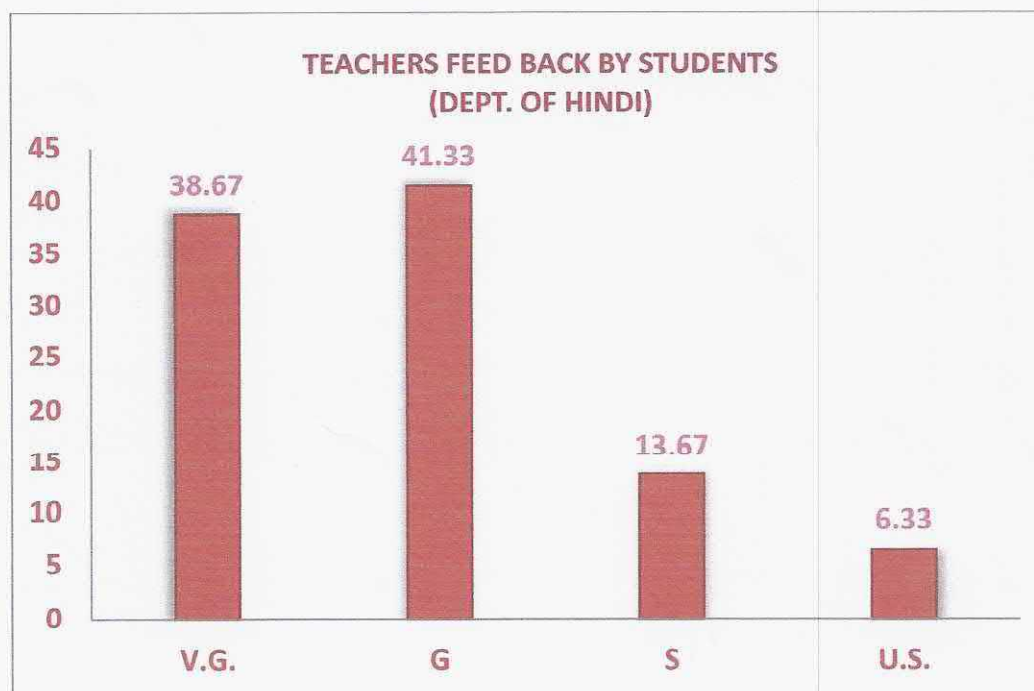
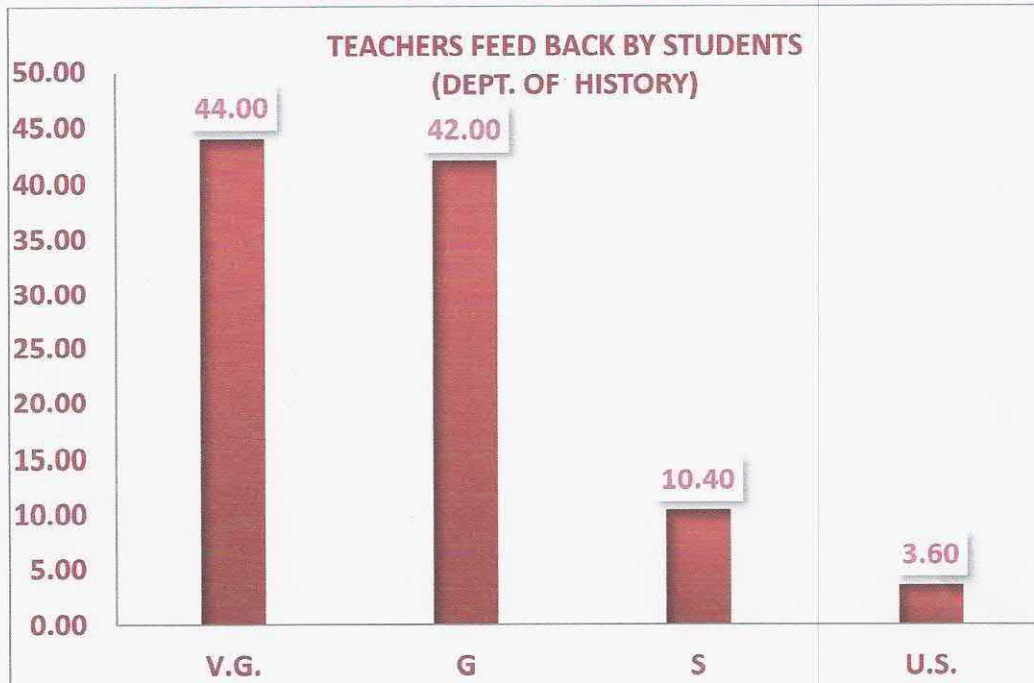
11	Chemistry	The students of the department responded 38.32% as very good, 40.50% as good and 20.25% as satisfactory. and 0.93% rated unsatisfactory
12	Mathematics	It was found that 40% students considering it to be very good,41.50% considering it to be good,18.50% students preferred satisfactory.
13	Zoology	It is interpreted from the analysis that the 37.31%of students from the Zoology responded to very good, the respondents for good is 41.29%, 20.90% students responded to satisfactory and remaining students responded 0.50% as unsatisfactory.
14	Botany	It was observed that through analysis 39.33%of students from the Botany responded to very good, the respondents for good is 42.33%, 18.34% students responded to satisfactory.
15	Computer Science	This analysis shows that around 36% of students expressed very good, 41.50% responded good and remaining 22.50% students responded as satisfactory.
16	English (PG)	The analysis exhibits that the 38.75% of students from MA English expressed very good ,40% students responded as good,15% of students felt satisfactory and remaining graded as 6.25% unsatisfactory.
17	Commerce (PG)	It is interpreted from the analysis that the 45%of students from the M.COM responded to very good, the respondents for good is 38.75%, 11.25 % students responded to satisfactory and remaining students responded 5% as unsatisfactory.

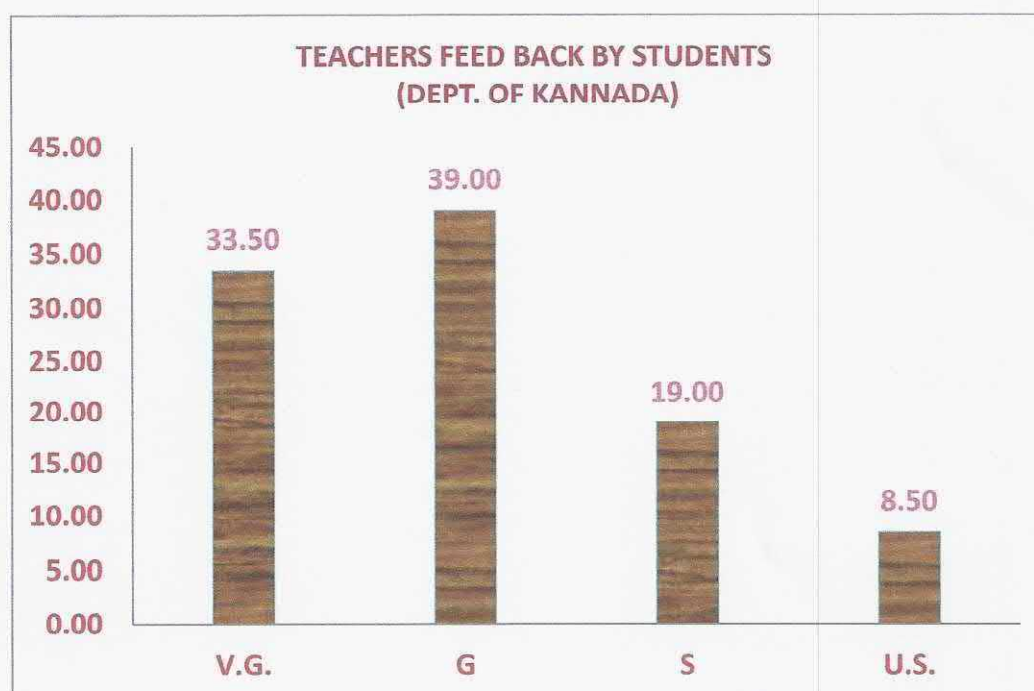
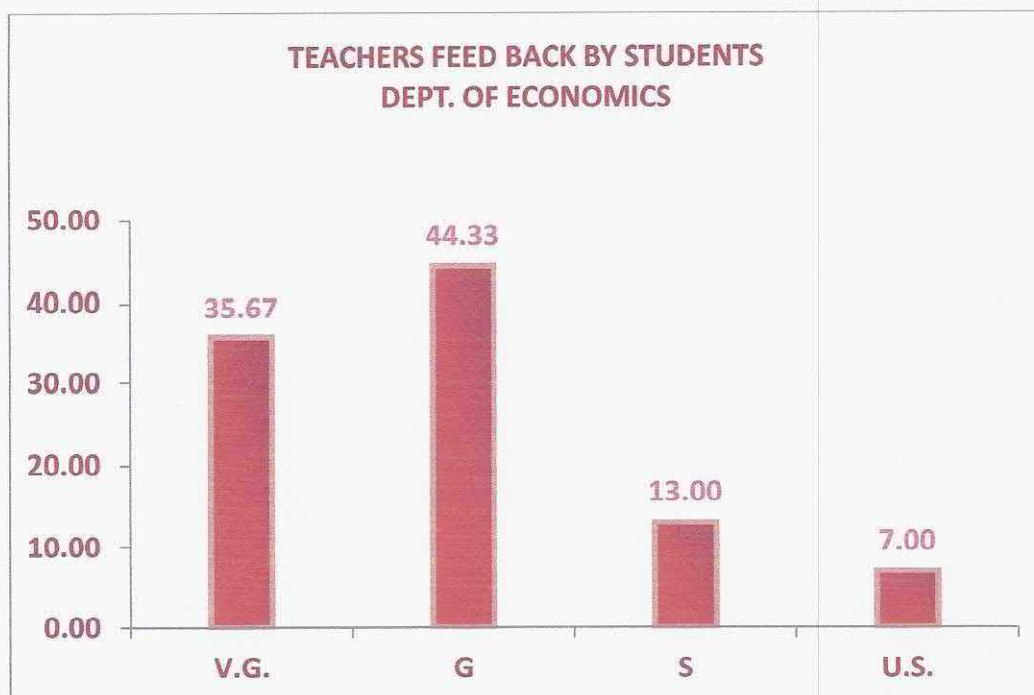


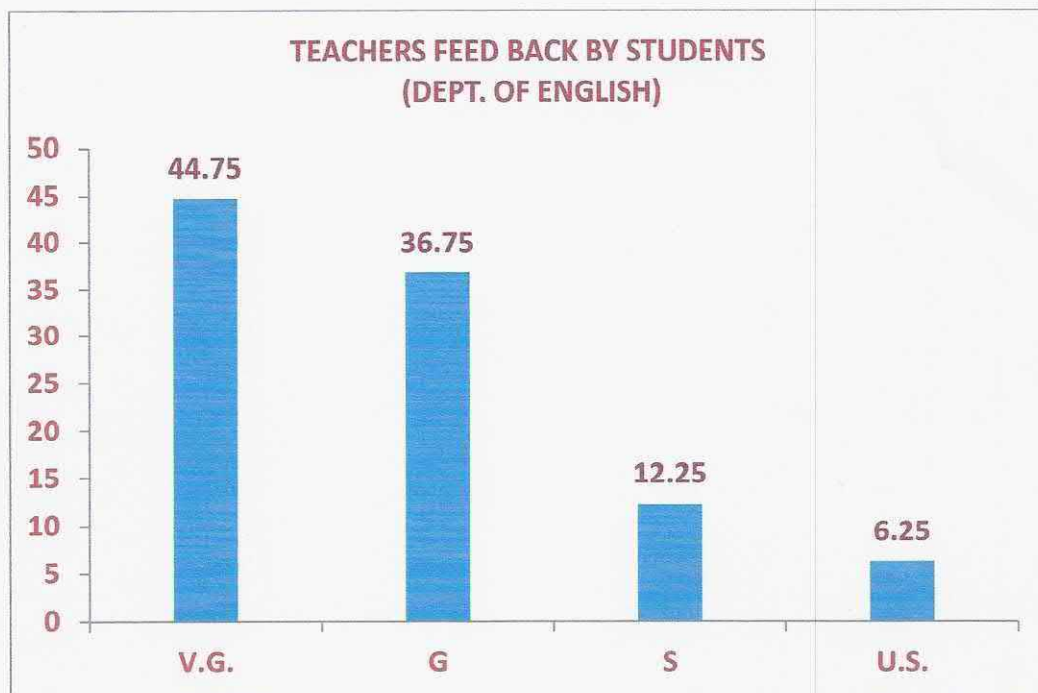
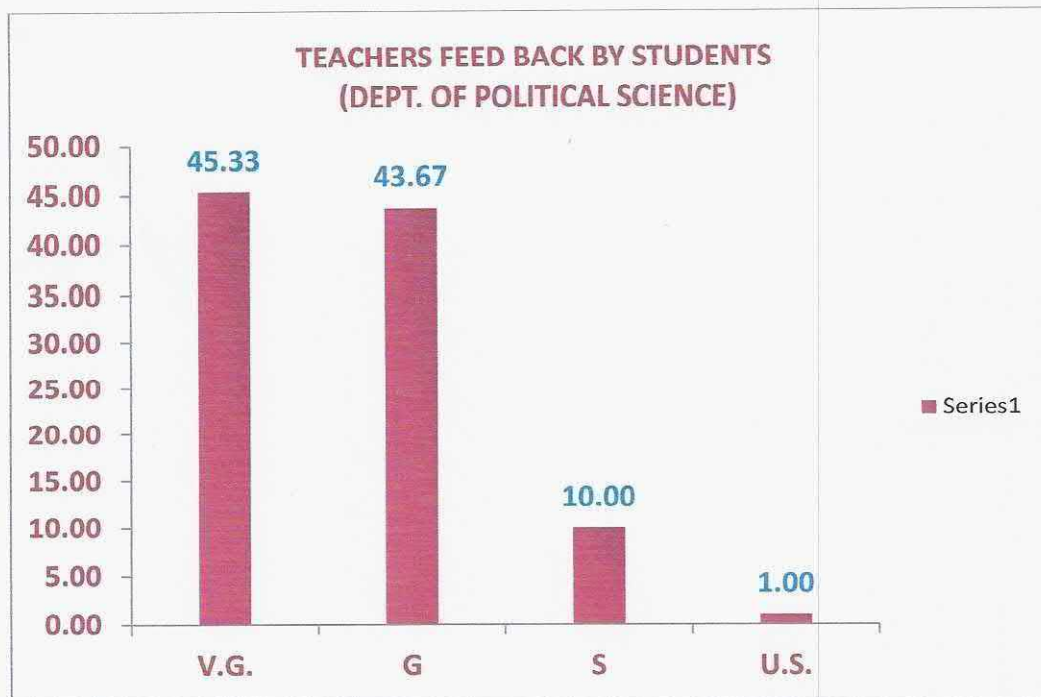
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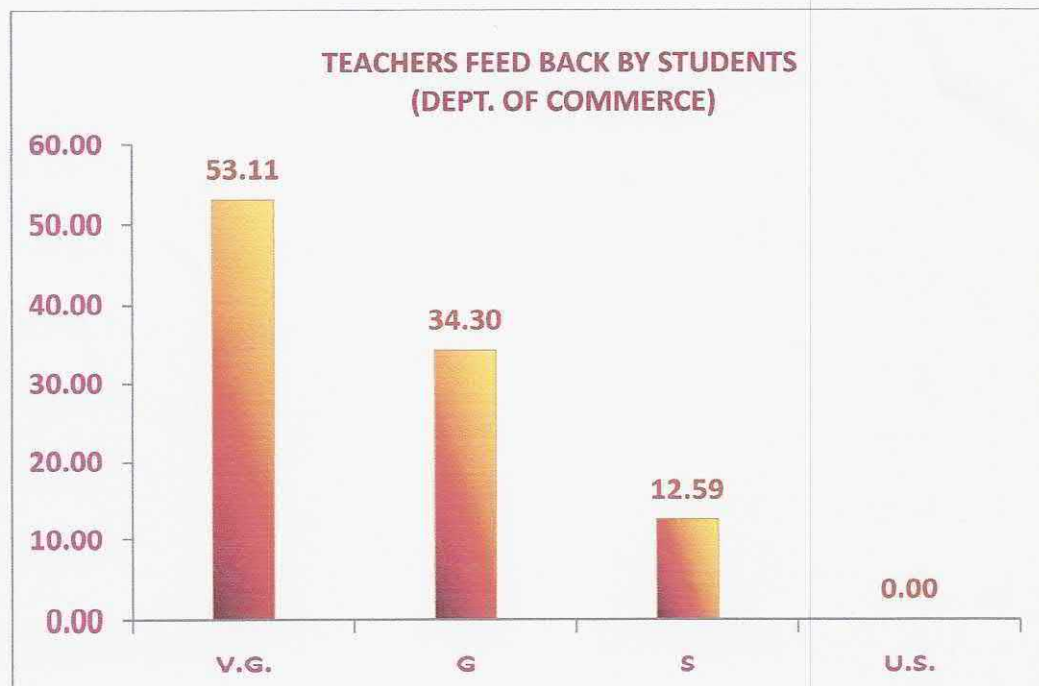
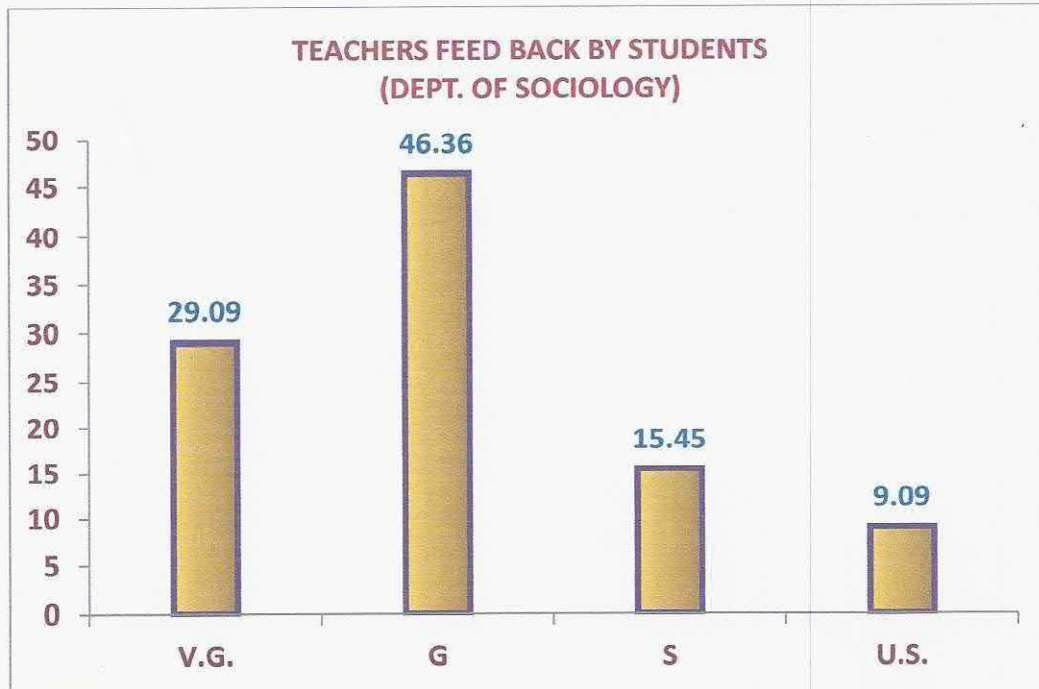
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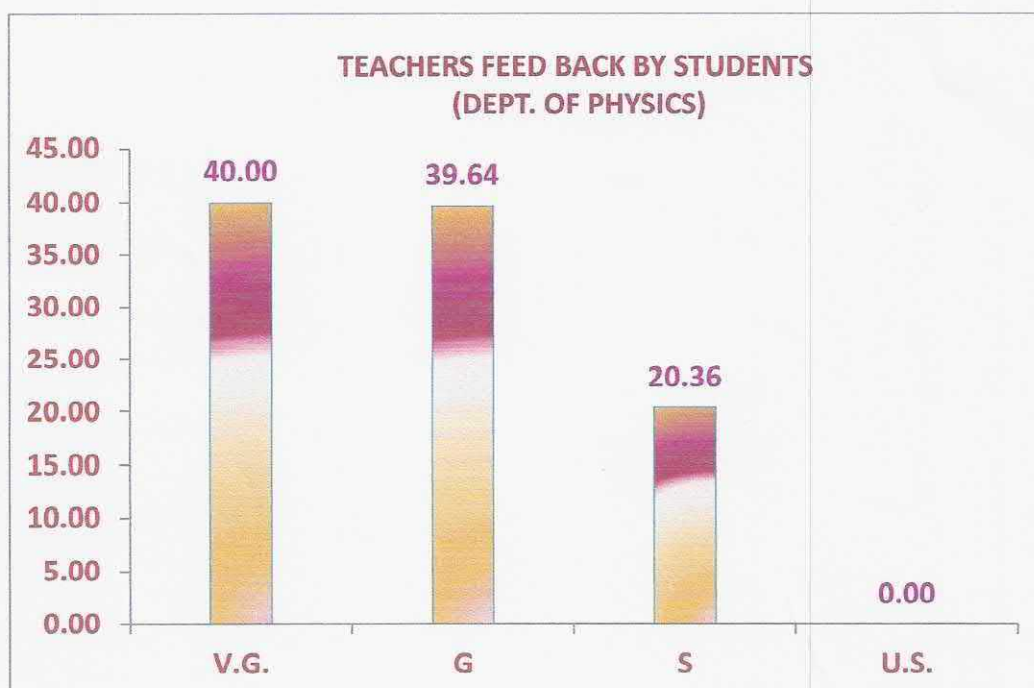
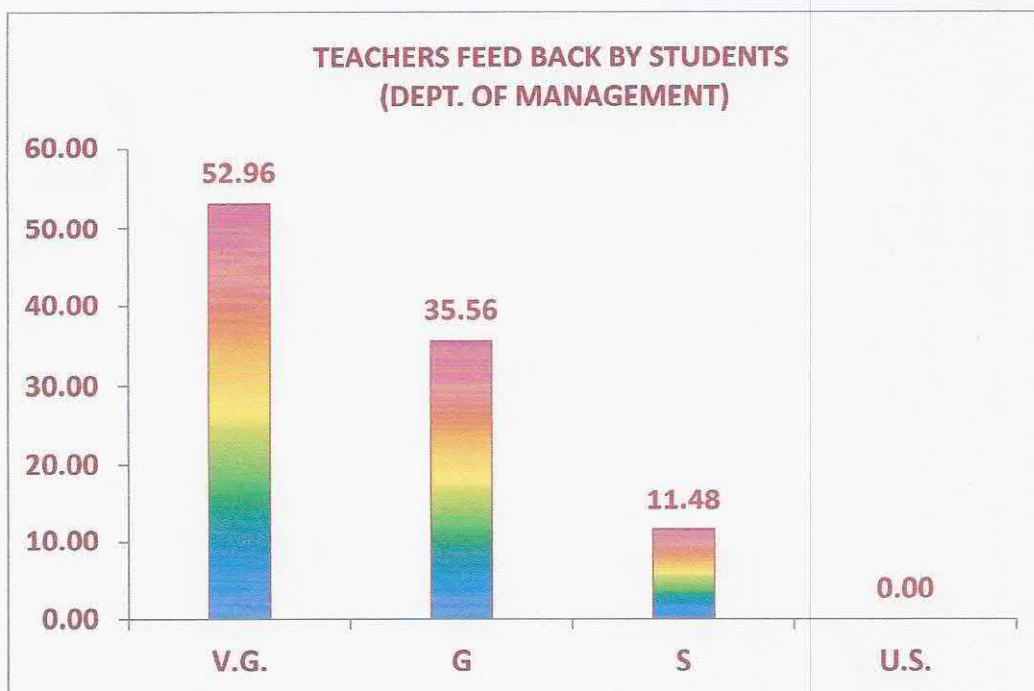
Teachers Feedback for the Year 2017-18

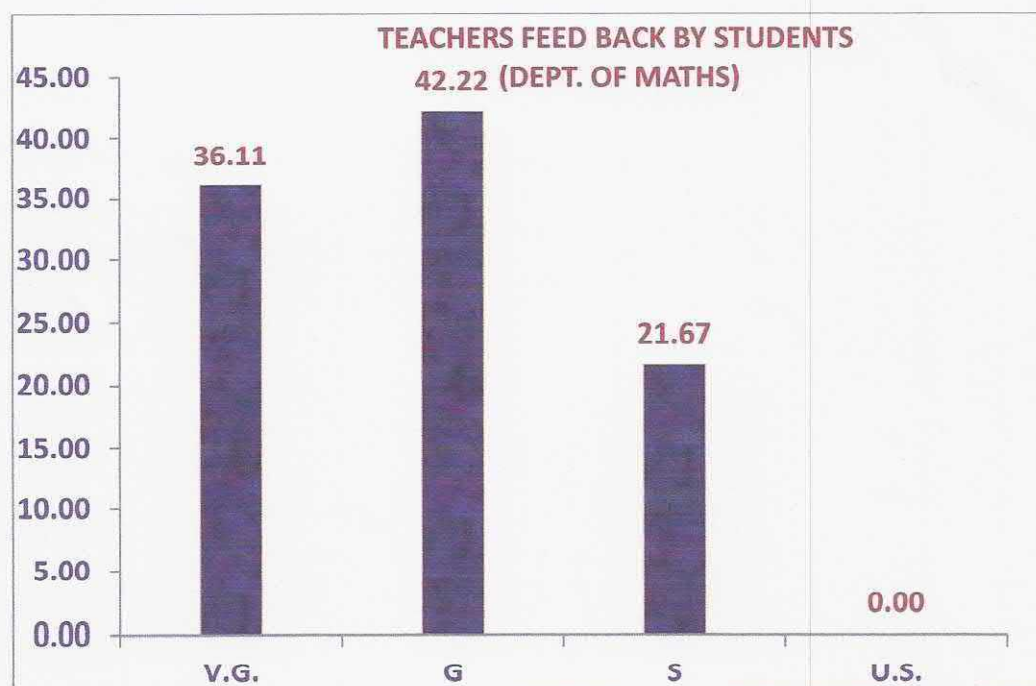
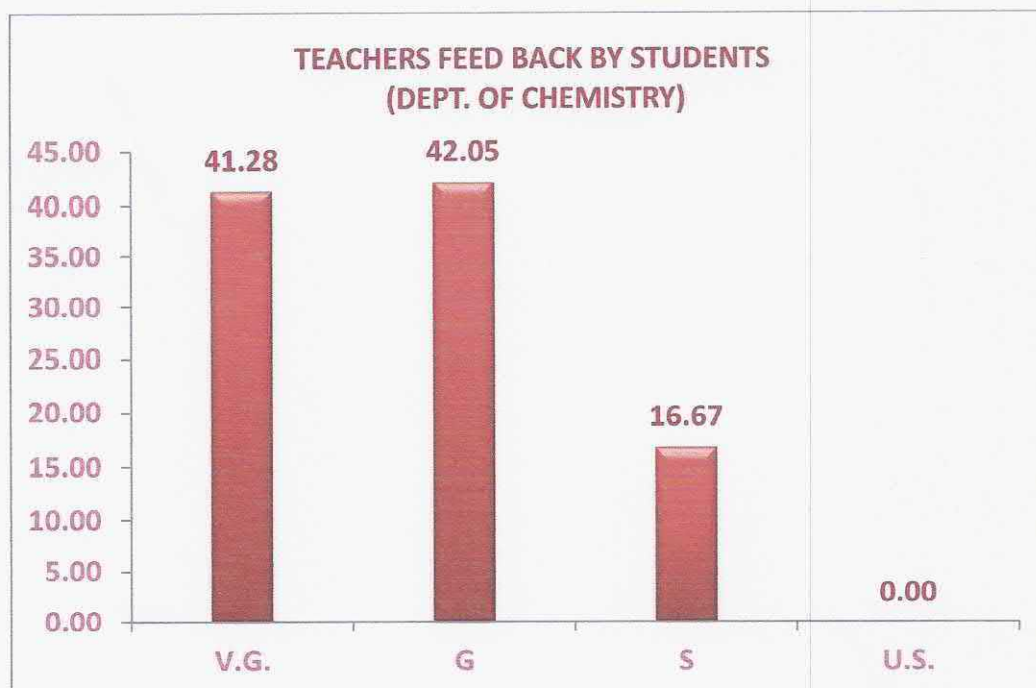


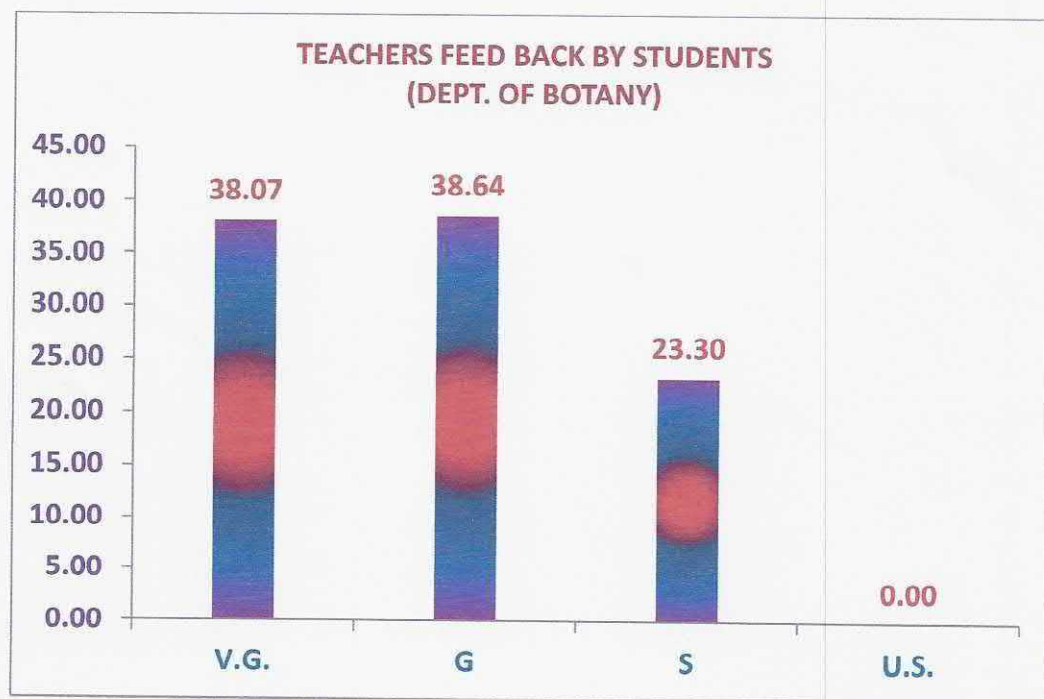
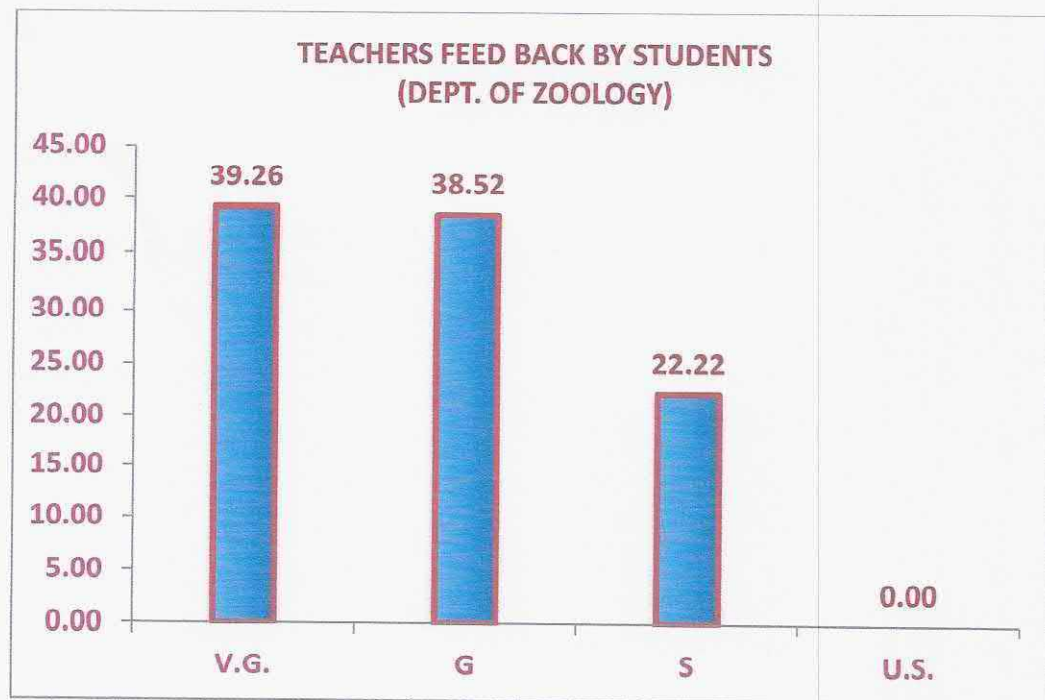


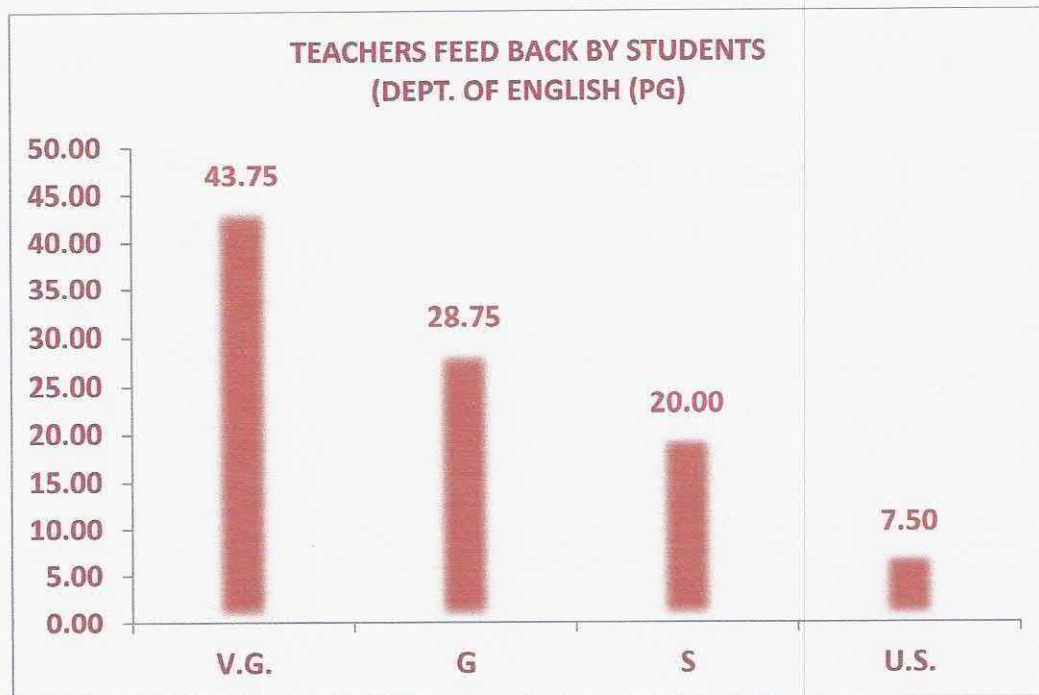
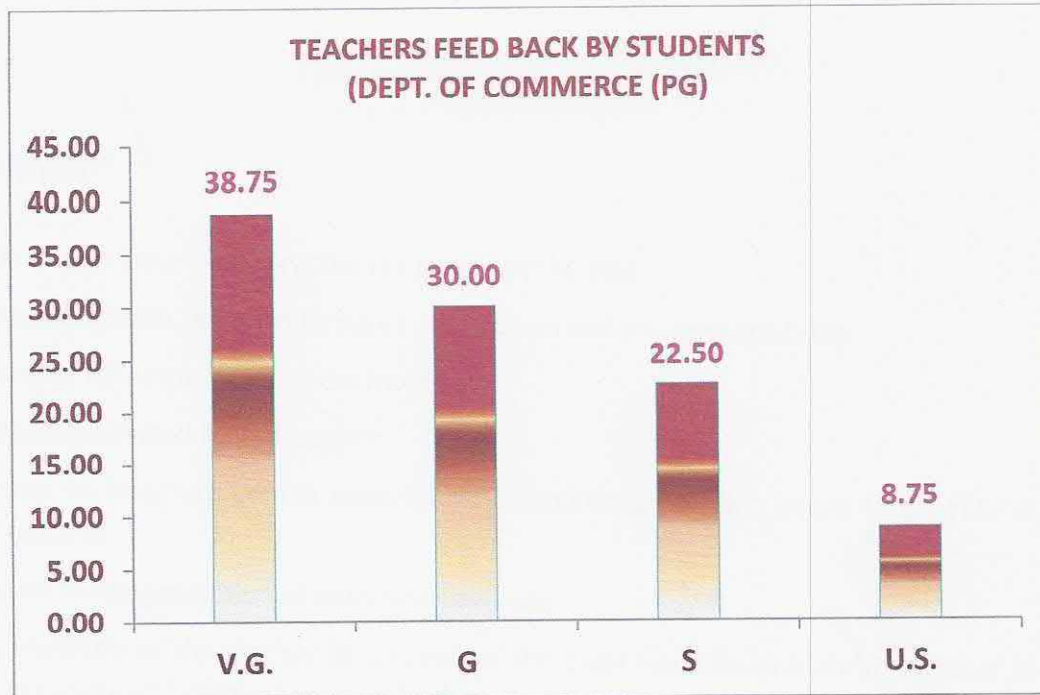














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Feedback Analysis and Action Taken Report

Year 2017-18

The students of the 2017-18 academic year of the undergraduate and post-graduate programmes were asked for their feedback on the following segments;

- Knowledge base of the teacher (as perceived by you)
- Communication skills (in terms of articulation and comprehensibility)
- Sincerity / Commitment of the teachers
- Interest generated by the teacher
- Ability to integrate course material with environment/other issues to provide a broader perspective
- Ability to integrate content with other courses
- Accessibility of the teacher in and out of the class (include availability teacher to motive further study and discussion outside class)
- Ability to design Quizzes/Tests/Assignments/Examinations and Projects to evaluate students understanding of the course
- Provision of sufficient time to feedback
- Overall rating

The parameters for feedback of each of the components were graded as-

- Very Good
- Good
- Satisfactory
- Unsatisfactory

Sl. No.	Department	Feedback analysis and action taken report
1	History	It was found that 44% students considering it to be very good,42% considering it to be good,10.40% students preferred satisfactory and 3.60% considered it to be unsatisfactory.
2	Hindi	38.67% respondents expressed very good,41.33% expressed good, 13.67% expressed somewhat satisfied and 6.33% were unsatisfied.
3	Economics	Around 35.67% respondents expressed a very good, 44.33% shown positive approach towards good, 13% chose satisfactory and the remaining 7% chose unsatisfactory.
4	Kannada	33.50% of students chose very good, 39% chose good, 19% chose satisfactory and the remaining 8.50% were unsatisfied.
5	Political Science	More than 45% of the students chose very good, 43.67% students chose good, 10% are satisfied and only 01% chose unsatisfactory.
6	English	44.75% of Students are agreed and responded to very good, then 36.75% students responded to good,12.25% for satisfactory and 6.25% chose unsatisfactory.
7	Sociology	The analysis shows that the 29.9% of students responded very good, majority of the respondents are 46.36% had chosen good, more than 15% students chose satisfactory and 9.9% rated unsatisfactory.
8	Commerce	It is interpreted from the analysis that the 53.11%of students from the commerce responded to very good, the respondents for good is 34.30%, further 12.59% students responded to satisfactory.
9	Management	The analysis exhibits that majority of the students feel 52.96% as very good, 35.56% as good and 11.48% as satisfactory.
10	Physics	Around 40% students chose very good,39.64% as good and 20.36% as satisfactory.

11	Chemistry	The students of the department responded 41.28% as very good, majority of the students responded good 42.05% and 16.67% students are satisfied.
12	Mathematics	36.11% was graded by the students as very good, majority of students graded good by 42.22% and 21.67% graded as satisfactory.
13	Zoology	The students of the department considered very good by responding 39.26%,38.52% students considered it good, while 22.22% students considered it satisfactory.
14	Botany	The analysis interprets that 38.07% students responded as very good, 38.64% of the students has expressed as good, around 23.30% students expressed as satisfactory.
15	Commerce (PG)	More than 38% students graded as very good, 30% responded as good, further 22.50% students graded as satisfactory and 8.75% students graded as unsatisfactory.
16	English (PG)	According to the feedback survey the analysis exhibits that the students responded 43.75% as very good, good as 28.75%, satisfactory as 20% and unsatisfactory as 7.50%.



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Feedback Analysis Report of Non-Teaching Staff

Year 2021-22

The Non-Teaching Staff of the 2021-22 academic year were asked for their feedback on the following segments;

- Knowledge regarding office work
- Communication Skill
- Commitment of Staff
- Co-operation with students
- Behavior of Staff
- Time Sense
- Availability of staff in office
- Overall rating

The parameters for feedback of each of the components were graded as-

2. Very Good 2. Good 3. Satisfactory 4. Unsatisfactory

Sl. No.	Non -Teaching Staff	Feedback analysis
1	Shri R. M. Sattigeri	It was found that 51.67% students considering it to be very good, 36.11% considering it to be good, 11.11% students preferred satisfactory and 1.11% considered it to be unsatisfactory.
2	Shri Ravi Kulkarni	48.75% of students chose very good, 35.83% chose good, 13.33% chose satisfactory and the remaining 2.08% were unsatisfied.
3	Shri M. P. Mathad	37.23% respondents expressed very good, 39.67% expressed good, 20.65% expressed somewhat satisfied and 2.45% were unsatisfied.
4	Shri Sachin Badiger	38.33% respondents expressed very good, 41.67% expressed good, 20.00% expressed somewhat satisfied.

Co-Ordinator

I. Q. A. C.

J.E.S's, Shri K. A. Lokapur,
Arts, Sci. & Comm. College,
Athani-591304. Dist: Belagavi.

PRINCIPAL

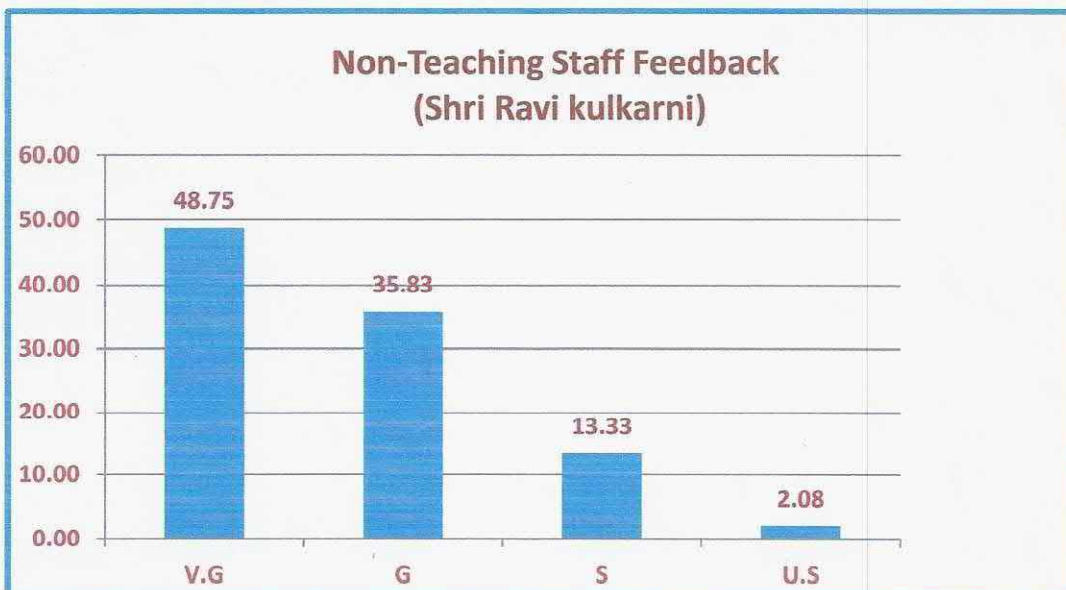
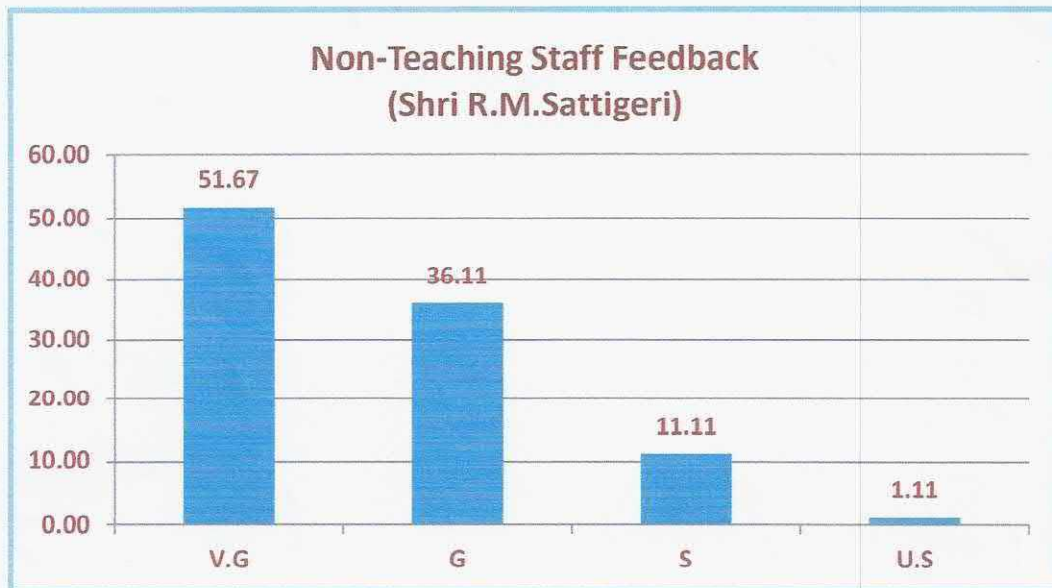
J. E. Society's, Shri K. A. Lokapur,
Arts, Science & Commerce College,
ATHANI-591304. Dist: Belgaum.
College Code: 4204

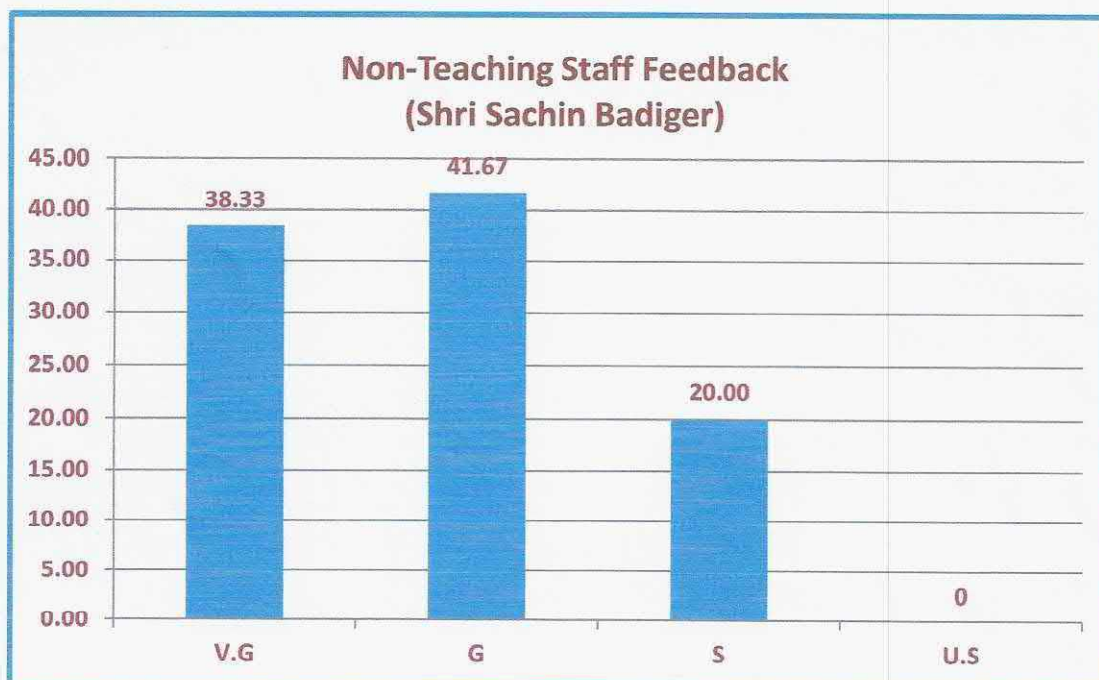
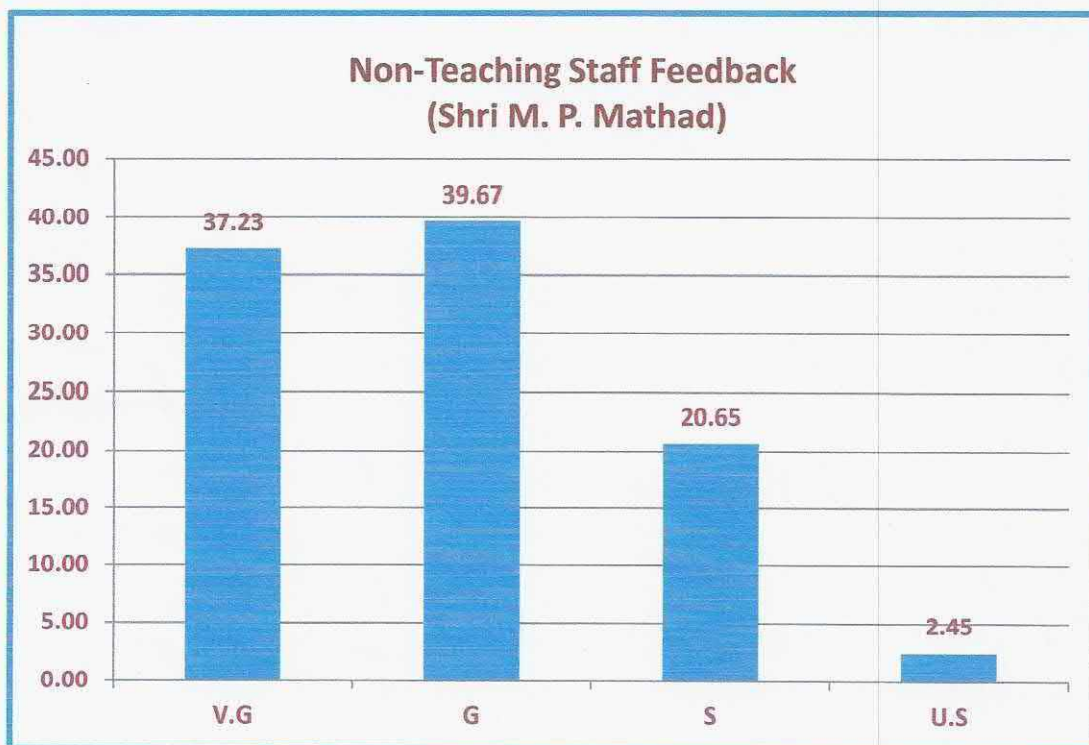


JADHAVAJI EDUCATION SOCIETY'S
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BELGAUM DIST. (KARNATAKA STATE)

ACCREDITED WITH "B" GRADE BY NAAC

Non-Teaching Staff Feedback for the Year 2021-22





Questions:

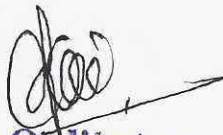
- Knowledge regarding office work
- Communication Skill
- Commitment of staff
- Co-operation with students
- Behaviour of Staff
- Time Sense
- Availability of staff in office
- Overall rating

Note: V.G. - Very Good

G - Good

S - Satisfactory

U.S - Unsatisfactory


Co-Ordinator
I. Q. A. C.
J.E.S's, Shri K. A. Lokapur,
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Athani-591304. Dist: Belgaum.

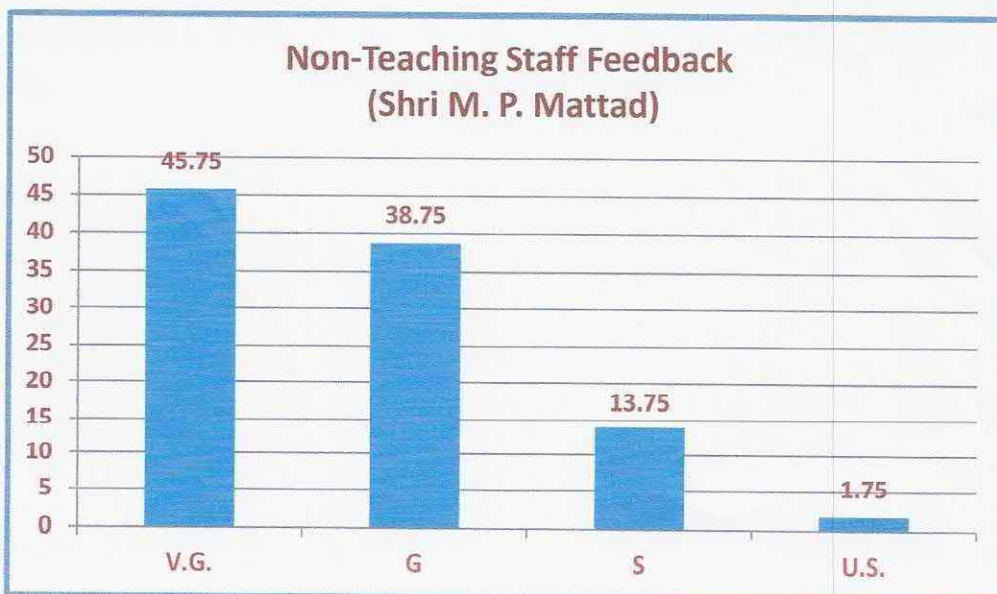
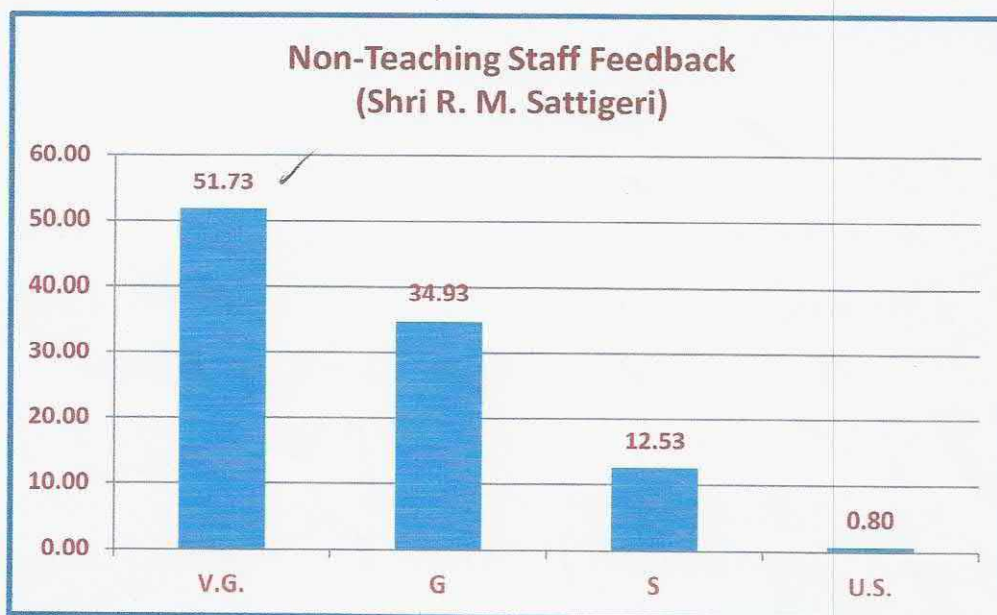

PRINCIPAL
J. E. Society's, Shri K. A. Lokapur,
Arts, Science & Commerce College,
ATHANI-591304. Dist: Belgaum.
College Code: 4204

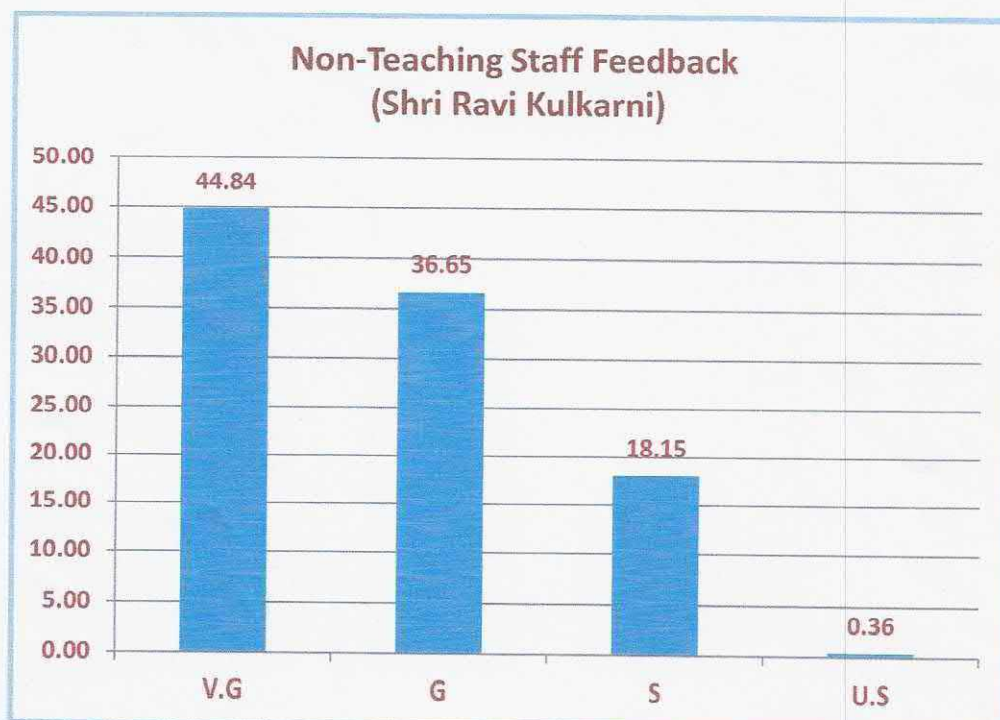
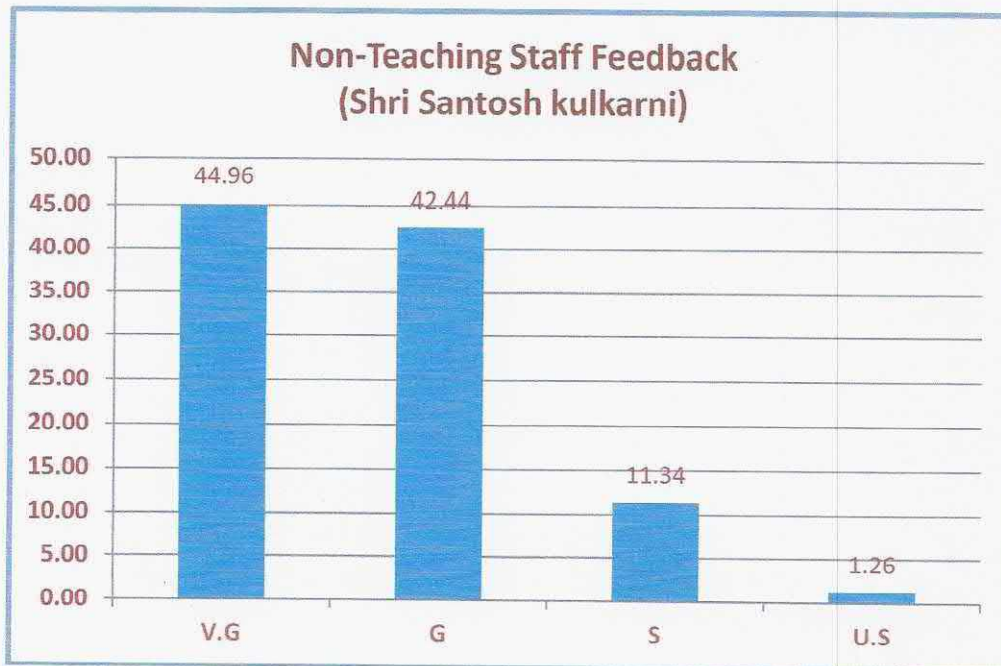


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Non-Teaching Staff Feedback for the Year 2019-20





Questions:

- **Knowledge regarding office work**
- **Communication Skill**
- **Commitment of staff**
- **Co-operation with students**
- **Behaviour of Staff**
- **Time Sense**
- **Availability of staff in office**
- **Overall rating**

Note: V.G. - Very Good

G - Good

S - Satisfactory

U. S - Unsatisfactory



**JADHAVAJI EDUCATION SOCIETY'S
SHRI KRISHNARAO ANNARAO LOKAPUR
ARTS, SCIENCE AND COMMERCE COLLEGE, ATHANI-591304
BELGAUM DIST. (KARNATAKA STATE)**

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Feedback Analysis Report of Non-Teaching Staff

Year 2019-20

The Non-Teaching Staff of the 2019-20 academic year were asked for their feedback on the following segments;

- Knowledge regarding office work
- Communication Skill
- Commitment of Staff
- Co-operation with students
- Behavior of Staff
- Time Sense
- Availability of staff in office
- Overall rating

The parameters for feedback of each of the components were graded as-

1. Very Good 2. Good 3. Satisfactory 4. Unsatisfactory

Sl. No.	Non-Teaching Staff	Feedback analysis
1	Shri R. M. Sattigeri	It was found that 51.73% students considering it to be very good, 34.93% considering it to be good, 12.53% students preferred satisfactory and 0.83% considered it to be unsatisfactory.
2	Shri M. P. Mattad	45.75% respondents expressed very good, 38.75% expressed good, 13.75% expressed somewhat satisfied and 1.75% were unsatisfied.
3	Shri Santosh Kulkarni	Around 44.96% respondents expressed a very good, 42.44% considering it to be good, 11.34% chose satisfactory and the remaining 1.26% chose unsatisfactory.
4	Shri Ravi Kulkarni	44.84% of students chose very good, 36.65% chose good, 18.15% chose satisfactory and the remaining 0.36% were unsatisfied.