

6.2.1: *The institutional perspective plan*

The college has shown remarkable growth since it started. As it is a rural college, its main objective is to give high-quality education in Arts and Commerce, promoting critical thinking, creativity and character development, preparing students for successful careers and responsible citizens. As a leading institution in its locality, it has recognized for academic excellence, innovative teaching methods and strong industry connections due to which this year Commerce department conducted study tour to INFOSYS, Mysore, and students gained lot of knowledge by interacting with them. Management conducts regular meetings with principal as well as with staff for the development of the college and students' growth. Various committees are formed under the supervision of the principal and IQAC. The committee co-ordinator as well as members look after the committee works and finish them in time.

Strategic Plan	Implementation
Academic excellence	Regular classes will be taken, complete the syllabus in time, engage extra classes for slow learners.
Infrastructure upgradation	Depending on the need of the syllabus and environment, up gradation of labs, classrooms software, Green Garden, CC Camera, New building construction, library upgradation, Computer accessibility to students etc.
Industry connections	MoUs with leading industries and study visits. Ex: Deshapande Foundation, Infosys, NGEF, AkshayaPatra, Sugar Industries, KMF etc
Placement	Career Guidance and Placement Cell organized many capacity building programs. Such as: Career Counselling,

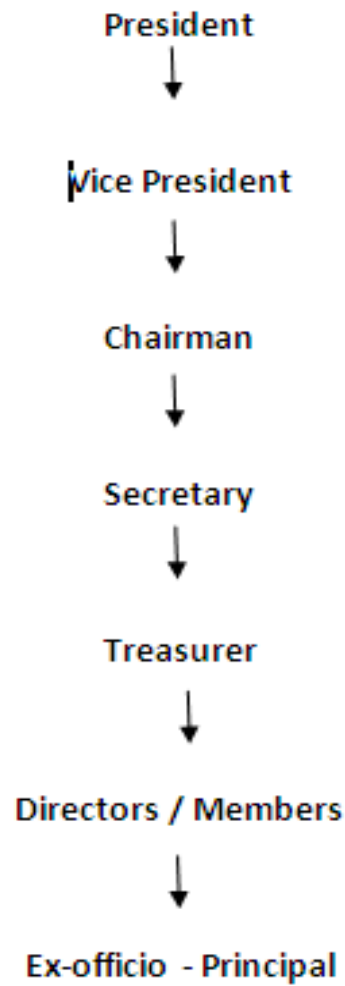
	<p>Skill Plus programs, Deshapande Skilling 9 months Training, Workshops by LCC, DET, Gurudev, TIME, Vidyakashi, Classic, Good Future and Gurukul Academy. Career Guidance Cell provided 30 days free coaching for KPSC, UPSC & IBPS competitive exams. Placement Cell organized state level Campus Drive.</p>
Community engagements	<p>Joining hands with local communities and Alumni conducting outreach and extension activities for community engagements.</p>

The institution has a strong internal coordination and monitoring system. To accomplish effective internal coordination, various committees are formed, which are led by staff members. The principal is in-charge of all committees, which will function under his supervision. The committee members exchange their views with the principal, which aids him in the smooth administration. The correct coordination between the various committees is also developed. Different committees were formed to look after various institutional functions.

The college has developed a strategic plan for its development. The Institution's Management, in collaboration with IQAC and the Principal, develops a strategy to improve quality and expand infrastructure. The college sets several committees for general and academic development. Faculty members, non-teaching personnel, and students all participate in decision-making procedures. The principal oversees good internal cooperation among numerous departments and groups.

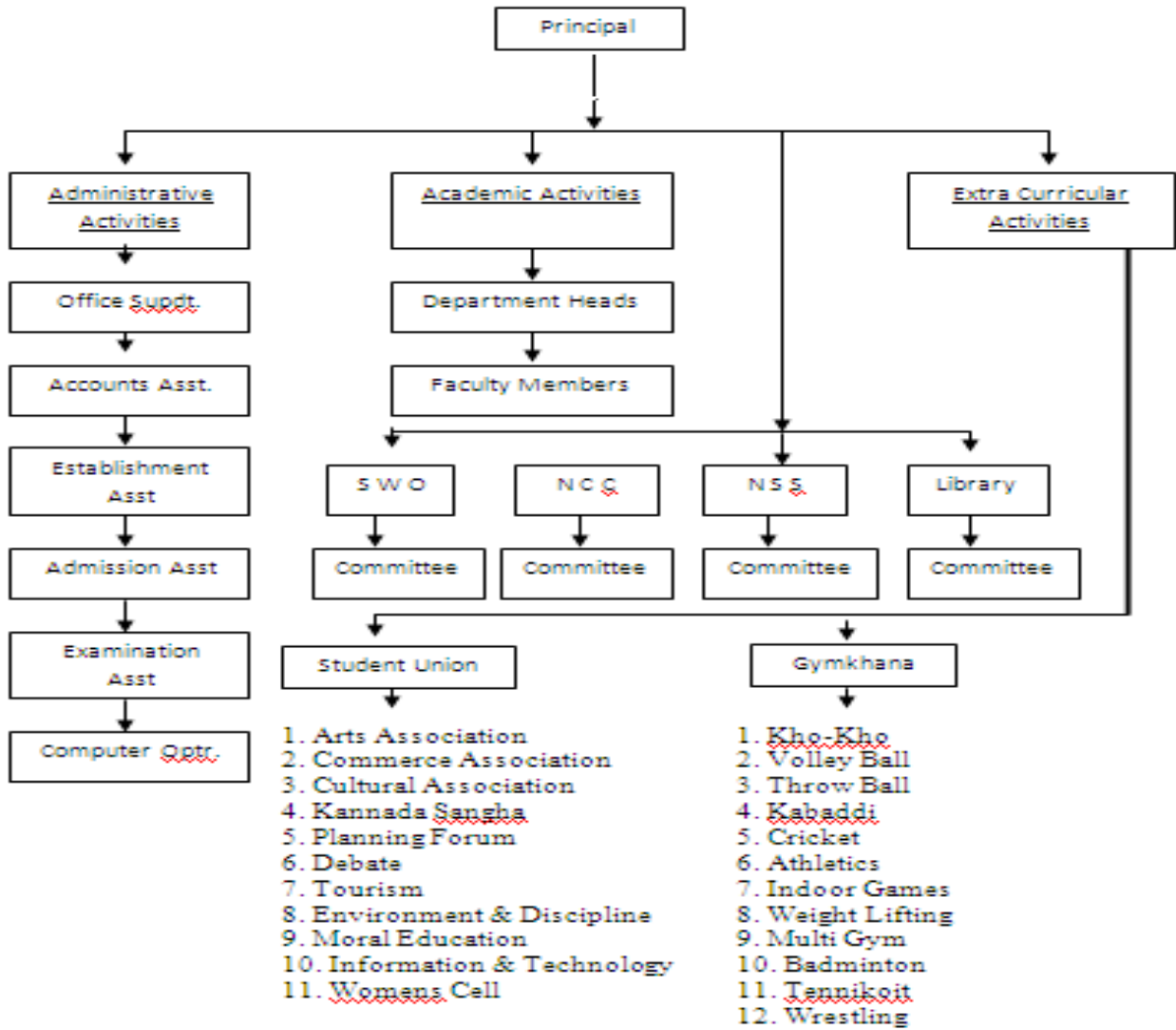
Following is the chart view of the organisation.

Organisation Structure of N.T.S.Samiti



Internal Administration Structure of N T S Samiti's

Internal Administration Structure of
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GOVERNING BODY:

- Review academic and other related activities of the College
- Annual University affiliation
- Consider recommendations of the Principal regarding Promotions
- Looks after the Administration, development of education, growth & expansion of the institution.

PRINCIPAL:

- To prepare all the agenda items, co-ordinate the conduct of meetings and arrange to follow-up all actions required.
- To provide guidance, help implementation and monitor all the academic activities in compliance with the affiliated university
- To conduct internal, end and other examinations
- To initiate all the developmental activities, monitor the progress and report to the Governing body.

HEAD OF THE DEPARTMENT:

- Overall in-charge of department. Required to ensure smooth functioning of the department in addition to teaching load.
- Ensure that all the staff members of the department to perform their duty effectively & efficiently.
- Monitor and take necessary action for processing of activities as per academic plan and calendar of events.

FACULTIES:

- Complete the syllabus in a stipulated time as per the University norms.

- Attend the duties assigned by university in designing of curriculum & setting up of question papers.
- To communicate with students for their personality development and academic performance.
- To participate in research activities & publishing of articles.
- To involve in Administration process related to examinations, admissions, etc.

COMMITTEES:

The Institution has over twenty five (21 committees and 4 advisory committees) committees to ensure that the organization's academic and extracurricular activities run smoothly and efficiently. The committees' objectives and functions are organized in accordance with the institutional head's guidelines.

- At the college level, all committees are led by a faculty member and consist of two or more members.
- The Committee in-charge will oversee the committee's program.
- Organize educational, cultural, and social programs.

Service Rules, Policies and Procedures:

The institution has its own service norms, regulations, and processes for effective operation, which are implemented by the UGC & Higher Education Department, KCSSR Government of Karnataka.

Recruitment of Faculty/Supporting Staff:

- Advertisements are published in local and state-level newspapers.

- Interviews are conducted by a panel consisting of the government nominee, the university nominee, senior faculty or head of the department, an external subject expert from another university, the principal, and the chairman.
- Preference is given to relevant highest qualifications, teaching, and research experience as prescribed by the department.
- A demonstration is taken from each person to understand the teaching capabilities and competencies.
- The guidelines of the Govt. of Karnataka and the university are followed during the recruitment of the faculty.

Promotional Policies Based on the staff's (eligible) performance appraisal, they are promoted to higher levels. Qualification, eligibility, and salary structure are those of the Higher Education Department and as per university norms.

THE KARNATAKA CIVIL SERVICES RULES NOTIFICATION

No. FD53-C.O.D.58, dated 1st March 1958.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Karnataka hereby makes the following rules, namely:-

PART I - GENERAL

1. Title and Commencement:-

(1) These Rules may be called the Karnataka Civil Services Rules. ¹[xxx]


(2) They shall come into force from the first day of April 1958.

2. **Application:-**(1)(a) Parts I, II, V, VI and VII, and the provisions of Part III and Part IV relating to procedural matters shall apply to all persons serving in connection with the affairs of the State of Karnataka
(b) Part III of these rules other than the provisions thereof referred to in clause (a) of this sub rule shall apply to all persons holding or appointed to posts in connection with the affairs of the State of Karnataka in pensionable establishments and to all claims in respect of leave availed of by such persons:

Provided that every person allotted or deemed to be allotted to serve in connection with the affairs of the State of Karnataka under section 115 of the States Reorganisation Act 1956 (Central Act 37 of 1956) shall continue to be governed by the Rules applicable to him before the 1st day of November 1956 unless such person exercises his option to be governed by Part III of these Rules:

Provided further that any option exercised by any person to be governed by the Karnataka Leave Rules, 1957 before the date of commencement of these Rules shall be deemed to be option exercised in pursuance of Part III of these Rules.

1. Deleted by No. FD 41 SRS 60 dated 1.11.1960 (wef 10.11.1960)


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(c) Part IV of these Rules, other than the provisions thereof referred to in clause (a) of this sub-rules shall apply to the following classes of Karnataka Government servants in pensionable establishment;

(i) All persons who enter or have entered Karnataka Government service, whether in a permanent or other capacity on or after 1st November 1956 in respect of whose conditions of service the Governor of Karnataka is competent to make rules under the proviso to Article 309 of the Constitution;

(ii) All persons (including persons allotted to serve in connection with the affairs of the State of Karnataka under section 115 of the States Reorganisation Act, 1956), who were in service on the 31st October 1956 but did not hold substantive posts in pensionable establishments on that date;

(iii) Persons allotted to serve in connection with the affairs of the State of Karnataka under section 115 of the States Reorganisation Act, 1956 who were holding substantive posts in pensionable establishment on the 31st October 1956 in a service in connection with the affairs of the former State of Mysore, Hyderabad or Bombay or the State of Madras or in a service in connection with the affairs of the Union under the administrative control of the Chief Commissioner of the State of Coorg, and who, in the manner and within the period specified by Government, exercise their option to be governed by the provisions of Part IV of these rules,

(iv) Persons allotted to serve in connection with the affairs of the State of Karnataka under Section 115 of the States Reorganisation Act, 1956, who are subscribers to the Madras Contributory Provident Fund - Pension - Insurance Fund (1950), and who subject to the following conditions, and in the manner and within the period specified by Government, exercise their option to be governed by the provisions of Part IV of these rules:-

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(aa) The Government servants shall cease to subscribe to the said Fund;

(bb) The amount of contributions made by the Government (from the commencement) together with interest thereon standing to his credit in the Fund shall be credited to the Government of Karnataka.

(cc) The amount of subscription together with interest thereon standing to his credit in the fund shall be transferred to his credit in the Karnataka General Provident Fund to which he is eligible to subscribe;

(dd) His pensionary benefits shall be governed by the Rules in Part IV and the Government of Karnataka will bear full pensionary liability in respect of the services rendered by him (both in Madras and Mysore States):

Provided that every person allotted or deemed to be allotted to serve in connection with the affairs of the State of Karnataka under section 115 of the States Reorganisation Act, 1956 (Central Act 37 of 1956) shall continue to be governed by the Rules applicable to him before the 1st day of November 1956 unless such person exercises his option to be governed by Part IV of these Rules before the ¹[first day of July 1959]:

Provided further that any option exercised by any person to be governed by the Karnataka Pension Rules 1957 before the date of commencement of these Rules shall be deemed to be option exercised for being governed by Part IV of these Rules.

²[Note 1-

In the case of Government servants in service on 31.12.1959 time for exercising the said option is extended upto ³[30th June 1961];

⁴[Note 2-

In the case of Government servants in service on 30th June 1961, time for exercising the said option is extended upto 30.6.1962];

1. Amended by No. FD 59 SRS 59 dated 24.2.1959 (wef 5.3.1959).

2. Inserted by No. FD 41 SRS 60 dated 6.7.1960 (wef 14.7.1960).

3. Substituted by No. FD 26 SRS 61 dated 20-3-1961.

4. Inserted by No. FD 73 SRS 62 dated 10.9.1962 (wef 20.9.1962).

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¹[Note3-InthecaseofGovernmentsservantsinserviceon 30th September 1962 time for exercising the said option isextendeduptothe30thSeptember1963]

²[Note4-

InthecaseofGovernmentsservantsinserviceonthe30thSeptember,1963.time forexercisingthesaidoptionisextendeduptotothe31stMarch1964];

³[Note5-

InthecaseofGovernmentsservantsinserviceonthe31stMarch1964timeforexercisingthesaidoptionisextendeduptothe31stDecember1964];

⁴[Note 6 - In respect of retirement or death while inservice of Government Servants on or after 1st September 1968,the pension rules in Part IV shall apply unless the GovernmentServanthasexercisedoption tobegovernedbythepensionrule applicabletohimbefore31stAugust1969];

(d) Part VIII of these Rules shall apply to all persons serving in connection with the affairs of the State of Karnataka inpensionableestablishmentsandtoallclaimsinspectofjourneysandhalts madebysuchpersons:

Providedthattheclaimsinspectofjourneysandhaltsmade by such persons under the provisions of the Karnataka Travelling Allowance Rules, 1957, and pending on the date ofcommencementoftheseRulesshallbedeemedtobeclaimsunderthecorrespondingprovisions ofPartVIIIoftheseRules.

(2) Notwithstandinganythingcontainedinsub-rule(1),theseRulesshallnotapplyto-

- (i) PersonsemployedinIndustrialUnderakingsoftheGovernment;
- (ii) Personsincasualemployment;
- (iii) Persons subjecttodischargefromserviceonlessthanonemonth'snotice;
- (iv) Personsforwhoseappointmentandothermatterscovered by these Rules, special provisions are made by or underanylawforthetimebeinginforce,orinanycontract

1. Inserted by No. FD 48 SRS63 dated 6.6.1963.
2. Inserted by No. FD4 SRS 64 dated 1.2.1964 (wef 17.2.1964).
3. Inserted by No. FD55 SRS64 dated 25.8.1964 (wef 18.9.1964).
4. Inserted by No. FD 69 SRS 66 dated 10.10.1968.

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in regard to the matters covered by such laws or such contracts; and

(v) Members of the All India Services.

¹[2A. Application of Rule 285, - Notwithstanding anything contained in Rule 2, Rule 285 shall, with effect from 16th March 1970, apply to all persons serving in connection with the affairs of the State of Karnataka including persons allotted or deemed to be allotted to serve in connection with the affairs of the State of Karnataka under Section 115 of the States Reorganisation Act, 1956 (Central Act 37 of 1956)].

²[2B. Application of Rules 106-B, 214 and 254, - Notwithstanding anything contained in Rule 2, rules 106B, 214 and 254 shall apply to all persons serving in connection with the affairs of the State of Karnataka including persons allotted or deemed to be allotted to serve in connection with the affairs of the State of Karnataka under section 115 of the State Reorganisation Act, 1956 (Central Act 37 of 1956)].

³[3. Repeal and Savings:-

(i) The Karnataka Civil Services Interpretation Rules, 1957.

(ii) The Karnataka Pay and Allowances Rules, 1957; (which came into force from 1st December, 1957).

(iii) The Karnataka Leave Rules, 1957; (which came into force from 1.10.1957).

(iv) The Karnataka Pension Rules, 1957; (which came into force from 1.9.1957).

(v) The Karnataka Commutation of Pension Rules, 1957, (which came into force from 1.9.1957).

(vi) The Karnataka Extraordinary Pension Rules, 1957; (which came into force from 1.9.1957).

1. Inserted by No. FD 119 SRS 69 dated 18.8.1970 (wef 5.9.1970)

2. Inserted by No. FD 110 SRS 70 dated 22.10.1971 (wef 28.10.1971)

3. Substituted by No. FD 315 SRS 58 dated 22.12.1958 (wef 31.1.1959).

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(vii) The Karnataka Government Servants' Maintenance of Records of Service Rules, 1957 (which came into force from 1.11.1957).

(viii) The Karnataka Government Servants (Foreign Service Rules, 1957); (which came into force from 1st November, 1957).

(ix) The Karnataka Travelling Allowance Rules, 1957-
, (which came into force from 1.9.1957) and

(x) Any rule or order corresponding to any rule in the Karnataka Civil Services Rules, 1958, made either under the proviso to Article 309 of the Constitution, or in exercise of any power by any competent authority are hereby repealed, to the extent to which the provision of any of these rules is applicable to the persons referred to in Rule 2:

Provided that any order issued, anything done or any action taken under any provision of any of the rules or orders repealed by this rule shall be deemed to have been issued, done or taken under the corresponding provisions of these rules.

All rules made under the proviso to Article 309 of the Constitution of India and all other rules and orders made by any competent authority, in force before the 1st day of April, 1958, other than the rules and orders repealed by rule 3 of the Karnataka Civil Services Rules 1958, as substituted by rule 2 of these rules, shall subject to any amendments made to the said rules and orders on or after 1st April 1958, be deemed to have continued in force on and after 1st April, 1958, as if rule 3 of the Karnataka Civil Services Rules, 1958, as originally made had never been made; and any order issued, anything done or any action taken under any such rule or order on or after the first day of April, 1958 shall be deemed always to have been validly issued, done or taken under such rule or order as if such rule or order were in force at all relevant times, and no order issued, anything done or action taken under any such rule or order shall be called in question on the ground that such rule or order was not in force at the relevant time.]

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¹[3A. Notwithstanding anything contained in Rules 2 and 3, any option exercised by any person on or after the first day of April 1958 and before the first day of September 1958 to be governed by the Karnataka Leave Rules, 1957 or the Karnataka Pension Rules, 1957, shall be deemed to be option exercised for being governed by Part III or Part IV, as the case may be of these Rules and all such options shall be dealt with accordingly.]

4. For the purposes of these rules, 'service' with reference to service rendered by persons allotted or deemed to be allotted to serve in connection with the affairs of the State of Karnataka under section 115 of the States Reorganisation Act, 1956 (Central Act 37 of 1956) includes all service rendered by them before the first day of November 1956 which was reckoned as 'service' under the rules applicable to such persons.

²[Note-

In respect of personnel of the Industrial Training Centres/Institutes and the Employment Exchange transferred from the Government of India to the State control with effect from the first day of November, 1956, the services rendered by the said personnel under the Government of India shall be counted for leave and pension to the extent it would have counted had they been continued under the Government of India, under the Central Government Rules as on 1st November, 1956. The Government of India shall contribute to the State Governments such contribution as is usually admissible under rules.]

5. Any reference to any Rule or to any expression (such as earned leave, half pay leave, etc.), in these rules, shall, in relation to Government servants who have not exercised their option to be governed by Part III or Part IV of these Rules in respect of Leave or Pension, be construed as a reference to the corresponding Rule or expression contained, in the corresponding Leave Rules or Pension Rules, as the case may be applicable to such Government servants.

6. Subject to the provisions relating to protection of conditions of service, if any, under section 115 of the States Reorganisation Act, 1956, the claim of a Government servant

1. Inserted by No. FD 174 SRS 58 dated 4.9.1958 (wef 1.9.1958).

2. Inserted by No. FD 283 SRS 59 dated 16.3.1960 (wef 24.3.1960).

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topayandallowances,includingtravellingallowances,isregulatedby the rules in force at the time at which the pay and allowancesareearned;toleave,bytherulesinforceatthetimeleaveisappliedfor and granted and to pension, by the Rules in force at the timewhentheGovernmentsservantretiresorisdischargedfromtheserviceofGovernment.

7. Where the State Government is satisfied that theoperation of any Rule regulating the conditions of service of theState Government servants or any class of such Governmentsservants causes undue hardship in any particular case it may, byorderdispensewithorrelaxtherequirementsofthatRule tosuchextentandsubjecttosuchconditionsasitmay consider necessaryfordealingwithanycaseinajustandequitablemanner.

¹[7-A.xxxl

²[7-B.Officersappointedtobeinchargeofthecurrentduties of a post shall be competent to exercise all administrativeandfinancialpowersvestedintheregularincumbentofthatpost.Suchanofficershouldnothowe vermodifyorover-ruletheordersalready passed by the regular incumbent of the post except inemergencywithoutobtainingtheordersofthenexthigherauthority.]

1.DeletedbyNO.FD 34 SRS 61 dated25.8.1964 (wef 17.9.1964).

2.Insertedby No.FD 41 SRS 67dated8.3.1967 (wef 23.3.1967).

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