



IQAC Initiatives towards Professional Development Program

Development of individual employees is vital for Institutional growth. St. Joseph's College of Commerce (Autonomous) encourages learning for its own sake. In this background, the IQAC took the initiative to design and conduct many programs for both teaching and non-teaching staff members termed as employee development programs for the non-teaching staff members and professional development programs for the faculty members. The faculty members of the institution were also encouraged to attend faculty development program in the college as well as outside the college. The faculty members of the Institution have attended many number of Orientation Program, Refresher Course, Short Term Course, and Faculty Development Program during the last five years. They have also represented the Institution in their professional capacity in various seminars, workshops, college committee and have delivered guest lectures, keynote addresses, chaired session, were a member of panel discussions.

Details of Staff participation in external conferences, seminars, workshops and symposium.

- Dr. Himachalopathy attended the 4th International Conference on Competency Building Strategies in Business and technology for sustainable development organized by Sri Ganesh School of Business Management, Salem on 20/02/2015 and presented two papers titled "A Study on Swayam product (MOOC in India) using Crowd Sourcing" and "A Study on Shadow Banking in India"
- Mr. Lava Kumar participated in the Xth Annual International Conference, organized by Central University of Rajasthan and ISTR (Indian Society for Theatre Research) from 8/01/2014 to 14/01/2014 and presented a paper titled 'Alternative Pedagogy in Education: Theatre Arts'
- Mr. Lava Kumar participated at the X National Conference on Language and Literature, organized by Padmashree Institute of Management and Science on 26/04/2014 and presented a paper titled 'Limitations of Classroom Teaching; Theatre as an Alternative Pedagogy'
- Mr. Lava Kumar participated at the National Conference organized by Department of Performing Arts, Bangalore University on 13/11/2014 and 14/11/2014 and presented a paper titled 'Theatre in Primary Education; Situation in Karnataka'
- Dr. Mohan P. Philip & Ms. Veenu Joy at the International Conference on Emerging Marketing Strategies and Practices in the Competitive Global Environment, Loyola College on 17/02/2015 and also presented a paper on



- “Mobile Phone Applications as Innovative Marketing Technique in the Emerging E-tail Market”
- Ms. Muktha in a National level IQAC Conference on "Relevance of Interdisciplinary Approach in Higher Education" organized by Kristu Jayanthi College (Autonomous), Bangalore and presented a paper titled "Interdisciplinary approach in Higher Education- the CBCS way".
 - Ms. Nirmala Joseph participated in a UGC Sponsored National Level Seminar "Emerging trends in Global Financial System" at MES College on 19/09/2014 and presented a paper on HEDGE FUNDS - the Emerging Alternative Mainstream of Investments.
 - Ms. Nirmala Joseph in a National level IQAC Conference on "Relevance of Interdisciplinary Approach in Higher Education" organized by Kristu Jayanthi College (Autonomous), Bangalore and presented a paper titled "Interdisciplinary approach in Higher Education- the CBCS way".
 - Ms. Preemal Maria D'Souza participated and presented a paper on "A Study on the Impact of Financial Inclusion on Non-performing Assets in Commercial Banks of Bangalore" at the International Conference organized by Christ University, Bangalore, from 11/12/2014 to 12/12 /2014.
 - Ms. Preemal Maria D' Souza & Ms. Tina P. Singh participated and presented a paper on "A Study on the Response of Consumers Towards Agile Marketing" at the International Conference on "Emerging Trends in Business" at Christ University, Bangalore, from 11/12/2014 to 12/12 /2014.
 - Mr. Raj Sadhwani participated in a UGC sponsored national level seminar "Human Resource Management in Higher Educational Institutions (HEI)" at St. Joseph's College of Commerce (Autonomous) from 18/09/2014 to 19/09/2014 and presented a paper on " Human Resource Management and Higher Education : A Descriptive Model" .
 - Ms. Suganthi Pais participated in a UGC sponsored national level seminar "Human Resource Management in Higher Educational Institutions (HEI)" at St. Joseph's College of Commerce (Autonomous) from 18/09/2014 to 19/09/2014 and presented a paper titled "A Study on Role of Work-Family Enrichment in Life Satisfaction of Academicians in Higher Education" .
 - Mr. Vinay K S participated in a national level conference on " Narrating Centres and Peripheries - Minority Discourses in India" organized by Christ University, Bangalore, from 12/12/2015 to 13 /12/2015 and presented a paper on " Narrating Metaphors: Speculations on DRN's The Flaming Feet" .
 - Dr. Lalima Chakaraverty , participated in a national level conference on "E. Content Development for Enhancing Pedagogical for Teachers in Higher Education" organized by Christ University, Bangalore, from 9/09 /2014 to 11/09/ 2014.



- Mr. Lava Kumar participated in a national conference on 'Media Challenges in the Age of Globalization and Digitization' organized by the Department of Communication, St. Joseph's College on 27/11 /2014 and 28/11/ 2014.
- Ms. Meera Varghese participated in a national level conference on "E. Content Development for Enhancing Pedagogical for Teachers in Higher Education" organized by Christ University, Bangalore, from 9th to 11th September , 2014.
- Ms. Nikhat Asrar participated in a ICHR Sponsored National conference on "Role of Tribals in the Cultural History of South India 10th to 19th Century A.D. at Jyothi Nivas College (Autonomous) on 25th and 26th November 2014.
- Ms. Veenu Joy participated in an International Conference on "Emerging Marketing Strategies and Practices in the Competitive Global Environment" organized by Loyola College, Chennai, on 17th February'2015.
- Ms Anitha Mary S. participated in a seminar on "Social Media Marketing" organized by CMR College, Banaswadi on 21st and 22nd March 2014.
- Ms Clara John participated in a seminar on "Social Media Marketing" organized by CMR College, Banaswadi on 21st and 22nd March 2014.
- Ms. Christina Aroojis participated in a seminar on "Introduction to Outreach Programme and Social Awareness" organized by St. Joseph's Business Administration, Bangalore on 5/07 / 2014.
- Ms Clara John participated in a seminar on "Social Media Marketing" organized by CMR College, Banaswadi on 21/03/2014 and 22/03/2014.
- Rev. Dr. Daniel Fernandes SJ, organized and participated in a State Level Seminar on "Excellence in Jesuit Higher Education, sponsored by Karnataka Jesuit Province Commission for Higher Education, at St. Joseph's College of Commerce (Autonomous) from 14/2/2015 to 15/ 2/ 2015 November, 2015.
- Rev. Dr. Daniel Fernandes SJ, participated in a two-day National Seminar on the 'Role of Religion in Promoting Peace and Harmony: Contribution of Christianity" at Christ University from 19/2/2015 to 20/2/ 2015.
- Ms. Gayatri Sasi Tampi attended a national level seminar on "E-Content Development for Enhancing Pedagogical Skills for Teachers in Higher Education: A Complete E-Content Production Experience" organized by Christ University Bangalore from 9/09/2014 to 11/09/ 2014.
- Dr. Lalima Chakaraverty participated in a national level seminar on "Narrating Centres and Peripheries: Minority Discourses in India", organized by Christ University, Bangalore, from 12/01/2015 to 13/01/ 2015.
- Ms. Nirmala Joseph participated in a UGC sponsored state level seminar on "An Overview of the Companies Act, 2013, at St. Joseph's College of Commerce (Autonomous) on 12/09/2014.
- Mr. Mithun D.J participated in a UGC Sponsored National Level Seminar "Human Resource Management in Higher Educational Institutions (HEI)" at St. Joseph's College of Commerce (Autonomous) from 18/09/2014 to 19/09/2014.



- Ms. Muktha participated in a national level seminar "Relevance of Interdisciplinary Approach in Higher Education" organized by the IQAC at Kristu Jayanthi College (Autonomous), Bangalore, from 22/01/2015 to 23/01/2015.
- Ms. Muktha participated in a UGC sponsored state level seminar on "An Overview of the Companies Act, 2013, at St. Joseph's College of Commerce (Autonomous) on 12th Sep'2014
- Ms. Muktha participated in a state level seminar on "Excellence in Jesuit Higher Education" sponsored by Karnataka Jesuit Province Commission for Higher Education, at St. Joseph's College of Commerce (Autonomous) from 14/11/2014 to 15 /11 /2014.
- Ms. Muktha participated in a UGC sponsored national level seminar on "Human Resource Management in Higher Educational Institutions (HEI)" at St. Joseph's College of Commerce (Autonomous) from 18/09/ 2014 to 19/09 / 2014.
- Ms. Nirmala Joseph participated in a UGC sponsored national level seminar on, "Human resource management in higher educational institutions (HEI)" at St. Joseph's College of Commerce (Autonomous) on 18/09/ 2014.
- Ms. Nirmala Joseph participated in an international level seminar on" Risk Management in Commodity and Financial Markets', organized by Kristu Jayanthi College (Autonomous), Bangalore, from 25/ /09 /2014 to 26/09 /2014.
- Ms. Nirmala Joseph participated in a state level seminar on "Excellence in Jesuit Higher Education " sponsored by Karnataka Jesuit Province Commission For Higher Education, at St. Joseph's College of Commerce (Autonomous) from 14/11 /2014 to 15/11 /2014.
- Ms. Nirmala Joseph participated in a national level seminar on "Relevance of Interdisciplinary Approach in Higher Education" organized by the IQAC at Kristu Jayanthi College (Autonomous), Bangalore, from 22/01/2015 to 23/01/2015.
- Ms. Poornima attended a national level seminar on "E-Content Development for Enhancing Pedagogical Skills for Teachers in Higher Education: A Complete E-Content Production Experience" organized by Christ University Bangalore from 9/09/2014 to 11/09/2014.
- Ms. Poornima participated in a UGC sponsored state level seminar on "An Overview of the Companies Act, 2013, at St. Joseph's College of Commerce (Autonomous) on 12/09/2014
- Ms. Poornima participated in a state level seminar on "Excellence in Jesuit Higher Education, sponsored by Karnataka Jesuit Province Commission for Higher Education, at St. Joseph's College of Commerce (Autonomous) from 14/11/2014 to 15/11/ 2014.



- Mr. Ravi Richard participated in a state level seminar on “Excellence in Jesuit Higher Education, sponsored by Karnataka Jesuit Province Commission for Higher Education, at St. Joseph’s College of Commerce (Autonomous) from 14/11/2014 to 15/11/2014.
- Ms. Ravi Darshini attended a seminar on “Accounting for Managers” at RV Institute of Management Studies, Bangalore on 26/09/2014.
- Ms. Ravi Darshini participated in a UGC sponsored state level seminar on “An Overview of the Companies Act, 2013,” at St. Joseph’s College of Commerce (Autonomous) on 12/09/2014.
- Ms. Ravi Darshini participated in a state level seminar on “Excellence in Jesuit Higher Education, sponsored by Karnataka Jesuit Province Commission for Higher Education, at St. Joseph’s College of Commerce (Autonomous) from 14/11/2014 to 15/11/ 2014.
- Ms. Ravi Darshini participated in a national level seminar on “Choice Based Credit System as an Approach to Skill Based Student Centered Learning in Higher Education” at Mount Carmel College, Bangalore on 11/02/2015.
- Dr. D. Raja Jebasingh participated in a UGC sponsored national level seminar "Human Resource Management in Higher Educational Institutions (HEI)" at St. Joseph’s College of Commerce (Autonomous) from 18/09/2014 to 19/09/2014.
- Dr. D. Raja Jebasingh participated in a state level seminar on “Excellence in Jesuit Higher Education, sponsored by Karnataka Jesuit Province Commission for Higher Education, at St. Joseph’s College of Commerce (Autonomous) from 14/11/2014 to 15/11/2014.
- Mr. Raj Sadhwani participated in a state level seminar on “Excellence in Jesuit Higher Education, sponsored by Karnataka Jesuit Province Commission for Higher Education, at St. Joseph’s College of Commerce (Autonomous) from 14/11/2014 to 15/11/2014.
- Mr. Raj Sadhwani participated in an Indian Council for Historical Research (ICHR) sponsored on "Role of Tribals in the cultural history of South India 10th to 19th century A.D" at Jothi Nivas College (Autonomous) Bangalore, from 25th to 26th Nov 2014.
- Mr. Ramesh Babu participated in the national seminar on “New Paradigms of Academic Excellence” at Kristu Jayanti College in Bangalore in /05/ 2014.
- Mr. Ramesh Babu participated in the national seminar on “Excellence in Higher Education and Challenges in India” at T John Institute of Management Science in Bangalore in /12/ 2014.
- Ms. Rency Alex participated in the national seminar on ‘Emerging Trends in Global Financial System” at M.E.S. College on 19 /09/ 2014.
- Ms. Rency Alex participated in a state level seminar on “Excellence in Jesuit Higher Education” sponsored by Karnataka Jesuit Province Commission for



Higher Education, at St. Joseph's College of Commerce (Autonomous) from 14/11/2014 to 15/11/2014.

- Ms. Rency Alex participated in the national seminar on "Choice Based Credit System as an Approach to Skill Based Student Centered Learning in Higher Education" at Mount Carmel College, Bangalore on 11/02 /2015.
- Fr. Roshan Pereira SJ participated in a seminar on "Introduction to Outreach Programme and Social Awareness" organized by St. Joseph's College of Business Administration, Bangalore on 5/07/ 2014.
- Fr. Roshan Pereira SJ participated in a national level seminar on "Young Jesuits in Higher Education" organized by Loyola College , Chennai from 25/07/2014 to 27/07/2014.
- Fr. Roshan Pereira SJ participated in a state level seminar on "Excellence in Jesuit Higher Education, sponsored by Karnataka Jesuit Province Commission for Higher Education, at St. Joseph's College of Commerce (Autonomous) from 14/11/2014 to 15/11/2014.
- Dr. Sheela AM participated in a UGC sponsored national level seminar "Human Resource Management in Higher Educational Institutions (HEI)" at St. Joseph's College of Commerce (Autonomous) from 18/09/2014 to 19/09/2014.
- Dr. Sheela A.M participated in a UGC sponsored national level seminar "Human Resource Management in Higher Educational Institutions (HEI)" at St. Joseph's College of Commerce (Autonomous) from 18/09/2014 to 19/09/2014.
- Dr. Shubhra Rahul participated in a national level seminar on "Operations Management Techniques" organized by St. Joseph's College of Business Administration, Bangalore, on 12/02/2015.
- Ms. Theresa Rathi Rani participated and presented a paper on 'Impact of Recession on the Luxury Goods Market in India' in UGC sponsored National Conference "Emerging Trends & Challenges in Management" in Jodhpur on 27th & 28th Feb. 2015
- Ms. Tina P. Singh participated in a UGC sponsored national level seminar "Human resource management in higher educational institutions (HEI)" at St. Joseph's College of Commerce (Autonomous) from 18/09 /2014 to 19/09/2014.
- Ms. Tina P. Singh participated in an international level seminar on " Risk Management in Commodity and Financial Markets", organized by Kristu Jayanthi College (Autonomous), Bangalore, from 25/09 /2014 to 26/09 /2014.
- Ms. Tina P. Singh participated in a state level seminar on "Excellence in Jesuit Higher Education, sponsored by Karnataka Jesuit Province Commission for Higher Education, at St. Joseph's College of Commerce (Autonomous) from 14/11 /2014 to 15/11 / 2014.



- Dr. Himachalapathy participated in a state level FDP on “Research Methodology” conducted by Sindhi College, Hebbel, on 14/02 / 2015.
- Mr. Lava Kumar participated in a state level Katha Kammata-2014 organized by Besagarahalli Ramanna Trust in Kuppalli. Shimoga from 7/11 /2014 to 9/11 /2014.
- Mr. Raj Sadhwani participated in an Indian Council for Historical Research (ICHR) sponsored symposium on "Role of Tribals in the Cultural History of South India 10th to 19th century A.D" at Jyothi Nivas College (Autonomous) Bangalore , from 25/11/2014 to 26/11 / 2014
- Ms. Theresa Rathi Rani attended a national level FDP on CIMA Professional Curriculum in Bangalore sponsored by CIMA, Mumbai, India from 9 /01 /2015 to 11/01 /2015...
- Ms. Ruqsana Anjum attended a national level FDP on CIMA Professional Curriculum in Bangalore sponsored by CIMA, Mumbai, India on 9 /01 /2015 & 11/01 / 2015.
- Dr. Shubhra Rahul participated in a state level FDP on “Research Methodology” conducted by Sindhi College, Hebbal, on 14/02 / 2015.
- Ms Anitha Mary. S attended S.A.P. workshop on “Introduction to SAP” organized by St. Joseph’s College of Commerce (Autonomous) from 22 /05 /2014 to 24 /05 / 2014.
- Mr. Augustin Amaladas participated in a one day workshop on “IFRS” conducted by ISDC in association with Bangalore University at St. Joseph’s College of Commerce (Autonomous) on 12/04 / 2014.
- Ms. Christina Aroojis attended S.A.P. workshop on “Introduction to SAP” organized by St. Joseph’s College of Commerce (Autonomous) from 22 /05 /2014 to 24 /05 / 2014.
- Ms .Clara John attended S.A.P. workshop on “Introduction to SAP” organized by St. Joseph’s College of Commerce (Autonomous) from 22 /05 /2014 to 24 /05 / 2014.
- Dr. Himachalapathy attended a national level Workshop on Applied Econometrics in Business and Finance organized by Xavier Institute of Management and Entrepreneurship, Bangalore on 23/01 /2015 to 24 /01 / 2015.
- Mr. Kumeresan attended S.A.P. workshop on “Introduction to SAP” organized by St. Joseph’s College of Commerce (Autonomous) from 22/05/2014 to 24 /05 /2014.
- Mr. Mithun D J attended a DATA ANALYSIS USING SPSS - A NATIONAL Level WORKSHOP organized by St. Joseph’s College of Commerce (Autonomous) in /08/ 2014
- Ms. Poornima participated in a one day workshop on “IFRS” conducted by ISDC in association with Bangalore University at St. Joseph’s College of Commerce (Autonomous) on 12 April 2014.



- Ms. Poornima V has participated a National Level Workshop on “Instructional Design, Multimedia and e-resources in Higher Education” at Christ University, Bangalore ,from 29 Sep 2014 to 1 Oct ‘ 2014.
- Ms. Preemal Maria D’ Souza attended S.A.P. workshop on “Introduction to SAP” organized by St. Joseph’s College of Commerce (Autonomous) from 22-24 /05/ 2014
- Prof. Ravi RA participated in a one day workshop on “IFRS” conducted by ISDC in association with Bangalore University at St. Joseph’s College of Commerce (Autonomous) on 12 April 2014.
- Prof. Ravi RA participated in a national Level Workshop on ‘Skill Development” organized by National Skill Development Council, GOI, Bangalore, on 20/12/2014.
- Mr. Ramesh Babu attended S.A.P. workshop on “Introduction to SAP” organized by St. Joseph’s College of Commerce (Autonomous) from 22-24 /05/ 2014
- Ms Tasmiya Hussni & Ms. Komal participated in a nation level workshop on “Personal Effectiveness” organized by St. Joseph’s College of Business Administration, Bangalore 20 /09/2014.

Details of faculty as empanelled members of external bodies/Institution where they represented the College.

- Rev. Dr. Daniel Fernandes, SJ, was a member of the Member of the NAAC Peer team to assess the following colleges
 - a. Sikh National College, Charan Kanwal, Banga, Punjab
 - b. Multani Mal Modi College, Patiala, Punjab.
- Dr. Lily Nirmal David was empanelled as external Academic expert member of Board of Studies at Christ University and was a member of the NAAC Peer team to assess the following colleges
 - a. Gobi Arts & Science College (Autonomous), Karattadipalayam, Gobichettipalayam, Erode, Tamil Nadu
 - b. Sacred Heart Degree College, Bizwar Road, Naipalapur, Sitapur, Uttar Pradesh.
- Dr. D Raja Jebasingh acted as external examiner (Indian) for evaluation of Ph.D. Thesis for Bharthidasan University, Trichy, TamilNadu and was Selected Member Editorial Board, KASC Journal of Social Science, ISSN 2394-482X, Bi- Annual Journal Published By Kongu Arts and Science College, Erode, Tamil Nadu.

Details of Staff participation in Institutional Conferences, seminars, workshops and symposium organized by the College internally.



- A workshop 'Journeying with Students' was organized on 2 August 2014. The workshop was organised to inform the teaching faculty of the relevance and importance of counselling services for students and staff. Ms. Sandhya Rasquinha, a PhD scholar from Leeds University, U. K, and a former counsellor at SJCC, was the resource person for the workshop.
- A staff enrichment programme was organised on the topic "Fundamentals of SPSS" (Statistical Package for Social Science) and Effective Mobilization of online library resources on 4 August 2014.
- On 5 August 2014, a faculty seminar was organized on 'Exam Oriented Approach', to infuse a better understanding amongst the faculty members about paper setting and evaluation. The seminar highlighted on the different aspects and modes of bettering the evaluation and assessment process for students.
- Faculty development efforts to enhance campus internationalization and exposing faculty to such international experience is considered as an essential element of internationalization efforts of SJCC's International Desk. Faculty members Ms. Tasmiya Hussni and Ms. Rathi David interacted and welcomed the students from Swansea University under the student exchange program of the SWANSEA University in their arrival at the Institution on 18 August, 2014.
- On the 22nd of September, 2014, the IQAC organized a one day workshop on the Choice Based Credit System (CBCS). The session was conducted by Dr. Jose Jesudurai from Loyola College, Chennai. Dr. Jose Jesudurai, a professor of Physics and the former Vice Principal of Loyola College.
- A city level seminar was organised on "International Financial Reporting Standards" in collaboration with Bangalore University and International Skill Development Corporation (ISDC). The impact of different accounting standards in the books of companies across various countries were highlighted, discussed and the need for adoption of these standards were explained. The resource persons gave many life examples of the companies to substantiate his views. All the faculty members attended this seminar.
- A Staff Enrichment Programme - 'Engaging While Learning and Learning While Doing' was held on 21 January 2015 as an initiative to strengthen staff member's involvement in the Outreach Program commenced by the Jesuit Institutions.
- National Seminar on "HRM Practices in Higher Educational Institutions" on 18 and 19 September 2014. The seminar served a forum for academicians, entrepreneurs and researchers to share their views on HRM practices in Higher Educational Institutions. Dr. Ignacimuthu, Director of the Entomology Research Institute of Loyola College, Chennai spoke about the existing challenges of HRM and important HR strategies, which was followed by other technical sessions. Researchers representing Colleges across the country



- presented their research papers on different themes such as HRM, TQM, and Teacher training and so on. This was followed by a panel discussion with panelists from different fields who spoke about whether higher educational institutions could implement HR practices of the industry. The seminar concluded with the valedictory address delivered by Rev. Dr. S. Peter S.J, Director SJCBA.
- National Seminar on “Management Education-- Creating effective business leaders and Management thinkers” on 11 September 2014. The key- note address was delivered by Prof. Bholnath Dutta, founder of MTC Global on the topic “Emerging Trends in Management Education” followed by a talk on the theme “Applying Management Techniques to Non- traditional areas of Business Management” by Mr. Joseph Wesley, Senior manager at World Vision. The panel discussion was held on the topic “Gender Management – Issues and Challenges” and the session was moderated by Dr. Rajaram, HOD (English Department).
 - National Seminar on “An Overview of the Companies Act 2013” on 12 September 2014. CA. K. Gururaj Acharya delivered the key note address while the second session was preceded by Mr.Amithraj who dealt on the topic “Raising Capital”. The third session was presided over by Mr. Srinivasamurthy who spoke on “Audit and Auditors” and the NFRA (National Financial Reporting Authority). The panel discussion of the seminar was conducted by Ms.Asmitha and Mr.Pramod who discussed on the role of independent directors followed by Ms.Bhavani who spoke about the importance of key managerial personnel.

Talks was also organized in the Institution which was attended by all the faculty staff members including students.

- TEDx, an independent not for profit foundation that highlights people, initiatives and institutions through a global set of conferences visited the College on 25 June 2014. The event, based on the theme of social entrepreneurship sparked interactive, meaningful exchanges and was well received by all the staff members
- CSA club teacher in charge along with the students conducted a workshop on ‘Human Trafficking: Break the Bonds of Modern Slavery’ on 20 and 21 February 2015.
- The Women’s cell of SJCC organized a seminar on self-defense for the women members of the college including the girl students of the college. The event was conducted by ‘WOW’ on the 17 of December 2014.
- Ms. Vyoma, the faculty counsellor conducted a workshop for I year MIB students on 16 December 2014.



Professional development-Consultancy

- Ms. Nirmala Joseph, Vice Principal, St. Joseph's College Of Commerce, assisted United Mission Degree College, Bangalore to re-engineer their curricular and co-curricular activities. Ms. Veenu Joy and Ms. Komal A. Dave offered their consultancy services to the Sisters Disciples of the Divine Master, on Customer Relationship Management and Sales.