



## **DEPARTMENT OF COMMERCE**

**(STEPPING FORWARD FOR EXCELLENCE)**

### **Vision Statement**

**"To be a premier department that transforms rural, tribal, and urban youth into dynamic professionals equipped with the technical skills and knowledge necessary to thrive in the ever-changing global business environment, thereby fostering inclusive and sustainable development."**

### **Mission Statement**

#### **1. Empowerment through Education:**

- **To provide high-quality, value-based education that bridges the gap between academia and industry, ensuring our students are well-prepared for employment opportunities.**

#### **2. Skill Development:**

- **To continually update and enhance the technical skills of our students through innovative teaching methodologies, hands-on training, and exposure to the latest business technologies and practices.**

### **3. Inclusive Growth:**

- **To create an inclusive learning environment that supports the educational and professional growth of rural, tribal, and urban youth, promoting diversity and equal opportunities for all.**

### **4. Industry Collaboration:**

- **To establish strong partnerships with industry leaders and businesses to offer internships, workshops, and mentorship programs that provide practical experience and job readiness.**

### **5. Community Engagement:**

- **To engage with local communities through outreach programs and initiatives that address societal challenges, fostering a sense of social responsibility and community service among students.**



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### **POLICY ON QUALITY INITIATIVES**

Department of Commerce, Dr.V.S.Krishna Govt.Degree College gives utmost priority to Quality Initiatives that took up in the Department. With the advent of Globalization, the Higher Education system has undergone major changes. However, Quality of Education and training being imparted in the Department have to be compared favorably with the best and ensures minimum standard of Quality.

In order to enhance the Quality in the Department of Commerce, various aspects like academic and administrative functioning are to be designed in an effective manner. As a follow up of this policy statement, the Department of Commerce established a separate body namely the Department of Commerce Quality Assurance Cell (DQAC). The Head of The Department and two senior faculty members act as DQAC body. This body provides necessary infrastructure and academic content and monitors the activities of the Department.

Quality Initiatives implemented by the Department are mainly intended to ensure academic excellence and quality. The initiatives are focussed to :-

- \* Improve the graduate outcomes for the students, so that they get access to employment/self-employment or engage themselves in the aim of higher education.
- \* Encourage the link of the students with the society/industry such that the students are involved in socially-productive activities.

**\* Educate students in crucial professional and life skills such as effective communication, leadership and social skills; instill professional ethics, universal human values, the spirit of innovation/entrepreneurship and critical thinking among the students and promote avenues for the display of these talents.**

**\* It is important to review and update the curriculum periodically to ensure that it remains up-to-date and meets the current requirements of the industry. To achieve this goal, incorporating interdisciplinary approaches, practical applications, and experiential learning opportunities can be highly beneficial.**

**\* Practical applications can be incorporated into the curriculum by providing students with opportunities to work on real-world projects or internships. This can help students to understand how to apply the concepts they learn in a practical setting and gain experience that will be valuable in their future careers.**

**\* Department can also provide opportunities for faculty members to engage in research, attend conferences, and participate in professional development programs. Professional development programs are an excellent way to enhance faculty members' teaching skills, research abilities, and pedagogical approaches. By investing in the professional development of its faculty members, an institution can create a culture of continuous learning and improvement.**

**\* Promoting a culture of research and innovation within an institution is vital to its success. To achieve this goal, it is important to allocate resources for research activities.**

**\* Encouraging active learning, problem-solving, and critical thinking in the classroom is essential to help students develop the necessary skills for success in today's world. One effective way to achieve this goal is by utilizing**

**technology and interactive tools to enhance student engagement and facilitate a learner-centered approach.**

**\* Assessment and feedback mechanisms play a key role in measuring student learning outcomes and facilitating continuous improvement. To enhance these mechanisms, educational institutions should implement robust assessment methods that effectively measure student learning outcomes.**

**\* Fostering collaborations with other educational institutions, industries, and community organizations enhances the practical relevance of education. By establishing partnerships for research, internships, experiential learning, and job placement, students can gain valuable experiences that will prepare them for success in their future careers. By collaborating with other institutions, students can also gain exposure to different perspectives of cultural, social, and learning styles.**

**\* Emphasizing ethical values is a crucial aspect of education in today's world. To foster a sense of ethics and social responsibility among students, it is important to incorporate courses or modules that promote ethical behavior, cultural understanding, and social engagement. One way to achieve this is to integrate lessons on ethics and social responsibility throughout the curriculum.**

**\* By involving various stakeholders, including students, faculty, employers, alumni, and the local community, in decision-making processes and seeking feedback, the institution can benefit from their different perspectives and insights, which can contribute to its ongoing improvement. For example, if employers are providing feedback that graduates are lacking certain skills, the degree program can be adjusted to better prepare students for the job market.**

**\* Artificial Intelligence is ruling the world currently. In today's digital age, technology is a crucial tool for enhancing education. By embracing technology and digital learning, teachers and administrators can streamline their processes and provide a more flexible and accessible learning experience for students. Blended learning approaches, which combine online and in-person learning, can also be effective.**

**\* Student supportive services have to be provided to guide the students academically.**

**Objective:**

**To ensure continuous improvement in the quality of education, research, and overall student development within the Department of Commerce through structured quality initiatives.**

**Scope:**

**This policy applies to all faculty members, administrative staff, and students of the Department of Commerce.**

**1. Curriculum Enhancement**

- **Regularly review and update the curriculum to align with industry standards and academic advancements.**
- **Introduce new courses and specializations based on market demand and student interest.**
- **Incorporate experiential learning through case studies, internships, and projects [\[1\]](#).**

**2. Faculty Development**

- **Encourage faculty members to participate in workshops, seminars, and conferences to stay updated with the latest developments in their fields.**
- **Provide opportunities for faculty to pursue advanced degrees and professional certifications.**
- **Implement a mentorship program where senior faculty mentor junior colleagues.**

**3. Research and Innovation**

- **Promote a research-oriented culture by providing grants and incentives for research projects.**
- **Establish research centers and laboratories equipped with modern facilities.**
- **Encourage faculty and students to publish research papers in reputed journals and present at conferences.**

**4. Student Development**

- **Offer skill development programs focusing on soft skills, technical skills, and entrepreneurial abilities.**

- **Organize guest lectures, workshops, and seminars by industry experts.**
- **Facilitate student participation in academic competitions, both national and international [1].**

#### **5. Quality Assurance**

- **Set up an Internal Quality Assurance Cell (IQAC) to monitor and evaluate the quality of teaching, learning, and administrative processes.**
- **Conduct regular audits and feedback sessions to identify areas for improvement.**
- **Implement a robust mechanism for tracking the academic progress and placement outcomes of students.**

#### **6. Infrastructure and Learning Resources**

- **Ensure the availability of state-of-the-art classrooms, laboratories, and libraries.**
- **Regularly update the library resources with the latest books, journals, and e-resources.**
- **Provide access to online learning platforms and digital libraries for both faculty and students.**

#### **7. Community Engagement and Social Responsibility**

- **Encourage faculty and students to participate in community service and outreach programs.**
- **Develop partnerships with local businesses and organizations to address community needs.**
- **Promote sustainable practices within the department.**

#### **8. Continuous Improvement**

- **Regularly review and update quality initiatives based on feedback from stakeholders.**
- **Benchmark the department's performance against national and international standards.**
- **Foster a culture of excellence and continuous improvement among faculty and students.**







## **DEPARTMENT OF COMMERCE**

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### **POLICY ON DISCIPLINE**

Department of Commerce, Dr.V.S.Krishna Govt.Degree College gives utmost priority to Discipline in the student community. With the advent of Values filled Society, the Higher Education system has stressed the need for major changes involving value based education.

In order to enhance the Discipline image of the Department of Commerce, various aspects like Discipline oriented functioning are to be designed in an effective manner. As a follow up of this policy statement, the Department of Commerce established a separate body namely the Department of Commerce Quality Assurance Cell (DQAC). The Head of The Department and two senior faculty members act as DQAC body. This body ensures and monitors the activities of the Department.

Quality Initiatives implemented by the Department are mainly intended to ensure academic excellence and quality. The initiatives are focussed to :-

#### **Objective:**

To maintain a conducive academic environment and ensure fair conduct among students, fostering respect, responsibility, and integrity within the Department of Commerce.

#### **Scope:**

This policy applies to all students enrolled in the Department of Commerce at the autonomous government degree college.

## **1. General Conduct**

- **Students are expected to maintain high standards of personal conduct, both on and off campus.**
- **Respect for faculty, staff, and fellow students is mandatory.**
- **Any form of discrimination, harassment, or bullying will not be tolerated.**

## **2. Academic Integrity**

- **Cheating, plagiarism, and other forms of academic dishonesty are strictly prohibited.**
- **Students must acknowledge all sources of information and ideas in their work.**
- **Disciplinary action will be taken against those found guilty of academic misconduct.**

## **3. Attendance and Participation**

- **Regular attendance in all classes and departmental activities is mandatory.**
- **Students must inform the concerned faculty in case of absence due to valid reasons and provide necessary documentation.**
- **Active participation in classes and events is encouraged to enhance learning and community spirit.**

## **4. Dress Code**

- **Students should dress in a manner that is appropriate and respectful of the college environment.**
- **Specific guidelines on the dress code may be issued and must be adhered to.**

## **5. Use of College Resources**

- **Students should use college resources, including the library, internet, and other facilities, responsibly.**
- **Any damage to college property must be reported and may result in disciplinary action.**

## **6. Disciplinary Actions**

- **Violations of the discipline policy will be addressed promptly and fairly.**
- **Depending on the severity of the offense, disciplinary actions may include warnings, suspension, or expulsion.**

- **A disciplinary committee will review major offenses and decide on appropriate sanctions.**

#### **7. Grievance Redressal**

- **Students have the right to appeal against disciplinary actions.**
- **A grievance redressal mechanism will be in place to ensure fair hearings and resolutions.**

#### **8. Enforcement**

- **Faculty members and administrative staff are responsible for enforcing this policy.**
- **Regular reviews of the policy will be conducted to ensure its effectiveness and relevance.**



## **DEPARTMENT OF COMMERCE**

### **(STEPPING FORWARD FOR EXCELLENCE)**

### **POLICY ON ANTI-RAGGING**

Department of Commerce, Dr.V.S.Krishna Govt.Degree College gives utmost priority to Quality Initiatives that took up in the Department. With the advent of Globalization, the Higher Education system has undergone major changes. However, Quality of Education and training being imparted in the Department have to be compared favorably with the best and ensures minimum standard of Quality. All Higher Educational Institutes (HEIs) have been redirected by the University Grants Commission (UGC) to constitute anti-ragging committees in their colleges and universities, if they haven't done so already.

In cases of extreme ragging and suicide cases, the principal of the college and registrar of the university will be directly answerable to the National Anti-Ragging Monitoring Committee for non-compliance of UGC regulations on the issues, reiterated the letter dated April 18, stated a report by The New Indian Express. Taking note of the increasing stress levels among students and the increasing number of students who are choosing to take the extreme step, the commission also issued another notification to form a district-level anti-ragging committee.

The letter is addressed to the chief secretary of all states.

"District Collector/ Deputy Commissioner/ District Magistrate must be the head of the committee. The heads of the university or college, the superintendent of police or the SSP of the district must be members. The additional district magistrate will be the member secretary. The committee must have representatives of the local media, district-level NGO, student organisations, local police, local administration and the institutional authorities to ensure vigil on incidents that may come within the definition of ragging," stated the letter.

**The district-level committee must also hold preparatory meetings during the summer vacation to take stock of the preparedness of each institution and their compliance with the anti-ragging regulations and plan for awareness campaigns for the new academic year in English, Hindi and local languages.**

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**Quality Initiatives implemented by the Department are mainly intended to ensure academic excellence and quality. The initiatives are focussed to :-**

**Objective:**

**To create a safe and inclusive environment by eradicating any form of ragging within the Department of Commerce, ensuring the well-being and dignity of all students.**

**Scope:**

**This policy is applicable to all students, faculty, and staff members of the Department of Commerce at the autonomous government degree college.**

### **1. Definition of Ragging**

- **Ragging includes any act that causes or is likely to cause physical, psychological, or emotional harm or distress to a student.**
- **It involves harassment, bullying, intimidation, or humiliation in any form.**

### **2. Prohibition of Ragging**

- **Ragging in any form is strictly prohibited within and outside the college premises.**
- **This includes verbal, physical, and psychological abuse.**

### **3. Preventive Measures**

- **Conduct orientation programs for new students to sensitize them about the anti-ragging policy and the consequences of ragging.**

- Display anti-ragging posters and helpline numbers predominantly within the department and college campus.
- Form an Anti-Ragging Committee and an Anti-Ragging Squad to monitor and prevent ragging incidents.

#### **4. Reporting Mechanism**

- Students can report incidents of ragging to any faculty member, the Anti-Ragging Committee, or through the designated helpline.
- An anonymous reporting mechanism will be available to ensure confidentiality and protection of the complainant.

#### **5. Disciplinary Actions**

- Immediate investigation of reported incidents by the Anti-Ragging Committee.
- Depending on the severity, disciplinary actions may include suspension, expulsion, or legal action against the perpetrators as per the “Maharashtra Prohibition of Ragging Act, 1999”.
- Filing an FIR with local police authorities in severe cases.

#### **6. Support for Victims**

- Provide counseling and support services for victims of ragging.
- Ensure that victims do not face any academic disadvantage due to the reporting of incidents.

#### **7. Legal Framework**

- The policy is in conformity with the Supreme Court judgments, UGC guidelines, and state government instructions on ragging.

#### **8. Undertaking by Students**

- All students must submit an anti-ragging affidavit as per the UGC regulations at the time of admission.
- Renewal of this affidavit is required at the beginning of each academic year.

#### **9. Awareness and Training**

- Regular training sessions for faculty and staff to effectively handle and prevent ragging incidents.
- Organize workshops and seminars to promote awareness about the harmful effects of ragging.

#### **10. Monitoring and Review**

- The Anti-Ragging Committee will periodically review the implementation of this policy and make necessary amendments to address emerging challenges.



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### **POLICY ON EMPLOYABILITY**

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Quality Initiatives implemented by the Department are mainly intended to ensure academic excellence and quality. The initiatives are focussed to :-

#### **Objective:**

To enhance the employability of students by equipping them with the necessary skills, knowledge, and experience required to succeed in the competitive job market.

#### **Scope:**

This policy applies to all students, faculty, and administrative staff within the Department of Commerce.

### **1. Curriculum Enhancement**

- **Integrate practical and industry-relevant courses into the curriculum.**
- **Regularly update the syllabus to align with current market trends and employer requirements.**
- **Incorporate case studies, simulations, and project-based learning to foster practical knowledge.**

### **2. Skill Development**

- **Offer workshops and training sessions on essential skills such as communication, leadership, problem-solving, and digital literacy.**
- **Organize certification programs in specialized areas like accounting software, financial analysis, and data analytics.**

### **3. Internship and Industry Exposure**

- **Establish partnerships with local businesses, industries, and organizations to provide internship opportunities.**
- **Facilitate industrial visits and guest lectures from industry experts to expose students to real-world business environments.**
- **Encourage participation in community service projects to develop a sense of responsibility and practical experience.**

### **4. Career Guidance and Placement Support**

- **Set up a dedicated Career Guidance and Placement Cell to assist students with job search strategies, resume building, and interview preparation.**
- **Conduct regular career counseling sessions and employability skills workshops.**
- **Host campus recruitment drives and job fairs to connect students with potential employers.**

### **5. Entrepreneurial Development**

- **Promote entrepreneurial culture by organizing seminars, workshops, and competitions on entrepreneurship.**
- **Provide support for student-led startups through mentorship and access to incubation centers.**



## **6. Alumni Engagement**

- **Develop a strong alumni network to provide mentorship, networking opportunities, and career advice to current students.**
- **Invite successful alumni to share their career experiences and insights with students.**

## **7. Monitoring and Evaluation**

- **Regularly assess the effectiveness of employability initiatives through feedback from students, faculty, and employers.**
- **Make necessary adjustments to programs and strategies based on evaluation results to continuously improve employability outcomes.**