

Ref. No.: GIBS/ADM/MISC/IP/25-26/924

Dated: 30.01.2026

 Joint Registrar, Affiliation
 Guru Gobind Singh Indraprastha University
 Sector – 16C, Dwarka
 Delhi – 110075

Subject: Academic Audit Compliance Report 2024-25.

Sir/Madam,

 Academic Audit of GGSIP University held on 27th November 2025(Thursday) for the Academic Year 2024-25 at the GGSIP University Campus, Dwarka, Delhi.

The Expert Team of the Academic Audit of GGSIPU has identified observations as per the report for the Academic Year 2024-25.

Para wise compliance to the observations of the committee is appended in the table below.

S.No.	OBSERVATION	REPLY with Annexure
1	The faculty retention strategies should be formed as most of the faculty has worked for less than 5 years.	- The Institution promotes faculty retention by providing an intellectually stimulating environment, equitable policies, and opportunity for continuous academic advancement. - In order to have strong reasons to stay, the Institute addresses professional growth culture, recognition and well being through following measures: - Intellectual growth by supporting Ph.D completion, FDP Participation and MOOC Certifications. - Funding for Conference, Seminar Participation and publications. Research incentives are provided for Scopus, Web of Science Publications and patent Publications. - Fair Compensation and benefits by providing, competitive salary bench marked with peer institutions and timely increments, performance linked incentives. - Positive work culture and autonomy by providing freedom in teaching and transparent policies along with fair Grievance Redressal System. - Participating in Governance by providing representation in Academic, Administrative and policy framing. For details refer Point 4A, 4B & 4C available on the link https://gitarattan.edu.in/gitarattan-ipuaac/ along with Annexure-1A, 1B & 1C (attached)
2	The component of the faculty and student feedback should comply with requirements of Academic Audit Procedures for next time.	The Institute has an established and structured mechanism for obtaining feedback from both Students & faculty in compliance with NAAC Stakeholders Feedback format. Feedback is collected periodically data is systematically compiled and analyzed by IQAC. For details visit Point 14 (a) & 14 (b) available on the link https://gitarattan.edu.in/gitarattan-ipuaac/ which is similar to University Structure. For reference please find attached the copy of University Feedback System similar to our system as per NAAC guidelines. Refer Annexure-2 (Faculty & Student Feedback)



3	More focus on skill development of students may be given	- Skill based Training courses have been Integrated in every semester of different programme being offered at GIBS to enhance students practical, employability skills to make him / her Industry ready in alignment with the needs of the Industry. 06 SBT Courses in BBA, 04 SBT Courses in MBA, MBA IB and 09 SBT Courses in Integrated-BALLB(H) and Integrated-BBALLB(H) are being offered to impart industry ready skills. - The Students completing all SBT Courses being offered in the Programme are awarded a Value Added Course Certificate. 399 Students attended different SBT courses as per Annexure 3 and got benefited in the areas of Personality Development, Aptitude Testing, Mooting, Advance Legal Research, Legal Drafting and Professional Skill Development. For details refer Point-16 (SBT Policy) available on the link https://gitarattan.edu.in/gitarattan-ipuaac/
4	Institute should work towards indexing of journal with Scopus & other indexes.	- Journal of Management (J-GIBS) and GIBS Law Journal are indexed in IndianJournals.com, registered with RNI, and have been allotted ISSN numbers. Both journals are double-blind, peer-reviewed, refereed annual journals. J-GIBS EISSN:2582-6115 & ISSN: 0976-4925 GIBS Law Journal EISSN : 2582-7529 & ISSN: 2582-4627 - Detailed indexing information is available at ✓ https://www.indianjournals.com/issue/jgibs-16-1?opentab=current-issue ✓ https://www.indianjournals.com/journals/jgibs?opentab=about-the-journal - The Institution is continuously working on enhancing journal quality with the objective of inclusion in Scopus WoS and other reputed indexing databases. Necessary quality bench marks related to editorial Policy, Peer Review mechanism, publication ethics, and regularity are being strengthen to need indexing requirement. The copy of the certificates is attached as Annexure-4.

Kindly acknowledge the receipt of the same.

Yours truly,


Prof. (Dr.) Vikas Nath
Director



Encl: as above



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STAFF CIRCULAR

Ref: GIBS/ADM/STAFF/25-26/284

Date: 02.01.2026

APPRAISAL POLICY 2025

All faculty members who will complete more than one year of service at giBS on or before 31st July 2026 or have joined services at giBS not later than 31st August, 2025 are eligible to submit the 'Annual Appraisal Form' for the AY 2025-26.

The form is to be submitted by **30.06.2026 (Tuesday)**, to the **HR** (Ground Floor-Admin Room) in Physical Form with all supporting documents in digital form, maintained in Faculty Common > ACR 2025-26. No forms will be accepted after the above mentioned date.

Best faculty and Research Awards will be awarded on the occasion of Teacher's Day as per policy attached as **Annexure-1**. The prescribed form is mailed to the official email of all faculty members.

Clarification, if any, is to be obtained from the undersigned.

Prof. (Dr.) Vikas Nath
Director

Prepared by: Ms. Sonal Sharma

Gitarattan International Business School

Policy No: GIBS/ACD.POL/25-26/004

Date: 30.12.2025

APPRAISAL POLICY 2025

Previous Policy No: GIBS/ACD. POL/24-25/003 dated: 21.09.2024

Previous Policy No: GIBS/POL/22-23/005 dated: 23.11.2022

Previous Policy No: GIBS/POL/22-23/001 dated: 03.09.2022

Previous Policy No: 5/2018 dated: 20.12.2018

1. Objective

To establish a **transparent, accountable, and performance-oriented** appraisal framework for teaching faculty, aligning personal growth with institutional excellence and sustainability.

The policy aims to:

- Promote excellence in **teaching, research, administration, and mentorship**.
- Recognize high-performing faculty through structured increments.
- Maintain institutional flexibility by linking financial benefits to **budgetary health and revenue performance**.

2. Scope

This policy applies to **all full-time teaching faculty members** who have completed at least **one full academic year** of service prior to 31 July of the appraisal cycle.

3. Appraisal Process and Governance

Level	Document	Purpose
Level I – Faculty	Self-Appraisal Form (Sections A–G)	Faculty submit verifiable proof-based self-assessment.
Level II – Evaluators (Evaluation Committee & HR/Director)	Evaluator Sheet (Scoring & Remarks)	Independent dual assessment and normalization.
Level III – Oversight - Management	Evaluator Guide (Scoring Bands & Audit Rules)	Uniform evaluation and variance audit.

Appraisal Flow:

1. Faculty submit Self-Appraisal Form with digital proof IDs (A1–G7).
2. Two evaluators (Evaluation Committee & Director/HR) independently mark and average.
3. **Variance >10% → Management normalization.**
4. Final score verified by HR & Director.
5. Increment proposal forwarded to Management Committee for approval.

4. Minimum Eligibility for Appraisal

Category	Minimum Annual Requirement
Publication	≥ 2 in Scopus / Web of Science / ABDC indexed journal.
Faculty Development / Certification	≥ 2 external FDP / MOOC / Workshop ≥ 20 hours.
Academic Engagement	≥ 2 conference/seminar participation or paper presentation.
Institutional Contribution	Participation in ≥ 1 committee / institutional event.
Year of Service	Completed One or More than one Year as on 31 st July 2026

Meeting the above minimum eligibility criteria only qualifies a faculty member for appraisal consideration; it does not automatically entitle the individual to an increment or financial benefit.

5. Evaluation Framework

Performance shall be assessed across **seven sections (A–G)** with a cumulative maximum of **1,300 marks** (A–F = 1,250 + G Bonus = 50).

Section	Component	Weight (Marks)
A	Teaching, Curriculum & Learning Outcomes	310
B	Academic Administration & Institutional Engagement	250
C	Research & Professional Development	240
D	Institutional Contribution & Quality Assurance	150
E	Feedback (Student / Peer / Supervisory)	150
F	Professional Conduct, Leadership & Mentorship	150
G	Strategic Accelerators (Bonus)	+50

Negative Marking & Commendations

Event	Penalty / Bonus	Notes
Warning (Written)	–5	Per incident
Memo / Show-Cause	–10	Per incident
Unauthorised Absence (>2 days)	–3/day	Verified by HR
Proven Complaint (Disciplinary)	–15	Post Committee Finding
Commendation Letter / Award	+5	Max 1 per year
Cap	±20 marks	Max adjustment per cycle

6. Grading & Increment Matrix

Final Score %	Grade	Performance Description	Pay Scale Increment	DA Increment (Subject to max 100%)
≥ 90 %	A+	Exceptional	4	+8 %
80–89.9 %	A	Excellent	3	+5%
70–79.9 %	B+	Very Good	2	+5 %
60–69.9 %	B	Good	1	+3 %
50–59.9 %	C	Average	0	+0 % with Warning
< 50 %	D	Below Standard	0	Salary demotion 10–20 %

All warnings, memos, or disciplinary actions during the appraisal year shall lead to proportionate deduction of marks as per the Evaluator's Guide (maximum ± 20 marks adjustment).

7. Revenue-Linked Discretionary Clause

1. Increment Not a Matter of Right

Annual increment, even if earned through appraisal, **shall not be automatic**. It is subject to:

- Institutional financial position and **annual revenue realization**.
- Student admission intake and fee recovery for the academic year.
- Compliance with budgetary and management directives.

2. Management Discretion

The **Management Committee** reserves absolute discretion to:

- Approve, defer, reduce, or withhold increments wholly or partially.
- All increments and benefits shall be implemented only after Management confirms adequate revenue realization and institutional viability for the appraisal year.

3. Non-Monetary Recognition

In such cases, the institute may issue a **Performance Certificate** or **Letter of Commendation** without immediate financial impact.

8. Transparency & Audit Provisions

1. **Evidence-Based Scoring:** Marks awarded only upon verified proof.
2. **Dual Evaluation:** Evaluation Committee & Director/HR to evaluate independently.
3. **Variance >10%:** Management normalizes before final score lock.
4. **Normalization across Departments:** Ensures parity in evaluation.
5. **Disciplinary Precedence:** Negative scoring precedes grading.
6. **Audit Retention:** All appraisal data retained for **5 years** for NAAC/NBA audit.
7. All appraisal documents and proofs (A1-G7) shall be digitally archived in the Server by the HR for a minimum of five years for IQAC, NAAC, and NBA audit verification.

9. Appeal Mechanism

- Faculty may appeal within **10 working days** of appraisal results to the Management in writing.
- Appeal shall be reviewed by a **three-member Appraisal Review Committee** chaired by the member nominated by Management.
- The Nominated committee's decisions will be **final and binding**.

10. Confidentiality

All appraisal records are **strictly confidential**, accessible only to:

- Director
- HR Department
- Management Committee

Unauthorized disclosure is subject to disciplinary action.

11. Exceptional Circumstances Clause

In cases of policy change by regulatory authorities, pandemic-like disruptions, or major institutional restructuring, the Management reserves the right to temporarily suspend or amend the appraisal framework.

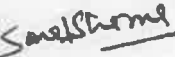
12. Academic Integrity Clause

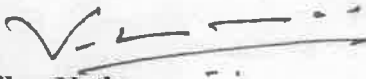
Any falsification or misrepresentation of appraisal data, plagiarism in research, or manipulation of student feedback shall lead to automatic disqualification and disciplinary action as per GIBS Code of Conduct.

13. Effective Date & Review

Effective from 1 August 2025.

Shall be reviewed annually by IQAC and the Management Committee

Prepared by: 
Sonal Sharma
HR

Verified by: 
Prof. (Dr.) Vikas Nath
Director

Date: 30.12.2025


Approved by:
Vice Chairman
GIBS Management Committee
Date:

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STAFF CIRCULAR**Ref: GIBS/ADM/STAFF/25-26/165****Dated: 16.10.2025****RESEARCH REWARDS INCENTIVE POLICY**

All faculty members are hereby informed that the revised **Research Policy** for the **Academic Session 2025-26** is attached as **Annexure 1**.

You are requested to review the policy carefully and ensure strict compliance with the guidelines outlined.

For any queries or clarifications, please contact the undersigned.

Prof. (Dr.) Vikas Nath**Director**

Prepared By: Ms. Sonal Sharma

Gitarattan International Business School

Policy No: GIBS/ACD.POL/25-26/003

Date: 16.10.2025

RESEARCH REWARDS INCENTIVE POLICY

Previous Policy No: GIBS/ACD.POL/24-25/003 dated: 21.09.2024

Previous Policy No: GIBS/POL/22-23/005 dated: 23.11.2022

Previous Policy No: GIBS/POL/22-23/001 dated: 03.09.2022

Previous Policy No: 5/2018 dated: 20.12.2018

HUMAN RESOURCE DEVELOPMENT

The process of continuous development of employees is critical for the growth so the process is fulfilled through the faculty development programme. The faculty members need to undergo training (Research/FDP/Workshops/Seminars/Webinars/STTP/MOOC/MDP/Consultancy etc.) as per the criterion established in the policy; either at own Institute or as conducted by other institutes of higher education. The non teaching staff has to undergo staff development programmes mandatorily for two weeks in a calendar year.

A. Composition of Research Cell

1. Research Cell will have the following composition:
 - Director – Chairperson
 - Research and Development Coordinator – Convenor
 - Two Faculty Members - (one from Management and One from Law)
 - One admin staff

Research Cell may be expanded with the inclusion of more members as necessary.

It may also setup and promote 'Action Groups' for managing specific projects/activities.

2. Research Cell activates to encourage and support the intellectual and research interest of the faculty for their professional advancement. It shall also provide and sanction necessary academic, administrative and financial support to the faculty member for promoting research.
3. The faculty is expected, in addition to regular teaching work, to publish research papers and article, etc. in journals, business newspapers and magazines and for other professional publications. It is also expected from faculty to contribute to development of intellectual capital in the area of their specialization. These activities not only strengthen the faculty's knowledge but also gain recognition on regional, national, and international platforms, enabling them to stay updated with the latest advancements. giBS, Delhi has always been encouraging & supporting these activities.
4. Formation of Research Clusters: The institution will promote research through thematic clusters comprising mentors and mentees to encourage collaboration, knowledge sharing, and interdisciplinary research.

Publication of Research Paper

The faculty is expected, in addition to regular teaching work, to publish research papers and article, etc. in the journals of repute. To incentivize the faculty, the Institute will observe following incentive scheme for its faculty members on publication of research papers etc.

The research paper should be published in any of the Journal mentioned in the list attached below:

Table No. : 1

S.NO.	NAME OF JOURNAL / CATEGORY	INCOME
1.	Indexing in WoS -SSCI / SCI / SSRN/Scopus indexed in Q1Category/A* & A – ABDC	₹20,000/-
2.	Indexing in WoS -SCIE / Scopus indexed in Q2 Category / B – ABDC	₹12,000/-
3.	Indexing in Scopus indexed in Q3Category / C – ABDC / ESCI	₹5,000/-
4.	Indexing in Scopus indexed in Q4 Category	₹3,000/-

Note: All research papers should have DOI. Journals must also meet inclusion criteria such as recognized indexing to ensure credibility and ethical compliance. Journals publishing within 2 to 15 days will not be considered.

The incentive for joint publication /work shall be calculated in following manner:

Table No. : 2

No. of authors	Percentage of total amount					
	Author 1	Author 2	Author 3	Author 4	Author 5	Author 6
1	100%					
2	70%	30%				
3	60%	30%	10%			
4	40%	30%	20%	10%		
5	40%	25%	15%	10%	10%	
6	35%	25%	15%	10%	10%	5%

NOTE: In collaborations with external institutions, giBS faculty listed in any authorship position will have their contribution recognized as equivalent to that of the first author only for indexing in WoS -SSCI / SCI / SSRN/Scopus indexed in **Q1Category/ A* & A- ABDC (Category 1)**.

Similarly, in case of multiple authors from giBS, the reference of authors will remain in the same order.

Illustration: If giBS authors are at no.3 and no.4 (1st and 2nd authors are outside), giBS authors will be considered 1st and 2nd authors. (Only for **Category 1**)

In case of research paper published in Category 1, incentives for giBS authors shall be awarded based on their relative position among giBS-affiliated contributors, rather than their actual order of authorship in the published research paper. The highest applicable incentive slab will be assigned to the highest-ranked giBS author, followed by subsequent slabs for other giBS authors in descending order.

For publication in **other than Category 1**, percentage of incentive will remain same as mentioned in the Table No 2.

Papers with more than 6 authors will not be considered for research award. However, it would be considered for academic achievement.

Important considerations for research publications:

1. The faculty member has to submit a hard and soft copy of the paper and proof of Publication/ acceptance, categorization of journal, impact factor, and indexing of journal for publication of the paper for claiming such incentives. The paper will only be considered if name of the institute (**Gitarattan International Business School (giBS), Rohini, New Delhi, India**) is clearly written on it. Add exact detail of institute, the way it should appear on paper.
2. If faculty member is research scholar of any University, he/she has to mention the belongingness of giBS while writing a research paper to claim the research incentive.
3. The applicant must have published his/her article during the employment at giBS.
4. The cycle for calculating the reward period will be from 1st August to 31st July of the respective Academic Year.
5. The same scholarly work/publication cannot be submitted more than once.

i) Presentation of Papers in Conferences/ Seminars, FDP/QIP, MOOCS

1. Faculty members are encouraged to send papers for presentation in conferences, seminars, related to their functional area and get it published in the proceedings with ISBN No.
2. Faculty has to certify that his/her attending the Conference/Seminar will not hamper the ongoing academic activities and tasks assigned at the Institute.

V.L.

3. Faculty must inform the Institute at the time of submission of the paper that UGC integrity and plagiarism norms are taken care of.
4. A faculty can avail such facilities for a maximum of **two times** in an academic year for National/International Conference, FDPs and Seminars (2 Conferences, 2FDPs, 2 Seminars, and 1 Workshop).
5. A maximum registration fee of Rs. 5,000 and Rs.5,000 for TA will be granted for attending 2 Conferences/2 Seminars/2 FDPs/1Workshop. Transaction should be made by the faculty from his/her account and in case it is being done from some other account, the same must be discussed with the accounts office.
6. 6 AEL in one academic year (as per HR policy) will be given.
7. In case of attending any kind of Conferences/FDPs/Seminars/Workshop, due permission from concerned authorities has to be taken before.
8. Faculty members who have served at GIBS for less than one year are eligible for prorated reimbursement of the registration fee, provided they have completed at least six months of service during the academic year. Those with less than six months of service are not eligible for this facility.
9. No grant of leave or reimbursement of registration fee will be allowed in case, the paper presented in the conference (International/National) has not been published in ISBN full paper proceedings.
10. A faculty who has completed 1 year of unbroken service with giBS, may avail two weeks leave (clubbing AEL and other paid leave in credit) during non-teaching period for completing PhD & attending any FDP program for a duration of more than 2 weeks.
11. No AEL's/Leaves will be granted for attending Conferences/Seminars/FDP/QIP if it coincides with the Institute's Events.
12. MOOC Certification of 8 weeks duration is mandatory. The certification fees for upto Rs. 1100/- , will be reimbursed only after the submission of completion certificate.
13. All the faculty members have to complete UHV I & UHV II
14. All reimbursements to be claimed with evidence of publication and payment receipts wherever applicable.

D. Patents:

In addition to regular teaching responsibilities, faculty members are encouraged to pursue innovation and file patents. To incentivize such efforts, the Institute will implement the following incentive scheme for faculty members securing patents.

Types of Patents:

1. **Design Patent:** A design patent protects the ornamental, non-functional visual appearance of a product (how it looks). An amount of Rs.10,000/- will be awarded on successful grant of patent.
2. **Utility Patent:** A utility patent protects the functional aspects of an invention (how it works), It gets double the amount of the design patent An amount of Rs.20,000/- will be awarded on successful grant of patent.

V.L.

Incentive Structure for Joint Patent Filings shall be calculated in following manner:

No. of authors	Percentage of total amount					
	Author 1	Author 2	Author 3	Author 4	Author 5	Author 6
1	100%					
2	70%	30%				
3	60%	30%	10%			
4	40%	30%	20%	10%		
5	40%	25%	15%	10%	10%	
6	35%	25%	15%	10%	10%	5%

Note: Each granted patent will be rewarded with an amount of as mentioned, to be distributed among giBS inventors based on their position, as per the distribution criteria outlined above. Only patents (whether internal or external) published by the faculty members genuinely without paid services will be considered for reward.

E. Sponsored Research Projects/Grants from government and non government agencies:

Research lies at the heart of academic advancement and societal development. With the growing need for evidence-based solutions and innovation-driven growth, it is imperative for educational and research institutions to promote a strong research culture across all levels.

The faculty can submit Research Project proposals to various funding agencies like AICTE, ICSSR, UGC, etc. Approach National and international organizations such as UGC, CSIR, DST-SERB, DST, DBT, NATO, DRDO and BARC to fund major and minor research projects undertaken by the faculty / students. The proposals to be submitted are scrutinized at the department level before submitting the same to the funding agency. The Institute will provide all infrastructure facilities required for conducting preliminary Research for Project. In case of grants, 10% can be given to the faculty after utilization of funds.

Industry Consultancy: If any faculty brings consultancy project from industry then the sharing amount will be divided in the ratio 60:40(60% of the sponsorship is for the faculty and 40% is for the college) in case they are using the University/Institute infrastructure whereas 70:30(70% of the sponsorship is for the faculty and 30% is for the college ratio where infrastructure is not used. In case there are two investigators in the project then the amount will be divided into 3:2 ratio.

Membership of Professional Societies: Registration fees is upto Rs. 5,000/- or 50% of fees whichever is less will be provided to faculty members for taking membership of any reputed Association or body related to Management or Law.

Awards:

1. If any faculty applying for any type of award (Academic/ Research) giBS would reimburse 50% of its application fee max upto Rs. 2500/-.
2. The award accepted must be from State/ Central University or from any publication house of repute.
3. Before participating of any such award it must be pre-approved from the Director / Management.

F. Support for Research Activities and Management/Professional Development activities:

At giBS, faculty members are encouraged as well as supported for research work and participate in management/professional development initiatives. These initiatives ensure that the faculty members remain professionally competent, innovative, and responsive to the dynamic needs of academia, industry, and society. The academic calendar of the institute will be followed for Professional Development activities as notified.

Management Development Program (MDP) Reward: If any faculty conducts MDP, He/She will be incentivized by grant of 20% of Amount generated after meeting all expenses. Further, in case of Joint coordinator ship the amount will be divided in equal parts.

General Guidelines:

1. The faculty has to take prior approval from the competent authority for all kinds of events/publications.
2. At the time of claim, all the required supporting documents related to fee payment, certificate obtained, brochure or flyer of conference / FDP / Workshop etc. along with application of approval must be submitted to Research Cell.
3. The research paper / book chapters and other certificates will be verified by the research committee at the end of the academic year.
4. The reimbursement will be applicable in case the certificate / other documents are submitted in research cell within 15 days from the completion of the event.
5. Every year in the month of July, the research committee members will meet to review and update the policy, if required after taking inputs from all faculty members (Law and Management).
6. Faculty members should take Professional Society Memberships like All India Management Association (AIMA), Indian Society for Training & Development, All India Commerce Association (AICA), All India Accounting Association (AIAA), Research Foundation of India (RFI), Association for Computing Machinery (ACA), Indian Mathematical Society (IMS), Operation Research Society Of India (ORSI) etc.

Glossary

FDP	Faculty Development Programme
MDP	Management Development Programme
QIP	Quality Improvement Programme
STTP	Short Term Training Program
MOOC	Massive Open Online Course
CAS	Clarivate Analytics Services
SSCI	Social Sciences Citation Index
SCIE	Science Citation Index Expanded
SCI	Science Citation Index
WoS	Web of Science
SSRN	Social Science Research Network
ABDC	Australian Business Deans Council
ESCI	Emerging Sources Citation Index
ISBN	International Standard Book Number
AEL	Academic Enhancement Leave
AICTE	All India Council for Technical Education
ICSSR	Indian Council of Social Science Research
UGC	University Grants Commission
CSIR	Council of Scientific & Industrial Research
DST-SERB	Department of Science & Technology- Science and Engineering Research Board
DST	Department of Science & Technology
DBT	Department of Biotechnology
NATO	North Atlantic Treaty Organization
DRDO	Defence Research and Development Organization
BARC	Bhabha Atomic Research Centre
IT	Information Technology
TA	Travelling Allowance
UHV	Universal Human Values

PhD	Doctor of Philosophy
AIMA	All India Management Association
ISTD	Indian Society for Training & Development
AICA	All India Commerce Association
AIAA	All India Accounting Association
RFI	Research Foundation of India
ACA	Association for Computing Machinery
IMS	Indian Mathematical Society
ORSI	Operation Research Society Of India

This Policy will come in effect from 1st August, 2025.



Prof. (Dr.) Vikas Nath
Director

**giBS****Gitarattan International Business School**

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STAFF CIRCULAR**Ref: GIBS/ADM/STAFF/25-26/021****Dated: 12.08.2025****LEAVE POLICY FOR ACADEMIC SESSION 2025-26**

All Faculty and Staff members are hereby informed that the revised Leave Policy for the Academic Session 2025-26 is attached as Annexure 1.

All are required to note and strict compliance is required from all the faculty and staff members.

For any query you may contact Ms. Sonal Sharma, HR (Acting).

Prof. (Dr.) Vikas Nath
Director

Prepared By: Ms. Sonal Sharma

Gitarattan International Business School

Policy No: GIBS/ADM.POL./25-26/001

Dated: 12.08.2025

Leave Policy & Rules for the Academic Session 2025-2026

Previous Policy No: 002 dated 02.09.2024

Objective

1. These Leave Rules are framed for the smooth implementation of employees' welfare measures consistent with the Institute's requirements.

Applicability

2. The provisions contained in these rules are applicable to all **Full Time** employees of the Institute.
3. The institution shall function as per the academic calendar, released at the start of the new academic session. All must plan their leaves accordingly.

Right to Leave

4. Leave is a privilege and cannot be claimed as a right. Depending on the exigencies, the leave can be denied or revoked by the authority empowered to sanction the leave.

Authority Empowered to Sanction Leave

5. The Director of the Institute or any other member of staff to whom the power has been delegated is empowered to sanction the leave.

Types & Quantum of Leave

- 6.1 The entitled type of leave for all faculty members and their quantum in a calendar year is given in the table below:

S. No.	Nature of Leave	Duration of Leave	
		For all Faculty Members	Additional Benefits For A+ & A Category Faculty Performance calculation as per ACR- 2024-2025
1	Casual Leave (CL)	08 Days in an Academic Year	N/A
2	Medical Leave (ML)	05 Days in an Academic Year	N/A
3	Vacation Leave (VL)	12 Days in an Academic Year	06 Days in an Academic Year
4	Earned Leave (EL)	06 Days in an Academic Year (Only for Confirmed Staff)	N/A
5	Academic Enhancement Leave (AEL)	06 Days in an Academic Year	N/A
6	University Evaluation & Examination Leave (UEEL)	06 Days in an Academic Year	N/A
7	Additional Benefit*	One per month (2 nd Saturday)	One Flexible Saturday in a Month
8	Short Leave	One per month (of two hours)	
9	Study Leave	Maximum One Year	
10	Maternity Leave	Three months for female employees subject to maximum of two children	
11	Child Care Leave	Three months for female employees subject to maximum of two children	

*Additional Saturday is not a matter of Right & is not entitled for any Compensatory Off



12/8/25
(Anirudh Jindal)
Vice Chairman

6.2 The entitled type of leave for all Non-Teaching Staff & their quantum in a calendar year is given in the table below:

S. No.	Nature of Leave	Duration of Leave
1	Casual Leave	8 Days in an Academic Year
2	Medical Leave	5 Days in an Academic Year
2	Special Casual Leave	12 Days in an Academic Year <u>(For Employees, who has Served more than one year at GIBS)</u>
3	Short Leave	One per month (of two hours)
4	Maternity Leave	Three months for female employees subject to maximum of two children
5	Child Care Leave	Three months for female employees subject to maximum of two children

Note:

1. Two type of leaves cannot be clubbed together, except wherever explicitly mentioned.
2. No Leaves can be Encashed

Implementation

7. These rules come into effect from 01st August 2025 till 31st July 2026.

The Policy is to be read in conjunction with Leave Rules attached as Appendix-1



(Anirudh Jindal)
Vice Chairman



FACULTY FEEDBACK REPORT

ACADEMIC SESSION 2020-2021



(July 2021)

INDRAPRASTHA INTERNAL QUALITY ASSURANCE CELL

GURU GOBIND SINGH INDRAPRASTHA UNIVERSITY

SEC 16-C, DWARKA, NEW DELHI-110078

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2.1 UNIVERSITY SCHOOL OF MANAGEMENT STUDIES

The feedback received from the faculty of USMS is evaluated by calculating mean scores on various criteria. As depicted in Table 2.1 & Figure 2.1 all the dimensions of 'Faculty Participation and Autonomy' is high as per the feedback. Faculty is highly satisfied with the participation opportunities in designing and developing the course curriculum and also with the autonomy to adopt their own techniques of teaching. The faculty is highly satisfied with involvement in decision making and freedom to express their opinions.

The second criteria depict the dimensions of Library and Laboratory facilities provided by the university for the faculty at USMS. As per the faculty feedback mean scores all the dimensions of this criteria are found to be above average.

The faculty is highly satisfied with the 'University Processes' of effective grievance redressal system, effective examination and evaluation system and approachable administration. The faculty is very highly satisfied with the initiative for research. The university provides full financial support to participate in two national and one international conference every year to each faculty. University also provides research grant, financial support to seek membership of professional bodies and publication grant for academic and research growth of faculty.

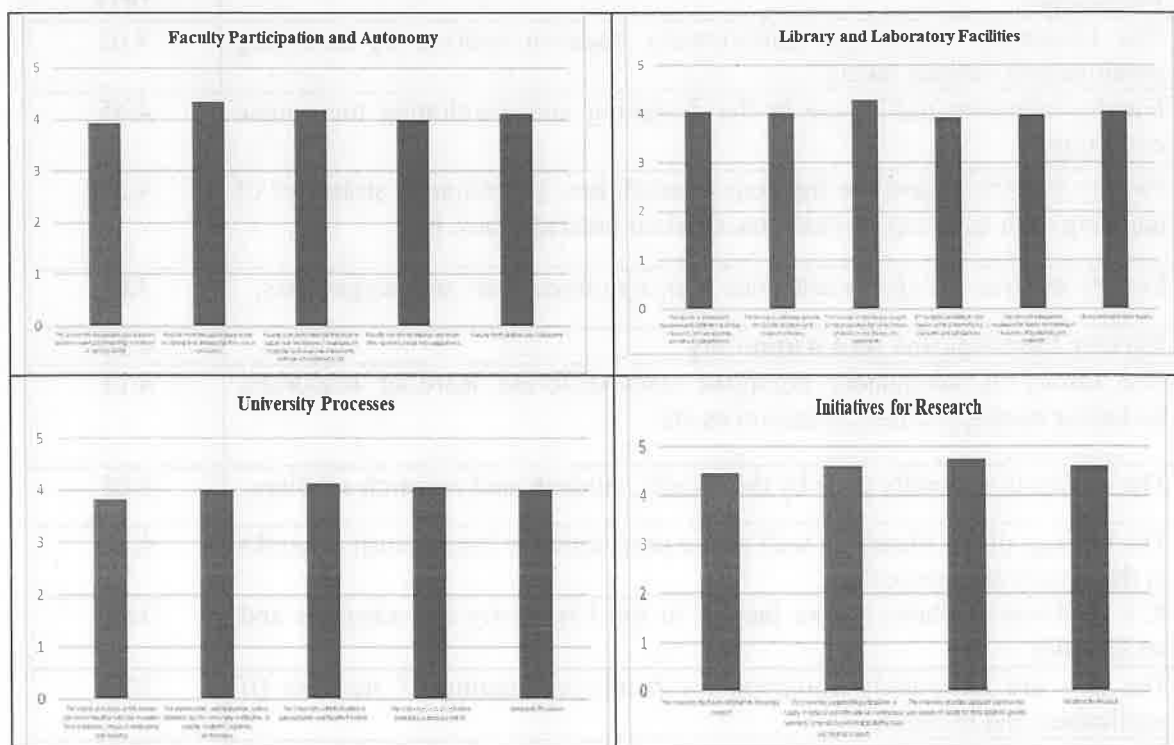
The faculty at USMS is highly satisfied with 'University Infrastructure' which includes satisfaction with adequacy of classrooms, hygienic washrooms and adequate medical facilities.

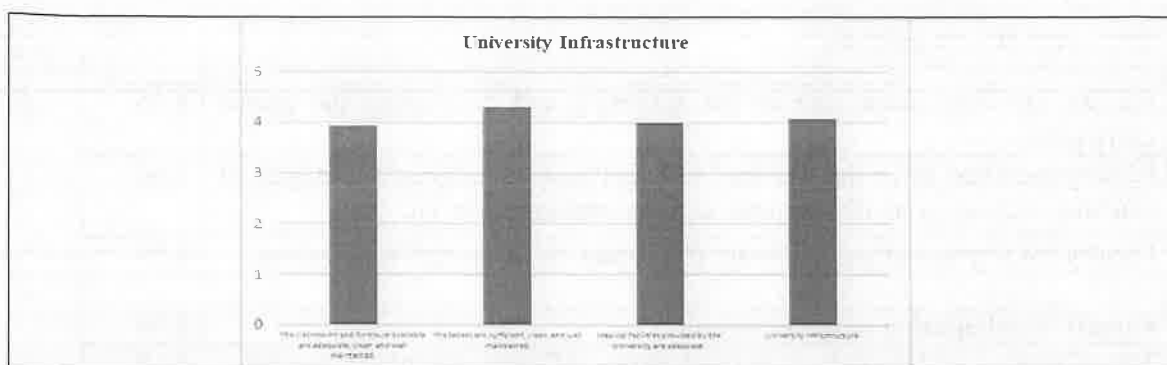
Table 2.1 : Mean scores of faculty of USMS in the year 2021 on various dimensions of faculty feedback

Parameter	2021
The University encourages participatory decision making by involving employees at various levels	4.02
Faculty members participate in the designing and developing the course curriculum.	4.45
Faculty members have the freedom to adopt new techniques / strategies of teaching such as group discussions, seminar presentations, etc	4.25
Faculty are free to express and share their opinions, ideas and suggestions.	4.04
Faculty Participation and Autonomy	4.19
The library is adequately equipped with different learning resources, including books, journals, e-resources etc	4.15
The library is optimally used by the faculty, students and research scholars.	4.05
The timings of the library as well as the procedure for issue/return of books in the library are convenient.	4.35
ICT facilities available to the faculty in the University are adequate and satisfactory.	3.98
The labs are adequately equipped for hands-on training of students (if applicable) and research	3.99
Library and Laboratory Facility	4.10

The Board of Studies of the School comprises reputed external members from academia, research institutions and industry	4.04
The examination and evaluation system followed by the University is effective in judging students' academic performance	4.05
The University administration is approachable and faculty-friendly.	4.20
The University has an effective grievance redressal system.	4.07
University Processes	4.09
The University has taken initiatives to encourage research	4.50
The University supports the participation of faculty in national and international conferences/ seminars/ symposia by providing academic leave and financial support.	4.65
The University provides adequate opportunities and support to faculty for their academic growth.	4.78
Initiatives for Research	4.64
The classrooms and furniture available are adequate, clean and well maintained.	4.02
The toilets are sufficient, clean and well maintained.	4.35
Medical facilities provided by the University are adequate.	4.20
University Infrastructure	4.19

Figure 2.1.: Mean scores of Faculty of USMS in the year 2021 on various dimensions of faculty feedback





In general faculty of USMS has given following remarks in 'Remarks and Suggestions' column

1. Faculty at USMS remarked that the PG Diploma in Data Analytics is receiving overwhelming response so school should start MBA in Business or Data Analytics

2.1.1 SUGGESTED ACTION PLAN FOR USMS

1. The school may plan to start new course in consultation with various stakeholders.

2.2 UNIVERSITY SCHOOL OF LAW AND LEGAL STUDIES

The feedback received from the faculty of USLLS is evaluated by calculating mean scores on various criteria. As depicted in Table 2.2 & Figure 2.2 all the dimensions of 'Faculty Participation and Autonomy' is high as per the feedback. Faculty is highly satisfied with the participation opportunities in designing and developing the course curriculum and also with the autonomy to adopt their own techniques of teaching. The faculty is highly satisfied with involvement in decision making and freedom to express their opinions.

The second criteria depict the dimensions of Library and Laboratory facilities provided by the university for the faculty at USLLS. As per the faculty feedback mean scores all the dimensions of this criteria are found to be high.

The faculty is highly satisfied with the 'University Processes' of effective grievance redressal system, effective examination and evaluation system and approachable administration. The faculty is very highly satisfied with the initiative for research. The university provides full financial support to participate in two national and one international conference every year to each faculty. University also provides research grant, financial support to seek membership of professional bodies and publication grant for academic and research growth of faculty.

The faculty at USLLS is highly satisfied with 'University Infrastructure' which includes satisfaction with adequacy of classrooms, hygienic washrooms and adequate medical facilities.

Table 2.2: Mean scores of Faculty of USLLS in the year 2021 on various dimensions of faculty feedback

Parameters	2021
The University encourages participatory decision making by involving	4.20

employees at various levels	
Faculty members participate in the designing and developing the course curriculum.	4.45
Faculty members have the freedom to adopt new techniques / strategies of teaching such as group discussions, seminar presentations, etc	4.66
Faculty are free to express and share their opinions, ideas and suggestions.	4.25
Faculty Participation and Autonomy	4.39
The library is adequately equipped with different learning resources, including books, journals, e-resources etc	4.12
The library is optimally used by the faculty, students and research scholars.	4.06
The timings of the library as well as the procedure for issue/return of books in the library are convenient.	4.25
ICT facilities available to the faculty in the University are adequate and satisfactory.	4.05
The labs are adequately equipped for hands-on training of students (if applicable) and research.	4.04
Library and Laboratory Facilities	4.10
The Board of Studies of the School comprises reputed external members from academia, research institutions and industry.	4.40
The examination and evaluation system followed by the University is effective in judging students' academic performance	4.18
The University administration is approachable and faculty-friendly.	4.05
The University has an effective grievance redressal system.	4.15
University Processes	4.19
The University has taken initiatives to encourage research.	4.50
The University supports the participation of faculty in national and international conferences/ seminars/ symposia by providing academic leave and financial support.	4.59
The University provides adequate opportunities and support to faculty for their academic growth.	4.42
Initiatives for Research	4.50
The classrooms and furniture available are adequate, clean and well maintained.	4.04
The toilets are sufficient, clean and well maintained.	4.06
Medical facilities provided by the University are adequate.	4.35
University Infrastructure	4.15

STUDENT FEEDBACK REPORT

ACADEMIC SESSION 2020-2021



(July 2021)

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4. **University Processes-** This parameter focuses of university process of admission, placement cell, adequate opportunity for sports and extra-curricular activities, fair and transparent examination and evaluation system and university's efforts to control ragging, smoking and other unwanted activities at campus.
5. **Library and Laboratory Facilities-** This parameter asks students about the availability of relevant books in library, latest journals, periodicals and magazines. Also, students are inquired about ease of book issue/return process. Students are also asked to provide feedback regarding adequacy of computer labs and internet access.
6. **University Infrastructure-** This parameter checks about hostel facilities, hygiene of classrooms, canteen, washrooms, adequacy of lifts, and disable-friendly, gender-friendly, green and eco-friendly campus.

The feedback on the above-mentioned parameters is collected quantitatively and qualitatively through a feedback form. This feedback is then compiled course wise for each school. The feedback is then shared with the dean of the school with a suggestive action plan and they are then requested to submit an action taken report to IIQAC on the suggested action plan. This action taken report is then compiled for the entire university.

The present report presents quantitative and qualitative feedback provided by students in the academic session 2020-21 for various courses of university school-wise.

PLEASE NOTE: THE FEEDBACK OF STUDENTS ADMITTED IN ACADEMIC SESSION 2020-21 FOR 'UNIVERSITY INFRASTRUCTURE' AND 'LIBRARY AND LABORATORY' FACILITIES IS NOT INCLUDED AS WAS NOT BASED ON REAL EXPERIENCE.

2.1 UNIVERSITY SCHOOL OF MANAGEMENT STUDIES

2.1.1 EVALUATION OF STUDENT FEEDBACK OF MASTERS OF BUSINESS ADMINISTRATION GENERAL PROGRAMME (CODE: 039)

The feedback received from the students of MBA General programme is evaluated by calculating mean scores on various criteria. Table 2.1.1 and Figure 2.1.1 shows criteria wise analysis of the data.

Overall score on 'Teaching Quality and Faculty Access' shows high perception of students with respect to teaching quality and faculty access. Students are highly satisfied with the availability of faculty, mentorship they get. They feel that teaching quality helps in developing their concepts and has contributed to their overall development.

Regarding 'School Activities', overall satisfaction of students is high. This indicates that school takes up initiatives with respect to project guidance, hands-on-training of students, skill development, development of problem solving and analytical thinking skills for students. Students are also highly satisfied with the regular workshops, seminars, guest lectures initiated by the school. Students are highly satisfied with the regularly conducted activities that promote personality development & soft skills of students. Value added courses, skill development

workshops, personality assessment and development activities are regularized more and more at USMS and thus are reflected in the scores. The mean scores also depict high level of satisfaction of students on academic environment for cohesive learning and the professional and ethical values inculcated amongst the students.

The 'Course Curriculum' criteria shows high satisfaction of the students. Students are highly satisfied with regular updating of curriculum and find it relevant the present industry requirements.

As regards with 'University Processes' students of MBA general programme are highly satisfied. The students of the batch 2021 are highly satisfied with the adequate opportunities for extra-curricular and sports activities in the University, transparent evaluation system and the efforts made by the university to control ragging, smoking, etc.

As regards with 'Library and Laboratory Services', students of year 2021 are above average. They find the library to be adequately equipped with books, journals and e-resources and the timings of the library are also found satisfactory by the students. The students are also satisfied with a high mean score on the laboratory infrastructure and the internet facility provided by the school.

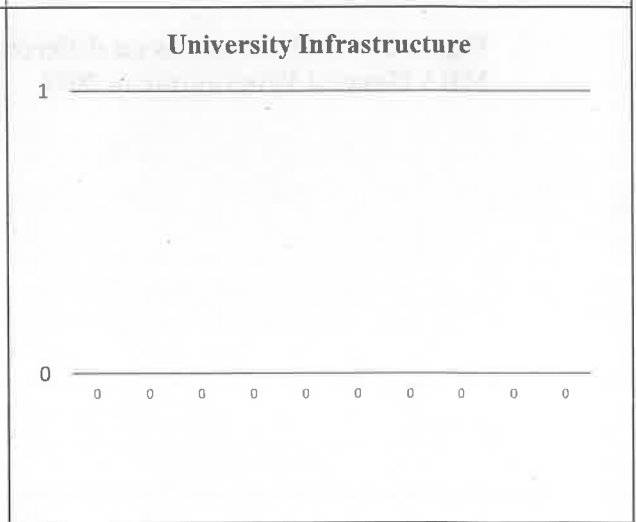
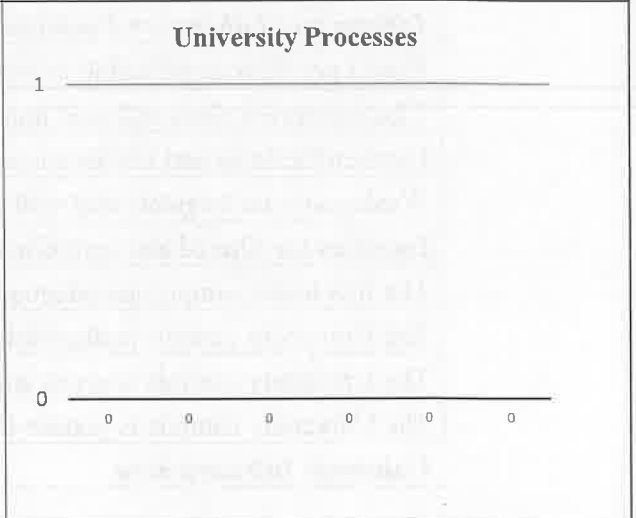
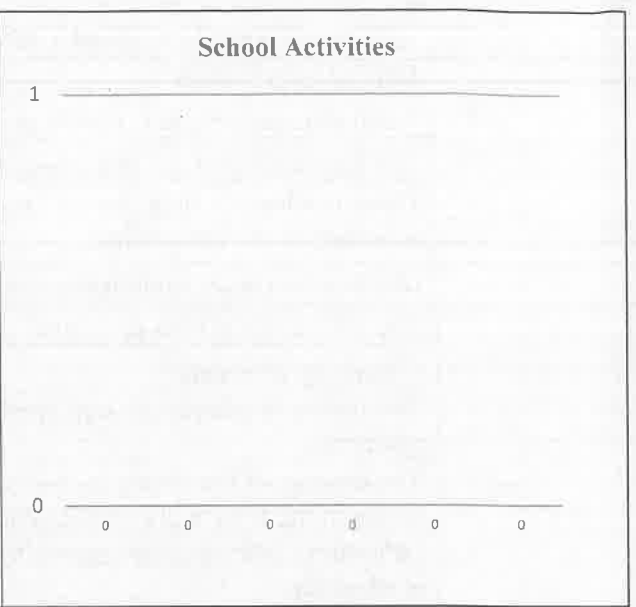
Satisfaction of students with respect to 'University Infrastructure' has been high for the year 2021. The average scores of other parameters of the university infrastructure are also found to be high. The students are satisfied with the classroom, canteen, washroom, green environment and clean drinking water facilities offered by the university. They also find the campus disabled and gender friendly.

Table 2.1.1: Mean scores on different parameters of feedback received from students of MBA General Programme in 2021

Parameters	2021
Quality of teaching encourages learning and understanding of basic concepts	4.04
Teaching techniques adopted support all round development	4.12
The faculty is accessible and provide mentor-ship.	4.08
Teaching Quality and Faculty Access	4.08
Project guidance facilitates hands-on-training, skill development, problem solving, analytical thinking and documentation.	4.20
Workshops/Seminars/Guest Lectures are held regularly	4.50
Activities that promote personality development & soft skills are adequate and organized regularly	4.42
Academic environment supports cohesive learning.	4.25
Professional and ethical values are inculcated	4.00
School Activities	4.27
Course curriculum is contemporary and prepares me for industry/higher education	4.15

Course curriculum is regularly updated.	4.40
<i>Course Curriculum</i>	4.27
Admission procedure is simple and easy to understand/comprehend.	4.25
The functioning of the placement cell in the University is satisfactory.	3.95
There is adequate opportunity for extra-curricular and sports activities in the University.	4.20
Examination and evaluation system is fair and transparent	4.31
The University efforts to control ragging, smoking, etc. are sufficient	4.14
<i>University Processes</i>	4.17
The library is adequately equipped with books, journals and e-resources.	4.25
The timings of the library as well as the procedure for issue/return of books in the library are convenient.	4.00
Laboratory infrastructure including computer labs and internet access is adequate.	3.56
<i>Library and Laboratory Facilities</i>	3.93
Hostel provides comfortable living environment	4.40
Classrooms are clean and well maintained.	3.86
Canteen facilities and kiosks are adequate and hygienic.	3.98
Washrooms are hygienic and well maintained.	3.72
Facilities for filtered and cool drinking water are available.	3.95
The lifts in the campus are adequate and functional.	4.25
The University campus is disabled-friendly	4.08
The University campus is green and eco-friendly.	4.50
The University campus is gender-friendly.	4.21
<i>University Infrastructure</i>	4.10

Figure 2.1.1: Mean scores on different parameters of feedback received from students of MBA General Programme in 2021



2.1.6 SUGGESTED ACTION PLAN FOR USMS

1. The school is suggested to continue value added courses on research and personality development
2. The school should continue with the workshops on job readiness, mock interviews, choosing electives, group discussions etc.
3. The school is suggested to consider the request of Post-Graduate Diploma in Data Analytics and see feasibility of two years degree programme in Data Analytics.

2.2 UNIVERSITY SCHOOL OF LAW AND LEGAL STUDIES

2.2.1 EVALUATION OF STUDENT FEEDBACK OF MASTER OF LAWS (LLM) PROGRAMME (CODE: 70)

The feedback received from the students of LLM programme is evaluated by calculating mean scores on various criteria. Table 2.2.1 and Figure 2.2.1 shows criteria wise analysis of the data. Overall score on 'Teaching Quality and Faculty Access' shows very high perception of students with respect to teaching quality and faculty access. Students are satisfied with the availability of faculty, mentorship they get. They feel that teaching quality helps in developing their concepts and has contributed to their overall development.

Regarding 'School Activities', overall satisfaction of students is very high. This indicates that school takes up initiatives with respect to project guidance, hands-on-training of students, skill development, development of problem solving and analytical thinking skills for students. Students are also satisfied highly with the regular workshops, seminars, guest lectures initiated by the school. Students are highly satisfied with the regularly conducted activities that promote personality development & soft skills of students. The mean scores also depict very high satisfaction of students on academic environment for cohesive learning and the professional and ethical values inculcated amongst the students.

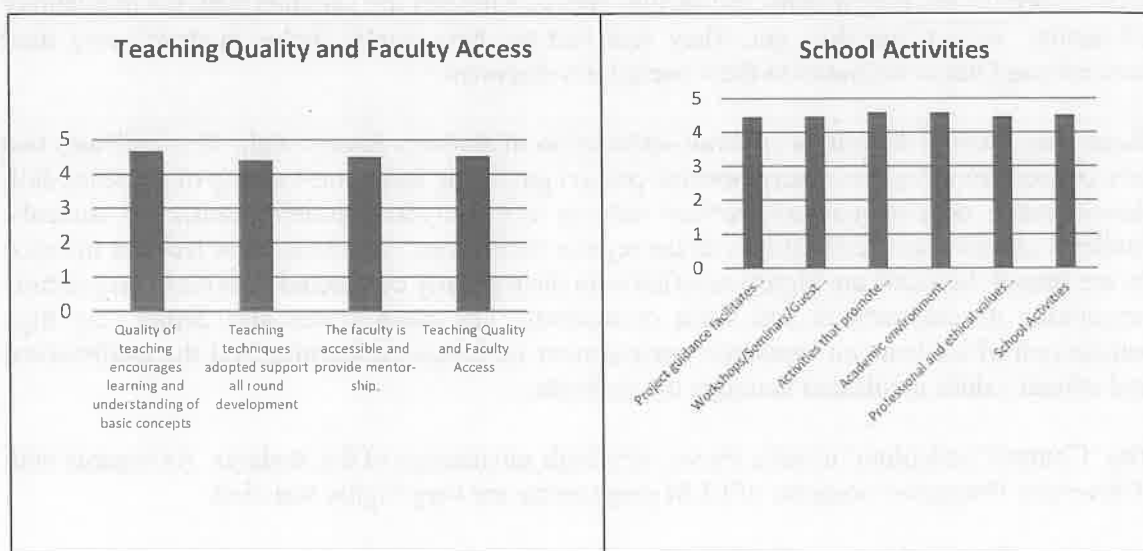
The 'Course Curriculum' criteria shows very high satisfaction of the students. As regards with 'University Processes' students of LLM programme are very highly satisfied.

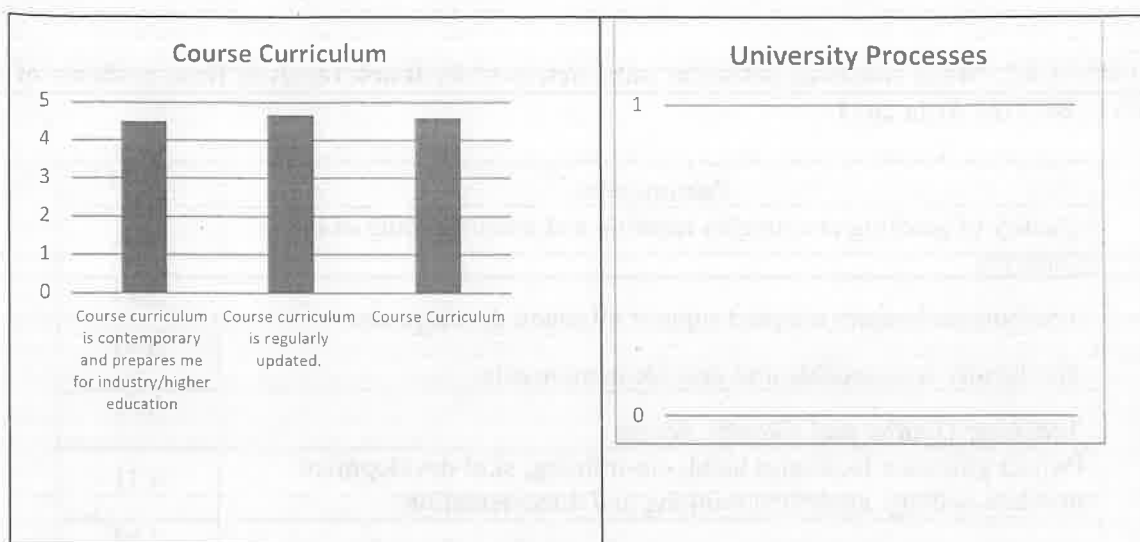
Table 2.2.1: Mean scores on different parameters of feedback received from students of LLM Programme in 2021

Parameters	2021
Quality of teaching encourages learning and understanding of basic concepts	4.62
Teaching techniques adopted support all round development	4.47
The faculty is accessible and provide mentor-ship.	4.5
<i>Teaching Quality and Faculty Access</i>	4.52
Project guidance facilitates hands-on-training, skill development, problem solving, analytical thinking and documentation.	4.47

Workshops/Seminars/Guest Lectures are held regularly	4.46
Activities that promote personality development & soft skills are adequate and organized regularly	4.59
Academic environment supports cohesive learning.	4.58
Professional and ethical values are inculcated	4.47
School Activities	4.51
Course curriculum is contemporary and prepares me for industry/higher education	4.49
Course curriculum is regularly updated.	4.67
Course Curriculum	4.58
Admission procedure is simple and easy to understand/comprehend.	4.62
Examination and evaluation system is fair and transparent	4.60
University Processes	4.61

Figure 2.2.1: Mean scores on different parameters of feedback received from students of LLM Programme in 2021





2.2.2 EVALUATION OF STUDENT FEEDBACK OF BACHELOR OF BUSINESS ADMINISTRATION & BACHELOR OF LEGISLATIVE LAW INTEGRATED PROGRAMME (CODE: 035)

The feedback received from the students of INT (BBA-LLB) is evaluated by calculating mean scores on various criteria. Table 2.2.2 and Figure 2.2.2 shows criteria wise analysis of the data. Overall score on 'Teaching Quality and Faculty Access' shows above average perception of students with respect to teaching quality and faculty access. Students are satisfied with the availability of faculty, mentorship they get. They feel that teaching quality helps in developing their concepts and has contributed to their overall development.

Regarding 'School Activities', overall satisfaction of students is high. This indicates that school takes up initiatives with respect to project guidance, hands-on-training of students, skill development, development of problem solving and analytical thinking skills for students. Students are also satisfied highly with the regular workshops, seminars, guest lectures initiated by the school. Students are highly satisfied with the regularly conducted activities that promote personality development & soft skills of students.

The 'Course Curriculum' criteria shows high satisfaction of the students. As regards with 'University Processes' students of INT (BBA-LLB) programme are satisfied above average. The students are highly satisfied with the adequate opportunities for extra-curricular and sports activities in the University and the efforts made by the university to control ragging, smoking, etc.

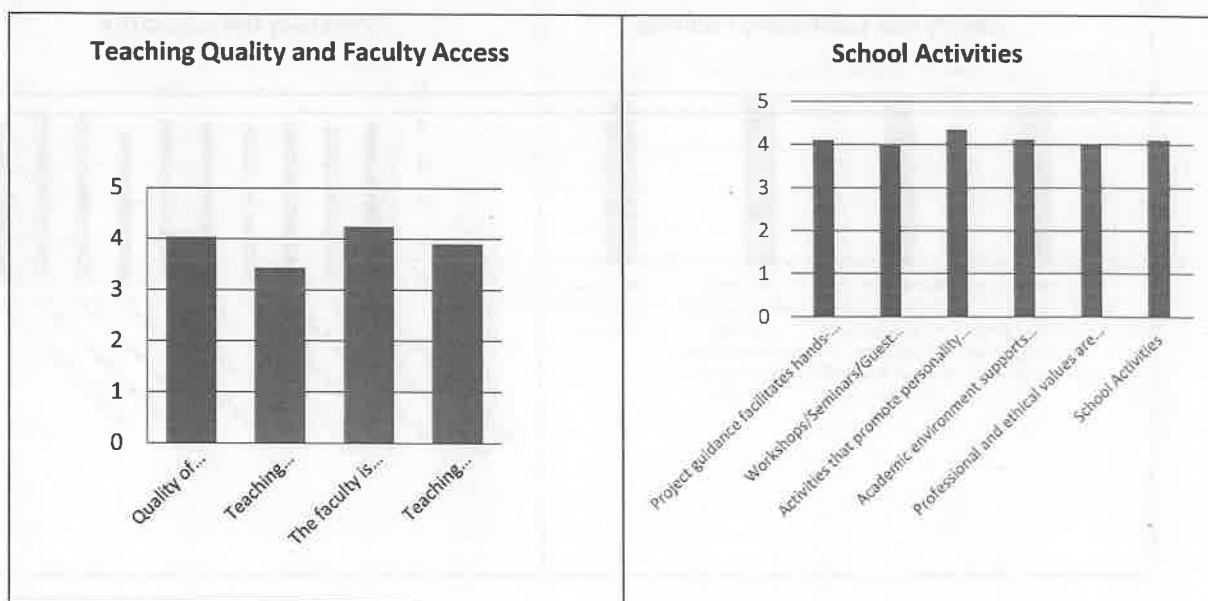
As regards with 'Library and Laboratory Services', students of year 2021 are satisfied highly. They find the library to be adequately equipped with books, journals and e-resources and the timings of the library are also found satisfactory by the students. The students are also satisfied with a mean score above average with the laboratory infrastructure and the internet facility provided by the school. Satisfaction of students with respect to 'University Infrastructure' has been high for the year 2021.

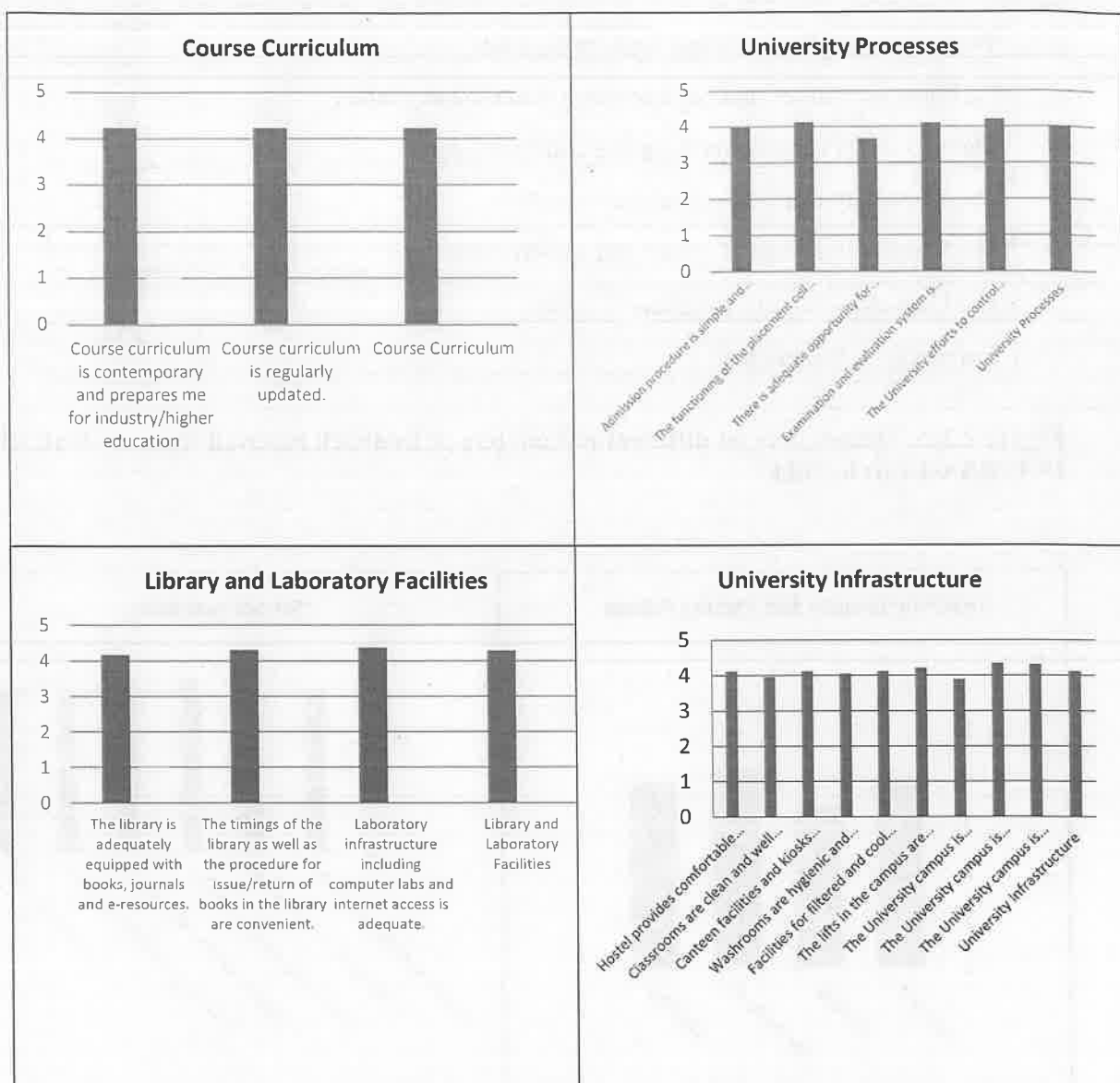
Table 2.2.2: Mean scores on different parameters of feedback received from students of INT (BBA-LLB) in 2021

Parameters	2021
Quality of teaching encourages learning and understanding of basic concepts	4.04
Teaching techniques adopted support all round development	3.44
The faculty is accessible and provide mentor-ship.	4.24
Teaching Quality and Faculty Access	3.91
Project guidance facilitates hands-on-training, skill development, problem solving, analytical thinking and documentation.	4.11
Workshops/Seminars/Guest Lectures are held regularly	3.98
Activities that promote personality development & soft skills are adequate and organized regularly	4.35
Academic environment supports cohesive learning.	4.12
Professional and ethical values are inculcated	4.01
School Activities	4.11
Course curriculum is contemporary and prepares me for industry/higher education	4.23
Course curriculum is regularly updated.	4.22
Course Curriculum	4.22
Admission procedure is simple and easy to understand/comprehend.	3.99
The functioning of the placement cell in the University is satisfactory.	4.13
There is adequate opportunity for extra-curricular and sports activities in the University.	3.67
Examination and evaluation system is fair and transparent	4.11
The University efforts to control ragging, smoking, etc are sufficient	4.22
University Processes	4.02
The library is adequately equipped with books, journals and e-resources.	4.17
The timings of the library as well as the procedure for issue/return of books in the library are convenient.	4.3
Laboratory infrastructure including computer labs and internet access is adequate.	4.37
Library and Laboratory Facilities	4.28
Hostel provides comfortable living environment	4.12
Classrooms are clean and well maintained.	3.96
Canteen facilities and kiosks are adequate and hygienic.	4.12

Washrooms are hygienic and well maintained.	4.05
Facilities for filtered and cool drinking water are available.	4.12
The lifts in the campus are adequate and functional.	4.21
The University campus is disabled-friendly	3.89
The University campus is green and eco-friendly.	4.34
The University campus is gender-friendly.	4.31
University Infrastructure	4.12

Figure 2.2.2: Mean scores on different parameters of feedback received from students of INT (BBA-LLB) in 2021





2.2.3 EVALUATION OF STUDENT FEEDBACK OF BACHELOR OF ARTS AND BACHELOR OF LEGISLATIVE LAW INTEGRATED PROGRAMME (CODE: 038)

The feedback received from the students of INT (BA-LLB) is evaluated by calculating mean scores on various criteria. Table 2.2.3 and Figure 2.2.3 shows criteria wise analysis of the data. Overall score on 'Teaching Quality and Faculty Access' shows high perception of students with respect to teaching quality and faculty access. Students are satisfied with the availability of faculty, mentorship they get. They feel that teaching quality helps in developing their concepts and has contributed to their overall development.

Regarding 'School Activities', overall satisfaction of students is high. This indicates that school takes up initiatives with respect to project guidance, hands-on-training of students, skill

development, development of problem solving and analytical thinking skills for students. Students are also satisfied above average with the regular workshops, seminars, guest lectures initiated by the school. Students are highly satisfied with the regularly conducted activities that promote personality development & soft skills of students. The mean scores also depict high satisfaction of students on academic environment for cohesive learning and the professional and ethical values inculcated amongst the students.

The 'Course Curriculum' criteria shows high satisfaction of the students. As regards with 'University Processes' students of INT (BA-LLB) programme are highly satisfied. The students in the year 2021 are highly satisfied with the adequate opportunities for extra-curricular and sports activities in the University and the efforts made by the university to control ragging, smoking, etc.

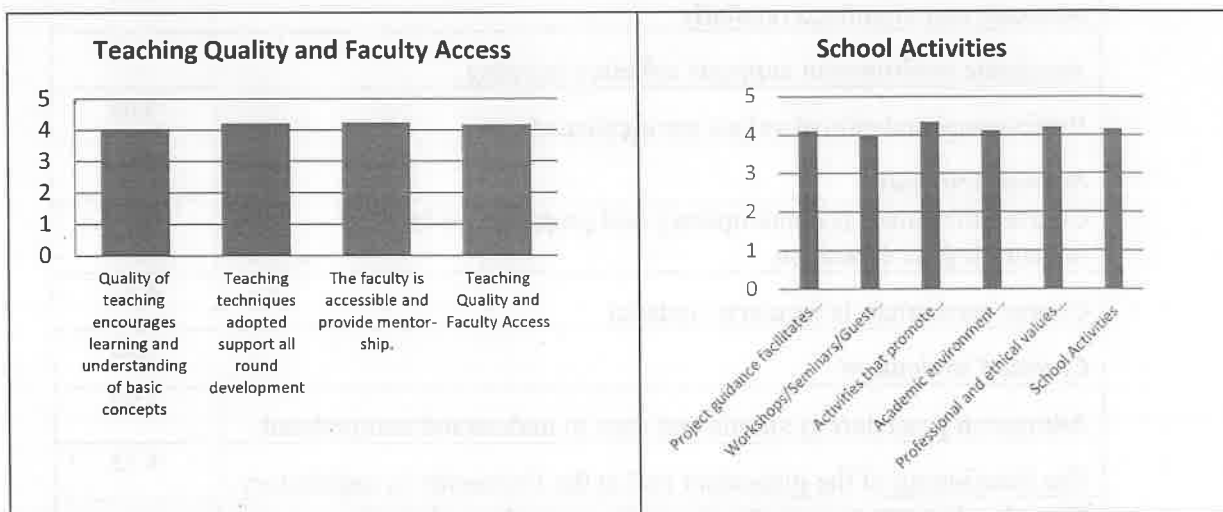
As regards with 'Library and Laboratory Services', students of year 2021 are highly satisfied. Satisfaction of students with respect to 'University Infrastructure' has also been high the year 2021.

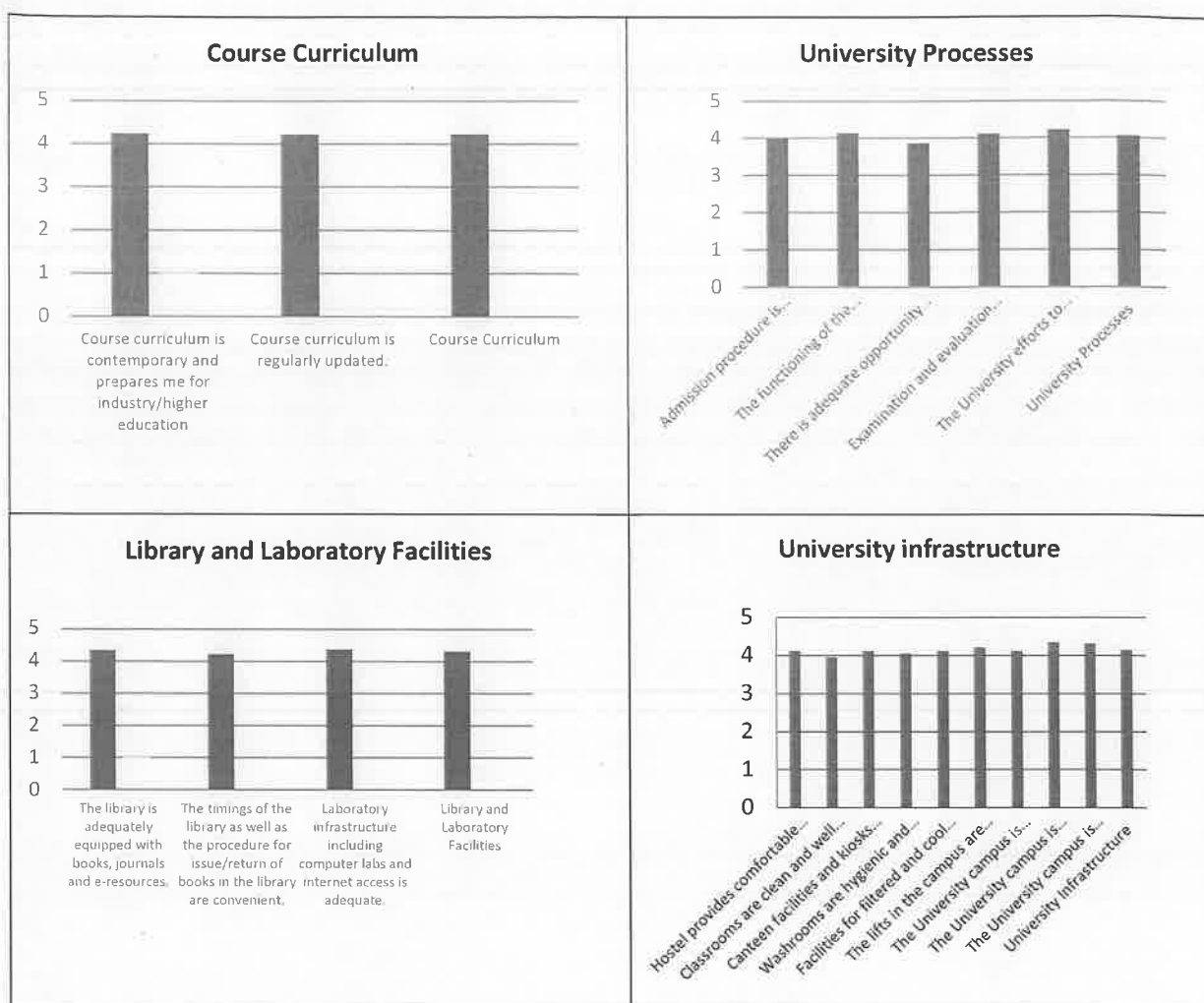
Table 2.2.3: Mean scores on different parameters of feedback received from students of INT (BA-LLB) in 2021

Parameters	2021
Quality of teaching encourages learning and understanding of basic concepts	4.04
Teaching techniques adopted support all round development	4.13
The faculty is accessible and provide mentor-ship.	4.24
<i>Teaching Quality and Faculty Access</i>	4.14
Project guidance facilitates hands-on-training, skill development, problem solving, analytical thinking and documentation.	4.11
Workshops/Seminars/Guest Lectures are held regularly	3.98
Activities that promote personality development & soft skills are adequate and organized regularly	4.35
Academic environment supports cohesive learning.	4.12
Professional and ethical values are inculcated	4.02
<i>School Activities</i>	4.12
Course curriculum is contemporary and prepares me for industry/higher education	4.23
Course curriculum is regularly updated.	4.22
<i>Course Curriculum</i>	4.22
Admission procedure is simple and easy to understand/comprehend.	3.99
The functioning of the placement cell in the University is satisfactory.	4.13
There is adequate opportunity for extra-curricular and sports activities in the University.	3.87

Examination and evaluation system is fair and transparent	4.21
The University efforts to control ragging, smoking, etc are sufficient	4.22
University Processes	4.08
The library is adequately equipped with books, journals and e-resources.	4.11
The timings of the library as well as the procedure for issue/return of books in the library are convenient.	4.22
Laboratory infrastructure including computer labs and internet access is adequate.	4.21
Library and Laboratory Facilities	4.18
Hostel provides comfortable living environment	4.12
Classrooms are clean and well maintained.	3.96
Canteen facilities and kiosks are adequate and hygienic.	4.12
Washrooms are hygienic and well maintained.	4.05
Facilities for filtered and cool drinking water are available.	4.12
The lifts in the campus are adequate and functional.	4.21
The University campus is disabled-friendly	4.12
The University campus is green and eco-friendly.	4.13
The University campus is gender-friendly.	4.31
University Infrastructure	4.13

Figure 2.2.3: Mean scores on different parameters of feedback received from students of INT (BA-LLB) in 2021





2.2.4 EVALUATION OF STUDENT FEEDBACK OF MASTER OF LAWS WEEKEND PROGRAMME LLM (W) (CODE: 170)

The feedback received from the students of Master of Laws (LL.M.) Weekend Programme is evaluated by calculating mean scores on various criteria. Table 2.2.4 and Figure 2.2.4 shows criteria wise analysis of the data.

The overall score on 'Teaching Quality and Faculty Access' shows high perception of students with respect to teaching quality and faculty access. Students are highly satisfied with the availability of faculty for resolution of doubts, and mentorship provided to them. They strongly feel that teaching quality helps in developing their concepts and has contributed to their all-round development.

As regards with 'School Activities', overall satisfaction of students is high. This indicates that school takes up number of initiatives with respect to project guidance, hands-on-training of students, skill development, development of problem solving and analytical thinking skills for students. Students are satisfied above average with the regular workshops, seminars, guest lectures conducted by the school.

GITARATTAN INTERNATIONAL BUSINESS SCHOOL					
Details of SBT Course					
Odd Semester					
Batch	Course	Semester	SBT Module	SBT Title	Total no. of students
2024-2027	BBA	1	1	Traits to Triumph	15
2023-2026	BBA	3	3	Pixels to Podium	5
2022-2025	BBA	5	5	Express to Impress	82
2024-2029	BALLB	1	1	Professional Skill Development	19
2024-2029	BBALLB	1	1	Professional Skill Development	28
2023-2028	BALLB	3	3	Introduction to Legal Drafting	13
2023-2028	BBALLB	3	3	Introduction to Legal Drafting	17
2022-2027	BALLB	5	5	Reading Legal Documents	31
2022-2027	BBALLB	5	5	Reading Legal Documents	26

Even Semester					
Batch	Course	Semester	SBT Module	SBT Title	Total no. of students
2022-2025	BBA	6	6	Rise and Shine	18
2024-2029	BBA-MBA(Integrated)	2	2	Classroom to Boardroom	9
2024-2028	BBA	2	2	Classroom to Boardroom	21
2024-2026	MBA	2	2	APTI Office Skill Boost	26
2024-2026	MBA IB	2	2	APTI Office Skill Boost	5
2024-2029	BALLB	2	2	Introduction of Mooting Skills	20
2024-2029	BBALLB	2	2	Introduction of Mooting Skills	28
2023-2028	BALLB	4	4	Drafting (Advanced Level)	7
2023-2028	BBALLB	4	4	Drafting (Advanced Level)	11
2022-2027	BALLB	6	6	Advanced Legal Research	4
2022-2027	BBALLB	6	6	Advanced Legal Research	14



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successful completion of the Skill Based Training Module-6
from 4th March to 27th May, 2025 on "RISE AND SHINE"



Sushri Srivastava

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