

INSTITUTIONAL DEVELOPMENT PLAN (IDP) UNDER NEP-2020



Established: 2006

SHREE KARMAYOGI ARTS & COMMERCE COLLEGE GADU(SHERBAUG)

Om Shantinagar, Khera Road Gadu(Sherbaug)-362255
Ta.Maliya(ha) Dist.Junagadh (Gujarat)

Established: 2006

Email : shreekarmayogi@yahoo.co

Web: <http://www.dssgadu.com>

Duration: 2026,2027 To 2030,2031

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(1) Vision and Mission

Describe the organization's vision for its future - the organization's expectations for its future, where the organization wants to materialize

VISION

Shree Karmayogi Arts & Commerce College – Gadu (sherbaug) is situated in a Rural town of Junagadh district. This institution was established in the year 2006 by Shri Arjanbhai Naranbhai Chariya with a view to develop education in this backward area and to make it easier for the people of this area to get higher education. Which is known as Shri Dadhichi Education Trust Gadu(Sherbaug). The overall management of this college is done by Shri Dadhichi Education Trust Gadu(Sherbaug).

As the institute is situated in Rural area, most of our students come from nearby villages belong to the agriculture class.

Vision:-

Vision of the institution is “To humanize human beings in the form of progressive, responsible, and character built student-teachers to fulfill the demand of the society for value based education and to contribute to build the nation.

Describe the overall mission and purpose of the institution.

Mission:-

Our is one the oldest institute, established (in the year 2006) to provide education to the youth of nearby villages and talukas of the district. Our is the only College providing education of the Rural area’s students. The initial mission is to provide equality higher education to the students. To achieve this, apart from classroom interaction, seminars, group discussion and other extra-curricular activities are arranged frequently. Efforts are being made to develop scientific temperament and in still human it a real value sin young minds. Importance is given on the all-round development of the students through various skill development programs and on creating awareness among them towards the problems of the society. Till now the Institute serves successfully in achieving this mission/object.

Mission of the college is to:-

- To create teaching, learning environment by integrating an idea of inclusiveness, shared responsibility, openness and adaptive.
- Open acknowledgement and quality of global life through dignity dedication and devotion.

(02) Institutional Basic Information

2.1 Institutional Identity:-

- (1) Name of the Institution:-**SHREE KARMAYOGI ARTS & COMMERCE COLLEGE GADU(SHERBAUG)**
- (2) Type of Institution:- **Self.**
- (3) Category: Co-education/ Girls:- **Co-education**
- (4) Location: (urban / rural):- **Rural**
- (5) Website Address of the College: **www.dssgadu.com**
- (6) Name of Head of Institution and Project Nodal Officers

| HEAD AND NODAL OFFICER | NAME & DEPARTMENT | MOBILE NUMBER | E-MAIL ADDRESS |
|------------------------|-------------------|---------------|-------------------------|
| Principal | Mr.H.A.Bariya | 9979135286 | chariyagm@yahoo.com |
| Vice-Principal | ----- | ---- | ----- |
| IDP Coordinator | Mr.G.M.Chariya | 6356320006 | chariyagovind@gmail.com |

2.2 Establishment Details:-

| Sr. No. | Establishment Details | |
|---------|--|---|
| 1 | Year of establishment | June, 2006 |
| 2 | Name of University to which Affiliated | Bhaktakavi Narsinh Mehta University-Junagadh |
| 3 | Year of Permanent Affiliation | NA |
| 4 | Year of Temporary Affiliation | Yes |

2.3 NAAC Accreditation:-

| | DATE OF APPLICATION | DATE ON WHICH ACCREDITATION WAS RECEIVED | GRADE | VALIDTILL |
|---|---------------------|--|-------|-----------|
| - | - | - | - | - |
| | | | | |

(03) STUDENTS' PROFILE

Academic Information for 2024-2025

| SR. NO. | STREAM (ARTS & COMMERCE) | LEVEL (UG & PG) | COURSE NAME | DURATION (YEARS) | SANCTIONED ANNUAL INTAKE |
|---------|-----------------------------|--------------------|-----------------|---------------------|-----------------------------|
| 1 | Arts | UG | B.A.(Regular) | 4 Year | 130 |
| 2 | Commerce | UG | B.Com (Regular) | 4 Year | 130 |

(04) INFRASTRUCTURE

4.1 No. of Class Room in the College:-

| SEATING CAPACITY | 250 CAPACITY | 180 CAPACITY | 80 CAPACITY | 20 CAPACITY |
|---------------------|--------------|--------------|-------------|-------------|
| NO OF CLASS ROOM | ---- | 01 | 05 | 15 |

4.2 Library:

| Sr. No. | PARAMETERS | NUMBER OF BOOKS |
|------------|---|-------------------------------|
| 1 | Total number of text books and reference books available in library for student's (approx.) | Books 7000 Ref Books 5,000 |

4.3 Reading Room:-

| READING ROOM | SITTING CAPACITY |
|--------------|--|
| 01 | A space has been provided in the library itself for separate reading. In which there is arrangement for 20 seats. |

4.4 First-Aid Box and Functional fire Extinguisher Facilities:-

| First Aid box available | | Functional fire extinguisher | | |
|-------------------------|---|---|--|--------------|
| Principal Room(Y/N) | Any other location (Y/N) If Y, Mention location | Principal's chamber/Class Room/Corridor | Near Main Electricals witch Board(Y/N) | Library(Y/N) |
| yes | Sports Room, | Yes | Yes | Yes |

4.5 Hostels (Boys)

| Sr. | Parameters | Specify details |
|-----|---|-----------------|
| 1 | Does the college/Institute have Student Hostel (Yes/No) | No |
| 2 | If Yes, Number of Hostels | NA |
| 3 | Hostel-wise Intake Capacity | NA |
| 4 | Hostel-wise Present students strength | NA |
| 5 | No. of ST students amongsl no 4 above | NA |
| 6 | No. of SC students amongsl no 4 above | NA |
| 7 | No. of differently able students amongsl No 4 above | NA |
| 8 | Facilities (Common room, Food, Games & Sports, Reading room etc.) | NA |
| 9 | Hostel ac commodation fees per month | NA |
| 10 | Hostel mess fees per month | NA |
| 11 | Mess management (fully by students/ fully by college admin/ both) | NA |
| 12 | Are the hostels accessible to differently able students ? | NA |
| 13 | No of toilet sin Boys Hostel | NA |
| 14 | No of urinals in Boys Hostel | NA |
| 15 | No of bathrooms in Boys Hostel | NA |
| 16 | No of drinking water facility in Boys Hostel | NA |
| 17 | Furniture provided to students (cot/table/bookshelf) | NA |
| 18 | Electricity connection available (Y/N) | NA |
| 19 | Fire Extinguisher: Y/N | NA |
| 20 | First aid box available: Y/N | NA |
| 21 | No of drinking water points available: | NA |

4.6 Hostels (Girls)

| Sr. | Parameters | Specify details |
|-----|---|-----------------|
| 1. | Does the college/Institute have Student Hostel (Yes/No) | NA |
| 2. | If Yes, Number of Hostels | NA |
| 3. | Intake Capacity | NA |
| 4. | Present students strength | NA |
| 5. | No.ofSTstudentsamongsl.no 4 above | NA |
| 6. | No. of SC students amongsl no 4 above | NA |
| 7. | No. of differently able students amongsl no4above | NA |
| 8. | Facilities (Common room, Food, Games & Sports, Reading room etc.) | NA |
| 9. | Hostel accommodation fees per month | NA |
| 10. | Hostel mess fees per month | NA |
| 11. | Mess management (fully by students/fully by collegeadmin/ both) | NA |
| 12. | Are the hostels accessible to differently able students? | NA |
| 13. | No of toilet sin Girls Hostel | NA |
| 14. | No of urinals in Girls Hostel | NA |
| 15. | No of bath rooms in Girls Hostel | NA |
| 16. | No of drinking water facility in Girls Hostel | NA |
| 17. | Furniture provided to student (cot/table/bookshelf) | NA |
| 18. | Electricity connection available (Y/N) | NA |
| 19. | No of fire Extinguisher exist: | NA |
| 20. | No of first aid box available: | NA |
| 21. | No of drinking water facilityavailable: | NA |

4.7 Toilet/Urinal Facility in the College

| Facility | Number for Boys | Number for Girls |
|----------|-----------------|------------------|
| Closets | 10 | 05 |
| Urinals | 10 | 05 |

4.8 Drinking Water Facility in the College

| Sr. No. | Drinking water with purifier | No. of Taps | Capacity in liters |
|---------|------------------------------|-------------|--------------------|
| 1 | 02 | 50 | 15000 Liters |

(05) SWOC ANALYSIS

SHREE KARMAYOGI ARTS & COMMERCE COLLEGE – GADU(SHERBAUG)

Strength:-

1. Sufficient area of land for future growth an extension of the institution.
2. Eco-friendly,co-operative environmentl campus
3. The institution has dedicated teaching and non-teaching staffs
4. Wide variety of students from multi-ethnic domain
5. Achievement in sports and culture
6. Accessibility and connectivity of the institution has a location advantage.
7. The teachers are involved in social service and various program in the area.
8. Healthy relationship between teachers and students.
9. Well-equipped library
10. Effective implementation of the curriculum prescribed by the affiliating university.
11. Curricular program mes are conducted as per Academic Calendar.
12. Teaching activity is carried out by experienced and qualified teachers.
13. Lecture plus modern methods are used.
14. Co operative friendly and healthy atmosphere
15. Discipline has been maintained.
16. Moral and value based education.
17. Semester system is in practice.
18. No case of ragging, sexual harassment student complaint.

Weakness:-

1. As per requirement, our institution has sanctioned posts but in future it recruit if we need
2. Temporary arrangement for teaching and non-teaching activity with contractual/part time engagements.
3. Limited digital infrastructure, need to create smart class, MOOC studio to record online lectures, Skill development lab to provide employability skill training, etc.
4. Since our college is affiliated under University, we follow the curriculum of the university, not our own curriculum. We would like to offer other courses also which can generate more employability.
5. Less use of modern technology.

Opportunity:-

1. To provide quality education to rural/urban students. It is one of the important institutions in rural/urban area. We have sufficient land/building for and can introduce UG/PG in different subjects, digital education. By the proper facilities we can provide better employment to students and develop their spirits to nation-building.
2. Can be the guiding force towards bringing positive change in the society.
3. Suitable ambience for creating a harmonious environment.
4. Potential for research to usefulness in the path of human welfare and development.
5. Potential for extending the program “No Use of Plastics” in rural/urban areas.
6. we adopt the khera village by the event of cleanliness program
7. For widening the scope of employment & workshop can be organized. There is greater possibility

of networking among the alumni. Potential for extending facilities of competitive examination preparation for rural & backward areas students.

8. New skilled courses can be introduced specially short term (Certificate)
9. Infrastructure can be utilized for some extra courses/programs (after noon/evening classes).
10. Use of Internet to reach out the global pool of knowledge.

Challenges:-

1. **Use of Modern Technology**—Most of our students are belonging to villages and economically backward background, they are not well versed with the modern technology use.
2. **Lack of Transport Facility** – There is insufficient transport facility available.
3. **Campus Recruitment** – Gadu is a small town having no big industry therefore we cannot arrange for the campus interview except, special arrangement of campus university carried out with the NGOs.
4. **Curriculum** –Being an affiliated College, there is no flexibility to adopt new career oriented courses.

Specific objectives:-

- **To ensure all around development of the students.**
- **To impart the value oriented education.**
- **To make them aware of environment importance and its protection.**
- **To make them aware of modern trends of education.**
- **to make them aware of indian cultural act.**

(06) NEED ASSESSMENT

6.1 Academic Administration:-

| | | |
|----|--|--|
| 1 | Whether detailed lesson plans are given to students ? | Yes |
| 2 | If yes, Is the lesson plan follow we districtly ? | Yes |
| 3 | What type of monitoring system is followed for completing course within set Time frame ? | Every faculty prepares unit and semester wise calendar under the supervision of H.O.D. |
| 4 | What type (monthly, quarterly, biannually, annually) of attendance management system is followed in the institute? What is the method of intimation to Faculty/students ? | Monthly manual |
| 5 | What type of feedback system issued for appraising the performance of faculty members ? a. 360 degree b. Student's feedback c. Self-appraisal d. CCR | Students' Feedback Self appraisal |
| 6. | Is the rating communicated to teachers for improvement ? | Yes |

6.2 Infrastructural Development & Maintenance:-

| Sr. No | Describe | |
|--------|--|--|
| 1 | What type of expansion work is required for existing Infrastructure ? Is own land available for this? | 1. Creation of Smart Class Room. 2. Class room for UG and PG -Yes, own Land is available |
| 1(a) | Are men and women hostel sad equate as per demand? If expansion required, is own land available ? | NA |
| 1(b) | Are men and women toilet block sad equate as per demand? If expansion required, is adequate space available? | NA |
| 2 | What type of modernization/renovation works are needed for existing infrastructure ? (Laboratories, Library, hostels etc.) | 1. Library Modernization and reading room construction 2. Creation of Smart Class Room. |
| 3 | What type of infrastructural development work required for non-academic area for the institution (toilets, girls common room etc.) | NA |
| 4 | What type of infrastructural development work is needed for making them accessible for differently-able students? | Ramps |
| 5 | Does the institute maintain the academic and non-academic infrastructure areas ? | Yes |
| 6 | What are the monitoring mechanisms followed for maintenance? | for the routine work and repair staff and hire manpower is used and for the measure, repairs and construction is carried out by the Management of the College. |

6.3 Effective Institutional Governance:-

| Sr.No. | | |
|--------|--|--|
| 1 | Does the institution have duly constituted governing body ? a. If yes, has it been approved? b. How frequently the Governing body meets? Yearly Biannually More times, as and when require | Self finance, Yes, Approved NA |
| 2 | Does the institution have E-Governance project (ERP&MIS) implemented ? | NA |
| 3 | How record keeping and data management is done in the institute ? | Accounting and Partially student data is computerized |
| 4 | What type of library management system is there in the institute ? | Manual & computerized |
| 5 | What type of financial management and accounting system is followed in the institute ? | Manual/Computerized accounting management system is followed |
| 6 | Does the institute have its own active website ? If yes, mention web address | Yes www.dssgadu.com |

6.4 Man power Management:-

| Sr.No. | Describe | |
|--------|--|---|
| 1 | Does the institute have ad equate and skilled man power (both teaching and non-teaching) | Yes |
| 2 | Does the institute have a grievances redress mechanism ? Do they represent all the stake holders ? Specify. a. For Staff b. For Students | Yes For Staff – Senior faculties and representatives of Management For Students – Staff Members and students representative |
| 3 | What type of staff engagement practices (academic, behavioral & organizational) are followed in the institute ? a. Regular training b. Counseling on Performance c. Any other. Please specify | a. Regular training b. Counseling on Performance |

(07) Research & Development

| Sr. No. | Describe | |
|---------|--|--|
| 1 | What are there search in actives taken by the institute ? | No |
| 2 | Have the institute identified the thrust are as for research work in the institutes? If yes, Please mention the areas | No |
| 3 | How does the institute facilitate the project funding, from Sources like: (UGC/AICTE/ICSSR/CSIR/DBT/DSTetc.) | No |
| 4 | Has the institute handled Inter-disciplinary Project? | No |
| 5 | Has the institute worked on student Research project? | No |
| 6 | Has the institute measured the growth in research and development through participation and contributions in International/National Conferences, Seminars, Symposiums, Workshops, and initiation of academic exchange programs? If yes, give details. | Yes, the faculties are allow to nominate and contribute to Seminars, Workshops, faculties development program conducted by our institute |
| 7 | What type of facilities and incentives are provided to faculty members to manage the research work after getting the Funding? | if techaer need to manage the research,manegment will be provided funding as possible |

7.1 Monitoring and Evaluation:-

| Sr. No. | Describe | |
|---------|--|--|
| 1 | Does the present administration, academic and financial System needs monitoring and development for flaw less simple emendation? | Yes |
| 2 | Does the institute have IQAC cell? If yes, State the major functions of the cell. | Yes Major Functions : <ul style="list-style-type: none"> Developing system for quality culture. Provides necessary guidance to the teachers. To provide training to the teachers. Encourages the research based work culture. To reduce the gap between students and staff. |
| 3 | Give details of the number of meetings held by the IQAC Cell for the last 3 years | 6 |

| | | |
|---|---|---|
| 4 | Does the institute conduct the followings: a. Academic Audit b. Energy Audit c. Green Audit d. Financial Audit e. Administrative Audit | a. Academic Audit d. Financial Audit e. Administrative Audit |
| 5 | Mention the audits last done: | April-2025 (2024-25) |

7.2 Supporting Students from Disadvantaged Backgrounds:-

| Sr. No. | Describe the particular needs of your students by answering the following questions: | |
|---------|---|--|
| 1 | What is the academic/skill training support that students may need for improving employability? | 1. Computer and IT literacy 2. English and Communication Skills 3. Short-term Certificate Course 4. Personality Development Program for students exposure |
| 2 | Do all students wanting hostel accommodation get it on priority from the 1 st year on wards? | No |
| 3 | What is the academic/skill training support that SC/ST students may need for improving employability? | 1. Computer and IT literacy 2. English and Communication Skills 3. Short-term Certificate Course |
| 4 | Do all SC/ST students wanting hostel accommodation get it on priority from 1 st year on wards? | No |

(08) PLANNING AND EXECUTION STRATEGY

Strategic Goals are to be prepared after consulting stakeholders such as students, parents, Governing Body, alumni, well-wishers, etc., Strengths, Weaknesses, Opportunities, and Challenges (SWOC) analysis be done based on which the Strategic Goals be prepared for the Institution. Some suggestive goals are given below.

Strategies Plan for institutional development based on SWOT analysis.

1. Building up on our strengths, introduce new courses to make education accessible to more students from rural/nearby areas and less privileged sections of the society.
2. To enhance the quality of courses currently offered but making them more relevant, skill focused and responsive to the demands of the employment industry and to introduce Add on courses to Improve employability of the students.
3. Establish new infrastructure & improve the existing infrastructure.
4. To make teaching learning process more effective by Adding more smart classrooms,Skills Lab.
5. Improve social responsibility and awareness in the students by pushing for more collaborative interaction between agencies working with a social concern.
6. Plan for increasing revenue sources, maintenance of assets, pro-environmental initiatives, social / community engagement etc.,
7. Improving communication with key stakeholders such as parents, alumni, local leaders, industries, etc.,
8. Improving the faculty competency in terms of academic proficiency, communication skills, administrative capacity etc.,

Execution Plan Goal:

Activity 1: Timely conduct of classes to complete syllabus.

Improvement Plan: Digital Classrooms are proposed under the project. Guest Faculty/Contractual Faculty will be engaged under the project.

Activity 2: Monitor weak / backward students and provide additional academic support.

Improvement Plan: Faculty will be motivated to engage with weak students. This will be factored in the timetable.

Activity 3: Ensuring access to library books and Computer Lab

Improvement Plan: Computer labs and computers are proposed under the project. Lab and Library will be kept open during college hours and students motivated to use them.

Activity 4: To provide placement opportunities for promoting employment.

Improvement Plan: To establish Skills lab to provide entrepreneurship and employability skills training. Opening of placement cell in the college.

- Liasoning with NGO.

-Providing training to the students through different types of Agencies like Banking guide, and rural self-employment Training.

Activity 5: Improving communication with key stake holders such as parents, alumni and local Leaders.

Improvement Plan: Periodic meeting of parents, students and teachers.

-Periodic meetings by inviting carrier guide for guiding the students for different carrier opportunities.

Activity 6: Improving faculty competency items of ascendancy proficiency, communication skills and administrative capacity.

Improvement Plan: Complete visit to library by faculty members at least for 3/4 hour a week

-Holding faculty improvement programmes on monthly basic.

-Brain storming sessions, Language training and interpersonal communication skills training to be organized in proposed skills lab.

Activity 7: Monitoring the students and faculty for effective Learning out comes.

Improvement Plan: Introduction of daily performance report.

(09) Budget plan (Rs. In Crore)

| Sr. No. | List of Activities | Specify | Estimate Cost (Rs. In Crore) | Detail Project Report attached |
|--------------|--|---|----------------------------------|---|
| 1. | Construction of New Library | ft. including reading room | 0.20 | |
| 2. | Renovation of existing infrastructure | Color work, plastering, etc. | 0.50 | |
| 3. | Renovation of Girls Toilet | 1 | 0.05 | |
| 4. | Renovation of Boys Toilet | 1 | 0.05 | |
| 5. | Renovation of existing infrastructure | Furniture in classroom | 0.50 | |
| 6. | Modernization of classrooms | Digital / Smart Class rooms | 0.20 | |
| 7. | Up gradation of computer laboratories | Computer Lab with furniture and acoustic | 0.00 | |
| 8. | MOOCS & Digital recording Studio | For Blended Learning | 0.00 | |
| 9. | Books | | 0.10 | |
| 10. | Development of communication skill training | | 0.10 | |
| 11. | Drinking water | Replacing UV plant with water purifier plant | 0.05 | |
| 12. | CCTV Cameras | TO cover whole campus and classes | 0.05 | |
| 13. | Sports equipment | Development of sports grounds, sports kits, etc. | 0.15 | |
| 14. | Canteen | Including kitchen- Cooking Areas /stores-Gen, Cold, Vegetables/Preparation Areas/Catering /Washing etc.) | 0.10 | |
| Total | | | 2.05 | |