



# BHEEMA INSTITUTE OF TECHNOLOGY & SCIENCE

(Sponsored by Bheema Educational Society)  
(Approved by AICTE & Affiliated to JNTUA, Anantapuramu)  
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## Strategy Development and Deployment

### Our Mission, Vision & Core Values

#### VISION

To be recognized as an outstanding institution in the field of technical education creating a vibrant quality oriented environment and to empower both students and faculty in order to enhance their capabilities towards excellence in terms of overall professional and personal growth.

#### MISSION

- To provide contemporary knowledge in engineering and other disciplines.
- To promote professional, cultural proficiency and propagate it beyond.
- To enhance the institute's standing as the institute of choice for students.
- To develop responsible citizenship through awareness, training and holistic approach.

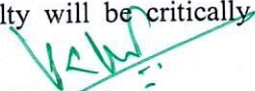
#### CORE VALUES:

- Commitment to Continual Improvement
- Inclusiveness
- Enhancement of Student Learning through Innovative Instructional Methods
- Collaboration with Industry and other Institutions for Mutual Benefits
- Pursuit of Excellence in all Activities

#### Quality policy

The quality policy of the institute states "BITS" is engaged in imparting quality technical education and training to prepare responsible technocrats for effective nation building. The quality policy aims at achieving customer's satisfaction. It constantly strives towards achieving high standards of teaching, training and development of human resources by encouraging its faculty and staff to work as a team and to update their knowledge and skills continually to match the needs of industry."

The institute strongly believes that to reach the position as stated in vision and mission statements, the human resources in the prime factor amongst the other resources, in the present scenario of liberalization and highly competitive world, to become a world class institute one has to bestow the end user with the best possible service. Basing on this data the quality policy was developed. All the activities are driven by the quality policy and are closely monitored. The various performance indicators like pass percentage, input ranks, placements, achievements in co-curricular activities of students and the achievements of the faculty will be critically analyzed each semester/year and reviewed.

  
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## Review

Successful implementation of the processes is monitored at various levels by evaluating the students performance by teachers, teacher's performance by HOD and HOD's performance by the principal. The co-ordination of IQAC in the various monitoring processes also help in the review processes.

## Perspective plans of the Institution

The institution plans the expansion and upgradation of infrastructure, modernization of existing facilities, research and development and adoption of new course. The principal and heads of the departments, plan the academic activities, consultancy, MoUs, innovations in teaching and learning process etc. the institute is striving hard for

- NAAC accreditation
- NBA accreditation
- Autonomous status
- More number of MoUs with industries improving the industry institute relationship

## Quality Improvement Strategies

- Teaching & learning
- Research & development
- Community engagement
- Human resource management
- Industry interaction

## Teaching & learning:

- ✓ Provision of state of the art learning resources in central library & information centre and department libraries.
- ✓ Ergonomically designed class rooms with networking facility provision of e-classrooms
- ✓ Development of student support material
- ✓ Organization of remedial classes
- ✓ Delivery of add-on-courses
- ✓ Conduct of pre-placement training classes and campus programmes
- ✓ Structured course files and lab manuals on all courses
- ✓ Academic audit
- ✓ Continuous improvement of resources

## Research & Development:

- ✓ Formulation of research committee
- ✓ Allocation of budget for in house R & D
- ✓ Incentives and rewards for publications/research
- ✓ Financial assistance to students for making working models

## Community Engagement:

- ✓ NSS activities
- ✓ Blood donation campus
- ✓ Free medical campus
- ✓ Plantation

  
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- ✓ Street lights
- ✓ Providing infrastructure to schools
- ✓ Development of models for facilitating learning in schools

### **Human resource management & transparent policy document**

- ✓ Transparent and scientific way of selections
- ✓ Imparting related training
- ✓ Formulation and communication of policies of the college
- ✓ Support for academic advancement
- ✓ Systematic performance appraisal system and guidance to the people concerned
- ✓ Systematic promotion policies
- ✓ democratic way of administration with participative management

### **Industry Interaction:**

- ✓ MoUs
- ✓ Organization of industrial tours
- ✓ Deputing faculty and staff for industrial training
- ✓ Guest lectures by the experts from industry

### **Bridge between the top management and stakeholders**

The principal initiates dialogue and discussion with various stakeholders through different committees, Cells/clubs/associations, alumni and parents and conveys the management about the feedback, views and sentiments of the stakeholders for effective decision making.

The principal interacts with students, alumni, employers, community, academic peers, industries and parents.

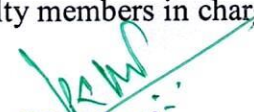
### **Feedback from students:**

In the semester, for each course, student's feedback is taken in a standard format consisting of major parameters pertaining to teaching learning process. This feedback is collected by a faculty member, who does not handle the particular class to ensure free and fair response. The responses are subject to data processing and the results are analyzed by the Hods and the principal and the feedback is communicated to the faculty members concerned wherever necessary for any remedial action and improvement.

Students feedback on value added programmes conducted (for example guest lectures, seminars, employability camp etc) is obtained at the end of the programme by distributing suitable questionnaire. Based on their response necessary changes are suitably planned in organizing such events.

### **Feedback from Alumni:**

The placement & training cell in co-ordination with the faculty members in charge from each department to the task of collecting feedback from alumni.

  
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The departments have created group e-mail ids/whats up groups in which one or two of the faculties have joined as members. This arrangement facilitates regular interaction with the alumni and helps the department to understand their progress and obtain necessary feedback at the central level. The placement and training officer co-ordinates the annual alumni meet and alumni association related activities. On the completion of course, program outcomes attainment is collected from the graduates.

#### **Employer's Feedback:**

The incharge, training and placement cell is continuously in contact with the organization in which students are placed.

The feedback is obtained through the telephonic conversation and personal discussion with the HR personnel and other senior officials of the organization and also through collection of details by sending a structured questionnaire.

Feedback is also obtained by the alumni from their employers and sent to the departments.

#### **Community Feedback:**

The NSS unit of the college has been actively involved in rendering services such as conducting awareness programmes in environmental protection, health, first aid and general safety. Further blood donation camps, literacy camps and teaching computer fundamentals to rural children are some of the other activities.

The student collect the feedback of the people who make use of such services regarding the help availed by them, suggestion for improvement and scope for expansion. This feedback helps to improve the quality of service in the future camps.

#### **How are the feedbacks used for significant changes in the curriculum?**

The feedback from the students helps to understand the merits and weakness if any in the teaching learning process and to take remedial measures like arranging guest lectures, special classes and industrial visits.

The feedback from alumni and employers helps to understand the current industry needs and practices which can be passed on to the students to make them readily employable.

Community feedback helps to improve and expand the services rendered to the neighborhood community.

Feedback from the academic peers and industry helps the institution to improve the quality of education and skill impartation and improve the competency level of the students.

The head of the institution interacts with management very frequently. The head of institution appraises the management as he receives the feedback from parents, alumni, industry, teachers, students and the public with regards to the teaching quality, curriculum, extra-curricular activities and infrastructure demands. In the meetings with board of governors the information gathered from different sources are discussed with the participating members. After thorough discussion and deliberations the existing facilities and activities of the institution are reviewed and decisions are taken for their implementation after going through the available resources and modalities. The decision taken and activities of the institute will be communicated to stakeholders within college through circulars and external stakeholders through college website and newsletter published.

  
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## Strategic Plan of BITS

2013 -2018	2018 -2023
Cubicles for Teaching and Non Teaching staff	NAAC & NBA
Alumni Association	Centre of Excellence
One e-Class room in each department	IPR Cell
NSS cell	R & D Centers
EDC cell	Digital Payments
Woman Welfare Cell	Autonomous CCC System
ECAP Implementation	Institutional Memberships
Grievance Redressal Committee	Incubation Cells
Organize Labs Using Emerging Technologies	ERP
All Class rooms/Labs with LCD	Upgrading Internet Bandwidth up to 500Mbps
Extension of RO water plant	Industry Collaborative Projects(R&D)
Registration in NRIF	Student Motivational/Empowerment Cell
Extension of TASK activities	Implementation of mini playground for outdoor games
	Rainwater Harvesting
	solar power generation
	Implementation of Green Audit

  
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