

KLE Society's
S. V. S. Bellubbi Arts and Commerce College,
Saundatti – 591126

The Organogram of our Institution:

The institution was established by K.L.E. Society Belagavi in the year 1977 with an intention to upgrade the rural mass and disadvantaged group. Since last 47 years our institution is imparting value added education and shouldering the responsibility of bringing social change. The institution aims at shaping the young minds so that they should be able to build a strong nation.

Teachers and students are associated with various committees which act as a support to the system of teaching and learning. Many student friendly programmes are introduced in the institution to empower the young ones such as, Remedial Coaching, Campus Recruitment and Skill Enhancement Programmes etc.

Distinctive character of our college is that it is rural institution catering to the academic needs of the students of the villages surrounding Saundatti, disadvantaged sections of Society and girl students. Though its carefully crafted courses, programs it has been serving the rural area of its location successfully during 47 years of its fruitful existence.

The role of top management, Principal and Faculty in design and implementation of its quality and plans.

K.L.E. Society runs more than 310 educational institutions and mainly concentrated on spreading education as its very essential and basic need to the community as a whole to follow the rich heritage and culture.

➤ **Management:**

It facilitates smooth functioning of college through meaningful and collaborative endeavors among Principal, Faculty, Students and other stakeholders of the college. Top management also lends budgetary support to complete the UGC building schemes for creation of classrooms, computer labs, function hall, hostel etc., It lays down broad policies to be adapted by the college. It recruits staff whenever vacancies arise. Management also periodically reviews our college activities and makes suggestions for improvement.



➤ **Principal:**

The Principal is liaison officer between the institution and the stakeholders to carry out the policies and quality measurements. Principal regularly updates the role of management on overall development of the staff and students prospects.

➤ **Faculty:**

All the members of the faculty are apprised with day today Government and University policies, circulars with regard to quality based and need based education. They are also updated over the facilities and scope for pursuing higher education, carrying research activities etc.

❖ **The policy statements and action plans for fulfillment of the stated mission:**

The Principal with the approval of LGB formulates policy statements as per broad policy guidelines of our management. It initiates action plans at all levels after thorough discussion with HoDs in right earnest for attainment of our vision and mission.

❖ **Formulation of action plans for all operations and incorporation of the same into the institutional strategic plan:**

The action plans for all academic, administrative, co-curricular and extra-curricular processes are devised by the team consisting Principal, HoDs and Coordinators. The academic calendar of events, teaching time-table, co-curricular and extra-curricular activity schedules, examination schedules are considered while formulating the strategic plans of the institution.

❖ **Interaction with the stakeholders**

The stakeholders of our institution mainly are our students, their parents, General public and employees of the college.

Interaction with the students is a daily affair for the leaders of the institutions i.e., the Principal, HoDs and Office Superintendent. In the classrooms, in the corridors, library and periodic meetings with the students and student representatives, interactions with the student, stakeholders take place. It is an ongoing process we are all eyes and ears to the needs of the students to ensure satisfactory and conducive academic ambience to them.

❖ **Re-enforcing the culture of excellence**

The management conducts meetings with the staff at regular intervals. The Principal lays stress on quality enhancement to achieve excellence. The Management, Principal and HoDs are keen on promoting a culture of excellence. The staff members have been given responsibilities which empower them and strengthen their decision making skills. Our management and Local Governing Body solidly support us to initiate all the measures that are aimed at bringing about a culture of excellence.



❖ Champion organizational change

Suggestions for innovations are always invited by the management and Principal for Championing. Change Leaders act as sponsors and motivators. The college identifies key employees and provides them training to become change agents, positivity is brought in by dividing the big group into smaller, manageable groups and making many leaders rather than sticking with one. Organization is not static machinery. Organizational changes to take care of changed times and environment need to be made from time to time. Principal, HoDs and our top management are all keenly bent upon effectively modifying organizational structure from time to time.

The following bodies and associations are involved in deciding and implementing the plans and policies of the institution which monitors and ensures quality at all levels:

- LGB
- Principal and Faculty
- IQAC
- Parents and Alumni
- Parent-Teacher Association
- Student Secretaries

The college practices participative management. Every staff member of the college is given freedom to share his/her ideas and contribute the best for the attainment of institutional goals.

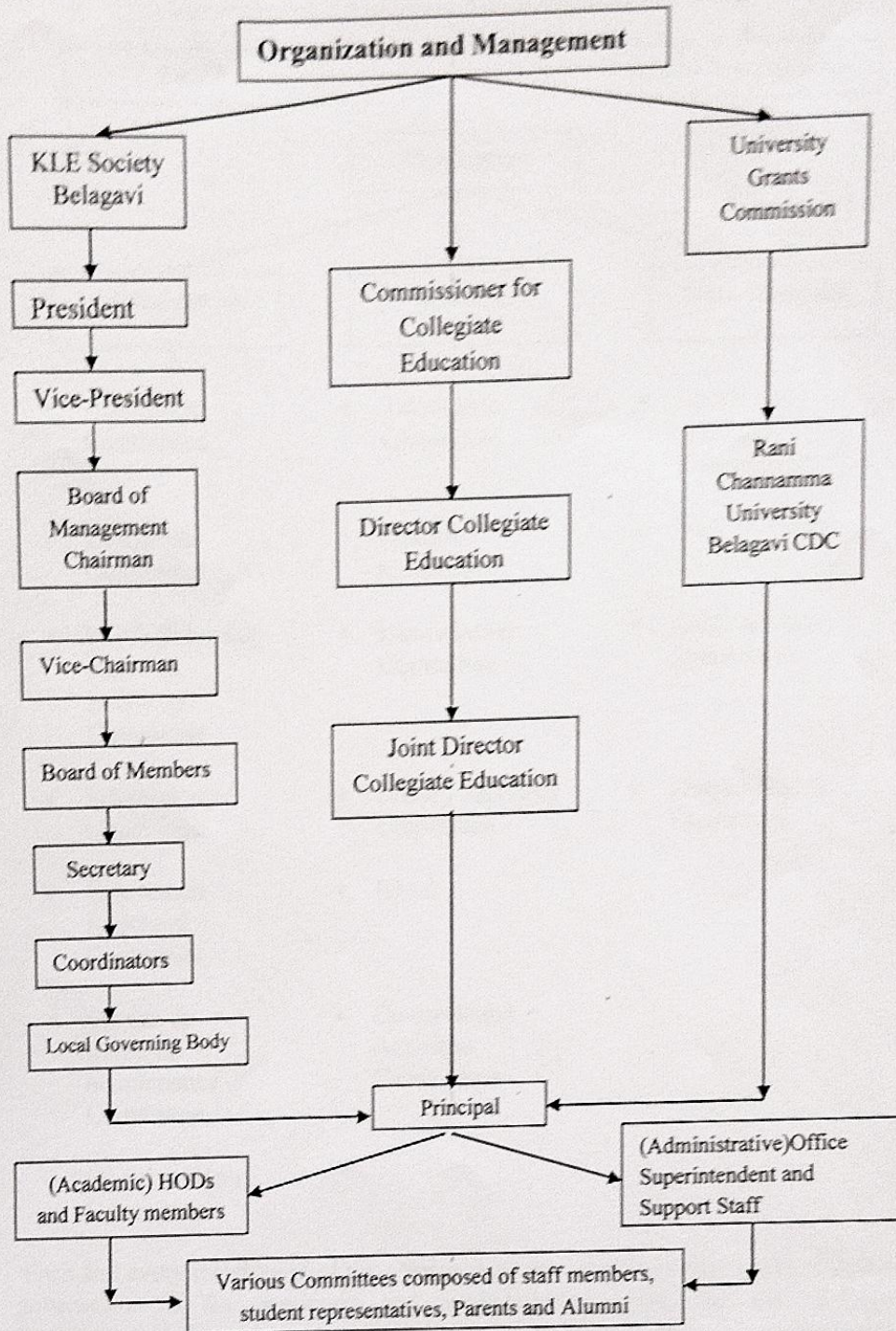
The teachers, office staff, students and alumni along with the stakeholders have a due say in all the matters connected with the functioning of the college whether they are curricular or co-curricular or extra-curricular activities.

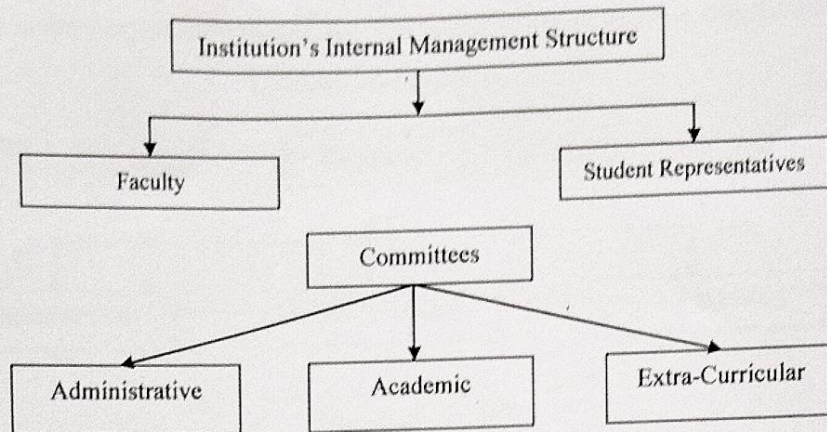
The decisions are taken only after a wide range of multi layered discussions involving teachers, students and administrative staff. Implementation of the decisions is entrusted to HoDs, teachers, office staff through delegation of suitable authority to them. IQAC is empowered to monitor the outcome of the activities of the college.

The following charts show how through decentralization of governance our management as well our institution is following participative management in all spheres:



Internal Administrative Structure of the organization (KLE)





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|---------------------------------------------|---------------------------------------|-----------------------------------|
| • Admission Committee | • Time-table Committee | • Sports and Athletics Committees |
| • Discipline Committee | • Research Committee | • NSS Advisory Committee |
| • UGC (Planning Board & building) Committee | • Examination Committee | • NCC Advisory Committee |
| • Infrastructure Committee | • Library Advisory Committee | • Human Rights Committee |
| • Grievances Redressal Committee | • IQAC | |
| • Garden & Campus maintenance Committee | • Co-curricular Activities Committees | |
| • Hostel Advisory Committee | | |

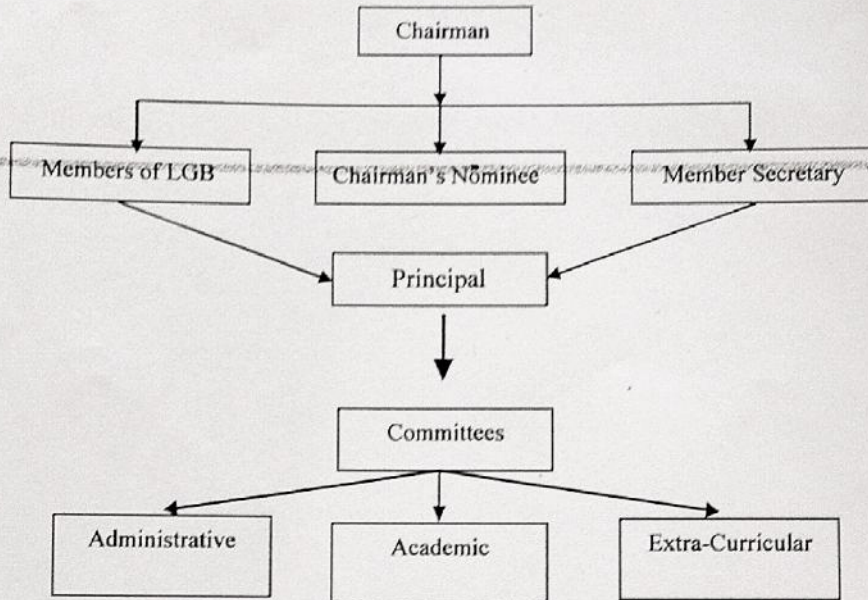
Each and every constituent of the college is given due role to play in the effective governance of the academic and administrative affairs of the college. Development of next-gen leaders is the aim of decentralized participative management practiced by our institution.



The internal organizational structure and decision making processes.

The internal organizational structure and decision making process is as follows:

Local Governing Body



- Admission Committee
- Discipline Committee
- UGC Committee
- Infrastructure Committee
- Grievances Redressal Committee
- Garden and Campus maintenance Committee
- Time Table Committee
- Research Committee
- Examination Committee
- Library Advisory Committee
- IQAC
- Co-curricular Activities Committee
- Seminar and workshops organizing committee
- Sports and Athletics Committees
- NSS Advisory Committee
- NCC Advisory Committee
- Human Rights Committee




PRINCIPAL
K.J.S.O.S. Society's S.V.S. Bellur
Arts & Com College, Saundatti.