

The Annual Quality Assurance Report (AQAR) of the IQAC

All NAAC accredited institutions will submit an annual self-reviewed progress report to NAAC, through its IQAC. The report is to detail the tangible results achieved in key areas, specifically identified by the institutional IQAC at the beginning of the academic year. The AQAR will detail the results of the perspective plan worked out by the IQAC. (Note: The AQAR period would be the Academic Year. For example, July 1, 2012 to June 30, 2013)

Part – A

I. Details of the Institution

1.1 Name of the Institution

Visvesvarapura college of arts and
commerce

1.2 Address Line 1

K R ROAD

Address Line 2

BENGALURU

City/Town

BENGALURU

State

KARNATAKA

Pin Code

560004

Institution e-mail address

principalvacc@gmail.com

Contact Nos.

080-26615495, MOB 917026005120

Name of the Head of the Institution:

DR. C.M ESWAR REDDY

Tel. No. with STD Code:

080-26615495

Mobile:

Name of the IQAC Co-ordinator:

Mobile:

IQAC e-mail address:

1.3 NAAC Track ID (For ex. MHC0GN 18879)

1.4 NAAC Executive Committee No. & Date:
(For Example EC/32/A&A/143 dated 3-5-2004.
This EC no. is available in the right corner- bottom
of your institution's Accreditation Certificate)

1.5 Website address:

MANUAL REPORT AS REPORT PERTAINS
TO 2012-2013

Web-link of the AQAR:

For ex. <http://www.ladykeanecollege.edu.in/AQAR2012-13.doc>

1.6 Accreditation Details

Sl. No.	Cycle	Grade	CGPA	Year of Accreditation	Validity Period
1	1 st Cycle	B	70	2005	2010
2	2 nd Cycle	B	2.84	2012	2017
3	3 rd Cycle				
4	4 th Cycle				

1.7 Date of establishment of IQAC :

DD/MM/YYYY

20112

1.8 AQAR for the year (*for example 2010-11*)

2012-2013

1.9 Details of the previous year's AQAR submitted to NAAC after the latest Assessment and Accreditation by NAAC (*for example AQAR 2010-11 submitted to NAAC on 12-10-2011*)

THE FIRST AQAR AFTER 2012 ASSESSMENT

- i. AQAR _____ (DD/MM/YYYY)⁴
- ii. AQAR _____ (DD/MM/YYYY)
- iii. AQAR _____ (DD/MM/YYYY)
- iv. AQAR _____ (DD/MM/YYYY)

1.10 Institutional Status

University

State Central Deemed Private

Affiliated College

Yes No

Constituent College

Yes No

Autonomous college of UGC

Yes No

Regulatory Agency approved Institution

Yes No

(eg. AICTE, BCI, MCI, PCI, NCI)

Type of Institution

Co-education

Urban

Rural

Tribal

Financial Status

Grant-in-aid

UGC 12B

Grant-in-aid + Self Financing

Totally Self-financing

1.11 Type of Faculty/Programme

Arts Science Commerce Law PEI (Phys Edu)

TEI (Edu) Engineering Health Science Management

Others (Specify)

1.12 Name of the Affiliating University (*for the Colleges*)

BANGALORE UNIVERSITY

1.13 Special status conferred by Central/ State Government-- UGC/CSIR/DST/DBT/ICMR etc

Autonomy by State/Central Govt. / University

University with Potential for Excellence

UGC-CPE

DST Star Scheme

UGC-CE

UGC-Special Assistance Programme

DST-FIST

UGC-Innovative PG programmes

Any other (*Specify*)

UGC-COP Programmes

2. IQAC Composition and Activities

2.1 No. of Teachers	<input type="text" value="4"/>
2.2 No. of Administrative/Technical staff	<input type="text" value="1"/>
2.3 No. of students	<input type="text" value="0"/>
2.4 No. of Management representatives	<input type="text" value="1"/>
2.5 No. of Alumni	<input type="text" value="1"/>
2.6 No. of any other stakeholder and community representatives	<input type="text" value="1"/>
2.7 No. of Employers/ Industrialists	<input type="text" value="0"/>
2.8 No. of other External Experts	<input type="text" value="1"/>
2.9 Total No. of members	<input type="text" value="9"/>
2.10 No. of IQAC meetings held	3
2.11 No. of meetings with various stakeholders:	No. <input type="text"/>
	Faculty <input type="text" value="2"/>
Non-Teaching Staff Students	<input type="text" value="1"/>
Alumni	<input type="text" value="0"/>
Others	<input type="text" value="0"/>
2.12 Has IQAC received any funding from UGC during the year?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If yes, mention the amount	<input type="text"/>
2.13 Seminars and Conferences (only quality related)	

(i) No. of Seminars/Conferences/ Workshops/Symposia organized by the IQAC

Total Nos. International National State Institution Level

(II) Themes

1. Job Required skill and formal education,
2. How to use Library for competitive examination

2.14 Significant Activities and contributions made by IQAC

1. IQAC HAS APPRAISED THE MANAGEMENT ABOUT THE NEED FOR APPOINTMENT OF TEACHING STAFF DUE TO RETIRING TEACHERS.

2. IT HAS ALSO RECOMMENDED FOR FACULTY IMPROVEMENT BY SENDING THE TEACHING STAFF TO SEMINARS AND ALSO FACILITATING THE RESEARCH ACTIVITIES OF THE TEACHING STAFF.

2.15 Plan of Action by IQAC/Outcome

The plan of action chalked out by the IQAC in the beginning of the year towards quality enhancement and the outcome achieved by the end of the year *

Plan of Action	Achievements
1. Development of well documented perspective plan to be developed.	1. Attempt is made to create documented perspective plan
2. Introduction of PG courses	2. Steps taken to introduce M.Com and MA courses
3. Conducting coaching classes for competitive examinations	3. Classes were conducted in General Knowledge and English
4. Remedial coaching for slow learners	4. Conducted

* Attach the Academic Calendar of the year as Annexure.

2.15 Whether the AQAR was placed in statutory body No

Management Syndicate Any other body

Provide the details of the action taken

MANAGEMENT HAS ISSUED N O C TO CERTAIN TEACHING STAFF WORKING IN OTHER GRANT IN AID COLLEGES TO FACILITATE THEIR INCLUSION IN THE ABSENCE GOVERNMENT PROVISION FOR NEW RECRUITMENT.
MANAGEMENT APPLIED TO UNIVERSITY FOR SANCTIONING PG COURSES

Part – B

Criterion – I

I. Curricular Aspects

1.1 Details about Academic Programmes

Level of the Programme	Number of existing Programmes	Number of programmes added during the year	Number of self-financing programmes	Number of value added / Career Oriented programmes
PhD				
PG				
UG	2	0	0	0
PG Diploma				
Advanced Diploma				
Diploma				
Certificate				
Others				
Total	2	0	0	0
Interdisciplinary	0	0	0	0
Innovative	0		0	0

1.2 (i) Flexibility of the Curriculum: CBCS/Core/Elective option / Open options

(ii) Pattern of programmes:

Pattern	Number of programmes
Semester	2
Trimester	0
Annual	0

1.3 Feedback from stakeholders* Alumni Parents Employers Students

(On all aspects)

Mode of feedback : Online Manual Co-operating schools (for PEI)

**Please provide an analysis of the feedback in the Annexure*

1.4 Whether there is any revision/update of regulation or syllabi, if yes, mention their salient aspects.

AS PER UNIVERSITY REGULATIONS

1.5 Any new Department/Centre introduced during the year. If yes, give details.

NO

Criterion – II

2. Teaching, Learning and Evaluation

2.1 Total No. of permanent faculty

Total	Asst. Professors	Associate Professors	Professors	Others
22	02	20	00	00

2.2 No. of permanent faculty with Ph.D.

02

2.3 No. of Faculty Positions Recruited (R) and Vacant (V)

during the year

Asst. Professors		Associate Professors		Professors		Others		Total	
R	V	R	V	R	V	R	V	R	V
00	00	00	00	00	00	00	00	00	00

2.4 No. of Guest and Visiting faculty and Temporary faculty

00 00 02

2.5 Faculty participation in conferences and symposia:

No. of Faculty	International level	National level	State level
Attended	2	3	1
Presented papers	2	2	
Resource Persons			

2.6 Innovative processes adopted by the institution in Teaching and Learning:

1. Interactive electronic board introduced for teaching of language and commerce department.
2. students are taken to industrial visit and live stock market trading

2.7 Total No. of actual teaching days during this academic year

180

2.8 Examination/ Evaluation Reforms initiated by the Institution (for example: Open Book Examination, Bar Coding,

NIL

Double Valuation, Photocopy, Online Multiple Choice Questions)

2.9 No. of faculty members involved in curriculum restructuring/revision/syllabus development

2 1 2

as member of Board of Study/Faculty/Curriculum Development workshop

2.10 Average percentage of attendance of students

81%

2.11 Course/Programme wise
distribution of pass percentage :

Title of the Programme	Total no. of students appeared	Division				
		Distinction %	I %	II %	III %	Pass %
BA	23	11.5%	69.5	17	00	86
BCOM	108	1%	14.8	17.5	2.7	35.18

2.12 How does IQAC Contribute/Monitor/Evaluate the Teaching & Learning processes :

IQAC MONITORS TIMELY COMPLETION OF SYLLABUS BY TEACHERS, ANALYSES THE FEED BACK FROM THE STUDENTS, SUPERVISES THE AVAILABILITY OF TEACHING STAFF AND PROPER MAINTANACE OF INFRASTRUCTURE.

2.13 Initiatives undertaken towards faculty development

<i>Faculty / Staff Development Programmes</i>	<i>Number of faculty benefitted</i>
Refresher courses	02
UGC – Faculty Improvement Programme	00
HRD programmes	00
Orientation programmes	00
Faculty exchange programme	00
Staff training conducted by the university	00
Staff training conducted by other institutions	00
Summer / Winter schools, Workshops, etc.	00
Others	00

2.14 Details of Administrative and Technical staff

Category	Number of Permanent Employees	Number of Vacant Positions	Number of permanent positions filled during the Year	Number of positions filled temporarily
Administrative Staff	07	00	00	00
Technical Staff	00	00	00	00

Criterion – III

3. Research, Consultancy and Extension

3.1 Initiatives of the IQAC in Sensitizing/Promoting Research Climate in the institution

INSTITUTION IS NOT A RECOGNISED RESEARCH CENTRE. FACULTY WITH PHD ARE GUIDING STUDENTS. SOME OF THE STAFF MEMBERS ARE PERSUING PHD
--

3.2 Details regarding major projects

	Completed	Ongoing	Sanctioned	Submitted
Number	00	00	00	00
Outlay in Rs. Lakhs	-----	-----	-----	-----

3.3 Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Number	00	00	00	00
Outlay in Rs. Lakhs	00	00	00	00

3.4 Details on research publications

	International	National	Others
Peer Review Journals			
Non-Peer Review Journals			
e-Journals			
Conference proceedings			

3.5 Details on Impact factor of publications:

Range Average h-index Nos. in SCOPUS

3.6 Research funds sanctioned and received from various funding agencies, industry and other organisations

NO SUCH PROJECTS DURING THE YEAR

Nature of the Project	Duration Year	Name of the funding Agency	Total grant sanctioned	Received
Major projects				
Minor Projects				
Interdisciplinary Projects				
Industry sponsored				
Projects sponsored by the University/ College				
Students research projects <i>(other than compulsory by the University)</i>				
Any other(Specify)				

Total				
-------	--	--	--	--

3.7 No. of books published i) With ISBN No. Chapters in Edited Books

ii) Without ISBN No.

3.8 No. of University Departments receiving funds from NOT APPLICABLE

UGC-SAP CAS DST-FIST
DPE DBT Scheme/funds

3.9 For colleges
Autonomy CPE DBT Star Scheme
INSPIRE CE Any Other (specify)

3.10 Revenue generated through consultancy

3.11 No. of conferences organized by the Institution

Level	International	National	State	University	College
Number	NIL	NIL	NIL	NIL	2
Sponsoring agencies	NIL	NIL	NIL	NIL	SELF

3.12 No. of faculty served as experts, chairpersons or resource persons

3.13 No. of collaborations International National Any other

3.14 No. of linkages created during this year

3.15 Total budget for research for current year in lakhs :

From Funding agency From Management of University/College

Total

Type of Patent		Number
National	Applied	00
	Granted	00
International	Applied	00
	Granted	00
Commercialised	Applied	00

3.16 No. of patents received this year

	Granted	00
--	---------	----

3.17 No. of research awards/ recognitions received by faculty and research fellows
Of the institute in the year

Total	International	National	State	University	Dist	College
0	0	0	0	0	0	0

3.18 No. of faculty from the Institution

01

Who are Ph. D. GUIDES
And students registered under them

2

3.19 No. of Ph.D. awarded by faculty from the Institution

0

3.20 No. of Research scholars receiving the Fellowships (Newly enrolled + existing ones)
JRF

0

 SRF

0

 Project Fellows

0

 Any other

0

3.21 No. of students Participated in NSS events: NO PARTICIPATION
University level

--

 State level

--

National level

--

 International level

--

3.22 No. of students participated in NCC events: NO NCC IN THE COLLEGE
University level

--

 State level

--

National level

--

 International level

--

3.23 No. of Awards won in NSS: NO AWARDS HAVE COME
University level

--

 State level

--

National level

--

 International level

--

3.24 No. of Awards won in NCC:

NOT APPLICABLE

University level State level

National level International level

3.25 No. of Extension activities organized

University forum	<input type="text" value="0"/>	College forum	<input type="text" value="1"/>		
NCC	<input type="text" value="0"/>	NSS	<input type="text" value="3"/>	Any other	<input type="text" value="0"/>

3.26 Major Activities during the year in the sphere of extension activities and Institutional Social Responsibility

1. ONE STAFF MEMBER IN THE DEPARTMENT OF ECONOMICS HAS ESTABLISHED AN EDUCATIONAL INSTITUTION IN RURAL AREA AND WORKING AS THE HONOURARY PRESIDENT OF THE INSTITUTION. HE HAS ALSO INVOLVED HIMSELF IN SOCIAL WORK OF GETTING THE BENEFIT VARIOUS GOVERNMENT SCHEMES FOR WIDOWS AND AGED PERSONS NUMBERING MORE THAN THREE THOUSAND DESERVING CASES.

Criterion – IV

4. Infrastructure and Learning Resources

4.1 Details of increase in infrastructure facilities:

Facilities	Existing	Newly created	Source of Fund	Total
Campus area	14 acres	NIL	NIL	14 acres
Class rooms	15	00	00	15
Laboratories (BUINESS LAB)	1			1
Seminar Halls	01	0	00	1
No. of important equipments purchased (\geq 1-0 lakh) during the current year.				
Value of the equipment purchased during the year (Rs. in Lakhs)				
Others				

4.2 Computerization of administration and library

PARTIALLY COMPUTERISED

4.3 Library services:

	Existing		Newly added		Total	
	No.	Value	No.	Value	No.	Value
Text Books	28327		472	65063	27799	2,72,504
Reference Books						
e-Books	0	0	0	0	0	0
Journals	43					NA
e-Journals	0	0	0	00	0	0
Digital Database	0	0	0	0	0	0
CD & Video	19	1200	0	0	0	NA
Others (specify)	0	0	0	0	0	0

4.4 Technology up gradation (overall)

	Total Computers	Computer Labs	Internet	Browsing Centres	Computer Centres	Office	Departments	Others
Existing	32	10	6	6	0	5	5	0
Added	2	0	0	0	0	0	0	0
Total	32	10	6	6	0	5	5	0

4.5 Computer, Internet access, training to teachers and students and any other programme for technology upgradation (Networking, e-Governance etc.)

One training inside the college arranged

4.6 Amount spent on maintenance in lakhs :

i) ICT	paid by management	AMC
ii) Campus Infrastructure and facilities		127160
iii) Equipments , Books		72605
iv) Others-News papers		15518
Total :		215283

Criterion – V

5. Student Support and Progression

5.1 Contribution of IQAC in enhancing awareness about Student Support Services

Induction training has been imparted to students at the beginning of each year and support services available have been in detail explained

5.2 Efforts made by the institution for tracking the progression

Tests, assignments, and classroom discussions and analysis of university results

5.3 (a) Total Number of students

UG	PG	Ph. D.	Others
544	00	00	00

(b) No. of students outside the state

00

(c) No. of international students

00

Men	No	%	Women	No	%
	436	81		108	19

No	%
108	19

Last Year						This Year					
General	SC	ST	OBC	Physically Challenged	Total	General	SC	ST	OBC	Physically Challenged	Total
26	127	20	388	00	561	30	123	20	414	00	554

Demand ratio 100

Dropout % 2

5.4 Details of student support mechanism for coaching for competitive examinations (If any)

English language and general studies paper classes were conducted on special occasions

No. of students beneficiaries :

65

5.5 No. of students qualified in these examinations : details not available

NET SET/SLET GATE CAT
IAS/IPS etc State PSC UPSC Others

5.6 Details of student counselling and career guidance

College has a placement cell consisting of senior faculty members. It provides assistance to the students with regard to career guidance and employment opportunities.

No. of students benefitted

43

5.7 Details of campus placement

<i>On campus</i>			<i>Off Campus</i>
Number of Organizations Visited	Number of Students Participated	Number of Students Placed	Number of Students Placed
0	0	0	Details not available

5.8 Details of gender sensitization programmes

International Womens Day is celebrated

5.9 Students Activities

5.9.1 No. of students participated in Sports, Games and other events

ANNUAL SPORTS MEET WAS CONDUCTED BUT THERE WAS NO PARTICIPATION FROM THE STUDENTS OF THE COLLEGE AT SUCH LEVELS DURING THE YEAR.

State/ University level National level International level

No. of students participated in cultural events :

State/ University level National level International level

5.9.2 No. of medals /awards won by students in Sports, Games and other events

Sports : State/ University level National level International level

Cultural: State/ University level National level International level

5.10 Scholarships and Financial Support

	Number of students	Amount
Financial support from institution	00	00
Financial support from government	14	105772
Financial support from other sources	04	20000
Number of students who received International/ National recognitions	00	00

5.11 Student organised / initiatives

NO PROGRAMS DURING THE YEAR AT SUCH LEVEL.

Fairs : State/ University level National level International level

Exhibition: State/ University level National level International level

5.12 No. of social initiatives undertaken by the students NIL

5.13 Major grievances of students (if any) redressed: NO MAJOR GRIEVANCE

Criterion – VI

6. Governance, Leadership and Management

6.1 State the Vision and Mission of the institution

<p>VISION</p> <p>TO PROMOTE QUALITY EDUCATION, TO NOURISH CREATIVE ABILITIES GIVING THE YOUNG AN ENQUIRING MIND, HELPING THEM TO BE SELF RELIANT, TO CAST OFF PROVINCIALISM AND ACQUIRE UNIVERSALISM, TO FACE WITH COURAGE THE CRISIS IN LIFE AND GROW INTO RESPONSIBLE CITIZENS BUILDING A BETTER WORLD.</p> <p>MISSION</p> <p>“TO PROVIDE QUALITY EDUCATION AT AFFORDABLE COST AND TO EMPOWER EDUCATIONALLY, ECONOMICALLY AND SOCIALLY BACKWARD SECTIONS OF THE SOCIETY”.</p>

6.2 Does the Institution has a management Information System

<p>Yet to be introduced</p>

6.3 Quality improvement strategies adopted by the institution for each of the following:

6.3.1 Curriculum Development

<p>TEACHERS HAVE WORKED AS BOS MEMBERS AS THE COLLEGE IS AFFILIATED INSTITUTION</p>

6.3.2 Teaching and Learning

<p>LESSONS PLANS ARE MAINTAINED. FEED BACK FROM STUDENTS AND PARENTS. TEACHING AIDS USED. AUDIO VISUALS USED FOR EFFECTIVE TEACHING. CLASS ROOM SEMINARS. INDUSTRIAL AND STOCK EXCHANGE VISITS.</p>

6.3.3 Examination and Evaluation

AFFILIATED COLLEGE. HENCE UNIVERSITY GUIDELINES FOLLOWED .

6.3.4 Research and Development

FIP PROVISION PROVIDED FOR DESERVING CANDIDATES. FACULTY ARE ENCOURAGED TO PERSUE RESEARCH WORK.

6.3.5 Library, ICT and physical infrastructure / instrumentation

EVERY YEAR NEW BOOKS PURCHASED TO REFURBISH THE STOCK AND TO CATER TO THE CHANGE OF SYLLABUS AND NEW TRENDS.

LIBRARY PARTIALLY COMPUTERISED

6.3.6 Human Resource Management

TEACHERS AND NON TEACHING STAFF

6.3.7 Faculty and Staff recruitment

DUE CARE TAKEN TO FILL THE VACANCIES ARISING OUT OF RETIREMENT

6.3.8 Industry Interaction / Collaboration

No interaction or collaboration.

6.3.9 Admission of Students

STUDENTS WITH MINIMUM PASSING MARKS ARE ALSO GIVEN ADMISSION.

COLLEGE HAS NO PROFIT MOTIVE.LOW FEE STRUCTURE. HOMOGENOUS ATMOSPHERE FOR STUDENTS BELONGING TO ALL COMMUNITIES.

6.4 Welfare schemes for

Teaching	PF FOR TEMPORARY LECTURERS Group Insurance ESI facility
Non teaching	ESI Group Insurance
Students	AD HOC ASSISTANCE

6.5 Total corpus fund generated Rs. 79913 (as per the audit report)

6.6 Whether annual financial audit has been done

6.7 Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	YES	UNIVERSITY -LIC	YES	MANAGE MENT
Administrative	YES	SAME	YES	SAME

6.8 Does the University/ Autonomous College declares results within 30 days? N A

For UG Programmes Yes No

For PG Programmes Yes No

6.9 What efforts are made by the University/ Autonomous College for Examination Reforms?

NOT APPLICABLE

6.10 What efforts are made by the University to promote autonomy in the affiliated/constituent colleges?

NOT APPLICABLE

6.11 Activities and support from the Alumni Association

ALUMNI HAS PROVIDED VALUABLE SUGGESTIONS. IQAC HAS TRIED TO IMPLEMENT THE SAME TO THE EXTENT POSSIBLE.

6.12 Activities and support from the Parent – Teacher Association

PARENT TEACHER MEETING HELD AND GRIEVANCES HEARD AND SATISFACTORILY SOLVED.

6.13 Development programmes for support staff

NO SUCH PROGRAMS

6.14 Initiatives taken by the institution to make the campus eco-friendly

FLOWER GARDEN HAD BEEN MADE IN THE AVAILABLE PREMISES AND WATER RECYCLING PLANT INSTALLED.

Criterion – VII

7. Innovations and Best Practices

7.1 Innovations introduced during this academic year which have created a positive impact on the functioning of the institution. Give details.

1. THE INSTITUTION HAS INCLUDED STUDENT PARTICIPATION IN OBSERVATION OF NATIONAL FESTIVALS
2. CLASSES HELD FOR CREATE AWARENESS ABOUT INDIAN CULTURAL HERITAGE

7.2 Provide the Action Taken Report (ATR) based on the plan of action decided upon at the beginning of the year

1. Introduction of PG courses
2. Conduct of remedial classes
3. Conduct of classes for competitive examinations
4. Appraisal of NAAC peer team suggestions to the management

7.3 Give two Best Practices of the institution (*please see the format in the NAAC Self-study Manuals*)

1. Provision of installment facility for fee payment by the students
2. Creation of moral awareness and secular approach amongst the students

7.4 Contribution to environmental awareness / protection

1. Avoiding use of plastic inside the college premises
2. Afforestation programme during NSS camps
3. Creation of health awareness during NSS camps

7.5 Whether environmental audit was conducted? Yes No

7.6 Any other relevant information the institution wishes to add. (for example SWOT Analysis)

NIL

8. Plans of institution for next year

1. Commencement of M.Com and M.A courses in the next academic year
--

Name _____

Name _____

Signature of the Coordinator, IQAC

Signature of the Chairperson, IQAC

_____***_____

Abbreviations:

CAS	-	Career Advanced Scheme
CAT	-	Common Admission Test
CBCS	-	Choice Based Credit System
CE	-	Centre for Excellence
COP	-	Career Oriented Programme
CPE	-	College with Potential for Excellence
DPE	-	Department with Potential for Excellence
GATE	-	Graduate Aptitude Test
NET	-	National Eligibility Test
PEI	-	Physical Education Institution
SAP	-	Special Assistance Programme
SF	-	Self Financing
SLET	-	State Level Eligibility Test
TEI	-	Teacher Education Institution
UPE	-	University with Potential Excellence
UPSC	-	Union Public Service Commission
