

Ref: APH 2024-27, Annex-18

MANDATORY DISCLOSURE

1. Name of the Institution

ACCMAN Business School 46 A/2, Knowledge Park - III,
Greater Noida, Uttar Pradesh, PIN - 201308

Telephone No. 0120 2323 800 / 801/ 802

Mobile No. 9873076521

Email Id: info@accmanbusinessschool.in

2. Name and Address of the Trust/ Society / Company and the Trustees

Balibhadra Foundation, F-7, Lajpat Nagar - III,

New Delhi, PIN - 110024

Telephone No. 011 29835500

Mobile No. 981010367

Email Id: balibhadrafoundation@rediffmail.com

3. Name and Address of the Director

Dr. Jagpal Singh Rana,
C-30, Sector Delta-1, Greater Noida,
Gautam Budh Nagar, Uttar Pradesh, PIN-201310
Email Id: director@accmanbusinessschool.in

4. Name of Affiliating University

Dr. A. P. J. Abdul Kalam Technical University, Lucknow, Uttar Pradesh

5. Governance

(i) Organization Chart

ACCMAN Business School



Board of Governors



Chairman



President



Vice-President



Director



**Academics
Department**

HOD – MBA
HOD – BBA
HOD – BCA
IT Head
Faculty Members
Acad Coordinator

**Admission
Department**

Admission Head
Admission Executive
Students Counselor

**Administration
Department**

Admin In-charge
Maintenance Staff
House Keeping Staff
Support Staff

**Registrar
and Examination**

Registrar
Controller (Exam)
Exam Executive

Library

Head Library
Librarian
Library Asst

**Training
and Placement**

TPO
Training Executive
Placement Executive

Finance

Finance Controller
Manager Accounts
MIS Executive

Grievance Redressal Committee for Faculty/ Staff and students

GRIEVANCE REDRESSAL COMMITTEE (FACULTY/ STAFF)

The GRC has been reconstituted in line with direction of council/ change in composition for redressal of certain grievance of students who already enrolled in the Institute, as well those seeking admission to such Institute, with the following composition.

Sl. No.	Name	Role	Contact No.	E- Mail	Remarks
1	Dr. Jagpal Singh Rana	Chairperson	9818060941	jagpalsinghrana@gmail.com director@accmanbusinessschool.in	From Institute
2	Dr. Ashima Verma	Member	8800966602	Verma.ashima@gmail.com	From Institute
3	Mr. Rajkumar	Member	9711940755	rajaccman@gmail.com	From Institute
4	Mr. Vijay Bahadur	Member	7827562321	Viajybahadur173@gmail.com	From Institute
5	University Member	University Member	----	----	From Affiliating University
6	Nominee Member	Nominee Member	----	----	Affiliating University/ State DTE Nominee

All the learned members are expected to read-through the Gazette of India (Extra Ordinary) notification Pt-3 Sec-4, dated 2019, for effective implementation of GRC.

The meeting for internal members shall be called upon monthly or as per the need. Reg- Implementation of AICTE regulations, 2019 Reg- Student Grievance Redressal Committee (SGRC)

STUDENTS GRIEVANCE REDRESSAL COMMITTEE (SGRC)

The SGRC has been reconstituted in line with direction of council/ change in composition for redressal of certain grievance of students who already enrolled in the Institute, as well those seeking admission to such Institute, with the following composition.

Name	Role	Contact No.	E- Mail
Dr. Jagpal Singh Rana	Chairperson	9818060941	jagpalsinghrana@gmail.com director@accmanbusinessschool.in
Dr. Ashima Verma	Member	8800966602	verma.ashima@gmail.com
Ms. Ankita Indu	Member	7017656541	ankitaindu@accman.in
Ms. Anisha Pandey	Member	8368118712	anisha05pandey@gmail.com
Mr. Jayesh Sharma	Special Invitee	8527340887	js74378@gmail.com
Ms. Mannat Sodi	Special Invitee	7479955044	mannatsodi@gmail.com

All the learned members are expected to read-through the Gazette of India (Extra Ordinary) notification Pt-3 Sec-4, dated 2019, for effective implementation of SGRC. The meeting shall be called upon monthly basis or as per the need, whichever is early

- (ii) Establishment of Anti Ragging Committee

ANTI-RAGGING COMMITTEE & ANTI-RAGGING SQUAD

Establishment of Anti Ragging Committee on subject matter (As per All India Council for Technical Education notified Regulation for prevention and prohibition of ragging in AICTE approved Technical Institutions vide No. 37-3/ Legal/ AICTE/ 2009 dated 01.07.2009), and UGC Regulation issued in this regards*.

Committee as mentioned in subject line is reconstituted as under:

Committee Members	Functional Area	Mobile No.	E-Mail
Dr. Jagpal Singh Rana	Director	9818060941	jagpalsinghrana@gmail.com
Ms. Ankita Indu	Faculty	7017656541	ankitaindu@gmail.com
Mr. Arun Kumar	Faculty (Convener)	9871991993	arunkumarjbs@gmail.com
Mr. P. K. Tiwari	Non-Teaching	9818790999	pktiwari_99@yahoo.com
Mr. Rajkumar	Non-Teaching	9711940755	rajaccman@gmail.com
Mr. Mool Chand Sharma	Hostel Warden	9719660734	Sharmamoolchand711@gmail.com
Mr. Harandra Singh	Parents Representative	9168359859	harandrasingh659@gmail.com
Mr. Vijay Garg	Parents Representative	8168460461	vijaygargvijaygarg1322@gmail.com
Administration - Officio Police – Officio	SDM Dadri SHO Knowledge Park-1	-----	sdmdadrigb-up@nic.in sho-knowledgepark.gb@up.gov.in
Mr. C L Mourya	Local Media	9560202700	maurya.rsahara@gmail.com

The Committee will monitor all the activities, hold meetings and take remedial action as are necessary to comply with the provisions of the above said Act.

- (iii) Establishment of Online Grievance Redressal Mechanism –

<https://www.accmanbusinessschool.in/grievance-redressal-initiatives.php>

- (iv) Establishment of Grievance Redressal Committee in the Institution and Appointment of OMBUDSMAN by the University

<https://www.accmanbusinessschool.in/grievance-redressal-initiatives.php>

- (v) Establishment of Internal Committee (IC)

INTERNAL COMMITTEE (IC)

Establishment of Internal Committee (IC) (As per Section 4 All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and

Redressal of Grievances in Technical Institutions) Regulations, 2016 vide No. F.AICTE/WH/2016/01 dated 10th June 2016.

Committee as mentioned in subject line is reconstituted as under:

Members Name	Role	Mobile No.	Area of Functioning	E-Mail
Dr. Ashima Verma	Chairperson	8800966602	Associate Professor	ashima.verma@accman.in
Ms. Ankita Indu	Convener	7017656541	Assistant Professor	ankitaindu@gmail.com
Mrs. Anisha Pandey	Member	8368118712	Assistant Professor	anisha05pandey@gmail.com
Mr. Mool Chand Sharma	Member	9719660734	Warden	Sharmamoolchand711@gmail.com
Mr. Rajkumar	Member	9711940755	Non-Teaching Emp	rajaccman@gmail.com
Ms. Anmol Tyagi	Member	9823214181	PG - Student	Khushityagi038@gmail.com
Mr. Himanshu	Member	6283853783	PG - Student	Himanshusingh202000@gmail.com
Ms. Anchal	Member	9868828587	UG - Student	Anchalkukreja73@gmail.com
Dr. Ajay Sharma	External Member	7982303611	Legal	ajay.sharma14317@gmail.com

The Committee will monitor all the activities, hold meetings and take remedial action as are necessary to comply with the provisions of the aforesaid Regulations.

(vi) Establishment of Committee for SC/ ST

SC/ST COMMITTEE

In compliance with the AICTE directives/ notifications (as per the Scheduled Castes and the Scheduled Tribes (Prevention of Atrocities) Act, 1989, No. 33 of 1989 dated 11.09.1989), all concerned are hereby informed that a Committee is hereby formed :-

Committee Members	Mobile No.	Role
Dr. Jagpal Singh Rana	9818060941	Director
Mrs. Anisha Pandey	8800966602	Member
Mr. Rajkumar	9711940755	Convener
Mr. Mool Chand Sharma	9719660734	Member
Mr. Vijay Bahadur	7982298751	Member
Mr. Ram Sajivan	7982705468	Member

The Committee will monitor all the activities, hold meetings and take remedial action as are necessary to comply with the provisions of the above said Act.

(vii) Internal Quality Assurance Cell

Formation of Internal Quality Assurance Cell (IQAC)

(TPACK Approach)

S.No.	Name of faculty	Designation	Role	Areas
1	Dr. Jagpal Singh Rana	Director	Chairperson	Overall Supervision + Technological Aspects
2	Dr. Ashima Verma	Associate Professor	Member	Pedagogical Aspect
3	Ms. Pragati Singh	Assitant Professor	Member	Deliverable Aspects
4	Ms. Ankita Indu	Assitant Professor	Member	Content Aspects
5	Ms Anisha Pandey	Assitant Professor	Member	Content Aspects

- Meeting Periodicity: Every Month On 1st Monday
- Venue of Meeting : Online Model/ F2F conference Room (Second Floor)
- Agenda: Scope and need base

6. Programmes

- Name Approved by AICTE of Programmes: MBA, BBA, BCA
- Name of Programmes Accredited by NAB: NA
- Status of Accreditation of the Courses: **NA**
- 03 (Three)
- Programme Details:

S. No.	Name	Number of Seats	Duration (Years)	Cut Off Marks/ Rank during the last year
1	MBA	60	2	
2	BBA	60	4	
3	BCA	60	4	

(vi) Fee as per University norms/ approved by State Committee.

7. Faculty

(i) Course/ branch-wise list of Faculty Members: MBA, BBA and BCA

S. No.	Name	Designation	Area	Teaching Staff experience (In years)	Department
1	Dr. Jagpal Singh Rana	Director & Professor	IT & HRM	19	MBA
2	Dr. Anjali Sharma	Professor	Marketing	10	MBA
3	Dr. Ashima Verma	Associate Professor	HRM & Marketing	9	MBA
4	Ms. Ankita Indu	Assistant Professor	HRM & Marketing	8	MBA
5	Ms. Anisha Pandey	Assistant Professor	HRM & Marketing	5	MBA
6	Mr. Denesh Singh	Associate Professor	Accounting & Finance	19	MBA
7	Ms. Ekta Akhouri	Assistant Professor	International Business & Marketing	8	BBA
8	Ms. Neelam Tiwari	Assistant Professor	HRM	8	BBA
9	Ms. Pragati Singh	Assistant Professor	Accounting & Finance	7	BBA
10	Mr. Pankaj Sharma	Assistant Professor	M.Sc. (IT) & Networking	7	BCA
11	Mr. Pankaj Jain	Assistant Professor	Information Technology	7	BCA
12	Mr. Arun Kumar	Assistant Professor	Library Science & Information Technology	8	BCA

(ii) Permanent Faculty – 12 (twelve)

(iii) Adjunct Faculty – 3

(iv) Permanent Faculty: Student Ratio

MBA	1:20
BBA	1:20
BCA	1:20

8. Profile of Director

- (i) NAME: Dr. Jagpal Singh Rana
- (ii) DOB: 12 May 1965
- (iii) Unique Id: 1-7391601441
- (iv) Educational Qualification: PhD, MBA, PGDBM, MCA
- (v) Work Experience: 37 Years
- (vi) Teaching/ Research/ Industry/ Others – 37 Years
- (vii) **Area of Specialization: IT and HRM**
- (viii) Courses taught at Diploma/ PostDiploma/ Under Graduate/Post Graduate Level: MBA/ BBA/ B.Com (H)
- (ix) Research Guidance (No. Of Students): 40+
- (x) No. Of Papers Published in National/ International Journals/ Conferences: 37
- (xi) Master (completed): Completed
- (xii) Ph.D. (completed): Completed

9. Fees

- (i) No. of Fee waivers granted with amount and name of the students (as per university norm)
- (ii) No. of scholarship offered by the Institution, duration and amount (as per university/ AICTE norms)
- (iii) The policy of refund of the Fee as per AICTE/ University norms.

10. Admission

- (i) Number of seats sanctioned with the year of approval.

Program Name	Approval year	No. of Approved seats
MBA	2022-2023	60
	2023-2024	60
	2024-2025	60
BBA	2024-2025	60
BCA	2024-2025	60

- (ii) Number of students admitted under various categories each year in the last three years.

Program Name	Academic Year	No. of Students admitted
MBA	2020-2021	7
	2022-2023	12
	2023-2024	0

- (iii) Number of applications received during last two years for admission under Management Quota and number admitted

Programme Name	Academic Year	No. of Application Received	No. of Admitted student
MBA	2022-23	0	0
	2023-24	0	0

11. Admission Procedures

(i) Test Name-Common Admission Test (CAT)

- Address of the test agency - Indian Institute of Management
- URL Link - <https://iimcat.ac.in/>
- Address - Indian Institute of Management Ahmadabad,Vastrapur, Ahmedabad – 380 015, Gujarat, India.

(ii) Test Name- Common Management Admission Test (CMAT)

- Address of the test agency - All India Council for Technical Education(AICTE)
- URL Link - <https://cmat.nta.nic.in/>
- Address- National Testing Agency, Contact No. : 011-69227700, 011-40759000

(iii) Test Name- Common Entrance Test (CUET)

- Address of the test agency - National Level Tests
- URL Link <https://cuet.nta.nic.in/>

12. Criteria and Weightages for Admission

All admissions shall be made as per University/ AICTE guidelines and norms

Admission against Management/ vacant seats - as per University guidelines and norms

- For PG programme: All admissions shall be made on the basis of overall Percentile of Common Admission Test (CAT) and CMAT.

And

Bachelor's Degree in Engineering, Technology or any other subject with minimum of 50% marks in aggregate or any qualification recognized as equivalent there to with minimum of 50% marks in aggregate.

- For UG programme: All admissions shall be made on the basis of overall Percentile of CUET for UG programme.

And

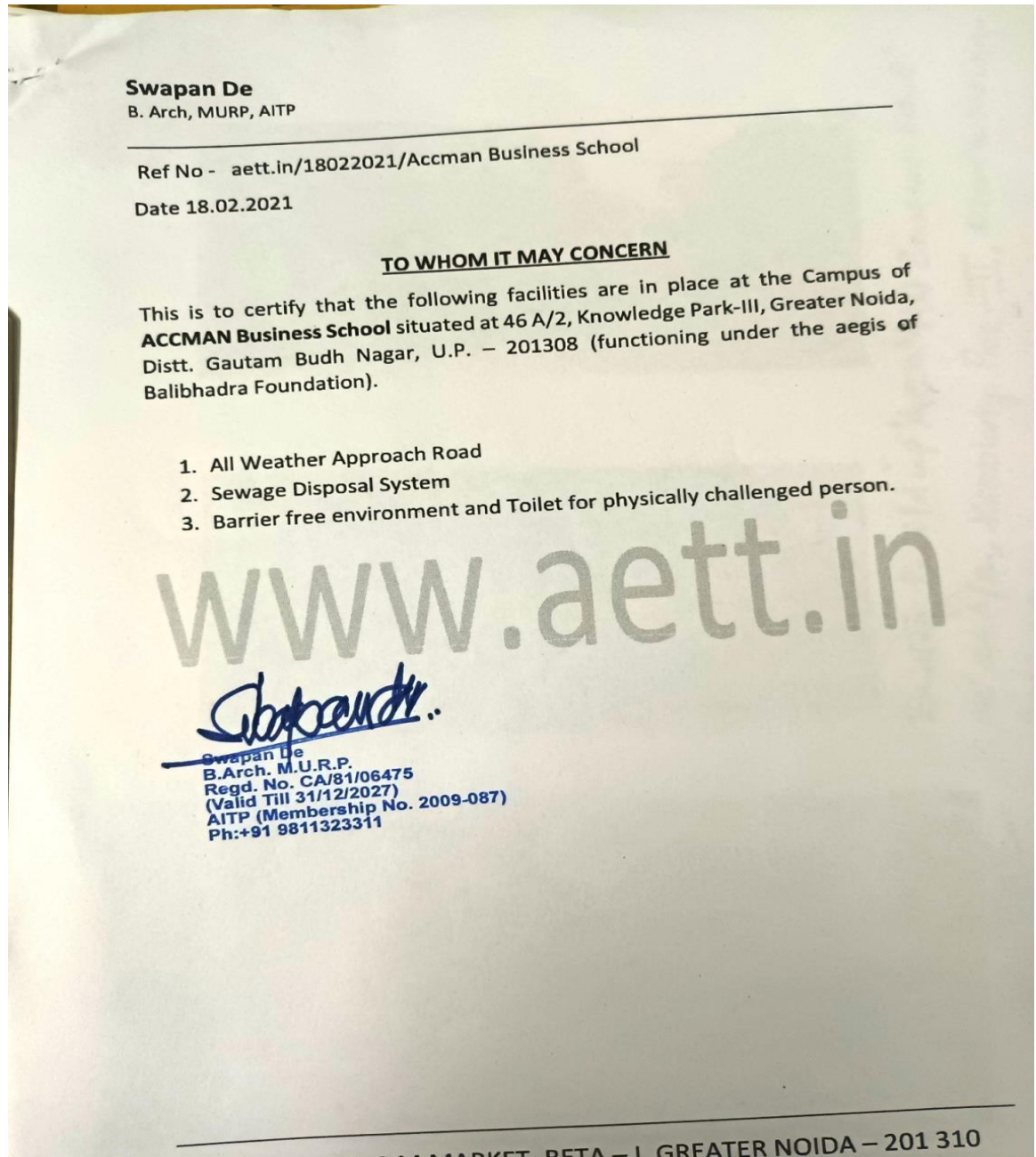
Any recognized board Exam (12th) with a minimum of 50% marks in aggregate.

13. Information of Infrastructure and Other Resources Available (i to vi):

S. No.	Room No.	Room Type (mentioned class room/lab/ toilet, etc.)	Carpet Area (in sqm)	Completion of flooring Complete	Completion of walls and paintings	Completion of Electrification & Lighting
1	C-15, C-3, C-10 LT-1, LT-2	Class Rooms	210	Yes	Yes	Yes
2	CC1	Computer Labs	150	Yes	Yes	Yes
3	CC1LL	Language Lab	66	Yes	Yes	Yes
4	L-1	Library & Reading Room & Reprography	110	Yes	Yes	Yes
5	H-2	Seminar Hall	132	Yes	Yes	Yes
6	D-1	Director	30	Yes	Yes	Yes
7	B-1	Board Room	20	Yes	Yes	Yes
8	A-1 C-16	Offices (all incl)	86 78	Yes	Yes	Yes
9	F-1	Faculty Room - 1	70	Yes	Yes	Yes
10	F-2	Faculty Room - 2	70	Yes	Yes	Yes
11	F-1 HoD	HOD Cabin	20	Yes	Yes	Yes
12	H-0	Central Stores	30	Yes	Yes	Yes
13	S-1	Security	10	Yes	Yes	Yes
14	M-1	Maintenance	10	Yes	Yes	Yes
15	HK-1	Housekeeping	10	Yes	Yes	Yes
16	P-1	Pantry for staff	10	Yes	Yes	Yes
17	F1-EC	Exam Control Office	54	Yes	Yes	Yes
18	F1-CRIC	Placement Office	54	Yes	Yes	Yes
19	TL-1,3,5	Toilets (Ladies & Gents)	105	Yes	Yes	Yes
	T-1,2,3	- 03 Toilets (Ladies & Gents) - 03	75	Yes	Yes	Yes
20	C-12	Boys' Common Room	100	Yes	Yes	Yes
21	C-9	Girls' Common Room	79	Yes	Yes	Yes
22	Cafe	Cafeteria (Mess)	150	Yes	Yes	Yes

23	FASR	First Aid cum Sick Room	14	Yes	Yes	Yes
24	GH	Guest House (D)	30	Yes	Yes	Yes
25	SG-1	Sports Club & Gymnasium (D)	200	Yes	Yes	Yes
26	Hostel 2	Boys Hostel (D)	850	Yes	Yes	Yes

(vii) Barrier Free Built Environment for disabled and elderly persons



(viii) Fire and Safety

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प्रारूप-झ (संलग्नक-9)
अग्नि एवं जीवन सुरक्षाप्रमाण पत्र का नवीनीकरण

यूआईडी संख्या: UPFS/2022/70316/GBN/GAUTAM BUDDH NAGAR/19260/CFO

दिनांक: 31-12-2022

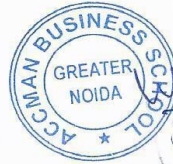
प्रमाणित किया जाता है कि मैसर्स **BALIBHADRA FOUNDATION MANAGEMENT AND ACCOUNTING INSTITUTE** in Educational, Mess and Hostel Block Only (भवन/प्रतिष्ठान का नाम) पता Plot no-46A by 2, Knowledge Park 3, Greater Noida तहसील - SADAR जिसमें

ब्लॉक/टावर	तलों की संख्या	बेसमेंट की संख्या	ऊँचाई
Academic	4	1	15 mt.
MESS	2	0	7 mt.
HOSTEL	4	0	14 mt.

तथा प्लॉट एरिया 20657.51 sq.mt है। भवन का अधिभोग **BALIBHADRA FOUNDATION MANAGEMENT AND ACCOUNTING INSTITUTE** in Educational, Mess and Hostel Block Only (भवन स्वामी/ अधिभोगी अथवा कम्पनी का नाम) द्वारा किया जा रहा है। इनके द्वारा भवन में अग्नि निवारण एवं अग्नि सुरक्षा व्यवस्थायें एन0बी0सी0 एवं तत्संबंधी भारतीय मानक व्यूरो के आई0एस0 के अनुसार भवन में स्थापित व्यवस्थाओं का अनुरक्षण किया जा रहा है। जिसका निरीक्षण द्वारा दिनांक 04-01-2023 को भवन स्वामी के प्रतिनिधि श्री **JAGPAL SINGH** के साथ किया गया तथा भवन में अधिष्ठापित अग्नि एवं जीवन सुरक्षा व्यवस्थाओं को मानकों के अनुसार यथास्थिति में पाया गया। अतः प्रश्नगत भवन को अग्नि एवा जीवन सुरक्षाप्रमाण पत्र का नवीनीकरण (Renewal of Fire & Life Safety Certificate)(एन0बी0सी0 की अधिभोग श्रेणी) **Educational** के अन्तर्गत वैधता तिथि 09-01-2023 से 08-01-2026 तक 3 वर्षों के लिये इस शर्त के साथ दिया जा रहा है कि भवन में सभी मानकों का अनुपालन किया जायेगा तथा भवन के इस प्रमाण पत्र का नवीनीकरण निर्धारित समयवधि के अन्तर्गत पुनः कराया जायेगा तथा नवीनीकरण से पूर्व भवन में स्थापित अग्निशमन व्यवस्थाओं को क्रियाशील रखने की जिम्मेदारी आपकी होगी।

"यह प्रमाण-पत्र आपके द्वारा प्रस्तुत अभिलेखों, सूचनाओं के आधार-पर निर्गत किया जा रहा है। इनके असत्य पाए जाने पर निर्गत प्रमाण-पत्र मान्य नहीं होगा। यह प्रमाण-पत्र अग्नि / भवन के स्वामित्व / अधिभोग को प्रमाणित नहीं करता है।"

निर्गत किये जाने का दिनांक : 09-01-2023
स्थान : GAUTAM BUDDH NAGAR



हस्ताक्षर (निर्गमन अधिकारी)
(मुख्य अग्निशमन अधिकारी)



Digitally Signed By
(Pradeep Kumar)

[303F80EBB8F688430F3EC43067B426B342ECDB8A]

09-01-2023

For ACCMAN Business School

Director

GREATER NOIDA INDUSTRIAL DEVELOPMENT AUTHORITY,

H-169, chitvan estate, sector Gamma, Greater Noida

Distt. Gautam buddha Nagar-201308

Ref.No:-Plng/plot no. BP/10B/C.../5516

Dated. 02.08.2016

To,

M/s Balibhadra Foundation
Plot No-46A/2, Sector-Knowledge park-III
Greater Noida, Gautam Budha Nagar (U.P.)

Sir,

With reference to your application no-40613 dated-01.08.2016 for grant of **Part Occupancy Certificate** for **Institutional building** erected on in **Plot no-46A/2, Sector-Knowledge Park-III**, I have to inform you that occupancy certificate is being granted by the Authority with the following conditions.

1. Before making any changes in the existing building prior permission from the Authority is required.
2. If demanded by the Authority you will be liable to pay charges for the provision of any further facilities/development/improvement.
3. A copy of the drawings shall always be kept at site and shall be made available to any officer of the Authority on demand.
4. You are required to follow the terms and conditions as indicated in lease deed and various NOC issued by different organisations.
5. Gate/s shall open on to the service road only , direct access to main carriageway shall not be provided.
6. No parking will be done on road.
7. You are required to maintain green outside the plot.

Yours faithfully,

leenu
2.8/16

(LEENU SAHGAL)
G.M.(Planning&Arch)

Encl: One set of drawings()
Copy to G. M.(Engg) for information and n.a.

G.M.(Planning&Arch)

Hostel Facilities



(x) **Library**

Number of Library books	Titles	Volume	Journals
MBA	655	5072	6
BBA	569	2313	6
BCA	53	253	6

(xi) **List of online National/ Internal Journals**

List of online National/ International Journals subscribed	
1	Indian Journal of Marketing
2	Indian Journal of Finance
3	Prabhandan: Indian Journal of Management
4	Arthshastra Indian Journal of Economics & Research
5	Indian Journal of Research In Capital Markets
6	AMC Indian journal of Entrepreneurship
7	Finance India
8	Yogana
9	Kurukshetra
10	Journal of The Chartered Accountant Journal on India
11	Chartered Secretary Journal
12	Lloydians
13	Lexigentia
14	Ekansh

(xii) **National Digital Library (NDL) subscription details and E-Library facilities**

National Digital Library (NDL) subscription details	Registration No. INUPNCOCESRMEYN
E- Library facilities	e-pgpathsala, e-gyankosh, NPTEL, Swayam

(xviii) **Short video of infrastructure and facilities available – [Institute Video](#)**

(xix) **Games and sports:** Indore - Chess, Carom, Table Tennis, Luddo

Outdoor - Volleyball, Basket Ball, Badminton, Cricket, Kabbadi, Wrestling

(xx) **Title of the course:**

1. MBA (Master of Business Administration)
2. BBA (Bachelor of Business Administration)
3. BCA (Bachelor of Computer Applications)

(xxiii) **Internal Continuous Evaluation System and place**

10. Evaluation and Examination
10.1 The overall weightage of a course in the Syllabi and Scheme of Teaching and Examination shall be determined in terms of credits assigned to the course.
10.2 The evaluation of students in a course shall have two components unless specifically stated otherwise in Syllabi and Scheme of Teaching and Examination: (i) Continuous evaluation by the teacher(s) of the course. (ii) Evaluation through an Semester term end examination.
10.3 The guidelines for distribution of weightage for various components of evaluation shall be as below: a. Theory Courses (i) Continuous evaluation by teacher(s) - 25% (ii) Semester term end examination - 75% b. Practical / Laboratory / Studio Courses (i) Continuous evaluation by teacher(s) - 40% (ii) Semester term end examination - 60%
The Syllabi and Scheme of Teaching and Examination shall prescribe the distribution of weightage for various components of evaluation.
10.4 For any other component of a programme not covered by the above, the weightage shall be prescribed by the Board of Studies / Programme Coordination Committee, with the approval of the Vice-Chancellor.

14. **Enrolment and placement details of students in the last 3years**

Batch	Enrolment	Placement
2018-20	11	10
2019-21	0	0
2020-22	6	4
2022-24	12	---

15. **List of Research Projects/ Consultancy Works - Nil**

16. **MoU with Industries - 5**

17. LoA and subsequent EoA till the current Academic Year

Letter of Approval	2017-18	http://www.accmanbusinessschool.in/LOA-2017-18.PDF
Extension of Approval	2020-21	https://accmanbusinessschool.in/wp-content/uploads/2024/05/EOA-Report_2019-20.pdf
Extension of Approval	2021-22	https://accmanbusinessschool.in/wp-content/uploads/2024/05/EOA-Report_21-22.pdf
Extension of Approval	2022-23	https://accmanbusinessschool.in/wp-content/uploads/2024/05/EOA-Report-22-23.pdf
Extension of Approval	2023-24	https://accmanbusinessschool.in/wp-content/uploads/2024/05/EOA-Report-2023-24.pdf
Extension of Approval	2024-25	https://accmanbusinessschool.in/wp-content/uploads/2024/06/EOA-Report-2024-2025.pdf