

# **Submission of Annual Quality Assurance Report (AQAR) 2017 - 2018**



## **ARULMIGU KALASALINGAM COLLEGE OF EDUCATION**

**(Accredited by NAAC at B Grade with a CGPA: 2.87)**

**Affiliated to Tamil Nadu Teachers Education University, Chennai**  
Anand Nagar, Krishnankoil - 626 126, Srivilliputtur (Taluk) Virudhunagar Dist

Phone: 04563- 289 312, 289 082 Fax: 04563 - 289 322

Website: [www.akceducation.org](http://www.akceducation.org) e-mail: [akceducation@redifmail.com](mailto:akceducation@redifmail.com)

## Part – A

AQAR for the year (*for example 2013-14*)

2017-2018

### I. Details of the Institution

1.1 Name of the Institution

ARULMIGU KALASALINGAM COLLEGE OF EDUCATION

1.2 Address Line 1

ANAND NAGAR  
KRISHNANKOIL

Address Line 2

SUNDARAPANDIYAM POST, SRIVILLIPUTTUR TALUK,  
VIRUDHUNAGAR DISTRICT

City/Town

SRIVILLIPUTTUR

State

TAMIL NADU

Pin Code

626 126

Institution e-mail address

akceducation@rediffmail.com

Contact Nos.

04563 - 289 082

Name of the Head of the Institution:

DR. A.R. ANANDHA KRISHNAVENI

Tel. No. with STD Code:

Mobile:

9976644228

Name of the IQAC Co-ordinator:

Mrs. S.SIVAGAMASUNDARI

Mobile:

9486452742

IQAC e-mail address:

akcediqac@gmail.com

1.3 NAAC Track ID (For ex. MHCOGN 18879)

TNCOTE19428

**OR**

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)

BC (SC) /05/A&A/045 03.03.2015

1.5 Website address:

www.akceducation.org

Web-link of the AQAR:

<http://www.akceducation.org/aqar1.pd>

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 <sup>st</sup> Cycle	B	2.87	2015	2020
2	2 <sup>nd</sup> Cycle	--	--	--	--
3	3 <sup>rd</sup> Cycle	--	--	--	--
4	4 <sup>th</sup> Cycle	--	--	--	--

1.7 Date of Establishment of IQAC: DD/MM/YYYY

20.01.2015

1.8 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))

- i. AQAR 2016-2017 Submitted to NAAC 29.06.2017 (DD/MM/YYYY) ✓
- ii AQAR 2015 – 2016 submitted to NAAC 01.08.2016 (DD/MM/YYYY) ✓

1.9 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  Men  Women

Urban  Rural  Tribal

Financial Status Grant-in-aid  UGC 2(f)  UGC 12B

Grant-in-aid + Self Financing  Totally Self-financing

1.10 Type of Faculty/Programme

Arts  Science  Commerce  Law  PEI (Phys Edu)

TEI (Edu)  Engineering  Health Science  Management

Others (Specify)

· ----

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

Tamil Nadu Teachers Education University, Chennai -97, Tamil Nadu

1.12 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

2.2 No. of Administrative/Technical staff

2.3 No. of students

2.4 No. of Management representatives

2.5 No. of Alumni

2.6 No. of any other stakeholder and community representatives

2.7 No. of Employers/ Industrialists

2.8 No. of other External Experts

2.9 Total No. of members

2.10 No. of IQAC meetings held 8

2.11 No. of meetings with various stakeholders: No.  Faculty   
 Non-Teaching Staff  Students  Alumni  Others

2.12 Has IQAC received any funding from UGC during the year? Yes  No   
 If yes, mention the amount

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

ICT – an Educational Pearl, Disaster Management, Awareness on Dengue fever.  
 Road Safety, Eye Donation, Society Based Education, Special Schools Concept

2.14 Significant Activities and contributions made by IQAC

Tree Plantation, School visit of Innovative practices, Pedagogy of Model School visit.

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
Conducting conference at the International level	Quality improvement of faculty members & as well as students

\* Attach the Academic Calendar of the year as Annexure.

2.15 Whether the AQAR was placed in statutory body Yes  No

Management  Syndicate  Any other body

Provide the details of the action taken

to be registered at the earliest by getting concurrence of the management

## 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 2016 - 2017	Number of self-financing programmes	Number of value added / Career Oriented programmes
PhD	--	--		
PG	M.Ed - 1	1	1	2
UG	B.Ed - 2	--	2	5
PG Diploma		--	--	---
Advanced Diploma	--	--		
Diploma	D.El.Ed -2	--	2	3
Certificate	--	--		
Others	--	--		
<b>Total</b>	3	1	5	10
Interdisciplinary				
Innovative				

##### 1.2 (i) Flexibility of the Curriculum: Open options

##### (ii) Pattern of programmes:

Pattern	Number of programmes
Semester	
Trimester	
Annual	1

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.

No, revision of syllabus is necessary

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

## Criterion – II

### 2. Teaching, Learning and Evaluation

2.1 Total No. of permanent faculty

Total	Asst. Professors	Associate Professors	Professors	Others
26	19	2	2	3

2.2 No. of permanent faculty with Ph.D.

5
---

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
✓	--	✓	--	✓	--	--	--	--	--

2.4 No. of Guest and Visiting faculty and Temporary faculty

15	--	--
----	----	----

2.5 Faculty participation in conferences and symposia:

No. of Faculty	International level	National level	State level
Attended Semi-	--	2	--
Presented papers	--	6	--
Resource Persons	--	--	2

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

Teaching through LCD interactive Video Board, field visit, Value education, Practising Yoga and Meditation etc.,
--

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

200
-----

2.8 Examination/ Evaluation Reforms initiated by the Institution (for example: Open Book Examination, Bar Coding, Double Valuation, Photocopy, Online Multiple Choice Questions)

University Pattern adopted
----------------------------

2.9 No. of faculty members involved in curriculum restructuring/revision/syllabus development as member of Board of Study/Faculty/Curriculum Development workshop

--	---	---
----	-----	-----

2.10 Average percentage of attendance of students

97%
-----



2.11 Course/Programme wise  
distribution of pass percentage :

Title of the Programme	Total no. of students appeared	Division				
		Distinction %	I %	II %	III %	Pass %
B.Ed	100	41	53	---	---	---
May 2017	99	87	6	---	---	---
---	---	---	---	---	---	---

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

IQAC takes effort in contributing good teaching – learning process.

2.13 Initiatives undertaken towards faculty development

<i>Faculty / Staff Development Programmes</i>	<i>Number of faculty benefitted</i>
Refresher courses	---
UGC – Faculty Improvement Programme	---
HRD programmes	---
Orientation programmes	5
Faculty exchange programme	---
Staff training conducted by the university	5
Staff training conducted by other institutions	6
Summer / Winter schools, Workshops, etc.	---
Others	5

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	8	---	---	---
Technical Staff	4	---	---	---

## Criterion – III

### 3. Research, Consultancy and Extension

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

- 1) Research work is carried out in Collaboration with Kalasalingam University IQAC Centre
- 2) 18 Proposals were submitted to Tamil Nadu Teachers Education University , Chennai – 97
- 3) M.Ed Scholars went to Madurai Kamaraj University, Madurai
- 4) Manonmaniam Sundaranar University, Tirunelveli to select topic & collect reviews related liberation to their topics.

#### 3.2 Details regarding major projects

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

#### 3.3 Details regarding minor projects

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

#### 3.4 Details on research publications

	International	National	Others
Peer Review Journals	---	11 issues	---
Non-Peer Review Journals	---	1	---
e-Journals	---	---	---
Conference proceedings	---	1	---

#### 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

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

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	---	1	---	---	---
Sponsoring agencies	---	Management	---	---	---

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

3.16 No. of patents received this year

Type of Patent		Number
National	Applied	--- NIL ---
	Granted	
International	Applied	
	Granted	
Commercialised	Applied	
	Granted	

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
1	---	---	---	---	---	---

3.18 No. of faculty from the Institution who are Ph. D. Guides and students registered under them

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

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

JRF       SRF       Project Fellows       Any other

3.21 No. of students Participated in NSS events:

University level       State level

National level       International level

3.22 No. of students participated in NCC events:

University level       State level

National level       International level

3.23 No. of Awards won in NSS:

University level       State level

National level       International level

3.24 No. of Awards won in NCC:

University level       State level

National level       International level

### 3.25 No. of Extension activities organized

University forum	---	College forum	10
NCC	---	NSS	---
		Any other	5

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

- Tree Plantation
- Procession regarding clean India movement .
- Awareness programmes on Dengue Fever, Eye Donation , Road Safety, Communicable and non communicable diseases
- Practicing Yoga and Meditation ,Disaster Management Program,.
- Spoken English Training
- Digital Literacy Training
- Value Education Workshop

## 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	52,500 sqft	--	Management	30 lakhs
Class rooms	768 sqft	--	Management	5 lakhs
Laboratories, Language lab, Psychology lab, Biological lab. Physical Science lab		ICT Research centre	Management	5lakhs
Seminar Halls	2	--	Management	2 lakh
No. of important equipments purchased ( $\geq$ 1-0 lakh) during the current year.	1 LCD	Interactive White Board	Management	2lakh
Value of the equipment purchased during the year (Rs. in Lakhs)	10 lakhs	10 lakhs	Management	20 lakhs
Others	---	---	---	---

#### 4.2 Computerization of administration and library

**Digital Library formed with inflibnet facility**

#### 4.3 Library services:

	Existing		Newly added		Total	
	No.	Value	No.	Value	No.	Value
Text Books	5600	3 lakhs	200	1,38,000	5800	7,38,200
Reference Books	1100	2 lakhs	100	25000	1300	3,15,000
e-Books	500 (CD)	1,50,000				
Journals	15	100000	5	--	20	45000
e-Journals	INFLIBNET		5	12500	5	12500
Digital Database	2	30000	2	25000	4	55000
CD & Video	40	20000	4	27500	22	27500
Others (specify)						

#### 4.4 Technology up gradation (overall)

	Total Computers	Computer Labs	Internet	Browsing Centres	Computer Centres	Office	Departments	Others
Existing	90	3	2	1	1	1	English Language Lab Computer Lab	-
Added	5	0	1	1	1	--	ICT resource center	---
Total	95		2	2	2	1	---	---

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

1. Computer Training is given to the students regularly
2. Internet access increased

#### 4.6 Amount spent on maintenance in lakhs :

i) ICT 6 lakhs

ii) Campus Infrastructure and facilities 15 lakhs

iii) Equipments 4 lakhs

iv) Others 5 lakhs

**Total :** 30 lakhs

## Criterion – V

### 5. Student Support and Progression

#### 5.1 Contribution of IQAC in enhancing awareness about Student Support Services

1. Introducing new teaching methodologies.
2. Conducting value education workshop.
3. Conduct of National Conferences
4. State level conferences and
5. Inviting Guest lecturers on various topics
6. Conduction of awareness programme

#### 5.2 Efforts made by the institution for tracking the progression

1. Conduct of International Conferences
2. Interactive Video Board is used for teaching
3. Placement cell is functioning through which most of the Students get appoints.

#### 5.3 (a) Total Number of students

UG	PG	Ph. D.	Others
180	26	--	--

(b) No. of students outside the state

---

(c) No. of international students

---

Men	No	%	Women	No	%
	14	14%		86	86%

Last Year						This Year					
General	SC	ST	OBC	Physically Challenged	Total	General	SC	ST	OBC	Physically Challenged	Total
--	37		63		100	--	50		39		89

Demand ratio 100%

Dropout % NIL

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

Library with computer, Xerox machines, newspapers magazines, books, e books and internet facilities, Journals, G.K.books, Year books etc.,

No. of students beneficiaries

206

last year

5.5 No. of students qualified in these examinations

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

5.6 Details of student counselling and career guidance

Through the Tutor ward system the personal & academic problems of the students are discussed and they are guided to proper channel. Vocational guidance also given.

No. of students benefitted

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
7	80	36	32

5.8 Details of gender sensitization programmes

Women's day  
 Mother's day  
 Aids awareness programme

5.9 Students Activities

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

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	10	50000
Financial support from government	125	46 lakhs
Financial support from other sources	10	50000
Number of students who received International/ National recognitions	---	---

5.11 Student organised / initiatives

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

5.13 Major grievances of students (if any) redressed: \_

-----

**Criterion – VI**

**6. Governance, Leadership and Management**

6.1 State the Vision and Mission of the institution

**Vision:** To help mould inspired teachers as to bring about a sea change in their wards abilities and thinking.  
**Mission:** To produce highly competent socially committed teachers and administrators through quality Teacher Training with the challenging needs of the fast changing society.

6.2 Does the Institution has a management Information System

YES

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

6.3.1 Curriculum Development

### 6.3.2 Teaching and Learning

OHP, LCD and Field trips arranged  
Teaching through interactive video board, innovative practices like smart classroom seminar G.D etc.

### 6.3.3 Examination and Evaluation

Conduct of Unit Test, Monthly Test, Revision Test and Model Examination regularly and honouring the toppers

### 6.3.4 Research and Development

1. The institution publishes a quarterly printed journal regularly AKCE QUEST, ISSN: 2454-4531 and impact factor 1.217.
2. students are given research activities in various topics
3. Various journals are read by the M.Ed Scholars.
4. Research colloquium has been planned.
5. Proposals writing, practices Report Writing ,preparation of master table, analysis data, report writing are learnt through workshops
6. Workshop on analysing data

### 6.3.5 Library, ICT and physical infrastructure / instrumentation

Year by year purchase of LCD projectors, computers, journals, news papers, magazines, educational soft wares etc are increased

### 6.3.6 Human Resource Management

Inviting guest lecturers  
Inviting Principal of other Colleges  
Inviting eminent persons from other states, inviting counsellors

### 6.3.7 Faculty and Staff recruitment

Selection Committee formed  
Scrutiny of certificates & Research activities  
Conduct of Personal interview teaching efficiency

### 6.3.8 Industry Interaction / Collaboration

Visiting Textile mills, Screw factories and having interaction with labourers , Visit to Agri farm , Model School , Special schools, Herbal centres etc.,

6.3.9 Admission of Students

- |   |
|---|
| <ol style="list-style-type: none"> <li>1. Entrance test</li> <li>2. Personal Interview</li> <li>3. Following communal rotation</li> </ol> |
|---|

6.4 Welfare schemes for

Teaching	<ul style="list-style-type: none"> <li>• Incentives for Research activities, TA &amp; DA to attend Seminars</li> </ul>
Non teaching	Concession in remitting the payment of fees for their children in our sister institutions.
Students	<ul style="list-style-type: none"> <li>• Winners are awarded by cash</li> <li>• Merit Scholarships are provided to attend Competitions, seminars TA &amp; DA will be paid</li> <li>• Arranging educational loans from banks</li> <li>• Vocational Training</li> <li>• Placement in reputed schools</li> </ul>

6.5 Total corpus fund generated

1 crore
---------

6.6 Whether annual financial audit has been done    Yes     No

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

Audit Type	External		Internal	
	✓ Yes/No	Agency	✓ Yes/No	Authority
Academic	Yes	TNTEU University	Yes	Management
Administrative	Yes	Experts from MBA Dept	Yes	Head Office from Chennai

6.8 Does the University/ Autonomous College declare results within 30 days?

For UG Programmes    Yes     No

For PG Programmes    Yes     No

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

Since Affiliated College
--------------------------

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

Rules & Regulations formed now & then to improve academic as well as administrative areas
---

#### 6.11 Activities and support from the Alumni Association

Yearly two times Alumni meeting held

1. During Convocation
2. During PTA meeting

#### 6.12 Activities and support from the Parent – Teacher Association

1. Yes Very Good.
2. yearly two times held.  
we elect president Secretary, Treasurer regularly .

#### 6.13 Development programmes for support staff

Faculty Development programme FDP is being conducted regularly.

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

organising club activities from eco club, tree plantation by the scheme of greening colleges by Tamil Nadu Teachers Education University Chennai – 97. and maintaining one student one tree.

## 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. Special School were visited
2. Innovation school practices are identified and those schools are visited
3. Value education is given to the students.

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

1. We carried out all the programmes planned by us.
2. All Programs are planned well and executed.

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

1. We initiated a quarterly printed journal "AKCE-QUEST" from July 2015 and it has been completed 2 years its circulation. With impact factor 1.217 and ISSN 2454 -4537
2. National Conferences are inducted regularly. The research papers are Collected and published as the special issue of the journal.
3. We applied for e – ISSN and waiting for the result. [www.akcequest.com](http://www.akcequest.com)
4. Yoga & Meditation are practiced to the students regularly.
5. Spoken English training is given daily to develop communicating skill.

*\*Provide the details in annexure (annexure need to be numbered as i, ii,iii)*

7.4 Contribution to environmental awareness / protection

Every year we plant saplings in and around our Institution. It is surrounded by hundreds of trees. Students are pouring water to plants and maintains garden.

7.5 Whether environmental audit was conducted? Yes  No

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

- 1 Smart class room, Visual class room arranged white board purchased
- 2 Our student secured V place in the essay competition at the state level
- 3 Professors are writing articles and publish it through daily news.
- 4 Our college won the championship at the district level in the sports meet Conducted by Tamil Nadu Teachers Education University, Chennai.
- 5 Our Student Secured 1<sup>st</sup> place in playing musical instrumentation

**8. Plans of institution for next year**

1. To start M.Phil course next year.
2. Additional intake for B.Ed.,

Name Mrs. S. Sivagamasundari

Name Dr. A.R. Anandha Krishnaveni

\_\_\_\_\_  
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

\*\*\*\*\*