



Seshadripuram Educational Trust

SESHADRIPURAM INSTITUTE OF COMMERCE AND MANAGEMENT

Permanently Affiliated to Bengaluru City University | NAAC Accredited 'A' Grade

AICTE Approved | ISO 9001 : 2015 Certified

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Institutional Distinctiveness

Building Bonds, Fostering Harmony

The institution consciously fosters an inclusive, respectful and harmonious workplace culture through initiatives promoting gender sensitivity, mutual appreciation and employee bonding. These activities are incorporated into the institutional Plan of Action at the beginning of the academic year, ensuring their systematic implementation. International Women's Day is observed through themes and activities focusing on women's empowerment, equality, leadership and well-being, while International Men's Day acknowledges the contributions of men and promotes well-being, shared responsibility and mutual respect. The "Secret Friend" activity, organised on the eve of the New Year, encourages employees to exchange gestures of appreciation and goodwill, strengthening relationships across departments and genders. The institution also organises informal potluck gatherings and cooking-together activities at the end of semesters, providing opportunities for employees to interact beyond their professional roles. These shared experiences help break formal barriers, encourage collaboration and nurture camaraderie, teamwork and a sense of belonging. Together, these planned initiatives create a positive institutional environment built on gender harmony, mutual respect, inclusiveness and strong interpersonal bonds among employees.

Impact:

Strong employee bonding has contributed to a positive, collaborative and supportive institutional culture. Healthy interpersonal relationships facilitate better coordination among faculty, sharing of academic practices and collaborative planning, thereby strengthening the teaching-learning process. The supportive environment also enables faculty to engage more effectively in student mentoring, counselling and co-curricular activities. Mutual trust and teamwork encourage employees to contribute beyond their assigned responsibilities and work collectively towards institutional goals. Thus, employee bonding positively influences faculty well-being, student engagement, academic quality and the holistic development of the institution.

PRINCIPAL

**Seshadripuram Institute of
Commerce & Management
39 & 40, Girls' School Street,
Seshadripuram, Bengaluru-20.**