



SHRI VAISHNAV INSTITUTE OF MANAGEMENT,
Approved by AICTE, New Delhi, Affiliated to DAVV, Indore
UGC NAAC Accredited 'A' Grade Institute
SCHEME NO, 71, GUMASTA NAGAR, INDORE

7.2 BEST PRACTICES

7.2.1 Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

Response:

A. Best Practice: Performance Enhancement Program (PEP) Model

1. Title of the Practice: Shri Vaishnav Institute of Management in the journey of excellence has developed **Performance Enhancement Program (PEP) Model** for its students. PEP consists of three major components namely; Project Based Learning (PBL), Value Based Learning (VBL) and Personality Development (PD).

2. Objectives of the Practice: **Performance Enhancement Program (PEP) Model** has been introduced with the objective of holistic development of students. PEP model is useful to the students in analyzing the abilities and identifying and bridging the gaps of industry expectations and academic teachings.

Competitive Advantage: PEP model enables the students to enhance the overall personality, develops new prospects for students towards learning and help increasing the prospects of their employability.

3. The Context: The PEP model has proved to be the catalyst resulting in experiential learning towards success and growth of the students thereby grooming their overall personality to become industry ready and meet the global challenges.

The PEP model is so designed so as to inculcate participative problem solving attitude, encouraging innovative solutions through:

1. Innovative teaching-learning through experiential learning.
2. Opportunities for students to explore new paradigms of learning.
3. Provides broader understanding to the students through Project Based Learning.
4. Encourages a collaborative approach towards accomplishing research projects.



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5. Helps in nurturing values in the students for the positive contribution to the society and nation at large.

4. The Practice : *Performance Enhancement Program (PEP) Model* is implemented with the objective of the strategic, active involvement of students and provide them the opportunities to learn through doing, and empowering them to apply their theoretical knowledge to practical endeavors in their real life experience.

A) Project-based learning (PBL): Projects are usually based around real world problems, which give students a sense of responsibility and ownership in their learning activities.

a. Collaboration: Relationships formed during collaboration is a huge part of PBL. Not only do students learn how to work better in groups—providing their own input, listening to others, and resolving conflicts when they arise—they build positive relationships with faculty, which reinforces how great learning is. Students also form relationships with community members when working on projects, gaining insight for careers and beyond.

b. Problem Solving: Students learn how to solve problems that are important to them, including real community issues, more effectively.

c. Creativity: Students apply creative thinking skills and possibilities for projects.

d. In-Depth Understanding: Students build on their research skills and deepen their learning through practical.

e. Critical Thinking: Students learn to look at problems with a critical thinking lens, asking questions and coming up with possible solutions for their project.

f. Perseverance: When working on a project, students learn to manage obstacles more effectively and develop perseverance and patience in them.



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i) Live Projects: A live project is an excellent technique to nurture students' academic, interpersonal, critical, communication, managerial and technical skills in real time environment. To impart quality education and to make it more realistic and relevant to the corporate world, the institute offers live projects to the students which provide them real-time experience and make them professionally ready and confident to meet corporate requirements as soon as they graduate. Live project is an integral part of teaching- learning for the students. Workshop by senior faculty is conducted to guide the students.

ii) Skill Development: We understand the importance of skills in students to add to their employability. Henceforth, we conduct workshops to enrich various skills such as technical skills, stock market operations, etc. which employers precisely look for a different kind of skill in their potential employees.

Short term certification courses under the banner 'Kaushalya' in association with UGC approved Deen Dayal Upadhyay Kaushal Kendra, DAVV, Indore, have been conducted for the students. Skill development workshops and Hands-on trainings were imparted to the students such as Web Design and Development, Photoshop, Mobile Applications, Fundamental Analysis, Digital Marketing, Equity Trading etc. organized to make them acquainted with the new and emerging technologies

iii) Add-On Courses: We understand that our students should confidently stand out in an increasingly competitive and globalized job market. Job-oriented add-on programs are provided to give them an extra-edge over their knowledge. Memorandum of Understanding (MoU) is signed to empower students for their all-round development and make them ready for future endeavors. The Institute has signed a MoU with Bajaj Finserv Ltd., Pune, for offering Certificate Program in Banking, Finance and Insurance (CPBFI).

B) Value-Based Learning (VBL): Imbibing the qualities of good conduct, self-confidence and high values helps the students lead a dignified life. We have realized that character building is equally important as career building. We work on not only providing strong academic knowledge but also make every effort to make our students physically, mentally, intellectually, emotionally and spiritually strong and lead a virtuous life.



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The Institute tries to inculcate values in the teaching-learning process. Spiritual seminars, donating clothes, Visits to Orphanages, Old age homes, Blind Schools, various awareness programs on energy conservation, road safety, blood donations etc. are organized by National Service Scheme cell of the Institute to inculcate ethical and moral values and to develop sense of social responsibility and environmental awareness. Students participate in activities organized to understand their responsibility towards the society & environment. Computer literacy programs are organized to help the underprivileged through community service and also have the feeling of gratitude for being blessed.

C) Personality Development (PD): The objective of the PD is to build self-confidence, enhance self-esteem and improve overall personality of the students. It aims at grooming the students through sensitizing them about proper behavior, socially and professionally, in formal and informal circumstances. The PD module consists of the following:

- i) **Soft Skill Training** that include preparing students for Interview, Group Discussion, Body language improvement, Resume Writing and Communication skill development.
- ii) **Domain Training** include technical skill assessment as per the need of the job profile.
- iii) **Aptitude Training** includes quantitative aptitude building, reasoning and English comprehension.

5. Evidence of Success:

a) Performance Enhancement Program (PEP) Model

i) **Live Projects:** Students of Computer Science and Management have worked on several projects and contributed to solving problems of industry, local-administration, and so on so forth.

ii) **Skill Development Program:** Attending the skill development workshops and Hands-on trainings imparted to the students such as Web Design and Development, Photoshop, Mobile



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Applications, Fundamental Analysis, Digital Marketing, Equity Trading etc. the students are well acquainted with the new and emerging technologies, operations of stock market, etc.

iii) Add- On-Courses: More than 400 students appeared in the entrance exam conducted for Bajaj Finserv Certification and more than 100 students attend the sessions organized for them on regular basis. The feedback given by students shows the high level of satisfaction and learning through Certificate Program in Banking, Finance and Insurance (CPBFI). Students who have attended CPBFI have high rate of placements in Banks and other Financial Institutions.

b) Value Based Learning: The Institute continuously tries to inculcate values in the teaching-learning process. Spiritual seminars, donating clothes, Visits to Orphanages, Old age homes, Blind Schools, various awareness programs on energy conservation, road safety, blood donations etc are organized by National Service Scheme cell of the Institute to inculcate ethical and moral values and to develop sense of social responsibility and environmental awareness. Students participate in activities organized to understand their responsibility towards the society & environment. Computer literacy programs are organized to help the underprivileged through community service & also have the feeling of gratitude for being blessed.

c) Personality Development (PD): The students attending PD sessions have enhanced confidence, self-esteem and improvement in overall personality. They are groomed up and sensitized towards proper behavior, socially and professionally. There is an improvement in the performance of students in the Interviews, Group Discussion, Body language, Resume Writing and Communication Skills.

Students have shared that through Domain Training including technical skill their confidence level is boosted-up. The Aptitude Training including quantitative aptitude building, reasoning and English comprehension has helped the students to clear the written-test stage of recruitment conducted by companies.



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6. Problem Encountered and Resources Required:

Problem Encountered

i) **PBL:** Students rely on the community as a critical source of information. Due to online mode of communication all the activities of PEP are organized through digital platform. The students gradually got acquainted with the system and could overcome with the guidance of the faculty members.

ii) **Skill Development:** The pandemic impacted the skill development programs as the delivery of training went online. Most skill development programs require a classroom-led delivery model. While shifting on online teaching-learning model, some infrastructure and human resource-related challenges encountered but overcome successfully. The students could overcome the challenge with the guidance of the faculty members.

Resources Required:

The Institute has adequate resources for execution of PEP Model. During pandemic the need for electronic gadgets and high speed band width was required. The resources for the digital learning were also made available. The Institute has Broad band internet facility with bandwidth of 50 mbps for uninterrupted online sessions.

PEP is pivotal as it encourages and enables the holistic development of students. Students are able focus and set their career goals.



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B. Best Practice: Mission Connect

1. Title of the Practice: Mission Connect

2. Objectives of the Practice: The objectives of the practice followed by the Institute are:

- i. To improve teacher-student relationship.
- ii. To counsel students for solving their problems and provide confidence to improve their quality of life.
- iii. To guide students to choose right career path for job, higher studies, entrepreneurship.
- iv. To ensure that each student is taken care individually in which they can talk about their academic and personal development, career planning and any pastoral concerns.

3. The Context: The following are the issues which motivated the Institute to implement Mission Connect:

- i. Due to the pressure to perform well in current competitive world and to face the challenges driven by the society, student needs guidance and support to develop as better individuals.
- ii. Mission connect aims at addressing conflicts in attitudes, habits and knowledge of the students towards learning practices.
- iii. It is meant for learning with intent of resolving issues through expert lectures, counseling, guidance and motivation.

4. The Practice:

The following are the practices for implementing mission connect:

- i. Online connect through Google form for the student is done. Monitoring and analysis of the practice on regular basis is ensured.
- ii. The regular meetings are conducted with the students.
- iii. The meetings are conducted to discuss and understand the issues and problems, if any, that are raised by students. If required higher authorities through proper channel are communicated to resolve the issues. Effort is made to ensure that the problem is resolved as soon as possible.



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- iv. Students are encouraged to give their suggestions on institutional processes and infrastructure in academic and non academic aspects.

The issues include:

- i. Students request to conduct more personality development classes, technical grooming
- ii. Sessions and preparation for aptitude and interview to face the campus recruitment process.
- iii. The students also open up with the request for conducting technical workshops on latest
- iv. Technologies such as CSS, PHP, i-phone and android for getting expertise and technical skills as per the needs of IT company.

5. Evidence of Success: Following are the evidence of success in performance against targets and benchmarks and review of results given below:

- i. Mission connect has resulted into better placement by resolving their issues in campus preparation activities such as personality development classes, technical grooming sessions, preparation of aptitude and interviews.
- ii. The direct communications between faculty and students have nurtured the teacher-student relationship.
- iii. Helped to develop positive relationships for constant development in terms of academics, behavioral, and emotional level.
- iv. Mission connect has shown into improvement in academic performance attendance and discipline.
- v. This practice has given the learning environment even in the times of pandemic and created a positive impact on the student's social and academic outcomes.
- vi. During lockdown also the students felt free to discuss their personal and academic problems and issues with their faculty members open heartedly.
- vii. The students perceived their Institutional system as highly supportive towards choosing right career path for job, time management and become confident enough to face recruitment process.



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6. Problem Encountered and Resources Required: There are some problems identified and resources provided to implement the practice. These are:

- i. Relatively less personal connectivity as compared to physical classes results in less communication between teachers and students.
- ii. Not all problems may be shared by students with their faculty in digital communication.
- iii. Internet /connectivity issues with students.

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