

SHRI VAISHNAV INSTITUTE OF MANAGEMENT, INDORE

7.2 Best Practices

BEST PRACTICE – 1

1. Title of the Practice: “Mentor- Mentee System”

2. Goal 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 time management.
- 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 the mentoring system:

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

4. The Practice

The following are the practices for implementing mentoring system:

- i. Mentor – mentee register and format have been introduced as a record keeping document for the students under the mentors for monitoring and analysis of the practice on regular basis.
- ii. Batches of students are allotted to mentors.
- iii. The mentors conduct regular meetings with the group of mentees allotted to them.

iv. The meetings are conducted to discuss and understand the issues and problems, if any, that are raised by students. The mentor tries to resolve the issues and if required are communicated to higher authorities through proper channel. Effort is made to ensure that the problem is resolved as soon as possible.

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

The issues include:

i. Students request the mentors to conduct more personality development classes, technical grooming sessions and preparation for aptitude and interview to face the campus recruitment process.

ii. The students also open up with the request to mentors for conducting technical workshops on latest technologies such as CSS, PHP, I phone and android for getting expertise and technical skills as per the need of IT company.

iii. Extracurricular activities such as cultural fest, farewell and festival celebration are also discussed during the Mentor-Mentee meeting.

5. Evidence of Success

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

i. Mentor – mentee relationship results 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. Various activities organized in discussion with mentees such as experts and motivational lectures, workshops, industrial visits and corporate interaction results providing more practical exposure, field work, technically skilled and involved in different socio – cultural activities.

iii. The direct communications between mentor and students have nurtured the teacher-student relationship.

iv. Mentors develop positive relationships with their mentees for their constant development in terms of academics, behavioral, and emotional level.

v. Mentees who have positive relationships with their mentors tend to put forth more efforts in class resulting into improvement in academic performance attendance and discipline.

- vi. Mentors support mentees in the learning environment that creates a positive impact on their social and academic outcomes.
- vii. Mentoring also enhances participation of mentees in extra-curricular activities.
- viii. Mentees become free to discuss their personal and academic problems and issues with their mentors open heartedly.
- ix. Mentor – Mentee relationships make mentees self imitative towards academic activities, self-esteem, conceptual and perceptual clarity.
- x. Mentees who perceive their mentors as highly supportive have better understanding for choosing right career path for job, time management and become confident enough to face recruitment process.

6. Problems Encountered and Resources Required.

There are some problems identified and resources provided to implement the practice.

These are:

- i. The newly joined faculty members who are not accustomed with the culture and instinct of the mentorship scheme are separately oriented by the senior faculty members of the Institute to get involved in the mentoring system in the right direction.
- ii. Apart from regular theory and practical classes, allocating sufficient time for one to one student interaction through mentorship program sometimes becomes a constraint for the faculty members.

However, the Institute encourages and appreciates such activities through the annual appraisal of the faculty members.

BEST PRACTICE-2

1. Title of the Practice: “Value Based Education”

2. Goal of the Practice: The goal of Value based Education is to make students multidimensional. The objectives/intended outcomes of this best practice are:

- i. To develop awareness and competitive spirit in the hearts of the young aspirants.
- ii. To groom the inherent talents of the students.

- iii. To inculcate and educate the young minds for the pursuit of regenerating the creative ideas.
- iv. To mould the youth into responsible citizens of tomorrow.
- v. To help students gain confidence and faith in virtuous thought.
- vi. To develop a humane outlook and a strong civic sense.
- vii. To think clearly and critically and to communicate effectively.
- viii. To promote a liberal social outlook and ethical view of progress and an enriched inner life.
- ix. To inculcate professional ethics.
- x. To promote technical expertise.
- xi. To sensitize the students towards social responsibilities.

3. The Context

The young generation is very vibrant and it is necessary to bring awareness among them regarding their social responsibility. The students taking admission are coming from varied backgrounds and hence are duly taken care of. With such a wide range of student profiles to deal with, it is a full-time task for the Management and faculty members to devise a plan to bring everyone under the same umbrella and ensure optimal participation in all activities that are necessary for the all-round personality development of students.

4. The Practice

The practices are as follows:

Extra Value Added Activities:

- i. **Institute organizes management and technical fest:** Institute encourage students to participate in various activities to learn vital managerial skills that mere books cannot teach.
- ii. **Soft skill training** is provided through rigorous sessions to improve verbal and non verbal communication, curriculum vitae writing, and facing group discussion and interview panels.
- iii. **Personality development and Aptitude classes:** Widens the knowledge and skills of the students. It helps in solution based initiative for students to identify their career, life goals, job skills improvement, resume writing.
- iv. **Expert Lectures** helps in widening their knowledge base and exposure to vast areas of learning.

v. **Sports:** Sports have been viewed as a way to stay healthy and in shape. The Institute encourages students to participate in different sports as it teaches life lessons such as discipline, responsibility, self-confidence, accountability, and teamwork.

vi. **Social Awareness programmes:** Social Awareness programmes has been conducted with a view to update the students identified as seminar on narcotics, drug abuse, AIDS awareness campaign, yoga day celebration, webinar on women's lifestyle , social-media addiction, National Service Scheme educational tour, traffic awareness program, blood donation camp, national voters day and aadhar card.

vii. **Go Green-Save Environment:** Activities such as plantation, fuel saving day, distribution of plants, poster presentation on "Use of Paper / Jute Bags rather than Polythene Bags", road show on "Swachhha Bharat" have been organized.

5. Evidence of Success

The evidence of success is also seen in achieving the targets/benchmarks/distinctions mentioned below:

- i. Better personality development of the students.
- ii. Enhanced reputation among academicians networked through regular conduct of seminars/guest lectures.
- iii. Students have carved a niche for themselves with their extensive participation in all events.
- iv. 'Extempore', 'Group discussion' and 'Power Point Presentation' pools students with communication, reasoning and listening skills. They are more confident in their interactions with peers, teachers and others in the society and this also helps them in employment related activities such as group discussion and interviews.
- vii. Corporate interaction, mock interview, partnering in presentation, role play and many more awareness programmes among students is created on present demand and expectations of corporate world.
- v. Students learn to be self motivated be the best and make positive choices in any circumstances.
- vi. The Institute has emerged as a trusted name for discipline and value based /holistic education.
- vii. Vast exposure to students in developing interpersonal skills, team spirit, multi-tasking, time management and delegation.

6. Problems Encountered and Resources Required

The problems encountered and resources required are as follows:

- i. Being self financed Institute financial constraints pose a major challenge for organizing value added activities.
- ii. Adequate time, human resources, funding and facilities to ensure that quality improvement initiatives meet the needs of teachers.
- iii. Efforts are required to encourage students to get involved voluntarily for conduction of programs, organizing various activities with the understanding of need of participation for all around development in future building.