



## 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.



**SHRI VAISHNAV INSTITUTE OF MANAGEMENT,**  
Approved by AICTE, New Delhi, Affiliated to M.P. Government and DAVV, Indore  
UGC NAAC 'A' Grade Accredited  
SCHEME NO, 71, GUMASTA NAGAR, INDORE

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.



**SHRI VAISHNAV INSTITUTE OF MANAGEMENT,**  
Approved by AICTE, New Delhi, Affiliated to M.P. Government and DAVV, Indore  
UGC NAAC 'A' Grade Accredited  
SCHEME NO, 71, GUMASTA NAGAR, INDORE

**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.



**SHRI VAISHNAV INSTITUTE OF MANAGEMENT,**  
Approved by AICTE, New Delhi, Affiliated to M.P. Government and DAVV, Indore  
UGC NAAC 'A' Grade Accredited  
SCHEME NO, 71, GUMASTA NAGAR, INDORE

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



**SHRI VAISHNAV INSTITUTE OF MANAGEMENT,**  
Approved by AICTE, New Delhi, Affiliated to M.P. Government and DAVV, Indore  
UGC NAAC 'A' Grade Accredited  
SCHEME NO, 71, GUMASTA NAGAR, INDORE

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.



**SHRI VAISHNAV INSTITUTE OF MANAGEMENT,**  
Approved by AICTE, New Delhi, Affiliated to M.P. Government and DAVV, Indore  
UGC NAAC 'A' Grade Accredited  
SCHEME NO, 71, GUMASTA NAGAR, INDORE

**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.



**SHRI VAISHNAV INSTITUTE OF MANAGEMENT,**  
Approved by AICTE, New Delhi, Affiliated to M.P. Government and DAVV, Indore  
UGC NAAC 'A' Grade Accredited  
SCHEME NO, 71, GUMASTA NAGAR, INDORE

**B. Best Practice: Empowering the students through Mentoring**

**1. Title of the Practice:** Empowering the students through Mentoring

**2. Objectives of the Practice:** To develop the capabilities and accentuate the confidence of our students. Effective mentoring system strengthens the students in taking right decisions.

**3. The Context:** The Institute has Mentoring System that aspires to address attitudinal issues, behavior and awareness of the students towards learning practices. Mentoring system is meant for the solution oriented support and helps students resolve their issues through counseling and motivation. The mentoring system intends to help the students to cope up with stress and pressure due to tough competition and challenges they face.

**4. The Practice:**

- i. Maintain an open and friendly environment between mentor and mentees.
- ii. Continuously monitor, counsel, guide and motivate the students in all academic, personal and career concerns.
- iii. Advice students regarding choice of electives, project, placement and training activities and internships etc.
- iv. Contact parents/guardians if situation demands e.g. academic irregularities, negative behavioral changes and interpersonal relations etc.
- v. Identify talents and interests of mentees and help them in setting and attaining goals.
- vi. Advice students in their career development regarding self-employment opportunities, entrepreneurship development, honesty and integrity required for career growth.
- vii. Advice students in their professional development regarding professional goals, selection of career and higher education.
- viii. Counsel them on their course regarding low attendance and low performance and help them in improving the same.
- ix. Maintaining records of mentor- mentee interaction for monitoring and analyzing the continuous progress of mentees.
- x. Intimate the Head of the Department if any administrative action is needed.



**SHRI VAISHNAV INSTITUTE OF MANAGEMENT,**  
Approved by AICTE, New Delhi, Affiliated to M.P. Government and DAVV, Indore  
UGC NAAC 'A' Grade Accredited  
SCHEME NO, 71, GUMASTA NAGAR, INDORE

During the current pandemic situation, students needed psychological and emotional support for which a Mission Connect is initiated to maintain continuous connect with the students and to imbibe positivity and ensure their wellbeing.

**5. Evidence of Success:** Mission-Connect were initiated to maintain continuous connect with the students and to imbibe positivity and ensure their wellbeing.

- i. Mentors guide the students for the available resources and network connections and help them in accessing it.
- ii. They help in teaching them how to use teaching- learning apps like Zoom, Google Meet, and WhatsApp to maintain open communication.
- iii. The faculty members host formal and informal classes, virtual gatherings to support the students in all possible ways.
- iv. Mentors talk to the students on one to one basis. They also had conversation with their parents. They motivated the students to maintain their morale high. They tried to grow trust and rapport with the students.
- v. Despite the lack of face to face interaction during the pandemic, looking to the needs of students continued motivation for the growth and development was given. All faculties served with a great sense of professional belongingness. Various online webinars and workshops were organized to promote Industry-Academia interaction.
- vi. Several online cultural programs of dance, music, slogans, painting competitions, yoga sessions etc. were organized to rejuvenate mentees' mental & physical health.

**6. Problem Encountered and Resources Required**

**Problem Encountered:**

1. The students feel hesitant to share their personal issues with, however with the personal counseling the mentors help students to be expressive.
2. Resilience and adversity quotient of faculty was the most essential requirement as the mentor-mentee connection through online mode has its own challenges. The mentors put on their best efforts for giving the confidence to the mentees as it was the most depressive time for the students. The students responded well and the bond of mentor-mentee is strengthened.





**SHRI VAISHNAV INSTITUTE OF MANAGEMENT,**  
Approved by AICTE, New Delhi, Affiliated to M.P. Government and DAVV, Indore  
UGC NAAC 'A' Grade Accredited  
SCHEME NO, 71, GUMASTA NAGAR, INDORE

**Resources Required:**

1. Adequate resources such as classrooms while face to face interaction of with the mentees are available.
2. During pandemic the need for electronic gadgets and high speed band width was required. The resources for the digital learning are also adequately available. The Institute has Broad-band internet facility with 50 mbps bandwidth for uninterrupted online sessions.

Mentoring is a psychological connects between faculty and the students which increase the confidence and self- esteem of mentees. Mentor-mentee system helps the students to achieve their best in life. The mentors help to guide, direct and shape the future.

**Dr. George Thomas**  
Director  
Director  
Shri Vaishnav Institute of Management  
INDORE (M.P.)