BEST PRACTICES 2019-20

Best Practice-I

I. Students' Employability Enhancement Activities

Objective:

The objective of the practice is to enhance students' employability through curricular, co-curricular and extra-curricular activities.

Context :

The overall purpose of any educational institution is to ensure holistic development of students by playing its part in transforming the students to responsible citizens, who could contribute positively for the causes of the society and nation as well. However, the core purpose before a new-age B-school, providing professional education, is to equally prepare students who are employable and acceptable by the industries, and generally the following qualities in the students are desired by the industries at the time of recruitment :

Subject & Technical Knowledge
Innovative problem solving Skills
Communication Skills
Quantitative Aptitude
Inter-personal and Organizational Skills
Leadership & Team Skills
Discipline & Time Management Skills
Decision Making Skills
Exposure to global business environment & cross-culture

In this context, Institute constantly makes effort to develop above mentioned qualities in students through various activities.

The Practice:

For Enhancement of subject & Technical knowledge and Decision Making Skills, following curricular and co-curricular activities are undertaken
Classroom sessions are augmented by:
- Exercises
- Projects
- Role Plays
- Case Studies
- Brainstorming Sessions
- Presentations

Domestic and International Industrial Visits are organized for students' practical learning.

Facility of summer internship is provided in reputed organizations for practical learning. Facility of summer internship in foreign country is also there for the students.

Workshops and guest Lectures by eminent personalities from academia, and corporate on relevant subjects are organized from time to time.

Regular academic performance review of the students is done. Remedial classes are conducted for poor performers and slow learners.

Students are allocated class mentors who take care of the problems of the students.

Business Plan Contests, Start-up Melas, Virtual Stock Trading Competition and Entrepreneurship Development Programmes are conducted for students.

Students are encouraged to participate in conferences/seminars and present papers.

For enhancing the Communication skills, Inter-personal & Organizational Skills, and Quantitative Skills, following activities are conducted:

Institute conducts Workshops on 'Soft Skills for Employability Enhancement' through MRS Training Services, Delhi.

Workshops on 'Oral and Written Communication' are conducted by the experts on communicative English from BHU, Varanasi and Delhi.

'Personality Training & Assessment Workshop' is conducted by ABBSCISSA HR-Consultancy, Delhi, wherein various personality assessment and development activities are organized including, Numerical Test, Verbal Reasoning, Psychometric Tests, Map Problems, Group Discussion Activities, Story Writing and Personal Interviews. ABBSCISSA provides inputs and feedback to the students on the basis of their performance in various activities on individual basis.

In-house software has also been developed by the institute for regular practice sessions by the students in this regard as many companies have also included online tests for testing the quantitative aptitude of students during recruitment.

Other various workshops, conducted by experts, are also organized by the institute for improving the communication skills of the students.

Synergy Club organizes activities like debates and mock parliament for improving the communication skills of the students.

For enhancing Innovative problem solving skill, Discipline & Time Management Skill, and Leadership & Team Skills, following activities are conducted :

Tech Marathon: Conceptualized by the institution itself, this competitive activity enables the students to develop and hone important skills such as, innovative problem solving, team work, handling the work pressure, meeting the deadline under high pressure situations, team coordination, division of work, creativity and innovation.

Workshops on 'Android Application Development' are conducted through Agile Soft Tech Pvt. Ltd.

Workshops on 'Web Development' are conducted through S B Soft Technologies.

Workshops on 'Business Analytics using SAS and R' are conducted through DataPerlsPvt. Ltd.

'Business Model Contests' and 'Case Chase Contests' are organized.

Workshops on 'Tally Software' are conducted by Institute of Financial Accounting for Professionals.

For enhancing the personality, decision making skills, Inter-personal and organizational skills, following activities are conducted:

Fresher's and farewell parties are organized every year by students of all the courses.
Teachers Day celebration is organized by students every year demonstrating their organizational and inter-personal skills.
Clubs have been formed for promoting extra-curricular activities.
Workshops are organized for personality development of student

For providing Exposure to global business environment & cross-culture, following activities are conducted:

Industrial visits for students to foreign countries are organized under the guidance and supervision of faculty members.
Foreign language courses are conducted.
Students' exchange programmes are conducted, for which MoUs have been signed with several Universities / Institutions abroad.
Courses on global business environment and cross-culture have been included in the curriculum.
Interactions of students & faculty members with experts from academia and industry of foreign countries are organized under Series of Hi Life Lectures and Guest Lectures.

For enhancing and improving the institutional functioning, following activities are conducted:
In our ICAMPUS following ERP modules are added:

Automated student admission process:

1- Student Admission form details
2- Documents in digital format i.e. marks sheet certificates etc.
3- Report Generation: course wise admission, deficit document report,
4- Document updating etc.

Evidence of Success:

Success of the institute on following the practice mentioned above could be gauged by the fact that more than 90% students of MBA, interested in jobs, have been placed through campus selection. Grabbing of a majority of Top 10 positions in BBA, BCA and B.COM final result of MGKV by our students can equally be attributed to the aforesaid practice by the institute.

Problems Encountered and Resources Required :

With the support of management, faculty and staff, no problem has been felt so far.
The practice is implemented with both the external and internal resources in terms of financial and human resources.

<u>Best Practice –II</u>

Contributing and Mitigating Local Community Issues

On The Theme

"Swachha Kashi"

Objective :

Theme of Swachha Kashi

The main theme is "Swachhakashi". Under this theme every group of the students was expected to study, analyse and explore the problems, its solution and implementation regarding Swachhakashi in various areas of Kashi.

The Practice:

The entire process was carried out in nearby five villages adopted by the college and Manduadih Railway station where after the study of the Swachchha Kashi following issues and its solution were explored by the students, NSS team of the college and with the support of ASHVA NGO:

- Villagers and passengers are very casual towards throwing garbage here and there.
- Lack of Civic sense.
- Swachchhata awareness programme should be conducted on a regular basis among the villagers and at railway station.
- Cleanliness drive should be initiated. Primary school staff, students and villagers should be actively involved in this drive.

Subsequently following measures were taken:-

- Students and NSS team visited the school and met with the villagers.
- Made them aware about the importance of cleanliness.
- Carried out plantation and cleanliness drive in the villages.
- Distributed Mask and Sanitizer among the villagers.
- Organized safety awareness programme.

Evidence of Success :

- o Nearby villagers are self aware about the importance of Cleanliness
- o Villagers are further convincing their relatives and friends not to throw the garbage here and there.
- o Villagers are motivated towards further Plantation.
- o Manduadih Railway station becomes the clean Ideal station.
- o Manduadih Railway Station has been awarded 5S certification .
- o Nearby villages are now more clean.
- o Very less COVID -19 cases found in these villages

2. Problems encountered and resources :
  - o Selection of the Areas for the Process.
  - o Support from ASHVA NGO.
  - o Support from NSS members and Students of the College.