

Best Practices

Title of the Practice : Placement Training

As the competition for employment is increasing every day because of which the placement has become a challenging task. Therefore, the training of students and equipping them with life skills had become an important responsibility of the institution. Along with the expertise in the discipline, development of a holistic personality is also necessary. To meet out these requirements, a full-fledged placement and training cell is operating in our college to aid candidates in their preparation for recruitment through campus or outside campus (i.e. on campus or off campus)

Goal :

- To provide career guidance about avenues open after graduation.
- To enhance employability of students by organizing pre-placement trainings.
- To build confidence in student by enhancing their skills and how to showcase their abilities in the best possible way.
- To locate job opportunities and facilitate the process of recruitment for all the eligible students

The Context : Our college has a separate placement and training cell which enhances the employability of the students by conducting specialized training in various skills which includes effective communication, interpersonal relationships, self awareness building skills like coping with stress and emotions and how to showcase their abilities in the best possible way.

The Practice : The programmes organized by placement and training cell to enhance the skills set of students for employment are :

- Guest lectures by industrial experts.
- Training the students through Mock Interviews to perform well in the professional interviews (through videos)
- Train the students on Personality Development.
- Equipping the students with life skills like effective communication, interpersonal relationships, self awareness building skills(coping with stress and emotion), critical thinking and problem solving etc.
- Logical reasoning and verbal reasoning through reputed external training organization/an in-house trainer.
- Resume writing
- Group Discussion

Evidence of Success : The practice has proven to be a great success with the increasing number of students showing their interest as along with the placement training the job announcements are posted in the whatsapp group which makes them aware of the job opportunities and they make use of this information for off-campus placement.

Problems Encountered and Resources Required : Although certain companies are willing to offer week end internships spreading over two to three months, due to tight academic schedule, financial constraints on the part of students, unviable commuting distance etc. students are not able to utilized such opportunities.

To hone the communication skills among the students is really challenging in some cases as their linguistics inference differs with the medium of studies. Special care is taken for those students who stumble in these areas.

Title of the Practice : Remedial Coaching

Goal :

- To provide the remedy to the academic problems of the slow learners
- To give special attention to the problems of slow learners
- Empowering the slow learners to keep pace with academic challenges.
- To further improve the performance of good performers and give them a motivational boost.
- Academic Excellence

The Context :

- Students of the college come from various backgrounds and with different abilities of learning.
- To improve the performance of the weak students, extra classes are conducted wherever necessary.
- Though some of the students have good knowledge and good understanding levels they are not in a position to avail the opportunities of learning latest technologies due to lack of exposure to career opportunities and training.

The Practice : The college encourages student-students support system through helping the academically weaker students by the high performers. Remedial Coaching and Student Support Program are ways devised by the college to help academically weaker students.

The departments with practical subjects conduct special practical sessions for students who are admitted late so that they can catch up with rest of the class. We also conduct sessions for good performers/advance learners who improve their grades further and give them a motivational boost. We are conscious of the fact that each student has different abilities and to end this we have planned the remedial classes so that no student feels like they are lagging behind. The sole purpose of these classes is to strengthen the concepts of the students who may not be able to grasp during the course of regular lectures. Specific steps adopted for this are:

- Concept clarification and problem solving exercises.
- Bilingual explanations and discussion.
- Revision of topics and practical exposure.
- Enhancement of communication skills and art of reading-learning.

- Repeated test and mock examinations.

The classes are conducted without disturbing the regular institutional hours i.e. either before after the institutional timings as per convinces.

Evidence of Success : This practice has brought down the dropout rate quite encouragingly. In case of commerce stream, it can be said that Remedial Coaching has proved to be most effective. It has been observed that some students of our target communities have excelled in the University Examination.

Problems encountered and resources required : The IQAC convinced the teachers to carry on the task of catering the services to the needy students in spite of their busy schedule and not even paid for their services. This selfless gesture from the teachers made remedial coaching as one of our two best practices.