

Best Practice :

Title : **Shaping up Students to become a Complete Personality**

Context : Most of the Management Students suffer from “Perception Performance Paradox” wherein they have a perception about their capabilities which may not match with their performance. This gap between deserve & desire needs to be understood and addressed.

Objectives of the Practice :

The Primary Objective of the Practice is to provide a Holistic Education that drives students towards Academic Excellence and Character Formation with an element of Social Concern. The other objectives of the practice are

- 1) Creating an ecosystem in the campus that fosters Leadership Skills.
- 2) Providing adequate exposure to Industry, Professional Bodies & other organizations of importance.
- 3) Offering a conducive environment for students to explore & innovate in their areas of interest.

Practice : This idea was rolled into practice after having had several consultations, discussions, deliberations & feedback mechanisms that caters to the achievement of academic excellence, character formation & social responsibility.

In this direction the institution embraces practices such as :

- a) Experiential Learning through internship programmes, industrial visits, seminars, guest lectures, workshops & students club activities.

- b) Certification programmes in Entrepreneurship & Business Analytics.
- c) Participative decision making where student & faculty representatives in various administrative & academic committees to hone their Leadership Skills.
- d) Independent Learning : Students are motivated to enroll for MOOC programmes.
- e) Career Guidance : The Placement Cell of the college organizes programmes under the head “Finishing School Training” to enhance the success rate of placements by enhancing their competencies.
- f) Collaborations with NGO : In order to instill Social Responsibility, lectures & sermons are organized by the institution by inviting religious leaders to instill in the minds of the students about honesty & being successful in the long run rather than being a victim to short lived success achieved by cutting corners.
- g) Going Beyond the Prescribed Curriculum : In addition to delivering the modules prescribed in the curriculum by the university, every week workshop sessions are compulsorily held to all the students and is factored in the time table to discuss & deliberate the burning issues, amalgamations, collaborations, paradigm shifts etc., taking place in the corporate world to keep themselves abreast with the Changing Corporate Scenario.

Obstacles : It was essential to establish a clear line of communication from the Principal to the teaching staff, administrative staff & the students entrusted to our care about the Big Picture behind rolling out this practice. Hence,

several rounds of sensitization was executed to roll out this programme into practice.

Impact of the Practice : The best metric to evaluate the impact of this practice is the success rate of placements that we can display. Our students have occupied coveted positions in the Corporate and few have also turned Entrepreneurs. The academic results of our students are excellent too.