

Institutional Best Practices

Elaborate on any two best practices in the given format at page no. 98, which have contributed to the achievement of the Institutional Objectives and/or contributed to the Quality improvement of the core activities of the college.

Best Practices (A)

1. Title of Practice:

Implementation of Employability Enhancement Programme (EEP).

2. Goal:

To provide industry relevant training, and other skill sets to students to make them globally competitive and employable in their respective fields.

3. The context:

The biggest challenge facing engineering & management education and institutions today is the poor level of employability of graduating students. The primary reason for this, other than the disoriented quality of education, is the lack of acquiring of life skills required for surviving and performing in the industry. This has lead to the academic curriculum and teaching being inadequate in meeting the industry requirement.

There is a definite need for understanding the requirements of the industries so that the graduating students have the potential to be gainfully employed and can positively contribute to industrial growth.

4. The Practice:

The institute has taken cognizance of this important need for improving the employability of students. Some of the activities conducted for improving employability of students are:

- a) Assessment of the existing skills is done by experts in the field like ABBSCISSA and AMCAT. This brings out the gap in the skills required by the industry as prospective employers.
- b) Detailed EEP syllabus has been worked out for each year for B.Tech and Management students. The delivery of this EEP is rigorously followed and regularly monitored. This includes developing aptitude skills and behavioural skills in the students. Providing industry relevant training and skills have been made a KRA in the institute and concerted efforts have been made to improve the employability of graduating students.
- c) English speaking enhancement through the use of Language Lab.

Besides the strict implementation of EEP emphasis is also laid on exposing the students to Value Add Courses required by the prospective employers. Some of these are Microsoft Certification, or CCNA & CCNP certification, Computer Aided Design (CAD), dot net, and packages like Pro-E and Catia.

5. Evidence of Success:

The above initiatives and measures taken by the college to bridge the gap between industry requirements and academic curriculum have paid very rich dividends in improving the employability of students. The college placements have been steadily improving in terms of number of companies coming to campus, number of students employed as well as quality of placements.

6. Problem Encountered & Resources Required:

The curriculum and time frame being fixed by the university has posed a constraint in dynamically modifying and updating it to suit the changing industry needs. Also trained faculty to conduct such specialized programmes is rare to find. However, the institute has managed to overcome most of these problems and have successfully blended these add-ons along with the regular classes of the relevant courses.

Best Practices (B)

Vedic Science Centre, Lucknow was established under the aegis of School of Management Sciences, Lucknow on 21st April' 2015.

1. Title of Practice:

Implementation of the “**Yoga Classes and Prayer**”

2. Goal:

To provide alignment of the physical body, the mental state and the energy level to students by providing daily assembly of prayer and weekly Yoga classes. The practice is followed with a goal to enhance positivity and energy level, which increases the concentration and focus of life goals, to overcome the challenges of the society faced in the current scenario of the highly competitive professional era.

3. The context:

The Engineering and Management education is facing the biggest challenge of poor rural education background of the graduating students. The resultant outcome of this, other than the disoriented quality of education, is the lack of confidence, concentration, happiness, health problems and positive thinking that is required for every walk of life in professional world apart from the grades in academic curriculum and which has limitations for development of overall personality of the students.

The professional world has immense challenges; hence there exists a need that the graduating students must show dedication, alertness and potential for positive contribution to the industrial growth as well as to provide benefits to the society.

Such practice also set apart SMS Lucknow and differentiates itself among the professional colleges by following a constructive activity beyond the normal academic curriculum.

4. The Practice:

The institute has taken cognizance of this important need for improving the alignment of body, mental state and energy level of students. Some of the activities conducted for improving concentration`of students are:

- a) Regular daily prayer assembly is done between 9:30 a.m. to 9:40 a.m. in presence of teachers / director. This brings out the positive vibrations at a very high level, the bodies of participants and even the walls are charged with positive energy. This residual positive energy residing in the walls again fills the gap whenever the students move out from the passages to and from their class rooms.

- b) Detailed Yoga practices have been documented for one hour on every Saturday on rotation basis for B.Tech and Management students. The conduction of Yoga and Exercises is rigorously followed and regularly monitored by trained teachers and sometimes from experts. This includes practices to increase concentration, alignment of body and mental alertness in the students. Concerted efforts have been made to improve the overall development of the graduating students.
- c) It is also proposed to some of boy / girl students trained from the experts and to make them perform as internal trainers. Such practice of Yoga may be extended to be performed in the hostels regularly.

5. Evidence of Success:

- The above initiatives and measures taken by the college to enhance overall personality of students apart from academic curriculum are being appreciated by the students as well as the teachers.
- It has started improving the educational quality and employability of students.
- The college academic environment is also steadily improving in terms of behavioral change of students, the quality of education, the academic results and placements.
- The students have become more inquisitive and this opening-up of their thinking level is evident in their pursuits towards research and innovation.

6. Problem Encountered & Resources Required:

The academic curriculum and time frame being fixed by the university has posed a constraint in regular practicing in Yoga. Thus it is conducted only on Saturdays that too on rotation basis. Also Experts /trained faculty to conduct such specialized Yoga classes and Prayer assembly are rare to find in any professional Institute. However, the institute has managed to overcome most of these problems and have been successfully blending these add-ons along with the regular classes of the relevant courses.

Best Practices (C)

1. Title of Practice:

Improved Experiential Learning Process for Result oriented outcome.

2. Goal:

To create a student –centric, practical oriented learning environment to enable students to realize their full potential and develop adequate professional competence required for their career and personal growth.

3. The Context :

The horizontal growth of Engineering and Management education has resulted in the decline of the standards and the quality of academics has also suffered. This has lead to increasing unemployment and churning of low quality professionals. The quality of graduating students is related to the intake

spectrum or entry level competence, as well as the quality of physical and human resources deployed by the institution. The institute has persistently focused on these factors and tried to create student centric learning systems and processes to improve the professional competence of students across the entire spectrum starting from weakest to the brightest student. Inputs of teaching-learning are designed to incorporate a major share of practical / experiential learning techniques.

4. The Practice:

- a) The institute has focused and attempted to address all factors and facets of academic activity that have an impact on quality and standard. As regards physical resources, the institute has provided well equipped and adequate class rooms, laboratories, library and other resources required for excellence. Towards human resource, the recruitment policy of the institute has led to selection and retention of highly qualified, experienced and devoted faculty providing maximum value addition to students.
- b) A number of innovative academic systems have been introduced to improve the academic learning and performance of students. These include introduction of Quizzes; Class Tests to improve continuous learning; introduction of case studies and presentations in all subjects; solving of previous years question papers of University governed courses; emphasis on practical learning methods like learning by doing (experiential learning); exposing the students to the industry working through live projects, summer training, seminars and guest lecturers; and conduct of several events by formation of hobby clubs to promote holistic development of the students. Technology is also used as an aid for teaching-learning methods,
- c) Efforts are also made to identify and pay special attention to weak students by way of mentoring them and providing extra doubt clearing sessions through Tutorial classes.
- d) Additional value-add courses are both developed and delivered in-house, or experts are engaged to keep the students abreast about the developments in the industry. This also improves their understanding about the inter relationship of their subject with other subjects (multi-disciplinary approach) as well as its application in the industry.

5. Evidence of Success:

The above mentioned concerted, focused and persistent efforts have resulted in significant improvement in learning output and academic standard of students. At the lower level of weak students, the failure rates have reduced significantly and the institute has been having the best results in terms of pass percentages. The overall quality improvement is evident from the ever increasing placement percentage and improved industry feedback about the passing out students.

6. Problems Encountered & Resources Required

The improvement in physical infrastructure as well as retention of highly qualified and experienced faculty has necessitated additional funding. With the limitation of its income through academic fees, being fixed by the State Govt.,

the college had to resort to borrowing from bank to meet the requirement. At the working level the usual problems of resistance to change and absorption of new systems have been overcome through regular briefings and discussions to ensure that these are implemented wholeheartedly with conviction.

7. Contact Details

Name of the Director	:	Dr. Manoj Mehrotra
Name of the Institution	:	School of Management Sciences, Lucknow.
Pin Code	:	226501
Phone (O)	:	0522-2238116, 09792633331
Website	:	www.smslucknow.com
E-mail	:	director@smslucknow.com
