

## 7.2.1 Best Practices

### 1. Title of the Practice:

Counseling & Students Development cell.

### 2. Objectives of the practice:

The main objective of cell is to build inner potential within the students. To create more awareness about their hidden potentials through the behavioral, Career planning, study related & Creativity & make them feel confident to face the present & future challenges. Counselling & Students Development cell tries to enable the students to make them confident with positive attitude to face the professional & Personal life situations.

### 3. The context:

To meet the challenges of the Industrial requirements, to make the students understand & realize their inner potential, to help Management students overcome the difficulties, weakness & face the challenges in Academics, personal, & professional front confidently.

### 4. The practice:

At our Institute we have dedicated to counselling & Mentoring Cell is headed by a senior most professional having various sector Industrial and academics vast experience of 30 plus years at senior positions of Human Resource Development. For students of 1st semester 16 PF, ABC analysis are conducted. For 2nd semester, Institute conducts Interest Inventory test for specialization selection followed by individual counselling. The counselling & mentoring Cells are functional & available throughout the year for students as well as for staff members.

### 5. Evidence of Success:

The scientific process of mentoring and counseling the students, as shown in the above chart, has resulted in remarkable transformations in the life of students. The success of students in academics and placements reflects the support provided by counseling cell. The counseling cell's record of



students counseled and encouraged to achieve greater heights in career collaborate with above statement. The student's feedback about counseling cell endorses the same.

The counseling sessions with the students gives the students insights about their own personality traits and also provides guidance regarding the areas of improvement within them to become a thorough professional. It helps the students in preparing themselves for the placement. Many students face a dilemma while selection of specialization in their second year. Counseling cell plays a major role by discussing and interpreting the results of Interest inventory test. Of course it is individual choice to finalize test specialization but cell provide support to think about their specialization with right direction. Along with counseling, every faculty take care of student mentoring as "mentor", discuss their issue of any kind with the students & minutes of the meeting are maintain, thus also helps students & mentor to resolve the issues of student, these decisions are strong foundation of their career path and are reflected in their results and placements.

There have been cases wherein students with low self-esteem and low morale were referred to the counseling cell. Appropriate counseling sessions were conducted with them. As a result of the efforts taken in the form of counseling and mentoring, the students have gained self-confidence and have successfully progressed in their career.

The success of counseling cell was observed in some extreme cases of depression also.

Some students were also experiencing health related and family issues which were effectively addressed by or counselling cell.

Some of the students were on the verge of dropping out of MBA program for poor performance in semester exams fear of notable to cope up with things etc. The counseling cell has been successful in motivating such students to complete their MBA program.

## **6. Problems Encountered & Resources Required:**

The Counseling cell faces few challenges like:

1. It has been observed that few students, who need counseling or who have been recommended for counseling by the mentors are not willing to go for the same. Hence we cannot make it compulsion.



2. There exists fear of getting mocked and insecurity about sharing their personal life (emotional) details.

The resources required and available with the institute includes

- Counseling room,
- Competent and experienced counselor and

## **BEST PRACTICE - 02**

### **1. Title of the practice:**

OUTBOUND programme for MBA 1<sup>st</sup> year students

### **2. Objectives of the practice:**

- This activity helps develop Team building skills among the students
- It also helps the students to explore their creativity and think out of box through different management games.

### **3. The Context:**

As Management professionals one of the key element is developing the art of working with teams. This programme helps students to understand different aspects which they might encounter while working in teams and how collaboratively they can work towards achievement of their goals.

### **4. Practice**

Out bound activity is conducted for MBA 1<sup>st</sup> year students soon after they are admitted to their MBA program.

Student are divided in to two batches and are taken to nearby Resort which is at the outskirts of Nashik city. These students are then been allotted with rooms in the group of 4 to 5 each and they stay overnight to experience and explore different management skills.. Our in house management faculties acts as trainers and undertake different management games for them.



These management games are designed specifically to groom them and develop their team building skills, leadership skills, out of box thinking abilities, Time management skills etc.

After every activity a debriefing is given by the trainers to help them understand the learnings and takeaways from it.

### 5. Evidence of Success:

1. The activities conducted during the outbound programme brings in a remarkable change in students attitude and approach towards dealing with each other
2. The management games helps to explore and develop different management skills
3. Students develop communication skills, Time management skills, Leadership skills and team building skills. 'Learning by doing' principle is adopted.
4. These activities also helps them understand different hurdles that they might experience at workplace and ways how they can overcome it through different strategic moves.
5. During academic session also, students can connect well with their outbound learning

### 6. Problems Encountered & Resources Required:

1. Initial discomfort/ hesitation from students prospective is seen as they are new to each other.
2. Room allocation is also one of the problem encountered at times by the staff members.

### Resources Required-

- Transportation
- Stationary and other material for conducting games

