

7.2.1 Best Practices

1. Title of the Practice: Psychometric Testing

Psychometric testing refers to the measurement of psychological traits, abilities, or characteristics using standardized tests and assessment tools. These tests are designed to assess various aspects of an individual's cognitive abilities, personality traits, emotional intelligence, and other psychological attributes. Psychometric testing is widely used in various fields, including education, employment, clinical psychology, and research.

2. Objectives of the practice:

Psychometric tests aim to provide objective and standardized measures of psychological constructs. The tests are carefully constructed to ensure accuracy and fairness in the assessment process.

- It aims to build inner potential within the students. I
- To focus on creating more awareness about their hidden potentials through the behavioral, Career planning, study related & Creativity & make them feel confident to face the present & future challenges.
- To enhance confidence in students with positive attitude to face the professional & Personal life situations.

3. The context:

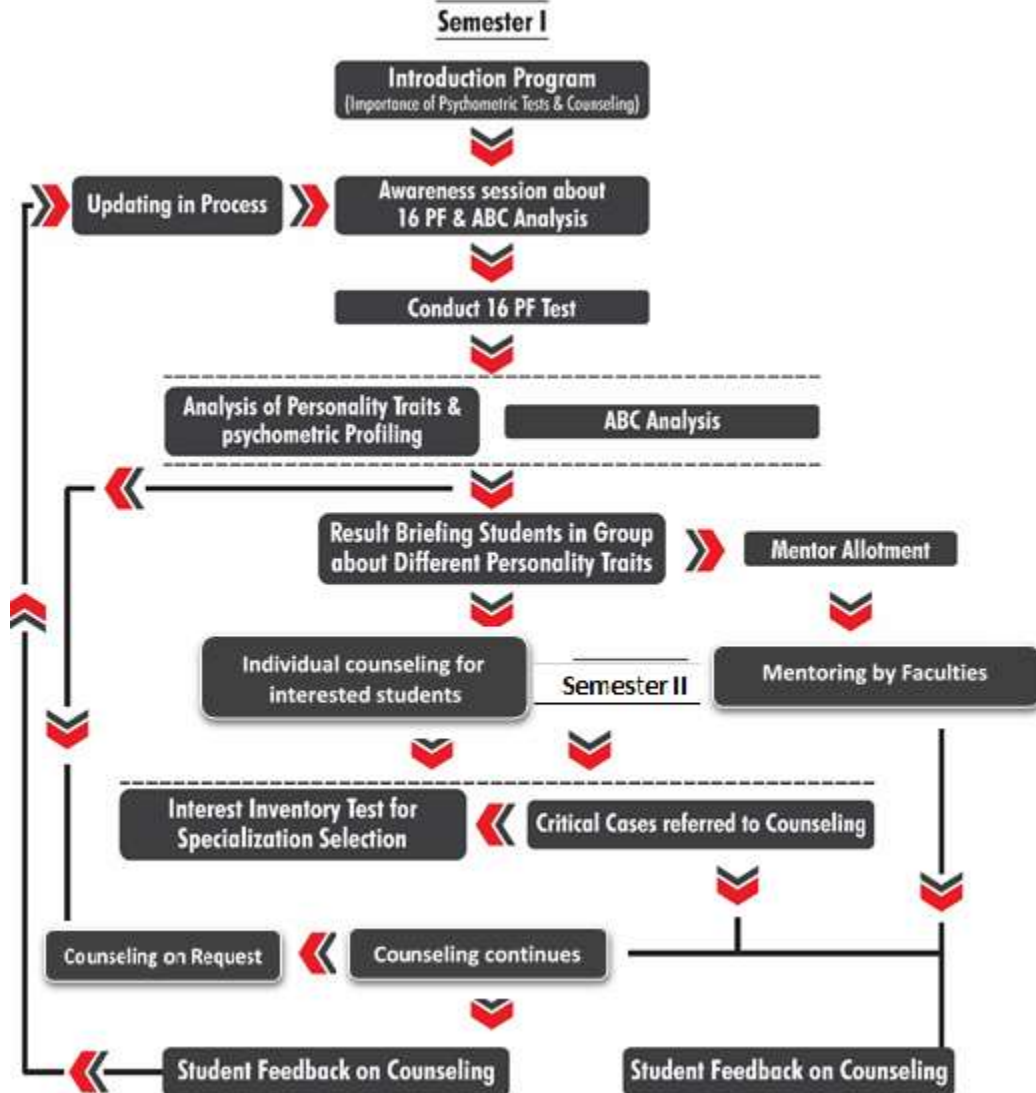
Psychometric tests for management students are standardized assessments designed to measure cognitive abilities, personality traits, and behavioral characteristics relevant to their academic and professional pursuits. These tests aid in identifying students' strengths, weaknesses, and potential, helping them make informed career choices and develop essential skills for managerial roles. Cognitive ability tests assess critical thinking, problem-solving, and decision-making abilities, while personality tests reveal traits like leadership, teamwork, and communication styles. These tests offer valuable insights to management students, enabling them to enhance their self-awareness, set realistic career goals, and excel in their chosen fields by aligning their talents with managerial competencies.

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. The scientific process of mentoring and counseling for students, is shown in the chart below:

Process Mapping for Counseling & Mentoring Activity



5. Evidence of Success:

Psychometric testing plays a crucial role in understanding individuals' psychological characteristics and can provide valuable insights for personal and professional development, clinical diagnosis, and decision-making processes.

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. The student's feedback about counseling cell endorses the same.

The counseling sessions with the students gave the students insights about their own personality traits and also provided guidance regarding the areas of improvement within them to become a thorough professional. It helped the students in preparing themselves for the getting placed. Student's dilemma in selecting the specialization is addressed with the help of Interest Inventory test because the results are interpreted and discussed with students well in advance and enough time is given to discuss with other specialization heads. Of course it is individual choice to finalize specialization but cell provide thinking framework to decide on right specialization for them. Along with counseling, every faculty take care of student mentoring as "mentor". There have been cases wherein students with low self-esteem, low morale and emotionally disturbed 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, health related and family issues which were effectively addressed by 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 :

- ✓ Counseling room
- ✓ Competent and experienced counselor

BEST PRACTICE - 02

1. Title of the practice:

LAUNCHPAD – 15 Day’s Induction Program

Induction program for management students aims to facilitate a smooth transition into college life, lay the groundwork for academic success, and nurture the personal and professional growth of the students during their time at the institution.

2. Objectives of the practice:

- **Familiarize Students with the College Environment:** The program aims to introduce new management students to the college campus, facilities, academic resources, and support services available to help them succeed in their studies.
- **Create a Sense of Belonging:** Induction fosters a welcoming atmosphere, encouraging students to feel a part of the college community and promoting a positive learning experience.
- **Clarify Academic Requirements:** The program outlines the curriculum, course structure, and academic expectations, ensuring students understand the path to graduation and can plan their studies effectively.
- **Introduce Faculty and Staff:** Students meet key faculty members, administrators, and support staff, establishing relationships and understanding the resources available to them.
- **Provide Guidance on Career and Professional Development:** Induction informs students about career services, internships, and opportunities for skill-building to prepare them for future managerial roles.
- **Promote Time Management and Study Skills:** Students learn essential time management techniques and study strategies to excel in their academic endeavors.
- **Cultivate a Growth Mindset:** Induction encourages a growth mindset, instilling the belief that skills and abilities can be developed through effort and dedication.
- **Promote Ethical Values and Professionalism:** The program emphasizes ethical behavior, integrity, and professionalism in the management field.
- **Encourage Networking and Collaboration:** Students are encouraged to engage in team-building activities and collaborative projects, fostering a spirit of cooperation among peers.
- **Enhance Communication and Presentation Skills:** Induction provides opportunities to practice communication and presentation skills, vital for managerial success.
- **Raise Awareness of Extracurricular Activities:** Students are informed about clubs, organizations, and events related to management that they can participate in to enrich their college experience.

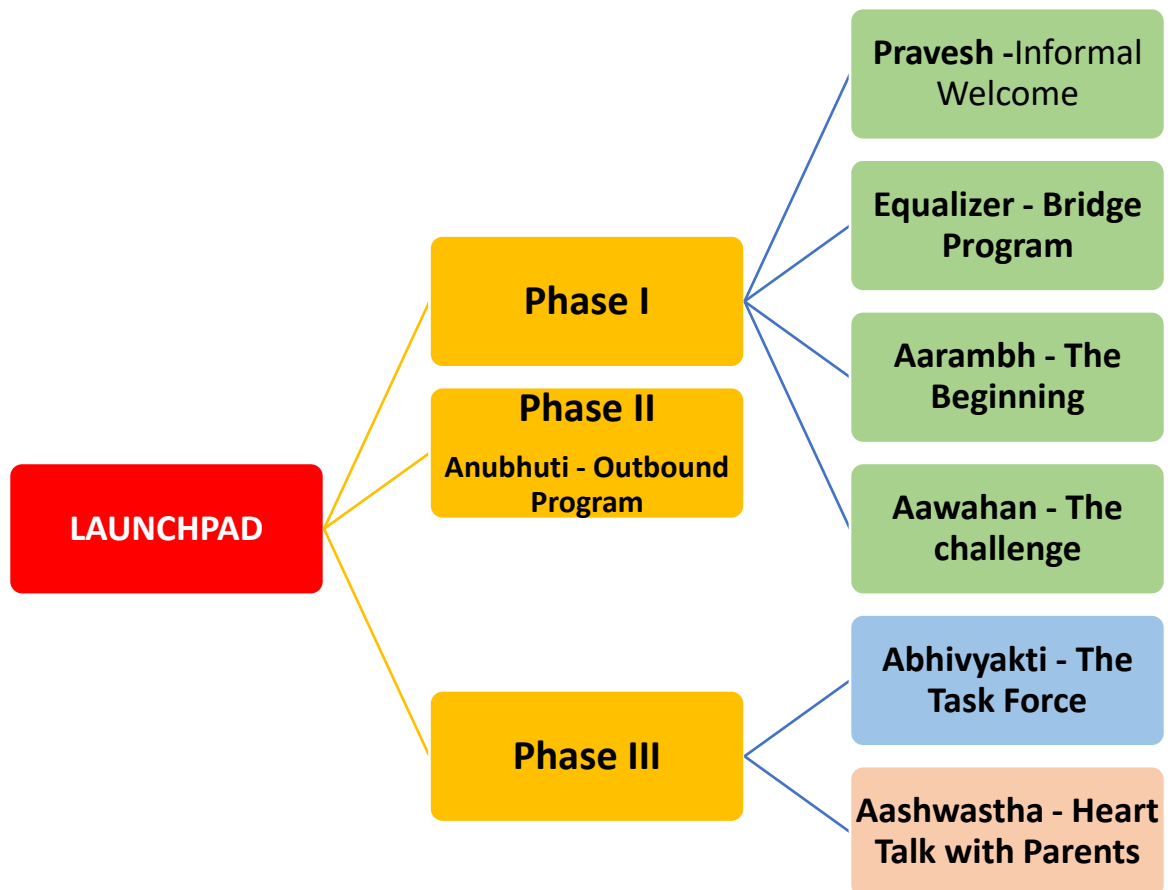
- **Address Student Concerns and Queries:** The program provides a platform for students to seek clarification on any questions or concerns they may have about college life.
- **Explore their creativity:** Through different management games.

3. The Context:

The induction program is vital for management students as it sets the foundation for their college journey. It helps them integrate into the college culture, prepares them for academic and professional challenges, and empowers them to make the most of their educational experience. A well-executed induction program enhances the overall college experience, leading to better student outcomes and a thriving college community.

4. Practice

In order to achieve the objectives of the Induction program following practices are incorporated at MET's institute of Management.



- At the onset we begin with LAUNCHPAD. When a Rocket launches for its orbital spaceflight, it needs a strong base, likewise we have a solid “LAUNCHPAD” in terms of the orientation programme for our budding managers on the day 1. MET’s Institute of Management, Nashik organizes this orientation programme “LAUNCHPAD” which in itself is a unique way of making the students familiarize with the Culture of the Institute and making them Industry ready by inculcating the Industry Expectations from the very first day of College.
- We take this programme in three phases – “LEARN”, “EXPERIENCE & PERFORM – This entire programme is of 2 weeks which comes, out of the blue for them.
- **Phase I** is where they Learn, i.e. in terms of Informal Induction called Pravesh, The Bridge program in the form of Equalizer, Formal Induction on Industry expectation called Aarambh & Academic & soft skill requirements through Aawahan – The Challenge.
 - **PRAVESH:** This is the first day for the students at the Institute where they are welcomed informally followed by Director’s address which focuses on Institute’s Vision & Mission. Students are introduced to the MBA program structure with program objectives and outcomes, code of conduct of the Institute by the Academic Head. After which they are introduced to the Faculties and other staff members. Students are also taken on campus tour in batches to make them familiar with other recreational facilities at campus such as Met world of Music, Gym, Sports indoor and Outdoor, canteen etc.





- **EQUALIZER:** We have students from different graduation background and in order to bring them all at one platform before the actual academics starts, we give them an Equalizer Programme. Here we take special classes of subjects like Accounts, Economics and research methodology where we teach them the basic concepts. Students of Commerce background would be weak in Statistics & Research and those with Science background would be weak in Accounts. Thus, this programme thus has two effects – one is making the weak students confident about the subjects, they generally fear from and identifying the students with high potential in case they come up with some innovative concepts during the program.



- **AARAMBH:** Most of the students taking admission for the MBA Course with a pre-defined mindset that they will be getting the AC Cabins, high packages, etc. Dreaming big is always good but in order to bring the dreams into reality it should be driven by true efforts to be placed that too in the right direction. The objective of Launchpad is to remove all their expectations and make them experience the ground reality of the Industry. “AARAMBH” – the Beginning for every new Batch of MBA plays an important role in forming a strong base and affinity with the Institute. We call professionals with rich experience from the Industry with different specialization background in order to guide our students about the Industry expectations and share their experiences throughout their journey in their career so far.



- **AAVAHAN:** Next phase of Induction is followed by “AAVAHAN”- the challenge. This is where our Director talks to them about the DNA of MBA. DNA of MBA speaks about the qualities and characteristics that should be nurtured in a management student. Qualities like networking skills etc. are

emphasized so that the entire span of 2 years gives them enough room to develop their skills with the platform provided by the Institute. The Course Academic head thereafter briefs about the entire academic calendar, Event calendar, attendance norms and the Evaluation pattern for the year.



- **In Phase II, Out-bound activity** is conducted for MBA 1st year students soon after they are admitted to their MBA program where they learn from Experience in terms of Management Games & Team work. As a part of our orientation programme and in order to give a different learning cum fun experience we have an “Outbound Programme” for the new batch. We take our students to some nice resort for a day in 2 batches as per the divisions. After Induction both Formal & Informal one, this programme is scheduled so that students can come closer and know each other properly while working and playing in groups. We take up different Management Games in order to build the managerial skills among the students. 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. Apart from management games they stay overnight where we have DJ followed by dinner and camp fire at night. We also conduct Yoga Sana session for them in the morning.



- **In Phase III**, students are expected to PERFORM the activity named Abhivyakti - Task Force competition in terms of their Business plan presentation in groups. In order to gauge the learning levels of the student along with Equalizer programme we have “ABHIVYAKTI”- The Task Force, where we explore the entrepreneurship skills amongst the students. Here, we ask students to select some unique product and make a business plan accordingly. This is done in groups and a Mentor is allotted to each group in order to guide them. The business plan of each group is later on presented and evaluated. This activity helps student give a feel of MBA and it will also help us identify the potential of the new batch. The best product presentations from “ABHIVYAKTI”- **The Task Force**, are presented in front of the parents in “AASHWASTHA”- **Parents Meet**.





5. Evidence of Success: The Launchpad reaped us the following benefits:

- Pravesh familiarized our Students with the College Environment and created a sense of belongingness amongst them towards MET family.
- The Aawahan ensured the compliance of attendance norms by the student as well as resulted in great academic success which is reflected in the results.
- Career and Professional guidance from faculties and industry experts during Aarambh enabled students to grab suitable internship opportunities based on their specialization opted.
- Equalizer helped students overcome their fear from few technical subjects especially for non-commerce background students.

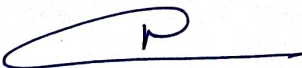
- Anubhuti & Abhivyakti brought a remarkable change in student's attitude and approach towards dealing with each other. 'Learning by doing' principle was adopted. The management games helps to explore and develop different management skills. Students developed communication skills, Time management skills, Leadership skills and team building skills. These activities also helped them understand different hurdles that they might experience at workplace and ways how they can overcome it through different strategic moves. Students were engaged in team-building activities and collaborative projects which fostered a spirit of cooperation amongst peers. It provided opportunities to practice communication and presentation skills, which are vital for managerial success.
- Ethical Values and Professionalism was infused during Pravesh resulted in well behaved batch with nil violation of code of conduct. It was also observed that no hard disciplinary action as such were required to be taken. There were no grievances were raised in terms of Ragging or sexual harassment.
- Students organized and participated in various events like Sports – Cricket Match, NSE Fin Mahotsav competitions, Industry visits, etc.

6. Problems Encountered & Resources Required:

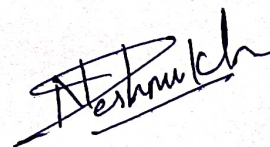
1. Initial discomfort/ hesitation from students perspective is seen, as they are new to each other.
2. Room allocation is also one of the problem encountered at times by the staff members.
3. Sometimes, there is reluctance from Girl student's parent to send their ward for Outbound for overnight stay.

Resources Required-

- Industry Experts as a resource person.
- Judges from diverse Academic & Industry background.
- Accommodations rooms for stay during Outbound.
- Transportation
- Stationary and other material for conducting the entire event.
- Food and beverages.
- Security staff – Male & Female for Outbound.
- Volunteers for Outbound programs


Directo.
MET's Institute of Management
Bhujbal Knowledge City, Adgaon, Nasik-4




IQAC Co-ordinator
MET's Institute of Management,
Bhujbal-Knowledge City, Adgaon, Nasik-3