

7.2 Best Practices

Two of our Best Practices are: -

1. Uninterrupted Teaching Learning through Data Repositories
2. Continuous Grooming for Holistic Development of Students

Best Practice:- I

1. Title of the Practice:

Uninterrupted Teaching Learning through Data Repositories.

2. Objectives of the Practice: (100 words)

- i. To ensure students and faculty members have textbooks, reference books, and other educational materials readily available for them to study from in all circumstances.
- ii. To channelise pre-learning in students.
- iii. To provide access to students on various fictions and non-fiction publications which broadens their knowledge and stimulate their curiosity.
- iv. To enable uninterrupted teaching, learning and evaluation.

3. The Context: (150 words)

HNIMR have uninterrupted learning culture at the institute. Academic span of 2018-23, consisted of physical classroom, digital as well as 'phygital' education. It was the most testing span in life of the students as well as the faculty members, wherein abruptly from physical classroom education everything shifted to online education. During this phase, ensuring availability of authentic study resources to the students and faculty members was required. Teachers including the Library of the institute ensured the availability of repositories of study resources to channelise education in all circumstances.

4. The Practice: (400 words)

Facilities provided:-

- During Pandemic
 - Numerous initiatives were taken by the faculty members to ensure study resources were available to students at remote places in the form of offline lectures, captured sessions, session videos - prepared by faculty members and these videos were also made available on Youtube to the students. Faculty members evaluated students progress by means of various concurrent evaluations.
 - Orientation sessions and trainings related to how to use resources like NDLI, PGPathshala, how to use SPPU e-content learning, using open textbook and z-library etc.
 - Free access to 'Business Standard Digital'.
 - E-resources access was given through HNIMR college website.
 - Cengage E-book list was provided.
 - Free access of e-book of Mcgraw Hill Education, Pearson publication, Himalaya publication.
 - E-copies of Business Magazines.
 - Online access to sage publication journals, Time Magazine, e-journals of publishing India, Infinitthoughts,
 - EBSCO access from remote places was available.

- During On-campus schedule
 - Book bank facility.
 - E-copy of Business Standard newspaper is shared with the students.
 - Numerous library sessions are conducted to ensure students read the books.

- To channelise reading apart from academics, every year library organises a ‘book review’ activity wherein students read book which are not related to their studies but general management and allied areas.
- Exhaustive physical library repository for students to read.

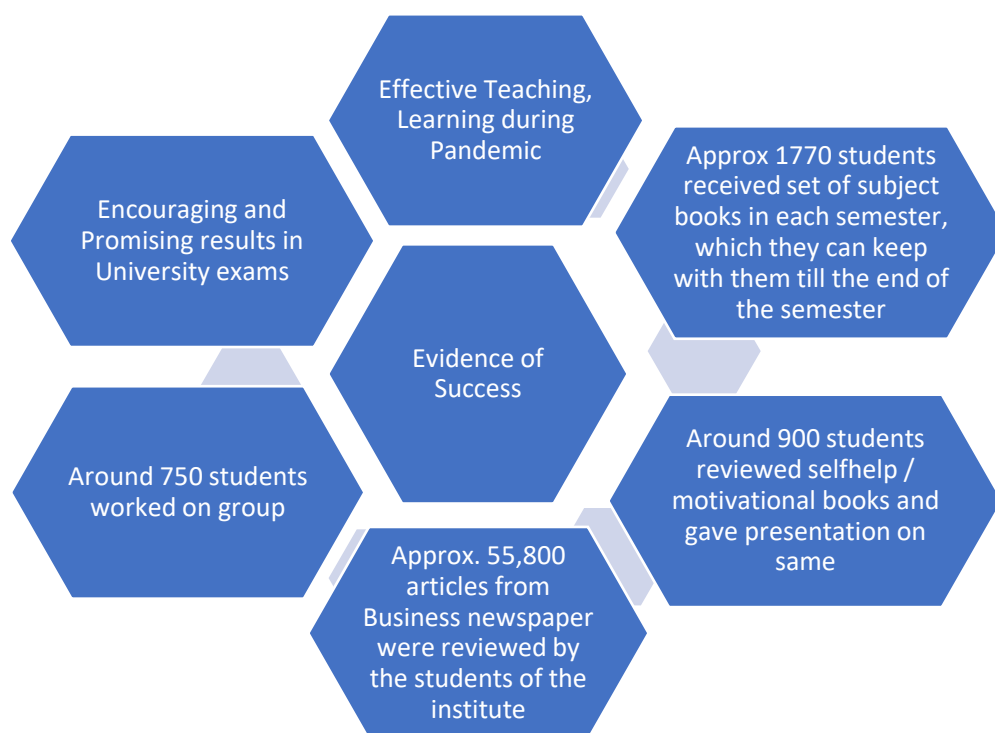
In addition to these, activities like: -

- Vachan Prerana din,
- Reading day,
- Poster Presentation,
- NDLI Promotion activities were also held.

5. Evidence of Success: (200 words)

- Effective teaching and learning were ensured even during pandemic situation.
- Book bank activity of the institute ensure each student gets set of subject books at the beginning semester which they can keep with them till the end of the semester. During 2018-2023 approx. 1774 students got benefited by it.
- During 2018-2023 around 900 students reviewed self-help / motivational books and gave presentation on same.
- Daily all the students at the institute get e-copy of Business Standard News Paper. In every semester Ist year each student reviews 30 articles related to corporate strategy, CEO interviews, global business, and global economics and 10 articles related to any sector of their choice which gets assessed by their mentor. During 2018-2023, approx. 55,800 articles were reviewed by HNIMR students.
- Around 750 students worked on group research projects by adopting research methodology procedure including detailed literature review.

- HNIMR students' university results are encouraging and promising.



6. Problems Encountered and Resources Required: (150 words)

- Considerable efforts were required by the mentors to inculcate the habit of continuous reading among the students.
- In this era of student's inclination towards relying on readymade notes in the market, making them read subject book and reference book is tricky. The subject teachers with right referencing motivated them to use books.
- During pandemic, all students and faculty members were not well versed with e-resources and using them confidently. Periodic training on that front helped to solve that problem.
- Reading online books has its own challenges so on-going e-mails and messages from library were sent to the students, to motivate them to read online during lock-down.
- Availability of internet and network to all the students throughout the college schedule was a challenge. The institute had a provision

of offline session, recorded session, and videos which students could refer for studies as per the convenience.

7. Notes (Optional)

During these 5 years extra efforts were taken by the institute ensuring students are provided with all possible study resources (even during the lock-down). The institute is well equipped with ICT infrastructure to support uninterrupted availability of study resources.

Best Practice :- II

3. Title of the Practice:

Continuous Grooming for Holistic Development of Students

4. Objectives of the Practice: (100 words)

- v. To transform MBA students to competent professionals.
- vi. To enrich students through innovative training – Personality Enhancement Programs and Industry Orientation Programs.
- vii. To nurture students' intellectual development.

5. The Context: (150 words)

HNIMR works with the vision of 'empowerment and enrichment of women professionals through Education, innovative training of life skills and job skills for pioneering their entry in the contemporary management streams and job domains, Encouraging self-employment and through sensitising awareness for women's issue in the Society'.

At the institute the students' strength comprises of pupils from all segments and strata of the society with segregated needs. Apart from regular academic development of the students, with a viewpoint of 'Students Holistic Development' the institute took focused steps. The focus was on education and training of life skills and job skills, which channelises holistic development of the students.

6. The Practice: (400 words)

HNIMR works on ‘holistic Development of students’ wherein apart from academic’s add-on courses and certificate courses are provided to the students at no extra cost. These add-on courses include Personality Enhancement Program and Industry Orientation Program. The institution has the unique distinction of imparting moral and social education among the students. These programs are conducted throughout the year for personality enhancement of the students. Eminent resources are called to conducting these sessions. Under holistic development, the institute works on physical, mental, social and spiritual development of all the students. Under this the wide array of topics are covered.

Following are the details of

Personality Enhancement Programs:

Name of the capacity development and skills enhancement program	Number of students enrolled
Mock Interview	63
How to Communicate with Confidence	34
How to Face Interviews in Modern Times	33
Business Ethics and Corporate Social Responsibilities	52
Effective Presentation Skills for Business Presentations	48
Group Discussion	72
Interview Preparation	36
Email Writing	96
Win at Work	87
Interview Skills	90
Resume Building	165
Improving Analytical Ability	31
Mock Interview using drama	151
Innovation & Collaboration by Using Art	49
Leadership & Team Management	38
Email Writing	118

GD and Situation Analysis	128
Interview Facing Skill	145
Mock Generic Interview	123
Self-Awareness and SWOT Analysis	40
Goal Setting and Vision Board	151
How to Harness LinkedIn	162
Interpersonal Skills	85
Confidence Building	108
Power of Personal Appearance - self Image	151
Power of Personal appearance- Self Image	137
Dressing Power & Appropriate Attire	153
Dressing Power & Appropriate Attire	98
Communication Skills	122
Verbal Communication	206
Foreign Language	206
Internal Yoga Day	100
Zumba Session	47
Feeling Looking and being Healthy	91
Meditation (Sahaj Yoga Workshop)	83
Corporate Etiquette	126
Effective Communication	126
SWOT Analysis	22
Preparing for Interviews	95
Personality Development and Dressing Etiquettes	63
SIP Orientation	146
Presentation Skills	143
Aptitude test	73
Mock interview	73
Enhancing our Employability by Building Resumes	83
Basics of Communication	102
Idea Generation Techniques	102
Personal Grooming	29
Self Awareness 1	46
Self Awareness 2	48
Goal setting and vision Board	106
Orientation session on JAPANESE	97
Orientation session on JAPANESE	56
Cambridge Orientation	92
Foreign language session	195
Foreign language session	195

Corporate Networking and HR Meet	110
International Yoga Day	46
Mental Wellbeing Session	109
Soft Skill Grooming Programme	59
Soft Skill Grooming Programme	58
Soft Skill Grooming Programme	54
Soft Skill Grooming Programme	48
Corporate Grooming	133
Situation Analysis	65
Stress Release through Zumba Dance	116
Preparedness for Online Learning	132
Foreign language sessions arranged for MBA Juniors s	153
Feeling, Looking & being Healthy	134
IT tools and ICT at HNIMR	123
Fitness facility	333
Yoga and Meditation	57
Effective Communication Skills	124
Dressing Etiquettes	135
The Corporate Grooming Programme	162
The Finishing School Programme	113
Situation Analysis	38
How to Face Interview	49
Resume Building Email Writing	45
GD Session	81
Training and Aptitude Session	79
Mock Interviews Sessions	138
Aptitude Session	82
Confidence Building	82
Group Discussion	82
Presentation Skills	163
Confidence Building	143
Language Lab.	149
Personal Counselling	11

Below listed are the **Industry Orientation Programs:**

Name of the capacity development and skills enhancement program	Number of students enrolled
Diversity Inclusion	22

Various Career Options and News Analysis	35
Conflict Management	23
What is the Current Situation in Industry and how it Impacts on Freshers	44
Business Ethics and Corporate Social Responsibilities	52
Understanding of a Company from the Perspective of Varied Stakeholders	80
Job Titles for Specialisation	80
Win at Work	87
Current Business Environment and Preparation for Success in the Corporate World	81
Reading Sector Wise Economic Times / Business Standard	164
Improving Analytical Ability	31
Understanding Industry Experience	122
Biases at Workplace	120
Introduction of Bajaj Allianz General Insurance Company Limited	85
How to Harness LinkedIn	162
Tableau session	29
Tableau session	33
Tableau session	31
Tableau session	33
Advance Excel	190
Situation Analysis	53
Power your profile	22
Enhancing our Employability by Building Resumes	83
Understanding Industry Expectations	109
Harness with LinkedIn	112
Orientation session on JAPANESE	97
Orientation session on JAPANESE	56
Cambridge Orientation	92
Foreign language session	195
Foreign language session	195
Corporate Networking and HR Meet	110
Practical workshop on Green Entrepreneurship	28
MS Excel	195
Situation Analysis	65

Foreign language sessions arranged for MBA Juniors	153
Broaden the career Opportunities: Foreign Language	112
Introduction & Competency test on English Language	56
Situation Analysis	38
Personal Counselling	11

7. Evidence of Success: (200 words)

- Students have taken keen interest in these add-on courses with the regular academic courses. The enrolment of students in sizable number shows the worth of the program.
- A detailed survey of student's satisfaction on these sessions was done. Students conveyed these sessions were useful and were beneficial in enhancing their personality. By and large they got connected with the resource persons on professional networks like 'LinkedIn' which gave edge in their professional life.
- Team of HNIMR contacted our alumnis from 2018 – 2023 batches and collected their feedback on these sessions in the form of testimony. Testimonials of the students show these sessions helped them in personality development and in their professional life.

8. Problems Encountered and Resources Required: (150 words)

- Obtaining buy-in or support from the industry to collaborate is challenging. But with the help of 125 years (Parent body) and 27 years (HNIMR) goodwill and corporate associations, we could overcome the problem.
- Students are not participative in the sessions apart from academics. Mentors and teachers encourage the students to take active participation in 'Holistic Development Sessions'.

- The Covid-19 lockdown not only challenged academics but also the initiatives under the holistic development of the students. But with the optimum use of ICT tools and online classes, uninterrupted ‘Holistic Development Inputs’ were ensured.

9. Notes (Optional)

The institute offers an extremely conducive atmosphere of learning academic as well as moral education. The students have shown keen interest in various value-based education activities which can be adopted by other educational institutions.