



GAYATRI COLLEGE OF SCIENCE & MANAGEMENT

(Affiliated to Dr.B.R.AMBEDKAR UNIVERSITY), Accredited by NAAC & ISO
Munasabpetta, SRIKAKULAM - 532401(A.P.)

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Date : _____

Best Practice-I

Title of the practice:

Personality and career development program (PCDP-Soft Skills Training)

Objectives of the practice:

- To enhance employability of the student and prepare them to face competitive environment.
- To train the students in the fields of soft skills. Communication skills, intra-personal skills and prepare them to face interviews and get better placement.
- Involve the eligible students to understand the importance of career building, industrial jobs and entrepreneurship.

The Practice:

The Institute being located in rural area has students with different educational and cultural background. Personality and Career Development Program (PCDP) is for all graduates and is designed by the in-house soft skills training team, considered the needs of students required to fulfill demands of corporate world. The program is designed, to enables students to develop different soft skills like Communication Skills (Speaking, Reading, and Writing), Leadership, Team Work, Time management etc. In addition, activities like role plays, group discussions, mock interviews etc. are also conducted for students in order to give them first-hand experience on recruitment techniques used by various renowned companies for recruitment purpose. We do not believe in learning only within the four walls of a classroom. Personality development is the skill which cannot be acquired just by learning in the class but more exposure to practical learning. Following activities are regularly conducted to help the students build their personality and their inherent potentials.

Communication Activities: Both written and verbal communication skills are of utmost importance in workplace because they set tone for how people perceive you. They also improve your chances of building relationships with co-workers. Communication skills boost performance because they help to extract clear expectations from manager so that student can deliver excellent work. Employees are more productive when they know how to communicate with their peers. If student can clearly express the Who, what, when, where, why, and how of a project, you will be a hot ticket. In this context, students are given opportunities to participate in stage presentations, interactive sessions, role plays and object description activities. One way to

elicit enthusiasm among student is to involve them in events which are both interactive and entertaining like playing small skits on some simple themes. These activities are a raging hit with the participants as they stimulate both their intellectual and physical stamina.

Team work (Group Activities): A company's success is rarely depend on one person doing something all by him/herself. success is the result of many people working toward a common goal. When employees can synthesize their varied talents, everyone wins. So employers look to team players to help build a friendly office culture, which helps retain employees and, in turn attracts top talent. Furthermore, being able to collaborate well with your co-workers strengthens the quality of your work. In this regard, group activities like Group Discussions and Team Building Games are conducted to help students gain command on how to be an effective member of the team. Students are given responsibilities of organizing several events like fresher's day, seminars, annual day celebrations etc....

- Conducting skill development programs to empower the students for the employability sources.
- Classroom activities like seminars, GDS, debate, role play, PPT'S within the campus and encouraged the students to attend elocution, essay writing outside the campus also.
- Conducted model fair to encourage the entrepreneurship among the students.
- Celebrated the library week celebrations to promote reading habits which helps to personality development.

Evidence of success:

- Output is assessed through scrutiny of results, placement records and students feedback.
- Improved communication skills and confidence among students.
- Student performance in On Campus placement has been improved.
- Student performance in technical skill and HR interview has been improved.
- Participation of students has increased.
- Student's interaction in English with the faculty has improved.

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Best Practice- II

Title of the practice:

Teaching and learning Process

Objectives of the practice:

Gayatri college of science and management desires to impart appropriate knowledge, skill and training to enable the students become qualitative practitioners of their profession. Teaching and learning process is the focal point in the whole of educational activity. Changing face of education on one hand and changing perceptions among the millennial students as well as induction of new generation of teachers on the other hand, challenge the whole gamut of teaching learning process. The crux of this practices is to train the facilitators in better teaching learning processes for enhanced deliverance of learning.

THE CONTEXT:

In the past few decades, there has been paradigm shift in teaching methodologies. It has moved from teacher centric approach where the learner is a passive participant to student centric approach where a teacher is just a facilitator to students learning. In addition, the massive advancement of science and technology coupled with the expectation shaken the concept of teaching. Often, those joining the teaching community recently or also of millennial generation. In this context, it is imperative that the teachers are trained appropriately to carry forward the teaching learning process in an effective and smooth way. The shift in generational outlook, that is, the young tech savvy brigade joining the ranks of teaching and older generation teachers who need to become more versed with technology, can be achieved only through timely and interventional training.

The practice:

Since its inception, GCSM has taken measures to ensure that teachers are adequately trained in the teaching methodologies. In this regard, faculty development programs for teacher training are continuously conducted; the resource persons for these programs may be from national teacher training organizations or the senior faculty members within the campus. Sometimes teachers are given an opportunity to attend such programs outside the campus.

At GCSM, newly recruited faculty members having less than two years teaching experience are given orientation by the senior lecturers. During the orientation program, the participants are given an opportunity to have practice teaching sessions along with teaching methodologies. All new members are encouraged to observe and be a part of classroom proceedings of senior faculty classes.

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In the FDP(faculty development programme),the faculty were introduced to many concepts of teaching like team teaching ,flipped class room ,blended classroom , learning ,assessment methods using bloom's taxonomy and technology enabled teaching learning methodology

Evidences of success:

- Under the norms of UGC all the faculty members are equipped with well knowledge and updating in their fields respectively.
- All the faculty members are applying innovative and research orientation towards the students for overall development.
- A continuous programme for the faculty development under the title of Inter Faculty Development Programme (IFDP) from starting year to till date.
- The college provides training in areas other than academics and technology, such as social skills, soft skills ,ethical values and personality development.
- UG AND PG students and faculty members attend technical seminars, conferences and workshops regularly.


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