

# MLA Academy of Higher Learning

## 7.2.1 – Describe at least two institutional best practices

### **Best Practice - 1**

#### **Title of Practice : Student Mentoring and Counseling**

#### **Objectives of the Practice**

- To focus on the academic and nonacademic concerns of the students during pandemic.
- Handholding of students to overcome and cope up with pandemic challenges.

#### **Context**

1. Covid-19 pandemic has thrown lots of challenges on over all learning and development of students.
2. There has been a negative impact on the students learning curve due to lot of distraction faced during lockdown.
  - a. Loss of jobs by the bread winner of the family
  - b. Covid-19 infected family members
  - c. Inability of the students to physical connect to teacher/friends
  - d. Realizing the intensity of the problem college felt need to psychologically support students through online mentoring process.

#### **Practice**

College has well-established mentoring system where in teacher mentors meet the mentees once in a week to discuss their academic challenges.

Teacher mentors also focused on the holistic development of students by motivating them

to participate in various activities of the college. This constant interaction enables students to walk in the right path and help them reach their goal of getting placed in a good company. The mentoring system work in the following way:

Every week mentoring session is allotted in the timetable for ½ hr during which the mentors meet the mentees in group.

The mentors will also meet mentees on need basis.

Each semester one Parent Teachers Meeting is conducted during which the mentors talk to their mentees parents about their mentees performance.

<b>Year</b>	<b>No. of Students Enrolled</b>
2015-16	311
2016-17	319
2017-18	327
2018-19	370
2019-20	472

### **Evidence of Success**

The College has a mentoring system where a group of students are assigned to individual teacher. They mentor the students on academic performance and attendance. They also monitor student's participation in various certificate programs, skill development programs, extension activities conducted by the college.

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- Each semester one Parent Teachers Meeting is conducted during which the mentors talk to their mentee's parents about their mentee's performance.

Mentoring System followed during COVID 19 period:

Due to COVID 19 pandemic, lock down was declared and the Institution adopted online mentoring system to get connected to the students.

During pandemic, teacher mentors conducted weekly online mentoring meetings using ZOOM app, Google meet depending upon mentor mentee convenience.

The mentoring support system extended during this time was very much appreciated by the students and parents.

The online mentoring program not only focused on addressing academic concerns of the students but also helped them in addressing their concerns that arouse due to Pandemic.

Few concerns to mention are:

- How to deal with the pandemic.
- How to make productive use of the time available at their disposal.
- Providing details of organizations which were distributing free laptop to the poor and needy students.
- How to handle stress that was arising out of fear about the pandemic.
- Few mentoring sessions focused on orienting students on how to balance their life and studies.

### **Incremental Results Analysis 2014-15 to 2019-20 BCOM and BBA Batch Pass Percentage**

	<b>BCOM</b>	<b>BBA</b>
<b>Semester</b>	<b>Pass %</b>	<b>Pass %</b>
I Sem Nov' 14	67.08	54.35
II Sem May' 15	100	100
III Sem Nov'15	79.82	74.07
IV Sem May'16	100	100
V Sem Nov'16	96.51	90.18
VI Sem, May 2017	95.29	91.18

### **Incremental Results Analysis 2014-15 to 2019-20 M.Com Batch Pass Percentage**

<b>Semester</b>	<b>Pass %</b>
I Sem Nov' 14	100
II Sem May' 15	100
III Sem Nov'15	100
IV Sem May'16	96.97

#### **6. Problems Encountered and Resources Required.**

During the pandemic majority of the students had relocated to their native places which became a major hindrance for online mentoring system. Poor network connectivity in remote places was a major challenge for mentors to talk to their mentees via online mode. Non availability of required electronic gazettes among the students was another constraints.

## **2. Title of Practice:** Campus to Corporate

### **Objectives of the Practice:**

1. To establish linkage with Industry and Industrial Associations and Building industry relevant skills among the students.
2. To make students industry fit for campus placements.

### **Context**

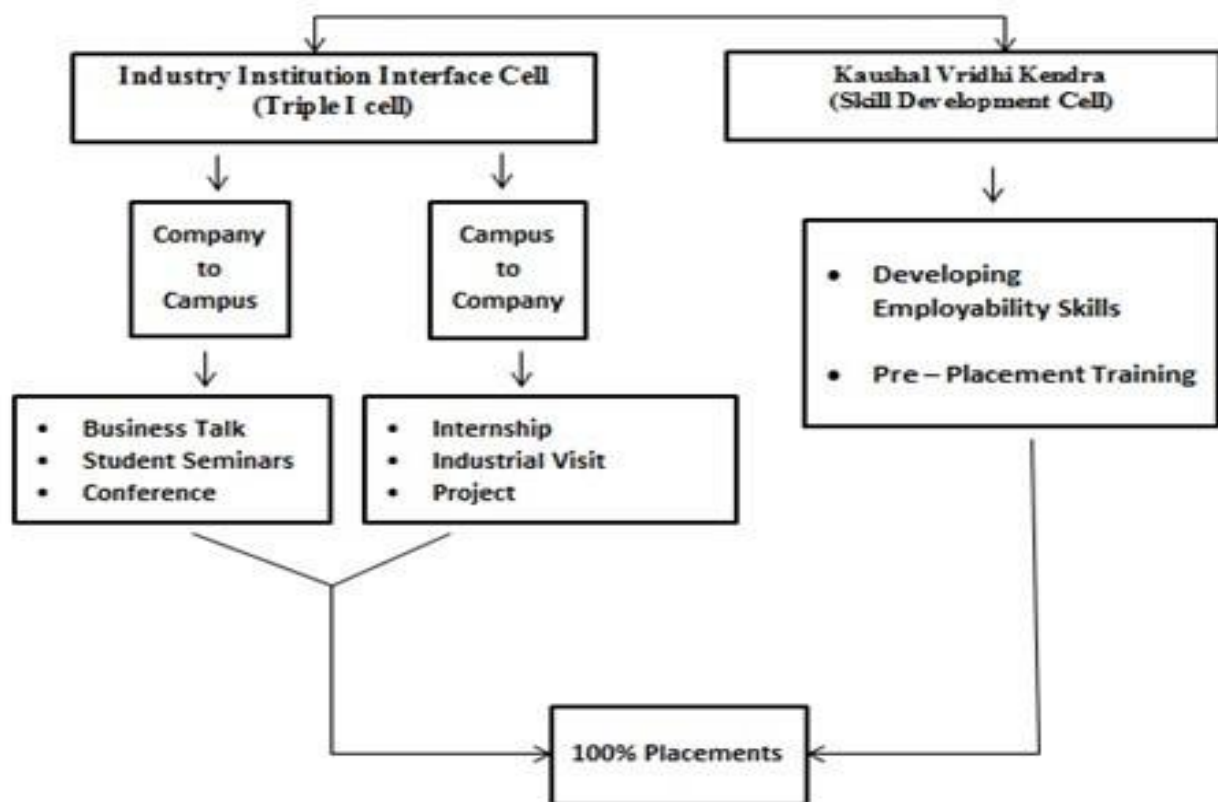
Socio-Economic study conducted at MLA Academy of Higher Learning has revealed that 63% of the people are BPL card holders and 81% of the student are first generation learners. 90% of parent's work in unorganized sectors to meet their daily needs. True to our belief in Gandhian practices, MLA Academy of higher Learning, has been continually taking initiatives to support the students coming from the weaker and underprivileged sections of the community or who are from a disadvantaged in particular circumstances.

Students need academic, technical skills and industry exposure to have successful career in the industry. Firstly, students need to be aware of what is happening in the industry. They need to have an idea of how to behave in the industry; they should be groomed about corporate etiquette; they need to be aware about expectation of corporate from the fresher's; what are new technologies like artificial intelligence and data analysis techniques that are used in the industry etc.

Secondly, to perform well in the recruitment and selection process and get placed with the reputed organizations students need to be equipped with academic skills, problem solving, oral communication, adaptability, team work, written communication, personality traits etc. Thus, to Bridge the gap between industry and college and to have better corporate to campus exposure Triple I Cell was established. To build employability skills among students and make them fit for the industry Kaushal Vridhi Kendra (Skill Development Cell) was established.

## Practice

### Process of Campus to Company at Academy of Higher Learning



The college has Industry Institution Interface Cell (Triple I Cell) under which we conduct programs like Business Talk by industry experts come and address students on various topic in the curriculum. The come as resource persons to the seminars and conferences organized in the college which gives idea to students on how to be successful in the corporate field.

Students are also given an opportunity to visit industry while doing internship, projects and during industrial visit during which they will get feel of an industry, how to behave in industry, how to approach the superiors, how to work with the team etc.

## Statistics of the Activities of Industry Institution Interface Cell

<b>Number of</b>	<b>No. of students Benefitted</b>
B Talks -06	200
Industrial Visit -06	615
Companies (Internship)	83
Companies (Placement)	62
Industrial Projects –	123
Career Guidance Sessions- 20	2310
Seminar and Conferences-12	1630

### **Kaushal Vridhi Kendra (Skill Development Cell)**

As part of the curriculum students study various subjects like Accounting, Economic, Human Resource Management, Marketing, Banking, Cost Management etc. which enables students to acquire relevant knowledge in these fields required by the industry.

Through KaushalVridhi Kendracollege offers various employability skill development programs and certificate courses on areas like Communication Skills, Life Skills Program, Advance Excel, Basic Excel, Data Analysis using software like SPSS, R and Python, Goods and Service Tax, A to Z of Stock Market, Tally, Financial Modelling, Quantitative Aptitude and Pre-Placement Training.

The subject related certificate programs conducted students to develop relevant subject specific skills required. Life Skills and Leadership Program would help students to learn how to work in a team, team building. Pre-Placement Training Programs helps students to

acquire quantitative aptitude, ability to crack interview.

### **Statistics of the Activities of Skill Development Cell**

<b>Number of</b>	<b>No. of students benefitted</b>
Subject Related Certificate Programs – 18	1009
Pre Placement Training Programs – 08	623

### **No. of Employability Skills Development and Certificate Program Conducted in the past 5 years**

<b>Year</b>	<b>No. of Employability Skills Development and Certificate Program</b>
<b>2018-19</b>	10

### **Evidence of Success**

The college has secured 100% placements from the past five years our students are placed in top companies like TCS, BEGL, Vantage Agora, Northern Trust, HP, Hinduja Global Services (HGS), Karvy and India Infoline, Mphasis, Standard Chartered Global Business, IBM Concentrix, Omega, HDFC, Capgemini, Deloitte, Accenture etc.



## Percentage of Placement Conducted during the last Five years 2014-15 to 2019-20

Year	Percentage of Placement
2015-16	100%
2016-17	100 %
2017-18	100 %
2018-19	100 %
2019-20	100%

The feedback collected from the students and alumni on pre – placement program has shown that such programs have enhanced their confidence level in facing the interviews. Placement cell of the college as successfully placed all the register students in spite of pandemic

Hitting the job market.

### **Problems Encountered and Resources Required**

1. 2019-20 being a Pandemic year students faced challenges to visit Industry for Internships, Field projects, Industrial visits which gives corporate connecting exposure couldn't happen during pandemic.
2. Recruitment process challenges – students faced challenges of poor internet connectivity and insufficient mobile data bank to attend online interview.