



# Kautilya Institute of Management & Research

(Approved by AICTE, New Delhi, Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

NAAC Accredited with "A" Grade

Gat. No. 720(1&2), Wagholi, Pune-Nagar Road, Pune-412 207.

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Dr.T.J.Sawant Dr.H.D.Patil

Founder Secretary

Director

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## Best Practice- I

**Title of the Practice** - "Sat-sang"

### **Objectives of the Practice**

- To boost morale & confidence
- To achieve mental peace and improve concentration
- To improve the ability to cope up with stress and emotional quotient.
- To achieve self improvement

### **The Context**

It was observed that the students were unable to clear the job interviews at HR stage because of fear / nervousness. Students were getting rejected because of low confidence during their personal interviews. Because of general reports in newspapers and articles that MBA graduates lack soft skills and at the same time, percentage of the students passing was not satisfactory. In view of the same, there was a need to counter these challenges on the part of institute. Hence, it was decided to start this practice. Realizing the skill gap that exists and ensuring that Nation's huge demographic dividend should not become burden, institute brought an initial roadmap to inculcate more meaningful and sustainable intervention in the lives of students.

### **The Practice**

Everyday students and faculty members gather together in the class at 8.30 a.m for National Anthem and then Satsang gets started with the meditation and concentration on breathing for 5 minutes. Meditation enhances the flow of constructive/innovative thoughts and positive emotions among the students & faculty members. Even a few minutes spent meditating regularly can make a big difference in academic & professional performance of students as well as faculty members. Meditation reduces stress, anxiety and helps building discipline among students & faculty members when practiced consistently on regular basis. It helps in developing calmness, practicing awareness and de-cluttering the mind of students & faculty members. It also helps students to grasp & learn more easily. Meditation helps improve the focus ability & in turn the productivity of students & faculty members.



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After meditation, faculty members/students come up with some value-addition and/or inspirational inputs like articles, news, videos, and/or thoughts on current affairs, fashion, physical health, arts & science. The inspirational videos of JDR Tata which motivate students to build their aspirations, to dare to aspire to achieve career goals and videos of Nelson Mandela which inspire students to focus on determination to get succeed in desired careers through self motivation even after failure.

Students share certain newspaper's articles, news, updates etc. Sometimes, faculty members give relevant topics to students to debate in groups to increase their knowledge sharing as well as knowledge gaining.

After this, all the participants say the following "3 Mantras" for 3 times each which is developed by our own institute:

1. Lose not your Heart
2. I can
3. It's possible

The session is concluded with the reciting of "Vande Mataram".

## **Evidence of Success**

This practice has enriched the lives of students through increased confidence level and high morale. The increased percentage of placement of the students have shown the improved concentration level of the students, improved time management, and stress free / relaxed mindset etc. This helped students in not only facing interviews but also clearing the interviews. The concentration on breath during Sat-sang helped students to stay focused during studies, exams & interviews as well. These inspirational thoughts/videos help students to maintain their minds at higher levels of motivation.

## **Problems Encountered and Resources Required**

Due to fugitive/transitory/unstable mind, initially it is a challenge for students to stay focused during the meditation exercise.



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## Resources

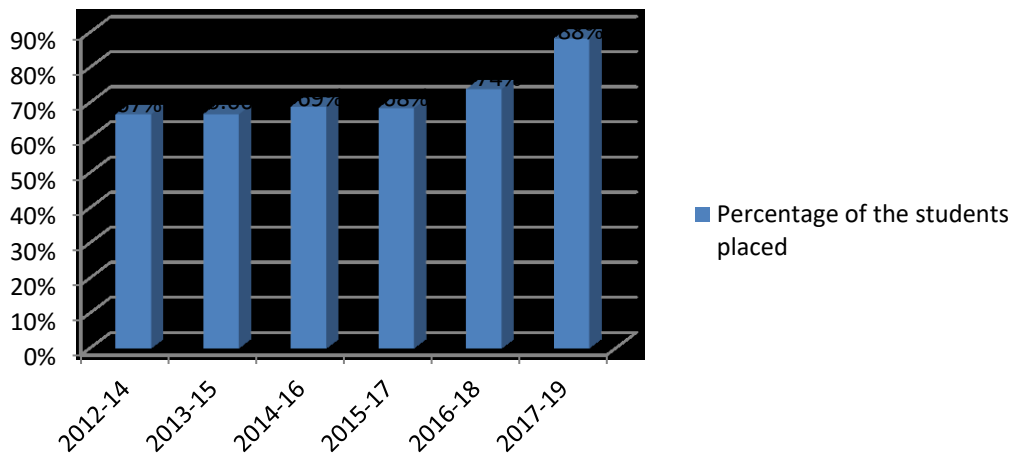
1. Classroom with Smart board, LCD projector, screen, speakers for showing video.
2. Daily newspapers.

## Evidence for Satsang

### Placement Analysis

Sr. No.	Batch	Percentage of the students placed	Total no. of students placed	Total no. of students Eligible
1	2012-14	67%	40	60
2	2013-15	66.66%	32	48
3	2014-16	69%	42	61
4	2015-17	68%	39	57
5	2016-18	74%	48	65
6	2017-19	88%	60	68

### Percentage of the students placed





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Interpretation – The graph shows the increase in the placement percentage of the students

## Best Practice- II

**Title of the Practice** – Udaan

**Objectives of the Practice**

- To reduce the percentage of cancellation of admissions.
- To create an atmosphere that minimizes anxiety, promotes positive attitudes and stimulates an excitement for learning.
- To facilitate ice breaking among the students before the commencement of regular academics.
- To provide a welcoming atmosphere for students through one to one interaction.
- To provide employment, leadership & learning opportunities for students.
- To ensure more number of youth will be retained in the MBA program and may help in National prosperity after the completion of MBA Program.

**The Context**

In view of number of students approaching to cancel admissions due to their diverse academic background at graduation level combined with anxiety/nervousness generated on account of exposure to seemingly tough/difficult subjects of MBA curriculum and a creation of perception in students' mindset that they will not be able to cope up with dynamic soft skills required to be inculcated during MBA curriculum. Also the exposure to culture shock due to change in their environment from rural to urban as well as sudden exposure to change of language of instructions from Marathi to English. Realizing the requirements, an organized program was started to eliminate the confusion & to reduce the anxiety of not knowing what to expect.



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## The Practice

At the start of every academic year, newly admitted students are introduced to institute & program through icebreaking activities like grapevine, shoe pile, block building, blind walk etc. to make them aware about the different traits of Management like grapevine activity to find out the drawbacks/flaws of informal communication among the students, shoe pile to know and improve the interpersonal skills among the students, block building to learn the importance of team work, blind walk to learn leadership qualities through confidence boosting and high morale.

These activities are conducted to welcome newly admitted students for getting the positive perception of program and most importantly understanding the purpose of program. This platform is provided to the students to explore their skills & talents to grab different opportunities through activities & programs to ensure their holistic development. Students gradually cope up with the cultural changes while dealing with other peers from different regions through these activities which help in overall jelling of the students. Teams like HR team, Marketing team, Finance team etc. are formed for developing skills, knowledge, professional enhancement and efficiency of students in different specializations.

Every faculty member is assigned a group of up-to 20 students and has the responsibility of being their guardian faculty. Regular counseling helps students to cope with the cultural changes. Guardian faculty and students meet once in 15 days. The guardian faculties encourage students to explore their talents to grab different opportunities through extracurricular activities, programs, seminars, guest lecturers to ensure their holistic development. The guardian faculty members interact with the students through general meeting with the whole group of students together & in case of personal problems in an individual & confidential manner.

Guardian faculty members support the students in developing the learning attitude along with the discipline & passion towards achieving their aspirations. The faculty members strive to understand students' academic and personal problems and also identify those in need of extra academic coaching or personal counseling. Student's individual academic performance and attendance are monitored. The underperforming students are guided by the concerned guardian faculty member and information is passed onto IQAC for further remedial action.

They enlighten the students on values & conduct. They provide emotional support to the students on individual basis. They also help students to overcome homesickness through the rapport



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building between teacher-student-parents. They focus on working out the remedies for identified weak areas like low confidence, lack of self-esteem, cultural differences and probability of depression.

## **Evidence of Success**

Students got familiar with the institute's environment along with the moral boosting, confidence boosting etc. It acclimates newly admitted students into the organization, with the institute's core values & the way in which student should conduct themselves in professional and or personal life. In previous years, students used to cancel admissions due to fear/inhibitions/lack of confidence whether they would be able to complete the course successfully. This number has drastically come down and now they may cancel the admission due to some personal inevitable situations only.

## **Problems Encountered and Resources Required**

Students were little shy & inhibitions to come forward to participate in the activities voluntarily.

## **Resources required**

All faculty members, basic stationery material like cardboards, drawing sheets, news papers, glue, smiley balls, colour pencils, furniture table, chairs, and sufficient place like seminar hall for the conducting group activity.

**NAAC**



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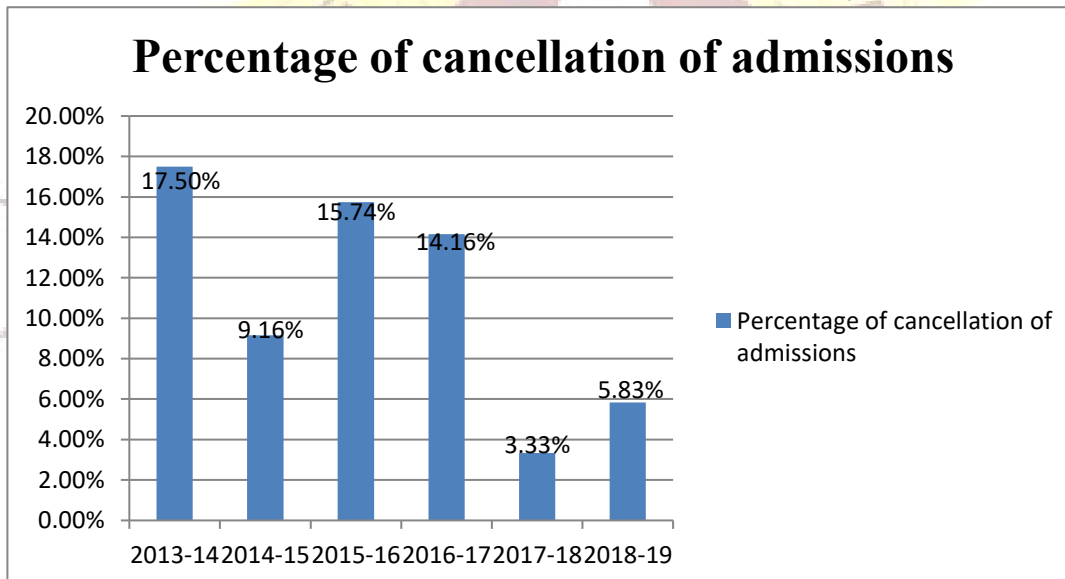
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## Evidence for Udaan

### Reduction in the percentage of Admission Cancellation

Sr. No.	Year	Percentage of cancellation of admissions	Total no. of Students admitted	Number of cancelled admissions	No. of Students finally enrolled
1	2013-14	17.50%	80	14	66
2	2014-15	9.16%	120	11	109
3	2015-16	15.74%	108	17	91
4	2016-17	14.16%	120	17	103
5	2017-18	3.33%	120	4	116
6	2018-19	5.83%	120	7	113



Interpretation – The graph shows the reduction in the percentage of admission cancellation of the students compared to the previous years.