



INSTITUTIONAL BEST PRACTICES



Best Practice – 1

Title of the practice: Recognition – The Real Motivator

Objective of the practice- To motivate the human resource engaged in any Educational Institution.

The context that required the initiation of the practice: At the time of NAAC Peer Team visit in July, 2018, the members of the Peer Team mentioned that, human resource may be a great strength of our institution as most of the staff of our college are young. College authority headed by the newly-appointed Principal also realized the fact. Our Head of Institute believes that, if we nurture the human resource in a better manner surely it will bring a qualitative change in institutional performance. Frederick Herzberg, the renowned management philosopher put forward the theory called Motivation-Hygiene Theory. According to this theory pay/salary, fringe benefits, physical working conditions, status, job security act as hygiene factors. These factors do not motivate, but their absence causes de-motivation and dissatisfaction. On the other hand, factors like recognition, responsibility, sense of achievement etc. act as motivators. If they are present in any working environment, motivation is created among the persons engaged thereat. Top Level Management of the Institute lead by the Principal and Co-ordinator, IQAC value the importance of recognition. Pat on the back matters. As the institute is blessed with young human resource, their energy is to be properly channelized and their motivational aspect is to be properly taken care of.

The Practice: The initiatives towards this practice are as follows:

Selecting the Research Committee members based on their last two years' API score. Five teachers with API score more than other teachers during the last two academic sessions are the members with the teacher with highest API score being given the position of convener of the committee.

Each and every academic achievement of the faculties is recognised by the Principal through a Discussion Session wherein the teacher(s) is/are requested to present his/her contribution before others. That not only motivates the concerned teachers but also encourages the other teachers to make significant academic contributions. We are sure that the significant positive change of this initiative will be felt in the coming session itself.

Felicitation of the newly appointed teachers will be organised as to boosting their ethical responsibility towards the institution.

A scheme is also devised wherein the top performing student of the session will get the opportunity to lead in the National Flag Hoisting Ceremonies on the occasion of Independence Day or Republic Day of India. For ascertaining top performance due weightages are given to academic, co-curricular and sports activities.

Obstacles faced, if any and strategies adopted to overcome the situation-No such obstacles faced so far.



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Impact of the practice and resources required: The concept is very much generous and contains humanitarian value. So far, this practice spreads a positive energy amongst the staff and students and controls the harshness of the working place in a positive manner. No financial resources are required for this practice; only empathy is needed. So, we consider the practice as one of our best practices.

Best Practice – 2

Title of the practice: Technology - the pivot of new learning methods.

Objective of the practice: To add the value in traditional teaching – learning methods.

The context that required the initiation of the practice- Now-a-days, ICT plays a significant role in teaching – learning methods. A rural College, like that of ours is expected to lag behind in this aspect. But in reality we do not. This is purely due to the initiatives mentioned below.

The practice: The practice has in itself the following facets:

(a) Keeping in mind the importance of technology in creating modern best in class teaching – learning set up, during this academic session the College has constituted a sub-committee called Technology Sub-committee. The basic objective of this sub-committee is to look after the creation and maintenance issues of different technologies required for up-gradation of teaching – learning set up and to arrange for in-house training for developing compatible people-ware to make fullest use of available hardware and software.

(b) The college developed a Smart Class room with the help of state govt funding and purchased LMS software to create an additional impact in regular teaching process. From this session, the Principal initiated the following additional points:

c) Every department has to take at least 30% of their classes with the help of ICT and PPT presentations.

d) Academic committee is instructed by the Principal to gradually increase the number of audio -visual classes from this session.

e) Initiative is taken to upload the recorded classes in YouTube as to widen the scope of remote access of the regular lectures to the students.

Obstacle faced, if any and strategies adopted to overcome the situation: The College is situated in a rural area and as such availability of hi-speed internet connectivity is a problem. Again, the College does not have any Computer Science or Computer Application Department. Lastly, any such new effort is prone to resistance to change.

Highly dedicated members of the Technology Sub-Committee put in best effort to have training and trouble-shooting easier. Principal together with IQAC concentrates on change management so that resistance to change can be immediately mitigated.



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Impact of the practice and resources required: The impact is positive. Students are curious about it and felt the technology-oriented classes more attractive. As a good number of our students are hailing from peasant family so their seasonal absenteeism and irregularity due to flood situation do not affect their studies so much as to use of LCS. Now, at least they can have the softcopy of relevant lectures even after holding of actual classes. Establishment of more smart classes is our present requirement.

We find that this practice has the potential to become more than an INCREMENTAL IMPROVEMENT. Actually it has the potential to become a BREAKTHROUGH. So, we consider this as another of our best practices.

Narajole Raj College