

SAIBALAJI EDUCATIONAL SOCIETY

INTERNATIONAL INSTITUTE OF MANAGEMENT & HUMAN RESOURCE DEVELOPMENT



IIMHRD For Women

(Affiliated to University of Pune & Approved by AICTE, Ministry of HRD, Govt. of India)



## Institutional Two Best Practices

Best Practice	Details	Impact
Best Practice 1	<b>Women Empowerment With Excellence - Campus to Corporate (WEWE -C2C)</b>	Students placement in Good companies
Best Practice 2	<b>Student Centric Experiential Learning</b>	Excellent university Result and Alumni holding Leadership positions in Industry

  
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## Best Practice 1 –

### 1. Title :

### Women Empowerment With Excellence - Campus to Corporate (WEWE -C2C)

### 2. Objectives of the Practice

- To Empower women with holistic approach
- To impart employability training to students.
- To provide practical and experiential training to students

### 3. The Context

To make girl students more employable in professional world, students need to be groomed professionally as per the skill requirements of Industries. IIMHRD nurture students with skill-based knowledge so that they will be professionally ready at the time of employment.

### 4. The Practice

- Students are provided with a calendar which includes the academic and professional activity details. It also includes the list of Value added skill based courses to be provided during the semester. To make girls professionally equipped and employable following activities are arranged in the campus.
- A well planned three weeks induction program is provided to students with focus on IQ (Intelligent Quotient), EQ (Emotional Quotient), PQ (Physical Quotient) and MQ (Mental Quotient). Experts from corporate and professionals interact with girls and deliver their expert talk.
- All Saturday Industry expert talks are scheduled by training & placement team. Students are executing the session.
- Value added courses on SAP certifications – HCM, FICO S&D are provided and certificates are issued after assessments. Value added skill based courses are also taught to students.
- Rigorous Counselling and grooming by Mentors in three phases..
  - A] In first year by faculty Mentor and HODs
  - B] In second Semester by Director and HODs + special grooming sessions by Communication skill mentors

- C] After second Semester grooming by placement team + Interview sessions and special grooming sessions by the founder presidents Prof. Manish Mundada sir – the Chief Mentor
- Sector Presentations are prepared and given by students. It is mandatory for each student for involving herself in Sector presentations, Current affair diary and discussion.
- Industry visits, Field projects and Internships opportunities are provided to students for enhancing their employability ratio.
- Economic Times is provided to each students and Institute ensures that they should maintain their current affair diary on daily basis. Institute provides the Current affair diary and Academic planner to each student.

## **5. Evidence of Success**

Students are getting ample of placement opportunities. Students are able to show their learning by organizing and managing the big events like VISTA, Manthan , CFL and SFL. These are National level Inter collegiate and Corporate level events which are well executed by students every year. The outcome of this feature resulted in the students getting placed in their dream companies.

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

The main problem encountered is of limited time. Since the Institute is affiliated to SPPU and so adhere to SPPU timeline. Grooming girl students and groom them professionally ready. Extra efforts are required for enhancing their communication, personality traits and convincing them that girls can do miracles.

  
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## Best Practice 2 –

### 1. Title of Practice - Student Centric Experiential Learning

#### 2. Objectives of the Practices :

- To focus on students holistic development.
- To adopt the student based Teaching learning pedagogy
- To focus on learning through experiential practices.

#### 3.Context:

Students are joining the MBA program from vernacular background and from different streams. To make students more thorough with conceptual learnings, student centric learning strategies are adopted by the Institute.

#### 4.The Practice

- Since students are coming from various states and villages of India and with varied background, mentors are assigned to a small group of students for knowing their real life and professional challenges
- Accordingly the special lectures are planned like special verbal communication sessions, written communication, presentation sessions are scheduled.
- Girls are also taught with dressing sense and professional etiquettes, removing stage fear.
- All students are involved compulsory 3 weeks Induction program scheduled by the Institute at the beginning of their MBA journey.
- One week Foundation course and one week pre induction modules are designed for students before the commencement of 3 week induction programme.
- Foundation and pre induction modules are acting as bridge courses for students.
- During Induction program sessions are arranged for enhancing their Intelligent Quotient, and Physical Quotient. Academic calendar is prepared with considering the students learning aptitudes. Various skill-based courses are planned as per the need of students for making them more employable. Accordingly the time tables are prepared and executed.

- Students are involved in making proposals, brochures, taking approvals from higher authorities and concern departments, reaching out to targeted customers, advertisement and finally making reports and posting on social media as well.
- National level activities are planned and executed by students.

## 7. Evidences of Success:

- Students are excelling in all activities. University Academic excellence is achieved with university results for Batch 2021-23 is 100% . Students confidence level has been increased. 100% students have completed their Summer Internship and received completion certificates. Around 82% students got final placement offer letters.
- Activities like....Duathlon, Cyclathon, Marathon, CFL, SFL, Manthan and VISTA throughout the year. Professional activities like Women Leader summit, International Women day, Startup and family business conclave and business idea competitions.
- Activities are managed by the students, organized by students, executed by students. Corporate level activities are successfully organized by students for college students and for Business tycoons.
- Students have Learned .....Marketing, Planning, Team building, Decisions taking ability, proposal drafting, news preparations, making budget and expenditure statements.

## 6. Problems Encountered and Resources Required

As being affiliated to Savitribai Phule Pune University, the main challenge is to fit the strategy in a fixed time line. Mentors have to put extra efforts for making the schedule and in understanding the students need and taking action accordingly.

  
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