

2017-18

Best Practice:-I

1. Title of the Practice: Alumni Association

2. Goals:

- To provide alumni with the opportunity for social and professional networking and career development.
- To provide support to the training of the student.

3. The Context

- The Alumni Association cell is in coordination with Training and Placement cell organizes alumni meet every year to review the activities of the current year and plan the activities for the forthcoming year.

4. The Practice

The institution conduct Alumni meets at the institution campus.

5. Evidence of success:

- During the Alumni meeting, Alumni's and respective HOD's interact with each other and give them information regarding currents and practices trends in which they work. Thus suitable improvements with respect to the infrastructure facilities and academic can be made in the institute.
- Senior Alumni's also interacted with the final year students and guiding them in preparing group discussion and interviews.
- Alumni are also guiding to the final year students regarding their projects.
- Alumni also help to the students to identify the industries for the students.
- Alumni take part into arrange the industrial visit to the students.

Best Practice-2

1. Title of the Practice- Teaching and Non Teaching Staff motivated for further Education.

2. Objectives of the Practice

1. The staff motivated for higher education get motivated which make them more productive, happy and highly committed to their job.
2. Working in qualified workplace improves harmony and increases employee performance.

3. Motivation for higher education not only encourages productive performance but also shows employees how much the organization cares.
4. Motivating the staff for higher education help them to meet the human's need to grow psychologically.
5. If motivated for self-development, employees will want to work and will enjoy their work.

3. The Context

As one study concluded, 'people who work in further education are uniquely committed to their jobs and the social purpose of the sector'. The Institute that encourage their staff to continue their education build a high quality workforce who are well trained and well educated and the Institute to achieve viability and feasibility. The Institute should always strive for the development of their staff due to the following reasons-

1. If the Institute expresses a genuine interest in further education, the happy staff will be more loyal, which will increase their productivity.
2. Knowledgeable staff can handle more challenges in terms of technology, methodology and skills.
3. The loyal staff will be retained for a longer period of time, which will decrease the attrition rate.
4. Supporting professional development reduces stress and negativity amongst the staff.

Our college motivates and helps the teaching and non teaching staff for higher education.

5. The Practice

It is very rightly said that, "You know that people nearer to the challenges, on the coalface, are going to know much better than people from a distance".

Govt. College Timarni invests in their employees as when employees achieve more the College is benefited. The college ensures to have and develop the best, most creative, happiest and most loyal employees. The College struggles to motivate the teaching and non-teaching staff by the following ways-

1. Senior faculty members try to engage the faculty members by leading them. These senior members communicate effectively by being approachable, ensuring effective performance management and

inspiring team work. These senior members try to reduce the strain on the further education work force.

2. The effective communication and staff voice is important for building employee engagement at college. Effective communication is adopted by variety of channels by promoting staff voice, involving staff in decision making by offering their views, opinions and suggestions.
3. The College has a strong set of values which emphasis the importance of high -quality teaching and learning which motivates the staff to go for higher education.
4. The staff is encouraged to own their careers by supporting them by making the resources available.
5. The decentralized system makes the relationship transparent by sharing the information required.
6. The College fosters an environment of constant learning.
7. The staff gets complete access to the library, online resources and computer lab.
8. The College shows interest by conducting professional development seminars, conference, faculty development programs and workshops.
9. The College facilitate by providing leaves for any up gradation of the staff on need basis.

The College is humbly proud to announce that in near future all teaching staff would be 100% PhD holders. The non-teaching staff is also trying to upgrade themselves by undergoing various sessions.

4. Evidence of Success

The College has a number of cases of further education. There are many teaching staff who registered for PhD after joining the College. There are some who could clear the NET/SET as well the non-teaching staff could go for technical up gradation after joining the Institute.

5. Problems Encountered and Resources Required

There are some significant challenges to motivate the staff for further education-

1. First, there is a risk that organizational change. The higher educated staff is always skeptical of changing the organization. This will have a negative impact on the quality of teaching and learning which could lead to friction and disengagement.

2. There is a risk that organizational change and a reduction in headcount will add further to the already high levels of job stress. There is also a risk that with the ongoing pressure on pay, discontent in this area will grow and further undermine engagement.
3. The staff should not forget that their priority should be students and not only their further education.
4. The balance of work and self-development should be maintained in order to manage the stress level.