

7.2 Best Practices

7.2.1 Describe two best practices successfully implemented by the Institution as per NAAC format provided in the manual.

Best Practice 1

1. Title of the Practice:

Implementation of **Employability Enhancement Programme (EEP)**.

2. Objectives of the Practice: (100 words)

SMS Lucknow being a premier institute in Lucknow offering both management and technical programs is aimed as churning out professionals who are readily acceptable by the industry. There is a persistent demand for employability skills and skill-based courses with the objective to develop work-ready graduates.

The Training and Placement Cell and individual departments constantly provide training for enhancing the employability of students. The objectives of EEP are:

- To provide training on aptitude, communication, grooming and other soft skills.
- To develop interpersonal skills and technical skills.
- To provide training to succeed in interviews and become industry ready.

3. The Context: (150 words)

The biggest challenge facing engineering and management education and institutions today is the poor level of employability of graduating students. The primary reason for this, other than the disoriented quality of education, is the lack of acquiring of life skills required for surviving and performing in the industry. The World Economic Forum recommends that employees will require constant re-skilling and up-skilling. Technology is also transforming very fast and creating new jobs. The academic curriculum is inadequate in meeting the requirements of industry 4.0.

There is a definite need for understanding the requirements of the industries so that the graduating students can use their potential to be gainfully employed and positively contribute to industrial growth. In this context SMS Lucknow offers a well structured EEP program, value-add certifications and other skill enhancement initiatives to the engineering as well as management students.

4. The Practice: (400 words)

The institute has taken cognizance of this important need for improving the employability of students. Some of the activities conducted for improving employability of students are:

- a) Firstly the assessment of the existing skills of the students is done by experts in the field, like ABBSCISSA, and also by the trainers in the EEP department.
- b) Secondly, the feedback from the recruiters, alumni and the corporate experts is also taken about the skills required by the industry. This brings

out the gap in the skills required by the industry as prospective employers and the skills existent with the students.

- c) Based on all this feedback, a detailed EEP syllabus has been worked out for each year for B.Tech and MBA students. The topics like Quantitative Aptitude, Communicative English, Interpersonal Communication, Grooming and Soft Skills, Resume Building, Group Discussion, Succeeding in Job Interviews and other Technical and Job-oriented Skills are covered.
- d) The delivery of these 40 to 60 hours of Employability Enhancement Programme each semester is rigorously followed and regularly monitored. The students are assessed on their skill enhancement in every semester by the concerned trainers. Providing industry relevant training and skills have been made a KRA in every department at the institute and concerted efforts have been made to improve the employability of graduating students.
- e) English speaking enhancement also takes place through the use of Language Lab.
- f) Besides the strict implementation of EEP emphasis is also laid on exposing the students to Value Add Courses required by the prospective employers. Some such certifications include CISCO CCNA certification, AUTOCAD, GST, Cloud Computing, Digital Marketing, etc.
- g) Some value-add certifications are offered in-house and some others by external agencies who are experts in their fields and many other MOOC certifications like Personality Development from NPTEL. The focus of each is building personality, and sharpening the skills of the students in the professional programs such that they become more employable in the corporate.
- h) The Institute has also started extending the implementation of the EEP program to the UG Programs of University of Lucknow such as BBA, B.Com. (Hons), B.Com. and BCA students. This is usually being conducted for the final year UG students.

5. Evidence of Success: (200 words)

The above initiatives and measures taken by the college to bridge the gap between industry requirements and academic curriculum have paid very rich dividends in improving the employability of students.

Year	Placements	Median Salary of placed students p.a. (Amount in Rs.)
2017-18	193	300000
2018-19	214	330000
2019-20	204	313000
2020-21	154	383000
2021-22	161	416000

The college placements have been steadily improving in terms of number of companies coming to campus, number of students employed, quality of placements and average salary secured by the students. It is a matter of pride for the Institute for providing quality placements to the UG besides the technical and PG Management students. This is one of the major reasons for the rise in demand for the UG Programs.

6. Problem Encountered & Resources Required: (150 words)

- Training the vernacular medium learners to attain expertise in English communication is a real challenge.
- Balancing the delivery of the curriculum and providing the required EEP training in a time frame being fixed by the university poses a major challenge.
- There is also a major constraint in dynamically modifying and updating the university syllabus to suit the changing industry needs.
- Getting trained faculty to conduct such specialized programmes is rare to find and more so is the retention of such trainers.
- Getting the EEP program conducted during the pandemic was a challenge as it involved more interactive Face-to-Face activities.
- However, the institute has managed to overcome most of these problems and have successfully blended these add-ons along with the regular classes of the relevant courses. Support was also provided to hire external experts and get the value-add courses conducted as per the changing needs of the industry.

7. Notes (150 words)

The T&P Cell and the EEP department alongwith the trainers function not only for enhancing the employability of the students but also do a hand-holding to guide them in making their career successful. Emphasis is also laid to improve their EQ (Emotional Quotient) during the training programs, which is of utmost importance in succeeding in their corporate life. They are also guided and counseled for higher qualification or for becoming an entrepreneur. The T&P department also helps the students in arranging for their interviews with the recruiters and in their summer internships. The EEP department is the backbone of the T&P Cell in improving the placement performance of the Institute over the years.

Best Practice 2

1. Title of the Practice:

Implementation of the “**Yoga, Meditation and Prayer**”

2. Objectives of the Practice: (100 words)

- To provide alignment of the physical body, the mental state and the energy level to students by providing daily assembly of prayer and weekly Yoga classes.
- The practice is followed with a goal to enhance positivity increase the concentration level of students and overcome the challenges of the society.
- The practice of Yoga is aimed at bringing out the best in the physical and the spiritual self of a being resulting in becoming a more responsible citizen of the country.
- The aim is also to align with the goals of the International Yoga Day celebrations.

3. The Context: (150 words)

In the contemporary world besides IQ and EQ two more important aspects are required for succeeding in life, they are Spiritual Quotient (SQ) and Physical Quotient (PQ). Both of these SQ and PQ are enhanced by regular practice of Yoga.

The quality of intake in Engineering and Management education is a big challenge. The students face lack of confidence, concentration, and happiness, have health problems, etc. The curriculum has limitations for development of overall personality of the students. On the other hand there exists a need for the graduating students to show dedication, exhibit alertness of mind, have resilience and possess the ability to contribute positively even in the face of adversity. It is in this context the practice of Yoga, Meditation and Prayers is important so as to provide the right ingredients to succeed in the competitive corporate world and also easily overcome the challenges of life.

4. The Practice: (400 words)

The institute has taken cognizance of this important need for improving the alignment of body, mental health and the energy level of students. School of Management Sciences, Lucknow established the "Vedic Science Centre" as a Centre of Excellence on the 21st of April 2015. Some of the activities conducted under this Centre aimed at improving the concentration level of the students, their alertness of mind, improving their SQ and PQ are:

- a) Regular daily prayer assembly is done between 9:30 a.m. to 9:40 a.m. in presence of teachers or HoD or Dean or Director in the corridors of different academic blocks . The effect of joint prayers right at the start of the day has its positive impact on the physical and mental self of the students as well as the teachers. The joint prayers in the corridors create positive vibrations at a very high level and the bodies of participants and

even the walls are charged with positive energy. This residual positive energy residing in the walls again fills the gap whenever the students move out from the passages to and from their class rooms.

- b) Detailed Yoga practices have been documented for one hour on every Saturday on rotation basis for B.Tech and Management students. The conduction of Yoga and Exercises is rigorously followed and regularly monitored by trained teachers and sometimes from experts. This includes practices to increase concentration, alignment of body and mental alertness in the students. Concerted efforts have been made to improve the overall development of the graduating students.
- c) It is also proposed to some of boy / girl students trained from the experts and to make them perform as internal trainers. Such practice of Yoga can also be extended to be performed in the hostels regularly.
- d) The International Yoga Day is celebrated on the 21st June every year in a big way. The students, teachers and the staff members all jointly participate in the Yoga session which is conducted by an Expert Yoga Trainer.
- e) Sessions are also conducted to explain the principles, methodology and the benefits of Yoga as enshrined in the books "Yoga Philosophy" and "Super Brain Yoga and Meditation" written by Professor Bharat Raj Singh of SMS Lucknow. These books have also found a wide acclaim globally.

5. Evidence of Success: (200 words)

- The above initiatives and measures taken by the college to enhance overall personality of students apart from academic curriculum are being appreciated by the students as well as the teachers.
- The practice has resulted in improving the educational quality and employability of students.
- The practice of daily joint prayers has resulted in the students becoming more disciplined and at the same time the concern for the society is also visible in their action. The students have actively participated in extension activities like food distribution, sanitizer and mask distribution etc. during the time of the Covid -19 pandemic.
- The college academic environment is also steadily improving. The improvements are visible in terms of behavioral change of students, the quality of education, the academic results and placements year on year.
- The students have become more inquisitive and this opening-up of their thinking level is evident in their pursuits towards research and innovation.

6. Problems Encountered and Resources Required: (150 words)

The academic curriculum and time frame being fixed by the university poses a constraint in finding additional time for the regular practice of Yoga. The ideal time for conduct of Yoga has been said to be between 6:30 to 8:30 am. However, the students and faculty are available in the campus only after 9:30 am when only the conduct of joint prayer is possible.

The additional time to conduct Yoga has been worked out on Saturdays that too on rotation basis of different programs every week. Also Experts /trained faculty

to conduct such specialized Yoga classes are rare to find in any professional Institute. However, the institute has managed to overcome most of these problems and have been successfully blending these add-ons along with the regular classes of the relevant courses.

7. Notes (150 words)

Our students had also participated in the 3rd International Yoga Day that was held at Lucknow on the 21st of June 2017, along with the Prime Minister of India and 51000 participants.