



SRI DASARI NARAYANA RAO

GOVERNMENT DEGREE COLLEGE FOR WOMEN

(Affiliated to Adikavi Nanayya University, Rajahmundry)

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Best Practice-1

(Campus Recruitment Training (CRT) and Placement Activities - Focused and Skill Based Training)

One of the salient features of the institute is CRT program. Sensing the future needs of corporate sector and skills that are in demand, the institution established a separate cell to improve the skill development among the students. The training experts monitor the students in all three-year tenure of the graduation. The students are given vigorous training in areas like Aptitude, Reasoning, Technical skills, and Communication skills.

With the support of our Management, ie., Commissioner of Collegiate Education,, the Govt. of A.P initiated a programme of training the students. The Govt. of A.P allocated funds for training programme to the students by providing fund for One Coordinator, One English Mentor and full time mentor for providing analytical skills. Reasoning and computer basic skills. ,named as Jawahar Knowledge Centre (JKC)every year.

Context:

It is the cherished dream of the institution to share the fruits of knowledge and play a vital role in molding young minds towards designed destinations. Aptly designed and properly implemented programs are blessing the institution with immaculate and imminent triumphs. The purposeful journey of the institution with an averted distinction is highly hopeful to make miraculous and thumping success in the educational spectrum.

Objectives

- To create awareness of placement and selection process in the campuses to the students.

- To prepare students for placement activities
- To understand the importance of preparations before the placements
- To organize pre-placement training / workshops / mock-interviews / seminars for students.
- To provide resources and activities to facilitate the career planning process
- To impart oral and written communication skills and knowledge essential to successfully navigate the placement process
- To assist students to obtain placements in reputed companies.
- The JKC's with a dedicated focus on transforming the existing unemployable talent pool in Government Degree Colleges into an industry friendly one is striving with commitment and sincerity of purpose.
- Platform.

Mentors, who have been specially trained by language experts from US state department, give training to all the students in Soft Skills and Communication Skills. Technical specialists along with the Language mentors offer training in Technical Skills, Analytical Skills, Management tools, Computer usage and Personality development

The Practice:

The Rigorous training program is meticulously planned and implemented by JKC Coordinator and senior faculty members . CRT is an intense placement oriented drill. The training is conducted to train students for upcoming drives. Intensive training on technical and core knowledge of all streams are provided. Aptitude training programs are conducted to assess and enhance the candidate's problem solving capability. Analytical and Logical reasoning tests are conducted regularly to improve their ability. Conducting Group Discussion.

Evidence of Success:

The program is initiated with high expectation and vision to provide placements for the rural Back ground students in and around 50 km radius of Palakol. On an average 20% of the students got placements every year.

Problems encountered:

Most of the students of the college are from rural background, and they are from Telugu medium ,special attention is needed to improve their skills like communication, Personality

development etc.. However, a few students could not attend the classes due to logistic issues. Another major challenge faced was many MNCs hesitate to come to our campus as the institute is located in rural area. Further as ours is women s college, parents prefer marriages after graduation -due to rural social stigma prevailed.





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BEST PRACTICE-2

Title of the Practice: Mentoring system

Objectives of the Practice:

- To provide more contact hours between teachers and students.
- To identify slow learners
- To minimize drop-out rates of students.
- To maintain proper academic and attendance records of students

Context :

The institute has followed the suggestions Commissioner of Higher education and IQAC of our college to introduce the mentoring system. The institute felt the importance of integrating such a system into the college. It had promptly and effectively put it into practice . With a wide variation in the student population with regard to educational and economic background, the system promises to provide a better understanding of each student and bring out their highest potential for mitigating cases of drop-out students.

The practice :

Every teacher is entrusted with the task of mentoring 15-20 students. The whole process is divided into sessions. During the first session, a questionnaire is used to elicit some personal information from the students with regard to their study habits, problems faced on college , social stigma they are facing, setting of own goals basing on SWOT analysis, Each student meets her mentor in a one-to-one session. In next session, the teacher meets her students again and get information from them. The mentoring session is recorded and the issues which arose are to be discussed, later another tutor-ward session is to be held to monitor the progress in implementation. At the end of the second session the faculty members of each department meet once

again to collect the responses from the students. Based on this, necessary guidance if needed one to one will be given to student and her progress will be recorded.

Evidence of Success:

More than 90% of those who have involved in Mentor-mentee are displayed significance change in their attitude to academic pursuits and appreciate the closeness they have now with their faculty. The system of mentoring is found to be successful for monitoring all round development of a student. They feel less stressed. Other students, who are irregular began to come back to their classes and participate more actively in curricular as well as co-curricular activities. Teaching staff got more satisfaction.

Problems Encountered:

The division of students into group proves to be a tedious exercise. Due to time constraints, the teacher /mentor is unable to have sufficient time with the mentees. Most of our students are reserved and some are too complacent to come out with their problems thus limiting the mentors' capacity to render help. Most of the students are attending college from rural areas in and around college, logistic is also a problem. The system does not incur much expenditure. It only requires the utmost commitment from a teacher/mentor.

Resources:

A lot of faculty is needed to motivate the students (all most all the departments are single sanctioned post of faculty) staff meet the expenses to visit the residence of the student, when ever it is become needed, from their pocket, which is a little burden to them.