

## **S.P. Mandali's**

### **R.A.Podar College of Commerce & Economics**

#### **Best Practice**

##### **1. Name of the Practice**

The Student Induction Program (SIP)

##### **2. Goal**

The commitment of R.A. Podar College of Commerce & Economics to holistic development and empowering students to actualize their inherent potential is evident through the steadfast backing of student initiatives that align with this vision. The Student Induction Program (SIP) serves as a key tool in seamlessly integrating students into the new educational paradigm. This thoughtfully crafted program acts as a guide for students to embark on a journey of self-discovery, encouraging them to explore their capabilities and nurture their unique strengths.

Objectives:

- Familiarizing the students with the new environment, while helping them rediscover themselves and bring out their best.
- Inculcate those human values that will enrich their personalities, making them an asset to society.

##### **3. The Context**

The college operates within its institutional framework, embodying a strategic vision that promotes inclusivity and interconnectedness in the educational environment. The college, dedicated to instilling a sense of belonging, sensitivity towards social issues, and fostering connections with the community, the world of work, and the global society, actively engages learners in developing human values essential for becoming responsible citizens. The meticulously designed induction

program, characterized by thoughtful planning, play a pivotal role in establishing a robust foundation for both educators and learners, creating a conducive space for impactful teaching and learning experiences.

#### **4. The Practice**

The SIP consists of five phases

1. **Orientation:** The students are familiarized with Autonomy, College infrastructure/facilities, Curriculum and examination rules and regulations, dos and don'ts, extracurricular activities, and other important aspects they need to know.
2. **Student Induction with Various Activities:** It consists of Self-Introduction, Presentation, Role Play, and discussion in a lighthearted environment.
3. **Value Education and Sensitization towards Social Issues**
4. **Outdoor Visit:** The outdoor visits include orphanages, Old Age homes, and OMD Management Games, which include team building exercises and poster making on social issues
5. **Self-assessment and Evaluation:** It includes Filling out Self-Assessment Sheets and submitting reports.

#### **5. Evidence of Success**

The Student Induction Program (SIP) at R.A. Podar College of Commerce & Economics (Autonomous) has demonstrated remarkable success in fostering holistic development and empowering learners. Aligned with the institution's vision, SIP serves as a comprehensive guide for students, seamlessly integrating them into a new educational paradigm. The program goes beyond traditional academic orientation, instilling crucial values such as empathy, integrity, and compassion. SIP actively engages students in community-oriented activities, including organized visits to orphanages and old age homes, as well as participation in management games that promote teamwork. This emphasis on social responsibility contributes to the overall character development

of students, aligning with the institution's commitment to an inclusive and interconnected educational environment.

A distinctive feature of SIP is its commitment to experiential learning, exemplified by the inclusion of industrial visits. This transformative element immerses learners in hands-on experiences, effectively bridging the gap between theoretical knowledge and practical application. The success of this approach is evident in the program's expansion, exposing learners to diverse industries and fostering interdisciplinary collaboration. The incorporation of self-assessment tools and evaluation procedures further empowers learners to reflect on their personal growth and academic journey, fostering a culture of continuous improvement. In essence, SIP not only lays a robust foundation for academic excellence but also instills values, social consciousness, and a commitment to personal development in its student community. This evidence of success underscores the program's pivotal role in shaping well-rounded individuals poised to make meaningful contributions to society.

The Student Induction Program (SIP) has successfully tallied the participation of learners across all stages, resulting in a total of 759 participants in the academic year 2022-23 earning 2 credit points, with the breakdown as follows: B.COM (677), BMS (76), and BAS (6).

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

During the implementation of the Student Induction Program (SIP) at Podar, certain challenges have emerged, including initial resistance to change among students, necessitating effective communication about the long-term benefits of the program. Balancing academic commitments with extracurricular involvement has also posed a persistent challenge, requiring flexible scheduling and innovative approaches to encourage participation in value-based activities and social awareness initiatives.

To address these challenges and ensure the continued success of the SIP, several key resources are crucial. This includes the availability of sufficient human resources, such as dedicated faculty and support staff, to effectively oversee and implement the program. Additionally, adequate funding is required to organize outdoor visits and procure materials for value education activities. The utilization of appropriate technology, including interactive learning platforms and communication

tools, is essential for facilitating effective communication and dynamic learning experiences. Access to comprehensive educational resources, such as updated curriculum materials and reference texts, is also vital to support students' academic and personal development within the SIP framework.

## **7. Notes**

The successful implementation of the Student Induction Program (SIP) at Podar has beautifully highlighted the importance of effective communication and adaptable approaches in addressing student resistance to change, all while balancing academic commitments with extracurricular involvement. By wisely allocating resources—be they human, financial, technological, or educational—the institution has created a warm, inclusive learning atmosphere. This environment promotes students' overall growth, emphasizing both personal development and social responsibility.

The Student Induction Program at R.A.Podar College highlights steadfast commitment to cultivating a culture of ongoing learning and personal advancement among its student community. It echoes the institution's vision of nurturing responsible individuals who contribute meaningfully to society. As the SIP unfolds, it quietly symbolizes Podar's dedication to excellence and its profound impact on each learner's comprehensive development. The institution stands as a pillar of education, imparting not just knowledge but also shaping character, fostering resilience, and nurturing a sense of social duty.