

### **7.2.1 Best Practice 1 :**

#### **Value-added Course – Diploma in Supply Chain Management and International Trade.**

##### 1. Title of the Practice

Development of the Value-added Course – Diploma in Supply Chain Management and International Trade.

##### 2. Objectives of the Practice

1. To enhance the conceptual skills in Supply Chain Management and International Trade.
2. To impart practical knowledge through various industry experts from national and international levels.
3. To expose the students to the latest developments in the area of SCM and International Trade that are not available in the current Curriculum.
4. To provide hands-on training / internship for students.

##### 3. The Context

1. The College has always taken initiatives to bridge the gap between the available curriculum and the industry requirements. Various Add-on and Value-added courses are introduced to the students considering the current requirements every year.
2. A certificate course in Supply Chain management and International Trade was launched in 2019-20 in association with Indian Institute of Materials Management (IIMM), Pune. This course was of 30 hours, and it provided the basic concepts to the students. The faculties were appointed by IIMM and they were industry professionals at senior level.
3. The College has always inculcated a culture of Continuous Improvement (Kaizen) and has always approached an outcome - based assessment for all the courses. Hence this Certificate course was upgraded into a Diploma course of 120 hrs. including an internship of 30 hrs.

##### 4. The Practice

1. It was a pandemic situation and students and teachers were getting accustomed to the Online TLE. So some orientation sessions were conducted by the faculty in-charge and the IIMM Coordinators.
2. The syllabus was mutually developed by the faculty in-charge and the IIMM faculties to balance theory and practice. Case studies, presentations and small projects were also given to the students by the IIMM faculties.

3. The theory sessions were completely online. A Google Classroom was created for uploading all the recorded lectures and study materials. The evaluation was based on MCQ tests, presentations and projects.
4. Due to the pandemic situation, students were sent in small numbers in rotation to some of the designated companies after strictly following the company protocols. The students who were out of Pune were given activities in their local area by the IIMM faculties.

#### 5. Evidence of Success

The evidence of the success of this strategic planning and methodical execution of well-monitored activities on part of the management and the faculty are:

1. There was a smooth conduction of the lectures as per the time table. The online assessment was also conducted successfully.
2. Despite the pandemic situation, all the students completed their internships and some even received employment offers immediately.

#### 6. Problems encountered and solutions provided -

Some of the problems encountered are listed below -

Sr. No.	Problem Encountered	Solutions sought / are being sought
1.	The problems of internet connectivity were faced by some students staying in the remote areas.	Every session was recorded so that students who missed any session could refer to the same later. These sessions were posted in the Google Classroom.

2.	Online interactions of students were relatively less as compared to offline lectures	Students were made to present the solutions on the assigned case studies, some of the live problems were discussed, which made the sessions interactive.
3.	Due to the pandemic situation, some outstation students could not do the internship in Pune.	The faculty in-charge and IIMM faculties found a solution to this problem by assigning local level projects to these students.
4.	Some companies were reluctant to provide internships because of the restrictions on the number of staff in a location.	There were smaller batches of students sent by the college in rotation. Also students were allotted locations closer to their residences.

## **BEST PRACTICE 2**

### **HR MEET 2020-21**

1. Title of the Practice: HR Meet

It was often observed that students were unable to match up with the current Industry practices and this was posing a hindrance for the employability of the students. The College, too, was keen in making reasonable improvements for addressing the students' need from the point of view of employability enhancement. Therefore, a continuous and productive mechanism was the need of the hour wherein the HR meet was conceptualized.

The maiden HR Meet was conducted in the year 2019 and from that year, this practice has been religiously conducted every year for the betterment of the students. From 2019 to 2021, 3 HR Meets have been successfully conducted by the College wherein, the first two HR meets were conducted in an offline mode and in the academic year 2020-2021, due to the Pandemic situation, this meet was conducted in online mode.

2. Objective of the Practice:

The main objective of the HR meet is to achieve a fine blend between the Industry and College needs and requirements. The meet consists of HR officials from different companies across various sectors such as Finance, Marketing, HR, Supply Chain and Logistics, IT, ITES, Service and Banking sector. Along with the company officials, senior faculty members, Placement coordinators / officers of different colleges across Pune were invited to take part and share their views during the meet. Student representatives too are given an opportunity to have their say towards placements and employment related aspects.

The HR meet addresses not only our students but also students from other colleges in an attempt to offer equal employment opportunities to the students from peer institutes in the vicinity.

3. The Context:

In 2021, despite of the Covid - 19 pandemic, the College ensured to conduct the HR Meet, which was carried out in online mode without compromising with the output and efficiency of the same. The highlight of the online HR meet was the participation of all faculty members who got an opportunity to interact with the industry officials. The discussion took place on numerous aspects such as:

- a) Culture and Values of an organization
- b) Soft and Core skill sets requirements
- c) Current practices and procedures of organizations.
- d) Upcoming domains and areas wherein students would seek scope to pursue their future career.
- e) Approach and Mindset development of students.

4. The Practice:

The execution of the online HR meet was unique in its way where an interaction with Industry officials and specialized faculties was organized in Chat Breakout Rooms. This allowed every faculty from the specialized domain to interact with the Industry official from that concerned domain. Faculty of Marketing, Finance, HR, Business Administration, International Business, Computer Applications, and IT subjects interacted with their respective domain Industry officials.

Industry officials from Tata motors, PRAJ Industries, Garware Polyesters, Duetsche Bank, Janata Sahakari Bank, Larsen and Toubro, Godrej Properties and from other prominent

organizations participated and shared their inputs for bridging the gap of Industry requirements and Skill sets of students.

On the basis of the inputs & feedbacks received from earlier two years' HR Meets, this year Placement Cell also implemented an Industry Expert Lecture Series: This lecture series was one of the outputs of the HR Meet, where Industry experts from 12 companies were invited to deliver sessions on different areas with an aim to offer a clear and concise idea about the prevailing Industry standards and operating procedures. The students were thus ensured to be oriented to a lot of extent while participating in the Placement Fair

## 5. Problems encountered and solutions provided –

The primary challenges that the Placement Cell of the College faced from the point of view of students were:

- i) Casual and Complacent Approach of Students while pursuing Internship or Job.
- ii) Inadequate knowledge about profile building.
- iii) Identification of employment opportunities
- iv) No awareness about Industry Readiness.
- vi) Need of Skill development and Agile approach.
- vii) Developing a Sustainable model towards the Industry connect

All the above aspects were addressed with the help of the Industry officials and Placement Cell members and faculty involved.

## 6. The Evidence of Success: Key Takeaways of the HR Meet:

- Association and Tie-ups with Companies – MES GCC has successfully made an association with Janata Sahakari Bank Ltd, Arena Multimedia, ACS Global, Northern Trust Bank, SKP, E-Clerx and others.
- Increase in the number of Placements and Internships – The increase in the number of associations with companies have helped in exploring more Internship and Placement opportunities.
- 40% Increase in the number of Internship offerings
- 30 % Increase in the number of On – Campus presence of companies
- 25% Increase in the number of final Placements.
- Enhanced the College connect with the Industry.
- Helped in Branding and Image building of the Institute
- A strong connect with the Alumni was established.
- 40% of HR Meet officials comprise Alumni.
- The HR meet helps the Placement Cell to explore companies not only in Pune region but across Maharashtra.
  - The reach of the College in different geographical areas and Industrial hubs became possible because of the connect of the College to human resource managers from different companies and from different geographical areas. It is also useful to the College because the students of the College belonging to different geographical areas get enhanced opportunities to get placed in the respective native regions. Thus, the College becomes instrumental to assist indirectly the industrial development of different regions rather than having a concentration in the traditional industrial regions.
  - There is a cascading effect of the Alumni of this College attending and strengthening of HR Meet and the HR Meet encouraging and orienting the fresh alumni towards better career opportunities. 7 Companies out of 20 comprised of alumni in the subsequent Placement fair. Over the past three years, this initiative from the College and continuous communication with industries has resulted in industries developing a sense of comradery and has made the college also more industry-inclined. The inputs from the HR managers are of high importance in the process of curriculum design specially under the newly acquired college autonomy. This can surely bridge the gap between the syllabi and the contemporary reality of the industry and the economy.

Thus, The HR Meet has, by now, become one of the flagship events of our college Placement Cell and Placement Cell will continue to have it as an annual activity with more and more flair and efficiency.