



# A J INSTITUTE OF MANAGEMENT

A unit of Laxmi Memorial Education Trust<sup>®</sup>

Approved by AICTE, New Delhi, Affiliated to Mangalore University, Recognised by Govt. of Karnataka)



## Criterion 7 – Institutional Values and Best Practices

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

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## BEST PRACTICES

Below are explanations of two best practices adopted by the institute:

### First Best Practice

#### 1. Title: Nari Sashakthikaran

**Yatra naryastu puhyante ramante tatra Devata:** Where women are honoured, divinity blossoms there.

#### 2. Objectives

- Augment the participation of women in student admissions, leadership roles and faculty positions
- Facilitate the academic progression of female students to excel
- Prioritize women's wellness with initiatives for physical, mental and emotional health
- Empower female through skill-building programmes for holistic growth

#### 3. The Context:

To foster a fair and equitable society, empowering women is essential. Through enhancing women's education and instilling social and ethical values, Institute has promoted the growth of a balanced and progressive community and launched initiatives for the overall well-being of women on campus.



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## The Practices

Institute is committed to equity in female admissions, offering scholarships to them and providing fair employment opportunities for women. It strives for equal representation in student associations, integrating girls into programmes, ensuring balanced environment. Female students engage in community projects and other diverse academic endeavors. Institute organises conferences on workshops on women related themes and ensures a balanced role for men and women in all activities, fostering inclusivity. Institute initiatives ensure wellness and safety for female members. Institute acknowledges outstanding accomplishments among its students and staff, while also celebrating successful female achievers.

## Evidence of Success:

- Female student admissions increased from 47.5% in 2018-19 to 71.67% in 2022-23 and leadership commitment is evident with consistent 50% representation in Associations
- Female students held the Chief Student Executive position for three out of five years
- Staff saw a rise in female representation from 42.85% in 2018-19 to 60.71% in 2022-23
- Success in management fests, with nearly 56% of winners being female, highlighting their prowess
- Enriching academic atmosphere, female students have secured five ranks and four gold medals at the University level.
- Scholarships for female reached 329 beneficiaries, totaling ₹1,58,08,000 during the assessment year.
- For the safety of female, Institute offers CCTV camera surveillance, pad vending machines with incinerators, restroom, operational anti-women harassment cells and on-campus hostels with security
- Institute hosted seminars on women's entrepreneurship, hygiene, mental health, legal rights, gender sensitization, combatting drug abuse and human trafficking
- Human rights and gender equity are focal points in conferences and events, Pantomime and short movies with themes like Beti Bachao Beti Padhao.
- During Women's Day, Institute honors achievers in society and acknowledges exceptional achievements by women among students and staff.
- Institute engages female in community development projects including Unnat Bharat Abhiyan
- Six out of 14 members were girls in an Entrepreneurship Exhibition, and 44.83% of female students showed interest and joined the day-long workshop, highlighting empowerment efforts.
- During the last five years, Rs. 4,75,431 is spent on Nari Sashaktikarana programmes



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## 4. Problems Encountered and Resources Required

- Enhancing girls' confidence and awareness poses challenges.
- Addressing social-taboos and parental openness is complex.
- Stigma on mental health might hinder wellness

Needed: training, experts, campaigns, parental awareness for these issues.



### **Second Best Practice:**

#### **1. Title: "Expanding Reach: Connecting Beyond"**

Community Service initiatives to cultivate social responsibility and ethical values among students.

#### **2. Objectives of the Practice:**

- Instilling Universal human values with relevant managerial skills
- Supporting the needy offering a platform for selfless service
- Understanding rural challenges via community interaction
- Empowering community and students through socio-centric programmes
- Ensuring advancement of human and societal well-being aligning with the goals of NEP

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

The contextual features revolve around holistic education emphasizing both universal human values, managerial skills and also as per the vision of NEP. The practice promotes multifaceted learning beyond class, emphasizing selfless service and social responsibility. The programmes engage students with rural communities, understanding of their challenges, and bridging societal gaps. It aims to empower communities through sustainability, instilling accountability and proactive involvement in addressing societal concerns.

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

Institute coordinates diverse community development efforts, nurturing ethical and emotional understanding among students. These initiatives encompass a diverse spectrum, from dramatic presentations to crafting short films focusing on ethical and social justice themes. Institute conducts various philanthropic activities like blood donation drives, special schools/orphanage visits and contributions to rural educational institutions and disaster-stricken areas. The practice extends to national initiatives such as Swachh Bharat Abhiyan, beach cleaning, workshops for public awareness fostering patriotism and indigenous culture like Yakshagana. Participation in Unnat Bharat Abhiyan stand out for its emphasis on community integration. However, despite constraints these endeavours enrich the educational experience by instilling values and practical experiences.



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## Evidence of Success:

- Institution has adopted Five villages under UBA to carry out socio-economic surveys, demonstrating its dedication to universal human values alongside pertinent managerial expertise.
- Throughout the assessment period, students and faculty visited orphanages and homes for the elderly, extending charity in cash and kind to the extent of Rs. 65,600 providing an opportunity for altruistic service
- Collaborative endeavors with UBA, MSME through the Innovation Council, and MOUs with organizations like Young India (IIA), Junior JCI and Shubhavartha Yakshakala Sampada have expanded our reach
- Institute has received nine awards in diverse social domains, acknowledging our impactful engagement in forty outreach initiatives reflecting our dedication to community service
- In the last five years, our students have noticeably experienced shifts in behavior, showing increased levels of compassion, empathy, social awareness and sensitivity.
- These community extension activities have provided a platform for merging community service with academic pursuits, aligning with the principles outlined in NEP 2020.

The following table depicts the number of community service initiatives for the last five years

### Community Service Initiatives

Year	2018-19	2019-20	2020-21	2021-22	2022-23	Total
No Community Service initiatives	09	06	02	08	11	36



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## Problems Encountered and Resources Required

- Gaining the trust and involvement of the community, existing beliefs and prejudices that might hinder participants' openness to new perspectives
- Balancing programme commitments with academic requirements pose challenges for student participation.
- Lack of awareness and interest among students/community
- Logistics and Planning

## Resources required

- Continuous training for students and faculty involved to enhance their effectiveness
- Adequate funding to facilitate programme initiatives including logistics
- Access to facilities or technology necessary for programme implementation.
- Support and collaboration from local entities and stakeholders to ensure programme success.