A. J. INSTITUTE OF MANAGEMENT
A unit of Laxmi Memorial Educational Trust ®
NAAC Accredited Institute
(Approved by AICTE, New Delhi, Affiliated to Mangalore University, Recognised by Govt. of Karnataka)

Best Practices

7.2.1 Describe at least two institutional best practices (as per NAAC Format)

The Institute has successfully implemented many best practices. Two best practices chosen to present here are explained below:

First Best Practice

Title of the Practice: Innovative Teaching Learning Practice

The institute has developed a customized manual, known as the Teaching and Learning Practices, to foster inclusive teaching and improve both academic performance and student engagement through diverse learning methods. The TLP emphasizes the development of managerial literacy, cognitive capacities like critical thinking and problem-solving, and socio-ethical and emotional dispositions among students, aiming to align teaching and learning practices effectively with desired program outcomes.

Objectives of the Practice:

➢ Streamlining education functions,

➢ Fostering unique student capabilities,

➢ Achieving learning goals effectively,

➢ Ensuring excellence via quality improvement

➢ Maintaining transparency and fairness in student assessment.

The Context:

Amid changing stakeholder expectations and in line with the National Education Policy, the institute recognized the need for a structured approach integrating academic and non-academic domains to provide holistic student development, including professional, socio-ethical, and emotional skills alongside management education.

The Practices

The institute created a manual categorizing teaching, learning, and evaluation methods, employing rubrics for continuous student assessment, ensuring holistic development and program outcome achievement.

Evidence of Success:

The institute developed a structured manual for both curricular and extracurricular activities, monitored faculty performance and student progress using course files and progress trackers,

ensured transparency in assessment with defined rubrics, prepared exam papers based on Bloom's Taxonomy Level III, introduced ERP software for TLP effectiveness, leading to improved performance in academic and management events.

Problems Encountered and Resources Required:

The institute relied on external expertise for the initial TLP design, faced challenges in quantifying qualitative aspects, introduced ERP software to streamline operations, and increased budget allocation to elevate curricular and extracurricular activities along with academic support infrastructure.

Second Best Practice:

Title of the Best Practice:

Sensitise managers of tomorrow with socio-ethical and emotional dispositions.

A J Institute of Management aims to nurture well-rounded individuals by imparting relevant managerial knowledge, higher-order skills, and foundational values. Students are sensitized to ethics and universal human values, with equal emphasis on academic excellence and character development.

Objectives of the Practice:

The Institute sensitizes students to universal values alongside managerial skills, fosters community responsibility, encourages collaboration to address social issues, develops critical thinking for innovative solutions, and enables ethical application in corporate settings.

The Context:

Institution views community sensitization as vital for fostering empathy, social responsibility, and active citizenship, aiming to equip students with an understanding of local needs, challenges, and diversity. Recognizing the decline of ethical values evidenced by corporate scandals, the Institute endeavours to cultivate ethically responsible leaders capable of addressing societal issues.

The Practice:

The Institute organizes various activities, such as pantomimes, short movie productions, blood donation camps, visits to special schools and orphanages, charity initiatives, contributions to rural education, disaster relief efforts, cleanliness drives, workshops, patriotism programs, cultural events like Yakshagana, women's day celebrations, seminars on socio-centric themes, and participation in initiatives like Unnat Bharat Abhiyan, to sensitize students to ethical and emotional dispositions and promote community engagement.

Evidence of Success:

The research papers prepared based on the social survey data are also published in our Institute Bi-Annual Journal- Anveshana.   Institute has successfully implemented Pantomime competition with socio-centric themes. The Institute have organized outreach programmes like orphanage visits, special school visits, and visits to old-age homes. These experiences go beyond the traditional classroom setting and provide students valuable life lessons, empathy-building opportunities, and personal growth. Students better understand the challenges and experiences faced by orphans, special needs individuals, and the elderly.

Problems Encountered and Resources Required

Addressing challenges like lack of awareness, logistics, trust-building, and balancing academic commitments, the institute endeavours to engage students in community sensitization programs, despite potential apathy or disconnection some students may feel towards community issues. Arranging logistical support, such as transportation and managing associated expenses, remains a constant challenge despite budget allocations.

Resources Required:

Utilizing guest speakers, field trips, and community partnerships, the institute engages students in firsthand experiences and insights from local leaders and organizations to foster community involvement and awareness.

Practices and uniqueness

The TLP categorizes institute activities into curriculum and extracurricular domains, defining objectives, frequency, assessment, and outcomes for each. Drawing on teachers' beliefs, content knowledge, and commitment, TLP emphasizes conceptual understanding, life skills, formative assessment, and continuous progress review to foster motivated learners and improve academic performance, serving as a framework for inclusive teaching and enhancing student engagement and assessment.