



Prestige Institute of Management & Research, Gwalior

UGC NAAC ACCREDITED 'A' GRADE AUTONOMOUS INSTITUTE

AFFILIATED TO JIWAJI UNIVERSITY, GWALIOR

Institute's Best Practices

To mark excellence, Institute follows the following best practices:

Best Practice 1: Skill Development

Objectives: The following objectives were decided for skill development.

- To enhance overall communication skills.
- To provide exposure to relevant technologies.
- To encourage creativity and new ideas.
- To nurture an entrepreneurial mindset.
- To enhance professionalism.

The Context:

- Skill development is necessary as it equips the student to succeed in career as well as in personal life. Employer value employees who actively seek to improve their skill sets and this custom should be developed in student life.
- Communication skills are essential in virtually every profession as well as in personal development. They help in improving the ability to present ideas, negotiate, lead meetings, work harmoniously with colleagues and contribute effectively to group projects.
- Creativity plays a crucial role in enhancing learning, problem-solving abilities and innovation. Creative thinkers are more likely to view setbacks and challenges as opportunities to learn and grow, rather than as obstacles.
- Creativity is a catalyst that can accelerate and enrich the process of skill development, leading to more well-rounded and innovative individuals. The skill of thinking out of the box and critical evaluation are also important.
- Exposure to relevant technologies helps students to be more resilient in facing the dynamic job market and opens more career opportunities. It also helps them to stay pertinent and adaptable in a rapidly changing environment.
- Nurturing an entrepreneurial mindset is important as it can have a significant impact on an individual's personal and professional life, as well as on society. Entrepreneurial minds are Natural problem solvers, risk takers and decision makers.
- Professionalism develops career readiness in students, in addition to commitment to ethical behavior and integrity. It also facilitates networking, which is crucial for career advancement.

Conclusively, Skill development is beyond just career growth, but it also fosters personal growth, improves academic performance, boost self-confidence, enhance problem-solving abilities and promote a sense of achievement among students.

The Practice:

At Prestige Institute of Management & Research Gwalior, the Management, Faculty and Students strive all-together to achieve the objective of comprehensive skill development.

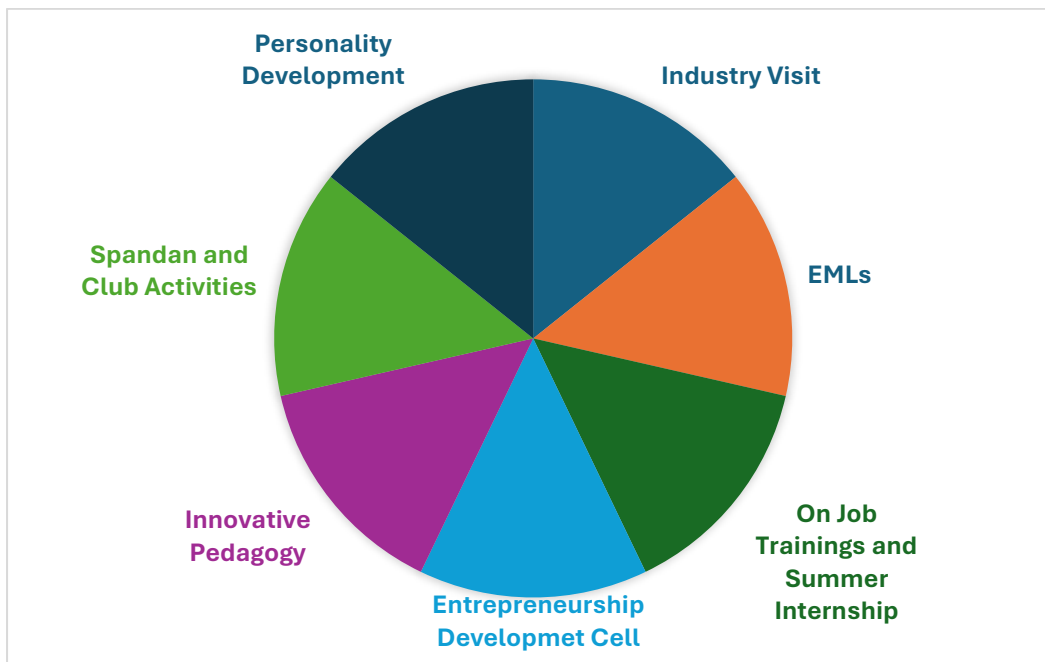


Figure 1: Areas focused by the Institute for Skill Development

- To provide an environment of gradual skill development, EMLs and Training sessions are conducted from time to time for all students. Trainers from corporate and various educational institutes are invited to conduct such sessions.
- Personality development workshops are conducted in all the courses which is helpful to enhance public speaking skills and boost confidence of the students.
- Students are encouraged for various Value-added courses. These courses help to enhance employability and career readiness.
- On the job training, summer internships and Industrial visits also play a vital role in the skill development of students.
- Various events are being conducted regularly under the banner of FAMA, Marketing, Sports and HR club of the Institute.

- New teaching pedagogies are also introduced in courses. Smartboards and the use of FTP has made the educational process more interactive.
- Entrepreneurship Development Cell conducts EDPs and “Hackathons” for idea generation and provides support to students who seek to start their own ventures.
- Feedback from students obtained after workshop so that continuous monitoring of the process can be done.

Activities supported:

In the academic year 23-24, the institute had conducted various activities to support skill development among the students which can be classified under the head below:

- **Industrial Visits:**

Industrial visits are medium of bridging the gap between theory studied in classroom and practical reality of the working world. Industrial visits expose students to various technologies, equipment, and work processes. Observing professionals at work allows them to develop essential skills like problem-solving, communication, and teamwork, which are highly sought after in the workplace.

Industrial visits often provide opportunities for students to interact with professionals in the field. This allows them to build valuable connections, gain insights into practical work experiences, and potentially pave the way for future internships or job opportunities. Some of the major industries visited by the students of various programs include SRF industries, Sanchi and Deendayal Industries.

Industrial Visit Data 2023-2024					
S.No.	Course Name	Semester	Section	Date	Company Name
1	BBA	I	A	01.12.202	Precision Industrial Systems Malanpur
2	BBA	I	A	13.12.202	SRF Limited Malanpur
3	BBA	I	C	30.12.202	Davrash Food Industry
4	BBA	I	C	29.12.202	Sanchi Industry
5	BBA	I	D	06.01.202	JB Mangharam, Gole Ka Mandir
6	BBA	I	D	07.02.202	Sanchi Bamore
7	MBA(Inte.)	III	A	07.12.202	Akzonobel Dulux Paints Malanpur
8	MBA FT	III	A,B,C	11.02.202	Sanchi Bamore
9	MBA (Integrated)	III,V	A	22.11.202	Precision Industrial Systems Malanpur
10	B.COM	V	A	02.12.202	Supreme



Glimpses of Industrial Visit

- **EMLs and PD Workshops:**

EML emphasizes active participation, engaging learners in experiences that simulate real-world scenarios. This hands-on approach fosters deeper understanding, promotes critical thinking, and encourages problem-solving skills. EML activities often involve collaboration, communication, and teamwork, fostering the development of essential soft skills highly valued in the workplace.

Workshops are led by experienced facilitators or industry professionals who can share their knowledge and expertise. This direct guidance can accelerate learning, offer valuable insights, and provide real-world examples of effective skill application.

Both activities help in active learning, expert guidance, and practical application, ultimately enhancing student's skillset and preparing them for success in their chosen career paths.

Glimpses of EMLs and Workshops





- **On Job trainings and Summer Internships:**

Summer Internships provide practical exposure and a feel of real work culture at companies to the students. Summer internship is a part of curriculum for all the courses varying from 30 days to 45 days. (BBA, MBA, BCom and all Law Courses) to provide practical exposure to the students. The institute also tries to provide on-the-job training opportunities to students. OJT's and Summer Internship play a crucial role in offering hands-on experience in a specific field, allowing individuals to apply theoretical knowledge from their studies to practical situations. They also allow individuals to gain experience with specific tools, technologies, and software used in the workplace. They also help in building professional networks, learn workplace etiquette and gain exposure to professional expectations.

- **Entrepreneurship Development cell:**

Entrepreneurs fuel the economic growth of the country by boosting the GDP as well as creating employment opportunities. Entrepreneurs often introduce innovative products, services, and business models that disrupt existing markets and solve problems in new ways. At Prestige Institute of Management and Research, Gwalior, the Entrepreneurship Development cell strives to motivate students to start their own ventures. Entrepreneurship Development Programs and Hackathons are conducted regularly. On 01 September 2023, Idea Hackathon 3.0 was organised. On 3 May 2024, Seminar was organised on PMFME for educating students on available entrepreneurial avenues.



Glimpse of PMFME seminar



Glimpse of Idea Hackathon

- **Innovative Teaching Pedagogy:**

Innovative teaching pedagogy plays a crucial role in fostering and enhancing skill development in learners. It's a synergistic relationship where effective teaching methods create an environment that actively engages students and empowers them to acquire and refine essential skills. They help students develop critical thinking, problem-solving, and collaboration skills.

Our learned faculty embraces teaching with various teaching pedagogies according to students understanding and course. Role Plays, Business Quiz, Project Assignments, and case studies are used to enhance learning. The use of ERP and FTP by students and faculty is intensified at PIMR, Gwalior. This initiative was helpful in creating a synergistic effect, providing students with a more engaging and relevant educational experience. Smart boards in the classrooms also play an important role.

Also, New teaching pedagogies become part of internal assessment, introduced every year for 360-degree development of students like LTM (Learning through movies), Story Telling Component-Book Review, (Inculcating habit of reading and linking to subject taught) HQD (Human quality Development), Business Forum, Major Research Project, Know the Unknown Vlogs and Virtual Share Trading.

- **Spandan and Club activities:**

The Annual fest of Prestige –Spandan is a student driven activity which is helpful in developing skills like leadership, problem solving, communication, teamwork, creativity time management, networking, Interpersonal Relations, and Innovation.

Various clubs also operate in the institutes which are also managed by the students. The Rotaract club drives social welfare. Various Quiz, Poster making, Slogan Writing and workshops are also organised under the banner of FAMA club, HR club, Marketing Club, CS club and Environment club to boost confidence and reduce stage fear among students

These activities are focused on developing intellectuals with great confidence, team working skills and humanity. These initiatives also develop teamwork and social responsibility among students.

Glimpses of Spandan and Club activities





GPS Map Camera



Gwalior, Madhya Pradesh, India
GM 1429, D.D. Nagar, Aditya Puram, Gwalior, Madhya Pradesh 474012, India
Lat 26.26063°
Long 78.218308°
26/09/23 04:47 PM GMT +05:30



GPS Map Camera



Gwalior, Madhya Pradesh, India
26, Bhind Rd, near prestige college, D.D. Nagar, Maharajpura, Gwalior, Madhya Pradesh 475110, India
Lat 26.260761°
Long 78.217738°
12/09/23 11:56 AM GMT +05:30

- **Value added courses:**

Value-added courses offer a multitude of benefits for students by supplementing traditional academic programs with valuable skills and knowledge beyond the core curriculum. Value-added courses equip students with industry-relevant skills and certifications that are highly sought-after by employers. This can give them a competitive edge in the job market and increase their chances of landing their dream job. Value-added courses offer a wider range of topics beyond the core curriculum, allowing students to explore their interests.

The institute promotes skill development among students by promoting certification courses. Students have enrolled in courses from NPTEL, Digital Marketing and Tally.

Evidence of Success:

The behavioral skills and Confidence of students has developed greatly which is visible through the placement records of the institute. Students have developed public speaking as well as interpersonal skills. They are highly oriented for their career growth. They have also developed practical and critical thinking resulting in enhanced employability.

Problems Encountered/ Resources Required:

- The introduction of a new pedagogy for courses every year was difficult but gradually teachers took more interest and as per their subject syllabus they created many unique pedagogies.
- Many students studying in the institute belong to semi urban/rural areas. They face major difficulties such as communication, vocabulary, stage fear and language barriers. Tailoring skill development programs to meet the specific requirements of these students was a challenge. This issue was resolved by seeking help from various trainers and industry experts.
- The effectiveness of any workshops varies depending on individual's commitment to self-improvement also.
- Skill development is a continuous process that requires consistent effort and practice.

Best Practice 2: Gender Inclusion

Objectives: The objectives of gender inclusion at the workplace are:

- To ensure equal opportunities for all genders.
- To create a safe, respectful and gender-equitable environment
- To inculcate and promote gender sensitivity and reduce gender stereotypes.

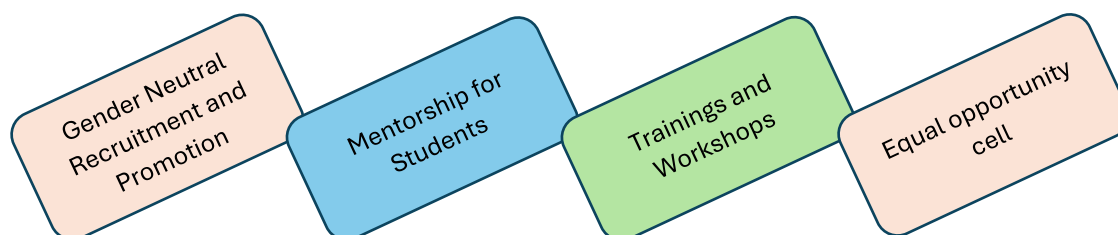
The Context:

As per census 2011, there are only 864 females to every 1000 males in Gwalior region. The literacy rate for females is only 63.96% and for males is 82.93% which is not adequate. Also, Gender equity is a fundamental aspect of a progressive and inclusive educational institute. Recognizing this, PIMR, Gwalior has implemented several practices to ensure equal opportunities and a supportive environment for all students, faculty and staff irrespective of

gender so that diversity and inclusion is achieved. PIMR, Gwalior, promotes gender equity and foster a campus culture that values diversity and inclusion.

Practice:

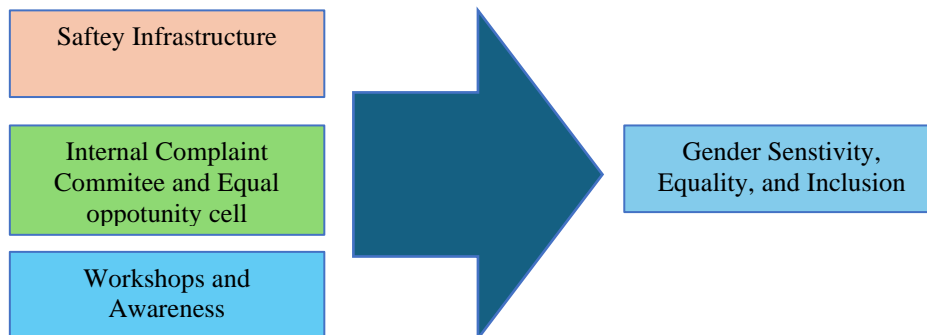
PIMR, Gwalior believes in providing equal opportunities, resources and support to individuals of all genders so that everyone thrives and excel in their educational pursuits. It is an integral part of the institute to create a conducive learning environment where every individual feels respected, valued, and empowered. Throughout the year various activities were done in this regard.



- Our students, faculty and staff members undergo regular gender sensitization workshops to promote awareness, empathy, and understanding of gender-related issues. This training equips them to create an inclusive and supportive atmosphere within their classrooms and workplaces.
- PIMR has a Mentorship policy where a class of 60 students is allotted to faculty that specifically focus on supporting and guiding the students and taking care of student related issues.
- Equal Opportunity Cell organizes various workshops and training sessions to raise awareness about gender-related issues. These activities aim to foster empathy, understanding and respect for individuals of all genders.
- At PIMR Gwalior Campus safety is always a priority. The institute maintains a robust security infrastructure, having cameras at all places including classrooms and provides round-the-clock support to ensure the safety and well-being of all individuals within the campus.



- PIMRG follows Gender-Neutral Recruitment Practice and Promotion Policy.
- Internal Complaint Committee is active at PIMRG where the committee works on workshops and programs against sexual harassment, making students aware of these issues and organising training programs to prevent and address workplace harassment, creating a safe and respectful work environment.
- Common rooms for both Girls and Boys are available separately on the campus.
- The Institute has adopted the practice of Gender audit from the academic year 2023.

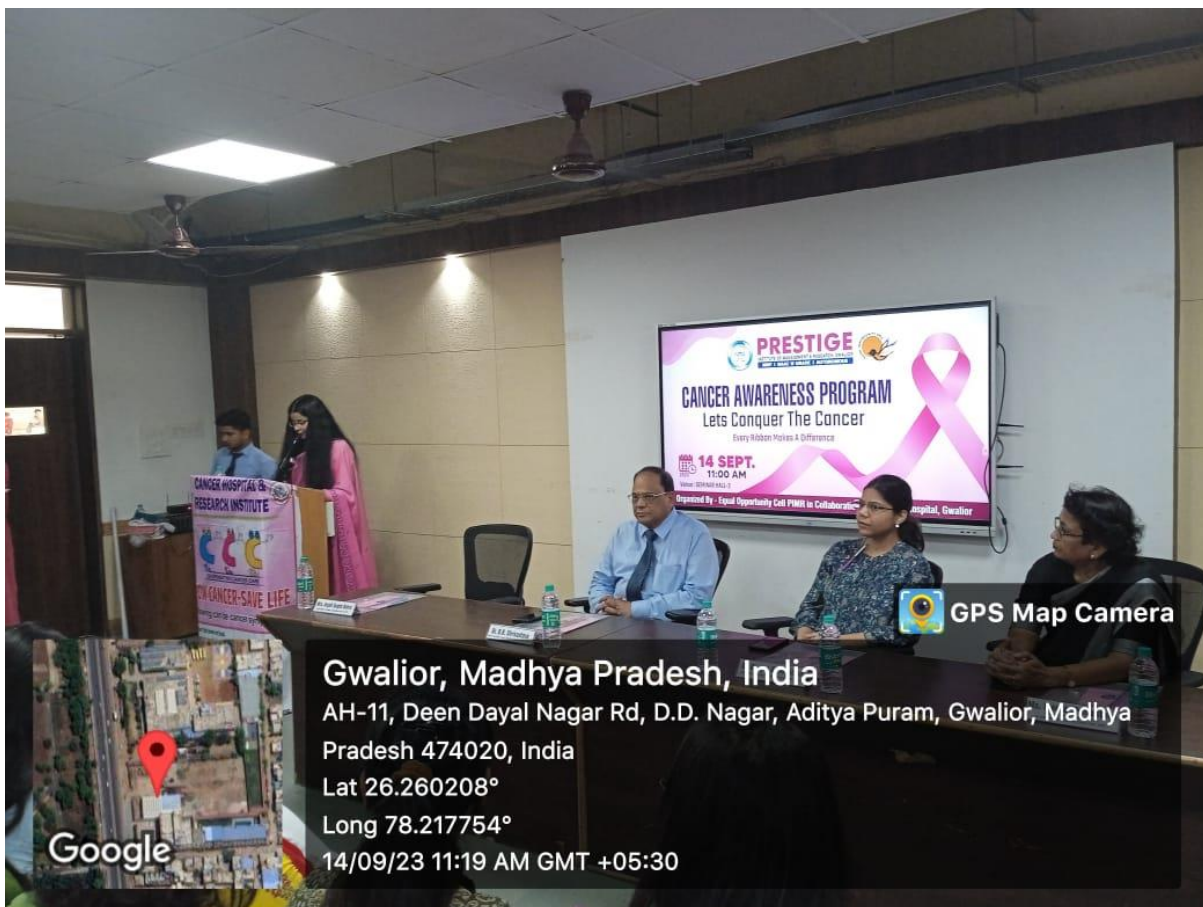


Activities Supported:

Various programs were conducted for the Initiative including Cancer awareness program, women's day celebration, Training Session on Women's Rights and sexual harassment and menstrual health program.

- The Equal Opportunity Cell (EOC), Prestige Institute of Management and Research, Gwalior in collaboration with Cancer Hospital and Research Centre, Gwalior organized a Cancer Awareness Program on September 14, 2023, at 11:00 am to educate and raise awareness among the community about cancer prevention, early detection, and available support services. The program aimed to reduce cancer-related stigma,

promote healthy lifestyles, and empower individuals to take proactive steps in managing their health.



- The Equal Opportunity Cell organized Women's Day Celebration on March 6th, 2024, to commemorate International Women's Day. The event aimed to celebrate the achievements of women and promote gender equality and inclusivity within the

institution. The event also focused on discussion about the importance of supporting women's rights



- The training session on Women's Rights and sexual harassment was conducted by internal complain committee on 26/06/2024 from 11:20 AM to 3:30 PM. The resource person of this session was Ms. Divya Kushwah (Coach: Khelo India University Gold Medalist). The session served a critical purpose in fostering a space for open dialogue and education. By delving into these intertwined issues, participants gained valuable knowledge and tools to navigate the complexities of gender dynamics and create safer environment. The session aimed to educate participants about women's rights and sexual harassment through open dialogue. Additionally, the session focused on teaching students essential self-defence techniques against physical attacks like punches and kicks, as well as strategies to escape from dangerous situations such as being grabbed from behind.

Session on

Women's Rights and Sexual Harassment

Coach: Divya Kushwah

(Khelo India University Games Gold Medalist)

26 JUNE 2024





Evidence of Success:

Evidence of successes for gender equity can be observed through various indicators and outcomes that demonstrate positive changes in the workplace. These successes are typically based on successful conduction of workshops.

Higher rates of retention and advancement of women within the organization show that gender equity efforts are creating an environment where female employees can thrive and progress in their careers.

Problems Encountered/ Resources Required:

- Talks on Gender inclusion, POSH and Gender sensitivity have always remained a taboo in the society as well as workplace. Initially, Faculties, staff and students were hesitant to talk about these issues.
- Identifying well trained POSH and Gender sensitivity trainers was an issue.