

Best Practices

BEST PRACTICE 1

1. Title:

Inculcating a Sense of Social Responsibility through Extension and Social Activities for Community Development

2. Objectives:

- ✓ To inculcate a sense of social responsibility among students.
- ✓ To sensitize students towards social issues and concerns.
- ✓ To instil ethical and moral values among students.
- ✓ To enhance the understanding of belongingness towards society.
- ✓ To contribute towards community development and the welfare of society.
- ✓ To transform students into responsible citizens by following universal values.

3. The Context:

- ✓ Management education is intended to transform students into competent management professionals with strong ethical values.
- ✓ Management professionals are responsible for the sustainable development of business organizations.
- ✓ Companies must contribute to community development through 'Corporate Social Responsibility (CSR)'.
- ✓ The educational institutes also have 'Institutional Social Responsibility (ISR)'.
- ✓ Two of the Program Outcomes of the CIMAT MBA Program are Environment and Sustainability, Social Responsiveness and Ethics. Value-oriented and Socially Responsible Behaviour is one of the Graduate Attributes of the CIMAT MBA Program.
- ✓ The Institute intends to develop a sense of social responsibility and contribute towards community development.

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4. The Practice:

The Institute has established a 'Swachh Bharat Abhiyan' and has become a 'Jan Andolan', receiving tremendous support from the people. Citizens, too, have turned out in large numbers and pledged for a neat and cleaner India along with students. Taking the broom to sweep the streets, cleaning up the garbage, focusing on sanitation, and maintaining a hygienic environment have become practices after the launch of the Swachh Bharat Abhiyan. People have started to participate and are helping spread the message of 'Cleanliness is next to Godliness.'

'Unnat Bharath Abhiyan' at CIMAT conceptualizes the necessity to promote the development of rural areas in tune with the Gandhian vision of self-sufficient 'village republics' based on local resources and using decentralized, eco-friendly technologies so that the basic needs of food, clothing, shelter, sanitation, health care, energy, livelihood, transportation, and education are locally met. Water harvesting, Miyawaki forest at CIMAT, sewage water treatment facilities, Promotion of selva magal schemes for girlchildren, sensitizing the electoral responsibilities among neighbourhoods, capacity enhancement programs in the local village, mushroom cultivation, etc enhances the student's perspective on their community connect and role in its development.

During the Covid-19 Pandemic, CIMAT students have done commendable social work like - Covid-19 Awareness Campaign through Poster Making and Videos, Mask Making and Distribution, Health Camps, Grocery Distribution to the Needy People, Arogya Setu/iGOT App Download Awareness Campaign, Oath of Corona Nirmulan, Pledge of Janata Curfew, Health Survey of Families through Maze Kutumb Mazi Jababadari Campaign of State Government etc.

5. Evidence of Success:

- ✓ The extension activities carried out by Swachh Bharat Abhiyan and Unnat Bharath Abhiyan of the Institute have sensitized the students towards social issues and concerns.
- ✓ The extension activities have developed a sense of social responsibility among students.

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- ✓ The extension activities have contributed towards community development. The social movements have also developed skills like communication, leadership, teamwork, etc., among students.
- ✓ Social activities have developed strong ethical and moral values among students.
- ✓ When the students reach the final semester of the course, their attitude and participation in community programs have primarily increased and shown voluntary commitment and enthusiasm.

6. Problem Encountered and Resource required:

- ✓ There is a time constraint for engaging students due to the semester pattern.
- ✓ Initially, there is hesitation on the part of the students about social work. However, once the students understand the significance and benefit for society, they will actively participate.
- ✓ Seeking participation from all the students becomes a task as we often find selected students anchoring many such initiatives repeatedly.
- ✓ The monetary resources are primarily provided by trust and are limited.
- ✓ Sensitizing the students for various programs related to the community requires extraordinary efforts and cooperation from faculties and administration.

7. Other Information:

Extension and social activities have led to an inculcating sense of social responsibility, community development, and crafting a better-valued citizen.

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BEST PRACTICE 2

1. Title: Mentoring and Counseling: Fundamental Step Towards Personality Development

2. Objectives of the Practice:

- ✓ To assess the personality of students.
- ✓ To evaluate the cognitive skills and behavioural traits of students.
- ✓ To make the students understand their aptitude and personality.
- ✓ To make the students aware of their traits, skills, and capabilities.
- ✓ To make the students realize their strengths and weaknesses.
- ✓ To guide students to develop their holistic personality

3. The Context:

- ✓ Management education is intended to transform students into competent management professionals.
- ✓ Management education is expected to provide students with the latest knowledge, required skills, the right attitude and revered values.
- ✓ The outcome of management education is to develop the holistic personality of students so that they take managerial positions in the corporate world and contribute towards socio-economic development.
- ✓ Knowing the personality is the first step towards the development of the character.
- ✓ Psychometric tests are standardized and scientifically developed tools for measuring an individual's psychological attributes such as aptitude, personality, values and abilities.
- ✓ Counselling is intended to provide professional guidance to develop the overall personality of students.

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4. The Practice:

- ✓ The psychometric test is conducted for the MBA program students in the first semester.
- ✓ The psychometric test of students is conducted online.
- ✓ Before conducting psychometric tests, an orientation program is performed for the students to make them understand the objectives and nature of the test.
- ✓ The schedule of the psychometric test is displayed in the form of a notice. The students appear for the psychometric test accordingly.
- ✓ After the psychometric test, an exhaustive examination report is communicated to the student, counsellor and mentor faculty member.
- ✓ The psychometric test assesses the aptitude of the students' w.r.t. critical abilities - cognitive ability, numerical ability, reasoning ability, verbal ability, rapid evaluation ability and spatial ability.
- ✓ The psychometric test assesses the personality of the students' w.r.t. following dimensions - extroversion, introversion, sensing, intuition, thinking, feeling, judging and perceiving.
- ✓ After the psychometric test, counselling based on the psychometric test report is provided to the students by professional counsellors.
- ✓ The counselling schedule is displayed in the form of a notice. The students attend the counselling sessions accordingly.
- ✓ The Institute has tied up with professional agencies for psychometric tests and counselling.

5. Evidence of Success:

- ✓ After the psychometric test, a comprehensive report is given to the students, counsellor, and mentor faculty members.
- ✓ The psychometric test report contains a complete profile of the students w.r.t. aptitude and personality.
- ✓ The psychometric test report makes the students understand their personality and recognize their strengths and weaknesses.
- ✓ The psychometric test and counselling act as a fundamental step to realizing self-potential. Self-awareness leads to self-development.

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- ✓ Professional counsellors guide students to overcome weaknesses and develop their overall personality.
- ✓ Mentor faculty members also guide students to develop their personalities.


The Institute understands the learning levels, capabilities and skills of the students. Further, it helps in understanding slow and advanced learners. It allows the Institute to plan student development initiatives according to need.

6. Problem Encountered and Resource Required

- ✓ Test anxiety among students can lead to invalid results.
- ✓ The success of psychometric tests depends on how honestly students have answered the questions.
- ✓ Sometimes, the reliability of the psychometric test could be better.
- ✓ Sometimes, the validity of the results could be better.
- ✓ One faculty member is appointed as coordinator for the examination and counselling.
- ✓ Professional counsellors are required for counselling, which a professional agency provides.
- ✓ The trust provides guidelines and policies regarding professional charges to be paid to the approved agency.

7. Other Information:

The practice of Psychometric Tests and Counseling results in self-awareness among students and guides them towards personality development.


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