

## **Best Practice-I**

### **1. Title of the practice: Conducting ‘Placement Eligibility Test (PET)’**

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

To assess the proficiency in quantitative abilities and soft skills of the UG and PG final year students, and To offer special training to reduce the gap between industry expectations and the program outcome.

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

The average percent of UG and PG final year students who are selected in the campus placement drives used to be about 40% till the year 2014-15. Though some students had excellent academic record, they were not selected in the campus recruitment drives because their soft skills were found slightly below the standard expected by the industry. The college, therefore, needed to identify such students and the areas of deficiency in advance, and train them distinctly in resume writing, personality development, aptitude building, communication skills, group discussions, interview skills etc. Hence, PET was designed to assess the soft-skills of the students before they attended the campus interviews.

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

The Career Guidance and Placement Cell (CGPC) of the college has designed an on-line test named ‘Placement Eligibility Test (PET)’. It is conducted every year in the months of June/July for all the final year students who are interested in seeking a job through the campus recruitment drive. The students who do not qualify the PET have to undergo a 30-hour training program called ‘Employability Skill Development Program (ESDP)’ to become eligible for placements. The curriculum includes topics on:

Quantitative ability Verbal Ability Reasoning Evaluation Mechanism Basic Communication Skills Personality Development Psychometric Test Group Discussion Interview Skills A workshop on industry scenario and employability

### **5. Evidence of Success:**

This practice proved to be highly effective as the success rate of the students selected in industry has improved to 60 % in the past 3 years, and a large number of students were selected by reputed companies like EY, DELOITTE, AMAZON, WIPRO, SAP, COGNIZANT, FRANKLIN TEMPLETON, HSBC, UBER, JARO, Sutherland, ADP, INFOSYS, ICICI securities, AGS, RYAN, GENPACT, DeShaw, FactSet, KPMG. The

highest salary offered to a student in the year 2017 – 18 is Rs. 6,00,000 per annum, and the average being Rs. 2,88,060.

The college received a highly favorable feedback from the participants of the program, and the employers. Some comments are:

Gained confidence to attend the recruitment processes of the companies, Training in group discussion and interview skills has resulted in improved performance, Quantitative and verbal ability training helped to qualify in various competitive examinations, Helped in developing aptitude and enhancing abilities to prepare and focus on career development.

#### **6. Problems Encountered and Resource Required:**

Students from rural background need more support in soft skills and Spoken English and it is a challenge to make them placement ready. The College is making efforts to conduct special training for them in the English Language Lab. Time and Budget constraints to elevate the program to the next level in terms of providing more expert lectures and real-time facilities, Funds crunch for subsidizing the program for students from the lower wealth group.

### **Best Practice-II**

#### **1. Title of the practice: Promotion of ‘Scholastic Clubs’ in the departments**

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

To provide a platform for the students to showcase their scholastic and co-curricular talents in fine arts, music, theatre, Debating, cultural events, hobbies etc., and Cultivate scientific zeal to expand the boundaries of their creativity.

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

BVC recognizes the fact that a student is a repository of some innate talent / skill inherited from the environment in which he/she has grown up. The college believes in nurturing that talent / skill, and helping in honing and sharing it with peers. It is achieved by encouraging interaction among the students at two levels – inter-class (at the college level) and intra-class (at the department level). Several ‘Student Clubs’ have been formed for this purpose, specializing in activities like photography, fine-arts, drama, debating, folk-lore dances, quiz, science, management etc. Joining a student club provides an opportunity for a student to discover his/her capabilities; learn team spirit, group discipline, networking; and watch how his/her peers handle the issue in similar situations;

all of it contributing to making a rounded personality and a good citizen. The most rewarding aspect of this practice, however, is 'relax while you learn'.

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

The objective is achieved by forming the following student clubs, each of which is unique in its activity and monitored by a teaching department in the college:

Xpressionz (The Cultural & Literary club) - The club gives the students a platform to showcase and nurture their talents in the field of music, dance, fine arts and theatre. It organizes Inter and Intra College fests and also celebrates various regional and national festivals. Bhavan's Quiz Club - 'Manthan' - is unique in its form. It conducts Intercollegiate quiz competitions, which is also open for the corporates. Centre for Excellence - An organization started exclusively for students of the College in association with Ramakrishna Math (Vivekananda Institute of Human Excellence). Various events and competitions are organized to signify the importance of human values and patriotism among the youth. Students from all streams (UG & PG) are welcome to participate and discover themselves. ED cell - The Entrepreneur Development Cell - empowers the students in developing and strengthening entrepreneurial quality and augmenting self-employment opportunities. VOICE Club - The club aims at overall personality development and enhancement of employability skills through academic and non-academic activities. PSCIFE (Physical Science Club for Information, Fun and Education) - The club aims at developing analytical skills and subject knowledge of the students through various activities. greEnergy - The club creates awareness among students about the importance of a clean, green and sustainable environment through its activities. Science Club - It was started with the aim of improving the scientific aptitude and skills of the students, and awareness of current trends in science. It also aims at improving their skills in interpreting the experimental results. Abhyas Club - The Club was started to provide professional skills to students and to exhibit their talent which will help them to face the outside world confidently and groom them as future managers. SOCH Club - Its activities groom the students to make their mark with their unique ideas. The activities are a creative presentation/replication of skills and subject knowledge acquired by them. FUSION TECH Club - Provide a platform to encourage participants to learn the practical implementation of computer skills. This club encourages those students with startup ideas by providing an incubating platform where they get to collaborate with enablers, who put in their ideas into implementation. This club also provides a platform for the students to know more about the current trending technologies in the world, along with their technical queries.

#### **5. Evidence of Success:**

Notable Achievements:

Winners - B. Com (Honors) 'Prerna championship' – Osmania University, since 2002. Lt. ShaikJeelani – Procurement Officer, Material Organization, Fleet Ships, East Naval Command, Visakhapatnam - 2016. Winners - 'Mr. and Miss Fresh Face' since 2013. 'Life time achievement', Guinness Book of world records, Yuvaratna awards - Ms. SatyaPrasoon, Dr. SujarithaSundarajan, Ms. ManachalaSahiti, Ms. GhantasalaLahari, Ms. C. Lakshmi Lavanya, Ms. T. Rachana - Kuchupudi, Bharatanatyam, Hindustani and Carnatic vocal music. Mr. Aman Kumar Sharma's photographic skills - cover page: National Geographic Magazine 2014 & 2015. Ms. Manvi Kansal – Jagriti Yatra – 2017-18. Ms. Akhila Nookala – SBI - Youth fellowship - DHAN foundation : 2017-18 Mr. Jephthah Jagdeshan - 'Teach for India': 2016-17 Mr. Sanjay Mucharala- TED Talk. Mr. Shyam Sundar – Mr. Popular and Mr. Fresh Factor – India, recognized for "Pixel Perfect" photography - Hamstech Institute of Fashion and Interior Designing. Mr. Neeraj Singh – Assistant Producer – Editorial Department - ABP News - March 2018. Successful Entrepreneurs: Aditya Deendayal – Alankrita Resorts, AshwinLalwani – Shweta computers, JatinMor – More jewelers, Murtaza - Creative gardening. Start-ups Radhe Shyam Mundada & Bharathi Kanodia – Sahara - TSGGCC 04870372 Rahul Batra – Whoosh - TSGGCC 05283674

## **6. Problems Encountered and Resource Required:**

Achieving a healthy balance between classroom and club activities within the available time is a challenge for the students. Motivating students to overcome their inhibitions and participate in club activities. Students' moorings in traditional and conventional methods, and their hesitancy for out-of-the-box thinking. Funds crunch for increased financial support to Club activities.