



K J's Educational Institute

K J College of Engineering & Management Research

(Accredited by NAAC)

Sr. No. 25 & 27, Kondhwa - Saswad Road, Near Bopdev Ghat, Pune 411048.

7.2 Best Practices

Describe at least two institutional best practices

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link

1) **Feedback system and faculty appraisal Goal:** To build up an online feedback system, from students for faculty, and to facilitate teaching learning process. The objectives of these systems are as follows:

- To develop and establish a computerized online students' feedback system.
- To develop and adopt the standardized questionnaires, which is time tested.
- To provide students feedback about faculty, twice in a semester.
- To counsel the faculty to improve the performance.

The Context: Teaching learning is a process which also depends on time scale. A teacher is to be accepted by students over a period of time and it depends on the performance of a teacher in the class room, which can be measured based on certain standard questionnaires. Since many of the faculty members requires time to develop the teaching skills, which may affect the results of students. In order to keep a check on the process and to facilitate teachers, an online feedback system is developed.

The Practice: A standard set of questionnaires are prepared with three options for each question. These questionnaires are adopted in a Google form and a link is created for each class. On a particular day, a particular class is taken to computer centre.

http://www.kjei.edu.in/kjcoemr/student_corner/student_corner.html is the link each student has to open and tick mark the appropriate option provided for each question. Upon submission of this form, the feedback of that student gets registered.

Evidence of Success: The feedback is taken once after 3 to 4 weeks of start of a semester and the faculty is given the performance index (PI) sheet. Based on the shortfalls observed by students (rather students expect an improvement in these attributes), the faculty has to improve upon. For the same, they are counselled by either Principal, along with HoD. This improvement must be visible in the second feedback, which is taken just before the end of semester. The data shows there is improvement in the faculty because of this feedback system and facilitating teaching learning process.

Problems Encountered and Resources Required: Sometimes failure of internet causes the difficulty, because when students are sitting in front of computer unable to fill the online form. They may have to come next time which may cause delay.

Format used for summarizing feedback

Best Practices II

Employability Skill Development Programme (ESD)

Goal: The advancement in engineering & technology has not only restructured the scope of engineering education, but also redefined the expectations from engineering graduates. At institute, a need was identified to start an innovative practice "Employability Skill Development Programme" by Zensar Technologies that would



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help the students to build a personality equipped with technical skills and soft skills. With this in mind, a state-of-the-art ESD is being implemented from the year 2014-15. The aim of the program is to enhance the employability of the students by empowering them with skills those are required by corporate.

The objectives of the Zensar- ESD program are to:

- Enhance the employability of the students.
- Prepare students for Interviews and Technical strength.
- Prepare students in strong in Personality & Technical capacity.

The Context:

- **Integration in to the curriculum:** Training incorporated into the curriculum to help students for preparation and self - evaluation in technical and soft skills.
- **Lecture Plan:** As a part of ESD, subject wise, all lectures are taught by expert faculty from Zensar Technologies. This is a LAN based resource to help the students to learn and revisit the concepts discussed in class and Lab.
- **Expert faculty:** A good blend of class room and hands on training is provided by expert faculty.
- **Zensar assessment:** Training needs an outcome, assessed using assessment tools by Trainers during training, a test preferred by Zensar corporate Experts.

The Practice: The duration of ESD is 230 hours. It is spread over 3 semesters. The duration of ESD is from fifth semester to eighth semester. The details of the programme are

Zensar Technologies - Employability Skill Development Program - Calendar for K J College of Engineering & Management Research

SN	Activity	Duration	Calendar Dates	Syllabus	Remarks
1	Initial Selection	1 Day	JAN / Feb Each Yr	Aptitude Test & G D	Presentation
2	Soft Skill Training	5 Days [30 Hrs]	Feb March Each Yr	Communication Skills	Saturday Sunday
3	Technical Training	14 Days [100 hrs]	1 st June to 15 June	Java, Dot Net , SQL	Vacation Time
4	Final Interview	1 Day	Sept each Year	All Training content	
5	Offer Letter	NA	October Each Year	NA	
6	Advanced Training	14 Days[100 Hrs]	1 st Dec to 15 th Dec	Adv Java, Dot Net ,	Vacation Time
7	Joining ZENSAR		September		

Evidence of success: Implementation of ESD has shown remarkable effect on placement activities. Students are able to crack professional examinations conducted by other industries too. This unique activity is appreciated by industries and alumni, which has improved placement shown below



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Student placement

SN	Academic Year	Training No of students KJCOEMR	Interview short Listed	KJCOEMR Placed
1	2018-19	372	212	109

Problems Encountered and Resources Required: The ESD is required to be conducted in parallel with regular academics on Saturdays and Sundays too. Therefore, extra sessions from industry experts are normally arranged on weekends in the month of Feb/March. Convincing the students to attend such sessions is really a challenging task. Industry experts and corporate trainers are available only on weekends.

However, it is necessary to give ESD inputs to the students to cope up with industrial requirements and make them ready for placement. Introduction of ESD have solved majority of these problems with free of cost and removed unnecessary financial burden on the students. This has also motivated the students to attend sessions even on weekends, vacations and holidays.

The institutional resources required to conduct ESD are as follows:

- Budgetary requirement for Expenses on Trainers Hospitality.
- Classroom with LCD and multimedia facility.
- Software for Java SQL and Dot Net.
- Internet facility to conduct Online Tests.
- IT infrastructure for hands on training.
- Library with necessary e-resources, journals, and books.