



Sri Devaraj Urs Educational Trust (Regd.)  
**SRI DEVARAJ URS INSTITUTE OF MANAGEMENT**

DODDABALLAPUR - 561203

Affiliated to Bengaluru North University | NAAC Accredited Institution | College Code: 7105 / ZB

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## Institution Best Practices

### **Best Practice I**

- Title- Feel Employable
- To enrich and exhibit innate ability of students
- To enhance presentation skills
- To improve communicative skills
- To strengthen competence in every endeavor that students undertake
- To improve analytical and critical bent of mind
- To keep abreast in contemporary changes
- To inculcate professionalism and sense of commitment
- To understand the nature and approach of industry during recruitment process
- To develop emotional intelligence among students
- To Moulding students based on their thrust area

### **The Context:**

Education is one of the instrumental forces in Moulding the prospects of students. It is place where students hone and harness their skills from time to time for the improvement of their career. By all accounts the responsibility of educational institution is immense in enhancing employability skills among students based on the need and requirements of industry. Effective communicative skills play an exceptional role in providing good number of avenues in the globalized world.

It is observed that there is a huge gap between industry and academia. Employers feel that majority of students are good in academics but lacks in employability skill, like communication, presentation and interpersonal and intrapersonal skills and this is also a cause of poor employable skills among students. The scenario of our institution is not different from the overall impressions about present generation employability skills. Thus, in order to bridge the gap between industry and academia institution has started best practice under the title of 'FEEL EMPLOYABLE' through this it started addressing the issues like building competency, communication and employable skills among students by conducting training programs and value added courses.

### **The Practice:**

Institution is striving hard to ensure the skills, knowledge and competency of students through various initiations like value added/Certificate courses in Remedial English, soft skill training, crash courses in quantitative aptitude, communicative skills and advance learning in English. This approach and practice is gradually paying rich dividend by enriching language competency, updating knowledge on contemporary trends, experiential learning through field visits and internships. Department of English and Placement is sharing and providing the responsibilities in improving skills of students. At the same time institution is also conducts lectures by inviting industry experts, HR trainers and experts in different fields. As matter of fact in the beginning placement percent of the institution was not encouraging after the Feel Employable practice the considerable changes in attitude language skills and overall knowledge of students as much improved than earlier.

Department of English conducts special classes thrice in a week for improving language skills and training in presentation, pronunciation with help of language lab, articulator skills and overall improvement in language competency. Fortunately faculty members of the department are good in training skills and also worked as trainers in soft skills. This has truly encouraging the institution for preparing students in employable skills. From time to time it is redefining the approach and requirements for the betterment of student's community in general.

### **Evidence of Success:**

The initiation of Feel Employable has been giving a sense of momentum in enhancing self-confidence, language competency and self-driven approach of students. Earlier the participative learning of students was not encouraging. Students use to show lack luster response in every endeavor of the institution. The firm approach and commitment of the institution has started giving results during placement. Though initial number of placement was not good and encouraging but the mind set and approach of students' participative learning has increased considerable.

### **Problems Encountered and Resources Required:**

In the beginning of the initiation majority of students were reluctant in attending value added classes and soft skill training. But institution was firm in executing its strategies and plan in bringing change in learning skills, attitude and overall approach of students. The firm conviction of the institution has started giving yields in improving language and communicative skills of students. The diagnostic test has helped in segregating students learning levels and their gray area of students. As a result in house resource people as well as outsourced resource has created apt learning ambience of communicative skills and that also started improving knowledge, employable skills among students in general.

## **Best Practice – II**

### **Title: Holistic Education**

#### **Objectives:**

- To harness the meritocracy of students and provide platform to explore their skills
- To extend helping hand for need and deserving students
- To provide financial assistance to the poor students irrespective of category
- To ensure higher education for all
- To provide quality higher education for rural area students
- To address contemporary issues and trends through higher education
- To enhance thrust area of students and provide necessary support to reach out their goal
- To build social responsibilities through holistic education
- To prepare stakeholders in facing contemporary challenges and opportunities

#### **The Context:**

In the fast changing scenario majority of challenged section of the society is unable to afford higher education due to its expenses. The ratios of higher education in India substantiate this claim. In the surrounding of the institution most of the students are not well to do and they are unable to afford higher education. In fact the meritocracy and the zeal of the students are truly appreciable but the financial status is discouraging them to continue their education. This scenario sensitized our Chairman and established the Sri Devaraj Urs Educational Trust to fulfil the dreams and aspirations of weaker section of the society. Institution provides financial assistance to the needy and deserving students. This approach has given enough space for the learners.

#### **The Practice:**

By all accounts degree alone will not help to gain employment opportunities in the fast changing globalized world. In addition to this students should undergo value added certificate courses so that industry would be able recruit students. Keeping these views in mind Institution provides financial support in value added courses, and also gives free/ financial support for the deserving and meritocracy students at the time of admission. Every year on an average 250 students get benefit. At the same time good number of initiatives of the institution like, free transportation facilities to all students, free education to menial staff children, fee concession for the employee of the SET has truly encouraged and helped the poor and aspirant people to get quality higher

education. The result has reflected in the increase of students' strength of the institution from 92 to 1338. This is the testimony of growth and the yield that institution is getting through its best practice.

### **Evidence of Success:**

The factual number of the students and its result is the outcome of initiation. Earlier students were struggling to get higher education at affordable price because of this most of the students didn't continue their education. Since the inception, our institution is trying to help them to fulfill their aspirations. Timely financial support, free ship at the time admission fee concession for sports students and adequate time for remittance of fees has helped deserving poor meritorious students to attain degree of their choice. Every year institution has been extending its hand for the betterment of student's community and increase of student's strength is the testimony of success in providing holistic education by the institution.

### **Problems Encountered and Resources Required:**

It is known fact that every good initiation or practice would face ups and downs our institution is no exception to this. SDUIM was established in 2006 with 40 students and 6 faculty members. In the beginning, institution faced so many challenges like providing infrastructure facilities, transportation facilities to remote areas and meet out the demands of students' community. In spite of this institution didn't lose its faith and continue to work for the betterment of students in providing quality higher education. At the same time it was challenging task to get and retain quality faculty members and fulfil their demands. Gradually it identified the area of improvement and started attracting both students and faculty members. As a result, today the strength of the institution has reached more than 1338 students and 44 qualified faculty members.

  
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