



National Education Society's
RATNAM COLLEGE OF ARTS, SCIENCE AND COMMERCE
NES COMPLEX, NATIONAL HIGH SCHOOL MARG, BHANDUP-WEST, 4000078



Preface

NES Ratnam College of Arts, Science & Commerce was established in 1983 and has since then progressively evolved to make a mark for itself as one of the premier institutes of higher learning in Mumbai.

Its singularity lies in its unapologetic insistence on discipline as top priority; the key to academic excellence and character building that informs the tone and tenor of all areas of campus life.

The College mainly caters to students belonging to not so privileged socio-economic strata and also many of them still the first generation learners. The college needs to have the vision of not only providing an excellent academic environment but also ensuring that no stone is left unturned towards the holistic development of students for their bright future.

The visionary Management suggested to adopt 3-Tier Training Programme as one of the Best Practices for our Primary stakeholders-Students, Staff and Parents. It was felt that for the benefit of students, Staff must also be upgraded through training programs and very importantly Parents also to be trained for effective parenting of adolescent children. Parental support is believed to be very essential for their ward to do well both academically and socially.

To be truly successful one also needs to be conscientious citizen. College lays lot of emphasis on organizing value added programmes. One of the Best Practices is to sensitize students towards Environment Consciousness. One of the major concerns being addressed universally is the Global Warming & Climate Change. To safeguard our mother earth, global warming is to be restricted below 2⁰C. It is the need of the hour to be conscientious citizens and contribute towards this global cause.

College is taking its small steps forward through this best Practice to make its each stakeholder a responsible human being and contribute towards Green Environment.

3-Tier Training, Programme- for Students Staff and Parents

Context:

In today's fast moving competitive world it is very necessary to upgrade oneself for quality performance. From the data available it was observed that the overall performance of our students, our primarily stakeholders, depend not only on the Teaching-Learning process adopted in the college but also their socio-economic background. Many of them were still the first generation learners and hence totally dependent on College for their holistic development.

It was proposed by the Visionary management of our College to introduce 3-Tier Training Programme for our Primary stakeholders-Students, Staff and Parents .Continual Training is of utmost importance for quality sustenance. It was felt that for the benefit of students, Staff must also be upgraded through regular Training Programmes and very importantly Parents also to be trained for effective parenting of adolescent children. Parental support is believed to be very essential for their ward to do well both academically and socially.

Objective:

- To aim for quality enhancement and sustenance in all our endeavor's through continual Training Programs organized for all primary stakeholders namely Students, Staff and Parents leading to a conducive environment for achieving academic excellence.

Practice:

Students Training:

Students Training begins with the Orientation programme where students are informed about the three years integrated course in general & Working System of the College. Examination committee conducts Training Programme for the students about the examination & Evaluation System .Soft Skill development trainings are conducted by in-house & external Resource Persons. Entrepreneurial skill Training Programs are organized by E-cell of the College Employability skill Training Programs are conducted by Placement Cell. Other value based Training Programs are conducted by Departments & Committees.



Seminar on Digital Marketing



Training session by NGO Techno Serve

“Consumer awareness” by CGSI



“Financial wisdom” by Investor Awareness Employability Skills & Creativity



“Career Guidance in Public Sector and Actuaries”

IIT JAM



Prof. Komal Wategaonkar



Prof. Laxman Naik



Prof. Mandar Khasnis



Prof. Saeed Joshi

“Training Sessions for Competitive Exam –IIT JAM”

Staff Training:

Need based training programs like use of latest ICT tools in Teaching-Learning Process, Learning Management Systems, Training towards personal & professional growth are conducted



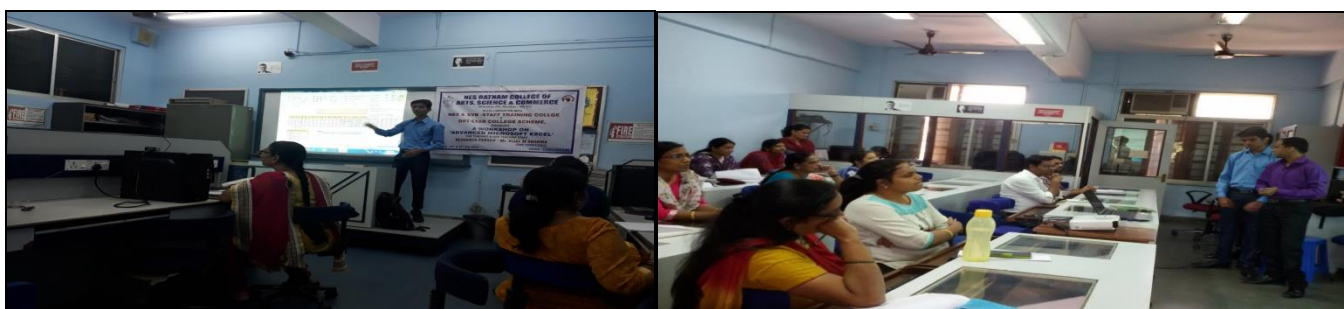
“Employability Skills and Creativity”

Management of Intellectual Properties”, Dr.B.B.Singh Scientific Adviser-IPR and Advocate, High Court



“SPSS- Statistical Package”

- Training programme in “SPSS- Statistical Package” - Mr. Navin Kharade Senior Process Manager, COE Team, eClerx Pvt Ltd, Thane was the Resource Person
- Staff training on Advance Excel



UNMESH(For Non Teaching Staff)

It's the annual feature of the College to organize Training Programme for the Non Teaching Staff of our College & Other Colleges

This year the theme of the workshop was 'Environment Friendly Office Administration'



Training for non-teaching- UNMESH

Parental Workshops

Workshops are arranged for the parents of New Entrants to familiarize them with the Working System of the College

Dr. Mary George Varghese (Psychologist) was the Resource Person on the topic "Role of Parents in the Academic Excellence of their ward"



"Parental Workshop"

Obstacles faced if any and strategies adopted to overcome them

The Training Programs to be conducted are planned before the commencement of a new academic year.

While designing Students' Training, it is ensured that the Resource Person is sensitive to the fact that the target audience is from varied background - social set up, medium of schooling and mental ability. Training needs to be methodically planned for effectiveness.

Resource persons need to be drawn keeping in mind their competence towards capacity building, especially for the diversified group

For arranging Staff Training Programs, it is challenging to fix a schedule to accommodate all staff from various programs, with minimum adjustments of lecture timings. Topics need to be carefully chosen to address the intellectual and professional quotient of the target audience.

Parental workshops need to be arranged taking into account the convenience of the working parents. Delivery of the topic too requires being in bilingual-especially English and Hindi to effectively reach the audience.

Problems encountered generally are to fix a time schedule taking into account various factors like availability of Resource Person, convenience of participants since the training need to be arranged outside their primary working timings and organizing the training programs with expected quality.

Proper planning is done taking into account various factors to minimize disturbances.

Impact of the practice

Training Programs help students to equip themselves with skills to face challenges to ensure successful career. Distinctly better performance of our students in comparison with average performance of students at the Final University Examinations strongly endorses impact of Training Programmes. The encouraging feedback of employers about the performance of Ratnamites further stands testimony to the importance of such programs.

The Unique feature of our College to conduct parental Workshops and involve parents in effective administration gives an opportunity to contribute towards the change in the socio-culture environment of the neighborhood.

3- Tier Training Programme thus provides a successful measure to realize the Mission of the college in making students global citizens which is in line with the NAAC core value of 'Quest for Excellence'



BEST PRACTICES II**ENVIRONMENT CONSCIOUSNESS****Context:**

One of the issues of concern being addressed universally is the Global Warming & Climate Change. To safeguard our mother earth, global warming is to be restricted below 2°C. It is the need of the hour to be conscientious citizens and contribute towards this global cause. All stakeholders especially students need to be sensitized towards Environment Consciousness. It has been adopted as one of the Best Practices of our institution to take up initiatives, however small, and contribute towards Green Environment.

Objective:

- To connect students to their environment, fostering care for the environment, and building agency for the protection of environment.
- To sensitize students about environmental issues through people with deeply engaging experiences
- To conduct training programs to adopt measures that are practicable that not only protects the environment but also giving an aesthetic look to the campus and neighborhood.

Practice:**Participation in Environment related Activities:**

- Month of June is earmarked for Environment Conscious drives as 5th June is celebrated as International Environment day. Poster Displays, Power Point Presentations, Tree Plantation are organized in the college premises and in the neighborhood
- Students participate in 'Van Mahotsav' celebrated by Municipal Corporation of Greater Mumbai from 1st July to 7th July every year
- Nature club of Botany dept. and Sparrow club of Zoology dept. take lead initiatives to make students aware of the hassles that cause damage to the environment
- Awareness is being created through projects of ecological nature to understand the status of college environment through soil myco flora and aero myco flora survey of

campus Students spread awareness by participating and presenting projects like Carbon sequestration in intercollegiate competitions

- With the help of Alumni, activities like workshop on bird information are being conducted
- Workshops on eco-friendly Ganpati idol making conducted to sensitize the pollution caused during Ganpati Immersion
- Special skill based programs/workshops like Bottle garden /Dish garden making are arranged to cope up with the increased urbanization without destroying nature.
- Medicinal plants are maintained along with butterfly loving plants, flowering and indoor in college garden
- Vertical garden is also maintained to enhance the beauty of college building entrance through green environment
- Students are trained with technique of making handmade paper from waste paper and this technique was used in college Ganpati decoration.
- NSS volunteers distributed more than 400 cloth bags in our adopted area.
- Tree plantation program was conducted at Quarry road , Bhandup. More than 20 sappling were planted by NSS volunteers

Initiatives of the College

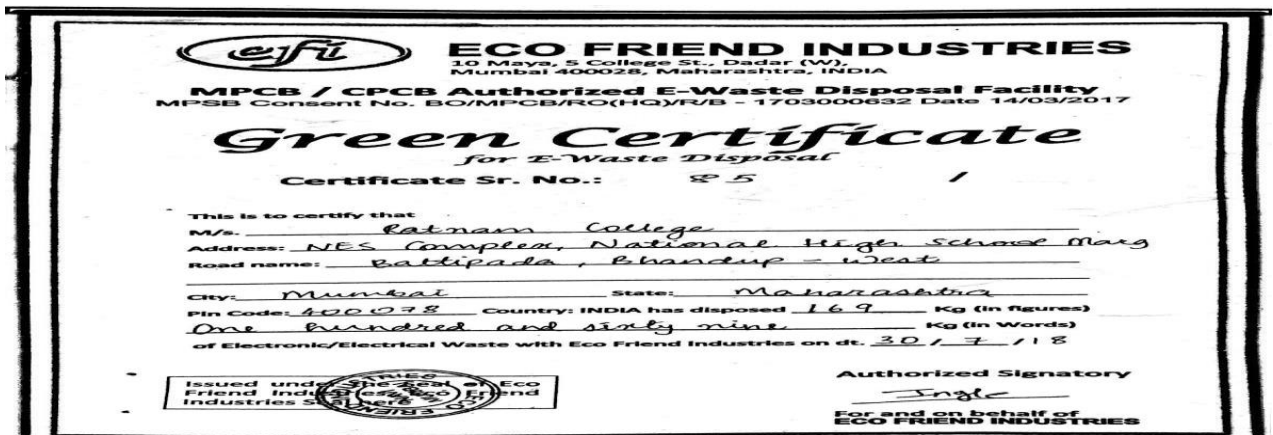
- **Alternate Energy Source-Rooftop Solar panel**



- Solid Waste Management (MoU with Stree Mukti Sanghatan)



- E-Waste Management



- Green Environment:-

College Garden photo



Plantation Drive



Eco Friendly Ganesh Utsav



Paper Bag making workshop photo



Obstacles faced if any and strategies adopted to overcome them

- Efficiency of solar panels being low especially during the rainy season, the energy requirements cannot be totally fulfilled by it. Initiatives have to be taken to minimize energy consumption by replacing existing appliances. Considering the financial implications, it can be done in phased manner
- Recycling of e-waste is a challenge

Impact of the practice

Though the impact of the efforts taken towards Environment Consciousness cannot be quantified, college has taken a small but firm step forward to shoulder its responsibility of safeguarding the mother earth and mankind. In its small campus, in terms of its area, the college takes pride in its beautiful green, environment friendly landscape.

