



NEHRU INSTITUTE OF INFORMATION TECHNOLOGY & MANAGEMENT

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(Approved by AICTE, New Delhi and Permanent Affiliation to Anna University Chennai)

Recognized by UGC with Section 2(f) and 12(B)



BEST PRACTICES





**NEHRU INSTITUTE OF
INFORMATION TECHNOLOGY
AND MANAGEMENT**

#BEST PRACTICE 1

CENTRE OF KNOWLEDGE ENRICHMENT (COKE)



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TITLE OF THE PRACTICE: CENTRE OF KNOWLEDGE ENRICHMENT (COKE)

"WISDOM BEGINS WITH WONDER"

NIITM envision Centre of Knowledge Enrichment as a best practice with an intention to foster knowledge and life by learning to the learners. Specifically to the higher education institution that are in the rural sector of Tamil Nadu. The COKE programmes are constructed as a free resource to the rural colleges in the form of a department programmes for students and staffs.



OBJECTIVES OF THE PRACTICE

- To create awareness among the learning community for the "Advancement of Higher Education and Career Development"
- To broaden and enrich the knowledge of teachers
- To Foster a Culture of Lifelong Learning
- To Integrate Technology in Education
- To Promote Inclusivity and Accessibility in Education
- To inculcate the teaching fraternity with updated teaching pedagogy
- To promote creative thoughts in the mind-set of Students (Z Generation)
- To Encourage Critical Thinking and Innovation
- To Enhance Research and Development
- To Strengthen Leadership and Management Skills
- To Enhance Communication and Interpersonal Skills
- To Promote Environmental and Social Responsibility



THE CONTEXT

- Motivation, Mobility, Mindset and Money are the four M's that are way forward for higher education. It is motivation that encourages for change management amongst teachers, courses, and students. The learner needs to develop a mindset to accept the revolutionary changes with resistance and needs the money to invest in education for seeking knowledge. As a teaching community member one thing is significant that the higher education teachers need to invest in quality of education, especially at higher education institutions.
- At the outset, a small beginning toward enlightenment helps in wading away the ignorance of students at higher education in rural areas. The students of the rural sectors are the ones at higher education lacks in guidance and proper directions. COKE serves as a platform to this comment by sharing the resources.
- To improve and develop the capacity levels of the learners to produce a quality outputs and the students ready for the job market. COKE takes the initiative to train, develop, engage and evolve.



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THE PRACTICE

As a social cause and initiative of the institute, we interact with various institutes to deliver the knowledge content in the field of higher education. Interactive sessions with students and faculty fraternity are facilitated with developed network and deliver expertise the knowledge through experience learning and capacity development program. We conduct FDPs, SDPs and, Workshops to the rural area higher education institutes.

FACULTY DEVELOPMENT PROGRAMME-FDP

The ideology of teaching and expectations of the learners are quite different. Every year new batch of students arrive educational institutions with an expectations and with a belief systems in the learning process. A gap always exists between teaching and learning process. The intricacies involved are more challenging for the teaching fraternity The Himalayan task is to abridge this gap. Faculty development program helps in identifying the required transformation; Teaching to Learning has become more prominent way of facilitation for today's learner. The wide expectations of learners are to be matched with new learning process. The primary objective of this program is to give a feel for the faculties to be a learner first, so that an effective learning happens. Learners need to be assimilated with new learning habits.

FDP covers new design techniques, evaluation and professionalism which can lead to self-propelled changes in teaching- learning process. The specific objective is to enhance intrinsically and extrinsically about assessment of learning habits in academic institutions.

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Figure 7.2.1 Faculty Development Programme

Workshops for Students and Faculties

Workshops are developmental asset framework to describe the student's connection to educators. Empowered educators initiate, increase and strengthen the asset building efforts. Students are our future citizens who need the utmost care for the current situations.



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Workshops for Students and Faculties

The raw minds need to be shaped for a cultural mindset. Academic regulations and syllabus cover theoretical part, but life skills and communication skills need to be nurtured through the system of experiential learning. We are highly organized to handle all sorts of learners by applying insights and thought provoking core information's to the student's community. Participants will be able to identify and celebrate their strengths. A workshop focuses on appropriate strategies for strengthening motivation, persistence and other skills that are essential for success in life. On this occasion, we would be very glad, if interactive sessions with students and faculty fraternity could be facilitated to deliver and enlighten their knowledge towards higher education.



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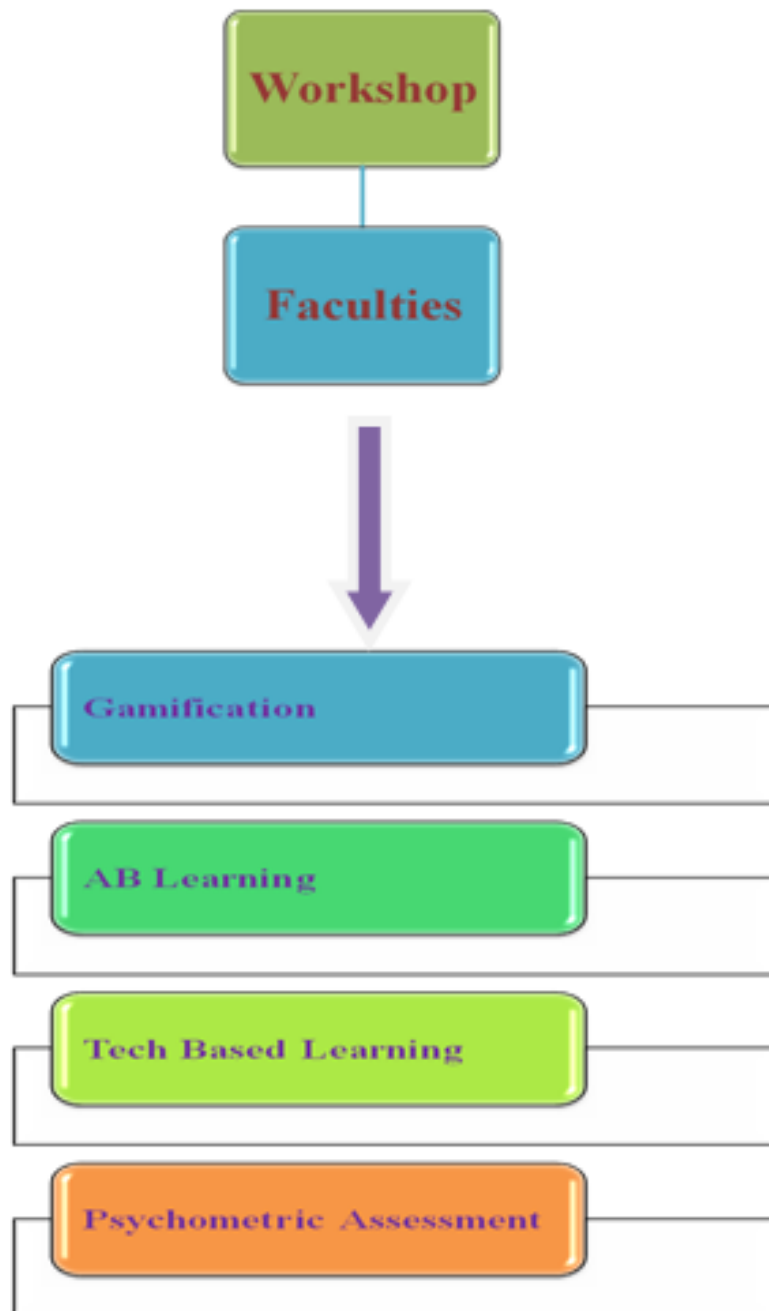


Figure 7.2.2 Workshops for Faculties

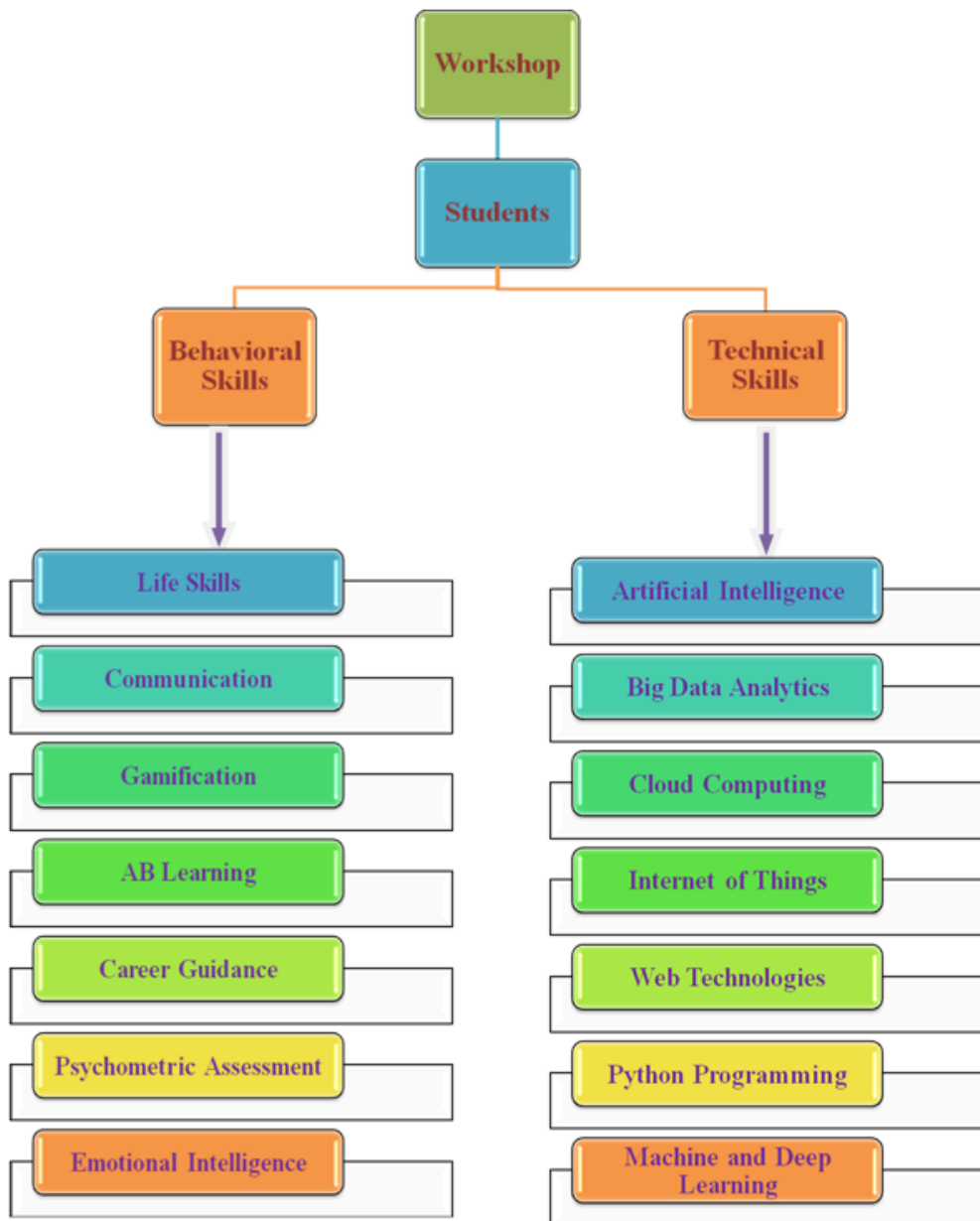


Figure 7.2.3 Workshops for Students



Evidence of Success

We have conducted more than 10 FDPs and workshops to the various institutions. They have amazed by

- Appreciating each other at work
- Sensitizing others need
- Setting and achieving goals
- Competing and collaborating in a team
- Managing conflicts



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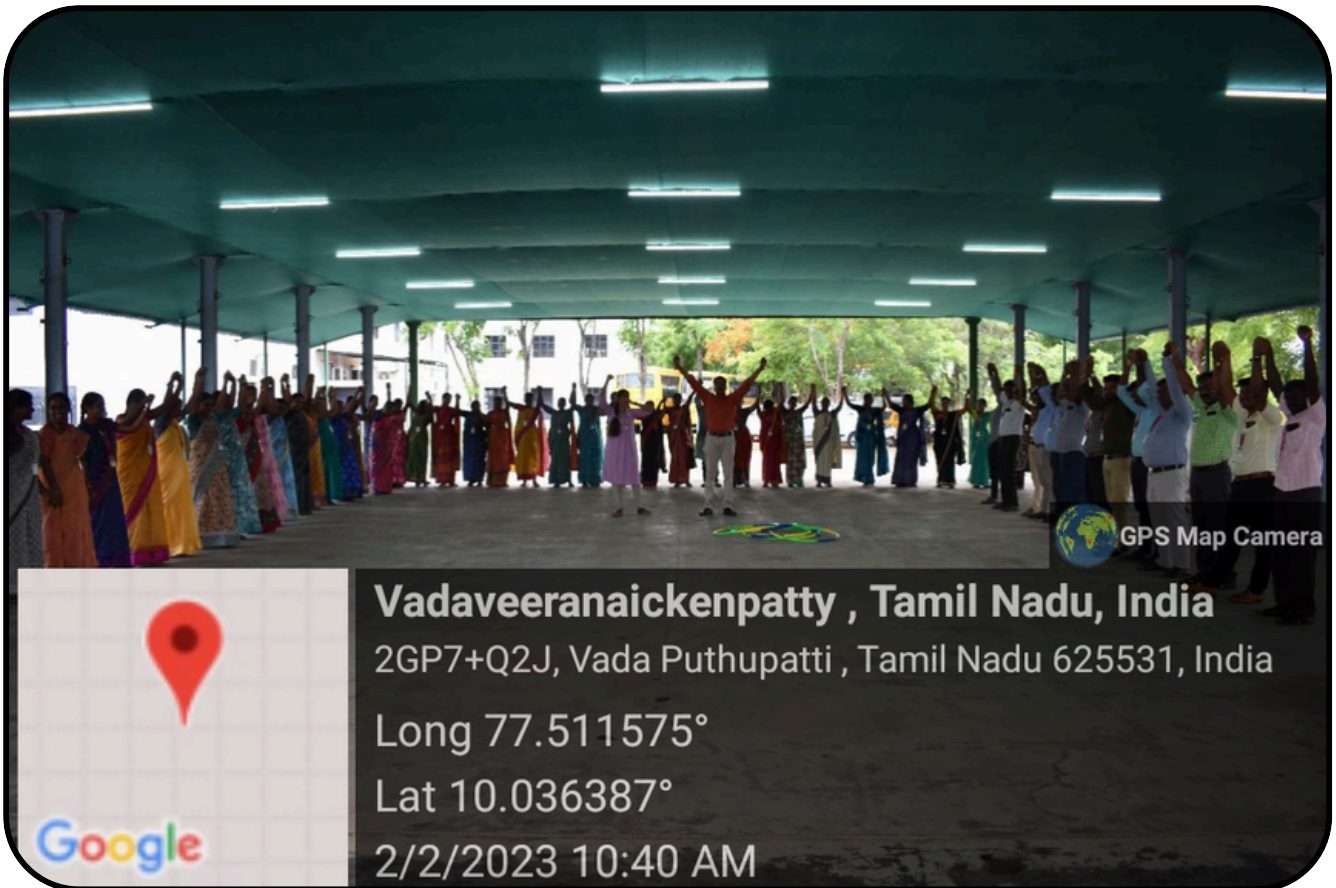
S.No	College Name	Academic Year	No. of Participants
1	Nadar Saraswathi College of Arts & Science, Vaduputhupatti, Theni	2022-2023	46
2	R.V. S College of Engineering, Dindigul	2022-2023	62
3	Wavoo Wajeeha Women's College of Arts and Science, Kayalpatnam	2022-2023	72
4	AVS College of Arts and Science College, Salem	2022-2023	62
5	Dhanalakshmi Engineering College, Coimbatore	2022-2023	40
6	Ayya Nadar Janaki Ammal College, Sivakasi	2022-2023	69
7	Sri Kaliswari College, Sivakasi	2022-2023	18
8	Annai women's college of Arts and Science, Karur	2022-2023	54
9	Nachiappa Swamigal Arts and Science College, Karaikudi	2022-2023	24
10	Syed Ammal Arts College	2022-2023	42
11	Dr. Umayal Ramanathapuram College for Women, Karaikudi	2022-2023	20
12	Nazareth Margoshis College, Nazareth	2022-2023	64

We have taken post-program surveys to gather participants' feedback on the content, delivery, and overall impact of the FDPs and workshops

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Vadaveeranaickenpatty , Tamil Nadu, India

2GP7+Q2J, Vada Puthupatti , Tamil Nadu 625531, India

Long 77.511575°

Lat 10.036387°

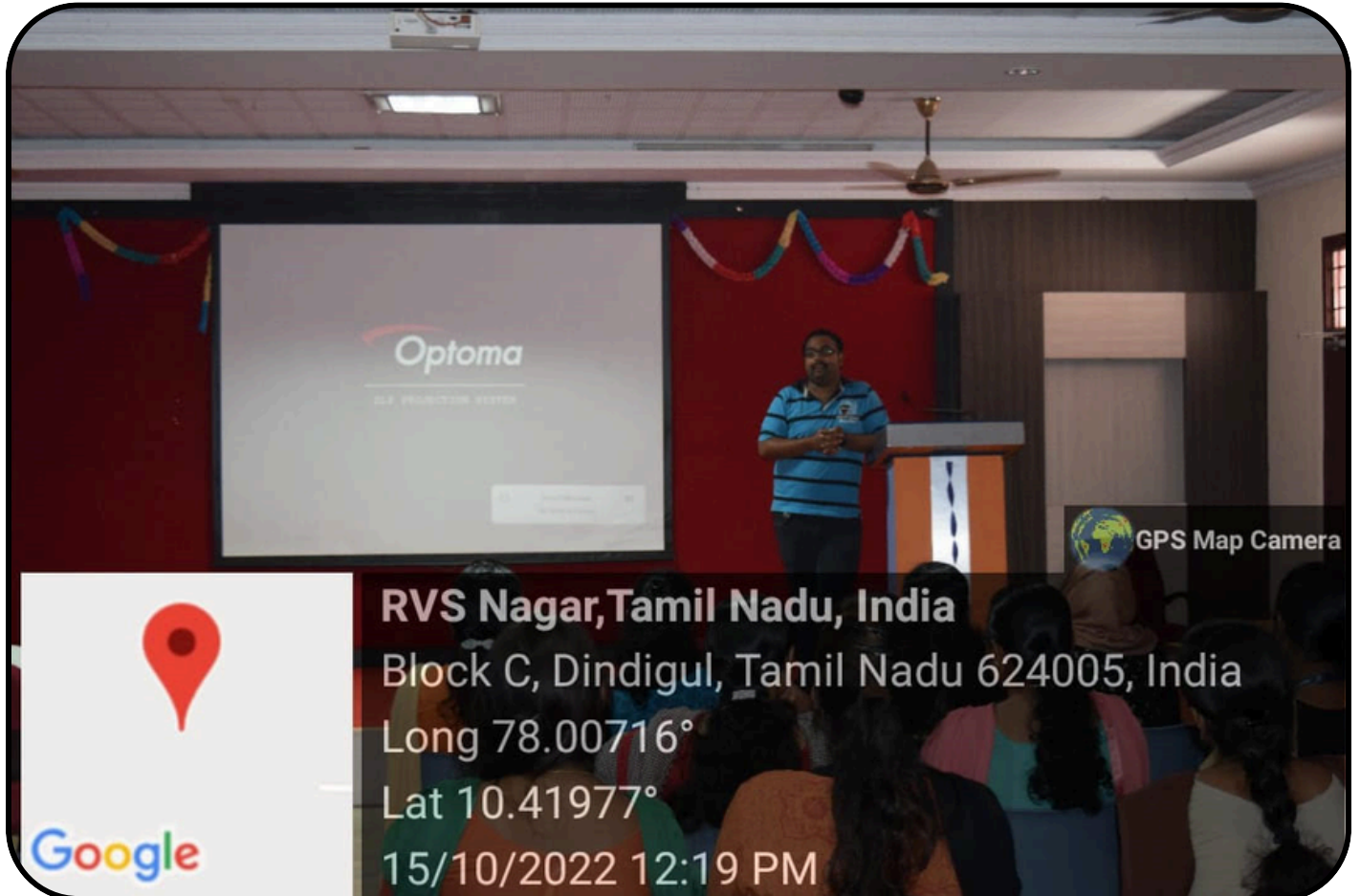
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**Nadar Saraswathi College of Arts & Science,
Vaduputhupatti, Theni from 01.02.2023 -
02.02.2023**

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**R.V. S College of Engineering, Dindigul from
14.10.2022 - 15.10.2022**

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**Wavoo Wajeeha Women's College of Arts and Science,
Kayalpatnam from 24.09.2022 -
25.09.2022**

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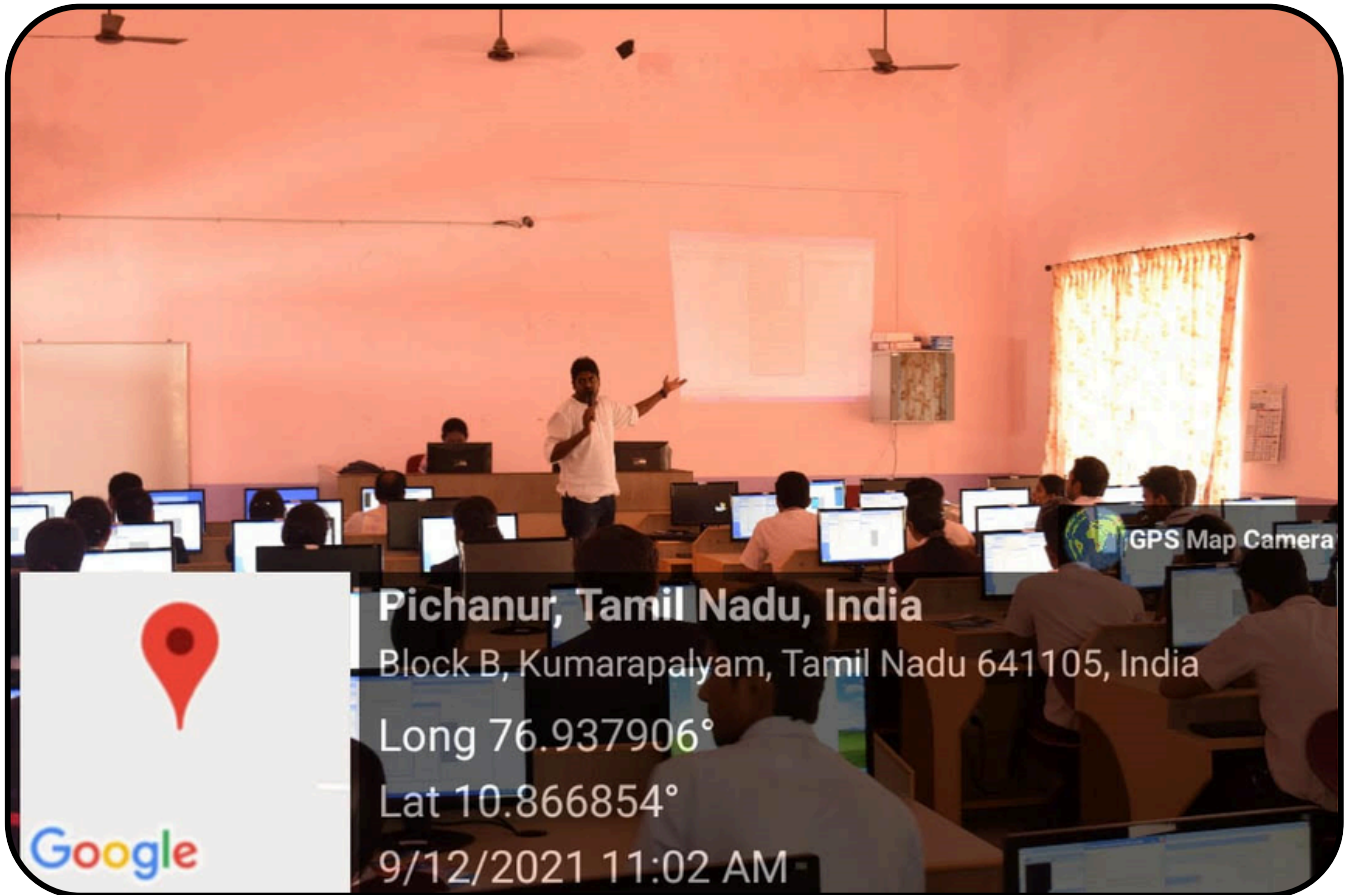


**AVS College of Arts and Science College, Salem from
14.03.2022- 15.03.2022**

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Pichanur, Tamil Nadu, India

Block B, Kumarapalyam, Tamil Nadu 641105, India

Long 76.937906°

Lat 10.866854°

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Dhanalakshmi Engineering College, Coimbatore
from 09.12.2021- 10.12.2021

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PROBLEMS ENCOUNTERED AND RESOURCES REQUIRED

Resource Constraints: Limited financial, technological, or human resources to support the program because of the Academic Activities

Scheduling Conflicts: Difficulty in finding a time that works for all potential participants.

Resistance to Change: Participants may be resistant to adopting new teaching methods or technologies.

Inadequate Follow-Up: Lack of follow-up to reinforce learning and track progress due to the academic schedule of both colleges

Technical Issues: Post Covid Technical difficulties with online platforms or classroom technology

Cultural and Language Barriers: Diverse participant backgrounds may lead to communication challenges.

Facilities and Equipment: Projectors, microphones, speakers, and other audio-visual tools in physical

Virtual Challenges: Constraint towards organizing and making involved in the process of Coke training Team Workers, AB Learning, Gamification becomes a challenges task on virtual mode

Model Greatness: The institute greatness is reflected in serving the community beyond the campus. The COKE feedbacks of the participants strengthen NIITM and motivate faculty resource for the future endeavors.



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#BEST PRACTICE 2

EMPOWERING NARI SAKTHI OF NIITM



TITLE OF THE PRACTICE: EMPOWERING NARI SAKTHI OF NIITM

OBJECTIVES OF THE PRACTICE

1. **Empowerment:** To empower women by providing them with the financial support needed to pursue higher education in technology and management fields.
2. **Inclusion:** To promote gender diversity and inclusion within the student community at NIITM.
3. **Encouragement:** To encourage more women to enroll in Technology and management programs.
4. **Leadership:** To nurture future female leaders by providing them with the necessary resources and opportunities for personal and professional growth.
5. **Innovation:** To foster a culture of innovation and creativity by supporting women who bring diverse perspectives to the fields of technology and management.
6. **Create Safe Learning Environments:** Ensure that NIITM provide safe, inclusive, and supportive environments for girls to thrive without discrimination or harassment.
7. **Support Holistic Development:** Promote extracurricular activities, health programs, and personal development opportunities that focus on the overall well-being and growth of girls.



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THE CONTEXT OF THE GIRL CHILD SCHOLARSHIP

The Girl Child Scholarship at NIITM was established in response to the underrepresentation of women in technology and management sectors. Despite significant progress in gender equality, women continue to face barriers in accessing quality education and professional opportunities in these fields. Recognizing the critical need to address this disparity, NIITM introduced the Girl Child Scholarship to support talented and deserving female students. This initiative aligns with our commitment to create an equitable academic environment and contributing to the broader goal of gender equality in education and the workforce.



THE PRACTICE OF THE GIRL CHILD SCHOLARSHIP

1. **Application:** Female candidates submit their applications along with their admission forms. The application includes academic records and other information.
2. **Selection:** The management will review the applications based on the eligibility criteria, academic performance, financial need, and overall potential of the candidates.
3. **Awarding:** Selected candidates are notified about their scholarship, which covers a significant portion of their tuition fees. Scholarships are awarded in all semester during their course.
4. **Support:** In addition to financial support, scholarship recipients have access to mentorship programs, leadership training, and networking opportunities with industry professionals and alumni.
5. **Monitoring:** The progress of scholarship recipients is closely monitored through regular academic evaluations and feedback sessions to ensure they receive the support needed to succeed.



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EVIDENCE OF SUCCESS

Academic Year Wise Girl Child Scholarship details
(includes all year of students)

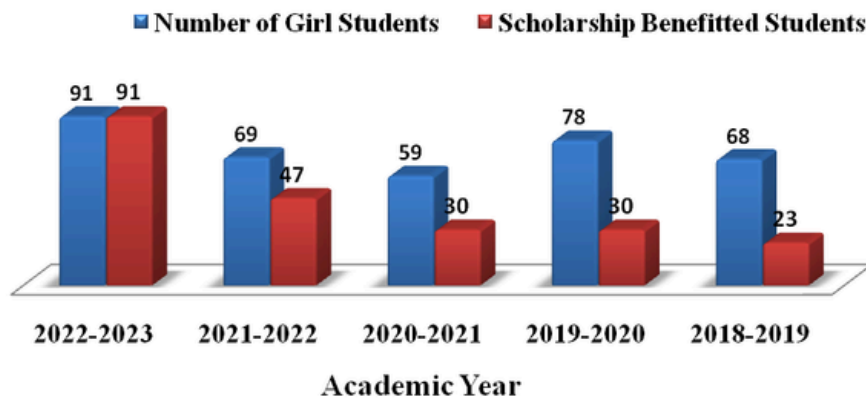
SL. No	Academic Year	Number of Girl Students	Scholarship Benefitted Students	Percentage of Scholar Beneficiaries	Total Scholarship Amount (in Rs.)
1	2022-2023	91	91	100 %	2150000
2	2021-2022	69	47	68.12 %	1410000
3	2020-2021	59	30	50.85 %	900000
4	2019-2020	78	30	38.46 %	900000
5	2018-2019	68	23	33.82 %	970000
Total amount for all five academic year					6330000

**Best Practice 2 :
Empowering NARI SAKTHI of NIITM**

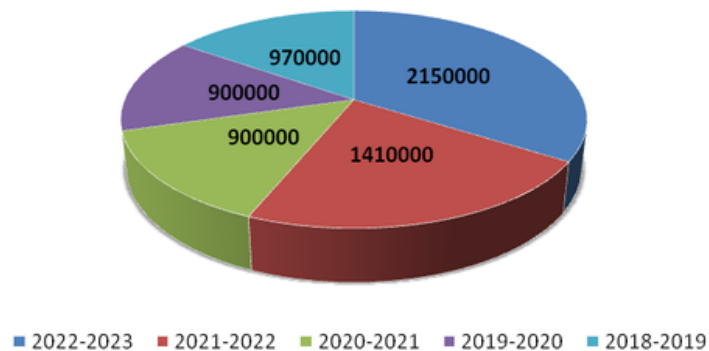


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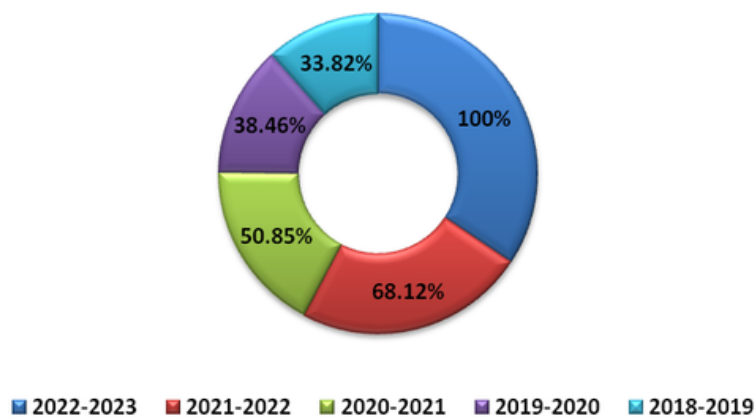
Girl Child Scholarship



Academic year wise Girl child scholarship amount (in Rs.)



Percentage of Girl Child Scholarship Beneficiaries in each academic year

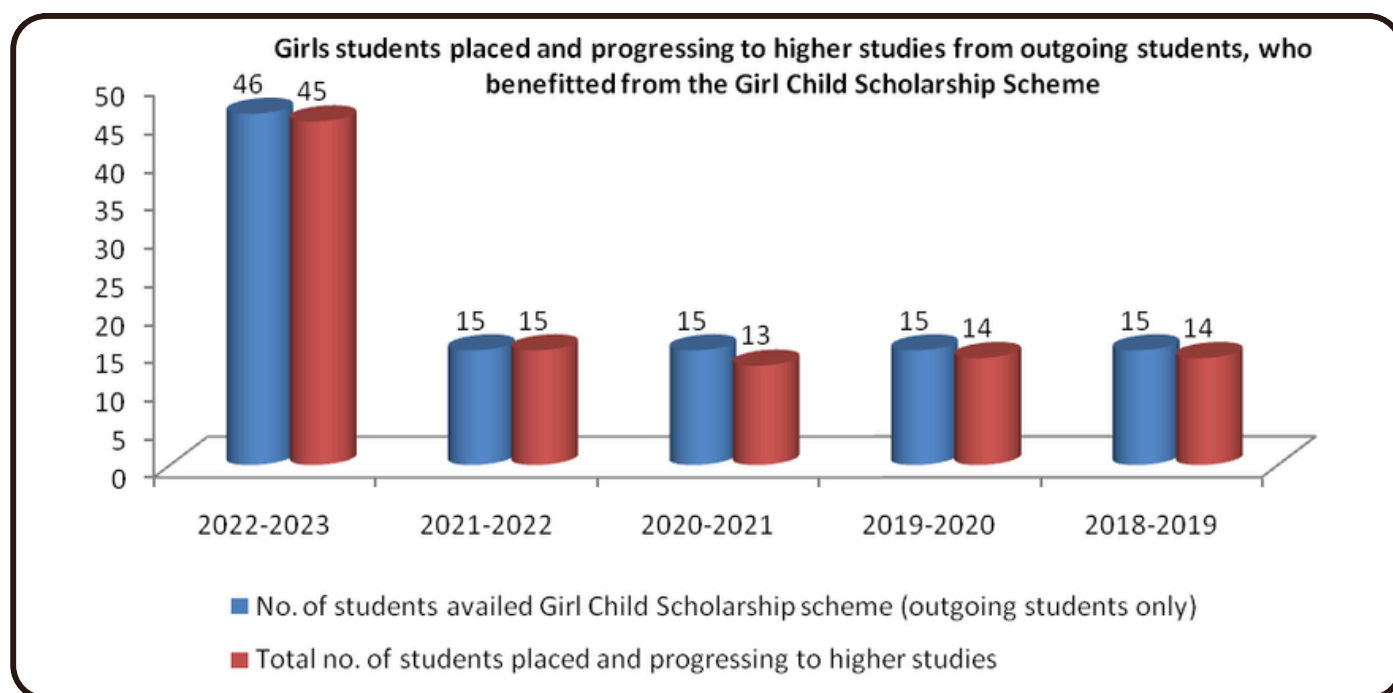




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Girls students placed and progressing to higher studies from outgoing students, who benefitted from the Girl Child Scholarship Scheme

Academic Year	No. of students availed Girl Child Scholarship scheme (outgoing students only)	No. of students placed	No. of students progressing to higher studies	Total no. of students placed and progressing to higher studies
2022-2023	46	44	1	45
2021-2022	15	15	-	15
2020-2021	15	13	-	13
2019-2020	15	13	1	14
2018-2019	15	14	-	14





PROBLEMS ENCOUNTERED AND RESOURCES REQUIRED

Implementing the Girl Child Scholarship program at NIITM has encountered several challenges:

1. **Awareness:** Ensuring that potential applicants are aware of the scholarship and its benefits requires extensive outreach and marketing efforts.
2. **Application Volume:** Managing a high volume of applications and ensuring a fair and thorough review process can be resource-intensive.
3. **Financial Constraints:** Securing adequate funding to sustain and expand the scholarship program, especially in times of economic uncertainty, can be challenging.
4. **Support Services:** Providing holistic support to scholarship recipients, including academic, emotional, and career guidance, requires collaboration across various departments and resources.



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RESOURCES REQUIRED

To effectively administer and sustain the Girl Child Scholarship program, NIITM requires the following resources:

1. **Financial Resources:** Adequate funding to cover scholarship awards, including tuition fee waivers and stipends for students.
2. **Human Resources:** A dedicated scholarship committee and support staff to manage the application process, selection, and monitoring of scholarship recipients.
3. **Technology:** Robust online systems for application submission, review, and communication with applicants and recipients.
4. **Partnerships:** Collaboration with industry partners, alumni, and philanthropic organizations to secure funding, mentorship opportunities, and internships for scholarship recipients.
5. **Outreach Programs:** Marketing and outreach efforts to raise awareness about the scholarship program among potential applicants, including school visits, online campaigns, and information sessions.

By addressing these challenges and leveraging the necessary resources, NIITM aims to ensure the long-term success and impact of the Girl Child Scholarship program, fostering a more inclusive and diverse academic community