

To mark excellence, PIMR, Gwalior has adopted Skill Development and Gender Inclusion as its best practices.

Best Practice 1: Skill Development

Objectives:

- To enhance overall communication skills.
- To provide exposure to relevant technologies.
- To encourage creativity and new ideas.
- To nurture an entrepreneurial mindset.
- To enhance professionalism.
- To encourage focus on overall well-being.
- To provide exposure in handling of personal finances effectively

The Context:

Skill development is necessary as it equips the student to succeed in career as well as in personal life. Employer value employees who actively seek to improve their skill sets and this custom should be developed in student life. Communication skills, Creativity, innovative thinking, critical evaluation, Exposure to relevant technologies, nurturing an entrepreneurial mindset, Professionalism, stress management and other skills are important.

Conclusively, Skill development is beyond just career growth, but it also fosters personal growth, improves academic performance boost self-confidence, enhance problem-solving abilities, and promote a sense of achievement among students.

The Practice:

At Prestige Institute of Management & Research Gwalior, the Management, Teaching and non-teaching staff and Students strive all-together to achieve the objective of comprehensive skill development.

- EMLs and Training sessions are conducted for all students.
- Personality development has been integrated as an internal component in various programs.
- Quiz, Open-Mic and various Competitions are being conducted regularly under the banner of FAMA, Marketing, Sports and HR club of the Institute.
- Entrepreneurship Development Cell conducts EDPs and “Hackathons” for idea generation and provides support to students who seek to start their own ventures.
- Mindfulness and Yoga sessions are also organized throughout the academic years.

Activities supported:

To develop the skill set of the students, workshops, seminars and personality development sessions are conducted on regular basis for all programs. Trainers, Industry Experts and Technical Experts visit the institute to interact and train the students. In the past five years more than 300 EML and Industry expert sessions were conducted.

Sessions on Advance Excel, Personality development, Career Counselling, Individual Finance planning, Motivation and Yoga are conducted physically as well as virtually. Usage of virtual platforms was also helpful to cope up with COVID issues without hindering the learning process. The institute also organised Entrepreneurship Development Programs and Idea Hackathons to encourage entrepreneurship among students. The institute also associates with MPCON, Gwalior to promote such programs.

Also, to enhance the learning experience, smart boards are used in classrooms and various innovative pedagogies are included in the learning process. Students from various courses visited companies such as Akzonobel, Godrej, Sanchi, SRF and Supreme to gain practical knowledge.

Evidence of Success:

The behavioral skills and confidence of students has developed which is visible through the placement records. Students have developed public speaking as well as interpersonal skills. They are highly oriented for their career growth. They have also developed practical and critical thinking resulting in enhanced employability. The highest package in 22-23 batch accounted to 13.68 lakhs. 144 companies visited the campus for recruitment drives and 614 offers were received by the batch. Several students have started their entrepreneurial journey successfully.

Problems Encountered/ Resources Required:

- Many students studying in the institute belong to semi urban/rural areas. They face major difficulties such as communication, vocabulary, stage fear and language barriers. Tailoring skill development programs to meet the specific requirements of these students was a challenge. This issue was resolved by seeking help from various trainers and industry experts.
- Additional infrastructure was needed for various activities which was communicated to the management.

Best Practice 2: Gender Inclusion

Objectives:

- To ensure equal opportunities for all genders.
- To create a safe, respectful and gender-equitable environment
- To inculcate and promote gender sensitivity throughout the process.

The Context:

As per census 2011, there are only 864 females to every 1000 males in Gwalior region. The literacy rate for females is only 63.96% and for males is 82.93% which is not adequate. Recognizing this, PIMR, Gwalior has implemented several practices to ensure equal opportunities and a supportive environment for all students, faculty and staff irrespective of gender so that diversity and inclusion is achieved.

The Practice:

- Our students, faculty and staff members undergo regular gender sensitization workshops to promote awareness, empathy and understanding of gender-related issues.
- Equal Opportunity Cell and Internal Complaint Committee at PIMRG functions as a resource center for addressing gender-related concerns and ensuring the effective implementation of gender equity policies.
- The institute maintains a robust security infrastructure by having cameras at all places including classrooms and provides round-the-clock support to ensure the safety and well-being of all individuals within the campus.
- Common rooms for both Girls and Boys are available separately on the campus.
- Activities such as poster making, webinars on gender related issues and POSH are conducted from time to time.
- The Institute has adopted the practice of Gender audit from the academic year 2023.

Activities Supported:

Gender sensitivity and POSH workshops are conducted regularly for students, staff, and faculty. Various webinars and seminars are organised to develop awareness about social issues such as domestic violence, violence against women and acid attacks. These sessions were conducted in collaboration with National Commission for Women (NCW) New Delhi and MP police unite program.

“Health and Hygiene” program and “How to dress while address” programs for both genders were organised. Talk show on women empowerment, programs on "Know Your

Rights", "Improving women's health-challenges, access and Prevention" and poster making competition on theme #KnockdownDomesticViolence were organised.

Evidence of Success:

Evidence of successes for gender inclusion can be observed through various indicators and outcomes that demonstrate positive changes in the institution's environment. These successes are typically based on successful conduction of workshops.

Active participation of both the genders in activities conducted at the institute, Safe and inclusive classrooms are a result of gender inclusivity. Higher rates of retention and advancement of women within the organization show that gender inclusion efforts are creating an environment where female employees can thrive and progress in their careers.

Problems Encountered/ Resources Required

- Talks on Gender inclusion, POSH and Gender sensitivity have always remained a taboo in the society as well as workplace. Initially, Faculties, staff and students were hesitant to talk about these issues.
- Identifying well trained POSH and Gender sensitivity trainers was an issue.