

Bridging the Gap Higher Education Pedagogy

by

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Takeaways

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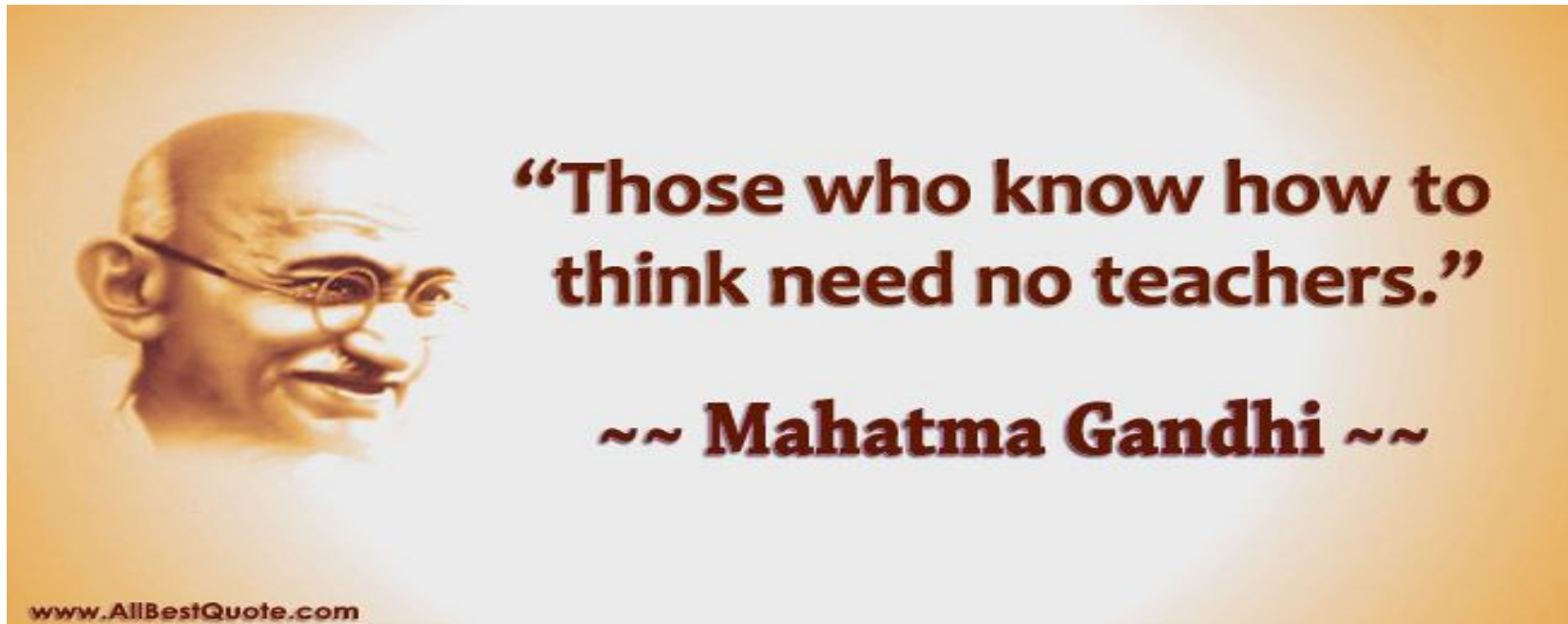
- What is Education ?
- Present Scenario in Higher Education
- Stakeholders Expectations
- Bridging the Gap

B

- Mentoring

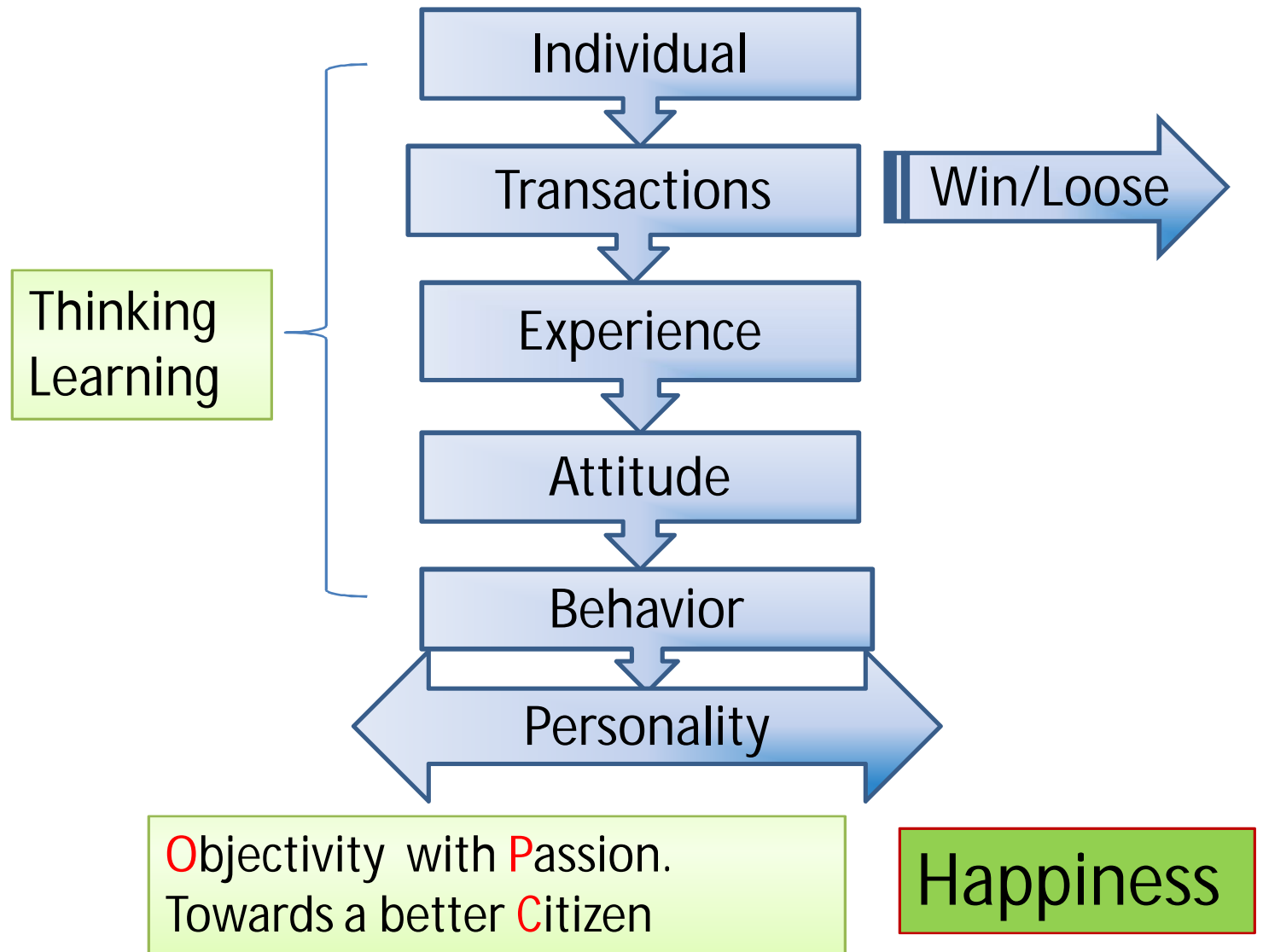
What is Education?

- It is all about thought process.
- You are a product of your thoughts
- Education is a change agent



PERSONALITY

this is how personality develops..



Teaching Approach

- What to teach and how to teach is basic question????
- Syllabus or Subject
- Approach
 - Case to Theory
 - Theory to Case
- Conceptual understanding and implementation

Quality of a Teacher

- Able Teacher = **ASK**
Attitude (Know Why) + **S**kills (Know How) + **K**nowledge (Know What)
- Discipline
- Politeness
- Keep your profile low – ego kills talent – talent leads to arrogance.
- Be within your framework – do not pock into others work.
- Experimentation – check performance also. Autonomy.
- Listen to Critics
- Competition – levels of competition

Preparation

- Teaching plan – as per profile of students

Contents:

- Schedule (Classes & Submission)
- Objectives of learning
- Assigned Readings
- Home Assignments
- Practical's (As per subject demand)
- Pedagogical Tools (Appropriate for subject)
- Assessment Procedure: Mapping CO's – PO's– PSO's
- Discussion of Result- improvement efforts- Feedback
- Conceptual Clarity
- Relativity - Cases, examples
- Supportive Literature

Slow Learners

Average Learners

Advance Learners

Academic Meetings

Present Scenario

Stakeholder	Present State
Students	No room for Soft Skill Development in Syllabi Exam is memory based Attitude towards learning – copy paste. Lack of employability, current trends.
Employers	Investment on training of Graduates to make them suitable for practical work Low packages are offered till students raise to acceptable standards.
Management	Less admissions as compared to permissible intake Competition Focus on getting full admission as compared to quality Lack of Initiative for research, extension and progression.
Faculty	Lack of up-to-date knowledge. Administrative work burden Difficulty in imparting practical knowledge Less room and motivation for improvement Unaware about Scientific teaching pedagogy and research.

What Stakeholders Want ?

Stakeholders

What they want ??

Students	Improvement in Skills Good Employment Change in personality and Profile at the end of course
Employers	Employable Pool of Aspirants Learning Attitude, Dedicated & focused Basic Soft skills and computer skills Autonomy
Management	Full Intake Reputation Research, Progression and Recognition
Faculty	Job Satisfaction Compatible Monetary Compensation Research, Progression and Recognition

How do people remember things?

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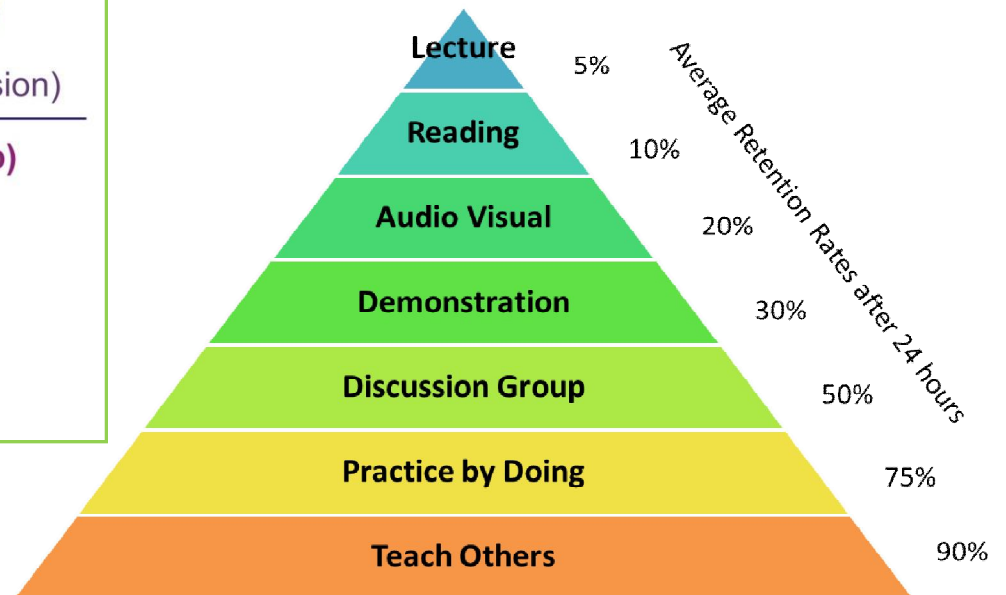


10% of what they hear (lecture method)
20% of what they hear and see (AV)
40% of what they discuss (say case discussion)

80% of what they do (actual on the job)

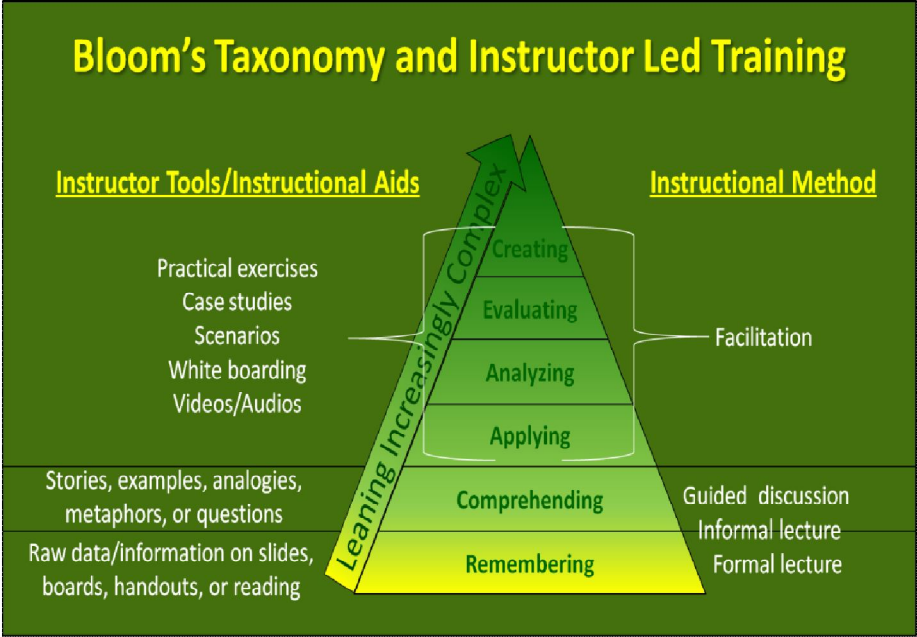
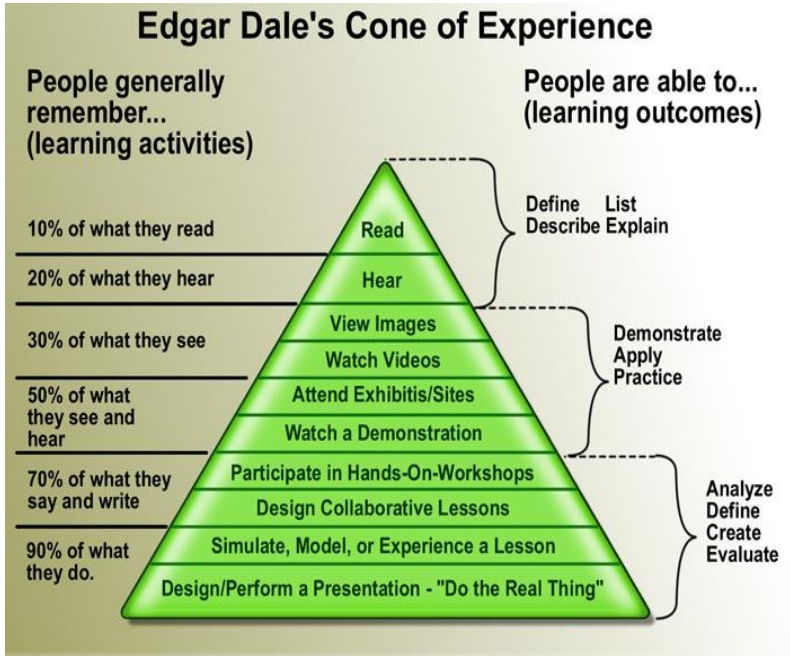
I hear and I forget
I see and I believe
I do and I understand

The Learning Pyramid



Source: National Training Laboratories, Bethel Maine

Taxonomy



Problems in Existing Pedagogy

Problems

Examination Oriented Attitude

Teaching Limited to Syllabus

One Way Teaching

No Coordination between Subjects Taught

Lack in application – decision making

Quality of Students

Absence of thinking

Less scope for students' creativity, innovative ideas.

Probable Solutions

Change the Evaluation Process

Teach Subject

Interactive Teaching

Interdisciplinary work/research/activities/assignments.

Case studies/practical/simulation games/situation analysis

Group discussions, thematic appreciation tests, spatial visualization games and the like.

Open Book Examination.

Bridging the Gap

Students Involvement in Research.....

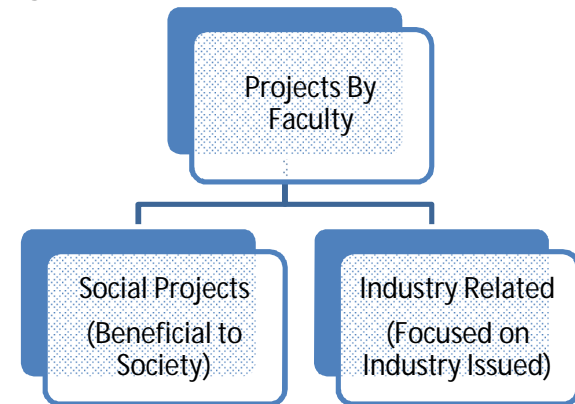
Interaction with real world - managers/entrepreneurs.

Social Projects:

- Dietary habits and hemoglobin level among girls
- Socio Economic Study of BPL
- Study of Child Labour
- Socio - Economic study of home maids

Other Projects:

- Analysis of scenario of Hotel Industry
- Project on Tourism opportunities
- Industry related projects (Feasibility of Set Up of units in that geographical area)



Bridging the Gap – Uplifting our students & Pedagogy

- Aptitude Test (for grouping students on the basis of Soft Skills and Level of Knowledge)
- Special Classes (Soft skills)
- Remedial Classes (below par Students)

Mantra is -- lessen Classroom Teaching

Increase practical work – put students to work.

Involvement of student in activity is directly proportional to increased knowledge, skills and satisfaction.

Role of

Senior Teachers

Junior Teachers

Bridging the Gap – Techniques

- | | |
|---|--|
| <ul style="list-style-type: none">• Management Laboratory• Role Play• Poster Presentation• Seminars• Management Games• News Bulletin• Case Study Discussion• Displays• Short Term Courses• Apprenticeship training• MIP | <ul style="list-style-type: none">• Group Work• Industrial Visit• Bulletin Board• Interactive Session with Professional• Guest Lecture• Alumni Sharing• Entrepreneurial Sharing• Language Lab• Films |
|---|--|

Practical Work Examples... conti...

Bridging the Gap – Techniques.... Examples

Practical Assignments in Different Functional Areas

Human Resource Management

- Developing HR policy for organization
- Developing employee database

Financial Management

- Computation of income tax
- Filling of return
- TDS procedure
- Investments for tax savings
- Financial planning
- Project Financing
- Business tax consultation

Marketing

- Customer satisfaction
- Consumer preferences
- Brand penetration
- Influential factors

Systems Management

- Development of pay roll system, Institutional software's
- Inventory system
- Websites.

Production

- Development of plant layout
- Evaluation of inventory control

Practical Assignments in Different Functional Areas

News Bulletin

- Area designated for each functional area
- Students should display cutouts and thoughts

Bulletin Board Contests

- Houses of functional areas
- Boards should be decorated with themes in functional areas.

Bridging the Gap – Cherry on Ice Cream

- Use of Relevant Films and Video Clips
(Corporate, Guru, 3idiots, Presentations on Successful personalities, Motivational or inspirational presentations, subject related)

- Encourage reading Habit – News Paper, Journals, Magazines.

Autobiographies (It happened in India – Kishor Biyani),
Vitthal Kamat.

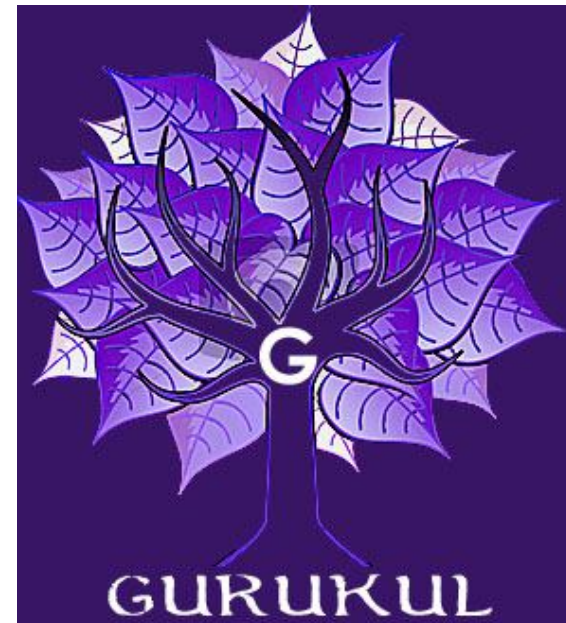
Other Management Related Readings (Stay Hungry Stay Foolish , Business Maharaja)

Personality Development (You Can Win, Games People Play, Who Moved my Cheese. Wise otherwise.)

Mentoring

Mentoring is a relationship between an experienced person and a less experienced person for the purpose of helping the one with less experience. The protégé, or mentee, seeks the advice and support of the more experienced person..

- Informal Mentoring
- Structured Mentoring
- Peer Mentoring
- Community Based Mentoring



Do's of Mentoring

- Active Listening
- Identifying feelings
- Constructive feedback
- Providing information
- Empowering
- Encouraging
- **Record Keeping**

Mentoring Maxims

1. Proceed from Known to Unknown
2. Go from Simple to Complex
3. Take Whole before taking parts
4. Concrete should precede Abstract
5. Particular leads to general
6. Go from Analysis to Synthesis
7. Actual should precede Representative
8. Empirical to Rational

Discussion conti.....

Mentoring Maxims... discussion

- Proceed from Known to Unknown

From what students are aware to what it is really called in technical language

- Go from Simple to Complex

Simple, easy to understand concepts to be dealt first then deal with complex ones.

(instead of saying tell me ur investment objectives, you would ask what can be your requirements for finance in near future and in long run, then convert them into monetary terms and then tell them that these are your investment objectives)

- Take Whole before taking parts

(Everyone's target is being happy- how to be happy- earn money, respect, position in society, how to do that- proceed from ultimate requirement and break it in parts)

- Concrete should precede Abstract

Proven ideas and concepts be dealt first and unproven concepts /ideas be introduced later

(Social Networking media has gone popular – how social media/networking can be used for product advertisement/ social cause)

Mentoring Maxims... discussion

- Particular leads to general
Choice of consumers in selecting potato wafers pack – leads to generic changes required in packing
- Go from Analysis to Synthesis
Facts should be narrated first and then correlated. (factors affecting investment decisions – all factors taken together- model for investment)
- Actual should precede Representative
Show them how to do it then make them learn the tricks
Make them sell a product (Mock) then develop a guideline for selling products
- Empirical to Rational
Applicability of what we are learning in practical life and how does that suit the practical life
(Arrangement of new products on shelves in eye line in malls as consumers tend to pick and notice changes in eye line shelves)

कुंभारारारखा गुरू नाही रे जगात
परि घालितो धपाटा, आत आधाराला हात

आधी तुडवी तुडवी मग हाते कुरवाळी
ओल्या मातीच्या गोळ्याला येई आकृती वेगळी
घट जाती थोरघरी, घट जाती राऊळात

कुणी चढून अक्षतो गावगौरीच्या मस्तकी
कुणी मद्यपात्र होतो रावराजांच्या हस्तकी
आप्यातली आग नाही पुन्हा आठवत

कुणी पुजेचा कलश, कुणी गोरभाचा माठ
देता आकार गुरूने ज्याची त्याला लाभे वाट
घट पावती प्रतिष्ठा गुरू राहतो अज्ञात

- ग.दि. माडगूळकर

The house is open for queries and enrichments..... Learning is an ongoing process

Thank you

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