



AISSMS

INSTITUTE OF MANAGEMENT

CRAFTING VALUED CORPORATE PROFESSIONALS
Approved by AICTE New Delhi, DTE Govt. of Maharashtra,
Permanently Affiliated to Savitribai Phule Pune University
Accredited by NAAC with 'A+' Grade



BEST PRACTICE 1:

- 1) **Title: Psychometric Test and Counseling: Fundamental Step Towards Personality Development**
- 2) **Objectives of the Practice:**
 - a) To assess the personality of students.
 - b) To assess the cognitive skills and behavioural traits of students.
 - c) To make the students understand their aptitude and personality.
 - d) To make the students aware about their traits, skillset and capabilities.
 - e) To make the students realize their strengths and weakness.
 - f) To provide guidance to students so as to develop their holistic personality.
- 3) **The Context:**
 - a) The management education is professional education which is intended to transform students into competent management professionals.
 - b) The management education is expected to provide students with latest knowledge, required skills, right attitude and revered values.
 - c) The outcome of management education is to develop holistic personality of students so that they take up managerial positions in the corporate world and contribute towards socio-economic development.
 - d) Knowing the personality is the first step towards development of the personality. According to Aristotle, knowing yourself is the beginning of all wisdom.
 - e) Psychometric tests are standardized and scientifically developed tools for measuring individual's psychological attributes such as aptitude, personality, values and abilities.
 - f) Counseling is intended to provide professional guidance to develop overall personality of students.

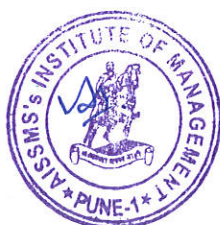


4) The Practice:

- a) The psychometric test is conducted for the students of MBA program in the first semester.
- b) The psychometric test of students is conducted online.
- c) Before conducting psychometric test, orientation program is conducted for the students to make them understand the objectives and nature of the test.
- d) The schedule of the psychometric test is displayed in the form of the notice. The students appear for the psychometric test accordingly.
- e) After the psychometric test, an exhaustive report of the test is communicated to the student, counselor and mentor faculty member.
- f) The psychometric test assesses aptitude of the students' w.r.t. key abilities – cognitive ability, numerical ability, reasoning ability, verbal ability, rapid evaluation ability and spatial ability.
- g) The psychometric test assesses personality of the students' w.r.t. following dimensions – extroversion, introversion, sensing, intuition, thinking, feeling, judging and perceiving.
- h) After the psychometric test, counseling based on psychometric test report is provided to the students by professional counselors.
- i) The schedule of the counseling is displayed in the form of the notice. The students attend the counseling sessions accordingly.
- j) The Institute has tied-up with professional agency for psychometric test and counseling.

5) Evidence of Success:

- a) After the psychometric test, a comprehensive report is given to the students, counselor and mentor faculty member.
- b) The psychometric test report contains complete profile of the students w.r.t. aptitude and personality.
- c) The psychometric test report make the students understand their personality and become aware about their strengths and weaknesses.
- d) The psychometric test and counseling acts as a fundamental step to realize self-potential. Self-awareness leads to self-development.
- e) Professional counselors guide students to overcome weaknesses and develop overall personality.
- f) Mentor faculty members also guide students to develop their personalities.



- g) The Institute understands learning levels, capabilities and skills of the students. Further, it helps in understanding slow and advance learners. It helps the Institute in planning student development initiatives according to the need.

6) Problem Encountered and Resource Required:

- a) Test anxiety among students can lead to invalid results.
- b) The success of psychometric test depend on how honestly students have answered the questions.
- c) Sometimes reliability of the psychometric test is doubtful.
- d) Sometimes validity of the results is questionable.
- e) One faculty member is appointed as co-ordinator for the test and counseling.
- f) Professional counselors are required for counseling which are provided by professional agency.
- g) The AISSM Society provides guidelines and policy regarding professional charges to be paid to the approved agency.

7) Other Information:

The practice of Psychometric Test and Counseling results in self-awareness among students and guides towards personality development.



Shri
DIRECTOR
All India Shri Shivaji Memorial Society's
INSTITUTE OF MANAGEMENT
Kennedy Road, Near R.T.O., Pune - 411 001



AISSMS

INSTITUTE OF MANAGEMENT

CRAFTING VALUED CORPORATE PROFESSIONALS
Approved by AICTE New Delhi, DTE Govt. of Maharashtra,
Permanently Affiliated to Savitribai Phule Pune University
Accredited by NAAC with 'A+' Grade



BEST PRACTICE 2

1) Title: Inculcating Sense of Social Responsibility through Extension and Social Activities for Community Development

2) Objectives:

- a) To inculcate the sense of social responsibility among students.
- b) To sensitize students towards social issues and concerns.
- c) To instill ethical and moral values among students.
- d) To enhance the sense of belongingness towards the society.
- e) To contribute towards community development and welfare of the society.
- f) To transform students into responsible citizen by following universal values.
- g) To carry forward the legacy of social work of the founder through Institutional Social Responsibility.

3) The Context:

- a) The management education is intended to transform students into competent management professionals with strong ethical values.
- b) The management professionals have the responsibility of sustainable development of business organizations.
- c) The companies need to contribute towards community development through 'Corporate Social Responsibility (CSR)'.
- d) The educational institutes also have 'Institutional Social Responsibility (ISR)'.
- e) The Institute is proud part of heritage group of institutes founded by Rajarshi Chhatrapati Shahu Maharaj. He was a social reformer and king. The Institute intends to carry forward this legacy of social work.
- f) Two of the Program Outcomes of MBA Program are Environment and Sustainability, Social Responsiveness and Ethics.



- g) Ethical, Value Oriented and Socially Responsible Behaviour is one of the Graduate Attributes of the MBA Program.
- h) The Institute intends to develop sense of social responsibility and also contribute towards community development.

4) The Practice:

- a) The Institute has established a unit of 'National Service Scheme (NSS)'.
- b) The NSS Unit is approved by Savitribai Phule Pune University.
- c) The NSS Unit is looked after by NSS Program Officer and 50 students are volunteers.
- d) The NSS Unit undertakes plethora of social activities for community development.
- e) The Institute has 'Student Development Officer' approved by Savitribai Phule Pune University.
- f) The NSS Unit organizes 'NSS Winter Camp' every year in nearby village. The Faculty members and student volunteers undertake rural development work during the camp.
- g) The NSS Unit and SDO undertakes extension and social activities like – Blood Donation Camps, Tree Plantation Drives, Swachh Bharat Abhiyan or Cleanliness Drives, Health Check-up Camps, Programs to promote Gender Equality, Road and Rail Safety Awareness Programs, Anti-Plastic Drives, Drug-Free India Campaigns, Workshop on 'De-Addiction', Special Camps to Rebuild Cities affected by Floods, Social Work with NGO's, Voter Awareness Campaigns, Vigilance Awareness Week, Samvidhan Diwas, Lokshahi Pandharawada, Sadbhavana Divas, Unity Day, Wetland Day, E-Waste Pledge etc.
- h) During Covid-19 Pandemic the NSS unit has done commendable social work like – Covid-19 Awareness Campaign by Poster Making and Videos, Mask Making and Distribution, Health Camps, Grocery Distribution to the Needy People, Arogya Setu/iGOT App Download Awareness Campaign, Oath of Corona Nirmulan, Pledge of Janata Curfew, Health Survey of Families through Maze Kutumb Mazi Jababadari Campaign of State Government etc.

5) Evidence of Success:

- a) The extension activities carried out by NSS unit of the Institute have sensitized the students towards social issues and concerns.
- b) The extension activities have developed sense of social responsibility among students.
- c) The extension activities have contributed towards community development.



- d) The social activities have also developed skills like communication skills, leadership skills, teamwork etc. among students.
- e) The social activities have developed strong ethical and moral values among students.

6) Problem Encountered and Resource required:

- a) There is time constraint due to the semester pattern.
- b) Initially there is hesitation on the part of the students for social work. But once the students understand the significance and benefit for the society they actively take part in the same.
- c) The NSS Unit is looked after by NSS Program Officer and 50 students are volunteers. Depending upon nature of the activity, other students are involved.
- d) The 'Student Development Officer' involves student volunteers for various activities.
- e) The monetary resources are provided partially by university and rest contributed by the Institute.

7) Other Information:

The practice of extension and social activities has led to inculcating sense of social responsibility and community development.



Amals
DIRECTOR
All India Shri Shivaji Memorial Society's
INSTITUTE OF MANAGEMENT
Kennedy Road, Near R.T.O., Pune - 411 001