



## Institute Best Practices

To mark excellence, Institute follows the following best practices

### Best Practice 1: Skill Development

**Objectives: Following objectives were decided for the skill development.**

- 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 are essential in virtually every profession as well as in personal development. They help in improving the ability to present ideas, negotiate, lead meetings, work harmoniously with colleagues and contribute effectively to group projects.

Creativity plays a crucial role in enhancing learning, problem-solving abilities, and innovation. Creative thinkers are more likely to view setbacks and challenges as opportunities to learn and grow, rather than as obstacles. Creativity is a catalyst that can accelerate and enrich the process of skill development, leading to more well-rounded and innovative individuals. The skill of thinking out of the box and critical evaluation is also important

Exposure to relevant technologies helps students to be more resilient in facing the dynamic job market and opens up to more career opportunities. It also helps them to stay pertinent and adaptable in a rapidly changing environment.

Nurturing an entrepreneurial mindset is important as it can have a significant impact on an individual's personal and professional life, as well as on society as a whole. Entrepreneurial minds are Natural problem solvers, risk takers and decision makers.





Professionalism develops career readiness in students, in addition to commitment to ethical behavior and integrity. It also facilitates networking, which is crucial for career advancement.

Well-being positively correlates with academic success. Well-being programs can teach valuable life skills such as time management, stress management, financial literacy, and conflict resolution. These skills are not only useful in college but also in later stages of life.

It is important to start long term financial planning early. Teaching personal finance to college students is a valuable investment in their future. It equips them with the knowledge and skills needed to make sound financial decisions, avoid debt traps, and build a secure financial foundation for their lives beyond college. It ultimately empowers them to achieve their financial goals and lead more financially responsible and fulfilling lives.

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, Faculty and Students strive all-together to achieve the objective of comprehensive skill development. In order to provide an environment of gradual skill development, EMLs and Training sessions are conducted from time to time for all students. Trainers from corporate and various educational institutes are invited to conduct such sessions.

Personality development has been integrated as an internal component in various courses which is helpful to enhance public speaking skills and boost confidence of the students. Certifications related to digital marketing and tally are also a part of curriculum. Including these activities in the curriculum has enhanced employability and career readiness.

On the job training, summer internships and Industrial visits also play a vital role in the skill development of students. Quiz, Open-Mic and various Competitions are being conducted regularly under the banner of FAMA, Marketing, Sports and HR club of the Institute.

Not just for students, the institute organises teaching skill development workshops such as case teaching and case writing from time to time. Mindfulness and Yoga sessions are also organised throughout the academic year.

Entrepreneurship Development Cell conducts “Hackathons” for idea generation and provides support to students who seek to start their own ventures. Feedback from students, faculty and trainers is obtained after every session so that continuous monitoring of the process can be done.

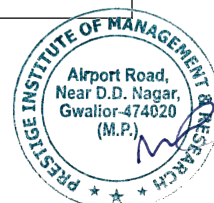
### **Activities supported:**

During the Academic year 2022-23, Fifty-Seven EMLs and twenty-nine Workshops were conducted. Academicians, Industrialists, Alumni and Trainers from all various parts of the country visited the institute for the same. The major events are categorised below:





<b>Personality Development (Communication Skills, Pre-Placements, Life Skills, GD &amp; PI)</b>			
<b>S. No.</b>	<b>Date</b>	<b>Workshop Topic</b>	<b>Experts</b>
1	25.06.2022	Resume Building & PD Workshop	Mr. Ambuj Jain (Corporate Trainer)
2	26.06.2022	Resume Building & PD Workshop	Mr. Ambuj Jain (Corporate Trainer)
3	26.07.2022 To 30.07.2022	Resume Building & GD Workshop	A.P. Sanjay Gupta A.P. Deepshikha Chavan
4	26.07.2022 To 30.07.2022	Resume Building & GD Workshop	A.P. Sanjay Gupta A.P. Deepshikha Chavan
5	01.08.2022 To 05.08.2022	Resume Building & GD Workshop	A.P. Deepshikha Chavan
6	01.08.2022 To 05.08.2022	Resume Building & GD Workshop	A.P. Sanjay Gupta
7	01.08.2022 To 05.08.2022	Resume Building & GD Workshop	A.P. Sanjay Gupta A.P. Deepshikha Chavan
8	06.08.2022 To 16.08.2022	Resume Building & GD Workshop	A.P. Sanjay Gupta A.P. Deepshikha Chavan
9	06.08.2022 To 12.08.2022	Resume Building & GD Workshop	A.P. Sanjay Gupta A.P. Deepshikha Chavan
10	02nd, 7th, 9th Nov., 2022	GD Workshop	Dr. Rajkumari Sharma
11	02nd, 3rd, 9th Nov., 2022	GD Workshop	A.P. Amrapali Sapra
12	02nd, 3rd, 10th Nov., 2022	GD Workshop	A.P. Sanjay Gupta
13	22.02.2023 To 25.02.2023	Life Skills Training Program	Ms. Priyanka Vats
14	22.02.2023 To 25.02.2023	Life Skills Training Program	Ms. Shristi Rawat
15	22.02.2023 To 25.02.2023	Life Skills Training Program	Mr. Prashant Sharma



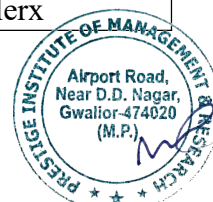


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16	22.02.2023 To 25.02.2023	Life Skills Training Program	Ms. Shiny Menon
17	22.03.2023 To 25.03.2023	Life Skills Training Program	Ms. Shiny Menon
18	22.03.2023 To 25.03.2023	Life Skills Training Program	Ms. Sharmishtha Seth
19	22.03.2023 To 25.03.2023	Life Skills Training Program	Mr Suchiter Sharma
20	22.03.2023 To 25.03.2023	Life Skills Training Program	Ms. Preeti Mehrotra
21	27.03.2023 To 31.03.2023	Life Skills Training Program	Ms. Amrapali Sapra
22	27.03.2023 To 31.03.2023	Life Skills Training Program	Mr. Prashant Nagarch
23	08.04.2023	Capacity Building & Personality Building	Multiple Experts
24	07.06.2023 - 09.06.2023	Life Skills Training Program	Mr. Prashant Nagarch
25	12.06.2023 - 14.06.2023	Life Skills Training Program	Mr. Prashant Nagarch
26	12.06.2023 - 14.06.2023	Life Skills Training Program	Mr. Prashant Nagarch
27	15.06.2023 - 17.06.2023	Life Skills Training Program	Mr. Prashant Nagarch
28	15.06.2023 - 17.06.2023	Life Skills Training Program	Dr. Pratiksha Saxena

Industry Interaction			
S. No.	Date	EML Topic	Experts
1	19.12.2022	EML Session With Arvind Fashion Ltd.	HR of Arvind Fashion LTD
2	19.12.2022	EML Session With Utkarsh Small Finance Bank	HR from Utkarsh small finance Bank
3	13.12.2022	EML Session With Collabera	HR from Collabera
4	11.12.2022	EML Session With Eclerx	HR from Eclerx





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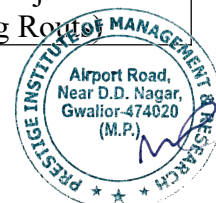
5	01.12.2022	EML Session With Bandhan Bank	HR from Bandhan Bank
6	09.12.2022	EML Session With Aadhar Housing Finance	HR from Aadhar Housing Finance
7	01.12.2022	EML Session With Home First Finance	HR from Home First Finance
8	24.11.2022	EML Session With Shiksha.com	HR's from Shiksha.com
9	23.12.2022	EML Session With Wipro	HR from Wipro
10	23.09.2022	EML Session With IIFL	HR from IIFL
11	25.08.2022	EML Session With Extramarks	HR from Extramarks
12	20.09.2022	EML Session With Vtech Solutions	HR from Vtech Solutions
13	31.12.2022	EML Session with Air India	Mr. Dheeraj Sharma

## Career Guidance and Entrepreneurship

S. No.	Date	EML Topic	Experts
1	18.11.2022	Campus To Corporate	Dr. Sangeeta Sharma
2	19.10.2022	Corporate Round Table	Dr. Pankaj Gupta (Executive Director)
3	26.11.2022	Careers in Securities Markets	Mr. Sanjeev Bajaj, (General Manager, MCD-NISM)
4	14.01.2023	Career Guidance	Mr. Manoj Dawrani (Career Launcher Head)
5	30.01.2023	Entrepreneurship and Business Opportunities in Health and Wellness	Mr. Gaurav Sharma (Health and Lifestyle Coach)
6	01.03.2023	Discussion on Placement	Mr. Abhay Dubey (Head Placement Cell PIMRG)
7	23.03.2023	Career Opportunities in Abroad	Ms. Manisha Motiramani (Center Head, Renaissance Educare)

## Alumni Interaction

S. No.	Date	EML Topic	Experts
1	09.07.2022	Alumni Interaction with Ms. Madhu Sharma	Ms. Madhu Sharma (Operation Manager) Wipro Technologies
2	13.07.2022	Alumni Interaction with Ms. Kanchan Sharma	Ms. Kanchan Sharma (Technical Consultant) Salesforce
3	26.07.2022	Alumni Interaction with Mr. Krishna, Ms. Akriti, Ms. Pooja	Mr. Krishna, Ms. Akriti, Ms. Pooja (Learning Royalty)





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4	10.08.2022	Alumni Interaction with Mr. Baljindar Singh, Ms. Shivani Salunke	Mr. Baljindar Singh, Ms. Shivani salunke ( Hike Education)
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Personal Finance			
S. No.	Date	EML Topic	Experts
1	29.06.2022	Financial Literacy Awareness	Mr. Suhas Rajpoot (Indistry Expert)
2	16.11.2022	Financial Literacy	CA Mr. Rohit Ludhiyani
3	14.01.2023	Navigating the Financial Landscape The Ins and Outs of stocks & Crypto	Mr. Anuj Shrivastava Mr. Himanshu Saxena (Founder, On Finance)
4	01.07.2023	Personal Financial Planning	Prof. Dr. Nitin Tanted, PIMR, Indore

Seventeen Industrial visits were organised during the academic session 2022-23 to industries such as Sanchi, Tropolite, Kurl-on, SRF, Deendayal Industries and Supreme Industries. In Addition to the above, 43 students joined OJT in ITC, Tropolite, Dreams Solutions and Pixoactic Pvt Ltd.

A yoga workshop was organised on 21st June 2023 under the banner of Rotaract club of the institute.

Students from various courses got certified with Digital marketing Certification. Tally has been incorporated as a subject for B.Com. Students. A 4-day Advanced Excel workshop was also conducted for BBA-6th Sem Students under the guidance of Ms. Mitali Paltiwale (Corporate trainer).

Feedback from students, faculty and trainers is obtained after every session so that continuous monitoring of the process can be done.

## Evidence of Success:

The behavioral skills and Confidence of students has developed greatly which is visible through the placement records of the institute. 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.

In the session ending June 2023, 357 students from MBA (FT and BA), 134 students from BBA, 76 from B.Com. And 37 students from BCA got placed with good packages in reputed companies with a maximum package of 13.68 Lakhs.

Personality development has encouraged students to reflect on their strengths, weaknesses, and areas for improvement, fostering self-awareness and personal growth. Students can learn about effective communication, empathy, and conflict resolution, leading to healthier and more productive







relationships with peers and teachers. This is positively reflected by the participation of students in activities throughout the year.

Optimism, emotional intelligence and improved social interactions were also reflected in the majority of the students, Self-awareness and a healthier outlook on life is the need of the hour. Students approach Mentors for discussion related to career and mental health without hesitation and trust has developed between the two.

Industrial visits promote the development of soft skills, such as communication, listening, and observation skills. Visiting successful industries and witnessing their achievements can be highly motivating and inspiring for participants. It can instill a sense of ambition and drive them to excel in their chosen fields. It also bridges the gap in theory and practice.

Students in various courses have learned Digital marketing and Tally to their technical up-gradation in addition to academics which is a major addition to the set of their career related skills.

#### **Problems Encountered/ Resources Required:**

- A large number of students studying in the institute belong to semi urban/rural areas. They face major difficulties such as communication, vocabulary, stage fear and language barriers. All this create a severe impact their placement opportunities. Tailoring skill development programs to meet the specific requirements of these students is a challenge.
- Requirement of Infrastructure such as additional GD room and language lab is necessary for overcoming such issues in skill development.
- Balancing skill development alongside academics can be challenging for the students so more emphasis should be given on Time and Stress management workshops.

#### **Glimpse of EML and Workshops held during the Academic session 2022-23:**

##### **Alumni Interaction (10/08/22)**





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## Financial planning (02/03/23)



## Career Guidance (14/01/23)







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## Corporate Round table (19/10/22)



## PD workshop BALLB (07/06/23-09/06/23)





## Best Practice 2: Gender Inclusion

### Objectives:

The objectives of gender inclusion at the workplace are :

- to ensure equal opportunities for all genders.
- To create a gender-equitable workplace.
- To inculcate and promote gender sensitivity thought process

### The Context:

Gender equity is a fundamental aspect of a progressive and inclusive educational institute. Recognizing this, Prestige Institute of Management & Research Gwalior has implemented several best measures to ensure equal opportunities and a supportive environment for all students, faculty, and staff irrespective of gender.

PIMRG has adopted various initiatives, policies, and programs to promote gender equity and foster a campus culture that values diversity and inclusion.

### The Practice:

At PIMRG, we believe in providing equal opportunities, resources, and support to individuals of all genders to thrive and excel in their educational pursuits.

It is an integral part of institute to create a conducive learning environment where every individual feels respected, valued, and empowered.

Round the year various activities were done in this regards:

Our students, faculty and staff members undergo regular gender sensitization workshops to promote awareness, empathy, and understanding of gender-related issues. This training equips them to create an inclusive and supportive atmosphere within their classrooms and workplaces.

PIMR has **Mentorship policy** where a class of 60 students is allotted to faculty that specifically focus on supporting and guiding the students and taking care of student related issues.

**Equal Opportunity Cell at PIMRG** function as a resource center for addressing gender-related concerns and ensuring the effective implementation of gender equity policies.

It deals with gender equity issues organizes various **workshops and training sessions** to raise awareness about gender-related issues. These activities aim to foster empathy, understanding, and respect for individuals of all genders.





At PIMR Gwalior Campus safety is always on priority. The institute maintains a **robust security infrastructure** 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.

PIMRG follows **Gender-Neutral Recruitment Practice and Promotion Policy**.

Internal Complaint Committee is active at PIMRG where the committee works on workshops and programs against sexual harassment. Making student aware about these issues. Implementing training programs to prevent and address workplace harassment, creating a safe and respectful work environment.

### **Activities Supported:**

Various activities on large scale were conducted in the institute for supporting this.

- Seminars and workshops were conducted round the year for students for Harassment and Gender Inclusion etc.
- Speakers from outside were called for these seminar and workshops
- It is regularly done for all both UG and PG students and faculty members and staff members.

### **Evidence of Success:**

Evidence of successes for gender equity can be observed through various indicators and outcomes that demonstrate positive changes in the workplace .

Student drop outs reduced. These successes are typically based on successful conduction of workshops.

Higher rates of retention and advancement of women within the organization show that gender equity efforts are creating an environment where female employees can thrive and progress in their careers.

### **Problems Encountered/ Resources Required:**

#### **Resources required:**

Continuous gender sensitizing workshops and committees for all stakeholders,

#### **Problems encountered:**

Inadequate male and females ratios in office and classroom was major concern for management Initially.

It took some time to make the staff and students to adapt why these workshops are occurring but later they realized the fact.

Activities conducted for awareness of Gender Inclusion are as follows:





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S. No	Date	Activity
1	1-11-2022	Session on Elimination of Violence against Women under the Banner of MP Police Unite Program
2	5-11-2022	<b>Seminar on “Awareness on Inappropriate Behaviour”</b>
3	13-01-2023	Staff and Faculty Program on Gender Sensitization
4	5-05-2023	Stage Performance by students on Women Empowerment
5	28-06-2023	Workshop on POSH at Workplace

## Session on “Elimination of Violence against Women” on November 11, 2023

**PRESTIGE**  
INSTITUTE OF MANAGEMENT & RESEARCH, GWALIOR  
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**SESSION ON**  
**ELIMINATION OF**  
**VIOLENCE AGAINST**  
**WOMEN UNDER THE**  
**BANNER OF MP POLICE**  
**UNITE PROGRAM**

**VENUE : SEMINAR HALL-1**

**DEC.**  
**01**  
2022

**11**  
**AM**

  
Resource Person  
**Ms. Hina Khan**  
DSP, GWALIOR

**Organized By**  
**INTERNAL COMPLAINTS COMMITTEE OF PIMRG**







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2022 Seminar on “Awareness on Inappropriate Behaviour” on 5<sup>th</sup> November 2022

Zoom Meeting (Locked) You are viewing Aditi Sharma's screen View Options

Prof. Tanika Singh Aditi Sharma Yogita Manglani 63 pimr Pushpendra tyagi

Recording...


## What is sexual harassment as per Law



Physical contact and advances




Making sexually coloured remarks



Showing pornography



A demand or request for



Any other Unwelcome

Participants (105)

PT Prof. Tanika ... (Co-host, me) [Mute] [Leave]

GP 63 pimr (Host) [Mute] [Leave]

AS Aditi Sharma (Co-host) [Mute] [Leave]

AG Aakash Gupta (Co-host) [Mute] [Leave]

YM Yogita Manglani (Co-host) [Mute] [Leave]

AK Aahsh kushwah [Mute] [Leave]

AJ Aarti Jayant [Mute] [Leave]

AG Aayushi Gupta [Mute] [Leave]

AG Abha Gurjar [Mute] [Leave]

AT Abhimanyu Tomar [Mute] [Leave]

AS Abhishek Rajput [Mute] [Leave]

AS Abhishek sahu [Mute] [Leave]

AS Abhishek Singh [Mute] [Leave]

AT Aradhya Bhatnagar [Mute] [Leave]

Unmute Stop Video Security Participants Chat Share Screen Reactions Apps More

30°C Haze

ENG IN 11:07 05-11-2022

Zoom Meeting (Locked)

Aman Jadon Akhileendra Pratap Singh Nancy Rajput

Aman Jadon Akhileendra Pratap Singh Nancy Rajput Prof. Tanika Singh Aditi Sharma

Recording...

## Prevention of Sexual Harassment at workplace (POSH)

An Awareness session

Presented by:  
Aditi Sharma – Manager HRM (ISWP)

Participants (113)

PT Prof. Tanika ... (Co-host, me) [Mute] [Leave]

GP 63 pimr (Host) [Mute] [Leave]

AS Aditi Sharma (Co-host) [Mute] [Leave]

AJ Aman Jadon [Mute] [Leave]

AP Akhileendra Pratap Singh [Mute] [Leave]

NR Nancy Rajput [Mute] [Leave]

YM Yogita Manglani (Co-host) [Mute] [Leave]

AK Aahsh kushwah [Mute] [Leave]

AG Aakash Gupta [Mute] [Leave]

AJ Aarti Jayant [Mute] [Leave]

AG Aayushi Gupta [Mute] [Leave]

AG Abha Gurjar [Mute] [Leave]

AT Abhimanyu Tomar [Mute] [Leave]

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# PRESTIGE INSTITUTE OF MANAGEMENT & RESEARCH, GWALIOR

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Staff and Faculty Program on Gender Sensitization on January 13, 2023



POSH Workshop on 28<sup>th</sup> June 2023

