

INDUCTION PROGRAMME FOR FRESHERS

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In engineering colleges freshers are admitted at different levels, namely :

- first engineering admissions,
- second engineering direct diploma holder admission, and
- transfer of student from other colleges, from the same university or any other university
- newly recruited staff.

Several attributes like, qualified faculty, institute being student centered, sound infrastructure; academic calender and its implementation, etc., can promote total quality education. One of the important attributes is induction programme for freshers. Student and staff miss several opportunities for their growth simply because of not being aware of the strength and weaknesses of institute. The All India Shri Shivaji Memorial Society's College of Engineering, Pune - 1., has devised, subject to future modification, induction training programmes for staff and students as well. This paper briefly describes the practices followed for induction programme adopted for fresh students. The salient features of induction programme adopted by this college during the academic year 1996-97 are pre-

sented as given below :

ACADEMIC CALENDER

The college has designed its own academic calender giving details of all activities such as opening and closing dates of both semesters, dates for tuition fees payment, examination and eligibility form submission, cultural programmes proposed during the year, etc. Every student gets this calender on the day of his registration in this college.

INDUCTION PROGRAMME PHASE - I

Because of Central Admissions, student report on different dates. The classes are formed as students start pouring. A tentative daily time-table only for four periods per day, is declared for the first week. Whenever, a new class is formed seniors including Principal, HODs, and Senior staff necessarily engage the first hour of the first opening day. These staff establish a dialogue with freshers and make them aware of in respect of :

- Self introduction by the teacher.
- History of the college, its mission and objectives.
- Career planning
- How to refer to Syllabi text books

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and references.

- How to study and get acquainted with the new educational environment.
- Anti-ragging movement.
- Avenues open for personality development with a special emphasis on development of communication skills.
- 3Cs for success : Competence, Credibility and Creativity.

This opening hour is followed by a question - answer session.

INDUCTION PROGRAMME PHASE - II

Each class is divided into four batches, each batch is consisting of 15 to 17 students and these batches are extensively rotated for four days through all departments, their labs, library, office, etc., to create awareness amongst students regarding the strengths of the institute, its infrastructure, facilities available, etc.

INDUCTION PROGRAMME PHASE - III

Normally after two weeks regular full fledged time-table is floated and teachers pull the classes gently towards full swing teaching. Class as well as lady representatives are nominated based on their academic performance and a dozen of faculty advisers, members of cultural and sports circles, all class and lady representatives are again assembled together for deliberating different facets of concern and making everyone aware of the functioning of the College. This time several issues were opened and anti-ragging movement was taken up as the immediate issue of concern for tackling.

Certain decision based on group consensus following the principles of Quality Circles were taken for immediate implementation. This meeting also takes a lead for organising a "Freshers Day".

As per College convention established by students, Second Engineering students welcome freshers, and Third Engineering students give farewell to Bachelor of Engineering (Final Year) students. Contribution is collected by SE students only from SE Students. Staff also generously contribute to this activity. Freshers talent is searched. A grand programme of Freshers Welcome day was organised on 31st August 1996 from 4.00 to 6.00 p.m. The programme is managed by both FE and SE students with such events as cultural, quiz, etc.. This year Mr. Freshers and Miss Freshers were also selected who automatically become the members of Gymkhana.

More or less the same type of induction programme is being organised every year. This has helped us in many ways like :

- Students behave in a well disciplined manner.
- Students / Staff are aware of the strengths, weaknesses, opportunities and threats in respect of the college and adopt a suitable course of action so as to help, lead, individually and the College as a whole, towards Quality Education.

Undoubtedly, this programme needs further modifications, to make it more effective for a given situation. We do believe that induction programme is a key to successful functioning of our organisation.

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