

BEST PRACTICES BLUEPRINT FOR INSTITUTIONAL DEVELOPMENT

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ABSTRACT

Master of Business Administration (MBA) programs influence the business and administrative sectors of modern organizations in important ways. Students are at the center of growth at all levels. MBA institutional approaches play an important role in exploiting student talents and preparing them for global competence. The annual reports of the Higher Education Institute (HEI), the National Assessment and Accreditation Council (NAAC) and the National Board of Accreditation (NBA), contradict further research into the best practices of private / privately funded MBA institutions in rural areas. Blueprint is a useful tool for keeping institutional development on track. The MBA Institute's work plan and best practices serve as a self-assessment tool for timely development. The plan is designed to help you achieve your goals. This paper focuses on the best practices. Private MBA-funded institutions are included in the research sample. The information is collected from secondary sources of websites approved by the NAAC. The NAAC compiled a list of best practices based on published research. Secondary data meta-analysis was used to determine best practices. The top ten practices have been established as a result. The ID is made using the concept of the parameter power. For each practice, five-year programs are recommended as programs. As a result, a total of ten plans have been developed and proposed for the healthy expansion of the MBA Institute. The purpose of this chapter is to highlight the many ways and means to achieve academic success. Its purpose is to suppress the thinking process of everyone involved in the growth of the institution. The guidelines can be a guide for private MBA institutions in rural areas of the country to implement the program.

Keywords: Blueprint, Academic excellence, Best practice, MBA Institute.

Introduction to Study

Innovation, disruptive business research, and product development, all of which, based on higher education institutions, have accelerated growth in the world's most active economy. Such institutions are a national asset, contributing to national prosperity and rural development at the grassroots level.

Successful institutions have strong links with local communities and industries, and contribute to the development and growth of the city, region, and country. It is well-known that business education has a profound effect on people's lives. For modern MBA institutions, creating an environment conducive to innovation and entrepreneurship is an important endeavor. In this setting, institutions should develop a strategic plan.

Review of Literature

IIT Bombay has developed a five-year strategic plan [1]. Based on the literature review of the program, the following objectives have been identified as priorities for the program, in addition to the broad range of activities undertaken by IIT-B to support its objective:

1. Increase public and business participation.
2. Increase educational opportunities
3. Improve internal support systems
4. Develop the learner's knowledge
5. Expand the financial base
6. Attract international students and professors
7. Extend information boundaries
8. Promoting diversity
9. Increase student involvement
10. Develop a clean and environmentally friendly compass.

The researcher takes this strategy and incorporates a purpose-focused approach to its research design. A large number of new MBA colleges have failed to provide quality education at a lower cost. The following are two important reasons:

1. They could not repeat the good habits of the high schools.
2. Because they have failed to meet the expectations of the participants, their seats are not fully seated. [2]

Systematic search for best practices, new ideas, and more effective work processes is known as recording plans. The purpose of this study is to identify and summarize the best practices used by privately funded MBA colleges.

Objectives

1. Determining areas that are critical to institutional growth where best practices are available.
2. Assess and evaluate the best practices of selected MBA institutions in accordance with their NAAC standards.
3. Propose a plan for best practices for institutional development over the next five years.

Research Method

MBA programs that want to know where they are regarding accreditation and testing should contact the NAAC. On its website, the NAAC also provides a list of best practices for MBA institutions, as well as their rating.

In this study, a three-part research strategy was used:

1. MBA programs offered by Higher Educational Institutes (HEIs) are being investigated.
2. Human-managed HEIs are being investigated.
3. Investigate NAAC-accredited tertiary institutions with grades A ++, A +, B ++, and B.

These MBA programs have made their Self Study Reports (SSR) available on their websites. SSR refers to the sample of literature selected for this study. Depending on the availability and availability of data on the respondent's website, a sample sample of 10 MBA institutions from each grade above was sent. As a result, a second set of 40 SSR data was tested.

In addition, the "best institutional practices provided under NAAC Criteria 7" are evaluated in six categories.

1. Institutional Management and Administration
2. Teacher Education and Research
3. Student Learning Guidelines
4. Campus Infrastructure and Resources
5. Learner reading and response rates
6. Access and consultation
7. Institutional Collaboration

Scope

The paper focuses on the MBA Institute Best Practices. Curriculum planning and design, teaching, learning, and assessment, research, innovation, and expansion, infrastructure and resources for learning, institutional and administrative management, and institutional separation practices are all intertwined with best practices.

Limitations

The analysis is based on secondary data available on HEIs websites in the form of SSR. In the sample, only complete SSRs are performed. Only slightly issued SSRs are not considered. NAAC SSR investigated. Although AICTE promotes NBA accreditation for MBA programs, NBA reports are not readily available on websites. In addition, a large percentage of MBA institutions are accredited by the NAAC rather than accredited by the NBA.

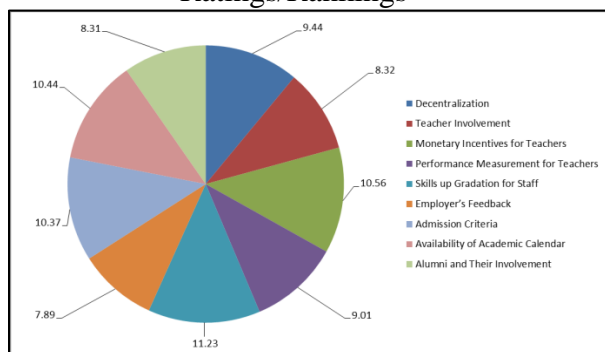
After a thorough review, NAAC publishes Best Practices on its website. The second detail refers to these topics..

Data Analysis and Interpretation

A] The following are the main areas where evidence and footprints of best practises can be found:

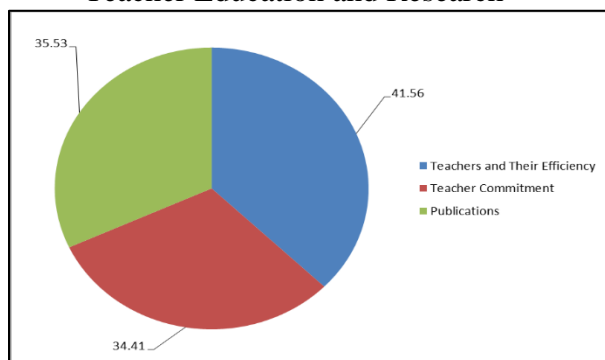
Institutional Governance and Management:

Graph No. 1: Practices with the Best Ratings/Rankings



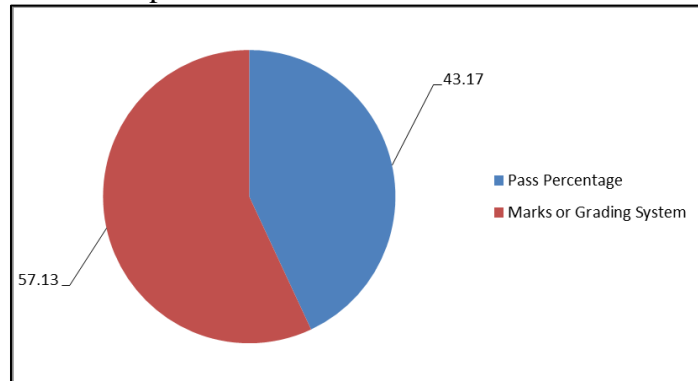
Source: Meta-Data Secondary Data

Graph No. 2: Top Rated/Ranked Practices in Teacher Education and Research



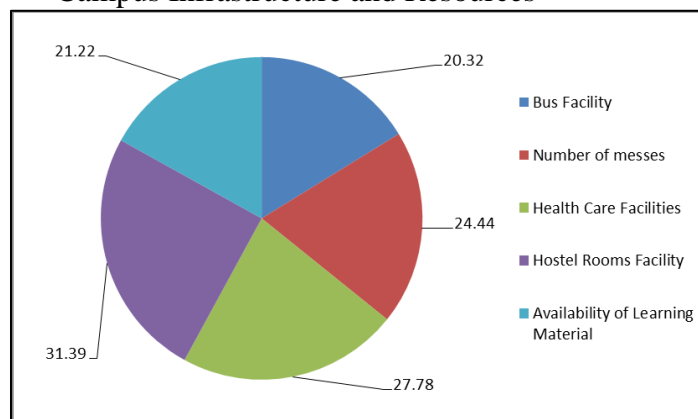
Source: Meta-Data Secondary Data

Graph No 3: Student Academic Indicators: Top Rated/Ranked Practices



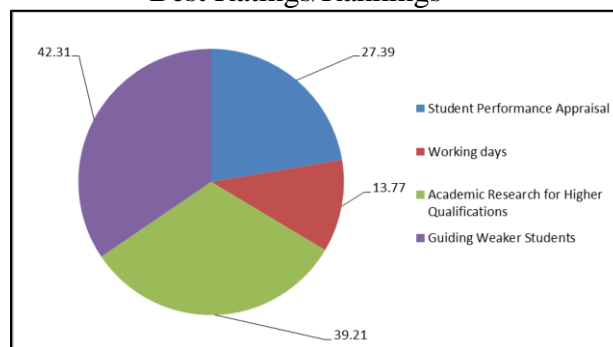
Source: Meta-Data Secondary Data

Graph No. 4: Top Rated/Ranked Practices in Campus Infrastructure and Resources



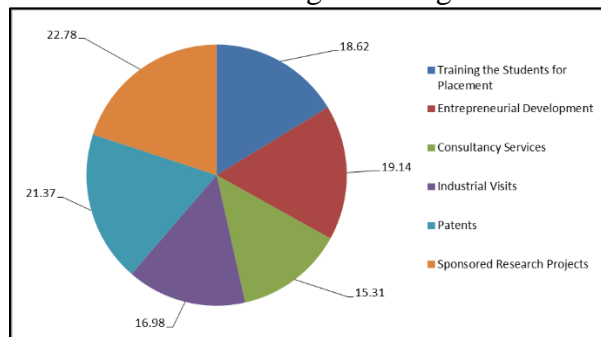
Source: Meta-Data Secondary Data

Graph No. 5: Student learning levels and feedback (Graph No. 5): Practices with the Best Ratings/Rankings



Source: Meta-Data Secondary Data

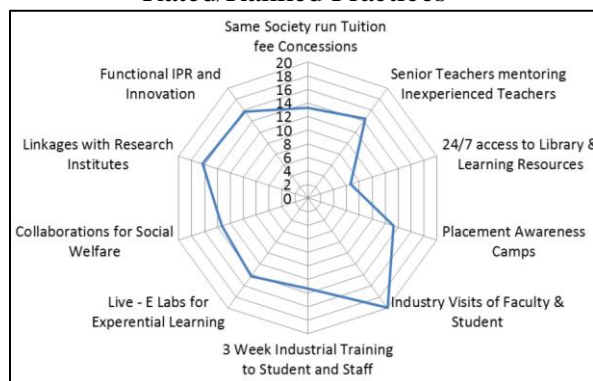
Graph No 6: Institutional Collaborations: Outreach and Consultancy: Practices with the Best Ratings/Rankings



Source: Meta-Data Secondary Data

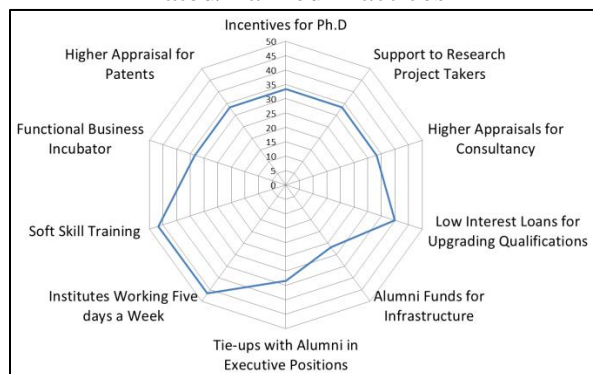
B] A Review of NAAC Accredited Institutes' Best Practices (Grade Specific Categorization)

Graph No 7: NAAC Grade: A++: Top Rated/Ranked Practices



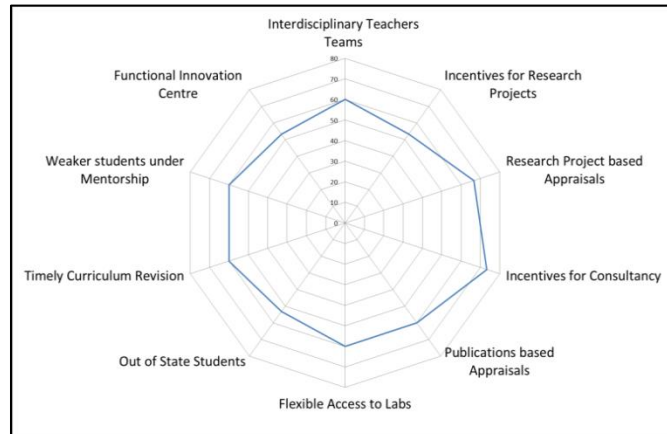
Source: Meta-Data Secondary Data

Graph No. 8: NAAC Grade A: Top Rated/Ranked Practices



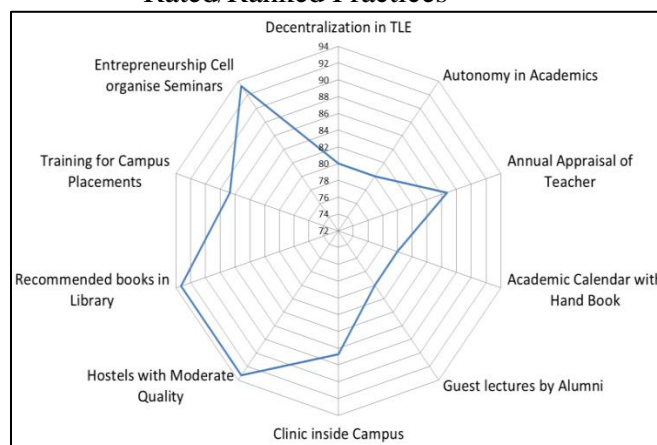
Source: Meta-Data Secondary Data

Graph No 9: NAAC Grade B++: Top Rated/Ranked Practices



Source: Meta-Data Secondary Data

Graph No 10: NAAC Grade B & B+: Top Rated/Ranked Practices



Source: Meta-Data Secondary Data

Findings

From the data collected and analysed in sections A and B of Data Analysis and Interpretation, four main theme indicators have been identified as significant benchmarks.

1. Student Achievement Core: Through its commitments to open access learning, offering a portfolio of appropriate and well-chosen educational programs, services, and activities, and its ongoing attention to student persistence and educational attainment, Theme Institute supports all students' success in meeting

- their educational goals. Access, persistence, completions, success efforts, and demographics are all important concepts.
2. **Priority Initiatives for Student Success:** Create and implement a strategic enrollment management plan that supports all student populations' achievement. Provide academic support and other services to help students set and achieve their objectives. Provide equal opportunities: affordability, initiatives that promote all student populations' success and retention, and efforts to reduce the gap. Ensure that services are egalitarian by using universal design, accessible facilities, and multilingual communication. To boost persistence and completion, use data-driven techniques. Support the whole pre-graduate continuum by promoting efficient transitions into and through the MBA programme.
 3. **Excellence in Teaching and Learning:** Core Theme Institute prepares and enables excellence in teaching and learning through its commitments to ensure curriculum relevance, responsiveness, and inclusiveness; to maintain an effective teaching environment by supporting all faculties' teaching and professional achievement; to provide access to high-quality learning support services; and to monitor academic and professional performance. Curriculum, programme design, faculty professional development, and assessment of learning outcomes are all important themes.
 4. **Priority Initiatives for Teaching and Learning Excellence:** Create and promote new projects, certificates, credentialing methods, and degrees that match the region's needs, such as expanded baccalaureate programs. Involve faculty, staff, and students in regional, state-wide, national, and international discussions on higher education's future. Develop a programme that includes undergraduate research and experiential learning. Incorporate personal effectiveness abilities such as communication, teamwork, and leadership into the curriculum. Through interdisciplinary learning focusing on economic, social, and environmental sustainability, prepare students to prosper in an interconnected and interdependent world. Encourage faculty professional development to promote disciplinary and pedagogical currency and creativity.
 5. **College Culture and Life:** Through its commitments to support a campus environment that is diverse, inclusive, open, safe, and accessible; to model a college community that affirms and embodies pluralism and values collaboration and shared decision making; and to honor and practise sustainability, creativity, and innovation, Core Theme Institute values learning and working environment. Equitable procedures, decision-making, efficiency, work-life quality, and safety are key ideas.
 6. **Priority Initiatives in College Life and Culture:** Integrate social justice into day-to-day college operations, ensuring a nondiscriminatory, universally designed, and accessible environment. Improve operational decision-making structures and support the college's governance system. Establish consistent and efficient processes based on best practises in higher education, such as long-term planning and change management, onboarding and continuous training, disaster readiness, and succession planning. Improve the information-sharing systems. Become the region's employer of choice by

providing an engaging environment, competitive wages, and a shared value system for employees. Encourage all employees to pursue professional development, progress, work-life balance, and wellbeing. Address disparities that part-time faculty and staff face.

7. Participation in and enrichment of the community: Through its commitments to collaborate with businesses, industries, local school districts, primary transfer institutions, alumni, donors, and governmental and social service organisations to develop and refine educational programs that prepare individuals for academic success, employment, and lifelong learning, Core Theme Institute aspires to be a leader and partner in building a strong and vibrant region. Continuing education, funding, community connections, alumni participation, and college identity are all important issues.
8. Priority Initiatives for Community Engagement and Enrichment: Create an educational environment that fosters lifelong learning opportunities for informed and active citizenship. Establish strong relationships with community partners—employers, postsecondary institutions, community organisations, service groups, companies, and neighbors—in order to develop and sustain relevant programs. Make our identity known. Create and implement a system for carefully listening to and responding to community and regional needs. Create a large network of active alumni. Look for financial opportunities to help offset the loss of societal support.

Recommendation

Program for Best Institutional Development Practices through Quality Improvement Over the Next Five Years: Excellent performance efforts over the next five years are planned for the four major Institute topics in the Strategic Plan 2019-20. It identifies several of the most appropriate methods of the MBA Institute, privately funded and in rural or urban areas. The program promises to provide higher educational opportunities, to educate students to become global citizens, to promote social justice in all its activities, to engage with society, to fix its foundations, and to improve human capacity.

Table No. 1: Improved involvement with society and industry is the first best practise (See Appendix)

Table No. 2: Best Practices 2, 3, and 4: Expanding the Educational Field, Improving the Internal Support System, and Improving the Student Experience (See Appendix)

Table No. 3 shows the best practises. 5, 6, and 7: Increase funds, recruit out-of-state students and professors, and push knowledge forward (See Appendix)

Table No. 4: Enhance Diversity, Enhance Alumni Engagement, and Develop a Cleaner and Greener Campus (Best Practices 8, 9, and 10) (See Appendix)

Conclusion

Blueprint is a useful tool for keeping institutional development on track. The MBA Institute's work plan and best practices serve as a self-assessment tool for timely development. The plan is designed to help you achieve your goals. The focus of this chapter is on the good deeds. Private MBA-funded institutions are included in the

research sample. The information is collected from secondary sources of websites approved by the NAAC. The NAAC compiled a list of best practices based on published research. Secondary data meta-analysis was used to determine best practices. The top ten practices have been established as a result. The ID is made using

the concept of the parameter power. For each practice, five-year programs are recommended as programs. As a result, a total of ten plans have been developed and proposed for the healthy expansion of the MBA Institute.

Reference

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Appendix

Table No. 1: Improved involvement with society and industry is the first best practise

Sr. No.	Best Practice	2018-19	2019-20	2020-21	2021-22	2022-23	Target
1	Enhance Engagement with Society and Industry	Create an Office for Inreach and Outreach with schools, under graduate colleges and local community	Create a Business Development and Industry Interface Office in to enhance Intellectual Property (IP) commercialization, and promote industry interactions.	Develop an ecosystem in the campus to enable and support faculty involvement in the Research Cell.	Set up a business accelerator in the campus and strengthen incubation and Entrepreneurship ecosystem in the campus. Enhance networking and support the Development of Baramati as a startup hub.	Enhance engagement with educational and research institutions in the region with joint workshops and joint research by providing seed funding.	Number of open days: one per year Number of visitors for open days: 200 per year Number of external visitors to public lectures/colloquia: 20 per year Target IP commercialization/licensing: 1 per year New industries engaged to the Institute: 2 per year Total number of faculty with industry engagement to: 10 per year Joint publications/patents with companies associated with Research Cell: 2 per year New startup companies: 1 per year Number of city and state problems taken up as research projects: 2 per year Number of personnel trained from the city and state employees: 10 per year Number of TEQIP training offerings to people trained: 5 per year; 10 people trained per year Number of joint research projects with regional institutions: 1 per year

Source: Meta-Analysis of Secondary Data

Table No. 2: Best Practices 2, 3, and 4: Expanding the Educational Field, Improving the Internal Support System, and Improving the Student Experience

Sr. No.	Best Practice	2018-19	2019-20	2020-21	2021-22	2022-23	Target
2	Broaden Educational Areas	Create Academic Support Program for identification of new program/ areas and realignment of existing program based on special needs of the city (possibly finance, commerce, entertainment), regional challenges, and faculty Expertise	Initiate new MBA Executive program in existing academic entities.	Initiate Joint Academic program in collaboration with Skill based institutions.	Initiate major curricular revision to broaden education and enhance skill based courses and the liberal arts foundations.	Strengthen ASP to promote Institute engagement with the city and the local government for capacity building and Skill based societal problem	New programs introduced: 3 EMBA, ASP, Up-Skill Periodic review of ASP curriculum: once in every 2 year period New courses introduced: 10 by 2023 New Skill based programs introduced: 5 by 2023
3	Improve Internal Support Systems	Simplify systems and processes with a modern ERP system	Appoint and empower departmental managers to support and co-ordinate purchase, Maintenance and administration.	Service orientation and training for staff, service response and new recruitment rules to attract qualified staff at various levels.	Conduct annual satisfaction survey	Implement Pay Commission based Compensation for all staff	Reduction in average processing times Financial Support through Competitive Salary and Sponsorship for Development/Research/Consultancy Continuous improvement on satisfaction survey scores Improved faculty Development and mentorship: 5 FDPs In-house and 2 MOOCs/faculty/Year
4	Enhance Student Experience	Enhance and revamp faculty advising system to improve interactions Supervised internships for students in industry for longer duration.	Conduct annual student satisfaction survey and setup a complaint redressal system with an Ombudsman.	Enhanced student facilities including cafeterias, food courts and interaction spaces.	PhD Research Centre of SPPU with Infrastructure support for Teaching and Learning	Support student for participation in international technical competitions, Including academic credit for learning by doing.	Seminar Hall with Increase number of additional seats/ rooms: 500 by 2023 Number of PhD students mentored for Teaching/ Entrepreneurship: 20 per year Number of interaction spaces: 2 by 2022

Source: Meta-Analysis of Secondary Data

Table No. 3 shows the best practises. 5, 6, and 7: Increase funds, recruit out-of-state students and professors, and push knowledge forward

Sr. No.	Best Practice	2018-19	2019-20	2020-21	2021-22	2022-23	Target
5	Broaden Funding Base	Create Institute Development & Relations Foundation (IDRF) as a systematic Approach to donations and for enhanced engagement with stake holders.	Increase internal revenue through EMBA course, ASP and Skill based courses.	Improve financial management using ERP and establish methods for costing space, facilities, utilities and managing costs.	Increase research projects from industry (Research Cell, Uchchar Avishkar Yojana)	Establish Centers of Excellence in Continuing Online Education	Increase Donation receipts: Rs.10 Lakhs per year by 2023 Increase internal revenues: Rs.15 Lakhs per year by 2023 Increase consultancy and industry R&D receipts: 10 Lakhs per year by 2023
6	Attract Out of State Students and Faculty	Create International Relations Office with dedicated staff.	Enhance information availability and publicity in target states to attract students. Enhanced link with partner out of state universities by providing dedicated budgets.	Facilitate student exchange and joint-MBA programs	Attract Out of State faculty on long term appointments.	Attract Training and Placement Officers on long term appointments.	Increase percentage of out of state students (exchange students and regular students): 5% of new admissions in 2023 Increase percentage of out of International students (exchange students and regular students): 1% of new admissions in 2023 Increase number of long term out of state faculty: 5 by 2023
7	Advance Frontiers of Knowledge	Establish mechanism to support high impact research through an annual call for proposals and a process for identification of thrust areas and publish it in Institute ISSN Journal	Enable access to data required for research and specify a data use and access policy. This refers to Plagiarism Software Licenses.	Encourage formation of multi-disciplinary research centers in high potential areas and enable cluster SIP hiring.	Proactive and flexible mechanisms to attract high quality PhD student researchers. Encourage and support advanced research conferences at the Institute.	Departments to set up awards committees to help identify and nominate faculty and researchers for national and international awards.	Research output and impact should continue to increase. This would be reflected by increased publications per faculty, citations per faculty, citations per paper (this would not be specifically targeted, but would emerge as an outcome of enhanced research) Increase in annual research funding: Rs 5Lakh per year by 2023 Establish new multi-disciplinary centers: 2 by 2023 Increase licensing: 1 per year; and patenting:1 per year by 2022

Source: Meta-Analysis of Secondary Data

Table No. 4: Enhance Diversity, Enhance Alumni Engagement, and Develop a Cleaner and Greener Campus (Best Practices 8, 9, and 10)

Sr. No.	Best Practice	2018-19	2019-20	2020-21	2021-22	2022-23	Target
8	Enhance Diversity	Recruit Women Faculty and bring ratio 1:1	Increase the size of day care facility so that more staff members and students can use it.	Focused outreach to present women students, alumni, faculty members as role models to school students	Enhance percentage of women students in new admissions	Convey the exciting career opportunities provided by an MBA education to girl students in Baramati	Increased percentage of women entrants in students (20% by 2023), staff and faculty Number of outreach programs to attract female students: 1 per year
9	Enhance Alumni Engagement	Create an Alumni Centre at the Institute to support alumni visits, activities and engagement.	Initiatives for supporting alumni needs for continued learning and career improvement. Lifelong Learning Modules targeted for Alumni	Multiple interaction modes such as, interaction between alumni and students, mentoring interaction between alumni and faculty, alumni inputs for curriculum development, alumni support for student placements and internships, alumni involvement in Department Advisory Committees and in enhancing the innovation ecosystem at Institute.	Enhance effectiveness of the Alumni Cell to pro-actively identify potential SIP recruiters and prospective faculty and Staff	Engage alumni as adjunct faculty.	Number of alumni visitors to Alumni Centre and the Institute: 100 per year Number of courses/workshops/networking events for alumni: 5 per year
10	Develop a Cleaner and Greener Campus	Annual Green Audit	Community Service through Village Adoption	Annual Energy Audit	Environment Protection Award	Involve students in campus planning including green campus initiatives.	Setup a cell which will monitor, implement and enable policies and initiatives of the Green Campus Committee Annual Audits: 5 per year Establish Green Campus metrics and work towards reducing carbon footprint water footprint, energy footprint Improvement on green metrics: 5 per year

Source: Meta-Analysis of Secondary Data