

Best Practice 2

Title of the Practice:

Empowerment of teachers by work autonomy- Single line hierarchy

Goal:

The Institute has focused on the diverse manpower capital to integrate the synergic effects and team spirit. Work oriented culture and delegation of authorities has fetched outcome in terms of effectiveness and efficiency. The optimization of resources to get maximum outcomes is the goal of Institute. To achieve the goal, the Institute has set following objectives:

1. To stimulate the skills of teachers with various opportunities.
2. To strengthen the active engagement of teachers at the workplace.
3. To enhance the outcome and agility of teachers.
4. To analyze the benefits of work autonomy

The Context:

Continuity in professional development along with contribution for Institutional Development by the teacher is a major challenge of the Institute and it leads to the boosting the morale of teachers.

The Institute has identified that priority must be given to the teachers involved in Institutional development. Since inception, the congenial work culture has been developed through rotational work allocation, assigning lead roles, and delegating autonomy. The delegation of responsibility is based on the competencies, experience and knowledge. This leads to the development of competencies, professional growth, morale, and team work among teachers. And more importantly teachers get confidence to handle task individually.

The Practice:

The Institute ensures pro-active participation of teacher in its functioning. The teachers being one of the important pillars derive their strengths from the autonomy provided by the Institute. The collegial working culture among teachers helps them grow individually as well as professionally. The Institute in its strategic planning prepares blueprint of activities that are to be conducted before the commencement of Academic Year. This plan is approved by strategic decision making bodies' viz., College Development Committee (CDC), Advisory Board and Governing Council. A Faculty Coordinator is assigned for each activity like Research, Training and Placement, Academics, Examinations, etc. and is accountable for the task assigned from scratch to finish.

Evidence of Success:

Since inception, the Institute has congenial work culture to foster the institutional as well as individual development. The functional clarity is dealt with strategic management. Before

commencement of Academic year each teacher is assigned the task. Accordingly, the Teacher as a Coordinator engages in Institutional activity and completes it from scratch to finish. The Institute has observed that the free-rein style has increased teachers' active engagement and satisfaction level have resulted in higher retention. The professional growth in terms of individual research, doctoral studies, etc. is seen over some time. This practice has led to the development of teachers' competencies with rotational opportunities. It is observed that retention of teachers resulted in very good connectivity with the students that has registered massive outcome as a support to the students right from the inception of the Institute. Further, the insight of retention and longevity of teachers' service in the Institute established invisible strength among students more particularly aspirants.

Problems Encountered and Resources Required:

Despite the congenial culture, free-rein environment, development opportunities, teacher's contribution to the Institutional development etc., achieving 'Citizenship' is a big challenge for the Institute. To overcome this challenge, the Institute actively engages teachers by providing full autonomy.

7. Notes (optional): At the end but beginning of the next academic year, the work allocation 'Single Line Hierarchy Sheet' is prepared and distributed to teachers for execution. Based on experience, knowledge and skill a teacher may 'Develop a Case Study' relevant to the CO's and OBE. This learning environment may be a kind of experiential learning in live cases. A visit and camping of teachers in the industry for 10-15 days may improve the teacher's intellectual abilities.