

Best Practices of B.H.B. College, Sarupeta – 2019-2020

BEST PRACTICE I

Title of the practice: BENEVOLENT PARTICIPATING MANAGEMENT

The Context: The college feels that it can have an effective management system if various stakeholders of the college, particularly the teaching and the nonteaching staff and occasionally the students, are involved in the management system. With the changing academic scenario which is at par with the need of the hour, the college needs to strengthen its pursuance of excellence, and therefore, the college requires participation of efficient teachers and nonteaching staff in various activities other than the regular ones. A conducive environment in the college can also be created if the stakeholders feel that they are integral parts of the system. It is with this idea that the college has adopted 'Benevolent Participating Management' through a committee system, with the help of which it is aimed to achieve harmonious administration.

Objectives: The main objective of this practice is to open up for all the teachers and the non-teaching employees, and also the office bearers of the Students' Body and other efficient students, the opportunity to participate in framing policies for the betterment of the college and implementing them. Firstly, this will build up a democratic way of functioning and leave rooms for all the stakeholders to have a say in the functioning of the college. Secondly, it will help the college authority to make utmost utilization of the efficiency and experience of some people whose participation will help the college in growing smoothly.

The Practice The highest decision-making body of the college, the Governing Body, is constituted as per the rules and regulations laid down by the Department of Higher Education, Assam, which is presided over by a prominent academician appointed by the Director of Higher Education, Assam. The Governing Body has two teacher representatives and one representative from the non-teaching staff besides other members. Every department has one Head appointed as per the rules and regulations of the Department of Higher Education, Assam, who guides the other faculty members of the department and has a large role to play in taking decisions in matters concerning the departments. But the most important way adopted by B. H. B. College to attain 'Benevolent Participating Management' is the committee system. There are fifty two regular committees in the college apart from the RUSA Project Monitoring Unit formed according to the RUSA guidelines, the Tender Committee for RUSA, individual teachers given responsibility of NCC, NSS, SWAYAM, and also Examination Boards. Some other committees are also constituted to meet occasional issues. All the permanent teachers and non-teaching employees get an opportunity to be a member of one or the other committee. A few committees have student members too.

Obstacles Faced if any and Strategies Adopted to Overcome them: Execution of the practice of 'Benevolent Participating Management' at B. H. B. College is not free from obstacles. The basic obstacle faced by the college is the scarcity of resources. As the number of sanctioned (permanent) posts of teachers and non-teaching employees is very small, and also there are still some vacancies against some teaching and non-teaching posts, a shortage of people required to carry out all the initiatives and activities taken up by the college is often felt, and one individual has to be a part of several committees at a time, which hampers in functioning of the particular committees. The college tries to overcome this problem by engaging the teachers and the non-teaching employees in non-sanctioned posts in some committees, besides maintaining a coordination between the committees.

Impact of the Practice: The practice of Benevolent Participating Management has a significant impact on the college functioning. The efficiency level of the college administration has increased. The practice has enhanced the team spirit among the staff members. It enables the college to complete the activities

or initiatives undertaken timely. It also helps in increasing the efficiency level of individual teachers and non-teaching employees, besides inculcating in them a sense of belonging to the college.

Resources Required: The only resource required to pursue this practice of 'Benevolent Participating Management' is the human resources. Though there is a shortage of staff in the college, there is no dearth of people with strong sense of motivation and involvement.

About the Institution: Name of the Institution: B. H. B. College

Year of Accreditation: 2016,

Address: P.O. Sarupeta

District- Bajali, Assam, PIN – 781318

Grade Awarded by NAAC : B (plus plus)

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BEST PRACTICE-II

Title of the Practice: BOOK READING COMPETITIONS

The Context: It is often seen that among the student community, there's a great decline in the habit of reading books outside the syllabus. With a lot of means for entertainment ready for them, they don't feel inclined to getting a taste of literature. The socioeconomic situations they are in also don't appear to be so encouraging in this matter. There seems to be a gross disinterestedness in reading books among the students outside the prescribed syllabus and this disinterestedness is likely to result in narrowing their intellectual and creative horizons. It was in this context that the college decided to create a 'Book Reading Culture' among students by introducing the practice of 'Book Reading Competitions'

Objectives of the Practice: The main objective of this practice is to create an environment in the college which will attract many more students to reading books and create in the college a 'Book Reading Culture'. It is aimed at creating among the students an interest in reading books written by the prominent authors of the world, besides biographies and autobiographies of the great personalities, which are likely to teach the students lessons of life. The college tries to make the young students aware that the habit of reading books will help them to achieve a healthy mental set-up, which is required for attaining success in life.

The Practice: With an aim to create an interest among the students in reading books, the college gives the whole process an organizational structure. The college first set up a 'Readers' Club' with the Librarian and two teachers as the convenors of the club and the other teachers and the interested students as its member. The Readers' Club first organized a discussion on 'The Necessity and Importance of Book Reading' where the Principal and some teachers spoke about the importance of reading books, emphasizing how the habit of reading books helps building up one's personality. On that occasion, some students were also given opportunity to express their views on reading books. Students were asked to make regular visits to the library and utilize the library resources to the maximum. Then, the 'Readers' Club' organized various competitions among students on book reading, in which the outside students were also encouraged to participate. One such competition was 'Book Review Competition', in which students were asked to write a review on a book, particularly one that the individual student liked the most. A sizable number of students participated in the competition, and the three winners were awarded with cash prizes along with books. The 'Readers' Club' also initiated the process of organizing several

other competitions among students, one of which was titled 'Know Your Books', with an intention to boost their reading habits.

Obstacles Faced if any and Strategies Adopted to Overcome them: While executing the practice, the major obstacle faced by the college was that this year, owing to the lockdown resulting from the Covid-19 outbreak for several months, the students couldn't be given ample opportunity to visit the library and utilize the library resources to the maximum. There was also difficulty in reaching out to students so far as the competitions were concerned owing to their physical absence from the college. But the college tried to overcome these obstacles through utilization of the online methods. Students were encouraged to read books, the PDF versions of which were available free in the internet. The competitions were also organized online. **Impact of the Practice:** The practice of the Book Reading Competitions has a significant impact on the students. There is a remarkable enhancement in the reading habit among students, which can be estimated from the participation of the students in the competitions. There is also an increase in the library visit by the students during the normal class days. The interested students have got an idea of why and how to read books which are not included in their syllabi. They have also learnt what kind of books to be chosen for reading.

Resources Required: The resources required for carrying out this practice are only the library resources, apart from a bit of human resources such as a few enthusiastic teachers besides the Librarian.

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