

## Best Practices - I

### **Title:** *Nurturing young minds: En-route towards entrepreneurship*

#### **A) Goals:**

1. To build and develop entrepreneurial culture in the minds of students.
2. To develop institutional mechanism to foster the sense of entrepreneurship in budding entrepreneurs.
3. To organize events, workshop, fairs, competition that promote entrepreneurship
4. To design syllabus which will provide information to students and prepare them to get oriented towards entrepreneurship.

#### **B) Context:**

At Sydenham College, every effort is undertaken to instill the essence of entrepreneurship in the minds of the students. It is quite evident from the fact that college has various student managed societies which encourages them to come up with innovative ideas, develop problem solving skills and help them to seize opportunities thus fostering conducive environment for growth of young entrepreneurs.

#### **C) Practice:**

- 1) Organizing workshop, seminars, quizzes that enables promotion of entrepreneurs
- 2) BMS department organizes a flagship event Youtre which assist student in exploring entrepreneurial abilities within them
- 3) Organizing talk show with our alumni who are successful entrepreneurs
- 4) Students are members of various societies in college like co-operative stores, BMS Society, BBI Society, NSS, PSDS etc which enables them to gain practical business knowledge.

#### **D) Evidence of Success:**

##### **1) Falguni Nayar:**

An alumni of Sydenham and Founder & CEO of Nykaa a multi-brand omnichannel beauty-focused retail business. Falguni has received many accolades throughout her career. She was awarded the 'Woman Ahead' award at the Economic Times Startup Awards

**2) Prakash Mundra:** An alumni of Sydenham College, an entrepreneur who owns a business of **corporate gifting** and is a manufacturer of Furnishing fabrics. Prakash Mundra is also a guest lecturer in entrepreneurship at IIM Indore, IIM Vishakhapatnam, SPJIMR, TAPMI and Symbiosis management institute.

**4) Rachna Lachke:** She is Co-founder and Sub Editor of **Arthasanket Newspaper**, the first and only business economics newspaper in Marathi language. She is also the co-founder of ACT Talks, Sub editor of winners magazine, sub editor of CKP Times. She has also written books on Basics on Investment in Marathi. She has won various accolades and she is the recipient of Young Entrepreneurs Excellence Award at Bangkok.

**5) Keshav Mahamuni:** A food entrepreneur, who translated his passion into reality. A student of Sydenham College who is the founder of **Ohmazing Fast Food Centre** . At present he owns 05 outlets at various locations across Mumbai serving fusion fast food.

6) Sydenham College students have won prizes at various intercollegiate and intra- collegiate entrepreneurial events, which makes quite evident that students have innate entrepreneurial capabilities.

**E) Problems Encountered:**

1) Time constraints: Students who are interested in startup ventures has to maintain balance between the business and studies. They find it difficult to manage both their studies and venture.

2) Resource Constraint: Procuring seed money for starting the business is a herculean task, especially for young students. They find it challenging to acquire loan due to lack of collateral security.

3) Wrong selection of business idea: To make start up successful it is necessary to choose the right business idea. Selecting the best idea requires lot of acumen which student lack.

4) Lack of expert staff with entrepreneurship knowledge also poses a challenge in shaping young entrepreneurs.

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## Best Practices - II

### **Title: *Augmenting Teachers knowledge through Faculty Development Programs and Research Centre***

#### **A) Goals:**

- 1) To facilitate up-gradation of knowledge and pedagogy skills of the teachers
- 2) To provide opportunities for induction training to teachers from various disciplines
- 3) To enhance teaching effectiveness of the teachers
- 4) To To develop innovative academic programs, conduct research in curriculum which helps in diversified knowledge dissemination in contemporary society

#### **B) Context:**

Sydenham College believes in strengthening the culture of excellence in institution by motivating teaching faculties to enhance their knowledge by participating in various faculty development programs, refresher course, short term course etc. Faculties are also motivated to complete their PhDs by providing them conducive climate which facilitate research attitude in them. Teachers are contemplated on ongoing basis towards augmenting their skills which enable them to enhance their professional abilities and earn job satisfaction. This is quite conspicuous from the fact that majority of the faculties are PhD holders and act as resource person in various national and international conference.

#### **C) Practice:**

1) Sydenham College Faculty Development Centre (SFDC) has been established under the aegis of SPD, RUSA, Maharashtra, from the grants received from the MHRD, GOI under the 'Pandit Madan Mohan Malaviya National Mission on Teachers and Teaching' (PMMMNTT) Scheme. SFDC organises two types of training programmes for teachers.

(a) **Faculty Induction Programmes** for newly-recruited teachers from all disciplines to familiarise them in their roles as freshly inducted college and university teachers.

(b) **Faulty Development Programmes** on BFSI Sector to train teachers in the upcoming fields like Capital Market, Mutual Funds, Banking Sector, Financial Service and Insurance Sector..

2) Sydenham College is recognized PhD research Centre in the subject of Business Management and Business Policy and Administration.

3) Faculties participate in various FDP's, refresher course, induction programs, short term course organized by various universities and colleges.

4) Faculties also acts as a resource person in various national and international seminars, Workshops, conferences etc.

#### **D) Evidence of Success:**

1) There are 05 faculties who are PhD and M.Phil guides from various universities and students are registered under them. Faculties have also acted as PhD referee for evaluation of PhD thesis.

2) Sydenham College has been recognized as the Faculty Development Centre under the PMMMNMTT, MHRD, New Delhi from August, 2018. The Faculty Development Centre has organized a number of Faculty Induction Programmes and Faculty Development Programme in Banking, Financial Services and Insurance sector.

### **Programmes Organised under PMMMNMTT:**

SFSC has organised the following training programmes for teachers from 26 states and 4 union territories of the country since its establishment in the year 2018-19.

<b>Programmes &amp; Venue</b>	<b>Duration</b>	<b>Beneficiaries</b>
<b>First Induction Programme</b> Rajaram College, Kolhapur	3-28 Dec. 2018	48
<b>Second Induction Programme</b> Government Vidarbha Institute of Science & Humanities, Amravati	3-28 Dec. 2018	32
<b>FDP on Capital Market</b> Sydenham College of Commerce & Economics, Mumbai	1-10 Dec. 2018	33
<b>FDP on Insurance Sector</b> ML Dahanukar College, Vile Parle, Mumbai	8-17 Dec. 2018	33
<b>FDP on Financial Planning &amp; Counseling</b> Keralaya Samjam's Model College, Dombivli, Thane	8-17 Dec. 2018	30
<b>FDP on BFSI Sector</b> Sydenham College of Commerce & Economics, Mumbai	15-24 Dec. 2018	21
<b>FDP on Research on BFSI Sector</b> Sardar Patel University, Vallabh Vidyanagar, Gujarat	17-26 Dec. 2018	32
<b>FDP on Research on BFSI Sector</b> Rajaram College, Kolhapur	3-12 May, 2019	48
<b>FDP on BFSI Sector</b> Thakur College, Kandivali, Mumbai	4-13 May, 2019	30
<b>FDP on BFSI Sector</b> Dnyanprassarak Mandal's College & Research Centre, Goa	14-23 May, 2019	33

<b>Research Methodology Workshop on BFSI Sector</b> Rajaram College, Kolhapur	20 Feb.- 4 Mar. 2020	55
<b>Research Methodology Workshop on BFSI Sector</b> Government Vidarbha Institute of Science & Humanities, Amravati	24 Feb.- 8 Mar. 2020	38
<b>FDP on BFSI Sector – Recent Trends &amp; Future Outlook</b> H.R. College of Commerce & Economics, Mumbai	15-24 Feb. 2020	24
<b>FDP on Capital Market &amp; Mutual Funds</b> Ramanand Arya DAV College, Mumbai	29 Feb.- 9 Mar. 2020	23
<b>FDP on Indian Financial System</b> J.Z. Shah and H.P. Desai Commerce College, Amroli, Surat	7-16 Mar. 2020	43
<b>Research Methodology Workshop on BFSI Sector</b> PES's Arts & Commerce College, Phondaghat, Sindhudurg	29 Feb.- 9 Mar. 2020	39
<b>One Week Online FDP on Developing New Generation Teachers</b> Wilson College, Mumbai	18-23 April, 2020	283
<b>One Week Online FDP on Transition Management for Higher Education during Covid-19 Pandemic – A Roadmap</b> , CSIBER, Kolhapur	2-6 May, 2020	273
<b>One Week Online Research Methodology on BFSI Sector</b> SPU, Gujarat, SRTMU, Maharashtra & S.K. College, Navi Mumbai	2-6 June, 2020	---
<b>Total Teacher Beneficiaries</b>		<b>1118</b>



Valedictory Function of First FDP on Capital Market organised at Sydenham College under PMMMNMTT, New Delhi (Chief Guest, Dr. Kulkarni, the Hon. Pro-VC, University of Mumbai)

**E) Challenges Encountered:**

1) With the Choice based semester pattern curriculum, teachers has to spend more time in teaching and completing the syllabus. Further examination and result work leaves less time for faculties for self-development.

2) Since some of the teaching posts are vacant, the extra burden has to be shouldered by the existing staff, leaving them no time to participate in FDP's and research activities.

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