



## Best Practice 1:

### 1) Title of the Practice: IIBS Finishing School Program

### 2) Objectives of the Practice

- With IIBS finishing school program specific skill sets may be imparted as value addition intended to complete the educational experience.
- The curriculum at IIBS is well-designed, with highly relevant programmes developed by industry leaders and experienced faculty. This knowledge capital, without a doubt, distinguishes the IIBS finishing school programme from the competition and is one of the primary reasons for IIBS's goal of becoming one of the best business schools in India.
- The diverse range of programmes instils in young minds the ability to excel at home or at work. These instill confidence in these minds, allowing them to stand their ground and be noticed.

### 3) The Context

In today's competitive age, where a large number of professionals are graduating from various institutes and looking for work, recruiters have the upper hand when it comes to selecting the best people who meet their criteria. In other words, recruiters have the upper hand in selecting the best people. This employment competition has provided recruiters with the opportunity to screen job applicants using a variety of interview approaches that allow them to assess students' other skills in addition to their technical ability. As a consequence of this, students are expected to be knowledgeable about the most recent developments in technology as well as the work culture of the relevant industry. This helps to close the gap that exists between academia and the business world.

### 4) The Practice

The IIBS finishing school programme has been designed to be semester specific, allowing the aspirant to gradually improve his skills and evolve while accumulating all market needs.

The Board of Syllabus Committee is responsible for developing the curriculum for the Finishing School Program, which is then made available to the students. The course outline is written in accordance with the standards of the university, and it includes both course objectives and course outcomes. Every single certification class is expected to last for a total of forty hours. At the end of each course, students are given a test that is designed to evaluate how well they have learned the material covered in that class. Students will be placed in different groups according to their grade levels, and additional remedial classes will be offered. The students' progress will be reassessed through testing after they have completed the remedial classes.

The placement officer has access to all of the available certification courses in order to ensure that they are placed in the organization that can provide them with the best benefits package.

The finishing school curriculum is intended to be taught primarily by industry experts. As a result, external resource persons will teach 70% of the IFS Syllabus and internal faculty will teach 30%. Candidates for the certificate are evaluated by both an external and internal team in a 60:40 split.

Course Structure of IIBS Finishing School Program:

**Specializations:**

**5) Evidence of Success**

- a. IIBS Placement training program inception has provided a sense of momentum in students' self-confidence, language ability, and self-driven attitude.
- b. During placement, the institution's rigorous approach and devotion began to yield results. The students' attitude and approach to participatory learning has improved significantly the chances of placement.
- c. Highest package for the 2023 pass out batch 48LPA
- d. Success of IFS is evident in increasing average package and average placements of the students in the last years from 8 lakhs to 8.2 lakhs.
- e. The percentage of the students placed has increased to 50%.

**6) Problems Encountered and Resources Required**

- a. Putting the cultural activities, workshops, seminars, and industrial visits on a regular schedule and adjusting them as necessary.
- b. Major constraint in implementation of the IFS is to incorporate the timetable along with the university curriculum.
- c. Availability of the resource person.
- d. Financial problem for arranging workshops and training programs.

Resources required:

- Management will involve and support for the best practices to be implemented.
- For success of such practices, positive attitude and willingness is required on the part of the facilitator with which it is possible to motivate students, the target audience of the Institute.

Category	Specialization/Certification	
<b>Common Certifications</b>	Corporate Communication Skills	
	Corporate Etiquette for Business Leaders	
	Advanced Excel & Tally	
	Mind Control & Leadership Development	
	Entrepreneurship Development and Facilities in India	
	Power BI	
	DELL Boomi	
	Blockchain Technology	
	<b>Finance Specializations</b>	SAP – FICO
		Bloomberg Terminal
Financial Modeling		
Indian Databases (CMIE)		
<b>Marketing Specializations</b>	Visual Content Creation and Editing	
	Social Media Marketing and Lead Management	
	Web Analytics Certification	
	Google Analytics & Google AdWords Certification	

<b>HR Management Specializations</b>	SAP HANA
	HR Metrics and Dashboarding
	HR Lifecycle – Talent Management
	Compensation and Reward Management
<b>Business Analytics</b>	Machine Learning with Scikit-Learn
	Visualizing Data with Python and Tableau
	Data Mining with SQL
	Bibliometric Analytics
<b>Production &amp; Operations</b>	Inventory Management
	Lean Six Sigma
	ChatGPT in Production Optimization
	Supply Chain Analytics
<b>Entrepreneurship &amp; Startups</b>	New Venture Creation & Technology Entrepreneurship
	Entrepreneurial Finance & Marketing
	Startup Operations and Scalability
	Entrepreneurial Strategy and Legal Framework

## **Best Practice 2: Ensured Student’s Holistic Development**

### **1) Title of the Practice** ”Ensured Student’s Holistic Development”

### **2) Objectives of the Practice**

- To be able to demonstrate a wide range of abilities, including leadership, problem-solving, critical thinking, and communication.
- To develop a broad perspective and understanding of various cultures and societies. Holistic development can assist them in gaining this perspective by exposing them to a variety of experiences and points of view.
- To help students manage stress and maintain a work-life balance.
- To ensure that graduates have not only academic excellence but also a variety of soft skills and personal qualities that set them apart from their peers.

### **3) The Context**

Graduates must instil a diverse set of skills in today's world, including leadership, problem-solving, critical thinking, and communication. These abilities are not limited to the academic domain and must be nurtured holistically. Leadership skills, for example, can be developed through extracurricular activities or community service, whereas communication skills can be honed through cultural clubs or public speaking events.

IIBS through various events expects students to have a broad perspective and understanding of various cultures and societies in order to promote diversity and inclusion, foster creativity and innovation, and improve employee communication and collaboration. Participating in student exchange programmes or cultural clubs, for example, can help them understand and appreciate different cultures.

IIBS ensures a rigorous curriculum and demanding schedules with multiple events and initiatives organised by students to promote holistic development, enabling students to adapt and cope with stress while maintaining a work-life balance.

#### **4) The Practice**

- **Corporate connect:** To provide students with practical knowledge and industry insights, IIBS facilitates interaction between students and corporate representatives. This includes bringing in guest speakers from various industries to give lectures, as well as organizing workshops, seminars, and internships for students. Such interactions can help students understand industry expectations and better prepare them for the job market.
- **Alumni connect:** Staying in touch with alumni is critical for educational institutions to keep track of their graduates' success and provide guidance to current students. The IIBS Alumni Association has been registered, and the alumni committee holds regular meetings where alumni share their experiences and insights with current students, serve as mentors, and provide networking opportunities.
- **Student exchange:** IIBS has signed two Memorandums of Understanding (MOUs) with other educational institutions to facilitate student exchange programmes that allow students to study and learn about different cultures while broadening their perspectives. Students learn about various academic systems, acquire language skills, and engage in new cultural practices. Such programmes can provide invaluable opportunities for personal and academic development.
- **Clubs & Activities:** IIBS constituted several clubs to promote student engagement, enhance the learning experience, and provide opportunities for students to develop leadership and organizational skills. These clubs can organize events such as festivals, sports, and women centric activities etc.
- **Adoption of Villages & Schools:** IIBS is adopting villages (Unnat Bharat Abhiyan) and government schools (Innovation Ambassador), respectively, to promote social responsibility and community service among students and to help uplift the rural community by providing them with knowledge and skills that can improve their quality of life.
- **Blood donations:** Blood donation drives are organized on campus to promote social responsibility and community service among students. Along with blood donations, students health is monitored twice an year through medical camp conducted within the campus. Such initiatives can help students understand the importance of maintaining healthy lifestyle and giving back to society and promoting the health and well-being of others.
- **Best outgoing student award:** Establishing an award for the best outgoing student can serve as a motivator for students to excel in all aspects of their lives. This award can be given to students who have demonstrated academic excellence, leadership qualities, community service, and creativity. Such an award can motivate students to strive for excellence and to become well-rounded individuals.

## **5) Evidence of Success**

- Students gained access to internships, mentorship opportunities, and job opportunities by forming partnerships with businesses and corporations.
- Students who participated in internships were able to secure full-time employment after graduation.
- Mentorship programmes by corporate and alumni helped students achieve their career goals by providing guidance and networking opportunities.
- By connecting with alumni, students gained insights into the job market, receive guidance on career paths, and even secured job interviews.
- Previous year only 130 units of blood is collected but now it is increased to 220.
- Furthermore, the health of students is monitored through biannual medical health camps held on the same day.
- The students actively participating in clubs developed leadership skills and gained experience in areas that are outside of their academic focus. The students participated in the club activities have better communication skills, awareness and had better package.
- Students gained an understanding of current world problems through NSS and Rotary Club activities.
- Students actively participating and showing outstanding multidimensional progress are awarded “Best outgoing student award” annually during graduation.

## **6) Problems Encountered and Resources Required**

- a. Social stigma towards blood donations is still a reality.
- b. Getting corporate resource person is difficulty due to work pressure.
- c. Participation of alumni was low initially for which alumni meetings were conducted monthly for small group and once every 6 months all the alumni were engaged to create a sense of belongingness.
- d. Funding is still a problem to scale up the activities nationally.
- e. Active participants in industrial visits and corporate meets are less initially due to the lack of awareness how it helps students in career building.