

## **7.2 Best Practices**

### **7.2.1 Describe at least two institutional best practices (as per NAAC Format)**

#### **Response:**

**A planned and strategic approach is adopted for training Engineering students to improve their employability skills. The following are the training programs taken up**

#### **Best Practice-1**

*Title: Preplacement Training to enhance the Aptitude, Soft Skills and Technical Skills for Under Graduate students.*

#### **Objectives:**

The Objective of preplacement Training is to Train and Expertise the students to meet the requirements of industries. It aims to develop the students into complete professionals. It provides personality development, communication skills, resume preparation, aptitude test, interview skills, and group discussion activities to the students.

#### **Context:**

Industries are always on the lookout for students who are vibrant, energetic, and ready to accept challenges, attentive, fast learners, open to learning and good communication skills. The preplacement cell knows the recruitment process and industry trends by interacting with the industry and prepares the students accordingly. Hence, there is a need to establish the vital link between students and prospective employers to facilitate the training and placement of students as they begin their career after graduation. In this age of privatization and globalization, there is an ever-increasing industry requirement for professionals who have high employability index.

The Preplacement Training activities train the students to inculcate the important interview skills such as, dress code, confidence, creativity, ability to react and respond, and handle stress.

#### **The Practice:**

The uniqueness of our preplacement training cell is that it ensures the recruitment process is a successful journey in GNIT. It puts high emphasis on technical and non-technical preplacement training, which will train the students to excel at interviews and recruitment processes. Students are constantly motivated through counseling, to increase their morale. They are also informed and advised on the importance of maintaining good academic scores as these play a major role during recruitment.

GNIT looks to develop the students from industrial perspective. For this, placement and training cell have designed the training modules to impart technical, logical, analytical, behavioral and managerial skills in every student. Apart from the regular academics, each student is trained for more than 200 hours on varied skills. We also promote students to visit various industries pertaining to their disciplines so that they get the right industrial exposure. It also assesses the students through various online testing methodologies so that the right set of students is channelized towards the right profile. The Soft Skill Trainings, Aptitude Skill Trainings and Technical Skill Trainings are conducted for the students after a proper planning prior the academic start.

**Soft Skill Training Programme:**

This helps students develop effective communication skills and presentation capabilities in academic and professional settings. These interactive activities focus on work environment and real-life situations.

This includes the enhancement of following skills:

- Presentation Skills
- Group Discussion
- Resume Preparation
- Interview Preparation
- Leadership Qualities
- Goal Setting
- Time Management
- Assertiveness, etc.

Aptitude Skill Trainings: It is intended to increase the following abilities to the students:

- Reasoning
- Data Interpretation
- Logical
- Analytical

Technical Skill Trainings: It is focused on training the students in advanced techniques/ programming languages such as,

- C/C
- Java
- Solar Engineering
- Robotics
- Testing
- Mobile Apps
- 3D Printing

**Evidence of success:**

We have witnessed huge improvement in the personal and technical skills of the students after the successful completion of preplacement training. We have observed a huge difference in their communication skills, their attitude in facing the interviews and confidence levels of individuals. Mainly our students stood different from others on the following distinguishable qualities such as

- Out of The Box Thinker
- Leadership Skills
- Effective Team Player
- Strong Technical Skills
- High IQ Level
- Ability to Balance Work and Life
- Good Citizen
- Best Fitment for Various Roles Available in The Market

Many employers have given excellent testimonials for our placement support of making the students industry ready. Many parents have also given good testimonials for supporting their wards throughout their study to get better placements and making them a responsible citizen. Year by year we witness a significant increase in the quality of placements in top notch companies.

**Problems encountered and Resources Required:**

GNIT gives high priority to Preplacement training activities however, it faces problems in hiring competent faculty with updated soft skills and technical skills which are needed to train the students. A few of the students lack commitment and out tracked, hence a close monitoring and mentoring by faculty is required. For this, a strong mentoring and counseling system is employed on counseling and handling the students from the rural background may have good technical skills but may lack communication and other required skills, so special classes are conducted to such students to boost their confidence levels and face the challenges of the world.

Faculty Development programs are conducted to update the faculty on evolving technologies so that they can train the students on latest technologies.

**Practice-II**

*Title: Add-on Certification Courses*

**Objectives :**

- To offer an add-on specialization along with the B.Tech degree. It would help the students to gain cutting-edge skills that are in demand in today's global job market.

- To skill the students in multi-stack UI/UX and IOT technologies and bridge the skills gap among students in the field of UI/UX and IOT.
- To create industry ready professionals with certification in Adobe.
- To give practical, hands-on and industry-ready training by world class efficient trainers.
- To provide Internships to the meritorious students.
- To help the students of GNIT to secure high paying quality jobs in best of MNC's.

### **The context:**

Today's competitive job market seeks for the all-round development of the students apart from academic knowledge. Keeping the present requirements of various industries, we design suitable training programs in various departments to train our students in various technologies and areas with the help of reputed training institutions along with certifications. It enables our students to stand in competent zone in the recruitment process, nurture their confidence levels and improve their focus in right direction of serving the society.

### **The Practice:**

GNIT follows a meticulous planning in conducting various certification courses in collaboration with eminent industries. GNIT has signed an agreement with Adobe Ireland to provide specialization courses to the students of Engineering. GNI happens to be the first institution in the TS AP to offer Adobe UI/UX, IOT along with Cloud Computing through RED HAT ACADEMY. This will help to bridge the skills gap among students in the field of UI/UX and IOT. It will create industry ready professionals with certification in Adobe. The Adobe company has 12-13 such academies in India. Of them, only 2-3 were set up in Engineering Colleges. GNIT is the one of the engineering college in India which has integrated B.Tech programme with the Adobe.

### **Evidence of success:**

We have witnessed a huge improvement in the students in the UX/UI design process when creating an effective peer to peer financial platform. Our students are able to design successful digital products using User experience (UX) and user interface (UI) elements, where the user experiences positive emotions in interacting with the product. They can design various equipment's which make the day to day life secure, easy and comfortable. They can design smart sensors, smart speakers, toys, wearable smart appliances, smart meters, and commercial security systems. They are able to develop cloud application, or cloud app software program where cloud-based and local components work together.

**Problems encountered and resources required:**

The integration of Add-on Certification Courses with the regular study of students is the best practice of the institution, encountered some issues in hiring competent faculty and learning platform which have been well optimized and managed with our expertise. To make the skill-based training system more effective, suitable training needs to be provided to the faculty members. The Institution has established several Centers for Excellences to accommodate the students to complete their courses. These centers of Excellence are established with required software and supporting equipment's to complete the courses effectively. These trainings give exposure and participation of faculty and students to explore their research activities.