



KHAIRUL ISLAM HIGHER EDUCATION SOCIETY'S

MAHARASHTRA COLLEGE

OF ARTS, SCIENCE AND COMMERCE &

DR. RAFIQ ZAKARIA CENTRE FOR POST GRADUATE STUDIES AND RESEARCH

Affiliated to Mumbai University - Reaccredited B++ by NAAC

Best Practices

Best Practice I

1. Title of the Practice:

Job fair

2. Objectives of the Practice (What are the objectives / intended outcomes of this “best practice” and what are the underlying principles or concepts of this practice (in about 100 words)?)

To provide job placement to Third Year and Post Graduate students of Maharashtra College and other colleges of Maharashtra.

3. The Context (What were the contextual features or challenging issues that needed to be addressed in designing and implementing this practice (in about 150 words)?)

The Job Fair was started in 2018 with the vision to provide job opportunities to third year (TY) undergraduates and post graduate (PG) students. The students of TY and PG look for job after completion of their education. Many candidates are rejected being fresher or because of poor performance in interview. To come out with the solution of this problem College has developed Training and Placement Cell where the students are prepared for interview. After the completion of interview preparation module, the students are asked to appear in job fair while studying in final year. The selected students are offered Letter of Intent (LOI). Those who get LOI from companies can join the firm after getting their degree. This help the students to make them mentally fit for their bright future.

4. The Practice (Describe the practice and its uniqueness in the context of India higher education. What were the constraints / limitations, if any, faced (in about 400 words)?)

*The Training and Placement Cell was established with an objective to provide job opportunities to all the UG and PG students irrespective of college and locality. Mr. Wasim HR of Deeniyat provides the details of companies for campus placement. The HR from different companies approaches the Executive member of Training and placement cell. The date of Job fair is fixed by the mutual understanding of HR executives. This creates a platform which gives students and employers a chance to meet one another, establish professional relationships, and discuss potential job and/or internship opportunities. The shortlisted students are given **Letter of Intent (LOI)**. After receiving LOI, the students can join the company on completion of the course.*

5. Evidence of Success (Provide evidence of success such as performance against targets and benchmarks, review results. What do these results indicate? Describe in about 200 words.)

The Training and Placement Cell did receive a tremendous response apart from the students of the Maharashtra College, there were 350 students who came forward to be a part of the Job Fair. A sizeable number of students from other institutions expressed their gratitude to the Principal, Dr. Sirajuddin Chougale who encouraged the team to be consistent with the annual job fair. There were 28 Companies who came and participated in the Placement and around 150 students were given the Letter Of Intent (LOI) which was a good beginning. The salary to offer was between Rs. 12000 -27000. Subsequently the Principal showed appreciation towards the HR Representatives of the Companies for evincing interest in the endeavour of the College. The Placement Cell had also taken up Summer Internships and did receive a tremendous response from not just start – ups but also from prominent companies like Heremaps, Brand Factory and PopShot. Apart from the campus recruitment programme in our college, the students were also encouraged to participate in on-line registration for firms and to attend the job fairs and off-campus programmes conducted at various institutions. Internships for students: Institute encourages the students to take the internship program organised by the companies.. Placement cell is providing all necessary help to give internship support to all interested students.

Sr. No	Company Name	Date	Participation Number	Letter Of Intent
1.	Silverlink Technologies	06-12-2019	45 Students	1
2	JOB FAIR	18-01-2020	350 Students	150
3.	Infosys	26-02-2020 to 27- 02-2020	500 Students	1
4.	Aditya Birla	12-03-2020	46 Students	25

The following is the internship details for Academic Year 2019-2020

Internship Summary 2019-2020

<i>Sr. No</i>	<i>Company Name</i>	<i>Number Of Students</i>
<i>1.</i>	<i>Here Maps Program</i>	<i>20</i>
<i>2.</i>	<i>IIT BOMBAY</i>	<i>25</i>
<i>3.</i>	<i>PopShot</i>	<i>8</i>
<i>4.</i>	<i>Brand Factory</i>	<i>1</i>

- 6. Problems Encountered and Resources Required (Please identify the problems encountered and resources required to implement the practice - in about 150 words.)**

There are one major issue regarding girl students in job fair. Many girl students don't want do job after completing their education or their parents do not allow them to do job. This problem can be solved if parents and girl students are convinced satisfactorily.

- 7. Notes (Optional - Please add any other information that may be relevant for adopting/ implementing the Best Practice in other institutions (in about 150 words). Any other information regarding Institutional Values and Best Practices which the Institution would like to include.)**

Other colleges can also organize job fair for the students. This will help in increasing employment ration.

Best Practice II

- 1. Title of the Practice:**

Relief activities

- 2. Objectives of the Practice (What are the objectives / intended outcomes of this “best practice” and what are the underlying principles or concepts of this practice (in about 100 words)?)**

Objective:

- To help the flood / natural calamities affected people financially or other means.*

- 3. The Context (What were the contextual features or challenging issues that needed to be addressed in designing and implementing this practice (in about 150 words)?)**

Maharashtra College in collaboration with Anjuman Dardmandane Talim-o-Taraqqi Trust, Mahad (NGO) has signed MOU to help flood/ natural calamities affected families of not only Maharashtra but also rest of the states of India. The relief fund drive run by college has successfully helped the needy families.

4. The Practice (Describe the practice and its uniqueness in the context of India higher education. What were the constraints / limitations, if any, faced (in about 400 words)?)

In the wake of natural calamity that fatefully occurs in any Indian state, Maharashtra College keeping humanity as priority volunteers to help affected people. The initiative is taken by the Principal. On a single call by the Principal, Dr. Sirajuddin Chougale, all the stakeholders of the college volunteers to raise the relief fund. Not only college staff volunteers for the same, presents students and alumni students also volunteers for raising the fund for the helping the people affected due to natural calamity. The money collected is then donated to the ADToT, an NGO which actively participates in looking after the welfare of needy people

5. Evidence of Success (Provide evidence of success such as performance against targets and benchmarks, review results. What do these results indicate? Describe in about 200 words.)

College had an opportunity to work in collaboration with Maharashtra College Alumni Association and Anjuman Dardmandane Talim-o-Taraqqi Trust, Mahad on four occasions, the first one being Kerala Flood Relief in 2018 and remaining three being in the academic year 2019-20. These three occasions were Nisarga Cyclone Kokan Relief, Covid Relief Fund, & Karnataka Flood Relief Fund. Apart from the cash, Maharashtra college has provided goods in terms of clothes to the people affected by natural calamities.

<i>Date</i>	<i>Relief Measure</i>	<i>Amount</i>
<i>Aug-Sept 2018</i>	<i>Maharashtra College, Kerala flood Relief Fund</i>	<i>23,00,000/-</i>
<i>Aug-Sept 2019</i>	<i>Maharashtra College Maharashtra Karnataka Flood Relief Fund</i>	<i>7,16,000/-</i>
<i>July 2020</i>	<i>Maharashtra College Nisarga Cyclone Kokan Relief Fund</i>	<i>8,14,381/-</i>

<i>April 2020</i>	<i>Maharashtra College Covid Relief Fund</i>	<i>2,55,000/-</i>
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- 6. Problems Encountered and Resources Required (Please identify the problems encountered and resources required to implement the practice - in about 150 words.)**

- 7. Notes (Optional - Please add any other information that may be relevant for adopting/ implementing the Best Practice in other institutions (in about 150 words). Any other information regarding Institutional Values and Best Practices which the Institution would like to include.)**

Other colleges in collaboration with NGOs can come forward to help the needy families.