

52. Transforming Management Faculty into Best Performers

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Teaching is an academic process in which students are motivated and influenced on how they think, act and feel. Teaching enhances the level of learning of students and helps them grapple with ideas and information they need to develop for own understanding. A teacher should demonstrate positive attitude and enthusiasm for teaching and learning, be a pedagogical expert, simplify and classify complex concepts that result in proactive insights, stimulate learning in students and encourage active participation among students. Beyond teaching a teacher should act as a mentor, counselor, guide, help students to recognize their own shortcomings and limitations and promote for holistic development of the student. Mentoring helps to fine tune students' performance and help them achieve work life balance. Globally universities are exploring ways to design their curriculum, research agendas etc in order to meet the future needs of students and market. Context and environment for learning and development should be maintained. A teacher should develop a leader who has a better understanding of the world in which they do business and take

ethical decisions for the maximization of stakeholder's value.

Teaching, now a days has become a challenge to teachers. The advent of technology and increased usage of smart phones and other gadgets has made information easily accessible. Easy availability of conceptual material in websites, blogs and YouTube videos is stopping a teacher to grab the attention of students. It is proved already that the traditional way of black board teaching is groundless. Where universities and engineering institutions are striving for outcome-based education, it has become imperative on the part of the teacher to adopt innovative teaching methodologies to make class room more interesting and striking. Students with different backdrop and backgrounds are joining these universities and engineering colleges with lot of expectations. Hence a practical approach is required to be adopted to make the process of teaching more vibrant.

What makes your teaching truly distinctive?

Traditional class room teaching does not offer a chance to practice and experiment but there is an imperative need to fill the gap between theory and practice. Flipped class room technique promotes greater student involvement in the learning process and lays down the foundation of independent learning. In flipped classroom technique faculty will follow up the entire discussion and ensures students participation and active learning. Case study method involves inquiry about a real life situation/ individual/ event applying principles and concepts to

provide optimal solutions. Given a case, students are encouraged to brainstorm till they arrive at best solutions. Role play creates an opportunity for the student to understand and experience actual business situations. Through Role plays students portrays various characters of a business situation which enables them to understand real time business problems. Students should be given an opportunity to organize various management fests, student development programs NSS, NCC related activities which develop their team building, planning, organizing, problem solving, decision making, and communicating skills. Industrial visits help faculty to explain complex qualitative concepts and other industrial applications and practices in an easy manner and also support student understand it in a better way. Collaborative and interacting teaching methods, audio video supplements always give fruitful results. In interactive learning method students and teachers become partners in knowledge acquisition. Experiential learning methods like internships, team projects must be practiced. Stock market games, business puzzles, group discussions, debates on current economic issues are best practices to improve the knowledge horizon of students.

Colleges have to provide the required infrastructure and other paraphernalia in order to assist faculty to adopt innovative teaching methods. Libraries should be well equipped with latest editions of text books and other reference books. R&D cell, incubation centers, Entrepreneurship development cells should be set up in all colleges. Subject rotation should be made

mandatory. No faculty should teach a subject consistently for more than 4 years though it makes a faculty a subject expert but sometimes it decreases faculty's interest on subject. Faculty should be encouraged to take up new subjects that increase their learning and relearning skills. Faculties should be given an opportunity to participate in workshops and related development programs to boost up their morale, update and learn latest best teaching methods that are in practice in the outside world. Apart from feed backs and results colleges and universities should develop proper metrics to measure the impact of certain teaching methods adopted by a faculty. As a faculty's performance in class is linked up with increment, college management should maintain a healthy competitive environment among its employees. No teacher should leave the class without showing an impact in the minds of students. Till then a teacher has to explore the new ways and means to outperform in the class and reach his/ her objective of taking up this noble profession.