



Academic Year - 2019-2024

Teachers Training Policy & Faculty Induction Programme

A new faculty member who completes his / her studies in a timely manner from any technical institution and joins in our management institute needs basic training, he / she is required to provide quality outputs in the short run so that they lead to meaningful outcomes for the discipline in the medium duration which in turn has a valuable impact for the institutions in the long duration. Therefore the faculty member is required to plan the efforts and their directions to make the academic carrier meaningful.

- Faculty induction programme (FIP) has to be implemented just after recruitment of fresh teachers.
- He/she has to keep abreast with the latest SPPU syllabus in his/her subject.
- New faculty members are trained to develop the art of preparing a systematic lesson plan and effective classroom interaction developing competence in communication skill in various models relevant to technical problems.
- Training in human values through an appropriate process of self-exploration happened to be, by for the most important component of the training of fresh teachers.
- A teacher also has to learn the knack of continuous knowledge updating and life long learning.
- Apply the concepts, principles, and process of instructions and learning to ensure effective implementation of the curriculum.
- Demonstrate ethical and responsible, professional behaviour in the performance of his duties and rules.
- Also at successive stages of teaching career, training inputs about curricular development, infrastructure development, Institutional development, disciplinary and other important aspects of educational administration and policy formulation etc., will also be needed.
- The points explained above required the development of a comprehensive training policy for young inductee teachers at different stages of their carrier as well as meeting different needs.
- To prescribe the structure and contents of the training program at different levels.
- To monitor, facilitate and successfully improve the quality of training by proposing to develop suitable resource persons resource material and carrying out action research.
- Continuous updating of management subject expertise by making mandatory, the successful completion of at least one subject course offer through technology based means every year from anywhere in the world.
- Basic understanding of the teaching – learning process.
- Training in preparing a systematic lesson plan and effective classroom interaction.

**YASHASWI EDUCATION SOCIETY'S
INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE**

DTE CODE
6775

AICTE APPROVED | ISO 21001 CERTIFIED | SPPU AFFILIATED | NAAC ACCREDITED
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- Teaching in miscellaneous expects other than teaching such as administrative procedure, financial procedure and legal implication etc.
- A fresher is required to attend two seminar / workshop / conferences in an academic year.

Expected outcomes from the Training Program

- It is strongly believed and expected that the comprehensive training program as envisaged above, if properly implemented, will go a long way in improving the quality of technical education in the country and motivating academically bright candidate to take up teaching profession and making it challenging.
- The institutional environment, discipline and motivation of students/teachers will also boost up, thus improving the quality of processes.
- The grooming in professional skills, values and attitudes will have a profound impact on shaping
- up the young minds and transforming them into socially responsible technical professionals.
- The continuous in-service training programs will help teachers to keep abreast with the latest developments and also co-relate their teaching with the prevailing practice and indigenous development as per the needs of the country.
- It will also promote a culture of continuous learning from the seniors and a cohesive Team work within the department as well as institutions.
- A major area of student-teacher interaction outside the classroom which is presently conspicuous by its absence will also develop enabling proper mentoring , counselling and healthy personality development among the students

(FDP PROGRAMME FOR ABOVE 1 YEAR- 05 YEARS SERVICE)

- Refresher modules, for knowledge updating newer developments and thrust areas in concerned field.
- Training on curricular development, research material development and good practices in teaching and research.
- Planning for departmental growth, motivation and efficiency.
- Inviting eminent personalities who have achieved some feat in management and experts from the area to take some seminar for our students.
- Participation in the seminar will help them to interact with present and ongoing advancements in the management field.
- They should attend 4 seminar / workshop / conferences in an academic year.
- Motivation to attend various Refresher Modules, STTPs, FDPs for knowledge updating, newer developments and thrust areas in the concerned fields
- Training for research guidance, sponsored project planning and conduction, consultancy etc.
- Training for lab development
- Training on IPR issues, patenting, technology transfer/dissemination and ethical issues in R & D
- Training on organization of conferences, workshops, symposia etc.
- Training for necessary record keeping work in view of evaluation by various bodies such as NAAC, NBA etc.

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(FDP PROGRAMME FOR ABOVE 05- 10 YEARS OF SERVICE)

- Refresher modules, for knowledge updating newer developments and thrust areas in concerned field.
- Training on curricular development, research material development and good practices in teaching and research.
- Planning for departmental growth, motivation and efficiency.
- Inviting eminent personalities who have achieved some feat in management and experts from the area to take some seminar for our students.
- Participation in the seminar will help them to interact with present and on-going advancements in the management field.
- They should attend 5 seminar / workshop / conferences in an academic year.
- Refresher Modules, STTPs, FDPs for knowledge updating, newer developments and thrust areas in the concerned fields
- Training on curricular development, resource material development and good practices in teaching and research
- Training for necessary record keeping work in view of evaluation by various bodies such as NAAC, NBA etc. In a role of some criterion in charge at department or institute level

(DURING 10-30 YEARS (PROFESSOR/ ASSOCIATE PROFESSOR/ HOD/ DEAN)

- Refresher Modules for knowledge updating, newer developments and thrust areas in the concerned fields
- Training on collaborative research with industry, institutions, government agencies and NGOs
- Planning for departmental growth, institutional growth, motivation and efficiency
- Removal of obsolescence and planning for continuous growth of the departments and the institute.
- Effective interaction with monitoring and collaborating agencies
- Facilitating a value-based ethical environment in the institution.
- Handling of disciplinary issues.
- Liaison with governmental monitoring/ regulatory bodies.

Prepared by -

Name	Signature	Date
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Approved by-

Name	Signature	Date
Dr Shivaji Mundhe Director, IIMS		1/10/2019
Shri.Vishwesh Kulkarni President-Yashaswi Group		3-10-2019

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