

7.2. Best Practices

7.2.1 Best Practice 1:

1. **Title of the practice:** Democratic Governance of the institute with financial, academic and administrative liberty.
2. **Objective of the Practice:** To delegate the power according to hierarchy among the employs for smooth functioning of the institute.
3. **The Context:** The participative involvement of every individual lead to the success. Decentralization helps to take quick decisions at the respective levels in operation which leads to efficient, reliable functioning of the institute.
4. **The Practice:**

The P E S College of Engineering is a private, un-aided institute run by the P.E. Society Mumbai, all the activities, decisions, procedures are democratically discussed and then finalised. This results in good quality of brain storming on every issue and matters. This helps in having better output results and long-lasting saving substantially.

This is democratically participative decision-making system adapted in our institute. The management of the institute has given full financial and academic liberty to the principal to run and develop the institute. The principal has decentralised academic and administrative liberty to the HODs and deans. Some of the examples of adopting this procedure regularly are as follows,

1. The purchase committee is formed for purchasing laboratory or other goods. It consists of laboratory in-charge and head of the department of concern department and one HOD of other department, purchase officer, store keeper, registrar and accountant. Then minimum 3 quotations for the same item are called from different suppliers. The suppliers are called for the negotiation in the presence of all the committee members and principal remains as a committee head for this procedure. After satisfactory response from all the members the purchase proposal is sent to the chairman for necessary approval considering the lowest price of the item. After getting the approval from the chairman, the order is placed and item is purchased. The payment will be made immediately after satisfactory acceptance from the concern staff and the department through check.
2. The disciplinary committee is formed which consists of all the head of the departments and senior faculties to maintain the discipline in the campus as well as to take the disciplinary action during any incidence if it happened anytime anywhere.
3. The canteen and food committee are formed which includes staff and the students also to finalize the canteen contractor after undergoing a proper screening of the contractor through the documentary proof as well as the quality of the food.
4. The construction committee is there to discuss the construction activities to be undertaken in the campus before initiating the same. Based on the unanimous decision taken by all the members the activity is executed by following standard purchase and contractor finalisation procedure.
5. In a similar way the most of the decisions related to the staff and the student activities or teaching learning facilities and arrangements were taken in a regular HOD meetings.

6. Local advisory committee consists of faculty representatives, management members and distinguished persons from the society to advise and plan the institute for the future developmental activities and for the development of the institute. The policies related to student and staff welfare are discussed and finalized by the local advisory committee and is submitted to the chairman for necessary approval.
7. Prospective plan of the institute is prepared jointly by the principal after having detailed discussions with IQAC members and all the HOD's.

5. Evidence of Success:

The P.E.S College of Engineering started functioning in rental building with total intake of 180 students for 3 UG courses. Presently we are having our own building constructed with a total built up area of 14828 sq. mtr. and running 6 UG and 4 PG courses with a total intake of 390 for UG and 72 for PG respectively. For this development of the institution with own infrastructure no fund is received from any agency and management. **The institute is developed and running with self-generated funds.**

6. **Problems Encountered and Resources required:** In this decentralised system there is a possibility of duplication of efforts at different levels. Also, there is possibility of misuse of the authority. In organization chart all the positions as per hierarchy are required as resource persons.

7.2. Best Practices

7.2.1 Best Practice 2:

1. **Title of the practice:** Foreign Language Coaching
2. **Objective of the Practice:** To inculcate global competitiveness along with proficiency in one foreign language.
3. **The Context:** To acquire global competitiveness in addition to the curriculum few foreign languages like Japanese, German etc. are being taught to the students.
4. **The Practice:** In P.E.S. College of Engineering, we offer various foreign language in the year 2022. In addition to the curriculum, these languages are being taught by the external subject experts of the concerned languages. Students from all branches of engineering have undergone these courses. These certificate courses have enriched the resume of our students and opened various job opportunities in Japan, Germany. Also, students will get advantage and preference from their higher studies in Japan and Germany. The multi-national companies in India will also prefer these students. The knowledge of foreign language makes our student distinct. The P.E.S College has IRC (International Relation Cell) through which this activity was carried out successfully.
5. **Evidence of Success:** Aspiring students from all the branches were trained in Japanese and German language.
6. **Problems Encountered and Resources required:** Unavailability of language experts easily at local level so we have to call experts from other cities which increase unnecessary cost.