

Practice 1:

ICT INTEGRATED TEACHING LEARNING PROCESS & RESEARCH

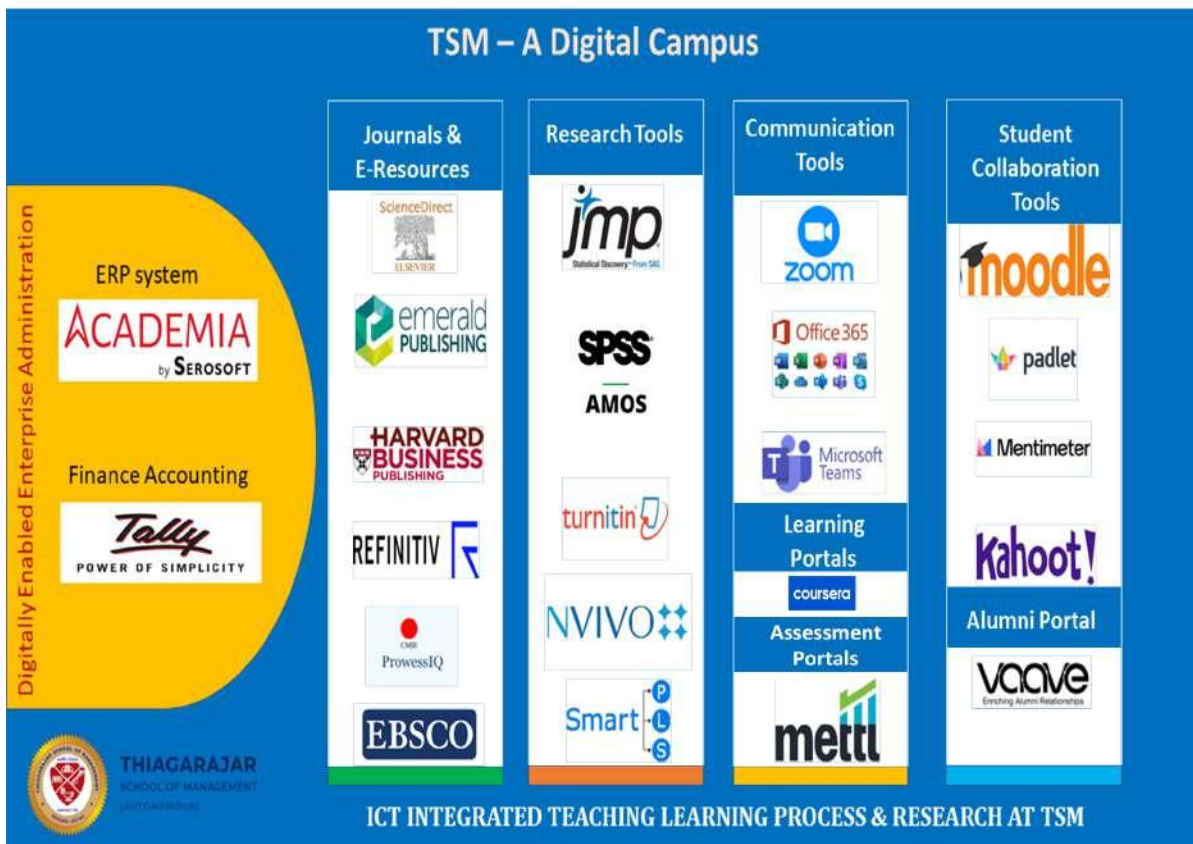
Information and Communications Technology (ICT) has gone through innovations and transformed our society that has totally changed the way people think, work and live. Over the last two decades, the rapid growth of ICT has become one of the most important resources for an academic institution. This is due to the capability of ICT in providing a dynamic and proactive teaching and learning environment. In line with the current digital era, TSM faculty members are required to integrate ICT in their daily teaching and replace their traditional methods with modern tools and facilities. Also, as part of this, TSM faculty members prepare students to use IT tools that would enable them to live in “a knowledge society”. ICT integration as the process of determining where and how technology fits in the teaching and learning scenario. Research has shown that ICT can lead to improve students’ learning as well as better pedagogical practices.

Objectives:

- To overcome the Covid crisis effectively and deliver whatever committed to the students
- To sensitize students about the integrated ICT tools particularly for those living in the rural areas.
- To help students acquire knowledge and skills that will make them globally (national and international) acceptable business leaders.
- To sensitize the students, faculty, and staff about the importance of latest ICT tools and practices.

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)?

In line with globalization and the information highway, the education system is planned to educate students as the future workforce who are technology- savvy, innovative and conversant in technical know-how. ICT has the potential in preparing students for life in the 21st century. Through learning ICT skills, students are ready to face future challenges based on proper understanding and can help students to develop the competencies needed for the current globalization. The objective of using ICT can help students to develop their skills, boost up their motivation and widen their knowledge and information.



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)?

Covid pandemic has pushed Integrating technology in education which is a complex task due to its dynamic nature. The need for effective ICT-based curriculum is one of the main elements in strategic planning for ICT integration in an education system. Hence planning for ICT integration in education is considered as a key element for improvement and development.

TSM conducted classes in zoom platform and faculty members used Mentimeter, Kahoot and padlet to increase the students engagement in online mode. TSM is having dedicated IT team with qualified staff members to plan and implement the ICT practices.

The team supported the students and faculty members during online classes.

Students faced bandwidth issues and unable to switch on the videos for long hours. Hence, we decided not to have more than 4 classes per day through zoom.

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)?

ICT can work in a number of general ways as follows:

- It can be used to train students in skills which they will need in further education and as an ongoing learning process throughout the rest of their lives and for their future jobs.
- It can provide access to information and communication outside the classroom e.g., via the internet.
- It can be used to support teacher development via external networks.
- It can support and potentially transform the learning and teaching process.

Constraints/Limitations

- ICT can help both students and teachers need to learn to trust the technology for technological performance as well as enhance the uptake and reduce resistance to technology.
- Teachers need to be confident and competent in using various ICT tools to build their trust in the technology. Without teachers' competency and mastery skills of ICT integration which is appropriate to their needs, ICT could not be put into good use for instructional delivery.

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 entire academic processes, admissions and placements were held online and completed without a glitch.

Important meetings such as Board of Governors, Board of Studies and Academic Council meetings were held online which also resulted in increased attendance and participation among members.

A series of eminent guest lectures were scheduled which resulted in borderless knowledge sharing.

Date	Speaker	Designation	Topic
10.08.2020	Mr. Lakshmi Narayanan	Former Vice Chairman and Former CEO of Cognizant and Chairman of ICT Academy	The world in 2022
10.08.2020	Dr. Bharath Krishna Sankar	Chairman, Aparajitha Corporate Services Ltd & Member, BoG-TSM	Honor the Chief Guest

Date	Speaker	Designation	Topic
11.08.2020	Mr. N. Ram	The Hindu, Chennai	Mindsets required of youngsters during the unprecedented disruption brought by Pandemic.
12.08.2020	Dr. Arvind Srinivasan	Director, Arvind Eye Care System	Opportunities from this Crisis
13.08.2020	Mr. Viswanathan Anand	Indian chess Grandmaster	"Why failures are important to teach you success"
14.08.2020	Dr. Gopal Sekar	Senior Quality Control Manager, Muhibbah Engineering Sdn Bhd, Malaysia	For international placements, what do international companies look for among management students from India?
17.08.2020	Mr. Prasanth Vasu	Partner, McKinsey & Company	Habits, Happiness and Success
24.08.2020	Mr. Murugavel Janakiraman	Founder Bharat Matrimony	Building the Enterprise from Scratch
24.08.2020	Shri B. Subbaraman	Vice President & Madurai Centre Head HCL Technologies	Industry Expectations from MBA Graduates and What Students should Focus On
31.08.2020	Mr. Mutheeswaran	SAP Consultant TCS	Alumni Lecture
01.09.2020	Mr. SS. Narayan	Head Design & Development AITG, Bangalore	Alumni Lecture
20.11.2020	Shri. S. Ramadorai	Chariman, Tata Institute of Social Sciences & Former CEO, Tata Consultancy Services	"Climate Change and Ecological Sustainability"
20.07.2021	Prof Dr. V. Sumantran	Chairman at Celeris Technologies	Leadership & Management
22.07.2021	Mr. Amarendra Sahu	Sahu, Co-founder, and CEO, Nestaway	My Entrepreneurship Journey so far and Vision Ahead
23.07.2021	Dr. Vinitha Guptan	Vice Chancellor , Saito University, Malaysia	How can you make yourselves job ready
24.07.2021	Dr. Prithika Chary	Neurologist and Neuro Leadership Trainer	Are you a Leader
30.07.2021	Dr. Ramesh Chandra Biswal	Founder & CEO at VillaMart Pvt Ltd	Challenges and Opportunities I faced during my start-up

Date	Speaker	Designation	Topic
20.11.2021	Shri. Subroto Bagchi	Chairman, Odisha Skill Development Authority & Co-founder, Mindtree	"Making of an Entrepreneur"
19.11.2022	Shri. Sridhar Vembu	CEO & Co-founder, Zoho Corporation	Leadership

TSM scaled up the internet bandwidth from 200 mbps to 450mbps since more internet accessibility by students and faculty to create virtual learning environment in specific to COVID. Augment online best practices content starting with video library of best teachers delivery lessons in critical subjects.

The academic schedules are fully adhered and completed on time. Students had no problems in completing the academic commitments and joining the respective companies.

ICT facilities at TSM enhanced the quality of teaching and learning processes and an outcome TSM had better placements with improved CTC.

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

ICT integration in few subjects such as quantitative related courses is the most challenging task due to technological issues and problems regarding resistance to change from the stakeholders especially at the early stages of implementation. The gap may widen between the rural and urban students during uncertain time like the COVID pandemic.

All the library resources were made online and accessible to students. Online databases such as CMIE-Prowess, EBSCO and ScienceDirect had remote access facilities. Examinations were conducted using online proctored assessment platform called METTL.

Practice 2:

PROMOTION & ENHANCEMENT OF RESEARCH CAPABILITIES

Objectives

- To produce quality PhD graduates who can excel to be quality academicians and researchers
- To produce quality research output that will have high impact on society, industry, and body of knowledge
- To incentivize faculty that produce high quality research outputs

Context

TSM upholds the practice that an institution of higher learning must make two significant impacts: (1) contribution to the society-at-large and thereby, the country and (2) contribution to the body of knowledge.

To enhance the contribution to the body of knowledge, TSM has initiated several practices such as starting a research center and the PhD program; sensitize the faculty on the quality of research outputs by conducting/organizing talks, workshops, signing MoUs with international universities for faculty/student exchange and research collaboration; and providing cash incentives to faculty for quality publications and providing opportunity to attend national and international conferences/workshops.

The Practice

1. Starting the research center and the PhD program

TSM is affiliated to Alagappa University for the research center. This has enabled TSM to start the PhD program and currently there are 11 students (5 fulltime and 6 part-time) who have been inducted into the program. The full time students are paid monthly scholarships. The program has sufficient rigor to produce quality graduates. For example, PhD graduates are expected to publish at least one journal paper and attend one national/international conference.

2. Producing quality research output

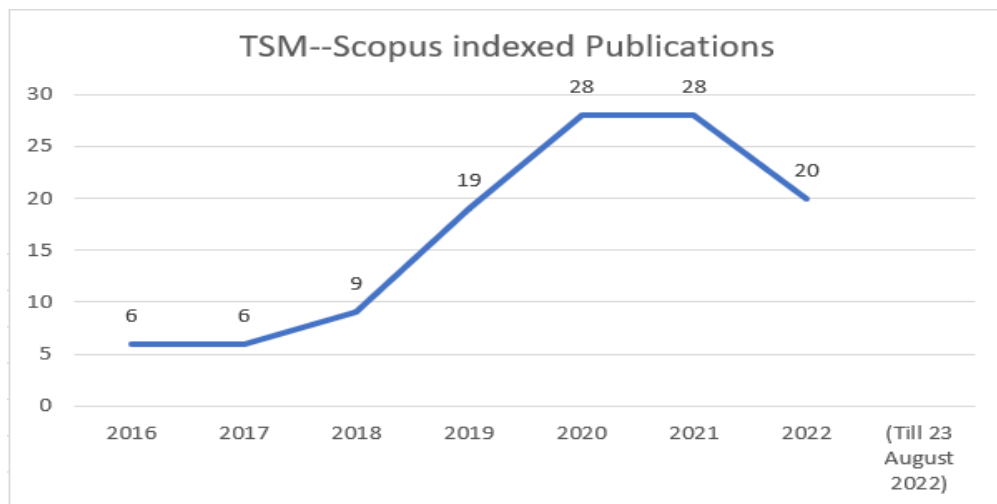
TSM places a lot of emphasis on quality research outputs such as Scopus/ABDC indexed journals, case studies, chapter in books and books. The faculty members are encouraged to collaborate with faculty in national and international universities. The faculty is also encouraged to publish in journals listed by NIR ranking agency. TSM believes that research will enhance the currency of knowledge and this currency among faculty can improve the quality of learning of the students. TSM organizes workshops to sensitize faculty and students on the importance of quality instead of quantity; frequent talks by faculty from other schools/universities are arranged

3. Incentivizing quality research outputs

TSM follows the practice of incentivizing quality research outputs as cash incentives and which is followed at a very few schools. For example, publication in a A* journal attracts INR 2 lakhs, A journal attracts INR 1.5 lakhs, books, INR 50,000 and so on. Constant encouragement to the faculty has resulted in a multifold increase in research outputs.

4. Evidence of Success

Increase in Research Output by Faculty Members



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

In the pursuit of research excellence, TSM faced challenges in ensuring the quality of publications. The Research orientations needed to be consciously inculcated with Quality as the cornerstone among the research scholars and faculty members. The institution expended substantial amount of resources to instill the culture of research orientation with quality as the dimension of importance.