

## Thiagarajar School of Management (Autonomous)

### Internal Quality Assurance Cell (IQAC)

#### BEST PRACTICE - 1

##### 1. Title of the Practice

Merit-Based & Inclusive Admission Process

##### 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 20 words)?**

To identify potential managerial and leadership talents from across India with diverse set of attributes and aspirations, based on meritorious performance in their academic, curricular, co-curricular and extra-curricular activities.

##### The Context

**What were the contextual features or challenging issues that needed to be addressed in designing and implementing this practice (in about 30 words)?**

TSM has designed a transparent and effective admission process completely based on the merit of the candidates. The challenge posed due to the Pandemic on the interaction with candidates was addressed duly by making the **admission procedure completely online, from the stage of application to the stage of admission**. This demanded, committed efforts of the Admissions team and the Faculty members who form an active part of the procedures in identifying the right candidates for the Institution. It also necessitated substantial improvement in the technological infrastructure of the institution. TSM evolved successfully in ensuring the admissions of the allocated seats purely based on merit without compromise

##### 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 50 words)?**

The admission process employed at TSM include use of national-level test scores such as CAT/MAT/XAT/ATMA and TN's TANCET. While most institutions in the State focuses more on the test score, TSM approaches the potential candidate, giving equal importance to all aspects of development – curricular, co-curricular, extra-curricular

and overall personality of the individual.

<b>A</b>	<b>Weightage of Different Functions</b>	
<b>S.No</b>	<b>Item</b>	<b>Marks</b>
1	Entrance Test (CAT/MAT/XAT/ATMA)	35
2	Academic background	20
3	Personal Interview	20
4	Group Discussion	10
5	Written ability Test (WAT)	5
6	Extra/co curricular activities	5
7	Work Experience	5
	<b>Total</b>	<b>100</b>

TSM conducted the GD/PI to identify some of the best talents in offer through the online mode. In addition it offered scholarship to the deserving candidates.

### 3. Evidence of Success

**Provide evidence of success such as performance against targets and benchmarks, review/results. What do these results indicate? Describe in about 40 words.**

**TSM achieved 100% student intake in the year 2019-20 despite the challenges posed by the Pandemic and the student diversity in terms of their gender, education background and work experience (to promote creativity and problem-solving abilities of learners) has also been achieved**

<b>Student details</b>	<b>PGDM programme</b>	<b>MBA programme</b>
Sanctioned Intake: admitted	120:120	120:120
Non Engg.: Engg. graduates	65:55	60:60
Male: Female	81:39:00	71:49:00
With Work Experience (%)	11%	17%

### 4. Problems Encountered and Resources Required

**Please identify the problems encountered and resources required to implement the practice (in about 30 words).**

Despite significant efforts to improve student's geographic diversity, TSM had challenges in attracting talents beyond South India due to the concerns raised in the pandemic year. Technology enabled Teaching-Learning- Assessment methods and far reaching digital media presence are planned for the upcoming year to address the issues.

#### 5. Notes (Optional)

Please add any other information that may be relevant for adopting/ implementing the Best Practice in other Institutions (in about 0 words)

Any other information regarding Institutional Values and Best Practices which the university would like to include.

### **BEST PRACTICE - 2**

#### **1. Title of the Practice**

**Contemporary Curriculum and technically empowered pedagogies to address the challenges posed by the Pandemic**

#### 2. Objectives of the Practice (in about 20 words)

The role of innovative curriculum in enhancing learning experience and outcomes are undeniable. At TSM, we offers graduates with an MBA/PGDM in General Management and students can choose up to two specializations tailored to their specific interest and needs. The choices and combinations allow learners to define their learning needs as narrowly or broadly as they like. To best suit to the interest of our learners, TSM offers innovative curriculum and pedagogical approaches aimed at providing hands-on experiential learning beyond knowing core management concepts.

#### 3. The Context

**What were the contextual features or challenging issues that needed to be addressed in designing and implementing this practice (in about 30 words)?**

Curriculum is the cornerstone of learning opportunities and experiences that help learners understand the world. TSM draws students who are used to semester-pattern

in their UG programs, both Engineering and Non-Engineering. As they are formally inducted into the system, a week-long orientation is provided to help them familiarize with the curriculum, delivery methods, evaluation approaches and unique learning processes to be employed. The major challenge is to change their orientation of learning from rote method to that of thinking-learning mode and during this year, this has been achieved through the technology enabled online platform.

#### 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 50 words)?**

TSM models its curriculum in the lines of IIMs India and follow shorter, trimester-pattern system that emphasizes on learning within the classroom and beyond. Each trimester which spreads across [twelve-weeks gives learner the](#) opportunity to quickly get an overview of business management concepts before deep diving into electives of their interests. TSM's teaching-learning process seamlessly blends theory with practice. Courses offered at TSM are clearly structured and defined to include several innovative approaches such as case studies (from HBS and Ivey), simulation, live projects, group projects, interactive webinars by industry executives, workshops, seminars on trending skills and themes and importantly Alumni Interactions. The major constraint faced this year to accomplish this goal is the lack of provision for personal interaction with the learners and the reliance on online mode of education.

#### 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 40 words).**

Management education demands a fusion of innovative learning approaches such as case studies, simulation games, in-class learning and live projects, TSM's curricular and delivery excellence in the online mode enabled students to achieve near 100% placements in the corporate sphere with excellent academic performance in consistent with the previous years.

Placement (Batch of 2020)
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Highest Salary:
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% of students who passed in I class :
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## 6. Problems Encountered and Resources Required

**Please identify the problems encountered and resources required to implement the practice (30 words).**

TSM required a major upgradation in the technological infrastructure and the institution invested its time and energy to evolve successfully. The major Resource requirement were as follows:

- a. Uninterrupted Online learning platform to ensure pedogical superiority
- b. Technical training for the faculty resources
- c. Active support mechanism for the students who are learning in the online mode for the first time
- d. Technically sophisticated online assessment tools
- e. Multiple mechanisms for feedback on delivery effectiveness

The institution emerged successfully in providing the Contemporary curriculum through technologically empowered pedogogy.

## 7. Notes (Optional)

Please add any other information that may be relevant for adopting/ implementing the Best Practice in other Institutions (in about 30 words)

**Any other information regarding Institutional Values and Best Practices which the university would like to include.**