A

Detailed Guide

on

Student Induction Program

1st December, 2021

INTERSCIENCE INSTITUTE OF MANAGEMENT AND TECHNOLOGY

KANTABADA, KHURDA-BARANGA ROAD, BHUBANESWAR
ODISHA

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7. Summary

1. Introduction

1.1 Background

One needs to understand organizational behavior, motivate and influence others, as well as become a leader in the modern business world for being a good manager as well as a good human being.

INTERSCIENCE Institute of Management & Technology (IIMT), Bhubaneswar started with the motto to impart all-round education in the field of management and technology. Built on the principles of entrepreneurship, excellence and professionalism, the institute has been imparting quality business education and boasts of producing some exceptional leaders and managers of the industry. The institute is a center of learning for the bright and young graduates, provides knowledge and skills to aspirants to serve the changing needs of the industry. With excellent infrastructure and amenities, the campus indeed makes education stimulating and dynamic.

1.2 Extending a Helping Hand

IIMT extends a multi-pronged approach in which, one will have to work closely with the newly joined students in making them feel comfortable, allow them to explore their academic interests and activities, reduce competition and make them work for excellence, promote bonding within them, build relations between teachers and students, give a broader view of life, and build character.

Transition from school to university/college life is one of the most challenging events in a student's life. IIMT considers this as an important task; therefore, a team (Team-SIP) welcomes the new students to higher education and prepares them for their new role. Student Induction Program (SIP) is designed to help in thewhole process, and as something more than the mere orientation program. This year due to the ongoing pandemic the student induction program has been held in online mode but the team made sure the students that the students won't miss the fun along with the motivational sessions.

2. Student Induction Program - Purpose & Concept

Purpose of Student Induction Programme is to help new students adjust and feel comfortable in the new environment, inculcate in them the ethos and culture of the institution, help them build bonds with other students and faculty members, and expose them to a sense of larger purpose and self-exploration.

It is a well-planned event to educate the new entrants about the environment of IIMT and connect them with the people in it. Student Induction Programme engages with the new students as soon as they come into theinstitution; before regular classes start. At the start of the induction, the incumbent's learnabout the institutional policies, processes, practices, culture and values and their mentor groups are formed.

The different activities including daily activities planned are as follows:

- Physical Activity
- Creative Arts and Culture
- Mentoring & Universal Human Values

- Familiarization with College
- Literary Activity
- Proficiency Modules
- Lectures & Workshops by Eminent People
- Feedback and report on the program

A 2-week long induction program for the students entering the institution is well planned by the Team-SIP of IIMT, normal classes start only after the induction program is over. Its purpose is to make the students feel comfortable in their new environment, open them up, set a healthy daily routine, create bonding in the batch as well as between faculty and students, develop awareness, sensitivity and understanding of the self, people around them, society at large, and nature.

3. Daily Activities

3.1 Physical Activity

This would involve a daily routine of physical activity with games and sports with suitable times according to the local climate. Each student should pick one game andlearn it for the duration of the induction program and hopefully, continue with it later.

3.2 Creative arts & culture

Every student would choose one skill related to the arts whether visual arts or performing arts. Examples are painting, music, dance, pottery, sculpture etc. The student would pursue it every day for the duration of the program.

3.3 Mentoring and Universal Human Values

IIMT emphasizes as, Mentoring and connecting the students with facultymembers is the most important part of student induction program. Mentoring takes place in the context and setting of Universal Human Values. It gets the student to explore oneself· And experience the joy of learning, prepares one to stand upto peer pressure, take decisions with courage, be aware of relationships, be sensitive to others, understand therole of money in life, and feeling of prosperity, etc.

Need for character building has been underlined by many thinkers, universal human values provide the base.Methodology of teaching this content is extremely important. It is best taught through group discussions and real-life activities rather than lecturing.The Institute has taken an initiative to include Universal Human Values in the course curriculum bearing 3 credits. The institute encourages the faculties to attend the workshops and FDP conducted in this context therefore enabling the faculties to take UHV classes with ease.

4. Other Activity

4.1 Familiarization with College, Department/Branch

The incoming students should be told about the credit and grading system, and about the examinations. They should are also taken on ane-tour of the college and shown important points such as library, canteen, and other facilities. The laboratories, workshops and other facilities are also shown.

A lecture by an alumnus of the Dept. would be very helpful in this regard hence, organizes “meet our alumni” every year.

4.2 Literary Activity

Literary activity would encompass reading a book, writing a summary, debating, enacting a play etc.

4.3 Proficiency Modules

We hope that problems arising due to lack of English skills, wherein students start lagging behind or failing in several subjects, for no fault of theirs; would, hopefully, become a thing of the past. These should run like crash courses, so that when normal courses start after the induction program, the student has overcome the lacunas substantially.

4.4 Lectures & Workshops by Eminent People

Lectures by eminent people are organized. It would give the students exposure to eminent people in various fields such as industry, social service etc. Also our alumni are invited to share their experiences with the fresher’s. Motivational lectures about life are conducted to show a futuristic approach towards life.

4.5 Visits to Local Area

A couple of visits to the local landmarks including historical monuments should be organized. Visits should also be organized to a hospital, orphanage or a village. These would expose them to people in suffering or to different lifestyles. This might also sensitize them to engineering needs in these areas. Due to the pandemic the local visit was postponed and was organized post pandemic.

4.6 Extra-Curricular Activities in College

The new students are introduced to the extra-curricular activities at thecollege/university. They are shown the facilities and informed about activities relatedto different clubs etc. This is when selected senior students involved in or leading these activities can give presentations. Various other activities which could be included are roleplaying/street play, alumni/industry interaction etc. among them.

4.7 Feedback and Report on the Program

They should be asked to write their opinions about the program at the end of the firstweek or so. The feedback should be used to make any mid-course correction, if any. Finally, at the end of the program, each group (of 20 students) should be asked to prepare a single report on their experiences of the program. On the second last day, each group should present their report in front of other groups. Immediately after their presentation, they should submit their written report. This will also serve as a closure to the program.

5. Schedule

The activities during the Student induction Program would have an Initial Phase, a Regular Phase and a Closing Phase. The initial and Closing Phases would be two days each.

5.1 Initial Phase

DAY	ACTIVITY
DAY 0	Arrival of new entrants- Hostel allotment
DAY 1	Academic Registration
DAY 2	Principal/Dean Address- Interaction with parents by Principal/Dean
	Mentor-Mentee Group formation Visit to the department

It serves to welcome the new students along with their parents and also provide space for telling the new students about the college and their academic and student life.

5.2 Regular Phase (Day 3 onwards)

In this phase, there would be regular sessions conducted every day. Some of the activities are on a daily basis, while some others are at specified periods within the Induction Program.

Activity	Remarks
MORNING SESSION	Universal Human Values/ Creative Arts
	Mild Exercise or Yoga (Specific periods)
AFTERNOON SESSION	
Familiarization with College, Dept/ Branch, Laboratories, workshop, other facilities	3 Days
Lectures & Workshops by Eminent People	3-5 Lectures (as scheduled)
Literary (Play / Book Reading / Lecture)	3 Days
Proficiency Modules	Daily
Extra-Curricular Activities in college	2 Days (Preferably 2nd week)
Visits in Local Area	For 3 days (e.g., 3 Saturdays)
Mentor-mentee interaction	As scheduled
Feedback and Report on the Program	On second last day

5.3 Closing Phase

DAY	ACTIVITY
Second Last Day	Discussions and Finalization of Presentation within each group (Meeting among students only) — Morning session
	Presentation of Report by each group — Afternoon session
Last Day (Whole day)	Tests of Universal Human Values (as planned by college)

5.4 Follow Up after Closure

The groups which are formed should function as mentor-mentee network. A student should feel free to approach his faculty mentor or the student guide, when facing any kind of problem, whether academic or financial or psychological etc.

5.5 Follow Up Same Semester and subsequent semesters

It is suggested that the groups meet with their faculty mentors once a month within the Semester. This should be a scheduled meeting shown in the timetable.
It is also extremely important that continuity be maintained in subsequent semesters.

6. Organizing the Student Induction Program

6.1 Preparing for the Conduct of the Program

a) Constitution of Induction Committee chaired by Principal and convened by Dean/Vice Principal/designated Senior Faculty member which will prepare the total plan of the program in consultation with HoDs, Dean Students' Affair, Chief Proctor, Chief Warden Hostels, Administrative Officer, Facility Manager to facilitate, monitor and coordinate the entire program.

b) Appointment of UHV Coordinator to ensure smooth running of UHVs and group discussions.

c) A hyper link on Student induction of new students is to be created on the web-site of the institution having information about the induction, detailed schedule, provision for daily reporting, feedback, etc.

d) New students are informed that the Induction is mandatory non-credit course for which a certificate will be issued by the institution.

e) Ensure compulsory participation by the involved teachers and other partners (Important functionaries, Faculty mentors, selected senior students (student guides), selected alumni, civil society, invited distinguished guests)

f) Chief Proctor to assign proctorial groups and holding the meeting for smooth conduction of the mentor-mentee discussions (Only those faculty members are to be mentors and are to conduct the group discussions in universal human values, who have received certificate after going through a 3-day followed by a 7-day Faculty Development Program for Student Induction, approved by AICTE.)

6.2 Organizing the Daily Activities

For each of the activities below, a faculty member be given the responsibility for its organization, conduct and monitoring.

6.2.1 Physical Activity

a) The incoming students must be divided into batches of 50 students maximum, and a qualified coach in physical education should be attached to each batchinstitute may employ part time coaches for this purpose for the duration of the Induction Program.

b) The list of available games, sport or physical activities should be announced on Day 1 when the new students arrive. They should be asked to fill their choice with three preferences, and the game or sport be allotted to them as per their preference.

6.2.2 Creative Arts

The list of available art forms, such as vocal music, instrumental music, folk music, painting, sketching, dance, group dance, clay modeling, pottery, dramatics, etc. should be announced on Day 1 when the new students arrive. They should be asked to fill their choice with three preferences, and the art form be allotted to them as per their preference.

Qualified instructors for arts may be hired on contract basis and be paid honorarium as per norms of the institute. Daily 90 — 120 minutes sessions may be arranged.

6.2.3 Mentoring and Universal Human Values

The UHV Coordinator should get the departments to nominate faculty mentors for the activity. After one year of running of the Induction Program, senior students would become available as Student Guides. UHV groups of 20 first year undergraduate students should be constituted with at least 2 Student Guides and 1 Faculty Mentor each. The groups would be department-wise, and should be formed even before the new students arrive.

In UHV, a mid-term open-book take-home examination is recommended. The question paper is mailed to the students and they have to write it at home and submit. The question paper is designed to elicit the experiences of students. The mentor can discuss the answers submitted by students in a group discussion.

6.3 Organizing the Other Activities

For each of the activities below, a faculty member be given the responsibility for its organization, conduct and monitoring.

6.3.1 Familiarization with College, Department/Branch

The Head of the department and other associated faculty should address the new student'sright on Day 2 or so. Arrangements should be made about the meeting/gathering. The parents of the students should also be welcomed if they accompany their ward.

6.3.2 Literary Activity

A faculty member interested in literary activity should be assigned for organizing the activity. A list of books which are interesting and educational should be prepared beforehand. Students should be assigned a book or other smaller reading material. They should be asked to read and write a critical summary. They should present their summary in front of their group. Similarly, debating and public speaking activity could also be undertaken.

6.3.3 Proficiency Modules

For English, a diagnostic test should be conducted on Day 2 itself. Before the test, the students should be informed that the test would not affect their grades, branch change, or any aspect of their admission, placement, study, etc. Purpose of the test is to provide help to those students who need help in English.

6.3.4 Lectures & Workshops by Eminent People

Eminent people from all walks of life may be invited to deliver lectures, namely, from industry, academia, social science (authors, historians), social work, civil society, alumni etc be identified and invited to come and address the new students. Motivational lectures and workshops about life, meditation, etc. by Ramakrishna Mission, Art of Living, S-VYASA University, Vivekananda Kendra's, etc. may be organized.

6.3.5 Visits in Local Area

Visit to a local heritage site or a local landmark should be organized. Necessary arrangements would have to be made for arranging buses, guides, and food etc. Besides the above, a visit may also be organized to a village, an orphanage, etc. The purpose of such a visit would be social awareness.

6.3.6 Extra-Curricular Activities in College

They are organized by student councils and clubs. The extra-curricular activities going on in the college should be presented to the new students under the guidance of PIC, Club and Committee for such activity. The nay; students should be informed about how they can join the activities. Related facilities should be described to them.

6.3.7 Feedback and Report on the Program

Informal feedback should be sought from the students at the end of the first week. They should be asked to write their feelings and ideas and submit in writing.
A final formal feedback at the end of the program should be collected by students by filling a form either handwritten or online.

6.4 Some important points

1. The SIP is a mandatory credited program in the AICTE Model Curriculum 2018.
2. IIMT ensures that students have completed the program satisfactorily with attendance.
3. For the creative arts, and UHV components, a 3 credit subject is included in the course curriculum. The test should be conducted to determine that the students were able to gain from these activities as per the institute’s examination pattern.
4. No fee should be collected from the student for the overall program or any component of the program. The expenses must be incurred by IIMT.

7. Summary

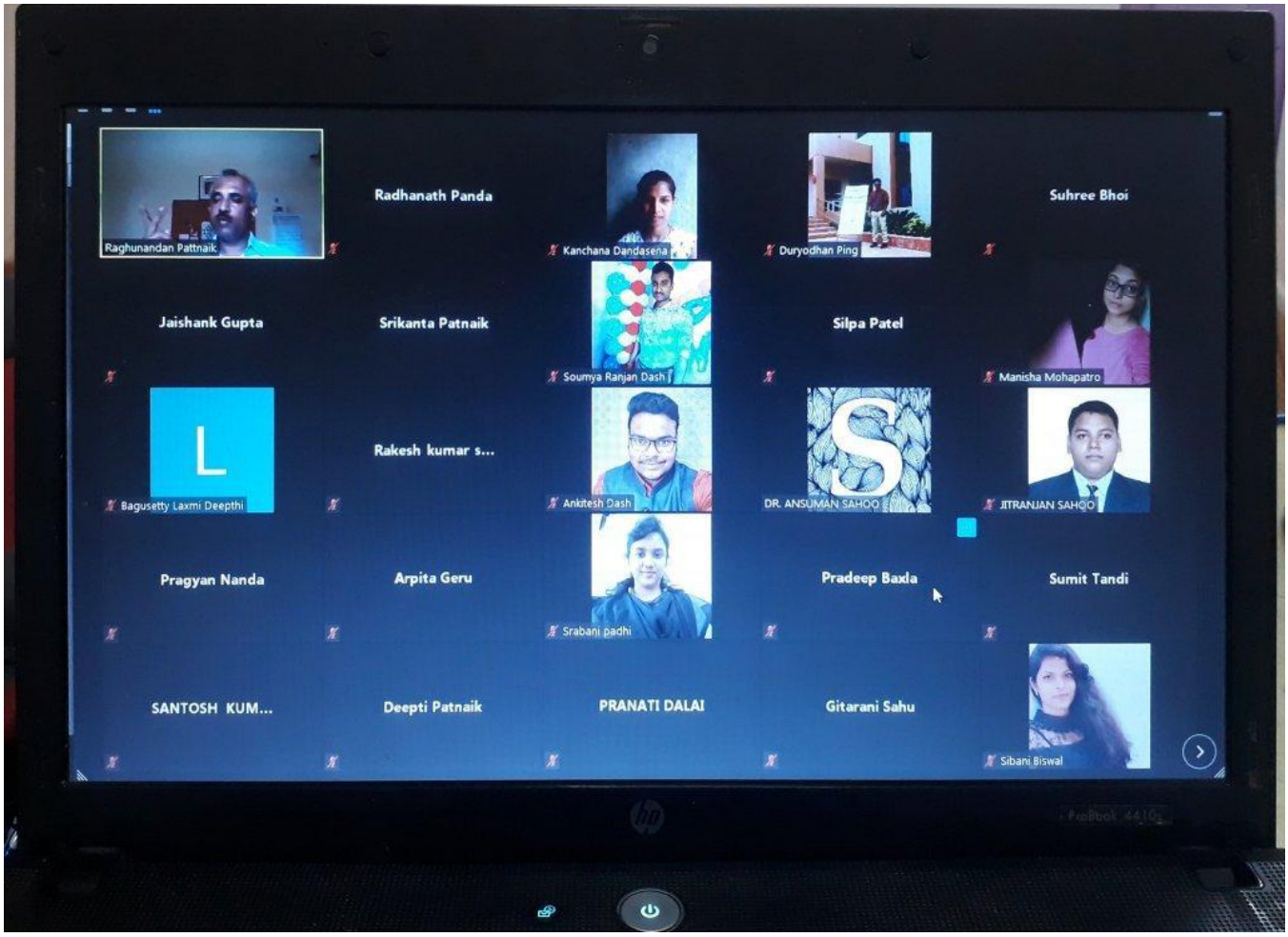
The induction program is designed to make the newly joined students feel comfortable, sensitize them towards exploring their academic interests and activities, reducing competition and making them work for excellence, promote bonding within them, build relations between teachers and students, give a broader view of life and building of character.

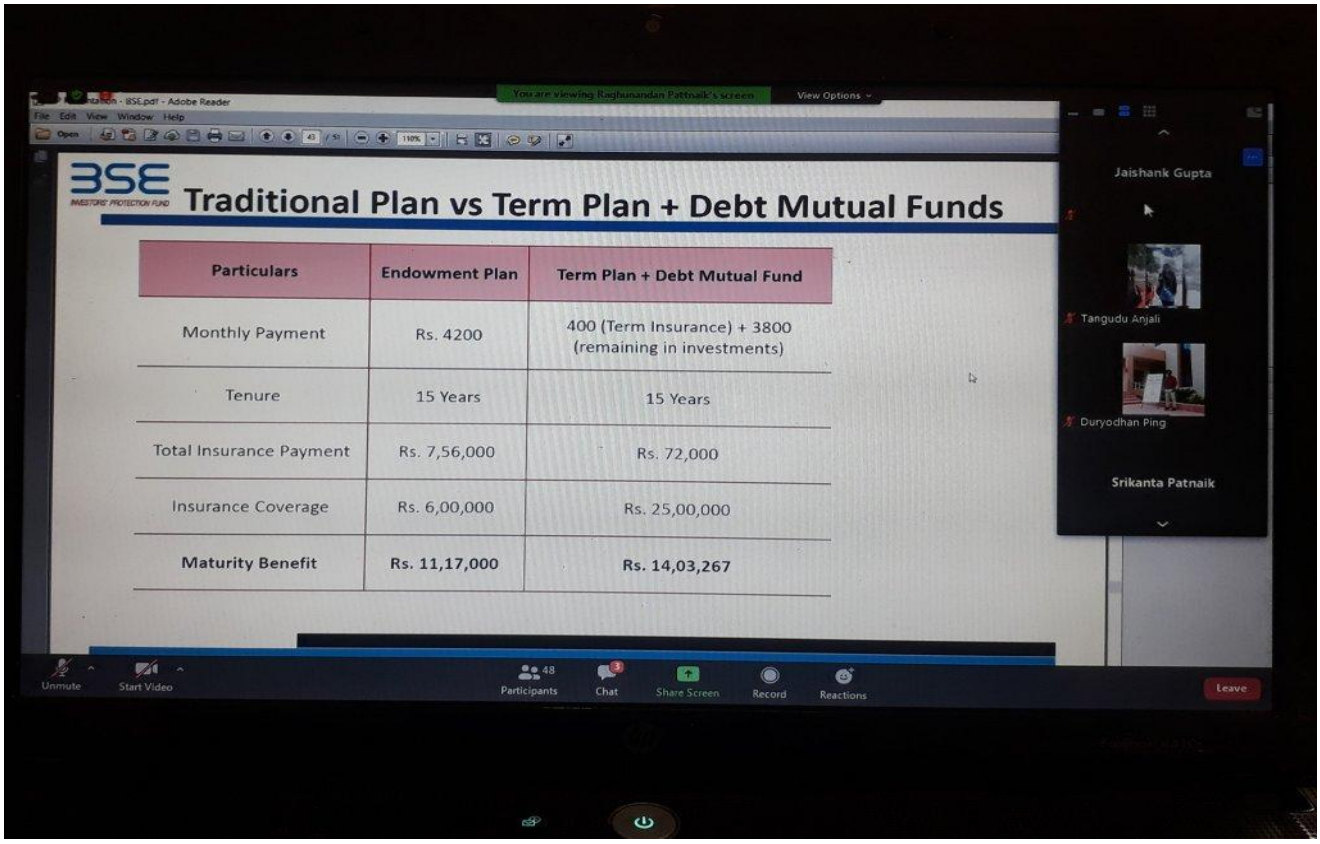
The UHV component, which acts as an anchor, develops awareness and sensitivity, feeling of equality, compassion and oneness, draw attention to society and nature, and character to follow through. It makes them reflect on their relationship with their families and their extended family in the college.

AAGAMAN 2021
(1st-12th December, 2021)
eSIP – SCHEDULE (Platform-ZOOM)

Date	Time	Program	Session Coordinator
1-Dec	10:30 am- 2:00 pm	Inaugural session	Prof. Srikanta Patnaik, Chairman IIMT Dr. Braja Bandhu Padhiari Dr. Santanu Rath, Chief Guest Dr. Pradipta Kumar Sahoo, Guest of Honour
2-Dec	10:30 am- 11:30 am	Interaction with students and curriculum orientation.	Dr. Sushanta Kumar Panigrahi
	12:00 pm- 1:30 pm	Session on Universal Human Values	Mr. Radhanath Panda
	2:00 pm- 4:00 pm	Management Game	Dr. Biswajita Das
3-Dec	10:30 am- 11:30 am	Introduction of faculties and their respective subjects	Mrs. Deepti Patnaik
	12:00 pm- 1:30 pm	Session by Career Counselor	Mr. Abdul Hakim Khan
	2:00 pm- 4:00 pm	Creative art & culture	Mrs. Pragyan Nanda
4-Dec	10:30 am- 11:30 am	Management Lesson	Mr. Nabaghana Pany
	12:00 pm- 1:30 pm	Competition (Photography)	Mr. Pradeep Baxla
5-Dec	10:30 am- 11:30 am	Session on Strategic Management	Mr. Arun Baran Mitra
	12:00 pm- 1:30 pm	Competition (Singing)	Mr. Alok Arun
7-Dec	10:30 am- 11:30 am	Session on Importance of Go Green for human	Mr. Raghu Nath Prusty
	12:00 pm- 1:30 pm	Competition (Art)	Mrs. Ratnamanjari Mishra
8-Dec	10:30 am- 11:30 am	Session on Yoga for a stress free life	Mrs. Manjula Mishra
	12:00 pm- 1:30 pm	Competition (Quiz)	Mrs. Deepti Patnaik
9-Dec	10:30 am- 11:30 am	Spiritual Talk	Er. Mihir Mohapatra
	12:00 pm- 1:30 pm	Communication and Management Student	Mrs. Soma Mitra
10-Dec	10:30 am- 11:30 am	Motivational talk	Dr. Santanu Rath

	12:00 pm- 1:30 pm	**Alumni Shares**	**Dr. Biswajita Das**
11-Dec	**10:30 am- 11:30 am**	**Session on Pandemic and its effects on student life**	**Mr. Radhanath Panda**
	12:00 pm- 1:30 pm	**Academic rules & regulations**	**Dr. Susanta Kumar Panigrahi**
12-Dec	**10:30 am- 11:00 am**	**Online class & time table**	**Mrs. Deepti Patnaik**
	11:00 am- 11:30 am	**Examination system**	**Mrs. Pragyan Nanda**
	11:30 am- 12:00 pm	**Valedictory**	**Dr. Braja Bandhu Padhiary**

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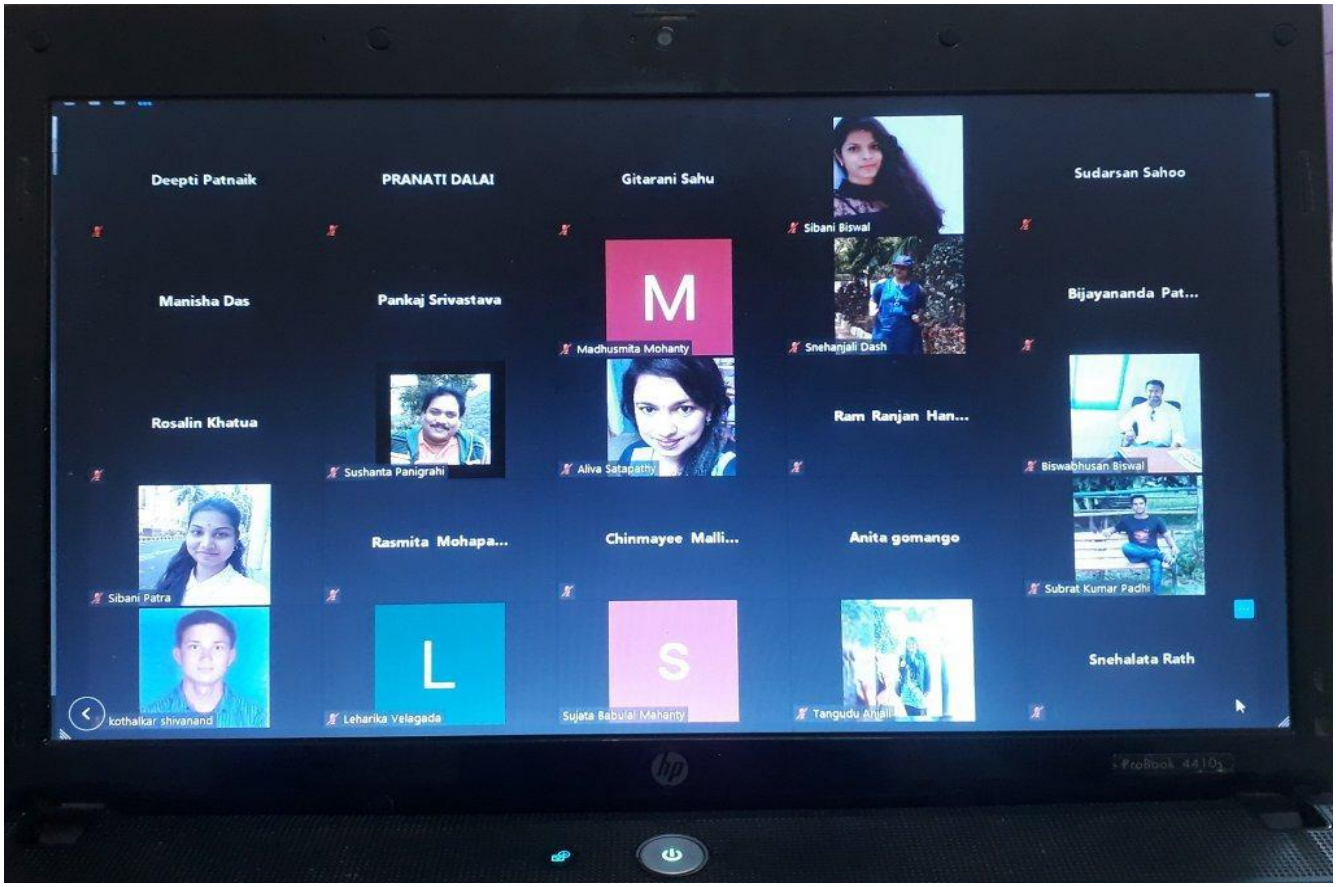
INVESTORS' PROTECTION FUND
Traditional Plan vs Term Plan + Debt Mutual Funds
Particulars
Endowment Plan
Term Plan + Debt Mutual Fund
Monthly Payment
Rs. 4200
400 (Term Insurance) + 3800 (remaining in investments)
Tenure
15 Years
15 Years
Total Insurance Payment
Rs. 7,56,000
Rs. 72,000
Insurance Coverage
Rs. 6,00,000
Rs. 25,00,000
Maturity Benefit
Rs. 11,17,000
Rs. 14,03,267
Jaishank Gupta
Tangudu Anjali
Duryodhan Ping
Srikanta Patnaik
Unmute
Start Video
Participants
Chat
Share Screen
Record
Reactions
Leave


Deepti Patnaik
PRANATI DALAI
Gitarani Sahu
Sibani Biswal
Sudarsan Sahoo
Manisha Das
Pankaj Srivastava
M
Madhusmita Mohanty
Snehanjali Dash
Bijayananda Pat...
Rosalin Khatua
Sushanta Panigrahi
Aliva Satapathy
Ram Ranjan Han...
Biswabhusan Biswal
Sibani Patra
Rasmita Mohapa...
Chinmayee Malli...
Anita gomango
Subrat Kumar Padhi
kothalkar shivanand
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Leharika Velagada
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Sujata Babulal Mahanty
Tangudu Anjali
Snehalata Rath