

Faculty-Initiatives-OB for Innovation in Assessment

Category	Details
Faculty Name	Dr. Abdul Qadir
Course Title	Organizational Behaviour
Course Code	20301
Trimester	Trimester 1 (July to October 2022)
Academic Year	AY 2022-23
Program	Post Graduate Diploma in Management (PGDM) – SM, Batch 2022-24
Course Outcomes (COs)	CO1: Understand the factors influencing human behavior CO2: Analyze self for effective self-management CO3: Apply theoretical frameworks to improve personal, team, and organizational effectiveness
Program Outcomes (POs)	PO1: Communicate effectively PO2: Demonstrate the Ability to Work in Teams to Achieve Desired Goals PO3: Reflect on business situations and apply relevant conceptual frameworks in service management context PO4: Evaluate different ethical perspectives PO5: Discuss the centrality of customer experience in service management PO6: Exhibit innovative and creative thinking

Innovation's Description:

As a part of the Industry/Field Integrated Group Project in the course, students were supposed to work in teams and do a comprehensive project. The topics that were allocated, required the students to use their unique personalities, integrate their learning on group dynamics into the task assigned and accomplish something that is just not a learning out of a course but achieve a significant landmark that speaks of their life-skills learnt, exhibit their passion to do something for the society and create a win-win stake for every stakeholder involving Students, Teams, Faculty as Facilitator, The Institution and The Society.

The Topics that were administered were as under:

Study Group	Task	Brief Description
G 1	CampusPreneur	A Campus Startup on student-centric business idea
G 2	Social Awareness Drive	Creating Sense of Road Awareness & Safe Driving
G 3	SocioPreneur	A Social Start-up addressing a social cause
G 4	Social Awareness Drive	Health Awareness Drive – Fit India, Hit India
G 5	CampusPreneur	A Campus Startup on student-centric business idea
G 6	Social Awareness Drive	Educating Deprived Women for Becoming Independent
G 7	Social Cause Drive	“Old is Gold” Campaign at an Old Age Home
G 8	Social Awareness Drive	A campaign on “Say No To Tobacco” Drive
G 9	Child Education Drive	Community Service through Teaching Deprived Children
G 10	Social Awareness Drive	Cleanliness Drive – Clean India/Green India (Delhi/NCR)
G 11	SocioPreneur	A Social Start-up addressing a social cause (Delhi/NCR)
G 12	Social Awareness Drive	Stop Child Labor Campaign (Delhi/NCR)

Implementation Process	<p>Phase 1: Briefing about the objective and task to be undertaken</p> <p>Objective: To apply the learning from the life-skills learned, exhibit the same using team-dynamics and enjoy a sense of achievement something for your own-self and others.</p> <p>Activities:</p> <ol style="list-style-type: none"> 1. Clarity on each topics and task expectation. 2. Issue of Bonafide certificates to teams for handling objections. 3. Time-line and expected outcome with modalities of submission. <p>Phase 2: Follow-up for the mid-review for better alignment of the tasks and their successful accomplishment</p> <p>Activities:</p> <ol style="list-style-type: none"> 1. Students were asked to share the work-in-progress over call and in-person updates. 2. Submission modalities were defined and updated on Moodle. 3. Presentation guidelines and report submissions were followed. <p>Phase 3: Presentation and Report Submissions</p> <p>Over the two sessions a total of 12 such presentations followed by report submissions on Moodle were made and the two outstanding work that came to the picture, were:</p> <ol style="list-style-type: none"> 1. Teaching to the Under Privileged Children of Society 2. A Day at an Old-Age Home
Outcomes and Impact	<p>Outcomes:</p> <p>Students took active part and accomplished genuine positive outcomes.</p> <ol style="list-style-type: none"> 1. Teaching to the Under Privileged Children of Society In case one, the students' team, reached out the target sec. of society, identified such children, convinced their parents and finally enrolled five children in a Govt. School (to start with). The cost was totally born by the students' team and some shared with the school's own scheme. The work was further continued (beyond OB assignment) and that has really led to many other such admissions. 2. A Day at an Old-Age Home In the second case, students spent two days in a week with an old-age home wherein they brought laughter, happiness and ray of hopes for the dwellers, who were dumped at the place by their sons/daughters. They celebrated their birthdays, reignited their hobbies and interests, and created a new life for them. The cherry on the cake was, students connected with those sons/daughters and convinced them to take their parents back and see it happening. <p>Impact:</p> <ol style="list-style-type: none"> 1. It added a solution to the society's many problems 2. It gave the students not just an opportunity to exhibit their OB/Life-skills learned but a reason to be happy for their action resulting into something noble and humble work for society. 3. It endorsed them as a responsible learners of Jaipuria and

	<p>brought good names to their alma-mater.</p> <p>4. They are blessed with a sense of achievement far away from this materialistic world.</p> <p>5. Last but "the least", getting good grades, recognition, standing ovation from peers, faculty and a journey that continued...</p>	
Challenges and Mitigation	Challenge	Solution
	Acceptance and permissions from the target field/organizations	Convincing ability of students and Bonafide Certificates from the course faculty/institutions worked.
	Group/Team conflicts	They knew from the beginning that it's a golden opportunity for them "to make it or break it" that lead them to pull it off in style

Alignment with Program Outcome(s)	<p>Communicate effectively (PO1): Effective communication was seen through out the tasks, handling rebuttal, convincing and finally delivering what was intended</p> <p>Ability to Work in Teams (PO2): Despite the individual differences in terms of skills, educational backdrop, experiences and demographics, they gelled well with each other and in a way became better team-player.</p> <p>Application of Conceptual Frameworks (PO3): The life-skills learnt through the OB concepts were use to accomplished the tasks in an effective manner.</p> <p>Innovative and Creative Thinking (PO6): The very basis of the innovative and practical topics in this assignment, crippled the students mind to do something different and unique while ensuring that they meet the desired objective, which they eventually did meet.</p>
Recommendations for Future Implementation	<p>Average Performances on Few Topics: Topics such as <i>Campus-Preneur and Socio-Preneur</i> did not yield the expected outcomes against great potential. Students in future can be better hand-held and guided to come out with their creativity and get their hands dirty better on something of great significance in their own living place.</p>
Conclusion	<p>The entire exercise of conceptualizing, structuring, administering and implementing this assessment was a great learning for one and all. The ultimate cultivation of this innovative assessment though doesn't stop here, however, the faculty was recognized and conferred with Best Faculty Award based on Jaipuria's Most Impactful Stories for one of its values "Sustainability and Concern for Society" at the pan area annual FDP held in Colombo, Srilanka, in July 2023.</p> <p>The cherry on the cake of this whole saga ended with, the awarded faculty dedicated this award to his two exceptional teams of students wherein, the certificate and the cash prize of INR 5000 was handed over to them for their exceptional efforts and work.</p>

Best Faculty Award 2023


Jaipuria Institute of Management
recognizes

"DEAR STUDENTS"
PGDM (C) & PGDM (SM)
2022-24
SG-09 & SG-07

(Based on Most Impactful Story)

Presented at 11th Annual Pan Jaipuria
FDP 5th - 8th July, 2023


Vice Chairman


Vice President - Group HR

