

FR.C.RODRIGUES INSTITUTE OF MANAGEMENT STUDIES

2020-2021

Best Practice 1. Management Ethics

FCRIMS believes in building ethical value system in the students. In order to inculcate these values in successful managers, we believe that students require understanding of ethical concepts that are best built and strengthened through exposure to case studies on ethics which is beyond the curriculum. This activity is aimed to develop ethical leadership and social responsibility among students. To achieve these objectives FCRIMS conducts sessions of case study relating to corporate values and ethics.

A group of students is given a corporate case study related to ethics that a particular company is facing. Students present after dissecting and analysing the case. They identify what went wrong with the company and also come up with solutions. This makes them understand the importance of corporate ethics. This activity helps in understanding management roles and developing the students to become ethical leaders /managers/entrepreneurs. This activity also empowers them to tackle with ethical understanding and confidence, the professional challenges which they are bound to face in their career.

Case study presentation involves understanding of corporate frauds as well as analyzing them. Students are divided into 5 groups and each group is assigned 2 faculty members from cross-functional areas. Every group is assigned a different case study on corporate frauds. Students are expected to dissect the corporate fraud, analyze and present their learnings on corporate ethics. It sensitizes students about the existing reality in the corporate world. This activity sets an example of how their (students) actions impact them as well as the corporate world which they will enter soon.

Overall the institute strongly believes in imbibing ethical values and builds a healthy ecosystem in the minds of the students. This activity helps the students to become more competent in the corporate world.

Best Practice 2: Activity Based Learning

FCRIMS believes in all round development of students through experiential learning. Hence the institute has come up with the idea of activity based learning. The purpose of activity-based learning (ABL) was to enrich interaction and understanding with others at the same time improve the skills needed in business. These activities are listed as under:

Emotional Intelligence: With the theme of Emotions and Emotional Intelligence, many activities were conducted in the ABL session scheduled with the aim to facilitate learning through individual sharing, from peers in groups with a complete experiential approach. The sessions involved various exercises such as identifying triggers, working with core beliefs, mapping the emotions etc. using various tools like psychometric test, exercises, storytelling, videos, movies etc.

Ex Tempore: Each student was given a random topic to speak on for 2 to 3 mins. The topic would vary from current affairs to general knowledge and abstract topics. The student was

given 1 minute to think and gather their thoughts and then speak. This activity helped understand the thought process of the students. Each student was given feedback on the quality and quantum of the content.

Netrutva (नेतृत्व): This activity will make students aware of the prominent personalities in the field of business. Students are expected to do some online research about these leaders and create a document as specified by the faculty coordinator. In each slot of activity based learning, the student is supposed to present/discuss the achievements, struggle of the business personality allotted to him.

Self-introspection: In an exercise of Self Introspection using SWOT Analysis, students identified their strengths, and, weaknesses. They identified the opportunities they can avail using their strengths. They also identified the threats they could face due to their weaknesses. The exercise was enjoyed by the students and they could identify the strengths to be sharpened and weaknesses to be worked upon.

Time Matrix: In an exercise of Time Matrix, they understood the importance of priority management and importance of proper utilization of time for their work life balance.

Overview of Financial Services Industry: This ABL on “Overview of Financial Services industry” introduces an understanding of various financial products and Institutions providing financial services, knowledge of which is essential for students of all specialization of MBA course. Students were given topic relating to financial services. Each group has to make a presentation on basics of their topic which includes concept, example and current news relating to that topic followed by a MCQ for attendees. After the student presentation and MCQ, Faculty member discusses topic and explains topic with an interesting video. This helps students to understand topic better.

Financial Literacy: The students were asked to pen down their income in terms of part time earnings, pocket money, income from any existing investments. They were also asked to record their expenses and make a monthly budget. Post making a budget they were sensitized to save and invest their savings. For investment of their savings, discussion on basic instruments was done along with the instrument’s mechanism and the calculations.

World of Stock Trading and Investing: The students were explained some basics of stock trading and it was demonstrated via a virtual trading platform on how to do trade. They were asked to open a virtual trading account and trade. Topics on stock market concepts were given to the students in a group of 3 or 4 and were asked to do a presentation on it.