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18.

BEST INNOVATIONS IN TEACHING BUSINESS PRACTICES**Mrs. Deepti Sameer Sadvelkar**

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Dr. Deepak M. Salve

(Sant Gadge Maharaj College of Commerce & Economics)

*Education is the most powerful weapon which you can use to change the world"- Nelson Mandela***ABSTRACT**

Best practices in teaching are an inherent part of a curriculum that exemplifies the connection and relevance identified in educational research. Education is an engine for the growth and progress of any society. It not only imparts knowledge, skills and inculcates values, but it is also responsible for building human capital which breeds, drives and sets technological innovation and economic growth. If education fails to inculcate self discipline and commitment to achieve in the minds of student, it is not their fault. Teachers have to convert education into learning process by generating interest to learn by adopting innovations in teaching business practices. As it is said that there is no teaching unless there is learning, teacher uses variety of methods to make the concept more comprehensible. Any communication methods that serve this purpose without destroying the objective could be considered as innovative methods of teaching. The purpose of this paper is to suggest useful innovative teaching practices that can be attempted in imparting knowledge to the students.

Keywords: Innovative, Best practices, Teaching, Traditional teaching, Methods.

INTRODUCTION:

The traditional teaching method is a book, a piece of chalk, a blackboard. As a form of dull, inefficient, prone to weary student, inevitable have a little slow poor result. Such teaching method has not suited to science and technology and to management. Under the new situation it is important to use advanced teaching tools and methods for optimization and to improve teaching effectiveness.

TRADITIONAL TEACHING METHOD

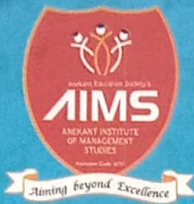
In the pre-technology education context, the teacher is the sender or the source, the educational material is the information or message, and the student is the receiver of the information. Thus the learning mode tends to be passive and the learners play little part in the learning process. It has been found in most Universities by many teachers and students that the conventional lecture approach in classroom is of limited effectiveness in both teaching and learning. Some limitations which may prevail in traditional teaching methods are:

- Teaching in classroom using chalk and talk is "one way flow" of information.
- Teachers often talk continuously for an hour without knowing students response and feedback.
- Learning from memorization but not understanding.
- Marks rather than result oriented.

INNOVATIVE TEACHING METHOD

The role of the teacher has been changed since the development of learner centered approach modern teaching involves more than classroom management, upfront explanation and testing. Teacher's job is to create a condition in which learning takes place. The following are some of the innovative teaching methods to educate the students. They are as follows:





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5th National Conference

on

“Management Perspectives on Changing Socio-Economic Environment: Vision & Challenges”

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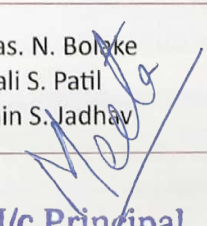
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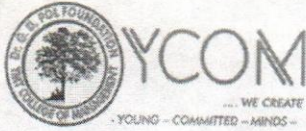
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LESSONS ON MANAGEMENT FROM THE BHAGAVAD GITA

Megha Nair Pillai¹

Abstract:

Mythology defined as 'the study of myths' has the most profound effect on the lives of Indians in the name of tradition and culture. We Indians have given the world a plethora of texts and scriptures to impart spirituality, inculcate the purpose of life and educate about the soul. Mahabharata, considered to be the greatest treaties on Warfare and Management has been embraced by the world with open heart. The Bhagavad Gita simplifies the purpose of life by giving our souls a direction to follow and a path to tread. It is with this purpose that the author is trying to imbibe management lessons for better understanding and practice.

Keywords: Bhagavad Gita, Management, Mythology, Knowledge

I. Introduction

The origin of the universe as per various scripts and texts of the past is based on the legend that there are three gods who represent three gunas (qualities). Lord Brahma (Rajas) – The creator of the Universe; Lord Vishnu (Satva) – The protector of the Universe; Lord Mahesh (Tamas) – The destroyer of the Universe.

The Bhagavad Gita is a 700 verse Hindu scripture that advocates Lord Krishna's doctrine of doing one's duty without coveting any reward. It was written by Sri Ved Vyasa as a part of Mahabharata since it is a narrative dialogue – song between Lord Krishna and Arjuna in the battlefield of Kurukshetra. Arjuna is instructed by Lord Krishna to fulfil his duty and establish the seed of Dharma in the world.

In today's world, most people expect to be rewarded in some form or the other for a job well done. In fact, rewards act as a source of motivation to enhance the productivity of an individual which in turn proves beneficial for the organisations growth. Hence, to inculcate values of The

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**Administrative, Academic and
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Role of the Librarian: A Case Study of Patuck-Gala College of Commerce & Management Library Practices

Ms. Sunita Bhuiya

Librarian

Patuck-Gala College of Commerce
& Management Mumbai

Abstract:

Keeping in mind, facing of NAAC the quality and service is an essential component and the improvement process of the library are monitored. Feedback as the best practice is practiced for the quality improvement of the services provided to the users. There is always a need for creativity, innovative library practices in the library and so this paper highlights the role of the librarian with the respect of library services and Library practice of Patuck-Gala College of Commerce & Management (PGCCM) users.

Keywords: Role of the librarian, Best practices of library, Patuck-Gala College of Commerce & Management

Introduction

The academic libraries are comprised of school libraries, college libraries and university libraries. Libraries are a place for the collections of books, magazines, journals, newspapers etc for the users of the institution. It is a place where the materials are systematically arranged for the easy access to get the right materials at the right time. College libraries are meant for supporting, helping and guiding the members for teaching, research works and for their personal growth and development.

College Library

The library has been traditionally the heart or the temple of knowledge to their associated institute or an organization. As per the UGC Guidelines College libraries need to have facilities that promote effective and interactive access and use of information resources for all users. The college libraries emphasis in facilitating, supporting the classroom teaching and learning and so they are fundamentally service organizations. They have a significant role to play in higher education too.

Role of the Librarian in Academics

Librarians are often misunderstood to be the support or periphery of academics, but in reality they are at the heart of the academic process. They have master in subject knowledge, quality of effective teaching, ability to anticipate, identify and define area of library services, interactive with colleagues and the readers, effective library leadership. Librarian manages, organizes, evaluates and disseminates the information to the students, lecturers and other learners; guiding students and faculty at the reference desk; co-ordinate with staff to ensure that students have the material they need or access to it. The Librarian plays an important role to provide the right guidance with the coordination between the students and faculty members who in turn strengthen the quality of the services for each reader and provide the right access of information available in the library for the readers.

Profile of PGCCM

The Library of PGCCM was established in the year 2002 it has collection of textbooks, reference books (subjects and pure reference) basically the books are of Commerce, Management and Banking & Insurance, general and fiction books. It also has magazines, journals (national & international) and newspapers for the readers.

The Library adapts the techniques of marketing to market our products and services to the users in such a way that attract and convince our readers to use and value their own library. To accomplish the five laws of library science the library is involved doing many things to reach the readers to provide various services, promote the collections, and do attractive things to motivate the students for optimism use of the library.



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Role of Leaders in Change Management

Dr. (Mrs.) Meeta Pathade, Incharge Principal
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Abstract :

Organizations need to change and adopt dynamic survival strategies to stay alive in uncertain political, social and economic environments. All environmental factors present in the nature experience change on continuous basis. Hence, change management is a critical part for any organization. The paper aims to explore the role of leadership in change management process. The paper also highlights leadership traits and competencies to facilitate effective organizational transformation. The researcher has resorted to descriptive study and has used secondary method of data collection. The study reveals the issues addressed by the leaders to navigate the change management process successfully.

Keywords : Change management, Organizational transformation, Role of leaders, Leadership traits

Introduction :

Organizational change is any alteration that occurs in the environment of an organization. It implies alteration in objectives, strategies, procedures, technology, structural arrangement, job designs, and people. Thus, a change can include product and process restructuring, mergers and amalgamation, expansion and diversification. It can also include change in attitudes and skills of organizational people, tasks and technology of the organization.

Change is a campaign, not a decision: CEO and senior executives make pronouncements about change all the time and then launch programs that get ignored. Changing behaviour requires a campaign, with constant communication, tools and materials, milestones, reminders, and rewards.

The companies most likely to be successful in making change work to their advantage are the ones that no longer view change as a discrete event to be managed but as a constant opportunity to evolve business. GE, HP, and Nissan are all starting to treat change as a constant and not as an initiative that needs to be managed. In these organizations, change readiness is the new change management. Change readiness is the ability to continually initiate and respond to change in ways that create advantage, minimize risk and sustain performance.

Leaders should be a role model, exemplifying the best of what the change is all about.

There are two types of changes: Radical change and Incremental change.

- Radical change is also called as frame-breaking change. It results in a major overhaul of the organization or its component systems. Organizations undergoing radical change experience significant shifts in basic characteristics, including the overall purpose and mission, underlying values and beliefs, supporting strategies and structure. In today's business environment, radical change is often initiated by a critical event, such as a new CEO, a new ownership bought by merger or takeover, or a dramatic failure in operating results.
- Incremental change is also called as frame-bending change. This type of change, being part of an organization's natural evolution, is frequent and less traumatic than radical change. Typical incremental changes include the introduction of new products, technologies, systems, and processes. Although the nature of the organization remains relatively the same, incremental change is an important asset in today's demanding business environment.

The success of both – radical and incremental changes in organizations depend on change agents who lead, and support the change processes. Change agents need to be effective at change leadership.

Change leadership deals with the idea that an organization needs to master the challenges of change while creating a satisfying, healthy, and effective workplace for its employees.

Any change processes must face certain level of



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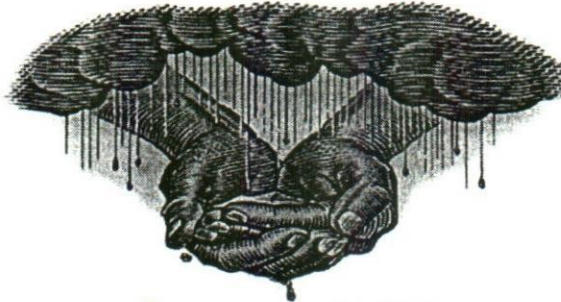
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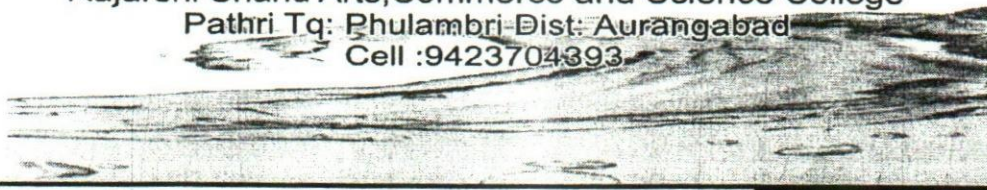
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PATTERN AND PROCESS OF URBANIZATION IN THANE CITY IN MAHARASHTRA: A GEOGRAPHICAL STUDY

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ABSTRACT: In the case of Thane city it is observed that through the redevelopment of the central city is taking place it is not at the high density. In the case of Thane city, the central location is less dense as compare to the outskirts because high raise building and bigger complex are coming up at the outskirt this is because replacement of urban capital can happier only when the passage of times has rendered existing uses substantially "Out of touch' with the current market. Thus the centrally crowded areas like Naupada, RamMaruti Road, Jambhali naka which were a major market and retailing places has lost their significance because of the Mall culture.

With the references to Thane City it can be observed that people definitely have preference for the open space that is one of the reasons of the development of the peripheral areas like Ghodbander Road, and the village of the roadside like Waghbil, Naka, Patalipada, etc, however the lack of the development in terms of infrastructure, road and connectivity is causing bottlenecks in terms of the development of their areas.

Key words: Pattern and process, Development, Urbanization, Infrastructure, connectivity.

INTRODUCTION:

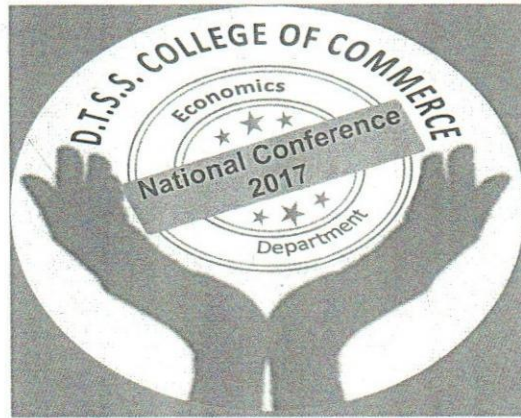
The study of civilization and urbanization as a subject can be understood under the context of a branch of a geographical civilization. Rural civilization is the second branch of geography. In recent days the world of civilization Geography has got lot of importance. The civilization of Geography in focuses on various things such as location of city, historical development of city, classification and function, civil problems and relation with other cities etc. It also focuses on transportation system and regional behavioral pattern of cities. In regional behavioral study, it reflects the picture of local people. Every citizen has their own independent reflection of its city. The civilization indicates particularly geographical, social, cultural and educational development. This process of development depends on change. So the process of change needs to be understood clearly.

The development and change decides the spreading of depends upon the method and the factor behind it and so many time the acceptance and rejection of development is depend on such factors e.g. the opposition party and Ruling party. Usually the fashion of film stars instantly reaches to the common people but the acceptance of change by common people never get any sort of public appearance. Nowadays cultural factors can be of more use to bring new change but for bringing change requires sound awareness of culture.

The main person, who brings change, needs to be strong, sometimes, he can be criticized but without such people, change is impossible. In civilization, change can be on cultural and Economic levels. Cultural means the study of ancient developed societal study. Such cultural study can be understood at comparative level. We can see that there are distinct differences in culture.



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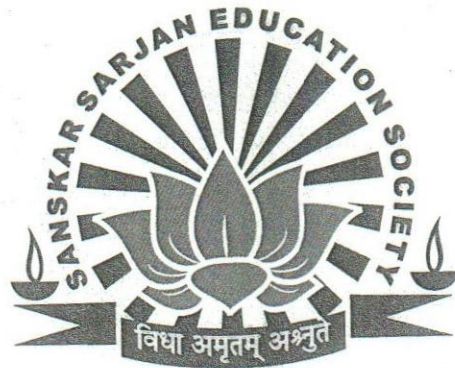
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A Watershed Moment
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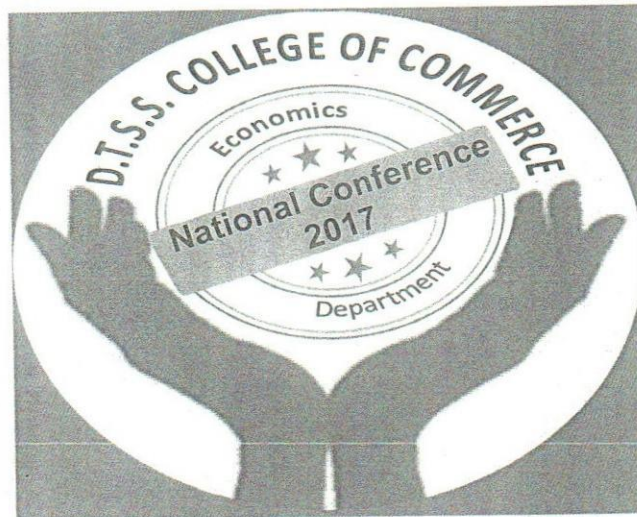
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Rural E-Governance In India

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ABSTRACT

E-Governance is that form of Governance which seeks to realize processes and structures by harnessing the potentialities of ICT at various level of government and public sector & beyond for the purpose of enhancing services to be delivered to the People. Rural E- Governance application is the recent past have demonstrated the Important role the ICT play in the realm of rural development several E-Governance Project have attempted to improve the reach enhance the base, minimize the processing costs, increase transparency and reduce the cycle times.

INTRODUCTION

Technological changes have certainly improved the living status of Indians, Broadened base of television and telephony services has filled the gap between the rich and poor in way of access and use of technological innovations. This Technological advancement is however a little slow in the area of computer-aided services. It is because of two basic difficulties of this sector- first is ready availability of computer system, which is still a costly affairs for an average-income earning Indian and the second is ignorance and lack of information of available computer-aided facilities and their huge benefits over the conventional system.

E-Governance is the application of ICT for delivering Government services exchange of information communication Transaction integration various stand one system and services between Government to citizen(G2C), Government to Business(G2B), Government to Government(G2G) as well as back office Process and interaction with the entire Government framework. Through the e-governance the Government services will be made available to the citizens in a convenient, efficient and transparent manner. The three main target Groups that can be distinguish in Governance Concept are Government Citizens and businesses/interest group. In e-Governance there are no distinct boundaries. ICT are being increasingly used by the Government to deliver it services at the locations convenient to the citizens.

Democratic Governance mechanism are becoming more receptive to the potential of information Communication Technologies[ICT] to achieve good Governance in its implementation. This application of ICT for governance is covered under the umbrella term of e- Governance. E-Governance is expected to maximize citizen satisfaction by not just improving responsiveness of public service delivery mechanism but also by augmenting citizens participation in Government mechanism. Certainly for any e-governance initiatives to be totally acceptable citizens needs and aspiration need to be its staring point & the Core nuclei. However the reality seem to its contrary, more specially in the rural areas of developing countries such as India. Rural E- Governance application is the recent past have demonstrated the Important role the ICT play in the realm of rural development several E-Governance Project have attempted to improve the reach enhance the base, minimize the processing costs, increase transparency and reduce the cycle times. Several states have initiated the creation of statewide Area Network [SWAN] to facilitate electronic access of the state & District administration services to the citizens in villages.



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'Leadership Practices for Librarian'

By: Ms. Sunita Bhuiya¹

Abstract:

*Management is doing things right;
Leadership is doing the right things*

In the field of academics, leader and leadership practices is an indispensable tool for its smooth functioning and in the accomplishment of goals. Today even in non-profit sectors, for example libraries, leadership practices is needed to improve the quality of services, in fulfillment of the institute's objectives, vision and mission. This paper highlights leadership practices adopted by a librarian to create a culture of excellence, promote innovation and develop the skills and attitudes of the library staff and the subordinates for the benefits, so as to maximize effectiveness performance in the institute.

Keywords: Leadership Styles, Practices, Librarian

Introduction:

Leaders are the ones whom we follow; and a librarian needs to be a kind of leader who would be followed. As leaders cannot lead in isolation, even librarian needs to have a team of good people to support, to provide different innovative ideas to help the institute grow. Besides exhibiting leadership qualities, a librarian should display the ability to influence the staff to act towards the achievement of the vision, create an atmosphere of trust and empathy, and guide them to contribute with zeal and confidence (i.e zeal is ardor, earnestness and intensity in the execution of work; confidence reflects experience and technical ability). It is certain that with these abilities and attitudes, the staff too shall be induced to provide support and enlarge services that benefit the stakeholders within and outside the institute.



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