

D.N.R.COLLEGE(AUTONOMOUS), BHIMAVARAM

Best Practice-1

1. Title of the practice: Introduction of Job oriented courses

2. Objective of the practice:

The basic objective of the institution of job oriented courses, year after year is to equip the students with needed skills, to meet the ever changing of the expectations of the industry and market place. The underlying principle of this practice is to offer multi disciplinary courses to gear up the learning abilities of the students with emphasis on technology and marketability of the student.

3. The context:

The Godavari districts are known as the rice bowl of the State with traditional monsoon based paddy cultivation supported by the irrigation canal system. In the last two decades a significant change has taken place in the agricultural economy through Blue Revolution i.e. cultivation of fish, prawn and crab under controlled conditions through ponds.

Labor intensive paddy cultivation is slowly being replaced by the capital intensive aquaculture resulting in more jobs in water testing, hatcheries, feed manufacturing and packaging and transportation of the harvest.

4. The Practice:

The traditional courses being offered at UG level even in science faculties don't empower an average student to meet the market requirements in this part of the country.

In this background new programs are designed by combining applied life sciences and computer science with emphasis on aquaculture technology to make the student market ready and develop entrepreneurial talents to convert the job seekers into job providers.

The specific newly introduced courses include Microbiology, Biochemistry, Computer Science (MBCs); Microbiology, Chemistry, Computer Science (MCCs) and Zoology, Chemistry, Aquaculture Technology (ZCAI)

Constraints: In spite of the best efforts of the institution in designing and administering the programs, increasing in demand by admissions is not up to the mark.

5. Evidences of success:

It is established that students doing the above mentioned job oriented courses are very much satisfied with the course content and market relevance and are enthusiastic to pursue Post graduation and to establish Quality testing labs. Some students are even enthusiastic to

become entrepreneurs in the field of aquaculture. Thus modern education is tuned to make the traditional aquaculture more profitable and ecofriendly.

6. Problems Encountered and Recourses Required:

For any endeavor human resource is vital to make the project successful. Faculty with research experience has become a scarce input in spite of the best efforts of the institution.

Model forms for hatcheries and scientific cultivation practices in aquaculture needs huge investments in terms of land and capital. For obvious reasons students are compromising with field visits and study tours.

7. Notes:

An integrated approach of the Government through Fisheries Department, Marine Products Exports Development Authority , University, Revenue Department and Cooperatives in planning and development of aquaculture forms with emphasis on water management, seed development and transparent policy in procurement, warehousing, transportation and pricing of produce goes a long way in achieving higher targets for the export oriented aquaculture industry in the State of Andhra Pradesh which is blessed with a very long coast line.

Best Practice -2

1. Title of the practice: Cooperative credit to the staff

2. Objectives of the Practice: Living to the slogan “One for All and All for One”, the college has initiated a Cooperative Credit Society in early 1950s to achieve economic democracy by cultivating the habit of thrift among the teaching and non-teaching staff of the college. Every member has to contribute ten percent of their loan eligibility as share capital, on which one will get yearly dividend. The basic objective is to ensure funds available for any genuine reason such as education, health, family functions or other contingencies.

3. The Context: The contextual background of the cooperative credit society is the Management’s experience in demand for salary advances for the employees regularly for many reasons. In spite of the best efforts of the management in sanctioning interest free salary advances, a permanent institutional arrangement was felt needed.

The basic premise for establishing cooperative credit society in the college is to take advantage of the concessional credit extended to cooperatives by the State Cooperative Federation. A regular savings habit and building up of share capital will result in a good amount at the time of retirement of the employee. Financial education and sense of security goes a long way in improving quality of work life.

The Practice: With the sole objective of economic welfare of the employees by adhering to the principles of Cooperative Societies Act, management and functioning of the credit society

is looked after on honorary basis under the chairmanship of the Principal. The services of experienced employees from office as well as faculty are opted to from the executive body of the society. The designated Secretary maintains the books of accounts, compliance of the guidelines in administering the financial transaction. Periodically credit requirements are enumerated, consolidated and submitted to the District Cooperative Bank. The sanctioned credit loans are disbursed as per guidelines. Equated Monthly Installments are collected from salary of the borrowers. In case of any emergency, at the discretion of the Principal and executive body, additional credit will be sanctioned as per the eligibility norms of the applicants.

5. Evidence of Success:

Cooperative credit society in the college is a proven success and enjoyed good patronage of the employees of the college. The demand for its service is ever increasing. The success rate is 100 per cent. Cooperative department audit reports also vouch for the success of the society and its contribution in ensuing credit availability at a very reasonable interest to the satisfaction of one and all. Dividend declared over the years is also a clear testimony to the success of the practice.

6. Problems Encountered and Resources Required:

In spite of the good track record of the society encounter problem in meeting the credit needs of the temporary and contingent staff for want of availability of guarantees due to uncertainty in their service. Another problem encountered in implementing the credit is the ceiling set by the cooperative department per employee is coming the way of providing long term loans for purposes such as housing, education and some other valid reasons. A matching grant from the college Management as well as State government will go a long way in ensuing better credit to the employees at a lower rate of interest on liberal terms with extended liberal repayment schedule to lessen the economic burdens at home to improve the job satisfaction of the staff for better rededication to work for the intuitional goals.

7. Notes: Cooperative movement in India may not be of that much successful, but it should succeed to achieve the goal of economic democracy. The cooperative spirit may be extended to student community in the campus and off the campus. Every alumnus may be associated with the institution through a cooperative umbrella.

To inculcate institutional values and best practices in the university fold cooperative perspective will be a better tool make one and all involved in the process of multifaceted development of teaching–learning–evaluation and extension activities.