



# St. Francis Institute of Management and Research

## (SFIMAR)

### **Best Practice 1: Outcome-Based Education (OBE) Implementation**

#### **1. Title of the Practice – ‘Implementing Outcome-Based Education (OBE) at SFIMAR’**

#### **2. Objectives of the Practice**

- To enhance the quality of teaching and learning by aligning educational activities with clear outcomes.
- To measure student performance based on their ability to achieve defined learning outcomes.
- To ensure continuous improvement through assessment and feedback for students, faculty, and curriculum design.

#### **3. The Context and Practice**

The shift towards OBE is driven by the need to deliver education that equips students with specific skills and competencies required by industries and society. The National Board of Accreditation (NBA) requires that educational institutions adopt OBE to ensure graduates meet global standards. This practice promotes student-centred learning, focusing on clear objectives for faculty and students.

#### **4. Evidence of Success**

- Accreditation by NAAC with an 'A+' grade reflects OBE implementation's success.
- Positive feedback from students and faculty on the clarity and effectiveness of learning outcomes, leading to more engaging and structured courses.

#### **5. Resources Required**

- ICT Infrastructure: Smart classrooms and Learning Management Systems (LMS) for delivering and assessing outcomes.
- Faculty Development Programs (FDP): Training faculty on designing course outcomes, teaching methodologies, and assessment tools aligned with OBE.



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### **Best Practice 2: Industry-Academia Collaboration and Skill Development**

#### **1. Title of the Practice – ‘Strengthening Industry-Academia Collaboration for Skill Development’**

#### **2. Objectives of the Practice**

- To bridge the gap between academic knowledge and industry requirements by providing practical skills and industry exposure.
- To increase students' employability by offering certifications, internships, and real-world projects with industry partners.
- To foster a culture of innovation and entrepreneurship through joint industry-academia initiatives.

#### **3. The Context of the Practice**

SFIMAR organises student skill development programs where students are equipped with industry-relevant skills beyond academic knowledge. Collaborations with industry experts provide practical exposure and skill-based learning opportunities, equipping students with competencies required by employers. Industry-driven certifications and live projects help align the curriculum with the job market's needs.

#### **4. Evidence of Success**

- Increased Placement Success: The consistent rise in average salaries over the last few years is a testament to the effectiveness of these collaborations.
- Industry Certification Programs: Completing certifications such as CAII by SS&C GlobeOp, Advanced Excel, and bridge courses on Investment Banking and Financial Markets has improved placement outcomes.
- Industry Guest Lectures: Regular interactions with industry experts, helping students gain industry exposure.

#### **5. Resources Required**

- Industry Partnerships: Collaborations with companies for internships, live projects, and guest lectures (e.g., partnerships with SS&C GlobeOp and various corporate recruiters).
- Professional Development Programs: Conduct mock interviews, resume-building workshops, and skills training (e.g., LinkedIn seminars and group discussion training).
- Financial and Technological Resources: Support for certifications, internships, and the necessary technological infrastructure to support these programs.