

## **6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.**

The Institutions follows the Professional Management approach in managing the Institutions. The Professional Management aims at implementing the concept of innovativeness in managing the academic and administrative matters.

The Institutions always believe in the practices of decentralization and participative management. Practice of Decentralization is having own significance in the management. It reflects the policy decision making, planning and administration, and office management. Management and Administration is responsible for quality initiative to promote education to all sections.

The Institutions enhance the quality at various levels - Management, College Development Committee, Governing Council, Principal, IQAC Committee, NAAC Committee, NBA Committee, Various Committees, Academic Staff Welfare, Administrative and Non teaching Staff, NSS, all the stakeholders involve in the decentralization and participative management.

All are working together for efficient functioning of the Institutions.

**1. Management:** The Institution promotes a culture of decentralization and participative management involving all types of stakeholders in the process of decision making. The management always believes in decentralization and participative management. The management endeavors best substantial independence to the Institutions in all area of decision making process.

**2. Administration:** Administration is the backbone of the Institution. Institution firmly believes to provide quality education to the society. The College administration plays an integral role, leading and supporting the development and implementation of policies, programs, and initiative that are associated with the vision and mission of the college. The administration ensures the smooth functioning in the all areas like Admissions, Account and Finance, Record Keeping, Evaluation and Supervision, and Maintenance.

### **3. Faculty Members**

Faculties maintain the healthy relationship with students, faculties, and community. The faculties are executing the policies and programs accurately and constructively. The College faculties represent the ethics and attend the professional ethics in the education.

### **4. Departments**

The Primary role of the department is to provide the academic excellence in all activities. The Departments and Head of the Department are performing their role and responsibilities initiated with the vision and mission of the college.

## **5. Non Teaching Staff**

In the administration non teaching staff plays crucial role in managing the day-to-day work. The assigned to non-teaching staff is to meet and accomplish operational and strategic objectives.

### **6.1.2 Case Study Showing Decentralization and Participative Management**

The Institution has adopted the decentralization and participative management in the process of academic and administration. The Top management gives generous freedom and flexibility to the Principal together with the academic council to lead all the academic activities of the college. They regularly meet and take necessary steps to formulate and implement the perspective plan of the institution. As part of quality improvement and quality initiative the institution and its concern IQAC and College Development Committee and other statutory Committees continuously work on quality improvement. In the beginning of academic year all faculty members conduct a meeting and discuss the smooth functioning of the institution. Various committees are constituted and responsibilities are assigned to them. Committee Chairman and members of the committee report to the principal and IQAC about the planning and implementation of the decision. They get the feedback from all the stakeholders of the institution and take steps for further improvements as far as they are within the capacity and recommend the management for further corrective action. The Administrative and academic duties are controlled by the Principal of the Institution. Head of the department works under the guidance of the Principal and Internal Quality Assurance Cell. The Heads of the Department are given specific duties and responsibilities to attend the day to day routine work. Every faculty member is involved in the various academic and administrative or other statutory and non-statutory committees. Internal Quality Assurance Cell monitors the academic and administrative activities. Mentorship is introduced in all the departments and it is effectively monitored by the Principal.

The Management of the Institution prioritizes in ensuring the quality level of faculty members during appointment.

1. President ( NMVPM)
2. Board of Trustee
3. Principal
4. College Development Committee
5. Internal Quality Assurance Cell
6. Departments and Heads of the Departments
7. Examination 8. Research Committee
9. N.C.C/ N.S.S and Sport

10. Discipline Committee

11. Anti- Ragging Committee

**Hierarchy of the Committee:**

All Committee head by the Chairperson of the committee who is nominated by the members of the committee. All activities are monitored by the Internal Quality Assurance Cell. Academic Calendar is meticulously planned and prepared in advance by Academic Committee and ensures the proper implementation of the academic calendar. Academic coordinator is responsible for confirmation and observation of academic activities. Heads of the department ensure the functioning of the departmental activities. Faculty members ensure academic activities. Faculties conduct the lecture, practical, attendance, examination and result and provide the feedback for the further improvements.

**Outcome:**

The Management of the Institution conducts the regular meets and discusses the issue and challenge with developmental aspect of the institute. Thus, Management of the Institution encourages the teachers, students and non -teaching staff, alumni and coordinators to share their ideas, opinions and suggestions through the proper channel. The input received from various committees and feedback analysis is considered for the future decision making.