



SOESpecial  
“Distance ” hardly matter



## SYMBOISIS OPEN EDUCATION SOCIETY (SOES)

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E-NEWSLETTER

DECEMBER 2013

### Editorial

Dear Colleagues,

Although we introduced this HR initiative on the auspicious occasion of SOES Foundation Day on May 9th and released our first ever issue on that day, at the hands of our Director, we hardly had any formal opportunity of interactions through this column. The very purpose of this in-house e-newsletter has been strengthening internal communication. Till date regularly our editorial team came out with this e-newsletter. Occasionally in stray cases, we received some face-to-face feedback.

Today I am taking this opportunity to appeal to you all, to let us know your free and frank opinions and more importantly your expectations from our e-newsletter. You may also offer some suggestions and come forward with contributions. Let this be EMPLOYEE-INITIATIVE rather than HR activity. More and more involvement at all levels will ensure sustenance and success of “your” e-newsletter.

Waiting for your constructive feedback/criticism to make this e-newsletter better. Kindly mail me on [srheadhrdevtrg@scdl.net](mailto:srheadhrdevtrg@scdl.net) or send me hard copy which ever suits you. We will definitely look into the possibility of inclusion of good suggestions. Feedback will be published in next issue.

Always yours,

**N. H. DESHPANDE**  
**Sr. Head- HR (T&D)**

## Face of the issue



**Deepashri Karandikar**  
Academics Department

Hello everybody. My name is Deepashri Karandikar. Today I wish to introduce myself to you.

### About me

You can actually call me a Pukka Punekar. I am born and brought up in Pune in a typical middle class family amongst two elder sisters and a younger brother. My father was a government servant while my mother was a housewife. They gave lot of emphasis on education, good values and conviction. By following their example, I have become an avid reader and music lover. My upbringing ingrained in me one philosophy: life is an inventory of decisions and whatever decisions you make, good, bad, and indifferent; you must stick to their consequences.

I got married to Vivek in 1996. He is a Marketing and Accounts & Administration person, currently working with a design studio. To Vivek, I owe a lot of positivity in my thinking and we draw strength from each other. We are blessed with two daughters Isha (13) and Ruta (7), and you can say they are my life now.

### Epilogue

First and foremost, I like to make people happy. Whatever I may feel within my heart has nothing to do with the person in front of me; it is my duty to make this moment useful and /or good for her/his. I would like to be remembered as a smiling person, who brought a smile to others'.

Secondly, I believe in giving a part of whatever little I have, to the society, in my own ways. I am not rich,

so I cannot always give monetary donations. But I celebrate my daughters' birthdays at an orphanage instead of throwing a party at home or restaurant. The happiness on the face of those children is more important to us than anything else. I give my family's old clothes to an NGO or to the nearby slum area, where my kamwali bai lives. I am proud to say that my daughters have inculcated this thought from me now. This year, my elder daughter received special appreciation at school when in her speech she requested her friends to celebrate their birthdays also in the same manner.

I am a fighter to the core. I have gone through most horrible experiences in my life but I have always tried to fight against them. It would be an exaggeration to say I have not won, but I have certainly not lost. I am still very much on the battlefield and that is not a mean feat for a person of my stature. My family and friends keep me going, no doubt.

Lastly, I am proud to be a woman; for that matter all women should be. I have been able to sustain all the hardships of my life only because I am a woman. I am bringing up my daughters as women of tomorrow's India, where they can make their place with proper education, professionalism and good values.

### About SCDL

This is my second year with SCDL and I like the atmosphere of work here. I also like that people are encouraged to complete their jobs in time, which is a mark of efficiency. At times, the work pressure is quite high, but that happens in all organizations, so I don't really mind that time! Somehow, I feel if there is any place that can push me towards my cherished dream of PhD, it is SCDL.

I would like to close with these famous lines by

Robert Frost:

*"Two roads diverged in a wood, and I took the one less travelled by, And that has made all the difference."*

## Quality in Higher Education

Quality in higher education has become the prime task of countries the world over. In countries like India, the explicit focus on quality enhancement in higher education through an external mechanism is relatively new. Quality can be defined as taking into consideration the degree in which an assembly of characteristic meets the requirements. "The aim of education should be to teach us rather than how to think, than what to think – rather to improve our minds, so as to enable us to think for ourselves, than to load the memory with thoughts of other men."

Quality is one of the most important area in education which is still in the process of development so there is a great need to concentrate on various things which make the development faster like In higher education, its beneficiary's requirements can be expressed in terms like: Development of employability skills of the student, improvement of teaching- learning Strategies, focus on practical knowledge, move out from the exam oriented teaching and learning, increase corporate interface in the institution through in- plant training, seminars guest lectures, workshops, presentations, Placing the Responsibility for Quality on the Institutions, QA for Distance Learning and E-learning, Autonomy for Quality Assurance Agencies, Legitimacy of the Process, Need for Effective Communication, Costs and Funding Constraints, Issues of Human Capacity and Development and training of the faculties according to changing needs etc.

The objective of education is to prepare the youngsters to educate themselves throughout their lives. Today the world belongs to science and technology, new inventions and competitions to excel over the other.

To gain the benefits of modern society and compete with the outside world, it is necessary that youth of our country get higher education. More and more avenues of higher education are provided to them at affordable prices and at all locations so that all round development of personality of the complete society takes place. Rather now it is the duty of each individual to ask for higher studies and

be broadminded. In different big cities and towns, massive infrastructure of buildings has come – up which is supposed to be the center of higher learning. However, these centers have been converted into hot beds of political intrigues. They were expected to radiate learning, discipline, sense of responsibility towards the nation, but they seem to be breathing violence, indiscipline, strikes, political groupism and even vandalism. The House of worship and learning has turned into the House of Satan. The youth is turning unpatriotic. The students take admission in these universities for the sake of just qualification instead of developing self-reliance, confidence and a sense of duty with planned career.

### Today's Scenario:

In approaching this subject following hypothesis were laid down-

- Quality of management education is deteriorating.
- Due to mushrooming of B-schools admission procedure is becoming just a formality.
- Expectations of industry from B-schools are rising day by day.
- The curriculum is not in the pace with the current trends.
- It lacks continuous and active interaction between industries and institutions.
- It does not reflect the changed realities in Indian market and business and also the changes in global trade, commerce and services.

### Challenges and Opportunities:

Compared to more developed higher education systems in the world, quality assurance systems in India are still at an infant stage and thus confronted by many challenges. Some of these challenges were highlighted in previous paragraphs. This section attempts to summarize the main capacity enhancement and knowledge development needs for Indian agencies, based on observations from

## Quality in Higher Education

### Measures to be taken

1. The Governmental control over the Universities must be minimal; so that both the University autonomy and accountability are strengthened and academic decisions are taken on merit.
2. New methods and procedures of financial regulations should be devised and direct interference of the finance department in the financial management of Universities, which is counterproductive, should be stopped.
3. As the Colleges are the feeding sources of the Universities, a better coordination in their working and activities is very much required. The participation of the teaching faculty through a democratic process should be ensured.
4. Complete transparency should be maintained in the working of Executive/ Academic Bodies and other Governing Councils of the Universities. There is an urgent need to review the University Acts in different States and revise the same in line with current higher education scenario.

### Concluding observations

The best practice benchmarking approach is an inductive approach to quality management in higher education institutions with a focus on practice and continuous improvement. The five-stage approach will help institutions of higher education to play their role effectively in quality sustenance and enhancement. Stakeholders can contribute differently for the realization of this goal by the institutions. Policy makers in education have an important responsibility of creating an enabling policy framework for effective functioning of the institutions. The Management should ensure proper infrastructure and effective governance systems. Teachers have a critical role in building competencies amongst learners through best pedagogical practices. Finally, students, for whom the whole system is designed, should desire and demand the best.

*For the detailed paper (please contact @swati.oza@scdl.net)*

**-Dr. Swati Oza**  
**Academics Department**

## **HOUSEKEEPING (5S WAY)- Initiative at SCDL**

*Place for Everything & Everything in its place!!*

**This Japanese philosophy originates from one fact-**

There are five primary phases: They are known as Sort, Setting in order, Shine, Standardize and Sustain.

### **1) Sorting (SEIRI)**

This call for segregation, sorting thereby elimination of all unnecessary things, papers, files, records becomes possible. Keep only essential items and discard what is not required, prioritizing things as per requirements and keeping them in easily-accessible places is the key. Everything else is stored or discarded.

**Throw away all rubbish and unrelated materials in the workplace.**

### **2) Setting in Order (SEITON)**

Arrange the things, daily use items in such a way that the work flows free of waste through the value added tasks with a division of labour necessary to meet demand. When applied correctly with flow established this step eliminates the majority of the non-value-added time. More importantly the problem of searching gets solved.

**Set everything in proper place for quick retrieval and storage.**

### **3) Systematic Cleaning (SEISO)**

Clean the workspace and all equipment, and keep it neat, clean, tidy and organized. At the start of the day, the place is pleasant and encourages productive output.

**Clean the workplace; everyone should be a janitor.**

### **4) Standardize (SEIKETSU)**

Ensure uniform procedures and setups throughout the operation to promote interchangeability. This removes dependency on individuals to a large extent and any new comer can be easily inducted.

**Standardize through SOP.**

### **5) Sustain**

Ensure disciplined adherence to rules and procedures to prevent backsliding. Benchmarks need to be established and efforts of continual improvements are visibly seen.

**Practice 'Five S' daily in personal life as well and make it a way of life; this also means 'commitment'**

In SCDL we have launched this concept by a formal training on this concept to at least one member of each department. These are going to be the owners of 5S initiative for their respective departments. It is also intended to have monthly mock assessment of 5S levels in SCDL with the help of these trained participants and then to declare "Clean Department" of the month.

## Campus Dairy

### Three-Day workshop on “Train The Trainers”

This workshop was designed for new trainers as well as for those who have been conducting training sessions. It was highly interactive and was designed to be a model for participants in how to plan, design and deliver effective training.

The special thing about this program was on its last day i. e. third day, there was Video recording of presentation by each participant for about 10 Minutes on any topic followed by feedback and analysis. This training was facilitated by Shri. N.H. Deshpande.



**PARTICIPANTS OF “TRAIN THE TRAINERS”**

### HOUSEKEEPING (5 S Training)

Half-day training on this concept was imparted on December 4, 2013 for creating awareness amongst the participants. (Separate concept note is given in this issue.) 12 members, representing each department of SCDL attended the training and also carried out mock assessment of SCDL Campus.

## **Friday Lecture Series**



**On 8th November 2013**

Shri. Subrata Chakrabarti delivered a session on World of Advertisement

**On 15th November 2013**

Shri. Hrushikesh Kedari delivered an interesting session on "Reiki" and demonstrated power of Reiki.



**On 22nd November 2013**

Shri. Sanjay Mankikar delivered a session on "Quality Awareness."

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