



Gujarat Technological University

In Collaboration with



C K Shah Vijapurwala Institute of Management, Vadodara



**Higher Education Forum (Mumbai),
Gujarat Chapter**

REPORT ON FACULTY DEVELOPMENT PROGRAMME

(17 to 22nd August 2010)

Faculty Development Program (FDP) was organized by Gujarat Technological University in association with C.K.Shah Vijapurwala Institute of Management and Higher Education Forum- Gujarat Chapter. The FDP was organized for 7 subjects of MBA Semester I & III for 6 days from 17th August 2010 to 22nd August 2010. The FDP program received an overwhelming response with 164 participants from 30 MBA colleges affiliated to Gujarat Technological University (GTU) across the width and breadth of Gujarat (Refer Annexure 1).

On 20th August, there were two simultaneous FDPs, while one FDP was conducted per day.

Date wise brief Report for each of the seven FDP program is given below with the Conclusion at the end.

Date: 17th August, 2010

MBA (Sem – III)

Subject: New Enterprise & Innovation Management

Resource Person/s: Dr. Madhukumar Mehta, Ms. Swati Mehta

21 participants attended the FDP of this subject from 17 GTU affiliated MBA institutes. The resource person in this FDP started his discussion with the very basic idea of reducing the fear among the students regarding the subject. He shared few very important aspects to be considered while teaching this subject (as this is a subject which is dynamic) faculty has to bring in as much as possible live case-studies / innovations of people to make the sessions creative and dynamic and thereby interesting.

The second speaker of the day Ms. Swati Mehta was the person who had designed the syllabi for the subject.

The feedback of the participants for the FDP was very positive. Few suggestions were as follows:

- The syllabus is lengthy and covers few practical topics. There should be more practical part and lesser theory part.
- Presentation by and interaction with the resource person were excellent.
- Infrastructure, hospitality and conference kit (material) given by the institute CKSVIM were very good or excellent.
- The FDP could have used more activity based sessions, felt some participants.
- A few more case studies should have been included, as felt by one participant.

However, just one day for one FDP was not enough!

Date: 18th August, 2010

MBA (Sem – I)

Subject: Quantitative Analysis

Resource Person/s: Prof. (Dr.) H. J. Jani, Director, Department of Business Management, Sardar Patel University, Vallabh Vidyanagar.

23 participants attended the FDP of this subject from 17 GTU affiliated MBA institutes. The resource person in this FDP started his discussion with the very basic idea of reducing the fear among the students regarding the subject. He also asked the faculty to reduce the gap between the bright and dull students in the class. He shared a few very important aspects to be considered while teaching this subject like use of white board and black board for calculation of the examples (as this is a subject which needs practice, hence use of power point should be reduced / eliminated), faculty to solve as many examples as possible to conduct effective sessions.

The feedback of the participants for the FDP was very positive. Few suggestions were which are as follows:

- Revising the subject as the syllabus is not only lengthy but covers few practical topics whose theory is then studied by the students in the next semester.
- Faculty who assess the answer sheets should be provided with the solution and marking system.
- The formula/s can be given in the question paper.

Date: 19.8.10

MBA (Sem – III)

Subject: STRATEGIC MANAGEMENT

Resource Persons: Dr. Rajesh Khajuria, Director, CKSVIM & Dr. P G K Murthy, Director, Parul Institute of Engineering & Technology

The third day of the **Faculty Development Program (FDP)** organized by Gujarat Technical University in collaboration with C K Shah Vijapurwala Institute of Management (CKSVIM) & Higher Education Forum, was on the very contemporary subject – '**Strategic Management**'. 27 participants had participated for the FDP from various AICTE/GTU colleges of Gujarat.

The resource persons Dr. Rajesh Khajuria & Dr. (Prof.) P G K Murthy brought about plethora of information with respect to innovative teaching-learning styles for the subject. Issues like ethics in Strategic Management, assessment of Strategic Quotient of an organization, thinking 'out-of-box', innovative pedagogic styles & the like were being interactively discussed. Case-study discussions & brain-storming sessions formed a part of the program by the mentors. Participants shared their opinions on the subject with the mentors...an enriching session incorporating the contemporary style of teaching.

The following feedback was received from the participants:

1. 67% of the participants assessed the subject-matter & content of the FDP to be very good & helpful for them.
2. 89% of the participants found it to be highly interactive with the mentors.
3. 72% of the participants felt that the FDP was coordinated very well.
4. Participants felt that such FDP should be carried for other subjects as well, as it has proved to be very helpful. Initiative taken by GTU & CKSVIM for conducting the FDP was highly appreciated.
5. Excellent motivation was received from the mentors.
6. Residential arrangements of the participants coming from far off places can be arranged for.
7. One participant felt that discussion on ethical issues in management should have been shorter.

Date: 20th August, 2010
MBA (Sem – III)
Subject: Retailing Management
Resource Person: Prof. Dinesh Kapadia, Assistant Prof.
ROFEL VAPI - AFFILIATED TO GTU

27 participants attended the FDP of this subject from 17 GTU affiliated MBA institutes. The resource person in this FDP, who had taught this subject at **Sri Sri Institute of Management, PGDM Program at Goa** in past, started his session by telling participants to introduce themselves and get introduction of other faculties among themselves to develop healthy interactions, then he has thrown the discussion about the rationale behind developing interest among the students for selecting the sectoral subject as retailing. He also suggested the faculties to generate the ideas from students themselves via learning and through practicing retailing in their daily life by visiting various retail formats.

He shared a few important aspects to be considered while teaching this subject like use of real life cases, stories of retail owners and entrepreneurs, sharing personal experiences of retail area with students, getting participation from students about their experience and removing myth about the choice of sector through facts and figures about retail industry. **Case analysis** of the **Big Bazaar** (11- 15 August 2010) sales promotions and how it has been rooted in Indian retail sector by Mr. Biyani, CEO (Case 10, Retailing management by Swapna Pradhan , TMH , 3rd Edition), was discussed with faculties to bring out new ideas.

The faculty member has to expand their horizons about the sectoral subject to create interest and get the creative and active participation from students in class room, one has to be very specific instead of generalizing the problems for getting information about retail decisions taken by retail managers. The feedback of the participants for the FDP was very positive. Few suggestions were which are as follows:

- The subject is very easy (!) and having scope in market for employment as development of retail business is emerging through foreign retailers' entry in Multi retail with FDI.
- Faculty members were asked about issue of FDI in Indian retail, all were against 100 % FDI in retail, and everyone has given their rationale behind their choice.

Date: 20th August, 2010

MBA (Sem – III)

Subject: Corporate Taxation & Financial Planning

**Resource Person: Prof. (Dr.) Paresh Shah, Author of Books and
Director, Fenil Institute of Management, Ahmedabad.**

21 participants attended the FDP of this subject. The resource person started his discussion with how to bring out the commerce students from the myth "THEY ALREADY KNOW THE SUBJECT VERY WELL."

The whole discussion can be summarized in the following points.

- Use of CHALK & TALK along with power point presentations.
- Taking Unplanned Quiz after completion of the topic.
- Question papers to include MCQ's, Short Questions and Long Questions so that concepts of the students become clear.
- Giving examples from regular day to day life instead of industry examples only.
- Guidance on how to prepare teaching notes.
- Step-wise marking pattern to be used in paper correction.
- Numerical errors should not be given much importance if concepts of the students are clear.

Note:

He asked the participants to categorize students into Commerce and Non-commerce background, and give different Questions Papers to them so as to put them at par with all for the purpose of evaluation.

Date: 21st August 2010

MBA (Sem – III)

Subject: Security Analysis & Portfolio Management

**Resource Person: Dr. P. K. Priyan, Associate Professor of
Department of Business Management (MBA), S.P.University.**

Dr. P. K. Priyan started the day with the point of inculcating love & interest for among the students about the subject SAPM. All in all **31 faculties** participated for the same.

Dr. P. K. Priyan suggested the faculties to develop their authority over the subject through various means. The participants sat on the edge of their seats throughout the day as he lively, humorously, and with lot of analogies shared his knowledge about the subject, his experiences and also the tricks and tips for the subject.

The participating faculty created a Group of Finance symbolic for the beginning of the real Faculty Development, and agreed to share knowledge & experiences among the group. CKSVIM once again took the initiative to take up the administrative responsibility of the group, and few senior participants like **Dr. Abhijeet Chatterjee** generously consented to share their collection of e-material on various areas of interest. Finally, the day was ended by valedictory session whereby the resource person Dr. P.K. Priyan and Dr. Rajesh Khajuria (Director, CKSVIM) gave **certificates to the participants** personally. The day was concluded by thanking to one & all directly and indirectly involved in making the FDP a grand success.

The feedback of the participants for the FDP was very positive. Few suggestions were which are as follows:

1. Couples of spelling corrections are to be made in Syllabus viz. In unit 1, there is a point named 'Problems in unisex calculation' should be changed to 'Problems in INDEX calculation'; and in Unit 3 there is a topic named 'types of sands', which should be 'types of BONDS'.
2. Practical exposure is essential especially to trading terminal.
3. Chalk and talk methodology should be emphasized especially for numerical.
4. Syllabus is too lengthy, so there should be some consensus about the depth to be covered in the subject. For instance valuation of Derivatives covers various models for Options like Put-Call Parity, Black & Scholes as well as Binomial Model, so it must be clarified that only Black & Scholes model is to be taught. Also, it must be clarified that whether numerical should be taught or only conceptual clarity is to be given.

Date: 22nd August 2010

MBA (Sem – III)

Subject: Banking & Insurance

Resource Persons: Dr. J. K. Syan, Former Director, Department of Banking & Insurance, M.S.University of Baroda, Dr. P. K. Khanna, Former Senior Executive Bank of Baroda, and Mr. Abhilash Mehta, Former Insurance Sr. Manager

For dealing with the industry with great growth potential 3 resource persons were invited. Firstly,

Dr. J.K. Syan former Head for Banking & Insurance Department, M.S. University and Visiting Faculty to CKSVIM shared his experience and journey with the Banking Industry and as a Professor for last 43 years.

Secondly, Dr. P.K. Khanna, former senior executive of Bank of Baroda as well as visiting faculty to CKSVIM and M.S. University talked on the niceties of Banking, he also shared his wide knowledge and experience with Banking Industry, also the scope of Banking Industry was highlighted by him.

Finally, Mr. Abhilash Mehta having 35 years of experience with Insurance Industry addressed very lively the basic concepts of Insurance.

The participants from various institutes across Gujarat acclaimed the FDP program, the feedback of the participants for the FDP was very positive.

Later while giving feedback to Dr Rajesh Khajuria, Convener of FDP, the resource persons suggested the need for changes in the syllabus, which Dr Khajuria requested them to work out and send as soon as possible.

Conclusion:

The FDP for MBA faculty member, conducted under Gujarat Technological University banner by SMJV's CKSV Institute of Management and in collaboration with Higher Education Forum – Gujarat Chapter, was attended by 164 faculty participants from 30 MBA institutes of GTU during 17-22 August 2010 at CKSVIM, Vadodara.

The week-long FDP program at CKSVIM Vadodara was termed very good to excellent by majority of the participants, sponsored by GTU and hosted by CKSVIM, thanks to the combined efforts of Dr Akshai Aggarwal, Hon. Vice Chancellor, Shri N. N. Bhuptani, Registrar of GTU, Director of CKSVIM and Convener of FDP Dr Rajesh Khajuria, supported by Dr Kunjal Sinha, 16 faculty members and 11 member staff of CKSVIM.

Dr Rajesh Khajuria
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Director – SMJV's CKSV Institute of Management
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