Student Mentoring @JIMJ

Preamble

Mentoring is a time tested process of personal development. It is a learning, training and development process wherein the mentee acquires better understanding of self and world and ways of becoming more effective in the different walks of like. The mentor also grows by reflective learning and mutual support. The mentor assists in the transmission of knowledge and skills and encourages the mentee to develop reflective practice.

At our Institute, we are not only interested in the academic development of a student but also his personal, social and professional development. It necessitates that faculty go beyond traditional teaching-learning process and take the responsibility for mentoring students. Mentoring is viewed by us as a critical student development intervention.

Objectives

The specific objectives of student mentoring are:

To help students adjust at the Institute.
To facilitate academic and personal development of students.
To enhance employability skills of the students.
To establish a bridge between teaching and students communities.

Need for Focus on Academic Development and Employability Skills

Teacher is not only a guru but is also a guide, coach, counselor and loco parentis. The role of a teacher is not just to teach but also to inspire, empower and motivate the students. This can be done through stressing the academic as well as personal, professional and social development of the mentee.

Academic development entails assisting the students in developing the skills, strategies and behaviors needed to perform as confident, independent and active learners.

Mentoring can help the students who are facing some academic difficulties as well as those students who just want to better their performance.

The students must have employability skills as well. Sometimes faculty is so engrossed in management education that we forget about other aspects which can help them in getting better employment. The student community does not pay much attention to employability skills in the first year of their study. It starts doing so in the 5th term. However, it is too late by then. Poor employability skills seriously damage the career prospects of students. Therefore, the students need

to work on enhancing their employability skills from the very beginning of an academic programme. Faculty can play a vital role in enhancing the employability skills of the students. Some important competencies sought by employers are:

Logical reasoning
Numerical Aptitude
Data interpretation
IT and Internet skills
Oral and Written Communication
Presentation skills
Business Etiquettes
Adaptability/ Flexibility
General awareness
Leadership and teamwork

Ideally students should continue to develop these skills throughout academics and their careers. However, the mentor should also ensure to guide them in the development of these skills and attitudes during the period of their study at the campus.

The Process

Several groups of students shall be formed. Each group will have 10 - 12 students. This group will be permanent across different courses and activities in the first year of the programme. The purpose of creating such groups is that the group members would actively and intensively learn from one another through working together on a variety of tasks and develop team work and social skills.

Who are Involved

The mentoring process at the Institute involves the following incumbents:

Faculty (Mentor)
Students (Mentee)
Programme Director
Director/Dean
Corporate Relations Cell

Role of a Mentor

The responsibilities of mentor would be:

To help the student adjust well at the Institute.
To track academic and social progression of mentees.
To analyze the student's self-analysis journal and provide feedback.

To have one-on-one mentoring meetings with the mentee.

To conduct GD and PI sessions.

To evaluate each mentee on certain dimensions at base line and after the completion of one year.

To provide network support for project work and related activities.

To inculcate global mindset and provide guidance for managing aspiration.

To examine the mentee's mentoring log.

To update the progression of mentee in Google document.

To act summer internship project guide

To perform any other role to make mentoring process more effective.

Role of a Mentee

The responsibilities of mentee would be:

To meet regularly with the mentor.

To keep himself/herself and his/her mentor informed as regards to the requirements and his progress toward meeting those requirements.

To ask for feedback.

To take responsibility for own growth and success.

To ask his/her mentor for guidance and assistance whenever it is needed.

To provide the mentor with an up-to-date portfolio.

To enhance one's employability skills.

To inculcate global mindset.

To do any other activity to make mentoring process more effective.

Role of Programme Director

Programme Director shall be responsible for:

Making the groups of the students, wherein, the groups should be heterogeneous in nature, i.e., students in a group should differ in their academic background, strengths, demographics, etc.

To monitor the implementation of mentoring interventions. This process will be facilitated through Google document.

Programme Director shall be responsible for the success of mentoring programme along with the success of academic programmes.

To perform any other role to make monitoring process more effective.

Role of Director/Dean

To monitor the effectiveness of mentoring across all the programmes.

To ensure that any issues arising are appropriately managed by programme Director. To evaluate the mentors through effective monitoring.

To organize training programme for the mentors.

To guide and monitor the whole process.
To review the policy from time to time.

Role of Corporate Relations Cell

To locate the senior managers from the corporate world who will be associated with the mentors and to help organize group discussion and personal interviews.
To conduct aptitude tests for each mentee.
To provide any other support.

Evaluation of Mentor

It shall be based on:

Mentees' satisfaction with the mentoring process and mentor's contribution to his/her personal, professional and social development.
Feedback from mentees

Evaluation of Mentee

It shall be based on:

Baseline and end of mentoring assessment.
GD/ PI data
Aptitude tests

Review of the Policy

The policy will be reviewed after two years.

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