



# PURBASTHALI COLLEGE

ESTD: 2009

Vill + P.O:-Parulia, Dist: - Purba Bardhaman, PIN 713513

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## Best Practice 2

### 1. Title

Recognition of Achievements

### 2. Objectives

The objectives of the practice are the following:

- To promote a culture which appreciates and recognizes achievements of the students, faculty members, and staff;
- Providing an inclusive and supportive environment where each stakeholder feels satisfied, valued, and motivated to perform;
- Facilitating personal, professional, and skill development of the students as well as the faculty members, and staff;
- Foster a sense of belonging, commitment, and pride among the stakeholders;
- To provide inspiration and encouragement for excellence and innovation;
- Foster mutual cooperation and collaboration among students, faculty members, and staff of different departments.

### 3. The Context

Being situated in a rural landscape with geographical challenges, the college possesses limited resources and infrastructure in comparison to its peers in the nearby locality which can lead to a sense of alienation among the students, faculty members, and staff. Moreover, the students of the college primarily hail from agrarian communities and most of them are first generation learners who face many obstacles for accessing higher education and require constant encouragement to pursue higher education. Traditional gender norms also contribute to demotivating female students from continuing their studies. The number of full-time faculty members and staff are also less in comparison to the workload which can also result in burnout, decreased productivity, feeling of lack of motivation, and increased dissatisfaction with the workplace. These challenges call for effective strategies that can mitigate any negative consequence and offer encouragement for greater commitment, ignite a quest for knowledge, excellence, and selfless service, contributing to organizational success.

### 4. The Practice

To overcome these challenges the college responds by implementing various innovative policies optimizing its limited resources. The institute professes to provide an inclusive and supportive environment which prioritizes the well-being of the stakeholders and develops a sense of belonging. In the context of the institute where access to amenities hinders academic progress, the institute recognizes every achievement, no matter how small, to motivate the students for pursuing higher education. Every year, the institute confers multiple awards in recognition of academic achievements, invaluable service, accomplishments in sports and games, female performers, achievements of differently abled students, community service, and contribution to the college. The following awards are given to inspire its stakeholders to strive for excellence:

- 'Guru Gaurav Puraskar' to the outstanding performer in the field of teaching;
- 'Seva Bhushan Samman' to the non-teaching staff in recognition of invaluable service;
- 'Jyotirmoy Puraskar' recognizing contribution in research;
- 'Purbasthali Mahavidyalaya Pragati Puraskar' acknowledging unique contribution in any area for the growth and development of the institution;
- 'Nari Shakti Puraskar' to the outstanding female achiever in the field of academics from the backward castes, specifically from the SC, ST communities;

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- 'Aparajita Prerana Puraskar' recognizing the indomitable spirit and achievement of the differently abled students;
- 'Gyan Gaurav Puraskar' to the top academic performer across all disciplines;
- 'Kriya Jyoti Puraskar' to the outstanding female athlete across all forms of athletics.

The institute also conducts various competitions, including sports, cultural, singing, poster, dance, quiz, etc. throughout the year and every achiever is rewarded in recognition of their exceptional talent. The short duration add-on courses offered by the institute not only provide the students an opportunity to acquire necessary skills required for excelling in their future endeavours, but also to gain confidence in the context where dream of achieving higher education often seem distant. Those who complete the courses successfully are provided with certificates in a ceremonious event where enthusiastic applause provides them confidence and determination to achieve even greater heights. These small celebrations instill a sense of pride in the students who slowly come to realize their hidden potential from the loud cheers of the audience and constant support and encouragement from their mentors. The institute makes the students believe in themselves, provides them dream to achieve, gives inspiration, ignites thirst for knowledge, and helps them to become resilient to face future challenges. The institute maintains well established criteria and transparency in selecting and evaluating the nominees for the said awards.

## 5. Evidence of Success

The practice of recognizing achievements of the students as well as the staff of the college proved to be beneficial in following ways:

- Improved retention rate: retention rate of students has improved from the year 2018-19 (52.72%) to the year 2022-23 (66.82%), retention rate of faculty members is also very high as only one faculty member during the assessment period has taken transfer;
- Improvement in pass percentage: there is significant improvement in pass percentage from the year 2018-19 (30.99%) to the year 2022-23 (72.14%);
- Increased participation in different activities: during the last few years, participation of students in various student enrichment programmes and community activities has increased;
- Very high happiness index: the institute also has very high happiness index (4.4 in 5 point scale, data from 2022-23);
- Improved class attendance: the percentage of students' attendance in classes has also increased;
- Fostering a sense of unity and belonging: the celebration of achievements of the stakeholders resulted in fostering a sense of unity and belongingness;
- Enhanced visibility of the institute: the reputation and visibility of the institute has also enhanced.

## 6. Problems Encountered and Resources Required

The lack of job opportunities for the students poses a serious problem for the students as they do not want to continue their study. The remote location of the college also hinders the academic pursuits of the students as most of them come from low-income group families and they are unable to afford daily transport facilities. The lack of adequate financial resources of the college also warrants assistance from the Department of Higher Education, Government of West Bengal as well as various non-government organizations, and local bodies in order to fund the awards.

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