Faculty Initiatives on Teaching and Learning

Faculty initiatives in teaching and learning encompass a range of efforts initiated by individual faculty members with an objective to elevate the standard of education and enhance the outcomes of student learning. These initiatives manifest in diverse formssuch as use of ICT, instructional methods, assessments, evaluation and inclusive class rooms that lead to effective, efficient, and engaging instructions.

In this regard, all faculty members are required to mention the **INNOVATIVE TEACHING LEARNING initiatives taken in past/ in practice at present** to enhance the quality of teaching-learning process:

Faculty Name: **Dr. Neema Gupta** **Employee ID:e11856**

S.No.	Pedagogical Tools	If Used (Please Tick)
1	Technology driven Pedagogical Initiatives	
2	Group Discussions	
3	Management Games	
4	Case Study	**Case study**
5	Field Projects	
6	Simulation	
7	Role Plays	
8	Flipped Classrooms Activities	
9	Innovative Assessments approach	
10	Community Engagement	
11	Project based Learning	
11	Any Other, please mention	

Detailed Description of the initiative undertaken along with supporting evidence (Photos/ Email/ Allocation Proof, etc.)

Description: Case Study

- Mr. Chadda, a branch manager, of Tycoon Food Company, receives a call from his head office, asking him to recommend one of his eligible subordinate as branch manager of a newly opening branch in nearby town. After considering all the details of eligible employees, he shortlisted two candidates name Mr. Manoj Kashyap and Mr. Rakesh Singh. Mr Manoj is a self driven person who has an experience of 12 years and always performed as per agreed KRA Parameters. He handles a team of 9 people and usually follows an autocratic leadership style to lead his team vigorously for achieving targets. He along with his team never missed any target in his full career. He expect from his employees to strictly follow the instruction given by him. He is usually heard, shouting at his subordinates in the office. But he and his team has a record of earning highest sales incentives year after year. His team usually seems to be under work pressure. Mr. Rakesh, on the other hand, is also a very energetic and young manager, having more or less same experience as Mr. Manoj. Mr. Rakesh, as a leader, is fun loving and friendly in nature. He has 10 years experience in sales and handles a team of 12 people. He believes in participative style of leadership to drive people working under him. He invites his subordinates to participate in decision making process, whenever it is required. His subordinates enjoy their work while working under his supervision and they always give their best to their leader. He sometimes takes his team out for lunch and believes in motivating team members by praising them in public. He achieves all his targets given by his superiors. He is very good in engaging his team members for collective team work. Both persons are doing well in their jobs. Now it's a dilemma for a branch manager, to whom he would recommend for the post of branch manager of new branch

- Proof: Discussion on questions
- Q1. If you are the branch manager of the branch how would you view the perspective of both the candidates having intention to become a branch manager?
- Q2. If you are the branch manager of the branch to whom you would recommend for the post of branch manager and why?
- Q3. If you select Mr. Rakesh, as a branch manager, how would you handle the feelings of Mr. Manoj of not being recommended?

