

# NECESSITY AND RELEVANCE OF INDUCTION PROGRAMME FOR STUDENTS ENROLLED IN ENGINEERING COLLEGES

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**Abstract :** Institutions offering courses in Engineering play an important role in development of an individual, family and society by laying foundation of a strong nation. Such institutions were established to train graduates in their respective branch of study and to have a holistic outlook towards life, and to develop a desire to work for societal needs and beyond. The transition of students from secondary to higher education needs support of the institution in a way that they develop a sense of belongingness and an awareness of their rights as well as responsibilities. Student Induction Programme is designed and meant to help students newly getting admitted to Professional courses to adjust and feel comfortable in the relatively new environment, inculcate in them the culture of the institution, to know about the purpose of studying the course, building bonds with colleagues and faculty members, and expose them to a sense of larger purpose and self exploration. Through this paper, an attempt is made by the authors to reveal the necessity and relevance on how a well designed induction programme will help the students for setting the pace of fruitful teaching-learning experiences.

**IndexTerms - Engineering, Induction, Programme.**

## I. INTRODUCTION

The goal of higher education is to nurture human beings responsible for their own betterment and capable of sustaining society and nature, besides enabling them to procure a position to earn their livelihood. Transforming from a school to college student is one of the most challenging events in a youth's life. While getting admitted to a College, students come with diverse thoughts, backgrounds and preparations. They come into an unfamiliar environment, and many of them have little knowledge about the ambience and culture prevailing in a College of Higher learning. An important task, therefore, is to welcome new students to Higher Education and prepare them for their new role. Engineering is the most preferred programme of study for majority even though the student does not clearly pose an idea determining for his interests and goals. This turns out as a major factor in the current state of demotivation that exists among Engineering students towards their study.

After succeeding in gaining admission into a desired institution but failing in getting the desired branch, or getting admission in the desired branch of study but the institution not falling in the top preferred list leads to an environment that creates demotivation and sometimes depression too. For some students, even though the institution and course are of his/her choice, but shall be able to get himself adjusted in the hostel shall be the reason for losing interest in studies and even attending the College. An important task, therefore, is to welcome the new students to the higher education system and prepare them for the new role. Presently, majority institutions are paying least interest in devising and designing such activities, except for an orientation program lasting a couple of days. Induction Programme is such a phenomenon designed to help in the whole process and hence it could be taken seriously, and as something more than the mere orientation program.

## II. OBJECTIVES OF STUDENT INDUCTION PROGRAMME

Many a times, the students who seek admission to Engineering courses are often influenced by their parents and society to join higher study without understanding their own interests and talents. There is high probability that students fail to develop an understanding about the goals of Engineering profession as well as the vision and mission of the institution. The graduating student must have knowledge and meta-skills related to his/her work, and also responsibility as a citizen. The Student Induction Programme should be designed in such a way that new entrants feel comfortable, draw their attention towards exploring academic interests and activities, reduce peer competition and prepare to work for excellence, promote bonding between faculty members and students and finally to open new horizons of life thereby leading to character building. Students Induction programme shall include the enlisted aspects :

**Socializing:** meeting the batch mates, senior students, students union and club representatives, faculty members of respective department, Dean Students Welfare, Hostel Warden, officials of institute canteen, staff of administration etc

**Associating:** visits to important places within campus, important places outside the campus, places of attraction within the city, nearby hospital, markets, shopping centers, schools etc

**Governance:** The rules and regulations prevailing in the institution and Hostels, student support systems in place, awareness on anti ragging, hierarchy within the department and institution as a whole, Grievance Redressal mechanism etc

**Experiencing:** Subject lectures, sessions to improve communicative skills, small-group activities, sports and arts, sessions on Yoga and meditation etc.

The stakeholders who form the part and play an important role in an effective Student induction Programme are:

1. Newly joined students
2. Director/ Principal
3. Deans and Head of Departments
4. Faculty mentors
5. Selected alumni

6. Representatives of student Associations and clubs
7. Selected senior students
8. Representatives from the locale.
9. Parents and representatives of PTA
10. Prominent Delegates invited to deliver lectures.

### III. ACTIVITIES OF STUDENT INDUCTION PROGRAMME

The word Induction is used generally to brief a process wherein the incumbents get adjusted to their new roles and environment. In other words, it is a well planned event to educate the new entrants about the system, its prevailing environment at a particular institution and to connect them within. Student Induction Programme is a series of events designed to engage the newly admitted students immediately after the admission process completes, but before the commencement of regular classes. Initially, the students are given an insight about the institutional policies, processes; practices, culture and values, and thereafter mentor groups are formed. The list of activities, that could be carried out as a part of an effective Student Induction Programme are

- Physical
- Mentoring
- Arts and Cultural
- Familiarizing the institution
- Effective Communication
- Modules of competencies
- Guest Lectures by Eminent People
- Local Visits
- Extra-Curricular Activities
- Feedback

#### Physical Activity

This comprises of a series of activities which includes games and outdoor sports. The activities could be charted out based on the climatic conditions prevailing. Its main purpose is to develop the spirit of team work within the students. Each student shall pick one game of his or her choice and practice it for the duration of the induction Programme and hopefully, continue with it later.

#### Mentoring

Mentoring is the most important part of induction. Hopefully, it would set up a healthy relationship between the students and faculty members. It enables the student to explore oneself and allows he/she to experience the joy of learning, adjust to peer pressure, arriving decisions, be aware of relationships, to become sensitive to others, to understand the value of money and prosperity, etc.

#### Arts and Cultural Activity

Cultural and art forms are something that every human feels with maximum enjoyment and involvement. Students should be exposed to art forms which bring out the creative expressions like painting, sculpture, pottery, music, dance etc. It would develop a sense of aesthetics and also enhance enthusiasm which would, hopefully, flow into their studies too.

#### Familiarizing the Institution

The Environment and culture prevailing in Institutions of higher learning shall be a literally new experience for the aspirants who seek admission. Hence it is of utmost importance that students should be familiarized with the Institution as a whole, the Programme and Department to which he/she sought admission which includes the classrooms, laboratories, Library, College Office, Seminar halls, auditorium, sports facilities etc. Besides an orientation helping them differentiate between college life and school life along with career prospects offered by specific courses also shall be organized.

#### Effective Communication

Effective Communication skills are the most desirable quality that any professional student shall possess to build a successful career. Literary activity shall consists of reading books, writing its summary, participating in debating, mock group discussions, enacting a play, etc.

#### Modules of Competency

Majority of students shall be facing lack of some competencies that is expected to be possessed by every aspirant of professional education viz a viz, adequate Computer proficiency, English language handling etc. While designing the Induction Programme, few modules of such shall be arranged as crash course so that when normal class work commences, the student could overcome the lacunas substantially.

#### Guest Lectures by Eminent People

Hearing success stories shall imbibe inspiration to students in fixing their dreams and career path and planning. Lectures by eminent people should be organized to provide exposure to students, wherein they shall describe their success story and on how they achieved their dreams. Inviting alumni who are placed well are the best options

#### Local Visits

It need not shall be the situation wherein the students who enrolled for first year course are belonging to the same city/village wherein the institution is located. For the student to feel familiar and acquainted to the locale, it is desired that local outings shall be arranged so that monuments, parks, local markets, hospitals, amenities areas etc gets familiar to the students and in turn shall develop a feeling of belongingness with the place of study.

### Extra-Curricular Activities

The new entrants should be introduced to the facilities to showcase their extra-curricular talents. They should be informed about activities related to different clubs, Arts and Sports celebrations, Inter College/Inter University competitions etc. Selected senior students shall be given the responsibility in leading these activities by showcasing few videos and photographs of the previous years activities.

### Feedback on the Program

Any programme could be stated as a success once the feedback is received on its outcome. Even though it is doubtless that Student Induction Programme is quite desirable phenomenon through which a student could be uplifted towards the expectations on a professional with societal commitment. A well designed feedback mechanism needs to be deployed assess whether the purpose is served and also to know which are those areas that needs fine tuning.

## IV. CONDUCT OF STUDENT INDUCTION PROGRAMME

Before the commencement of the student Induction Programme, it is essential to plan all the activities in advance. It is recommended that the following preparations are addressed :

1. Ensure full support from the Management, Board of Governors and Head of Institution.
2. Convene meeting of all the stakeholders involved in getting their active involvement in the process of induction programme.
3. Constitution of a Committee preferably chaired by the Director/Principal and convened by a senior Head of Department/Dean. The duty of this committee is to prepare a detailed plan of the activities with the calendar and to monitor and coordinate the whole event.
4. A webpage to be displayed in the institution web-site with detailed information about the induction programme, activities proposed with its schedule, photographs and videos of previous years Student Induction programmes, feedback of senior students and parents, etc. sms and email communication regarding the same shall be send to the parents and students frequently reminding them the next day's activity and preparations if any.
5. Students and parents to be informed that the Induction Programme is a mandatory non-credit course. A certificate of participation shall be issued by the institution to those students who attend the programme in full.
6. Participation by all faculty members, both senior and junior to be ensured
7. Conducting a workshop for partners on how to conduct student induction describing the role of each and the expected outcome.
8. Appoint a Mentor Coordinator before the Induction Program begins. His/her responsibility is to form mentor groups, ensure smooth running of the events planned and hold meetings of mentors periodically.
9. The entire activities including some lighter moments shall be video graphed and photographed.
10. Faculty members to be trained on how to mentor students based on universal human values, how to impart holistic education and larger vision of life and on how to make the students feel ease and comfortable to get adjusted to the completely new environment.

## V. EXPECTED OUTCOME

Institutions offering courses in Engineering are established with a mission and vision to create and mould technically expert manpower who possess a feeling of responsibility towards oneself, his/her family, and also to the country. Any student who graduates Engineering courses must possess values as human being along with knowledge and skills related to his/her profession as an engineer. Lot of students is getting dropped out from these courses annually, either due to their lack of interest in Engineering, or due to lack of concentrating or learning. The *Induction Program* is designed to make the newly joined students feel comfortable, sensitize them towards exploring their academic interests and activities related to building of character. On successful completion of Student Induction Programme and its follow up, the enlisted behavioral transformations are expected from students

- Show respect towards all within the campus and society.
- Act as responsible ambassadors of the institution within and outside the campus
- To get adjusted with the institute culture.
- To carry out studies and attend course works in an honest and responsible manner.
- Adhere to the rules and regulations prevailing in the institution.
- Actively involve and take part in the co curricular activities
- Be well educated about the purpose of their study and relevance of the course chosen.
- Work collaboratively with the institution to shape their experience.

## VI. CONCLUSION

Engineering education in India has experienced commendable expansion post independence. India has produced scientists, engineers, technologists, doctors, teachers and managers who are gaining top demand all over the world. The success of an institution offering courses in Engineering is acting as per the mission and in attaining their vision mainly depends on the quality and mindset of students getting enrolled. The major problem faced by many of the institutions offering such courses are the lack of interest in studies shown by a commendable number of students, students getting dropped out amidst the studies and lack of proper guidance imparted to the students during the admission process and initial days of college regarding the propose of study. The purpose of Student Induction Programme is to help students in getting familiarized with the Institution as well as the purpose of the course to which they have enrolled. The Induction Program defined here amalgamates the entire process into an integrated whole, which leads to its high effectiveness in terms of building physical activity, creativity, bonding, and character. The programme helps in creating sensitivity towards self, building relationships, creating awareness about the

problems encountered by society beyond the individual, and also in bonding with their own batch-mates, senior students and of course to treat faculty member with love and respect.

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