

Best Practice –II

1. **Title :-** Activities Undertaken by Yeshwant Staff Club

2. **Goal: -** Yeshwant Staff club, Wardha was established in the year 1968 by Prof. G.B. Kadam who was the Principal of the college and had served in the military forces and, later on, went on to become the Vice-Chancellor of Nagpur University, Nagpur. This club was started with several aims in the mind. The objectives of starting the club are given below:-
 - To develop the academic orientation of the faculty.
 - To boost the morale of the faculty and motivate them in the field of research.
 - To create a congenial homely atmosphere among the management, the Principal and the teaching and non-teaching faculty.
 - To felicitate the meritorious children of the faculty.
 - To felicitate the incoming and outgoing faculty, and welcome newly married brides / bridegrooms into Yeshwant family.

3. **The Context: -** Principal G.B. Kadam wanted every faculty member to work as a family member so that everyone would be sincere, committed and devoted to his work. Moreover, inclusion of new brides / bridegrooms in Yeshwant family would give them a new exposure and instil in them a confidence that their spouse is working in a healthy and congenial atmosphere. An employee working in such an atmosphere would not only get the job satisfaction; but also would be sincere and committed to the work.

4. **The Practice: -** Yeshwant Staff Club organises several activities benefitting the staff members. Foremost among them is the practice of reading out a research / informative paper on every Wednesday. The paper reading programmes begin with a medical health awareness programme. Teachers are given advance information regarding the dates of paper reading programme. The title and theme of paper is displayed on the notice board and on muster. After the paper presentation, there is a lively discussion. Arguments and counter-arguments are made for and against the paper. It becomes the duty of the paper reader to defend the ideas or the principles which he has propounded. Thus the paper reader comes to understand the shortcomings of his paper, moreover he gets a better insight and perception to develop his ideas as the paper has been discussed among all the staff members. This exercise can also instil confidence in the paper reader. The staff club also runs an activity wherein the incoming and outgoing faculty is felicitated. Moreover, the faculty members who are awarded Ph.D. degree, faculty getting appointed on important posts, awards and social recognitions and the outgoing staff are felicitated in the programme. The newly married couples are also felicitated at the hands of the management. All the retired faculty along with their families are also invited for this programme. The staff club arranges two such programmes every year which are followed by dinner.

5. **Evidence of Success:** - The activity, run by Yeshwant Staff club, Wardha, instils a sense of confidence among the teaching and non-teaching faculty. It also gives job satisfaction. Moreover, the spouses come to have a confirmed opinion that the institution is like a big family wherein there is love, affection and 'fellow feeling'. He / She is ready to allow him / her to spare more time in such a cosy atmosphere. Such a congenial atmosphere gives a sense of job satisfaction to the employees and they become sincere and devoted to the institution. Even the Management authorities freely interact with the families of the staff members giving the whole gathering a homely atmosphere. The success of the practice can be seen in the commitment and devotion of the employees for their work.
6. **Problems encountered and resource required:** -The teaching staffs voluntarily contribute a fund for these activities, and as it is their own activity we don't encounter any problems in running it.
7. **Future Plan:**

The faculty of the college proposes to conduct a survey of the problems faced by the village, which is annually adopted by the college unit of NSS, and prepare a research paper to be presented in the regular staff club paper reading programmes. The college also proposes to submit the findings of the survey to district collector for necessary action.