

ONE DAY STAFF ORIENTATION PROGRAMME FOR ALL STAFF



**Mar Baselios Institute of Technology and Science
Nellimattom, Kothamangalam, Ernakulam, Kerala - 686 693, India**

(ACCREDITED BY NAAC)

Conducted by

Internal Quality Assurance Cell (IQAC), MBITS

One day staff orientation programme for all staff was conducted as per the schedule on 19th November 2021, Friday at 12.45 PM. The program was coordinated by the Internal Quality Assurance Cell (IQAC) of MBITS, Nellikattom, Kothamangalam, Kerala. A total of 89 staffs participated in the program.

Program was started with a silent prayer. Soumya Markose, Assistant Professor, Department of Electronics and Communication Engineering, IQAC joint coordinator welcomed the gathering. It was followed by the presidential address by Mr. Binu Kaippillil, Secretary. Then a message was given by the Principal, Dr. P. Sojan Lal. Prof. Johny Joseph, HOD, Electronics and communication Engineering Department, rendered the felicitation.

The keynote speaker for the session was Dr. K.P. Ouseph, Principal chief conservator of Forests, Rtd. He started with the expansion of IQAC and quoted the importance of International quality education and improving the knowledge. He distinguished between growth and development. Development is continuous process, a set of intentional activities to get a desired goal.

Teaching does get easier with more experience and technology, but teachers of all levels need a little extra inspiration. A teacher should be always self-motivated. He inspired the participants to do what they can do to excel in the profession. A teacher has to identify their defects and should try to excel in that field.

Dr. K.P. Ouseph shared different stories of teachers, which were published in Mathrubhumi "En- Guru" feature. He compared a teacher with a good shepherd in bible, who leaves his flock of ninety-nine sheep in order to find the one which is lost. A teacher find happiness, when the students are getting more opportunities. He motivated everyone to be the best in the field.

Teaching profession is evolving. More teachers today are providing opportunities for their students to connect and learn in powerful ways. There is an increasing focus on collaboration, competency-based learning, use of open resources, project-based learning, and learning environments are shifting to support these new opportunities. A teacher should be a good mentor.

He discussed different problems in personality development. A teacher with a strong personality will always beat the one having a weak character. For every teacher, personality development generates a sense of happiness in their mind. This makes a teacher look good, feel confident and teach students with gratitude and patience.

The main barriers in personality development are blame game and excuses. When something goes wrong and we feel threatened, it's natural to want to defend ourselves against any repercussions. We might find ourselves scapegoating or trying to shift the blame elsewhere. We may try to distance ourselves from a problem, fearing that taking responsibility for errors or mistakes could harm our careers or make us look bad. But this approach doesn't solve anything. Shifting the blame won't help you to meet that deadline, and it doesn't fix the problem that caused the delay. Sometimes it's all too obvious when a team is playing a blame game. But it can happen in more subtle ways, too. Owning the responsibility is the only way to growth.

He mentioned about the quality circle in his talk. The objective of quality circle is to improve quality, productivity and the total performance of the organization and also to enrich the quality of work life of employees. He concluded that, every teacher should be ready for the development to achieve the desired goal.

Education sector is still facing difficulties to overcome the changes due to Covid pandemic. The orientation program conducted soon after reopening of colleges after the lock-downs was very beneficial to the participants. The excellent initiative and zeal shown by IQAC of MBITS to assemble the leading personality in the field, towards the orientation program and sharing the experiences to motivate the faculty, to have in view of Quality Enhancement were well appreciated. The net impact created by the programme has been enormous and will be transformative for many of the stakeholders. The feedback from the participants is highly encouraging and many more such programmes shall be conducted for inspiring the participants.

