

FACULTY INITIATIVES ON TEACHING & LEARNING

Our P.K.R.'s facilitators are to engage Learners in learning. They have to decide what Learners should learn. They have also brought-in much new innovative pedagogy for various courses in our college. More pedagogies are found to be effective in teaching & learning concepts and thereby transforming the Learners in a particular direction by shaping and reshaping their patterns of thoughts, means of problem solving and ways of life. This will then contribute to further individual and social transformation.

Initiatives by the Facilitators at PKR on Teaching and Learning

- ✓ Simulation Based Learning
- ✓ Technology Based Learning
- ✓ Activity Based Learning
- ✓ Experiential Learning
- ✓ Project Based Learning
- ✓ MOOC

Simulation Based Learning

Classroom simulations motivate learners by keeping them actively engaged in the learning process that require problem solving and decision making skills in the simulated environment designed for on the job training methods.

Simulation tools can track Learner's progress and provide standardized feedback that can aid in developing skills. They can also offer targeted skill development & Learners can choose which skills to improve on and receive specific training resources, and educators can also control the content.

Spreadsheet is an example of platform having simulation for learning various subjects .It has a distinct advantage in that most Learners developed a high level of expertise prior to taking management science courses. As such, they provide an ideal platform on which to learn the basics of simulation methodology.

Simulation training provides a virtual environment in which new apps, methods, or tools are introduced in a space that mimics real-life use. Our Facilitators navigate the new work needs

within a simulated space that provides real-world examples and scenarios that offer facilitators a chance to use newly taught skills.

Technology Based Learning

Technology-based training uses computer-based tools to enhance the training process, typically by involving trainees actively rather than passively. Technology-based training, in contrast, facilitates self-directed learning with rich media sources and abundant learners assessment and remediation options.

PKR's Technology-based learning (TBL) constitutes learning via electronic technology, including the Internet, intranets, satellite broadcasts, audio and video conferencing, bulletin boards, chat rooms, webcasts, CD-ROM, Pen drive. Among these, TBL fosters greater accessibility to learning by offering anytime and anywhere delivery.

Teaching Strategies to Engage Learners using Technology

- 1) Use of Multimedia
- 2) Utilization of Social Media
- 3) Using Variety of Resources
- 4) Making most of Games
- 5) Using Technology to Empower Learners and Reach out

Benefits of using Technology in PKR's Classroom Environment

- ✓ Creates a More Engaged Environment.
- ✓ Technology help encourage active participation in your classroom.
- ✓ Incorporates Different Learning Styles.
- ✓ Improves Collaboration.
- ✓ Prepares Learners for the Future.
- ✓ Connects facilitators with Learners.

PKR's TBL has so many educational benefits, from increased Learner motivation and differentiation to global connectivity and college and career readiness. It also helps facilitators to improve institution, classroom management, and streamline lesson planning.

Activity Based Learning

PKR's ABL (Activity Based Learning) is the process of learning by practically doing. It asks the learners to simply listen and memorize. It encourages learners to actively participate in their

own learning experience through practically engaging in activities such as independent investigation. It is achieved broadly in three ways namely, exploration, experimentation, and expression.

PKR's ABL provides rich and varied experiences to the students, thereby building their knowledge, boosting creativity skills and increasing cognitive skills. Additionally, the self-confidence of learners is boosted as they explore both familiar and unfamiliar concepts in creative ways.

Characteristics of ABL

- ✓ ***Active Involvement*** - The more students are actively engaged with their own learning, the more they learn.
- ✓ ***Confronting Misconceptions*** - New ideas and knowledge are largely constructed out of existing ideas.
- ✓ ***Multiple Representations.***
- ✓ ***Appropriate Use of Technology.***

Steps of PKR's Activity Based Learning

1. Analyzing needs for implementing an active learning strategy.
2. Identify topic and questions.
3. Identify learning objectives & outcomes.
4. Plan and design the activity.
5. Identify sequence of learning events.
6. Evaluate and assess.

ABL describes a range of pedagogical approaches to teaching. Its core premises include the requirement that learning should be based on doing hands-on experiments and activities. It encourages learners to participate physically and mentally in the learning process and helps students learn and retain information. This learning process allows learners to remember and understand learning materials based on their personal experiences.

This technique is adopted by PKR's facilitators to emphasize their methods of teaching through activity in which the learners participate rigorously and bring about efficient learning experiences. It is a child-centered approach.

Experiential Learning

Experiential learning is an engaged learning process whereby learners "Learning through reflection on doing" and by reflecting on the experience. Opportunities for learners to engage intellectually, creatively, emotionally, socially, or physically. It is the process of learning through experience, and is more narrowly defined as "learning through reflection on doing". Hands-on learning can also be a form of experiential learning. David Kolb's work on the experiential learning cycle is among the most influential approaches to learning.

It is a four-step learning process that is applied multiple times in every interaction and experience:



Experiential Learning Styles



Experiencing:

When using the Experiencing style, learners are engaged, connected, warm and intuitive. They excel in teamwork and establish trusting relationships with others. They are also comfortable with emotional expression.

Imagining:

When using the Imagining style, learners are caring, trusting, empathetic and creative. They demonstrate self-awareness and empathy for others. They are also comfortable in ambiguous situations, and enjoy helping others, generating new ideas and creating a vision for the future.

Reflecting:

When using the Reflecting style, learners are patient, careful and reserved, allowing others to take center stage. Learners listen with an open mind and gather information from a variety of sources. They are also able to view issues from many perspectives and identify underlying problems and issues.

Analyzing:

When using the Analyzing style, learners are structured, methodical and precise. They plan ahead to minimize mistakes, integrate information to get the full picture, and use critical thinking to understand situations. They are also methodical as you analyze details and data.

Thinking:

When using the Thinking style, learners are skeptical, structured, linear and controlled. They use quantitative tools to analyze problems and frame arguments with logic. They also know how to communicate ideas effectively and make independent judgments.

Deciding:

When using the Deciding style, learners are realistic, accountable and direct. They find practical solutions to problems and set performance goals. They are also able to commit to one focus.

Acting:

When using the Acting style, learners are on time, assertive, achievement oriented and courageous. They commit to goals and objectives and find ways to accomplish them under a deadline. They are also able to implement plans with limited resources.

Initiating:

When using the Initiating style, learners are outgoing, spontaneous and able to shrug off losses or “failure” in favor of trying again. They also actively seize opportunities and participate without holding back.

Balancing:

When using the Balancing style, learners identify blind spots in a situation and bridge differences between people. They are also resourceful and can adapt to shifting priorities.

Project Based Learning

Project-based learning is a student-centered pedagogy that involves a dynamic classroom approach in which it is believed that students acquire a deeper knowledge through active exploration of real-world challenges and problems. It is an instructional approach designed to give students the opportunity to develop knowledge and skills through engaging projects set around challenges and problems they may face in the real world.

Steps of PKR's Project Based Learning

1. Identify a unique challenge or problem.
2. Investigate the challenge using the inquiry process & apply ideas in the discipline.
3. Explore the ideas and challenge them through collaborative activities.
4. Utilize the inquiry process to refine products.
5. Develop the summative product that addresses the challenge or problem & publically share it

PBL is a dynamic, flexible pedagogy that may look different for every group of learners in every classroom. The essential elements promote deeper learning, greater engagement and higher quality work.

Social Immersion Projects

Social Immersion Project (SIP) helps learners better understand their own competence, leading to more self-confidence and a can-do attitude that can spread to their academic pursuits and work, by involving in SIP learners learn to tackle tough problems and challenges in the community services them by learning problem solving skills and enjoy the satisfaction of overcoming hurdles.

SIP opens learners to a wealth of networking opportunities, allowing them to build new relationships within their community as they contribute, learners can meet new people, work with new organizations, and strengthen their ties to the community. SIP allows learners to take what they've learned and apply it beyond the classroom. Taking part in socially relevant projects teaches learners valuable skills like ability to follow instructions, teamwork, problem solving, and networking above all being humane.

Social immersion project is to sensitize learners on civic and community issues, to enhance their interpersonal skills and work as a team, to understand the problems of marginalized community and enhance them.

The training was on learning and developments which helped learners identify the need, develop a learning module, designing and delivering the programme.

Industry Internships

The weeklong Industry Internships complement the conceptual knowledge of the students in the industry processes. The internship gives the students opportunity to learn workplace professionalism and to achieve their functional areas of management.

Research Immersion Project

Active and systematic research helps in discovering and interpreting facts, events and theories. Application of the outcome of these research findings determines the progress of an individual, organization and nation. Students identify a corporate problem related to any functional area and help find solutions through objective and systematic research in the Research Immersion Project. The research projects were carried out in diverse areas, to name a few: Consumer Behaviour, Consumer Perception, HR Policies, Education Policies, Digital Media influences, Entrepreneurship, Banking & Investment Analysis.

MOOC

Massive Open Online Courses (MOOCs) are free online courses available for anyone to enroll. MOOCs provide an affordable and flexible way to learn new skills, advance your career and deliver quality educational experiences at scale. PKR has harnessed platforms like SWAYAM, Coursera and edX to offer value addition through MOOCs aligning it with the courses offered. PKRians get an extra edge by combining their studies with extra online courses.