

Institutional Distinctiveness

Participative Management – Participative management, otherwise known as participative decision making, encourages the involvement of stakeholders at all levels of an institution in the analysis of problems, development of strategies, and implementation of solutions. They are invited to share in the decision-making process of the firm by participating in activities such as setting goals, determining work schedules, and making suggestions. The other forms of participative management include increasing the responsibility of employees; forming self-management teams, quality circles, or quality-of-work-life; and soliciting survey feedback.

Tecnia Institute of Advanced Studies always encourages the involvement of stakeholders in which primarily the students and faculties works with the management for enhancing the quality standards at all levels. The institution adopts few practices which made the stakeholders satisfy and it led to create a healthy environment for solutions of the problems emerged at different point of time.

1. Information sharing, which is concerned with keeping faculties informed about the status of the institution.
2. Training, which involves raising the skill levels of faculties and offering development opportunities that allow them to apply new skills to make effective decisions regarding the institution.
3. Faculties decision making, which can take many forms, from determining work schedules, managing infrastructures, planning curriculum and selection of teams for conducting conferences, workshops, and extension activities.
4. Rewards – The institution believe in giving rewards to the stakeholders concerned in the development of the institution.
5. DAC (Departmental Academic Committee) – The institution has provided opportunities to the faculty members to become the part of DAC. IAC (Institutional Academic Committee) - It has created an intellectual discourse and outcome of this practice has helped the department and institution to achieve the goals of outcome-based education framework.
6. The institution has organised 'Varchasva' which is a mega event. The good thing about this event is that students get an opportunity to organize and plan the entire event at their own stake. This is extremely helpful to build confidence and envision future event plans.
7. Students can share their opinions and suggestions regarding the classroom teaching pedagogy and performance of faculties during the entire semester. At different juncture, students participated with the departmental HODs and faculties to develop plans related to extension activities and lab infrastructure requirements.