Faculty Initiatives on Teaching and Learning

When outlining the instructional techniques to be utilized, SIBM Pune has actively promoted and endorsed the faculty's adoption of novel methods to enhance the teaching and learning experiences. Consequently, the faculty continually endeavours to amplify students' educational achievements by embracing both traditional methodologies and inventive approaches. SIBM-P employs contemporary tools and instructional resources to facilitate the educational journey. The educational process involves the extensive use of dynamic strategies such as simulations, case-based analyses, article critiques, and collaborative projects, as elaborated in the subsequent sections.

1. Experiential learning

Experiential learning at SIBM Pune involves a hands-on and immersive educational approach that focuses on practical applications and real-world experiences. In this methodology, students engage in activities that allow them to directly interact with concepts, problems, and scenarios relevant to their field of study. This goes beyond traditional classroom lectures and textbooks, offering students the opportunity to learn by doing, reflecting, and applying their knowledge in authentic situations. Experiential learning at SIBM Pune not only deepens students' understanding of subject matter but also cultivates essential skills for their future careers. By engaging with real-world challenges and situations, students are better prepared to navigate complexities and make informed decisions in their professional lives. Students have to prepare an assignment as part of the experiential learning in every subject.

2. Use of ICT and Market Simulations

The computer lab at SIBM-P is outfitted with cutting-edge software and instructional resources. Students are organized into small clusters, and each cluster independently undertakes the simulations. Multiple rounds of simulations are executed, and following each round, student groups showcase their results and the strategies they employed. Profoundly benefiting from constructive peer discussions, students gain significant advantages, fostering the self-assurance necessary for both collaborative teamwork and effective decision-making. Simulation at SIBM Pune is a dynamic educational approach that involves creating virtual or simulated environments to replicate real-world scenarios and challenges. It offers students the opportunity to engage with complex situations, make decisions, and observe the outcomes of those decisions in a controlled and risk-free setting. Simulations are designed to mirror various aspects of industries, businesses, or specific situations, allowing students to apply theoretical knowledge, practice critical thinking, and enhance problem-solving skills.

Simulations at SIBM Pune offer several benefits, such as:

(a) Active Learning: Students are actively engaged in the learning process by making decisions and seeing their impact in real-time.
(b) Practical Application: Simulations bridge the gap between theory and practice, allowing students to apply classroom concepts in a realistic context.
(c) Critical Thinking: Students develop critical thinking skills as they analyze data, evaluate options, and make strategic decisions.
(d) Risk-Free Environment: Simulations provide a safe environment for experimentation and learning from mistakes without real-world consequences.
(e) Team Collaboration: Group simulations foster teamwork, communication, and collaboration skills.
(f) Holistic Learning: Simulations often involve multiple business aspects, promoting a holistic understanding of complex business situations.
(g) Experiential Learning: Students gain hands-on experience that prepares them for real-world challenges in their future careers.

Overall, simulations at SIBM Pune contribute to a comprehensive and practical education, preparing students to navigate the complexities of the business world effectively.

3. Movie and Video Based learning:

As a customary approach, relevant movies and videos are utilized to augment the learning experience. Numerous video cases are employed in pivotal courses such as Leadership, Strategy, Presentation Skills & Conflict Management. Students are tasked with analysing these videos and connecting them to the concepts covered in the classroom.

4. New Methodologies / Practices of Teaching During COVID-19:

The institute has positioned itself to efficiently handle the educational process by swiftly implementing new strategies. This involved the proactive assessment of the evolving situation by the leadership, offering timely and valuable guidance. Faculty members have actively explored innovative approaches for managing programs and courses, utilizing a mix of online and offline methods and embracing technology-driven solutions.

➢ Utilization of Zoom, Google Classrooms and Microsoft Teams for conducting online quizzes and encouraging class engagement.

➢ To enhance online learning experiences, pre recorded lectures and class recordings were shared with students, enabling them to review lessons and catch up on topics that may have been missed due to internet challenges or audio/video disruptions.

Venue: Symbiosis International (Deemed University), India

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&
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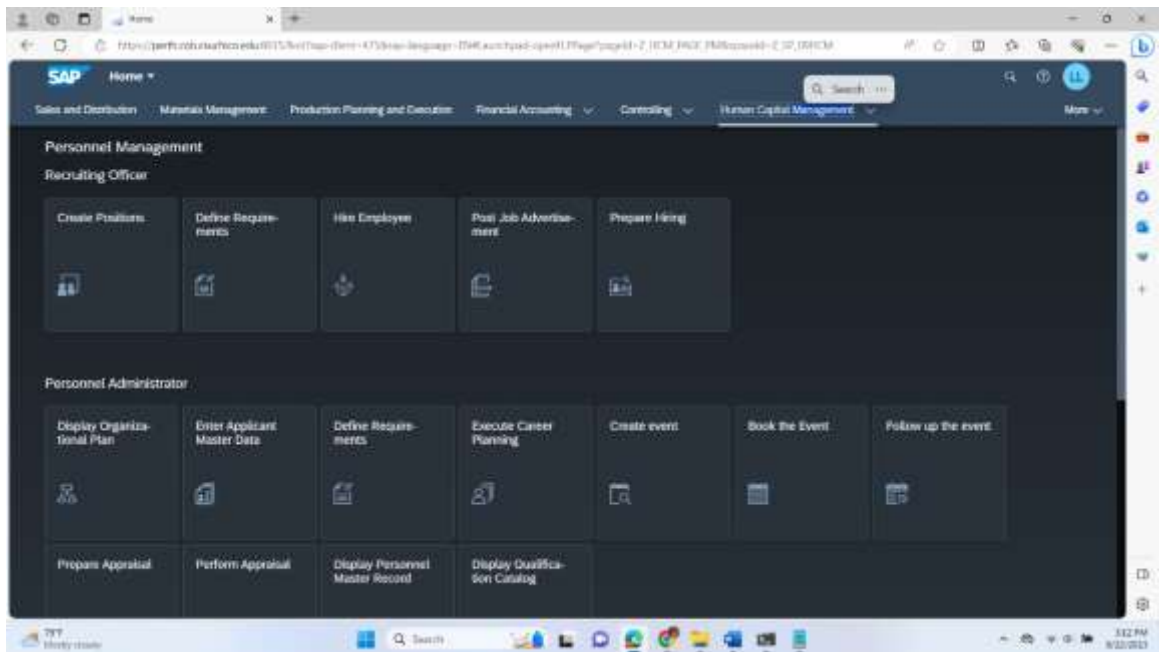
5. Case study pedagogy

SIBM-P has subscribed to the HBS (Harvard Business School) Case Centre and encourages its faculty members to regularly use HBS and Ivey publishing for teaching requirements to promote critical thinking in learners.

Year	No. of cases taught
2020-2021	241
2021-2022	123
2022- 2023	676

6. Technology integration

At Symbiosis Institute of Business Management (SIBM) in Pune, the integration of technology in HR, specifically through platforms like SAP (Systems Applications and Products in Data Processing) is a central focus within the curriculum. SIBM recognizes the transformative power of these advanced HR management systems and is dedicated to preparing its students for the digitalized landscape of HR. Through hands-on training and real-world applications, students at SIBM gain valuable experience in utilizing SAP to efficiently manage employee data, automate HR processes, and analyze workforce trends. This approach ensures that SIBM graduates are not only well-versed in traditional HR practices but also equipped with the skills necessary to leverage technology for enhanced decision-making and strategic HR management. By staying at the forefront of technological advancements in HR, SIBM ensures its students are ready to make meaningful contributions to organizations in an era where technology and HR are inextricably linked.

7. **Integrating Bloomberg Market Concepts (BMC) in the course**

Bloomberg is integrated as the learning and evaluation tool that helps students understand and apply the financial market concepts as a part of the **Introduction to the Financial Market and Institutions**, a practical paper. Bloomberg Market Concepts (BMC) was introduced in the course evaluation and the plan was made to equip the students with the usage of Bloomberg terminals and the financial concepts. The students were asked to join the online classroom portal with a class code to get access to the material. While going through the material, the student needs to answer the inbuilt question in the video material. The faculty track the progress of these quiz/questions. Now, this goes with the classroom sessions, where the Harvard cases are used, quizzes conducted or projects where the Bloomberg terminals are used to check the progress and understanding of the students on the financial market concepts. To maintain the rigour of Bloomberg, a weightage is given in the total internal marks to the students. The platform helped students to get both Indian and Global financial market exposure. The outcomes are achieved by looking at the student performance through classroom quizzes and on the Bloomberg for Education platform and Harvard case evaluation.

Latitude: 18.537777
Longitude: 73.731696
Elevation: 637.9m
Note: Bloomberg Lab

8. Electronic continuous assessment evaluation through Eduwiz and Moodle (Learning management system)

Continuous assessment, often referred to as formative assessment, is a pedagogical approach that involves regularly evaluating and providing feedback on a student's performance and progress throughout an academic term or course. This approach is in contrast to traditional summative assessment, which typically involves a single final examination or assessment at the end of a course or semester. Continuous assessment is widely used in Symbiosis Institute of Business Management (SIBM) Pune, to enhance the learning experience and gauge students' understanding and development. At Symbiosis Institute of Business Management (SIBM) Pune, the implementation of the Eduwiz Management Information System (MIS) for electronic evaluation represents a significant leap towards enhancing the efficiency and effectiveness of the assessment process. Eduwiz, a cutting-edge technology solution, streamlines and digitizes the evaluation process. All the marks are entered in this exam software, relative grading calculations, applying cut-off for marks are all executed here. Secondly, Moodle platform seamlessly integrates technology into the teaching and learning process, ensuring a user-friendly and interactive experience. By accessing Moodle with an individual login, students gain access to the academic curriculum. With the Moodle platform, students can access course materials, submit assignments, and track progress, all in one centralized location. enabling instructors to assess student assignments, exams, and projects seamlessly. With its user-friendly interface and robust features Moodle empowers faculty to provide timely feedback to students, facilitating continuous learning and improvement. Additionally, this system aids in maintaining a comprehensive record of students' academic performance, making it easier to track progress and identify areas of strength and weakness. Moodle at SIBM Pune exemplifies the institution's commitment to harnessing technology to enhance the educational experience, ensuring that students receive the highest level of support and guidance in their academic journey.

EduWiz:

Moodle:

Learning
Management System