

***ADHIGAM—Successfully  
Completed Three years***

### **Inside this Issue**

**Message from Hon. Sec.- P.2**

**Articles - P.3**

**Snap Shot of SIESCTD - P.13**

**Sharing of Experience - P.16**

### **Advisory Board**

**Dr. Harsha Mehta, Director ISR – SIES,  
Matunga.**

**Dr. Vidhya Satish, Director, SIES Institute  
of Comprehensive Education, Sion (W).**

**Dr. Uma Shankar, Principal, SIES College  
of Arts, Science and Commerce, Sion (W)**

**Mrs. Kalyani Arumugam, Head Mistress,  
SIES High School, Matunga.**

### **Editorial Board**

**Prof. Sujatha V Rao – SIES College of Management  
Studies, Nerul.**

**Ms. Suma Nair – SIES Central Training & Develop-  
ment, Nerul.**



## Message from Hon . Secretary

Learning involves far more than thinking: it involves the whole personality - senses, feelings, intuition, beliefs, values and will. If we do not have the will to learn, we will not learn and if we have learned, we are actually changed in some way. If the learning makes no difference it can have very little impact beyond being random ideas that float through our consciousness. We at SIES foster learning at all levels and to all stakeholders with a belief of continuous enrichment of knowledge.

The process oriented approach for academic excellence initiated for establishing a Central Training Department for SIES. The SIESTD in its all endeavours ensures synergy among the SIES institutions through different forums and initiatives.

Adhigam the e-newsletter of SIESTD is an excellent forum initiated by the department to share the knowledge and experiences within in the SIES family.

Each staff member should amalgamate and take the opportunity to contribute towards the knowledge sharing initiative. Adhigam should be most preferred newsletter to be read by all. It should cover article, experience on learning and many more which would yield to exchange and enhancement of knowledge among the staff members.

To achieve the vision of SIES, “MISSION 2025”, all stakeholders have an important role to play and SIES CTD has been given the mandate to strategically align with institutions to plan, design, implement and review training programs on a continuous basis. We are sure together we can achieve the vision “Mission 2025”.

**Shri. S. Ganesh**

**Hon. Secretary SIES**

## Blackboards to Internet of Things (IOT)

Dr. Bigyan Verma, Director ,  
SIES College of Management Studies  
bigyanv@sies.edu.in



21<sup>st</sup> Century is witnessing technological disruptions in many industries, including Education and it has been the single largest catalyst of change. It has redefined the needs, styles and expectations of learners and made the entire school management system far more efficient and effective. The availability of highly affordable (and sometimes free) Massive Online Open Courses (MOOCs) by top class Professors from World Class institutions like Harvard, Sloan, Kellogg etc., are already making traditional model of learning in Higher Educational institutions somewhat redundant. In many cases, live class room set ups are no more a vital source of knowledge anymore.

Technology has become all pervasive in education now and is getting increased momentum day after day. More and more students are looking at digital resources to build on their learning in a more inclusive manner. Greater use of technology has already made significant inroads in academics with instructions getting customized and data mining offering accelerated

achievement opportunities. Even governments are making huge efforts to offer teaching content available free to cover rural and remote educational institutions. Study Webs of Active-Learning for Young aspiring Minds (SWAYAM) program of MHRD, Government of India and Professors of IITs and IIMs provide free online content for life long leanings and enables students to do a course and earn credit for completing their academic record. It provides an incredible opportunity for students to expand their horizons of knowledge anywhere in the Globe.

Today any type of data, information and knowledge is available at a click of a button. Learning is now closely aligned to building skills (like the one imparted by Guru Dronacharya) and not merely passing information. Teachers are no more just the “Sage on the Stage” and instead they are becoming “Guide by the side”.

contd.....

Teachers are now facilitators in the learning process that must focus on the ability to build on “inquire” side of the brain and not just knowledge.

Technological changes are rapid and they challenge the users (teachers and institutions) to keep up with the pace and reorient themselves from time to time. Gen Z kids (born between 1995-2012) are exposed to highly sophisticated digital environment and are more Internet savvy. These kids are savvier than their Gen Y forerunners (born between 1977 – 1994) who are also known as the Echo Boomers or Millennials. To live up to the expectations of Gen Y and Gen Z who are coming of age now, are we as teachers and academic institutions really geared to learn and be relevant for them? Do academicians and academic institutions really know where to look for these metamorphic trends in technology?

Technology has been making a massive impact in the Indian Education ecosystem too. Even though there is little evidence to demonstrate effectiveness of

technology and online learning in improving learning outcomes, the benefits are there for all to see.

In addition to personalized learning offered by the booming Edu-tech industry (like that of Byju’s think and learn app), Blended learning, On-line testing, MOOCs, Virtual Education, Video playlists, Podcast etc. Internet of Things (IoT) has the maximum impact on education today.

Some body said “If you think that the internet has changed your life, think again. The IoT is about to change it all over again!”.

IoT is the interconnection of computing devices via internet which are embedded in everyday objects, enabling them to exchange data. Some of the areas of emerging changes include IoT enabled boards, interactive learning, mobile applications, e-books, anytime anywhere education, testing, feedback and many more.

Contd.....

With the help of emerging technologies like Artificial Intelligence (AI), Machine Learning (ML) languages and Big Data Analytics, IoT is being used by several countries in classrooms. Large number of schools in Intel has already installed 400,000 IoT-enabled connected devices for schools in Turkey and a million-and-a half in Chinese schools. Intel India has launched several initiatives in India too to strengthen the use of technology in our education ecosystem. With the help of IoT systems, it plans to overhaul the student learning and information system.

Large number of schools in Intel has already installed 400,000 IoT-enabled connected devices for schools in Turkey and a million-and-a half in Chinese schools. Intel India has launched several initiatives in India too to strengthen the use of technology in our education ecosystem. With the help of IoT systems, it plans to overhaul the student learning and information system.

Even though many research papers suggest that in spite of the intrusion by new technologies in classrooms, most teachers have been slow to transform the ways they teach. Being a believer in constructivism and its effectiveness in contributing lifelong learning. Educators should first be

students for ever and then teach in this VUCA world by embracing and learning the intricacies of changing technologies.

As teachers, **“if we must use Education as the most powerful weapon to change the world”** (as said by Nelson Mandela), we need to remain in the forefront to learn the changes that disrupt all around us.

\*\*\*\*\*

## Education and Student Learning

Prof. Preeti Godabole, Computer Engineering Department  
SIES Graduate School of Technology

preetig@sies.edu.in



In the world of internet, where petabytes of structured and unstructured information is available in this gigantic network, it's difficult for teaching community to convince students on what is quality education. Many a times students feel information gathering and reproducing it to achieve good grades itself is a quality education. Yes, Of course the grades are one of the metrics to measure the performance of the students, but is not the sole decider of the quality education. Every education system has in present day a framed mission for itself. But, it's very difficult to define quality in context of an education system in contrast to industry which has a relatively well-defined quality. Then why are we not able to define quality precisely in education systems?? Adding to this, even if quality is defined to some extent evaluation and agreed upon level of evaluation is a big debate.

Some measures probably employed across many of the institutions globally and even across our group of colleges can be:

1. Set the instructional Objective for every topic covered in the class.
2. Follow Bloom's Taxonomy to measure the learning outcome, namely remembering, understanding, applying, analysing, evaluating and creating. All the tests, assignments should cover all the levels of Bloom's taxonomy to measure the level of the learning outcome.
3. Use of active learning methodologies to enhance the focus of the students. some common old tactics we use are: Recall of prior material and responding to questions, put some questions and ask students to voluntarily respond. Somehow there is very little participation of students in both these technique's. We need to forge ahead with modern schemes to keep our students impelling. One powerful approach is think individually, pair with other students and share with the audience popularly called as TPS activity, where students try to solve a problem or analyse data with the help of peers. Peer instruction is another way where students talk, argue, listen, reason and conclude.

Contd.....



Problem solving in groups can be used to keep the class active with a sharp monitoring by the teachers.

4. Use Cooperative learning: Allow students to work in teams, let the goal be achieved with aid of all members of the team. Use open ended problems and out of class assignments where students will apply the concept taught in class to solve the case studies in team.

5. Assess the teaching quality: We take intermittent feedbacks and conduct course exit surveys to evaluate the teaching quality. Another important measure of quality teaching is the collection of student products and maintaining their portfolio on the website.

With all these steps we claim to improve the teaching quality, but it is noticed that the success depends on various factors like competency of teachers, type of curriculum, standards of student intake, ill equipped laboratories, environment and student mentality and so on. Certain factors like type of curriculum as we are affiliated to some university, standard of student intake are not within our purview. But factors where improvement

is in our control can be looked at. From the perspective of teaching fraternity, we need to think of measures that could improve the education and learning as a whole. Certain factors that need attention are:

### **Psychology of the students**

Every student has a different learning style. As a faculty don't follow the binary approach of grouping the students as smart, dull. This demotivates the students getting involved in the lectures. Rather it's the sole modality of faculty to remind the students that they have all potential to learn. This one simple word itself could be the turning point in their life. Through educational psychology, teachers should understand the mental process of the students to analyse the logic behind their behaviour. Also, don't directly judge the students based on the results of the assignments, tests or exams. Observe closely the approach used by each one of them. If the student uses the right approach than probably he is on the right track. To face the challenges, teachers need to study education psychology and find efficient means to deal with the students.

Contd.....

### **Cognitive Learning**

As told by the techno giants, technologies like Big data, AI, Machine Learning, IOT are shaping the future of jobs and work. All the jobs that are tedious and repetitive will be automatized. The future needs expertise with cognitive skills. So, we as faculty need to sharpen the cognitive skills of the students. Lots of research has been by our scientists which have proved that cognitive skills can be practised and improved. One of the ways of organizing the ideas in a systematic order is building of mind map or concept map, which we have tried. It aids students to build and maintain their ideas and concepts of a particular topic in a systematic way.

Lot's of tools are available which can be used to build the mind maps or can be just built using coloured pens and paper. Co-operative learning also aids a few of the students. They try to understand the concept or a process with the peers.

The upshot for the faculty is to explore into intuitive ways for improving cognitive skills so they are ready for critical thinking in this fast developing world.

\*\*\*\*\*



## Transforming Education through E-Learning and MOOCs

Ms. Mahalaxmi Nadar, Coordinator Centre for Excellence,  
SIES College of Arts, Science & Commerce, Sion West.

[mahalaxmin@sies.edu.in](mailto:mahalaxmin@sies.edu.in)



The education system has experienced innumerable changes over the decades. The traditional classroom learning has transformed into learning that is instant and online. There is a huge scope of E-learning in India, especially for the Indian youths. But E-Learning is still in growing stage.

This change was quite evident when ICT (Information and Communication Technologies) tool based teaching had led to improved student learning and better teaching methodology. India's education policy has largely neglected the opportunity of benefiting from this technological revolution in education. E-learning is not only inexpensive, but also convenient.

### **Transformation through E-Learning:**

- E-Learning has changed teaching learning methodology to a large extent in the education system.

- E-content was initially developed for teachers / educators to gather latest information on the subject through online platform, a resources made easily available for instant update.
- E-learning has surpassed challenges of reaching out to a varied audience, overcome the non-availability of adequately qualified teachers in rural India and making rich content available to an audience that was unreachable earlier.
- Today, with changing times, basic education is taught with a single computer in rural villages and has helped several children to get exposed to primary levels of education.
- Many of the universities and colleges are conducting their course online and also providing certification online.

Contd.....

**Advantages of E-learning:**

- The biggest advantage of e-learning lies in its ability to cover distances. For an organisation that is spread across multiple locations, traditional training becomes a constraint.
- The major advantage is the consistency that e-learning provides. E-learning is self-paced, and learning is done at the learner’s pace. The content can be repeated until it is understood by the trainee.
- It can be made compelling and interesting with multimedia, and the trainee can be given multiple learning paths depending on his or her needs.
- There is a lot of E-Learning sites on the web which provided social interactivity which is very useful and people find it very helpful to share their thoughts and learning.

**Massive Open Online Courses (MOOCs) over E-Learning:**

Massive Open Online Courses (MOOCs) has taken E-Learning to a new era of online education. But one can define a characteristics difference between MOOC and e-Learning:

- MOOCs a technological design that fa-

cilitates the dissemination of the activity of participants through one or more platforms. It includes open environment, free access, massive participation with support of the community and instructors. It emphasis on learning process rather than evaluation and accreditation. Depending on the platform, periodical sessions are open automatically.

- **E-Learning** uses a LMS platform (Learning Management System) with a set number of functions and structure designed for interaction with lecturers. It’s a closed environment which can be accessed on payment of registration fee with limited group of learners. In this platform there is huge support of the teaching staff. This is an evaluation and accreditation oriented programme which is offered at specific moments of the academic year.

Contd.....

## Popular E-Learning and MOOCs sites:

- EdX
- Academic Earth
- Internet Archive
- Big Think
- Coursera
- Brightstorm
- Cosmo Learning
- Futures Channel
- Udacity
- MIT Open Course Ware



## Indian based MOOCs sites:

- SWAYAM
- NPTEL (India)
- WizIQ (India and USA)
- Spoken Tutorial (IIT Bombay)

## Opportunities and Scope:

The biggest challenge of Indian education system is the gap between academia and industry as well as corporate needs. The traditional focus on rote learning and financial lack has created huge skill gap which many companies in India feel. What students are taught are often an outdated curriculum and they lack hands on training which is essential for professional

jobs.

Many popular MOOC offerings are closely tied to industries in demand, such as IT, machine learning, mobile development, and self-driving cars. MOOCs are also evolving from lecture-based learning to including more group discussions, mentorship opportunities, and hands-on projects as part of their curriculums. MOOCs are definitely breathing new life into a stagnant industry in India. It has its own Pros and Cons but definitely an opportunity to students who are keen to gather in depth knowledge in their relevant field with ease and overcome time constraints.

The Indian government also set aside funds to support content development and instructors, with plans to dedicate a specific department under the MHRD that oversees the development and standardization of MOOCs in the nation. MOOCs have proven to be a success in India, as evidenced by rising enrolment numbers, high completion rates, and continuous digitization.

Contd.....

**Summary:**

Online courses are the need of today's digital era. Teaching methodology has grown enormously through the use of ICT tools and online courses.

Growth of learning spirit through virtual classrooms, e-learning and MOOCs are showing the future needs and requirements of students which are fulfilled through these platform can save time.

MOOC cannot replace the traditional approach of classroom learning but it can be used as an alternative method to bridge the gap between various schools of learning. It has been said however that MOOC has certain limitations. A student's life is confined to one room that has internet access and a laptop or a computer which allows little or no interaction with the outside world.

With proper guidelines and streamlined curriculum by collaborating with industries and experts in the relevant field it can be taken up as a supporting modules in university degrees.

\*\*\*\*\*

**Snap Shot of SIES Central Training Department from January 2018 to April 2018**

With this volume **Adhigam** has successfully completed **3 years**. The experience and knowledge shared through articles by teachers, staff are remarkable and **received 33 articles till date**. We thank all the authors for their rich contribution and adding value to Adhigam. A compendium of all three volumes will be published and printed for limited circulation.

During last quarter all programs designed and conducted were aimed for teachers and non teaching staff. To equip teachers on NET / SET preparation and to enhance the personality of non teaching staff -staff development program with English speaking, etiquette and grooming were covered. Both the programs received positive feedback and beneficial to respective participants.

The leadership team of SIES institutions attended a one day workshop on **“Leadership Strategies for Mission 2025”** . The objective of workshop was to deliberate on areas of strategic planning for institution development and moving forward in achieving Mission 2025. The workshop concluded with presentation of action plan by each institute for moving towards Mission 2025.

With the aim to have best practices, the SIESCTD has **launched automated system** that includes enrollment, registration and the feedback of programs . The SIES Central Training Department aims to have own webpage and create large presence in academic sector.

In the year 2017-18 total 48 programs were designed and conducted with the support of all the stakeholders. The snap shot of programs are mentioned in next page.

Many more to achieve with continuous support and guidance.....

## Programs conducted during the period January 2018 – April 2018

Title of program	Date	Beneficiaries
Training on NET / SET - Paper I	06/01/2018	Teaching Staff
Training on NET / SET - Paper II & III -CS & IT	07/01/2018	Teaching Staff
Workshop on Sexual Harassment Act at Workplace	12/01/2018	All
Training on NET / SET - Paper II & III -CS & IT	13/01/2018	Teaching Staff
Training on NET / SET - Paper II & III -CS & IT	14/01/2018	Teaching Staff
Training on NET / SET - Paper II & III -CS & IT	17/01/2018	Teaching Staff
Training on NET / SET - Paper II & III -CS & IT	22/01/2018	Teaching Staff
Creativity in Teaching	03/02/2018	Teaching Staff
CV Writing and Interview Skills	23/01/2018	Students
CV Writing and Interview Skills	02/02/2018	Students
CV Writing and Interview Skills	10/02/2018	Students
FDP on Statistical Tools in Research & SPSS Software	26/02/2018	Teaching Staff
English Language Development	28/02/2018	Teaching Staff
Effective Time Management	01/03/2018	All
How to Undertake Qualitative Research International Perspective	03/03/2018	Teaching Staff
Personality Development- Personal Grooming	06/03/2018	Non-Teaching Staff
Approach to Project Design with Specific ref. to Project Funding	07/03/2018	All
Personality Development- English Speaking	22/03/2018	Non-Teaching Staff
Workshop on Leadership Strategies for Mission 2025	27/03/2018	Principal / Vice Principal / HOD
Personality Development- English Speaking	28/03/2018	Non-Teaching Staff



# Glimpses of training program during January to April 2018



**Leadership Program**



**Personality development program**

**Net/ Set Training**



**Sharing of experiences by staff members from SIESASCS(W), SIESCE, SIESGST who attended all 4 sessions of Staff Development Program on English Speaking, Etiquette and Grooming .**



I learn how to speak and how to communicate with others. I will speak with students and staff. **Hanmanta**



Thank you for conducting such a wonderful program. I will use English words in office and with my child. **Santosh**



I learn how to speak in English. I will use it in office and home. **Sudarshan**



I learn to speak small English words . I will use it in office and home. **Manohar**



I learn to speak in English and I will use it in office, workshop and with my son and wife. **Arun**

I learn how to speak and how to communicate with others. **Rajendra**



It was a wonderful experience and a great motivation seeing the enthusiasm of all staff members actively participating in learning English language to enhance their skills . **Suma -SIESCTD**



## CALL FOR ARTICLES

We invite articles (around 800 words) from all faculty / staff to make the newsletter interactive learning forum by sharing learning/ teaching initiatives, experiences/ideas. Send us the write-up / articles by 10th July 2018 at [suman@sies.edu.in](mailto:suman@sies.edu.in)

## SIES Central Training & Development

Sri Chandrasekarendra Saraswathy Vidya Puram, Plot I-E, Sector V, Nerul, Navi Mumbai Maharashtra, India  
Phone: 022 61196486 | E-mail: [suman@sies.edu.in](mailto:suman@sies.edu.in)