

M.E.S INSTITUTE OF MANAGEMENT

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Value-added Courses

The fast-changing global scenario makes the world more competitive and requires a high level of competency to cope with emerging challenges. Many a times, the skill sets and concepts that are being imparted to students at the institution become redundant. This points out to the apparent gap between skill sets as desired by the industry/employers and what component is catered to in the teaching-learning of our undergraduate education and has necessitated the need for HEIs to supplement the curriculum to make students better prepared and to meet industry demands as well as develop their own interests and aptitude.

Objectives: -

- Empower the students to develop their full capacities and to recognize employment and social opportunities
- To bridge the skill gap between student's knowledge and industry expectation
- To mould their entrepreneurial skills
- To provide continuous and seamless pathway of learning

MESIOM offers a wide range of value added courses to the students based on the skill gaps as quoted in the National Skill Development Corporation Report(NSDC) for Bangalore Urban District and also on the feedback received by the students. The report projects the need for improvement in skill development components, not only in domain knowledge of core subjects through industry- institution interface, but also in other areas such as written and oral communication, adaptability to work in teams, managing attitudes and multiple priorities, making decisions, problem-solving and such others.

The Practice:

To work towards the fruition of these objectives, the HOI follows the guidelines and advise given at the Governing Body meeting. The HOI and the IQAC proactively catalyze the creation of various value-added courses based on the skill gaps and anticipating the future skill needs. Special emphasis is laid on the development of core competencies to be mastered at every level of the Undergraduate course.

The value- added courses for the I year students focus on strengthening the competencies in Communicative English, subject domain knowledge through Tally ERP9 and Personality Development Programmes.

The Second-Year courses focus on developing the competencies in subject domain in Finance and Accounting through Capital Market Certification, 360 Degree Financial Modelling and Advanced Excel.

The Third-Year courses focus on developing the subject domain knowledge, and also on the smooth transition of the students into the industries through the Industry Readiness Programme and additional skills based on current like PYTHON.



Procedures for conducting the value-added courses

The career oriented course is an add-on course along with the regular degree – Bcom and BBA

- The Institution is approached by various Learning Partners offering Value Added Courses. The HOI, keeping in mind the factors like content, cost, future skill needs, expertise and experience of the learning partners and placement support offered, finalizes the learning partner and the value-added course.
- A Coordinator is nominated to coordinate the various value- added courses. The coordinator submits a report at the end of the semester detailing the conducting of the courses, including evaluation.
- Classes for value-added courses are conducted during the reserved time slot and is mandatory for all students.
- The duration of the value-added course is 30 hours.
- The faculty handling the course is responsible for the maintenance of attendance and evaluation. Each student shall have a minimum of 75% attendance in order to qualify to write the evaluation test. The evaluation is done by the faculty handling the course.
- Based on the evaluation, Certificates are awarded on the successful completion of the various courses.
- The HOI not only monitors the progress but also obtains the feedback of the students on the content, teaching methodology and takes necessary corrective steps, if required.

MESIOM understands that the primary responsibility is to make its students employment – ready and hence constantly endeavors to provide skill development programmes. As per the district level skill gap study for the state of Karnataka, skilled and efficient manpower is lacking in high potential sectors of the state. As quoted in pg 143(skill mapping) of the NSDC report on District wise skill gap study of Bangalore Urban, there is a huge demand for semi-skilled and skilled workforce in the sectors of BFSI, IT/ITES – both voice and non-voice based which contribute to nearly 35% of the State’s GDP. Hence, the institution has introduced new courses to augment these skills amongst the youth to empower them for better employment and bridge the skill gap.

Skill gaps as identified by NSDC	Institutional Measures
Limited communication skills, soft skills, writing skills and listening skills	Introduced Communicative English classes
Limited accounting knowledge	Introduced Financial Accounting with Tally ERP9
Limited financial analysis, analytical abilities, problem solving and credit evaluation	Introduced 360-degree financial modelling, Certification in Capital Markets, E-filing of Income Tax, and GST, Industry Readiness Program
Limited computer skills	Introduced Advanced Excel
Limited coding ability	Introduced PYTHON
Limited interpersonal skills	Introduced PDP course

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