

## **Skilling Students and Improving teaching Effectiveness through New Innovative Approaches**

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**ABSTRACT:** There are quite a few innovative approaches which the author has used with her students to improve the teaching effectiveness so that the teaching learning process gets further enhanced. Some of the approaches which the author has used effectively are remedial classes, storytelling with a management lesson, shadowing, use of Indian caselets only, other techniques like POGIL, MOOCS and MOODLES etc. have been used effectively.

However, the fact always remains that no software tool or any other innovative method can replace the chalk and duster method of teaching and no tool or method can replace the concept of “Guru Shisya learning process”. In fact no method or tool can substitute Guru as the teacher was, is and will always remain the most important source of learning the concepts and the current examples by the students.

**KEYWORDS:** POGIL, MOOCS, MOODLES, Shadow, Storytelling.

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Following are the Innovative approaches used effectively for the benefit of the Management students:

### **I. Shadowing:**

The students are regularly asked to shadow a specific corporate professional from a specific department and a specific high designation so that they learn all the nuances of a particular job and get the right exposure by just observing that person for a whole day, sometimes if it's feasible this observation mode may continue for a week to get complete practical exposure and also get lot of practical job and application of concepts learnt in class. This is a great way to learn the practical aspects.

### **II. Remedial Classes:**

The students who need extra attention and need more time with the faculty attend the remedial classes so that they can be at par with other students who are scoring better grades. This helps the students a lot not only to improve gradually but also develop confidence.

### **III. Storytelling:**

This method is a very powerful tool and has been effectively used in the classes to explain a management concept or lesson with current examples. This also makes the class interesting and brings life in classes. This is a very creative way of teaching a Management concept and this remains in the minds of the students forever. The students always remember the concept as it's associated with a story and it gets ingrained in their minds.

### **POGIL:**

Process Oriented Guided Inquiry Learning ( [www.pogil.org](http://www.pogil.org) )

It is different from other approaches in two ways:

- a) “Explicit and conscious emphasis on developing essential and purposeful skills”
- b) “Use and design of destructive classroom materials”

POGIL activity has the following three characteristics:

- 1) “It is designed to be used as the self managed teams that employ the instructor as a facilitator of learning rather than a source of information.”
- 2) “It guides students through an exploration to construct, deepen, refine and integrate understanding of relevant disciplinary content.”
- 3) “Application and development of at least one of the targeted process skills is embedded in the structure and or content of a POGIL and is not solely dependent upon the facilitation of the activity in the classroom or laboratory.”

### **MOOCS:**

Massive Open Online course

- 1) It is a completely free or almost free course
- 2) It is a great alternative to enhance students' knowledge and become more confident in the domain area as a student can learn much more than what is available in the text books.
- 3) It also connects thousands of students worldwide so the student gets a huge network.

### **IV. Moodle:**

It is the open source platform that lets students build the perfect education solution.

It is run by MOODLE Head Quarter from Perth Australia. It stands for Modular Object Oriented Dynamic Learning Environment .

#### **Subject wise Seminars:**

These seminars are organised every three months in different domains. A theme is decided and panel speakers are identified in that domain and they are all experts in their fields. Students get to interact with them , this not only helps them understand their perspectives regarding the Theme but also they get to know the best practices also in those companies. This also helps in Brand building.

#### **Business Conclave:**

Experts from various companies are invited at some venue and they are given a theme to talk and students listen as audience. These experts are from different functions but from H.R. department only. This also helps in brand building of the Institute and also campus placements or Internship hiring discussions could be initiated with them at the time of lunch or dinner.

#### **ET Club activities:**

Students read Economic Times daily and discuss the relevant news daily in every class for last ten minutes so that their general knowledge and especially knowledge regarding Business news can be enhanced through faculty monitoring and facilitation.

### **V. Conclusion:**

All the above methods have been successfully used and found to be extremely effective by the students. However , the fact always remains that no software tool or any other innovative method can replace the chalk and duster method of teaching and no tool or method can replace the concept of "Guru Shisya learning process". In fact no method or tool can substitute Guru as the teacher was, is and will always remain the most important source of learning the concepts and the current examples by the students.

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