

MET INSTITUTE OF MANAGEMENT

• Affiliated to University of Mumbai • ISO 9001: 2015 Certified
• Approved by Govt. of Maharashtra • Approved by AICTE
Bandra Reclamation, Bandra (W), Mumbai 400 050.
(+91 22) 39554231/ 32 | metiom@met.edu | www.met.edu

THE MET GROUP OF COLLEGES
MET
AS SHARP AS YOU CAN GET

Bhujbal Knowledge City
MET INSTITUTE OF MANAGEMENT

FDP & MDP Policy

Faculty Training and Development Policy

With the rapidly changing technological scenario in the context of ever-increasing global connectivity as well as competitiveness in modern times, the role of management education in economic development has become very significant and challenging. Also, as a consequence of intensive technological developments, the concerns of sustainability, environmental degradation, resource depletion, and inclusive growth have become more relevant. The need for well-qualified management professionals and entrepreneurs is more critical with complex problems that affect the quality of life of everyone. Further, the concerns about making the educational curricula and training more conducive to national and corporate needs are becoming a top priority

It is important to understand that to be a proficient teacher in any field; one should have a sound knowledge and associated skills of the subject and its application with the prevailing practice scenario in real life. One should also have the requisite teaching skills needed to scientifically plan for instructional delivery and communicate the knowledge and skills to the students in an effective manner. This has to be done in a manner so that they are motivated and fascinated to acquire knowledge and associated skills and visualize its application for helping the students to become competent professionals, capable of contributing effectively towards the welfare of society and also their career development.

MET – IOM intends to abide by the guidance given by AICTE and plans to clearly demarcate the training needs at different levels of career and for different categories of faculty, keeping in mind their present status, the expectations from a good teacher, and the ground reality of management education.

Objectives

- Enhancing Teaching and Learning
- Augment Research and Scholarly Activities
- Nurture Career Development and Academic Leadership



Swati

Some significant areas of faculty development are as follows;

Objective 1: Enhancing Teaching and Learning

Faculty Training and Workshops: MET – IOM organizes training sessions and workshops rooted in the domains of Management as well as the practice of Teaching to enhance teaching and learning. Faculty members participate in these sessions to gain insights into contemporary management practices, trends, and technology integration in education. The orientation towards technical education & curriculum aspects is necessary at the induction levels for freshers. In this context, an overview of technical education- the present scenario and emerging challenges; excellence in management is essential. Education and criteria for quality education are listed. Insights into domains of learning including cognitive, affective, and psychomotor as per revised Bloom's Taxonomy with cognitive process dimension and knowledge dimension; program objectives and learning outcomes at different levels. Awareness of the psychology of learning and motivation; principles of instruction and learning understanding of the teaching-learning process is involved. This enables the application of the concepts, principles, and processes of instruction and learning to ensure the effective implementation of the curriculum

Curriculum Development: Faculty members are encouraged to incorporate principles from management, sustainability, the economics of business, technology, etc. into the curriculum. This includes integrating real-world economic data, cutting-edge technology tools, and management case studies to give students a holistic understanding of the real business landscape.

Assessment and Feedback: The institute employs management techniques to conduct regular faculty teaching evaluations and collect student feedback. Faculty members receive data-driven feedback which supports continuously enhancing their teaching methods.



Swati

MET INSTITUTE OF MANAGEMENT

• Affiliated to University of Mumbai • ISO 9001: 2015 Certified
• Approved by Govt. of Maharashtra • Approved by AICTE
Bandra Reclamation, Bandra (W), Mumbai 400 050.
(+91 22) 39554231/ 32 | metiom@met.edu | www.met.edu

Objective 2: Research and Scholarly Activities

Research Support: The Institute allocates resources for faculty members to engage in research rooted in the domain of Management and Research. This includes access to databases with relevant indicators, technology platforms for data analysis, and also grants financial support to research endeavors.

Publication and Dissemination: Faculty members are encouraged to publish their research in quality journals that focus on management practices, economic theories, and technological advancements with relevance to the domain they specialize in. They are also encouraged to present their work at conferences nationally and internationally.

Collaboration and Networking: MET-IOM fosters interdisciplinary collaboration among faculty members, promoting research that explores the intersection of management strategies, economic impacts, and technological innovations and integration of various management disciplines. Networking opportunities will include MET experts and industry leaders.

Objective 3: Professional Development and Leadership

Leadership Development: MET – IOM provides academic leadership development programs rooted in MET principles to cultivate leadership skills in faculty members.

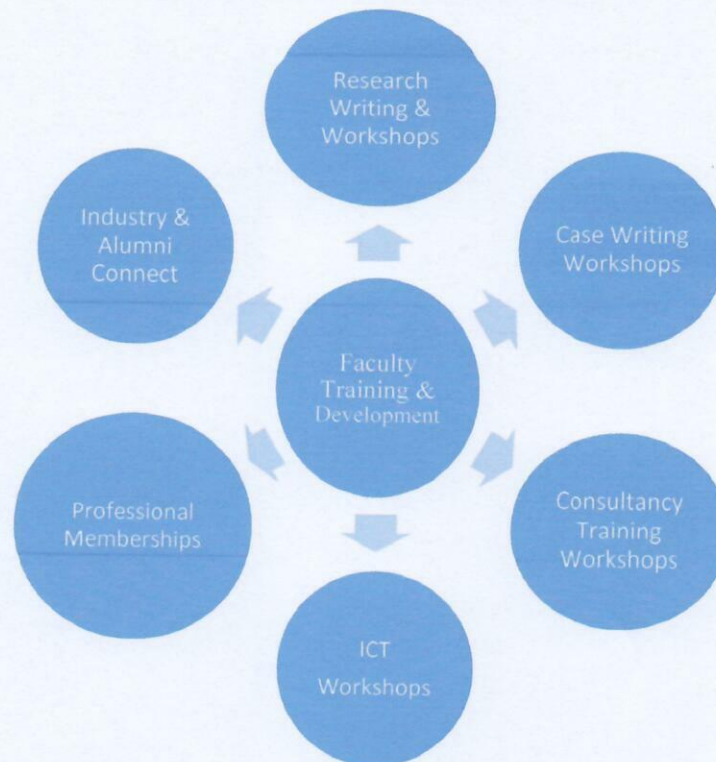
Mentorship and Coaching: Faculty members benefit from mentorship and coaching programs through their senior faculty and the Director. They receive guidance on how to navigate the complex business environment by leveraging management practices through consultancy and MDPs

Continuing Education: The Institute supports faculty in pursuing advanced degrees or certifications that align with their domains. This commitment to continuous learning ensures that faculty members remain at the forefront of evolving business practices.



Swati

Innovative Teaching Methodologies



We at MET-IOM create **transformative experiences for faculty using experiential learning approaches, play & empathy-based pedagogies to become more authentic, non-judgmental, empathetic educators** who can hold **safe spaces** for young management students to learn and grow as business managers and entrepreneurial leaders. Given the increasing complexity and pressures of the dynamic and ever-evolving business world, compounded by the changing diversity and demands from the young minds our faculty members will be nudged to adopt new approaches to teaching and learning that can be used in these diverse settings.

At MET – IOM we encourage a culture of **Life – lifelong learning** and hence faculty members are encouraged to gain competence in thrust areas and emerging areas to meet the **outcome-based education** demands globally



Swati

Management Development Programs (MDPs)

Management Development Programs (MDPs) conducted by MET-IOM for the industry are valuable initiatives that benefit various stakeholders. Here are the objectives, scope, and benefits for the B-School, faculty, and industry:

Objectives:

Enhance Industry-Relevance: The primary objective of MDPs is to enhance the industry relevance of the B-School's programs. These programs are designed to address real-world challenges and equip professionals with practical skills and knowledge.

Knowledge Transfer: Facilitate the transfer of cutting-edge knowledge, best practices, and emerging trends from the B-School's faculty to industry participants. This promotes continuous learning and keeps the industry updated.

Skill Development: Improve the leadership, managerial, and technical skills of industry professionals. MDPs often cover a range of topics, from leadership development to specific industry trends and technologies.

Networking and Collaboration: Foster a collaborative relationship between MET-IOM and the industry. MDPs serve as a platform for networking, knowledge exchange, and potential research collaborations.

Revenue Generation: Generate revenue for the Institute through program fees, strengthening the financial sustainability of the institution.

Scope:

MDPs are customized to meet the specific needs of different industries or organizations. This includes tailoring the curriculum and content to address unique challenges.

Swati

MET INSTITUTE OF MANAGEMENT

• Affiliated to University of Mumbai • ISO 9001: 2015 Certified
• Approved by Govt. of Maharashtra • Approved by AICTE
Bandra Reclamation, Bandra (W), Mumbai 400 050.
(+91 22) 39554231/ 32 | metiom@met.edu | www.met.edu

THE MET GROUP OF COLLEGES
MET
AS STRONG AS YOU CAN GET

Bhujbal Knowledge City

MET INSTITUTE OF MANAGEMENT

Duration: MDPs can vary in duration, from short workshops to long-term executive education programs. The scope can range from intensive short courses to comprehensive diploma programs.

Delivery Modes: MDPs can be delivered through various modes, including in-person, online, or blended formats, depending on the preferences and needs of industry participants.

Cross-Functional Expertise: The scope can encompass a wide range of areas, including leadership, strategy, operations, marketing, finance, and technology, among others.

International Reach: B-Schools can extend their MDPs to international markets, attracting participants and faculty from around the world, and thereby enhancing global perspectives.

Benefits:**For MET – IOM:**

Revenue Generation: MDPs can provide a steady source of income for the B-School, contributing to financial sustainability.

Industry Collaboration: Strengthen ties with the industry, fostering research collaborations and consulting opportunities.

Faculty Development: Faculty members benefit from the real-world exposure and experience gained by teaching in MDPs, which can enhance their research and teaching capabilities.

Brand Visibility: Hosting successful MDPs can enhance the reputation and brand visibility of the Institute

Feedback and Research: MDPs often provide valuable feedback that can inform the B-School's research and curriculum development.

For Faculty:

Professional Growth: Faculty gain practical experience by teaching in MDPs, which can enhance their expertise and career growth.

Research Opportunities: Interaction with industry participants can lead to research collaborations, case study development, and consulting opportunities.

Networking: Faculty members have the chance to network with industry professionals, enhancing their industry connections.



Swati

MET INSTITUTE OF MANAGEMENT

• Affiliated to University of Mumbai • ISO 9001: 2015 Certified
• Approved by Govt. of Maharashtra • Approved by AICTE
Bandra Reclamation, Bandra (W), Mumbai 400 050.
(+91 22) 39554231/ 32 | metiom@met.edu | www.met.edu

For Industry:

Skill Enhancement: Industry professionals benefit from gaining up-to-date knowledge and practical skills that can be immediately applied in their workplaces.

Talent Development: MDPs contribute to the professional development of employees, potentially creating a talent pool for the industry.

Problem Solving: Industry participants can bring real-world challenges to the program, receiving insights and solutions from faculty and peers.

Networking: MDPs offer valuable networking opportunities and access to a broader professional network.

In conclusion, Management Development Programs offered by MET-IOM benefit the institutions, faculty, and the industry by enhancing knowledge, skills, and collaboration, ultimately contributing to organizational and individual success

The commercials shared by the faculty and other details are customized for each MDP and are time-honored.

Date: 18th November, 2021



Director
MET Institute of Management