

*6.1.2 The effective leadership is reflected in various institutional practices such as decentralization and participative management.*

The University is governed through Act /Statutes / Ordinances/ Regulations which are constantly updated through statutory bodies in the spirit of decentralization and participative management.

The University has integrated administrative setup with the UGC guidelines for creating innovative ecosystem. The University has integrated teaching, research, and innovation in a single platform by establishing Research and Development Cell.

The institution has provided a systematic mechanism for decentralization perspective and full freedom and autonomy to all the faculty members. The institution enhances the quality at various levels through conducted National, International events for students as well as. Some of the events conducted by various department and faculty members like-Career Guidance, Placement Cell, Coaching for PSC/UPSC/competitive exam, skill development program, Career counselling, experiential learning, welfare activities and different Committee, IQAC Cell, NAAC Committee, Academic staff, administrative and non-teaching staff, NCC, NSS, sports and all the stakeholders involved in the decentralization and participative management. All stakeholders work together for the efficient functioning and development of the institution.

Adequate participation of various stakeholders has been ensured in different bodies to encourage participative decision-making processes while framing the university policies and programs.

The democratic leadership style is one of the best effective managements because this field encourages everyone to participate in all decision-making processes and share their opinions and suggestion for better improvement. Leadership quality is the best quality for developing effective teams and a healthy environment, developing team spirit, defining clear goals, open communication, incentive and motivated practices and as well as providing constant direction, inspiration, and guidance.

The university is making continuous efforts for improving participative management and decentralization by taking feedback from various stakeholders in addition to their presence in various bodies. The Vice-chancellor and other statutory officers have been constantly aspiring to develop an ecosystem where teamwork and innovative ideas are encouraged. University has appointed nodal officers to perform specific tasks and Chief Nodal Officer to coordinate with all nodal officers. University is also involving other stakeholders including Industry

representatives, Alumni and Students in decision-making by nominating them to different statutory bodies/committees. University has been involved in networking/collaborating with other organizations/industries/institutions through MoUs for exchanging the best practices from other institutions.

Formation of various committees for smooth work like decentralization and participative management and work done by them - The Internal Quality Assurance Cell IQAC: monitors the quality of the institution to its stakeholders and Parameters related to enhancing the quality of the institution like workshops, National/International conferences, Research Project, FDPs, Refresher Course, Orientation Course, paper publications, innovative and experiential teaching, Academic Committee: formulate various schemes for students development and Monitor different Quality Initiatives such as academic-related Development schemes in perspective of students, teachers and institution development, Research Committee: analysis to research project/ research proposal and for Enhancement of research facilities, Training and Placement committee: plays a very important key role in getting students their dream placement through on-campus drives and guiding the students for their successful Career opportunity, Alumni Committee: functions to strengthen the relationship between the institute and alumni and The committee also highlights the achievements and successes of alumni with institutions and its students, The grievance committee: functions with the following purposes; To make women, students, faculties & staff members aware of their rights. To help them with good health and nutrition, to help them in the participatory decision-making process and be self-dependent, To help them in raising their voice in an appropriate manner against all kinds of discrimination. To assist them in the overall development of their personality, Discipline Committee: Recommends the Installation of CCTV cameras at proper places and other

measures to maintain discipline, Responsible for the entry of the students only with I-cards and following its related guidelines, Keep an eye on every possible activity in campus to maintain proper discipline in the University, Cultural & Sports Committee: Manages all the cultural and sports activities, Anti Ragging Committee: To ensure that there is no ragging in the campus including hostels (inside & outside) and during transportation for the Institute.