

2.3.2 Students mentoring system available in the institution

Mentoring system has been introduced to **guide** the students by building trust and modeling positive behaviours. The system enables to fill the gap between faculty and students, trust worthiness and guide the students in Academic, personal and also in career enrichment. The mentor share the information about his/her career path, provide guidance, motivation, emotional support, and role modeling. Being a proctor they help their protege to explore their career, according to their goals and make them to develop the contact and identify the better resources to move forward with their goals. Every mentor effectively interacts with their allotted mentees to discuss about their performance in academic progress, personal issues, ambitions and career development.

Based on their performance and their issues faced during their academic journey (time to time), an effective counselling is given by the mentors to motivate them to overcome the hurdles passed. Based on the student's difficulty with respect to their understanding level and presentation at the time of examination were realized by the mentors during counselling. Based on this the proctor motivate the students by giving them the inputs like how to learn theory subjects and how exactly they should present that at the time examination for both theory and problematic papers. In this way the mentees gets self motivated towards their academic improvements by enhancing their grasping power in regular learning methods and listening abilities.

The learning sprit of the mentees is encouraged to extend their progression towards project participation, innovative idea presentation, paper presentation and technical quiz. To make the mentoring system effective at our institution level, training **is given to all our faculty members by an external resource person** on counselling and mentoring process. The system identifies the hidden talents of the students in various aspects of academic, co-curricular, extra- curricular and extra moral activities so that they can be promoted to do various activities in the concerned area for their holistic development. Time to time Mentees progress is intimated to their parents. **Mentors interact with ward** parent's to appraise their wards with respect to the progress and take steps to mitigate any shortfall in academic performance, skill developments and other personality traits. **Career related counselling is also given to students like Skillrack, NASCOM Prime future skills and AMCAT progression.**

During Covid – 19 era, the physical counselling role of mentor has been transferred to an online mode for monitoring ward's progress both academic and unusual life conditions. Students are encouraged to participate in various online webinars, Workshops Symposiums, Hackathon, and other skill development programmes, as well as preparation of online examinations for their academic credentials.

Being a mentor, they counsel the students effectively to include the ability and willingness to value the mentee as a person; develop mutual trust and respect; maintain confidentiality; listen both to what is being said and how it is being said; help the mentee to resolve his or her own problem, rather than giving a direction; focus on the mentee's development and resist the urge to produce a clone."