

# Mentoring and Role of Iqac & Its Process in an Organization - A Review

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**ABSTRACT:** The importance of integrating the mentoring system for enhancing students' performance is a common resolution that is to be adopted by faculty. With a wide variation in the student population in regard to educational and economic background, the system should promise to provide a better understanding of individual students and bring out their highest potential. It also appears to be the most effective method/weapon for mitigating cases of those students who are vulnerable to drop-out from studies.

**KEY WORDS-** Need-Based remedial classes, Internal Quality Assurance Cell (IQAC), NAAC assessment

## I. INTRODUCTION:

**Design & Implementation:** The IQAC has to take the initiative of implementing the mentoring of students. Students are categorized based on the streams of studies and also according to their core subjects. They are divided into groups of 10-15 depending on the number of students. Each group is assigned a teacher-mentor who would perform mentoring duties. A Mentoring Format with Guidelines is prepared by the IQAC to ensure uniformity.

The institute has to followed the suggestions made by IQAC, Mentors here maintain and update the Mentoring Format which contains space for entering particulars and performance of students (class tests, monthly attendance records, etc.)

- After collecting all necessary information, Mentors are expected to offer guidance and counseling, as and when required.
- It is the practice of Mentors to meet students individually or in groups.
- In isolated cases parents are called for counseling/special meetings with the Principal at the suggestion of the Mentor.

- If a student is identified as having weakness in particular subject, it is the duty of the Mentor to apprise the concerned subject teacher.

**Uniqueness:** The institutional practice of Mentoring System can be been designed and implemented –

- ✦ To be student-centric
- ✦ To render equitable service to students of varied academic & financial backgrounds

**Constraints:** With the introduction of continuous assessment under the Semester System, time factor could be a constraint for Mentors.

**Evidence of Success** - Though the system of implementation a significant improvement in the teacher-student relationship can be seen. The system will be useful in identifying slow learners and advanced learners. Based on the requirement deduced through a careful examination of each Mentor's report, the College must organized several Remedial Classes in the identified topics/subjects for slow learners.

**Targets achieved** - The Remedial Classes has to be institutionalized after the implementation of the Mentoring System. Need-Based remedial classes will prove to be beneficial to the students in particular and the entire college in general. The institutional practice of Mentoring System will further considerably enhances the campus environment and it will bring about

- \* Enhanced contact hours between Mentors with their respective students
- \* Improvement in students' attendance records
- \* Minimized student drop-out rates (apparently due to Mentors' intervention before a student falls short of attendance or has been regularly abstaining from classes)

- \* Identification of slow learners for conducting Remedial Classes
- \* Advanced learners identified and encouraged with incentive prizes

#### ELIGIBILITY TO BE A MENTOR

The mentor can be a government/aided/private/self-financing Institution. The private institution can also receive the funding as they do so for student and teacher centric schemes. The mentor institution should identify the potential areas of improvement in assessment criteria for accreditation in individual mentee institutions e.g. Curricular Aspects, Teaching-learning & Evaluation, Research, Innovations & Extension, Institutional Values & Best Practices etc. Further, the mentor institution can guide the mentee institution to focus and guide their application procedure at different stages.

Mentoring shall be imparted through the Internal Quality Assurance Cell (IQAC) of the Mentor Institutions, which shall be primarily responsible for the implementation of the program.

The IQAC creates a Standing Committee where expertise can be pooled from multiple sources. The expert/resource person can be drawn not only from the full time faculty of the mentor institution but also from industry experts from other institutions/retired persons etc.

The mentee Institutions may undergo the complete Accreditation process with the help of Mentor institution in order to prepare them for the actual NAAC assessment process.

The UGC will consider the performance outcomes of the Mentoring Cells on the basis of:

- 1) Innovative steps initiated by them to motivate the non accredited institutions.
- 2) Performance levels of the Mentor institutions on Key Indicators vis-a-vis the expected levels of performance.
- 3) Number of Mentee institutions accredited and their score.

Since a well performing institution is rendering high order service to promote Quality Assurance in Higher Education by Mentoring the un-accredited NAAC accreditation aspiring institutions, they deserve the due recognition. Their services to the cause of higher education can be rewarded by giving due weight age in the NIRF Ranking and NAAC Accreditation as mentors. The Colleges shall also be respectfully referred to as Mentor Institutions

#### II. CONCLUSION :

Mentoring can foster the leadership skills that student nurses need to secure larger roles

in developing, designing and delivering health care. Mentoring relationships inside healthcare organizations and academic institutions can help those organizations retain nurses and nurse educators, reducing the cost of turnover. The ideal mentor is not always the most experienced or the most productive, but rather an effective communicator who is accessible and willing to enter into a mentoring relationship. Establishing and maintaining the mentor-mentee relationship cannot be overemphasized because it is the relationship that serves as the cornerstone for mentoring success.

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