



ARMY INSTITUTE OF MANAGEMENT & TECHNOLOGY **GREATER NOIDA**



Webinar on “NEP 2020: Impact on Management Education”
Saturday 22nd May, 2021

“One child, one teacher, one pen and one book can change the world.”

Malala Yousafzai-the Nobel Laureate

Change is the only constant. As our young nation strides towards development, enhancement and advancement our capabilities globally, it becomes imperative to take inspiration from our ancient heritage and cultural values to transform the existing status quo with a modern and futuristic approach. The recently approved New Education Policy is a much-needed guiding light to nurture our demographic potential. To understand & learn the black & white of the Policy and the future of Education in the country after NEP 2020, Army institute of Management & Technology, Gr. Noida organized the Webinar on NEP-2020 on 22nd May, 2021

The Webinar began with shloka recitation and lightening of the amp followed by introductory address by Cmdr. Dr. Vivek Chawla, Director-AIMT. In his address Dr. Vivek Chawla welcomed all the esteemed guests and gave a brief insight of AIMT Gr. Noida. He also briefed the itinerary of webinar to the audience.

The inaugural address was presented by **Brig. Navin Goyal (BGS, HQ Delhi Area)**, on behalf of COS, Maj Gen Alok Kacker. He welcomed the dignitaries and distinguishes guests of the event. In his address, he said that the government on July 29, after a 34-year gap that meant to provide an overarching vision and comprehensive framework for both school and higher education across the country. He continued by saying that this webinar is being organised by AIMT to understand the National Education Policy in Management Education and its policies implementation.

The distinguish Chief Guest, **Prof (Dr.) Raj Singh**, Vice Chancellor, Jain University talks on alignment of State Universities to the National curriculum, challenges and way ahead. In his address to audience, Prof. Raj Singh said that when this new Education Policy was announced under COVID situation in the country it appeared to be connived because of its timing of announcement. Acceptability level for change was highest in the history of higher education of the country. The Policy has many clauses encompassing all aspects of education at all levels of education-school education to higher education. He also shared that NEP 2020 resembles with the European Education Policy 1998.

The management institutions need to prepare graduates for growing big economy, because after 5-10 years of span, lesser permanent jobs and more and more skill based competent candidates will be in demand. So we need to be best in our respective field to compete with the market. The career trajectory of the graduate now onwards will be predicted by certain application which are based on Meta-Data-big data, Artificial Intelligence (AI) other machine learning tools. In support this prediction, Dr. Raj Singh cited the example of Google. Institute should focus for which job we are preparing our students and what skill set is required. We should concentrate more on learnability and making them job ready. The teachers should be more updated and competent enough as online class provides the option of recording the session and content repetition will not work out. Dr. Raj Singh invoked to students that they should act more responsible and attentive in terms attending

online classes. He quoted Khalil Gibran- “the onus of learning has to be on students” and “The teacher who is indeed wise does not bid you to enter the house of his wisdom but rather leads you to the threshold of your mind.”

Dr. Singh continued his address by stating that with NEP envisioning all higher education institutes being multi-disciplinary by 2040, this approach has to start in the school itself. The students in our higher education system currently study in isolation, acquiring education in a single stream like ‘arts,’ ‘science’ or ‘commerce.’ The management institutes immediately have to turn to multi-disciplinary. They have to increase number of program they offer and number of courses from different disciplines to student and true sense inter-disciplinary approach has to be brought in. As NEP is implemented, we will move closer to a world where a course on ‘Urban Planning’ will one day be taught by multiple faculty members – from engineering to liberal arts professors. By guiding students to embrace multi-disciplinary learning early-on, teachers can eventually lead them to more career opportunities.

Dr. Raj Singh concluded his address with that we need to develop inter-disciplinary research to foster the solution to local problems and not only big academic concepts, we need to move in the direction for which government has asked us. We need to bring innovative, provide solutions, promote entrepreneurship and create jobs to achieve the real purpose of education. While we need to develop profession competencies in our students simultaneously we need to inculcate sense of social responsibility-social sensitivity and social sensibility to make them good human.

After Dr, Raj Singh, Prof. Rahul Verma-Asst. Professor the event moderator, invited Prof. Anil Kumar Saini for the first keynote address of the webinar. **Prof (Dr.) Anil Kumar Saini**, Dean, USMS, and GGSIP University shared that how IP University is planning to embrace the NEP - 2020 for new Management Course. Dr. Saini addressed the points taken up by previous speakers on the new emerging trends in the education sector. He encompassed the following topics in his deliberation:-

- Education should be available and open for all.
- Equity polity and accountability.
- Work to be done on Integrating Local with Global.
- Aiming youth to be future ready for Industry 5.0 and 6.0.
- Shifting focus from What to think to How to think
- The policy is aimed at achieving 2030 goals.

He said that it is the time to where all the stakeholders like teachers, students, staff, management, Central and State government, etc. must contribute and come together to ensure the policy is made a success. He addressed the issues being faced at university for integrating various programs like BBA, MBA and the PhD programs and said deliberations are on for a smoother functioning of the same. The University has formed NEP Task Force which is working on the same to be completed by 2040. The IP University is going to offer choice of lot of electives for students.

A new system that would provide courses for the ones faculty are limited and thus would not hinder education in any way. Another question that comes up is about the 2 years MBA Program, the university is planning on providing flexible 1- and 2-year program for students already studying 4 years degree with research for PhD. Dr. Saini further added that we must focus on **Education 4.0** where students must be given a chance to work on soft skills and developing core skills to be industry 4.0. Another prime focus should be accreditation as the prime focus should be

research and pedagogy. Whatever the institutions pursue must be done with utmost competency whether it is teaching or research. Start-ups and incubation centers must be given a boost to produce a richer mixture of urban thinkers with skills to bring change in the society.

Dr. Saini ends his talk by saying that the process of NEP implementation will take time and thus we would be moving in phase by. We are making provisions in the university for Skills Enhancement courses. The management would be working closely to implement these newer ideas and taking up issues of faculty and other shortcoming of the system with utmost diligence and sincerity.

For first keynote address Prof (Dr.) Pankaj Gupta, Dean, O.P. Jindal Global University was invited to deliver his thought on “*Aspects to be incorporated in syllabi to make students industry ready*” *ruhe, yogita and bishwas, abhao, prabhao and swabhaw concept of online university can exist*. Dr. Gupta began the discussion explaining about E-Vidya the importance of dock chain, AI, science and technology in the present market. “The Passion, Ability and Faith Model” – nurtures a person’s attitude and this is the need of the hour with the coming of the new NEP.

“To provide a person a level of self-awareness is the aim and I believe the focus of the New Education Policy is exactly that” – he added.

He brought out following points in his address:-

- The new normal is the ability to make the classes more engaging. Gone are the times when you could keep phones off and study, he said. We must integrate technology with the present to enable learning effectiveness.
- **Dr. Gupta** took example of the story of – Monkey and the Cap. He later added that the morale of the story was to understand that the older learning is gone. We can no longer follow older norms and get newer results. “Therefore, what is here and what are there needs to be identified”, he said.
- **Balanced Portfolio** – Health, Societal goals, family goals and wellbeing must be prioritized,
- Customer delight, stability and most importantly **financial stability** is the need of the hour.

He added, “The Raju Rastogi interview, from the movie, 3 idiots give us an insight to what a person is like when they are high on self-worth”

Dr. Gupta mentioned that he has heard a great deal of praises for students and alumni of **Army Institute of Management and Technology**. He said “people say they are very well disciplined and stick to the organization they work with”. The leaving curve and discipline is present what we now require is the inclusion of some value addition courses” – he added.

- The students must be made to do various courses to make them self-reliant and open the world with opportunities for them. The students must be asked and nurtured in a way that he/she can make a sound decision of joining the correct firm, during the right summer and winter internships and planning their right future for themselves.
- As the **Director IHMR, Dr. Gupta** had created various courses in Aditya where he focused on mindfulness and other self-moral boosting techniques and it has helped students a lot. He suggested a similar kind of a course should be implemented for students coming from army.
- **Flexibility** – Dr. Gupta talked about the need to be flexible. The faculty should be made to handle decisions independently. If a person finds teaching bliss, then be it, or research for that matter. It’s the learning that must continue and with the aid of these courses’ students must be made to develop skills to transform themselves into thinkers and not followers.

The **Teacher to Guru Program** – A program of how teachers can turn themselves into guru. This a great way to learn in 360 view to be in a restful mind.

- He added, if we are able to make people realize their worth, put them to ease, reduce FOMO and encourage enriched learning, we would make more financially stable beings with real talent and productivity.
- As Director Symbiosis, he had adapted courses like Big Data with HP, Dell etc where recruiters would come teach and look for prospective workers.
- He further added a combination of ‘**Gyan, Gaan and Dhyan**’ is very important for overall development and growth.

Dr. Gupta concluded his discussion by mentioning that the older norms of learning must be rebuilt and newer opportunities from corporate to campus must be initiated to make the learning curve a success. Prof. Rahul Verma – Thanked the guest speaker for bringing back the audience to their roots by teaching them **Abhava, Prabhava and Swabhava** as well as **self-awareness and spirituality**.

Prof. Irfan Rizwi, started his deliberations by keeping a focus on implementation of NEP 2020 and Faculty’s role in building a new era of education. He compared policies and guidelines of NEP as recipe and teacher as chef. He focused on becoming a pioneer rather just imitator and suggested that AIMT and other AWES professional institutions should brainstorm together to chart out the plan of action for future. He emphasized that Future is build on solid foundation of present and said that consolidate on your best practices. He said that AIMT is doing well in many areas viz academics, placements, accreditations etc and suggested that it should focus on its BBA programme to get full subscription rather than expanding in new courses.

As per the provisions of NEP, he further suggested that in future AIMT should choose whether it would like to become research intensive institution or teaching-learning intensive as both categories have its own benefits. He further recommended that due recognition and value should be given to both categories of faculty members by institute i.e research Faculty and Teaching Faculty. He also emphasized on the need of applied research and said that faculty members should be empowered and incentivized as per their expertise. He also focused on need to deliver blend of Professional education with vocational education.

He said that we should have more webinars viz webinar on effective online teaching method. He also focused on the need of improving processes and get new certifications and recognition viz NBA. He further added to become more holistic in nature by delivering to society for their well being. He said that state of well being reflects when people are psychologically, mentally, financially, spiritually and socially happy. He further added that well being should be reflected in all the stakeholders’ viz. Students, Faculty members, Staff members etc. He said that there is very high correlation between well being and employee engagement so it is very necessary.

He said that institution should not be money making machines only rather it should be sensitive, empathetic, so keeping this view into consideration he suggested AIMT to start new short term courses on humanity, arts along with management courses.

The distinguish Guest of Honor Dr. Sasmit Patra, Honorable Member of Parliament (Rajya Sabha) was invited to enlightened the audience with his valuable thoughts on NEP 2020. Dr. Patra included the following points in his address to audience:-

play an important part apart from KPIs and KRAs.

1. Sec 10.12, Education Institutes becoming autonomous bodies in next 15 years, the 'affiliating' word would not exist.
2. Focused on the process; the graded autonomy will be carried out in mission mode wherein the affiliating universities will play instrumental role and will be responsible for capability enhancement of the affiliated institutes.
3. Linked the education reforms with 'Hunter Commission' 1882.
4. Putting the emphasis on rationality of mentorship role of universities for making the affiliated institutes self-reliant, Mr. Patra focused on important areas of
 - a. Academic and Curriculum matters should have minimum standards of education standards should be sustained.
 - b. The curriculum reviews and upgrades should happen on regular basis.
 - c. In the academic sector, the faculty 'soft capital' should be the focal points and KPIs and KRAs should be strengthened along with investing into faculty building.
 - d. Governance mechanism, financial robustness and technological up-gradation must be in use.
 - e. The administrative transparency must be there for becoming autonomous.
 - f. The teacher is most deprived in academic and they need to be strengthened, empowered to complete the holistic cycle of academic.
 - g. Government reform and mechanism to cater technology need more infrastructural support.
 - h. Administrative Efficiency and transparency, its not infrastructure which will make difference, rather it is willingness.

Dr. Patra ended with re-emphasizing the adoption of consultative approach for implementing the autonomous status of the Institutes.

Open House Discussion was moderated by Dr. Anubhav. The discussion began with the question being put up by Dr. M Y Khan to the panelists that: NEP2020 aspires and emphasis in education, attempts to transform education, but large no of students does not have access to the technology and gadgets. How would these excluded students learn from these new modes of learning?

Opening the discussion with his views Dr. Raj Singh replied

1. The less availability of resources has caused a lot of problems in areas with less connectivity, but we have prescribed a synchronous and asynchronous mode of online teaching and that will solve the problem partially.
2. Post covid we can have 100 days of face-to-face class mode forever for label that cannot be delivered online.
3. Theory can be delivered on both online and offline platforms
4. And also, there is a possible shift that can happen to field based research activities through children can learn.

To this Dr. Pankaj Gupta shared his views by adding:

1. In higher education many people have the access to the resources and also many people are ready to support through different channels.
2. The students can include cloud-based learning and also willingness of teachers, principals and directors of the institutions can see who actually is dealing with it and can help those students.

After listening to Dr Raj and Dr. Pankaj, Dr. Irfan Rizvi shared:

1. There are platforms to record the session and see afterwards but for that the student has to be EKLAVYA. That without being taught, learns the best and becomes the best.

2. He also highlighted that he has seen many bright students who have been completely jaded and exhausted.
3. In country like India its still a challenge for eradicating the challenges being faced by the students.

The next question was directed to Dr. Sasmit Patra and due to the non-availability of time Dr. Sasmit Patra left and the question by Prof. Rahul Verma was directed to all the paneists in the discussion.

Ques. With this NEP2020, increasing privatisation of higher education in India which may be dangerous and may let the higher education lose it quality of equitable growth, then affiliated college are asked to be autonomous. The question of funding should also be addressed. How is it envisaged; can their will be philanthropy without consequences about the commoditization of education?

To this Dr. Raj Singh replied first by putting the following points:

1. NEP2020 talks dominantly about feasibility of academic institutions.
2. Objectives of large universities are to make them financially viable.
3. According to the data available 80% of the institutions have students < 100.
4. Larger campuses, sharing resources, making it financially viable is one of the primary objectives of NEP 2020.
5. The no. of institutions will drastically reduce & each institution will have large no. of students.
6. 5 to 6 years down the line the prices will be compare for each courses and those will be preferred with best courses and minimum Monitory value and market determinants fees will be under control and the top management of each institution will be under great pressure.
7. So efficiency to use technology and largest campuses is the way forward and also industrial research has to be attracted by being innovative

In continuation to the question asked by Professor Rahul Verma, Dr Anubhav Verma asked how do we see the role of multidisciplinary education and research universities (MERUs) been set up by the government for handholding of the private institutions during this transition phase.

To this Dr Raj Singh replied by putting following points

1. It's not only Meru is being set up Also all the higher-grade universities are given the opportunity of being the mentor universities for the lower grade universities.
2. Agreed edition will be the key and promotion scheme that high graded universities and the government identified universities will volunteer non-accredited universities.

To this Dr Rizvi replied

1. I agree to Dr Raj Singh but for me it seems like it is a conference of mice who are deciding to hang a bill into cat's neck and the biggest question is who will do it and how to do it.
2. With due respect to the government do these last universities have the capacity and competency to mentor the other institutions.
3. Also, the curriculum moves very slowly and where a small thing cannot be moved due to beer KC institutions like EMD have limited land due to presence in cities where they cannot expand to the calibre of the institutions and cannot Introduce courses offered by mentor universities.
4. We have to come down to a certain realistic level where we can see what works for us.
5. Each institution has to create a task force to see how it goes.

Also, Dr Pankaj Gupta shared his views on the same question.

1. There should be a mechanism where well Manage education leader should be empowered.

2. Also crowdfunding can also be an option and the well-mannered education leaders can raise money as students whom they have taught are all around the world.
3. Also, like Infosys was created where everybody was given a share why not faculty members and others can be given the shares
4. Also, online universities can be created.
5. Entrepreneurs can also form a group with teachers to start new projects.

To this Dr Anil Kumar Saini for the first time entered the discussion and share his views.

1. NEP 2020 Must include provisions and structure of moving credits from one university at one place to another university at a different place

Hearing the discussion Dr Vivek Chawla also enquired that whether the universities Can be co-located and it can operate from different locations in pan India. Pointing towards the Army welfare education Society Dr Vivek Chawla said that like AWES which has 12 colleges from almost all fields can set up the government bodies at one place and offer the course is all around the locations in pan India.

Dr Raj Singh replied and said that he is dealing with the similar kind of situation every day

1. In UP the government has given permission to universities to operate from not more than 16 km away.
2. Location so far and wide main not make it feasible and solve the purpose of interaction between students' disciplines and teachers from different fields.

The next question in the open house discussion was put up by Dr Tanya Gupta,Principal AIE to Dr Irfan Rizvi.

Ques. How can HAIs Adopt the hybrid model of learning ensuring that learning is more immersive and constructive for students? Dr Rizvi replied to this question and put up the following points:

1. Students who are not interested will not learn and online mode makes this issue more complicated.
2. As said by the famous writer Khalil Gibran: "Owner's learning has to be on the learners rather than to be on teachers".
3. In US and UK and also countries like this blended Form of teaching as successful as
 - (1) The cost of education is very high point B the cost of education is paid by the students themselves as parents beyond a point don't pay.
 - (2) Higher education should be filtered and should not be available to everyone.
4. We have to make classes interesting and closer to learn it so that the students see something being delivered.

After this all the panelist put their points on the general discussion whether blended mode of teaching is beneficial or not. The open house discussion of the Webinar ended with vote of Thanks by Dr Anubhav Verma, Academic Head AIMT

"The highest education is that which does not merely give us information but makes our live in harmony with all existence."

-Nobel Laureate Gurudev Rabindranath Tagore