

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

The decision making is a collaborative process, which includes discussions and consultation with all stake holders. The system of decentralized and participative management ensures innovation in academic and other activities and efficient utilization of human resources of the institution.

Case Study: Appointment of Coordinator for Internal Assessment Examinations:

The post of Coordinator for IA exams was created by the institution to enhance the efficiency and transparency in conducting IA tests and manage the evaluation of these tests and assignments.

The Coordinator for IA examinations is the overall In-charge of conducting the tests, announcing the result and uploading the same on University Portal. He heads the Internal Examinations Committee consisting of 2 - 3 faculty members. The Coordinator has the following responsibilities.

- (i) Preparation of time table of IA tests,
- (ii) Issuing notification to the faculty members to set question papers for IA tests,
- (iii) Collection and printing of question papers,
- (iv) Allocation of invigilation duties to the staff,
- (v) Smooth conduct of examinations and announcement of results,
- (vi) Redressing of any grievance related to IA tests raised by the students/faculty &
- (vii) Submission of IA marks to the affiliating university.

Outcome:

The following changes in the management of Internal Assessment are observed:

- i. The IA tests are conducted in a systematic and smooth manner,
- ii. IA test papers are evaluated and the result is declared within stipulated period,
- iii. IA marks are submitted online to the affiliating University within stipulated period &
- iv. Grievances related to IA tests raised by the students/faculty are resolved immediately.