



St. Francis Institute of Management and Research

Best Practices

Academic Year 2015-16

Replication Model

Objective

1. To enhance decision-making skills for work execution.
2. To bring a sense of work discipline in the students with a sense of responsibility and accountability
3. To enhance leadership skills
4. To develop application-oriented learning within the students using technology.
5. To enhance strategic planning and execution skills and learn to map gap analysis, if any.

The Context Sending students out to visit companies for completing their assignments and internship has been followed and practised by almost all B-Schools in their pedagogy. This model tries to reverse that idea. The replication model replicates a real-life corporate scenario on the campus. The model is based on the working relationship between students and the corporate. Here companies join hands with SFIMAR in getting their work done through the students.

The company sends a representative or allocates tasks directly from its head office. The students accomplish these tasks using resources provided by the college and the company. Each student is given a job profile and a set of tasks he/she would need to accomplish. Each student is paid by the company for the project completed.

A report on each completed project is made by the students and submitted to the institute. The basic idea is the direct exposure and interaction of the students with corporate personnel without any intervention of the institute and understanding the various facets of practical work life.

Learning Outcomes

1. **Decision Making:** Day to day decision for the execution of the work can be taken confidently.
2. **Discipline:** Working under a real-time manager in a real corporate-like scenario, would bring about the necessary discipline required at any workplace amongst the students. Signing in and out on time, being at their work desk, following orders and executing tasks on time are some of the examples.
3. **Leadership skills:** With a healthy work environment and competition there is a scope for the emergence of leadership amongst the students.
4. **Technical knowhow:** Working in a specific replication model, e.g. a banking model, would give the students adequate knowledge concerning the technicalities involved in a banking job, also job rotation in the model would help students a clear overview of all the relevant job profiles.
5. **Strategic planning:** Day to day practical assignment is given would require planning on part of students. Students working in teams use brainstorming session and strategically plan every assignment given to them.
6. **Transformation in Thinking:** There is bound to be a change in the way the student would think about his /her career, long term and short-term goals once he/she undergoes the process in the replication model.
7. **Personality Development:** Getting exposure to the corporate life while studying, and that too daily for a period as long a year will bring about a distinct change in the student's personality, owing to the responsibilities laid upon him and the accountability of his/ her acts in that one year.