

R R Institute of Technology, Bengaluru

Nature and Extent of involvement of Faculty and students in academic affairs / improvements

Initiatives taken to inculcate the spirit of research amongst faculty and students are as follows:

Following research policy was framed.

- Financial assistance is provided for publications
- Facilities such as flexibility in timings, use of laboratories etc. are extended to faculty as per requirement
- Implementing a policy for distribution of Testing and Consultancy charges to motivate faculty for providing consultancy
- Generating awareness amongst the researchers and providing support related to various proposal formats of different funding agencies, budget, purchases of equipment and material under research schemes, account and audit of project expenditure, any additional infrastructure requirements of the researcher etc.
- Increasing faculty and student publications by providing financial assistance
- Collaborative research partnerships with academic institutes and industry are encouraged and fostered.
- An Industry Institute Interaction Cell works in close coordination with the industries and the institute for encouraging both students and faculty to work on live projects. (Obtain industry sponsored projects)
- In-house development of both lab equipment and software

Community engagement - Extra Curricular Activities

The institute believes that we have a responsibility towards society and that technology should be brought to the use of community. National Social Service (NSS) activities make students responsible towards society, environment, global issues, etc and develop into responsible citizens.

The institute has adopted 5 villages viz. Somashettihalli, Ganigarihalli, Guniagrahara, Thammenahalli, Ivarkandapura, approximately 5-7 kms in radius from RRIT under a National Program called Unnat Bharat Abhiyan (UBA) in association with Ministry of Human Resources Development (MHRD). Several development activities have been taken up by the team involving and engaging the villagers.

Interactions with the village head 'Chairman' and the villagers, has been planned and activities have been scheduled for creating awareness. The objective of this exercise was to enhance the quality of living of the villagers.

Some of these activities are as follows:

- Educational guidance to secondary school students of above villages
- Adopting a girl child and motivating her for engineering education
- Providing toilets and hygiene facilities for many households in the village
- Providing solar based lighting in the village
- Organization of a camp on "Sustainable Rural Development". Activities like reconstruction of school playground, computer education to school children, etc.
- Organization of Tree plantation activity in association with Village Grampanchayat
- Organization of residential camp to educate villagers to get rid of their bad habits and addiction
- Organization of Environmental Awareness Program

Human resource management

R R Institutions believes that faculty and staff are the backbone of the institute and that its success depends on the quality of human resources. Therefore, the objectives of human resource management are focused on maximizing employee performance. Priority is given for recruitment of suitable, competent faculty, training them to meet their teaching objectives, helping them realize their potential, rewarding high performing faculty and counseling low performing faculty based on their performance appraisal.

In addition,

- Training is arranged for teaching as well as nonteaching staff by identifying training needs, for enhancing professional competencies, teaching and soft skills.
- Service rules are transparent and benefits like Provident Fund, Gratuity, Group Insurance Scheme, Mediclaim etc. are provided to employees
- The institute arranges financial planning lectures for staff, to assist them for effective planning of their finances
- The institute arranges lectures for staff, to assist them for effective stress management and health

- Institute implements a variety of welfare schemes for teaching and non-teaching staff like Medclaim Policy, Group Insurance, Provident Fund, Credit Cooperative Society, Fee concession to children of faculty and studying at R R Institutions

Industry interaction

As part of the quality improvement strategy and to bridge the gap between academics and industry, the institute has established an Industry-Institute Interaction cell. Regular interaction with the industries is established through meetings, guest lectures, internships, projects and industrial visits. In order to enhance industry interaction the following strategies are implemented:

- Departments to appoint industry coordinator who will interact with the industries by approaching local industries: to understand their expectations in terms of knowledge and skill requirements in a graduating engineer
- To identify and invite industry experts to deliver content beyond syllabus and make students aware of contemporary issues and engineering practices adopted in the industry
- To provide industry exposure to students through internships in industry, industry visits and enable them to pick up skills besides what is being imparted in the classrooms
- Obtain industry sponsored final year projects
- Departments to develop and foster interactions with semi-government bodies
- To involvement industry in the teaching-learning process by including them as members of Department Advisory Board (DAB) and Industry Advisory Board (IAB)

(A) Training & Placement Cell also fosters relations with the industries as a part of the placement drive. In order to understand industry needs the cell hosts an HR meet every year. The meet involves lectures/interactions with eminent industrialists, panel discussions between students, faculty and industry experts which gives invaluable insights of the placements scenario and recent developments at local and global levels that serve as an input for identifying training needs of our students in order to make them employable.

(B) Institute has an Entrepreneurship Development Cell (EDC) that conducts activities like... a National Summit inviting participation from students all over India, involving lectures from Entrepreneurs, panel discussions facilitating interactions with Entrepreneurs and visits to industry. The interaction with the industry and the resulting outcomes is depicted pictorially as follows.