



Dev Sangha Institute of Professional Studies & Educational Research (DIPSER)

DIPSER College of Education (For WOMEN)

(A Unit of DEV SANGHA SEVA PRATISTHAN)

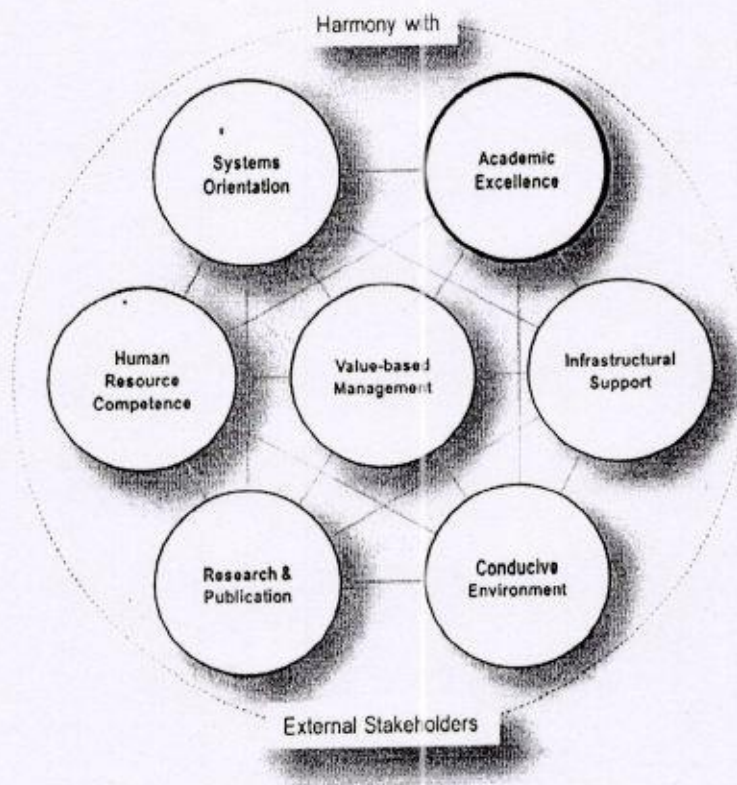
P.O. : Dev Sangha, Bompas Town, Dist. - Deoghar- 814114, Jharkhand

Website : www.dipsercollege.info, email : dipser@dipsercollege.info Mobile : 9102102986

Kolkata Kendra : Convent Garden, Flat No. 303, 11 Convent Road, Kol-700 014, Ph.:033-22650873

NCTE Recognised • UGC Recognised (U/S 2f) • SKMU Affiliated • JAC Affiliated(D.EL.Ed.) • NAAC Accredited

The strategy of DIPSER and the inter-relationship of its thrust areas is illustrated through the following diagram.



Babita
15.01.2022
Principal
Dev Sangha Institute of Professional
Studies & Educational Research,
(DIPSER) Deoghar (Jh.)

Strategic Framework at DIPSER

Doc
02.11.19

Secretary
DIPSER College of Education
(Dev Sangha Institute of Professional
Studies and Educational Research)
(DIPSER)
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The seven core factors of Strategy planning and deployment at DIPSER function in an integrated manner and create asynergistic effect to create a positive effect on the quality of deliverables of the Institute.

One of the activities successfully implemented based on the strategic plan with details of deployment strategy, during the last five years is Building Academic Excellence:

Academic Excellence:

- At DIPSER, there is a thrust to achieve academic excellence. This is pursued through effective curriculum design and delivery and is subjected to periodical review. There is also a stress on adopting innovative pedagogy and increased engagement of ICT in classrooms. Besides, the curriculum entails thrust on need-based extension/ outreach activities and experiential learning.

Classroom learning is supplemented by interface with eminent personalities and; course material is regularly updated as per need. Efforts are made to continually enhance faculty competence through interaction with knowledge institution, training, research and publication. Regular academic review is held for corrective and preventive actions.

Infrastructural Support:

- The pursuit for academic excellence is reinforced effectively by a sound physical infrastructure. There is always a conscience effort to provide adequate infrastructure to support learning and sustain a conducive environment.

Research & Publication:

- DIPSER has given thrust on action research through the master's program (M.Ed.) wherein students pursue compulsory dissertation course in their domain areas. Teachers guide these students in their research work. Out-reach programs undertaken by students as part of their curriculum under the able guidance of their teachers.

Systems Orientation:

- There are strong systems at DIPSER that guide functional areas. These systems are written in the form of procedures and guide all activities in a rational manner. Performance is checked by IQAC through review meetings and corrective actions are taken as per need.

Doc
04/11/19

Secretary
DIPSER College of Education
(Dev Sangha Institute of Professional
Studies and Educational Research)
(DIPSER)
(A unit of Dev Sangha Seva Pratisthan)

Beckley

15.01.2022

Principal
Dev Sangha Institute of Professional
Studies & Educational Research
(DIPSER) Deoghar (Jh.)

Human Resource Development:

- There is a constant effort to enhance the faculty competence. This is done by encouraging faculty members to enhance their qualifications and also by exposing them to interaction/ lecture by renowned academicians and learned personalities. Faculty Members also attend academic courses in their domain area.

Conducive Learning Environment:

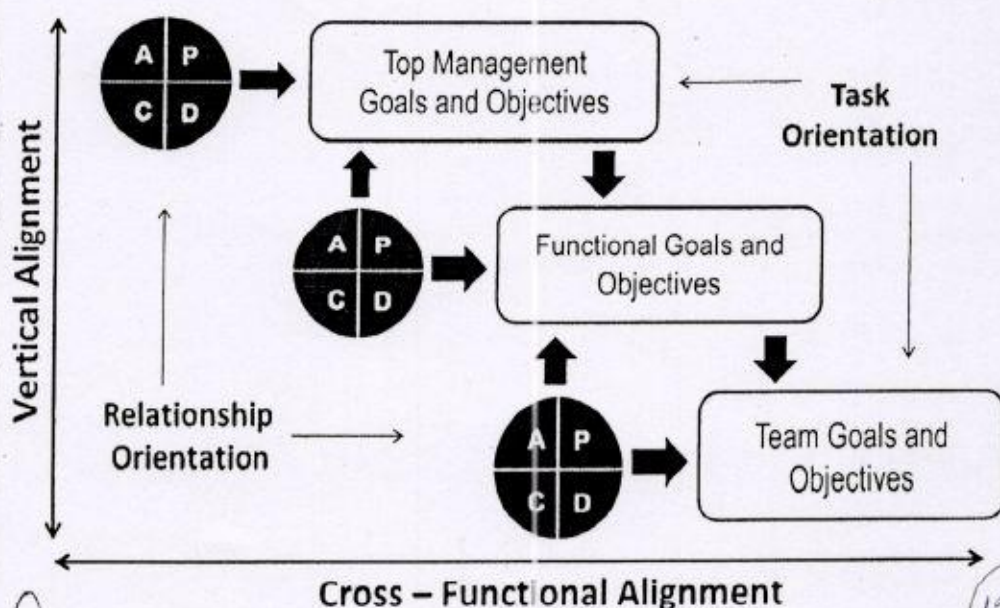
- With a clean campus with flower beds and greenery all around, DIPSER provides a conducive learning environment. There is an air of friendliness, open communication between teachers and students and an academic environment that drives students to learn happily.

Value-based Management:

- DIPSER follows Value-based management in all its activities. DIPSER fosters a spirit of care and concern and nurtures to develop into conscientious, dedicated and motivated teachers who with love, purity, sincerity, knowledge and commitment will be able to elevate the lives of the young.

Strategy Deployment Process

The strategy deployment process signifies a management course that aligns—both vertically and horizontally its functions and activities with its strategic objectives. A specific plan is developed with precise goals, actions, timelines, responsibilities, and measures to achieve its strategic goals of the institution. The approach to strategy deployment at DIPSER is illustrated through the following diagram:



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Secretary
DIPSER College of Education
(Dev Sangha Institute of Professional
Studies and Educational Research)
(DIPSER)
(A unit of Dev Sangha Seva Pratishthan)

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15-01-2022
Principal
Dev Sangha Institute of Professional
Studies & Educational Research,
(DIPSER) Deoghar (Jh.)

The Strategy Deployment Process

The deployment of strategy operates at three- levels – Top Management Level, Functional Level and Team Level. The process starts with top management setting goals and objectives. It leads to a strategic planning that hinges on the inherent institutional values and vision of DIPSER and focuses on stakeholders' satisfaction as the purpose of all activities.

The top management consciously plans for effective deployment of its resources for fulfilment of the institutional goals and objectives. This is done by segregating the overall strategy into functional strategies and is measured for its efficacy and corrective/ preventive actions as per need by following Deming's PDCA Model (Plan, Do, Check, Act). The top management is in constant communication with employees to assess the fulfillment of institutional objectives and necessity to adhere to occupational, social, statutory and regulatory requirements.

At DIPSER, the strategies are implemented at the functional level. Guided by well-laid down procedures, functional strategies are implemented by each function of the Institute as per written down functional procedure and coordinated by the functional head. Following PDCA Model, the functional head strives to see the procedural deviations affecting output and takes corrective and preventive actions to prevent such occurrences in future. The different functions are integrated to each other and function in complete harmony and teamwork to attain the institutional goals as decided by the top management.

The team level deployment is done through committees which look after a particular aspect of the function and work to achieve the goals assigned to it. There are laid down procedures and checklists to enable them to work as per given standard. In doing so, it follows the PDCA Model to ensure perfection in their performance in the given circumstances.

Monitoring & Control

DIPSER strives to continually improve the effectiveness of its quality system through periodic review meetings, communication exercises, interaction of senior management with students and employees, feedback reports and other means. In these and other forums the senior management ensures that the strategic plan is adhered to and spirit and objectives are met by each function religiously.

Secretary
09.11.19

Secretary
DIPSER College of Education
(Dev Sangha Institute of Professional
Studies and Educational Research)
(DIPSER)
(A unit of Dev Sangha Seva Pratishthan)

Beebika
15.01.2022
Principal
Dev Sangha Institute of Professional
Studies & Educational Research.
(DIPSER) Deoghar (Jh.)