

	SNDT Women's University, Mumbai	An Enlightened Woman is a Source of Infinite Strength
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**SNDT Arts and Commerce College for Women, Karve Road,
Pune 411038**

Mentoring system

Introduction –

S.N.D.T. Arts and Commerce College has a heterogeneous group of students coming from different socio-economic background as well as from different regions of the state. They also differ in their academic achievements having different understanding levels for different subjects. As many students in the college are first generation learners, they need academic counselling as well as personal counselling to solve various college related and personal problems. Considering the student teacher ratio in the classrooms, it is not possible to give personal attention to academically weak students. Mentoring system plays very important role in dealing with these issues.

Objective of the mentoring practice:

- To support the students for their holistic development
- To develop minimum skills to cope with demands of study
- To improve participation of these students in college activities

The Practice: As the number of students in B.A. and B. Com classes is very high, especially for the compulsory subjects, it is not possible to give personal attention to the

special needs and difficulties of the students. Mentoring system helps to overcome this problem. To run this system each teacher selects fifteen mentees on the basis of the students' previous year's performance, classroom participation and subject knowledge. Generally those students who have failed in the subject during previous semester, those who have secured very low marks or those who are the first generation learners are selected for mentoring. Some students approach the mentor for their special problems. In the beginning of mentoring session, the mentor asks each mentee to fill up two forms regarding 'study habits' and 'being responsible'. These responses help the mentor to understand the needs, requirements and various problem areas of the students. On the basis of this information the mentor formulates action plan for mentoring sessions. He frames need based activities to address academic, college related problems, doubts and personal difficulties of the students. The mentor and mentee meet at least twice a week to discuss, clarify and share various problems. The mentor assists the mentees to improve their academic performance by clarifying doubts, re-explaining and revising critical topics. Question banks and previous years question papers are discussed with them. Problem solving sessions for Accountancy, Statistics are also held. To meet special requirements, Examination anxiety workshop is organised. Thus, through need based personal counselling along with additional teaching, good rapport can be maintained between the mentor and mentee.

Outcome of the practice: It is needless to say that a mentor gets job satisfaction. Special attention, supervision and assistance helps to lessen number of failures in all the departments. Improvement in confidence level, increased participation in class activities, enhanced rapport between the mentor and mentees are the added advantages of this system.