



**SNDT Arts and Commerce College for Women, Karve Road,
Pune 411038**

Mentoring System

Mentoring system 2019 -20

Introduction –

S.N.D.T. Arts and Commerce College has a heterogeneous group of students coming from different socio-economic backgrounds as well as from different regions of the State. They also differ in their academic achievements having different understanding levels for different subjects. The students need academic counselling as well as personal counselling to solve various college related and personal problems. As the number of students in B.A. and B. Com classes is very high, especially for the compulsory subjects, the mentoring system helps to give personal attention to the special needs and difficulties of the mentees.

Objective of the mentoring -

1. To support the students for their holistic development
2. To develop study skills to cope up with demands of the course
3. To improve participation of the mentees in the College activities

The Practice -

To run this system in 2019-20 each permanent teaching faculty member is assigned around 30 mentees. In the academic year 2019-20 it is decided to give more focus on the first year students for mentoring. For the Commerce faculty the first generation learners studying in B.Com Part I (English and Marathi medium) classes are selected for mentoring. Need based mentoring is done for the second and third year students. For the Arts faculty each permanent teaching staff member is assigned 30 mentees of the concerned specialisation subject including the first year students. Mentoring is done for all the students of BVA Part I and Part II.

In the beginning of the 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 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 and personal difficulties of the mentees. The mentor and mentee meet at least once a week. The mentor assists the mentees to improve their academic performance by clarifying doubts and revising critical topics. Question banks and the question papers of previous years are discussed with them. Each mentor conducts mentoring sessions according to the need of the mentees and the course. Thus, through personal counselling along with additional teaching, good rapport can be maintained between the mentor and mentee.

Special guidance and assistance helps to lessen the number of failures in all the departments. Enhancement of self-respect and confidence level amongst the students, increased participation in class activities are the added advantages. This system is definitely useful for enhancing job satisfaction for the mentor.
