Case Study of Mentor–Mentee System in Decentralization and Participative Management

Mentor-Mentee system is introduced in the college during the academic year 2022-23 with the sole purpose of catering to the needs of the students in the academic and non-academic field. Mentor-Mentee system is an essential component for a successful career as it bridges the gap between the teachers and students. Mentoring provides students emotional and instrumental support, guidance, encouragement and better environment in college. A mentor plays a vital role in nurturing students and has a positive impact on students' performance and academic achievement. A mentee can approach his / her mentor for both educational and personal guidance. It is conducted to help the students to strengthen their capabilities and to build an interpersonal relationship between the teacher and students.

Aims and Objectives:

- To enhance students' academic performance by ensuring regular attendance.
- To build relationship of trust and respect with the mentee.
- To provide support to the mentee in devising action plan considering his/her goal and capabilities.
- Equitable service to the mentees coming from different background.
- To identify slow learners and provide adequate support.
- To encourage advanced learners to reach their full potential.
- To provide opportunities in extracurricular activities to the mentees.
- To create an inclusive and safe feeling in the mentees.
- To monitor dropout rates and to motivate the mentees to continue studies to minimise dropout rates.

A mentor has been allotted 20 students under this system. The allotment of teacher and students has made across the discipline to express students' views openly without hesitation. The mentor collects the personal and educational information of the mentee and is recorded in the register. The mentor focuses on the need of the students and regularly updates the parents about their ward's progress. The mentor establishes consistent communication and counsels him/her whenever necessary and closely monitors the growth of the students. The mentor bridges the communication gap between parents and college by regularly speaking to them.
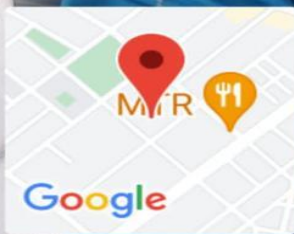
One of the goals of higher education is to mould and develop the overall personality and progress of students from rural areas. Many students from economically weaker section of society/rural areas lack proper academic background and face financial constraints. Mentor-Mentee system is thus an essential feature to render equitable service to the students coming from

diversified background. This system in the college provides support to the students through advice and counselling, through friendship building, through re-enforcement and constructive role modelling. Thus, mentor-mentee system expands beyond teaching to advancement in the educational and personal growth of the mentee.
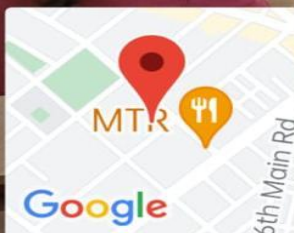
Four meetings were conducted under Mentor-Mentee system during 2022-23. Apart from the mentoring sessions held for all the mentees in common, individual mentoring was done to slow learners and advanced learners. The performance of some of the mentees was below the average level of the whole class. The meetings helped to identify the cause of poor performance and the mentees were helped to overcome their learning difficulties after a few personal mentoring sessions.

The mentees whose performance was above the average level were identified and motivated to prepare for various competitive exams like UPSC, KPSC etc. They were guided to attend certain programs/classes related to such exams. The mentees were motivated to participate in the various competitions organized within the college and in inter-college competitions. Mentoring sessions were planned to motivate the mentees positively, to believe in their potential to do their best and adapt to the changing circumstances. Mentees are advised to take up value added courses and SWAYAM/MOOC courses.

By the end of the academic year, the mentor could observe an improvement in the learning performance. Also, the mentees developed good rapport with teachers and students within the department and other departments, indicating an improvement in their skill.
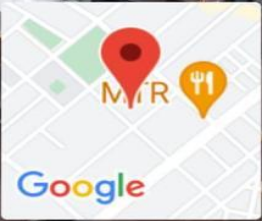
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