

CROSSCULTURAL HARMONY

1. Name of the Best Practice: Cross-cultural Harmony

2. Objectives of the Practice

- To provide an inclusive ambience to engage crosscultural harmony in the campus
- To design and implement avenues and activities to ensure crosscultural harmony

3. The Context

The shipping industry is a unique industry both on-shore and off-shore activities, where work environment is quite isolated and happens within relatively a small crew. In such a small workforce environment, professionals are employed from diverse countries and they are usually engaged for specific voyages only. For example, a Captain or a Chief Engineer employed in a shipping company may not work in the same ship or same shipping activity. Every voyage is special and has unique crew. Hence, they need be ready to work in a multicultural environment and any kind of team without any preferences. Having understood this uniqueness of shipping industry, AMET has promoted cross-cultural harmony in all its activities with the aims to

1. Inculcate the values of pluralism among students
2. Understand the uniqueness of different cultural, ethnical, regional and social groups
3. Make them ready to acclimatize to any kind of team environment

4. The Practice

- a. AMET pays special attention to promote the admission campaign all across the globe in diversified cultural and regional environments
- b. AMET has Entrance Examination Centers in all the regions of India to facilitate the students across the country to get the opportunity

- c. Scholarships are provided to culturally, religiously and socially diversified students to make a diverse array of students in the campus
- d. Liaising with Government of foreign countries to promote manpower in their countries by inviting their students with government sponsorship
- e. Identifying the differential level of understanding and learning levels of students and organize them special programmes
- f. Organizing events to promote multicultural environment

5. Evidence of Success

- In all the past five academic years, more than 60% of the students are from diverse locations of India and overseas
- There is a wide distribution of diverse students in terms of ethnicity (Asians/Africans/Arabs etc), Language, region (Asia/Africa), culture (western and oriental) etc
- Students from Africa come with different language background due to colonial influence (French, English and Portuguese). They are separately grouped and provided with formal English coaching to bring them into mainstream English based teaching learning process.
- The Centre for IELTS and Department of English organizes special programmes prior to the commencement of semester to these students as a crash course and make them comfortable. Students are also trained to the level that they complete IELTS examinations to facilitate their dreams to pursue higher education in western countries.
- University Centre for International Relations (UCIR) facilitates all immigration and visa requirements of foreign students
- University has organized specialized events to promote cultural pluralism in campus with full financial support from the organization
 - Pongal (Mahara Sankranthi, Lohri) Celebrations
 - Onam Celebrations (Cultural festival of Kerala)
 - Ugadhi- (Andhra Pradesh, Telengana and Karnataka)
 - National Days of Djibouti and Nigeria

- Holi Celebrations
- Matri Basha Diwas – Mother Tongue Day

6. Problems Encountered and Resources Required

Problems encountered

1. While organizing remedial coaching either before commencement of semester and after regular working hours, willingness of students in the initial states is a hurdle. The University overcomes this hurdle through strong mentoring system
2. Some of the students have requested a whole day leave for these kind of events. However, due to scheduled academic activities time bound permissions alone are given

Resources Required

Sufficient resources available in AMET Campus to execute the work. The issues mentioned about could be sorted out with available resources

7. Notes (Optional)

The University has established a congenial and flexible socio-cultural environment through its initiatives on Cross cultural harmony. Through this best practice University has transformed the human resource requirement of diverse locations in India and Overseas especially African countries.

ADMISSION WITH APPOINTMENT ORDER THROUGH INDUSTRY INTERACTION

1. Name of the Best Practice: Admission with appointment order through industry interaction

2. Objectives of the Practice

- To enhance the placement avenues for the students by establishing and maintaining strong industry relations
- To provide assured placement opportunities for the meritorious students in Maritime Studies at the time of admission itself and to expand the same to other Departments
- To prepare the selected students with fundamental knowledge and specialized skills for the chosen job profile

3. The Context

AMET is maintaining excellent industry interactions. The programmes offered at AMET are highly industry oriented. The University enhance the industry relations through various initiative such as mandatory industry internships and industry visits. Industry experts are part of Board of Studies, Academic Council and IQAC

The maritime industry is quite dynamic industry and its human resource requirement fluctuates with the progress of industry. In this context, this special drive “Admission with Appointment Order” provides progressive advantage to the students who are pursuing these programme and also attracts more such young minds into this domain. Hence, the University has made collaborative efforts with our long time industry associate AP Moller Maersk (APMM), Denmark, to engage in this important initiative “Admission with Appointment Order”

4. The Practice

AMET’s relationship with APMM is paramount for the past 25 years. Previously AMET conducted DNS and DMS courses and BE Marine Technology (first of its

kind) with total sponsorship by MAERSK. It was the first of its kind in the history of Maritime Education in India as well.

1. AMET and AP Moller Maersk have associations since 1999
2. MoU was signed on 24-10-2019 by and between AMET and AP Moller Maersk for the following purposes
 - i. Admission cum Recruitment Drive campaign
 - ii. Establishment of AMET-AP Moller Maersk Centre of Excellence (foundation stone laid on 24-10-2019)
3. AMET and AP Moller Maersk jointly associate to select eligible students under “Admission with Appointment Order” scheme. An Admission cum Recruitment Drive campaign is jointly promoted by both AMET and AP Moller Maersk.
4. Eligible students are selected based on following criteria
 - i. A pass in 12th Standard/equivalent; minimum 60% aggregate in Maths, Physics and Chemistry; 50% in English.
 - ii. To clear following entrance and interview
 1. Psychometric Test by AMET
 2. AMET Online Common Entrance Test
 3. PI/LI test by AP Moller Maersk
 4. Personal Interview by AMET and AP Moller Maersk
 - iii. Medical Fitness as per DGS norms.

5. Evidence of Success

- The Programme has been started in the mid of academic 2019-20, efforts are made to widely popularize the scheme by giving Television advertisement and advertisement in national dailies besides campaign in social media and in field.
- More than 2000 cadets have been recruited by APMM during all these years and many of them are currently occupying coveted position in various renowned International Shipping companies as Managing Directors and CEOs.

- A total of 160 students selected for BE Marine Engineering and B.Sc. Nautical Science programmes with appointment order in AP Moller Maersk

6. Problems Encountered and Resources Required

Problems encountered

1. In the previous years there were no problems encountered. However, during COVID19 pandemic, student participation in Admission cum Recruitment Drive was relatively less.
2. Six students who were selected and given admission with appointment orders have dropped out themselves citing COVID19 as the reason.
3. Few Students selected in this scheme are not successful in academic achievements, they needed remedial coaching

Resources Required

There is always a requirement of qualified Teachers in Maritime Domain. Due to the requirement of statutory authorities, Faculty must have Certificate of Competency (MEO Class-1 for Marine Engineering; Master Mariner-FG for of Nautical Science which require over 20 years of actual sea time experience). The salary expectations of such internationally qualified Faculty are extremely high than usual salary commitments as per UGC scale of pay. Hence, retaining such faculty is also difficult.

7. Notes (Optional)

- AMET is the only maritime University not only in the Country but also in the entire world to have established relations with maritime industry to provide Admission with Appointment orders