

Embracing Technology-Driven Transparent Governance at UPG

Context: In the dynamic landscape of higher education, the integration of technology has become imperative for fostering transparency, efficiency, and engagement within academic institutions. Embracing a technology-driven open governance approach not only has enhanced UPG's administrative processes but also nurtured a culture of inclusivity and openness.

1. Transparency through Digital Platforms:

The adoption of digital platforms for governance promotes transparency by providing stakeholders with real-time access to information. Student Portal is a web-based open interface that provides students with access to various academic and administrative services. These portals are designed to enhance communication, streamline processes, and offer convenient access to information. Students can view their class schedules, course materials, and syllabi. Academic performance, including grades and transcripts, is often available on the portal. Portals facilitate communication between students and instructors through messaging features.

SVKM's *Oracle* Human Capital Management is another milestone in the journey of ushering in a culture of transparency through digital platforms. *Oracle* enables all UPG employees to operate Employee Self Service and Manager Self Service. In a new era of capability building and employee growth, various modules are fair, transparent, and consistent across the entire SVKM Human Resource. They include:

- Talent Management (Performance Management System-PMS)
- Talent Review, Career Development & Succession Planning
- Learning & Development
- Online Income Tax Declaration
- Online investment submission
- Online Salary reimbursements submission
- Online Expense Statements

All these modules enable employees to view their personal, professional, career development, learning development, and financial details through an authenticated Oracle HCM system, fostering a culture of openness.

SAP, is another key Enterprise Resource Planning digital platform used by UPG to enhance efficiency, transparency, and data-driven decision-making. In the context of higher education, SAP addresses a range of functions, from student administration to finance and beyond.



Student Lifecycle Management:

SAP facilitates end-to-end student lifecycle management, from admissions to graduation. It includes modules for admissions processing, student registration, and academic record management.

Academic Planning and Scheduling:

SAP is used for academic planning, scheduling courses, and managing classroom resources. Real-time scheduling updates and adjustments are streamlined through the system.

Financial Management:

SAP's financial modules handle budgeting, accounting, and financial reporting. It aids in managing funds, tracking expenditures, and ensuring compliance with financial regulations.

Human Resources and Payroll:

HR modules assist in managing faculty and staff records, payroll processing, and employee benefits. It contributes to workforce planning and performance management.

Student Portals:

SAP also includes a student portal for easy access to academic information, grades, and course materials.

2. Enhanced Communication Channels:

Open governance relies on effective communication channels. Technology facilitates the establishment of communication platforms such as forums, webinars, and discussion boards, enabling students, faculty, and staff to actively participate in discussions, share ideas, and contribute to institutional decision-making.

3. Training and Capacity Building:

To maximize the benefits of technology-driven governance, the institution invests in training and capacity building. Faculty, staff, and administrators are therefore equipped with the necessary skills to navigate and leverage technology effectively for governance purposes. Online faculty development programs are organized by the HR department of the parent trust for all the UPG employees at a weekly level in areas ranging from skill-based to life-based. These online faculty development programs are conducted by subject experts who enhance the knowledge level and proficiency level of teachers depending upon the field, which in turn equips them with better tools and skills for classroom teaching and administrative tasks.



4. Digital revaluation of examination papers

Eklavya is a centralized online paper assessment software where students can request a reassessment or review of their examination papers through an online platform. This system is designed to ensure transparency and fairness in the evaluation process. With the help of *Eklavya* software, students can obtain scanned copies of their answer booklets that were assessed by the examiner if they have good reason to believe that their answer papers require reassessment. This is another important step that UPG has made towards technology-driven transparency.

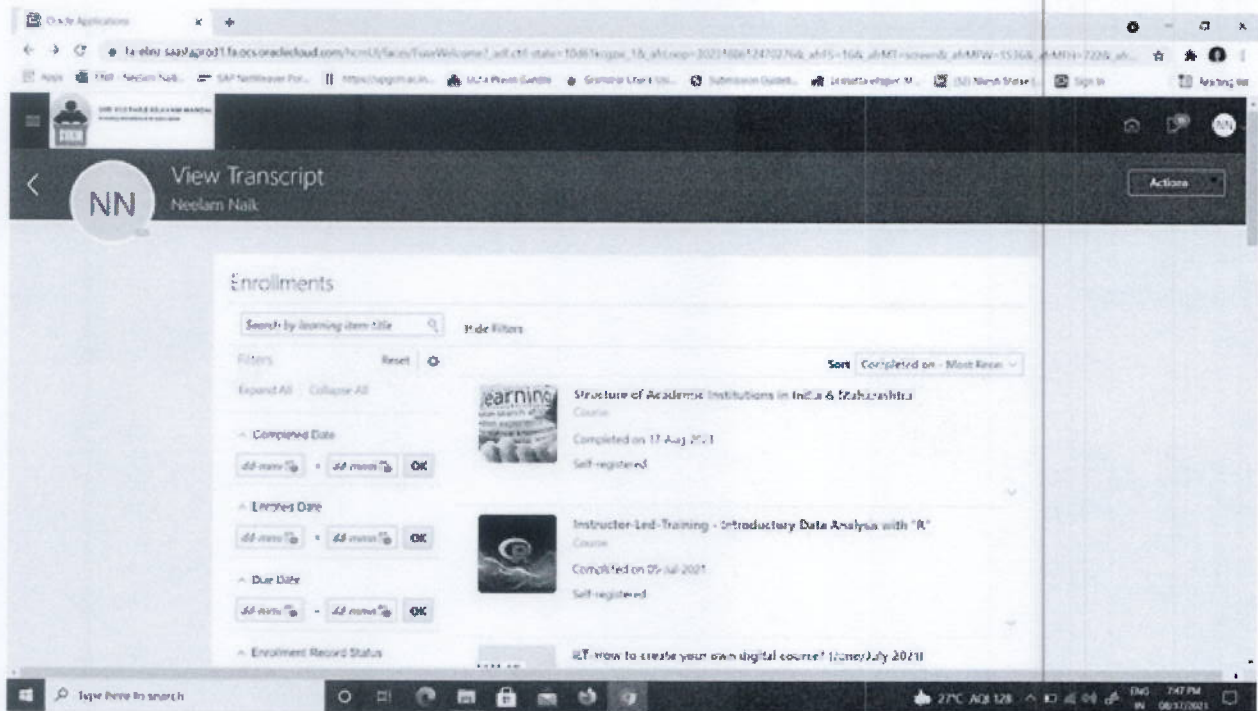
5. Online payment of admission fees – UPG strongly believes in the digitalization of financial transactions, therefore, the admission fees of newly admitted or even existing students are collected through an online platform that increases efficiency and transparency.

6. Online purchase process – All forms of purchases at UPG College takes place through the SAP system. SAP system is used to register the vendors. Any order that needs to be placed is done through the SAP system. The purchase order is also generated through the SAP. Digitalization of the purchase process leaves no room for exploitation and corruption, and it maintains complete transparency and objectivity.

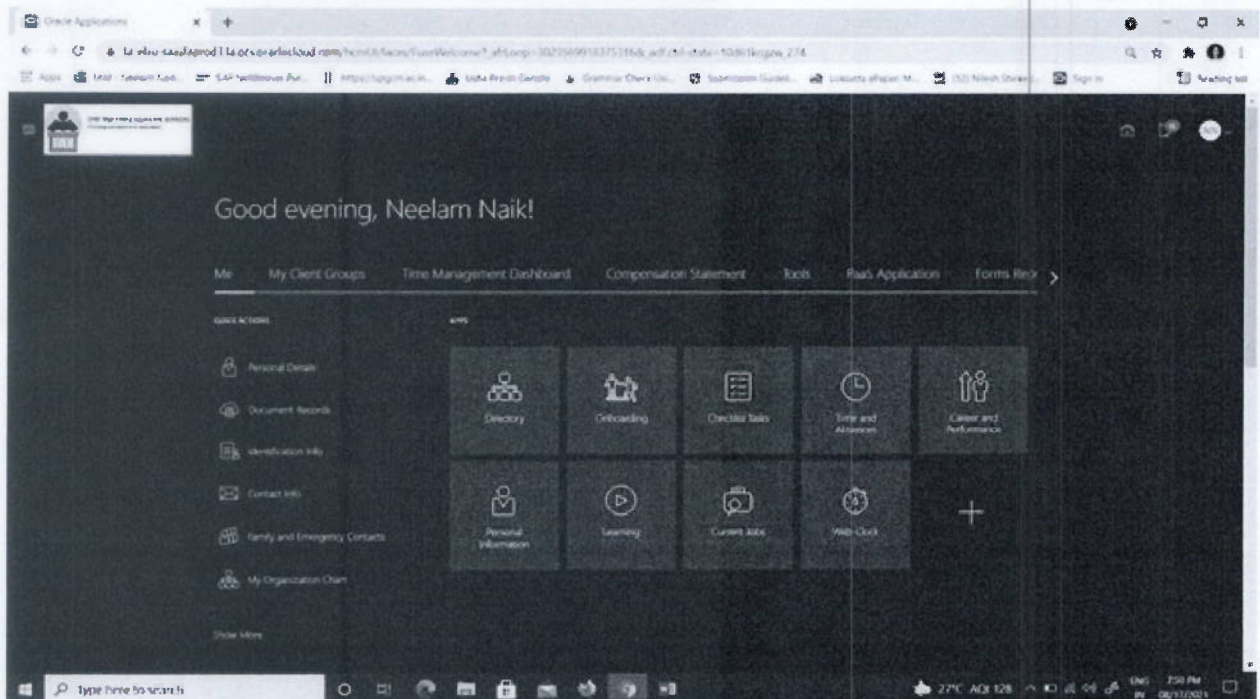
Lastly, to add to the list of digital platforms to facilitate a transparent functioning, a grievance form is available on the UPG website for students to post their grievances and constructive suggestions regarding the learning experience at UPG. These grievances are discussed openly in a public forum and resolutions are sought with close involvement of the Head of the institute.



Oracle HR Module sample screenshots

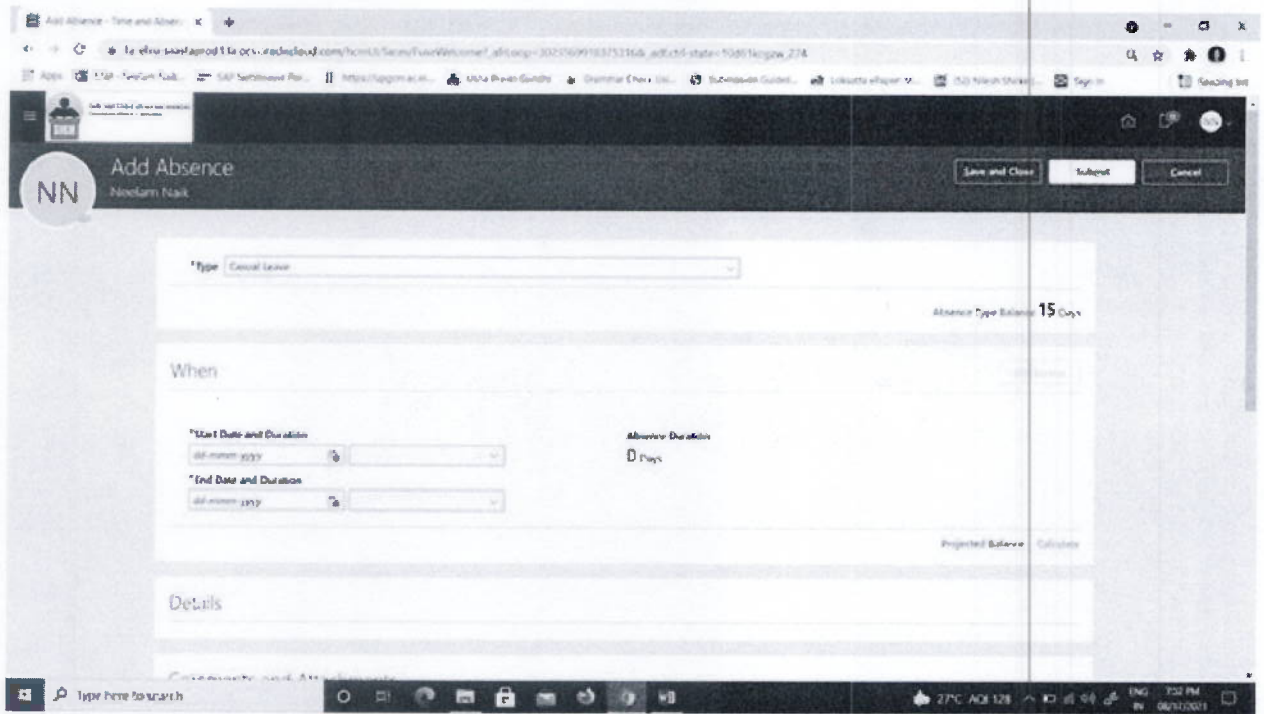


Instructor led courses completion status



Various modules available in Oracle system



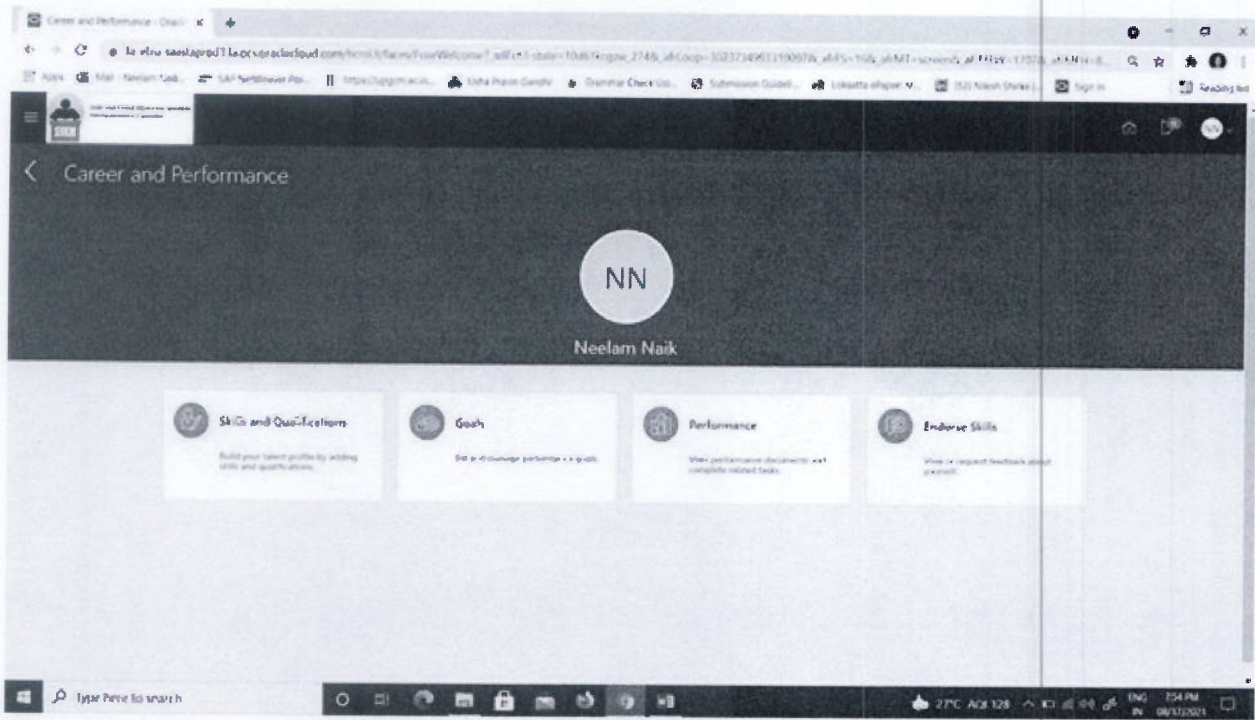


Online application of Leave

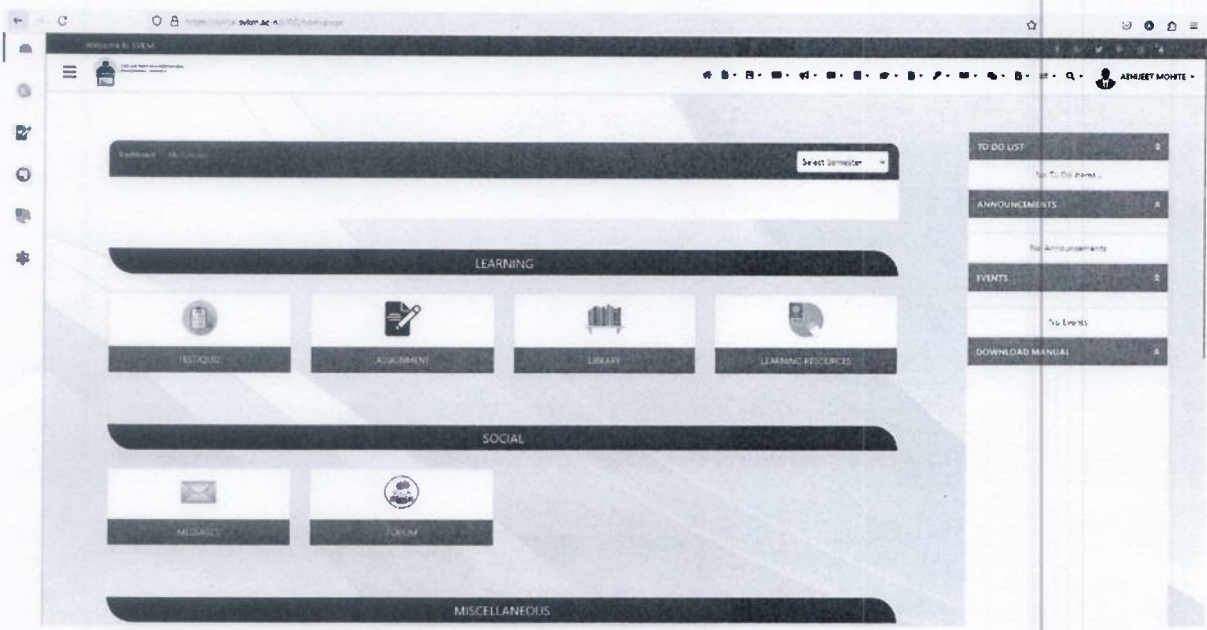
Mon	Tue	Wed	Thu	Fri	Sat	Sun
01/08/2021	26/08/2021	27/08/2021	28/08/2021	29/08/2021	30/08/2021	31/08/2021
26-Aug-2021 to 01-Aug-2021: Total Hours: 14.24, Absence Hours: 0, Scheduled Hours: 44, Status: Approved						
02/08/2021	03/08/2021	04/08/2021	05/08/2021	06/08/2021	07/08/2021	08/08/2021
02-Aug-2021 to 08-Aug-2021: Total Hours: 33.73, Absence Hours: 0, Scheduled Hours: 48, Status: Approved						
09/08/2021	10/08/2021	11/08/2021	12/08/2021	13/08/2021	14/08/2021	15/08/2021
09-Aug-2021 to 15-Aug-2021: Total Hours: 33.21, Absence Hours: 0, Scheduled Hours: 48, Status: Approved						
16/08/2021	17/08/2021	18/08/2021	19/08/2021	20/08/2021	21/08/2021	22/08/2021
Please Note Year						
23/08/2021	24/08/2021	25/08/2021	26/08/2021	27/08/2021	28/08/2021	29/08/2021
30/08/2021	31/08/2021	01/09/2021	02/09/2021	03/09/2021	04/09/2021	05/09/2021

Time Record






Career and Performance Modules



Student Portal



Welcome Mr. Abhishek Mishra, Help | SAP Sign | Logout 

Student Attendance Help | Search | Refresh

Student Attendance

Period Priorities Help

There are no items to display

Attendance Entry
 Attendance View

Academic Year:

Academic Session:

Division/Subject:

Date & Time:

If lecture is not seen in above, please click below options to send mail to academic staff

Cancel Class
 Reschedule Class
 Extra Class
 Cancel class for days

Remark:

SAP Attendance

