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CRUSADE

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GURUVARAN

ALUMNUS EIE

(2014-2018)

FEATURING I DREAMT AND I ACHIEVED



WISE TALK


Start-up Tips – Part III



HARSHAVARTHAN

ALUMNUS CSE (2014-2018)

I DREAMT AND I ACHIEVED



All have their own childhood dreams, varying at each grades as per their environment. Being the son of a Petty officer, I adored the white uniform of the Indian Navy. It was the one and only aim in my bucket list. Unfortunately, due to my personal and family situations, I couldn't make it for NDA or TES entries where you get bachelors from the forces. I joined B.E Electronics and Instrumentation in Dr. Mahalingam College of Engineering and Technology. From my first year, my only dream was to make myself a qualified Candidate to crack the Services Selection Board. My college served as a wonderful platform to improve my leadership qualities, Time management, soft skills and my technical knowledge. I participated in all the activities in my College and there is nothing that I haven't done in my college; there used to be times when I used to come home at 3 am in the morning and leave again at 8 am in the morning. During my final year, when the entries opened up for the forces, I applied for it. In order to get proper guidance in this regard, I came in touch with Lt. Sugalesan. He is an ex Naval officer and many know him for the precious lives he rescued during the Chennai floods in 2016. He moulded me in all aspects and I gave my first attempt for Navy at Naval selection board, Coimbatore.

Unfortunately, I got screened out on the first day itself. I felt dejected but with motivation backed up by my father, I jumped back into action and started preparing once again. As time went by, my father fell short of finance. So, I started writing articles and eventually landed up being a freelance content writer and pet dealer. Due to my work, I couldn't meet Lt. Sugalesan sir regularly, but whenever I had doubts, I met him and clarified them. With all my hopes geared up positively, I went to give my second SSB at Allahabad and this time for the Indian Military Academy, Army.

I DREAMT AND I ACHIEVED

Again, I got eliminated on the fifth day and I came back directly, sat and spoke with Lt. Sugalesan. He told that “Good things will take time, problem is not outside but it is within you”. I started thinking a lot about myself, my positives and negatives. I started to exercise, which improved my self-confidence and brought more peace. On May 8th, I gave my third attempt for Indian Navy at 12 SSB, Bangalore. This time, during my interview, I had a different positive gut feeling. I even told the interviewing officer that I will get selected this time. Yes, on May 12th, I got selected as an Electrical Officer for the post of Sub Lieutenant in the Indian Navy. After SSB, we had the entire body medical check-up for five day. I was given a temporary rejection due to overweight. After that, I reduced 12 kg in 42 days and got medically fit. The race doesn't end here because I have a set of another big dream and ambition to chase in the Indian Navy.

I thank my father, Lt. Sugalesan , college management, staff and my friends Praveen, Keerthana, Vilington, Shibu, Illango and Lohesh who stood by me in all situations. My success story doesn't have much to look upon but my piece of word to my juniors is that “Have a dream, a dream of your own. Chase it, quench your personality by learning new things. Only your skill set and knowledge will make you stand out from others. Work smart, stay humble, you will be the king of your life”.



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UNEMPLOYMENT ? WHO IS RESPONSIBLE?

START-UP TIPS - III

All my blog posts will have only my thoughts, which I would have presented with few case studies or a research and words of few mentors, with whom I brainstorm my ideas and thoughts. This post will be quite different from all the other posts. This time, I have shared the actual conversation that I had with industrial experts in LinkedIn posts, comments and other conversations.

People in the Discussion were Mr. Arun V Mathew (Arun), CEO – Gyalizo KE, Mr. Sanjog Zawar (Zawar), Manager & Business Consultant – Oracle Solutions, Mr. Ramesh Kumar (Ramesh), CTO – Eduquity, Ms. Priya Parey (Priya), HR Consultant – People Matters and Mr. Harshavarthan Maran (Harsha), Founder & Director- iBevy Forte.



Discussions:

Harsha: Though many Recruitment solution software and Recruitment Companies exist in the market, why there is unemployment in large scale, especially in the southern parts of India? Every individual has a skill and everyone will be good in a particular domain. This question is around my head for the past two years.

Zawar: Harsha, first of all, I must appreciate that you are concerned about unemployment! The first step in finding the problem is the realization of the problem! Coming to your question, I'm not quite sure what you mean by HR solutions...

UNEMPLOYMENT ? WHO IS RESPONSIBLE?

START-UP TIPS - III

But assuming you are talking from software system point of view (which is what my area of interest is – I won't say expertise!!), let me tell you that HR systems won't cater to a problem on "unemployment", but essentially will deal with the problem of "employment". This means that all HR solutions cater to different parts of HR processes within an organization dealing with employees. I completely agree with your point that each person can be good in one domain, hence we perhaps need more entrepreneurs who can exploit this expertise and in turn also provide employment as you rightly raised your concern about unemployment. I wish you good luck on your entrepreneurial journey. Looking forward to hearing opinions of other "true" experts you tagged!



For good ideas and true
innovation, you need human
interaction, conflict, argument,
debate.

Margaret Heffernan

Harsha: Thank you, for your views. I meant HR solutions as Recruitment software solutions such as Naukri, Internshala, etc.

Zawar: To be honest, I personally feel that there aren't as many "distinct" positions available as shown on those sites. One opening mentioned on 3 different sites doesn't make it 3 vacancies, you see what you mean! In addition, they can't generate any employment themselves but just showcase vacancies. I hence mentioned that problem of unemployment can't be tackled by existing enterprises... We certainly need entrepreneurs like you and many others!

UNEMPLOYMENT ? WHO IS RESPONSIBLE?

START-UP TIPS - III

Harsha: I worked on Software Model to solve the unemployment through entrepreneurs and Small companies. I submitted it to the Start-up India and it was recognized and certified. I need to build MVP for the idea. Thank you again for your words. While working on this idea, I identified another problem which needs be to solved first.

Zawar: Sure! I would love to be of any help!!

Harsha: Thank you, sir, I will share the link after building the MVP of the idea.

Ramesh: Thanks for tagging me. I am not an expert on these issues. Let me tell you what I noticed in this context. A report says that Diploma/ Graduate/ Postgraduates are more unemployed than the less educated. Less educated people seem to find some job. Unemployment of female diploma/graduate/ PG seems to be high, due to the fact that they may get married and go into the family way immediately after the education. Even those who take up careers may take a break in between. Hence the female unemployment may always be higher than Male. Reasons for male unemployment can be many such as not many jobs, the graduates coming out of colleges are reported to be not Industry ready, the campus placements dried up a bit due to the automation being done in major IT companies, so many start-ups have come up and closed within a year etc. If 1000 start-ups close and on an average 10 people are working, 10,000 get unemployed all of a sudden till they get another job. Jobs may be there but suitable candidates may not be there. Candidates may be there, but there won't be any suitable jobs. Hence, the only option is for candidates to get skilled in the areas where there are jobs.

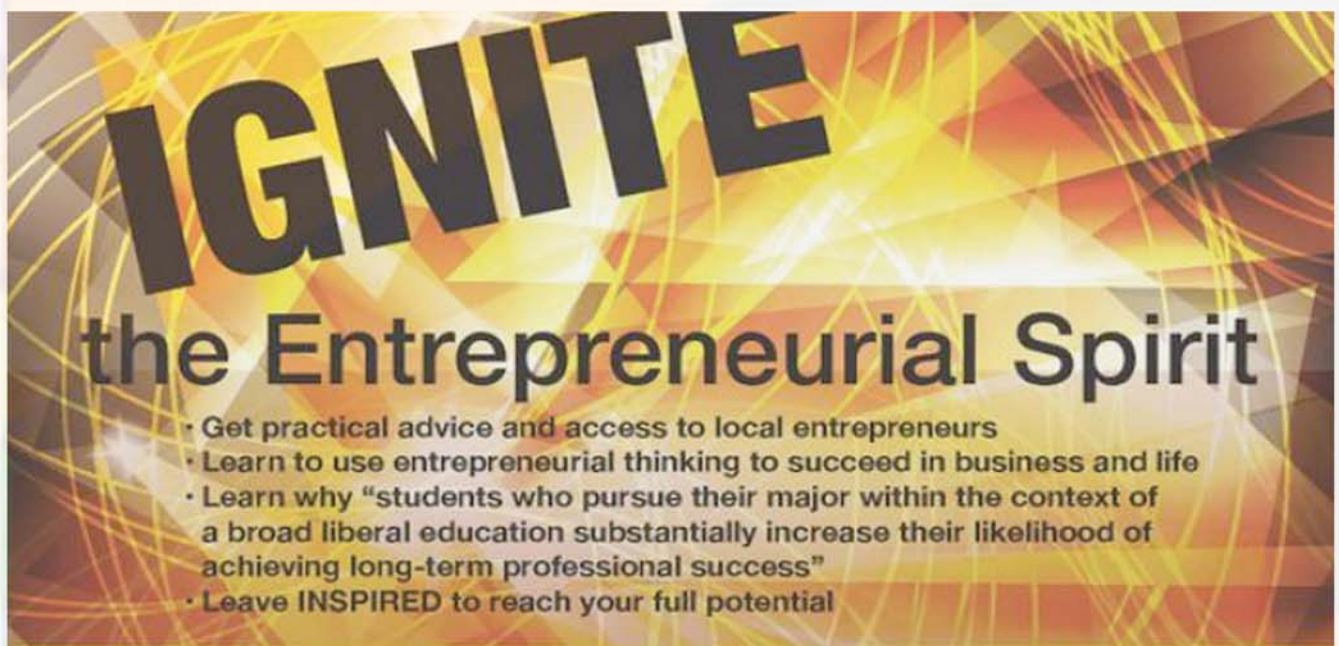
<https://www.weforum.org/agenda/2017/10/india-work-force-skills-training/> for more details. (Will Continue....)

HARSHAVARTHAN
ALUMNUS CSE (2014-2018)



NEED FOR THE ENTREPRENEURIAL SPIRIT

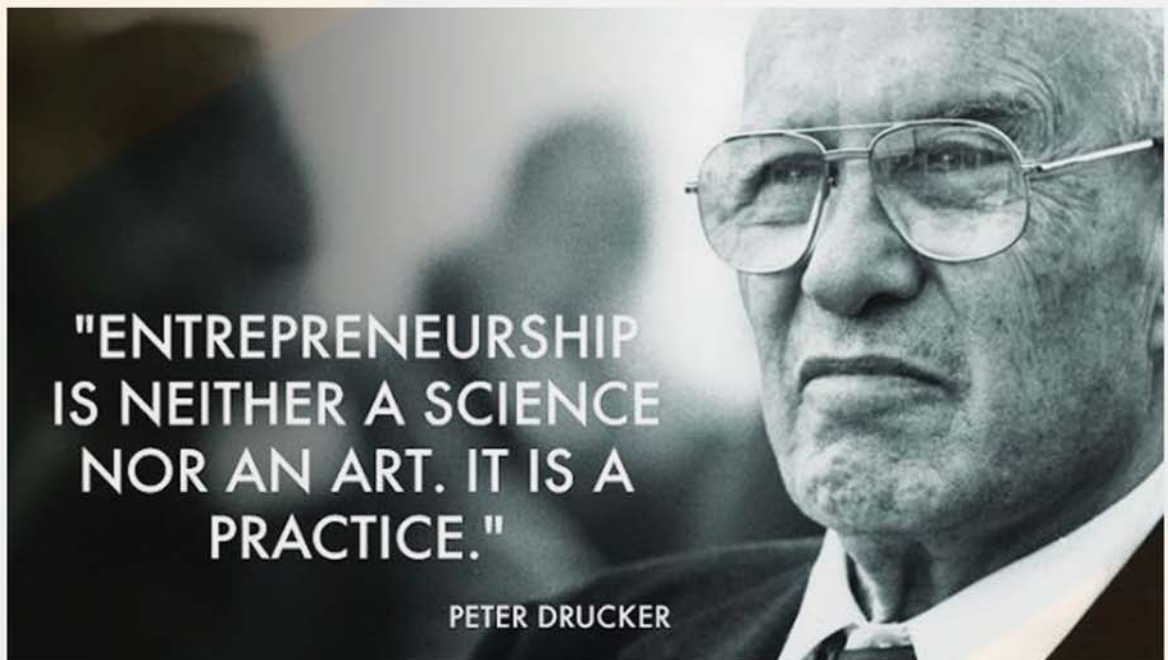
Globalisation, with the advent of Internet and Information Technology, has shifted today's young generation' dreams and ideologies from getting a good and highly paid job in a well reputed organization in the market to entrepreneurship. They want to be the masters of their own by starting their own venture. Becoming an Entrepreneur is not a Himalayan task in today's environment but it is very important that the dreamers of start-up understand the trend and basics of entrepreneurship.



Starting a finance business in a village, lending money to the people for an interest manually and maintaining the book based tradition accounting is not considered to be a start-up. But if it's developed at a district headquarters, use sophisticated systems, uniformed employees etc. it would be considered as a business or a start-up. Such start-ups were very common in other countries such as, the FINBOX, USA that lends money to various NBFC's, Banks and even to start-ups. In the case of traditional lending business, the business and its process remains to be the same but in other countries the business has been taken to the next level. FINBOX lends their customers using fully automated loan origination system, alternate data underwriting, Artificial Intelligence based verification suite, etc.

NEED FOR THE ENTREPRENEURIAL SPIRIT

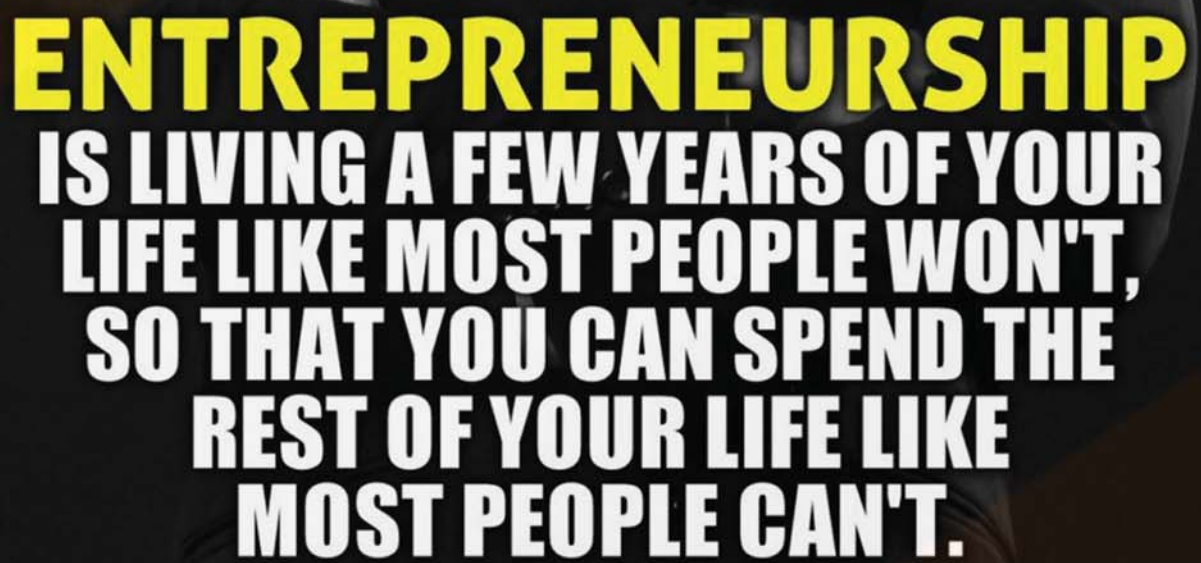
Total Quality oriented Management, excellent business processes, understanding and meeting the customers' needs, retention rate of their customers, market acquisition, ease of access to the products and services, risk taking environment etc. are far superior than all the big giants in the market. The profit of FINBOX is very high and unimaginably superior to the traditional lending businesses we have in India. It's like comparing the speed of a superbike with the bicycle. The market acquisition done by FINBOX is very aggressive which helps them grow bigger everyday but remember, they are a start-up. The Start-ups in the Western World are bolder than what we have in India due to the differences in cultural and familial commitments.



If we closely look at the business world in the 21st century, it's the start-ups that are booming, succeeding and capturing the market in all the industries. Ideating, developing the concepts, committing to the work, developing a prototype, validating, scaling, establishing the venture and acquiring the market are the stages involved in becoming a successful start-up. Internet, information technology, digitization, user friendly gadgets all help a start-up get its feet on the market. Thus, regular definition of a start-up is obsolete and people who are psychologically fixed with the old mind-set should be changed and updated in order to bring them to the entrepreneurial spirit.

NEED FOR THE ENTREPRENEURIAL SPIRIT

Although Mani Maligai in Pollachi a seller of groceries had introduced online purchase option and android application it remains as a local business and have their own regular customers. Their market growth is bound to the Pollachi Region, although they use the internet to attract more customers online. On the other hand, Big Basket, a grocery seller has moved to the next level. Its customer base and growth of its business is beyond one's imagination as they operate from multiple points. They have identified a problem but also found a solution that would make their presence in multiple places because most of the time, a problem in one region of a state would be almost same with little differences in other places. A start-up should look for this opportunity.



**ENTREPRENEURSHIP
IS LIVING A FEW YEARS OF YOUR
LIFE LIKE MOST PEOPLE WON'T,
SO THAT YOU CAN SPEND THE
REST OF YOUR LIFE LIKE
MOST PEOPLE CAN'T.**

A start-up can provide solutions to an existing problem in the society or to another business. This would help them widen their opportunity as a start-up. Creating contacts in different places would help a start-up make its products or services, thus creating a market. Thinking a start-up with one single area as the target market might not help initially as more people should be made known about the products or services in order for us to sell few. The solution that you provide should be very unique to the industry or society and such kind of start-ups will always become successful and a trend setter in the market.

NEED FOR THE ENTREPRENEURIAL SPIRIT

Gyan labs is one such start-up which was started by Priyadeep Sinha, a 19 year old boy. His start-up has become a great trendsetter which revolutionised the entire education system of India and it has given a new perspective. Sinha understood the biggest problem of education system was that the students were developed as memory machines rather than understanding and applying the concepts that they learn. This was a problem especially in science and maths subjects where the students' ability to think is deteriorating. Today, Gyan Labs has spread across the country where it conducts workshops in the schools and their team teaches science and other conceptual subjects more practically. It enables the students to have real understanding of the concepts through more practical ways. A start-up to become a more successful business venture, it has to become a problem elucidator of an industry or the society.

So, friends, India needs more entrepreneurs who would support the Make in India campaign. It's not just starting-up but it's also about quality start-ups that are driven by passionate youngsters who are willing to go beyond the limits. Indian government has made more financial and mentoring services available for the start-ups. So, I wish all the future young entrepreneurs a huge success in your endeavours.

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FOOD FOR THOUGHT

Sumant Moolgaokar



This is a story of a dedicated chief executive from TATA Motors, Sumant Moolgaokar. All the executives of TATA Motors every day had their lunch together while Mr. Moolgaokar used to sneak out in his car during the lunch break.

There was a talk among his colleagues that he was offered lunch at a Five Star Hotel by some dealers. One day some suspicious executives followed him during the lunch-time and were shocked to see him drive on the high way and pull over at a Dhaba where lorry drivers stop to have their lunch. Mr. Moolgaokar joined them and discussed the issues faced by the drivers while driving the TATA Truck. He collected these feedbacks to correct the glitches in the vehicle to give the drivers an improved experience of driving the truck. Such was the dedication of Mr. Sumant Moolgaokar who was later honoured by TATA Motors by naming one of its SUV brands after his name as, TATA SUMO. SU stands for Sumant and MO stands for Moolgaokar. This is considered to be the highest tribute paid by any company to its executive. No wonder he was called the architect of TATA Motors.

THINK BEYOND

DR. V. KOVAICHELVAN



TVS Motors, over a period of time has specialised in the Quality Process and it is called the TVS Way. A leading two-wheeler manufacturer in the world, Honda does not consider Bajaj or Yamaha as its competitor in India but it considers TVS.

TVS achieved this Numerous Uno position through its rigorous quality and production management policies mapped to nothing but the best global practices. The robust demand-driven process establishment has enabled ordinary people to do extraordinary things at TVS. Similarly, engineering institutions must map their syllabus and semester exams to GATE to augment the quality of engineering education.



GADGET ADDICTS

Television, a mass communication media was developed or invented just for entertainment purpose in the beginning. Later, technological development made it as an integral part of our lives. Now-a-days, there is no home without TV or other electronic gadgets. Not even a single family, no matter whether it is rich or poor is devoid of electronic gadgets. Electronic gadgets include its beginning from radios to the latest android mobile phones that bring the TV shows. As technology developed and progressed, we are able to watch and come to know various things that are happening in and around us. An issue that arise in other countries is telecasted live within few minutes. People, who are unaware of those issues start supporting and raising voices against injustice. Of all other gadgets, people use television the most. At first, it was used for entertainment purpose and only a handful used it while the rest were unaware of it as they considered it as a luxury. As of now, everyone has come to know about it and started using it. In fact today, most of us are addicted to it. This remains us the proverb, "TOO MUCH OF ANYTHING IS GOOD FOR NOTHING".



Children are more influenced than their parents. As grown-ups, adults are able to analyse good and bad and act accordingly to the environment. They also know that it is only part of the environment and should not be involved in one's personal life. But when it comes to children, it is vice versa. Children are innocent and they do things out of compulsion and that they watch things unaware of the fact whether it is good or bad for them.

GADGET ADDICTS

Children are unable to analyse things, as they believe in whatever they see and try to imitate. There are lot of examples for the influence of television on children which ruined their life or taken lives. This leads children, adolescents and especially youth to commit crimes that disturb the society. Children watching television itself is not bad but it should be with the guidance of their parents because there are lots of educational programmes that would help children improve their language and analytical skills. It is their responsibility to guide them to good programmes that would make watching television very useful.



TV and movies teach both good and bad things. Since children are unable to decide for themselves, it is the sole responsibility of the parents to indulge in all the activities of the children and guide them at every part of their life, till they show maturity to differentiate good and bad. It's also important that the parents and elders to be watchful of their children by making them watch movies or TV programmes appropriate for their age. If the parents guide them in a positive way, television and movies will have a very positive influence on children. Thus, it's not what we have is important but what we do with what we have is really important.



SPORTS FOR WELLNESS

Sports plays a major role in developing the confidence of the students. Playing sports makes the students fit and healthy. In many schools, there are sports hours but the students are not allowed to play. They are allowed to play only once or twice in a week. Schools do not make use of the sports coaches to encourage the students to participate in all the sports events. Schools must make the students play the games daily because AN IDLE MIND IS A DEVIL'S WORKSHOP, especially the mind of one who do not play any sports or do any exercise. Even though the students are playing sports in some schools, they are not given enough professional training. Practice makes a man perfect in all aspects of life. Practice and training must be given to students and they should also be allowed to participate in the tournaments. They should be motivated to perform well whenever they lose a match. Every student must participate at least in any one sport. Schools should understand the students' interests in the sports and encourage them to play those games.



India is the second largest country in the world. But we only have the least Olympic medals, Common wealth medals, Asian games and so on. In Japan, Korea and Germany, they have very less population but they are winning medals in all the sports. In those countries they give more importance to sports and encourage people to participate in competitions right from a very young age.

SPORTS FOR WELLNESS



C R U S A D E

These countries train the students from school without worrying about their academic scores much because they always believe that their country needs more medals. So, in our country, schools should identify the students' interests and passion in particular sports and train them and motivate them. This will help our country win more medals in all the sports. Our country is dominated by cricket and although Indian cricket team is one of the best cricket teams in the world, it's not fair that it overshadows other sports. Today, the awareness is growing and we have started playing and appreciating badminton, tennis, kabadi, hockey and few other games well. Although India fairs well in group games, it doesn't do well in individual sports, especially athletes. It's because we lack the infrastructure, government support, influence of quota system, internal politics in selecting candidates and ignoring rural talents. Very few people have excelled in individual sports and people do not choose individual sports out of fear of not making it a career.

Playing sports is not only for competitions but it's also for the physical wellbeing that would lead to mental wellbeing too. Students will not become obese or fat as they would play sports and games daily. It would help the students stay healthy and free from all sorts of diseases. Playing does not mean playing online or gadget based video games. Playing such games in PCs, Laptops and other electronic gadgets makes our condition very worse. It causes obesity and other chronic diseases. Play wisely and be healthy; it helps one conquer the world. We will also bring laurel to our country by winning more medals in sports.

P. ARUNKUMAR

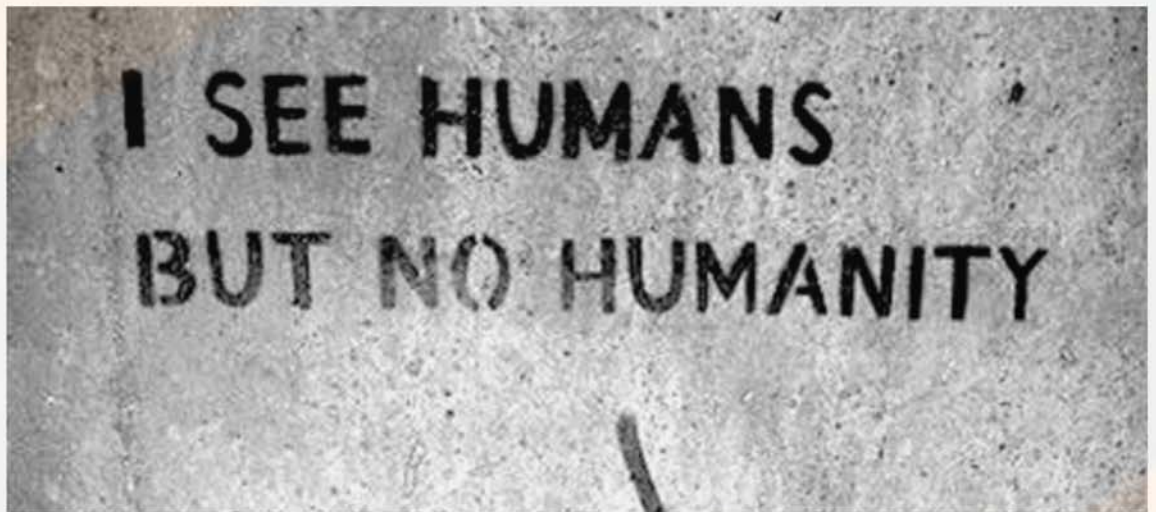
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HUMANITY IN PEOPLE IS DYING

“HUMANITY” is about one becoming more humane and good companion in all the difficult situations to others. It’s humanity and humanness that holds this earth and all the lives in it intact. Now-a-days, helping mind or tendency to render help and care has diminished. Unity of the nation in times of hardship brings out the unity and humanness in people. It’s not just in hardships one should show humanness but at all times to all creatures and not just to human beings. People run behind material pleasures and become self-centred. It may not be an important thing now but when one turns old, one might need a human touch and care. If we don’t show our humanness to others, people may not return this favour to us later.



A study reveals that people on one hand live only for themselves which is at times considered as smart but on the other side it is also considered as selfish. Selfish nature lies within a person and comes out when a person needs something. When one sees another person lay injured on the roadside, one would just lift the person up and would hesitate to help that person beyond that point because of his insecurities and selfishness. Although this selfishness nature is with everyone, there are few people who goes beyond their needs by sacrificing things for others and only these people have become leaders and great souls. Our grandparents used to tell us lot of stories about certain incidents from their lives that always taught us selflessness.



HUMANITY IN PEOPLE IS DYING

These are the most precious facts that we witness in many awareness programmes. Though people listen to such great ideas and intentional messages to kindle their hidden humanity, most of the speakers' hard work does not yield fruitful results. It is the mentality of the people of all age groups that they just listen for that time and ignore them once they get out of that scenario. The worst fact is that the preachers of humanity themselves become more inhuman at a later point of time. One's richness is not measured in terms of the money one has, but in terms of their actions that help humanity and the society. It's true that one's own family is very important to one but one must think that all are one's extended family, a universal family. One should strive to achieve this spirit of oneness, thus considering that we are all humans and equal in God's eyes. Above all, everyone is responsible for each other in one way or the other because we are all dependents.

We are living at an age where there are plenty of problems that threaten humanity. Today, even the most powerful nations have come down from their status quo after understanding that everyone in this world is equally important for the survival of the earth. So, it's time that we think and act beyond certain constraints such as caste, creed, religion, colour and race to protect the earth through our humanitarian efforts.

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HUMANS CAUSE EXTINCTION

Mammals are those living organisms that utilize the natural resources and make this world more special but due to the selfish and greedy nature of human beings, enormous amount of destructions were caused. Human beings, for their comfortable living, encroached the habitats of other mammals and changed the face of the earth forever by disturbing the entire ecology. They have polluted the environment which in turn caused great havoc on the human beings in return. As higher order mammals, we all know that oxygen is the most important element for living. The only thing that is easily available for free is oxygen but with the advent of the industries and technology that too is becoming costly. We have also started to pollute the air in many other ways to make us comfortable only for that instance through making vehicles and cutting the trees for making houses. This deforestation has also resulted in the lack of oxygen and decrease in air quality.



Due to deforestation, many animals suffer without shelter and food and the present ecological system does not meet the climatic conditions that suit their survival. Without forest, animals started to make their way inside the human habitats and affect the normal daily routines of the human beings. So human started to kill those animals entering the human habitats. Every forest lands were converted into industries, living area, factory, etc. So, most of the animals lost their living area.



HUMANS CAUSE EXTINCTION

The main source “water” is wasted and polluted to a great extent due to the dreadful human activities and rain, nature’s most important gift has also become scarce. Water scarcity in turn leaves the mammals with less amount of water and some animals die while other enter into human habitats, creating human-animal conflict. We all know that, elephants are one of the most important mammals that make the forest colourful and worthwhile but they are killed by humans for their trunk, skull, hair and tusk. Most of the time these are used by rich people as decorative items. Due to the selfish life of human beings, most of the animals have become extinct and large number of trees were cut down. This leads to the extinction of certain species that were very rare on this earth. Human beings are making the fertile lands into deserts, causing more extinction than creation thus leaving all the other creatures in danger.

Deep ecology is a concept that suggests that human beings should treat all the living organisms equally. So, I conclude that, human beings are to be blamed for certain extinction, so they should try to compensate for the damages they have done so far to the environment. They need to make more room for other creatures and plant more trees. They should also protect the environment by avoiding plastics and stop polluting the animal areas. It’s our moral responsibility to do it whether we like it or not.



S. DANYA
FINAL EIE

CELEBRITY IN POLITICS

We all know that every individual has the right to enter politics. In this way, celebrities also can enter politics and they can be openly welcomed. The reason behind this is that the celebrities are already popular among the people and based on their attitude and style, they win the people's hearts. This is a major threat to the politicians who try hard to prevent them from entering politics. If a celebrity comes into politics, he will win for sure at least in his constituency. Other parties are afraid because they will divide the vote bank. Some celebrities arrived in politics and made a huge impact in the development of the country because they had a compulsion to prove their heroism that they project in the screen. Celebrities such as MGR, Jayalalitha and Karunanidhi became chief-ministers of Tamilnadu and took the state to the next level.



Today, the corrupt politicians do not want the celebrities to enter into politics and try to take them into their party. Sometimes, they even threaten the celebrities who wish to come to politics. This makes them think twice before entering the politics. Politics is an open forum in a democratic country and anybody with good intentions can enter into politics because they will be really appreciated if they work for the welfare of the people. Now-a-days, politics has become fully untruthful and corrupted. Many politicians involve in all kinds of malpractices and money laundering, irrespective of the position they hold. All the politicians focus on one thing, "money" and they think that they could win elections with money they amassed.

CELEBRITY IN POLITICS

People have also changed and today although they like to see the actors on the silver screen, they are very smart when it comes to politics. There are some people who do cast their priceless votes for money but there are people who just think of the welfare of the nation. Those people are the main reason for the survival of democracy. The fact that people go crazy and not happy about celebrities entering into the politics is true because people know that the silver screen and real life are entirely different. This analysis helps people decide who to vote. They even analyse how well a celebrity lives his or her personal life and decide whether they are capable or not. Only then, they decide whether or not to vote the celebrities. Celebrities were always welcomed into politics in Tamilnadu and that's why more celebrities think of entering into it. The only thing is that they have to earn people's respect. People's respect is one thing that one could earn and lose very easily. It's very important that they behave and act well at all times. Celebrities can earn respect easily through the roles they take-up in the movies. They earn respect both in personal and in political way through the dialogues they utter in movies. If the celebrity is from the same state, it is an added advantage. I wouldn't say that politician from their state will win but that plays a major role in state elections. Education is not even a criteria to enter into politics but celebrities in some case are not educated and in most cases are well educated. They can bring very good proposals that could contribute to the development and welfare of the state and people. Hence, I conclude by saying that celebrities with good intentions and attitude can come into politics and conquer the hearts of the people through their excellent administrative skills.

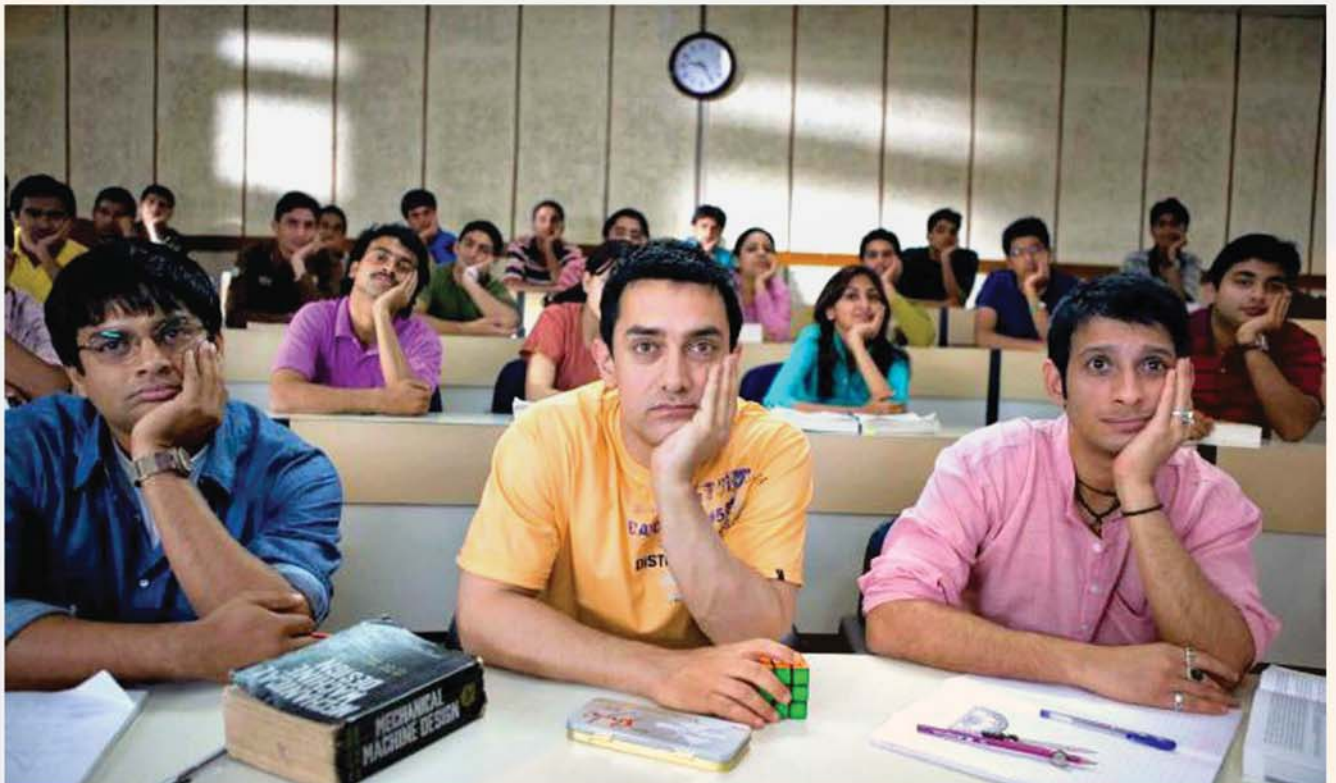


M.VIGNESHWARAN

FINAL EEE

GRADING SYSTEM IN COLLEGES

Grading system in colleges, is used not just for learning assessment, but it is also used as a sorting tool but the effectiveness of the grading system itself, when taken up for debate, lies on effectiveness and appropriateness of the assessment methods. Assessment takes up a major role in every student's life. Being assessed for what he has done gives him appropriate grades to survive in this competitive world. Being asked to comment on the system, I would rather say that the system serves its purpose of sorting but its effectiveness varies from place to place and I am not happy with it. It is because students who have more theoretical knowledge are refused during the placements by companies due to their lack of practical knowledge. On the other hand, practical knowledge plays a major role in determining a secure future for the students but they are expected to excel in their theoretical knowledge with more marks by educational institutions.



This grading system sets minimum marks required for an individual to pass in the examinations. As a result, this system ultimately makes the students become a dull performer in all levels of examinations. Students who are graduated from Indian colleges have a universal grading system used by Colleges abroad and most of the students fail to perform.



GRADING SYSTEM IN COLLEGES

Because, I feel that question-based-answering method to determine a student's potential is somewhat suitable, if not effective and appropriate, only up to completion of school education. While the line that differentiates a school student from a college student itself is debatable because some compromises have to be accepted considering the population across the country. According to me, activity-based-learning would be the most appropriate higher education assessment method.

To briefly explain (because I have not framed it fully in my mind yet), each semester students will be tasked with an activity of appropriate level (Unique to everyone) with periodical classes by the respective faculty members will be conducted to help them in some complicated topics. Other than that, every activity the students undertake on non-academic side has to be recorded and credits should be given to encourage and make them understand their potential to rise further. While framing those unique tasks, the faculty members should cover all the areas of the pre-formed syllabus, so that nothing will be missed out. The final assessment may be done on the research article (s) the students have published or on the project or on the review session that the students had done during the respective semesters. The point is to make everyone self-learning individuals. Those who lag behind must be given opportunity to work on their areas of interest. Whatever they do in those interests should also be credited. This would include everyone and everything in the assessment framework and develop a holistic and effective assessment system.



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