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Introduction

SAMPLE is operational framework designed for MBA offering Management Institutes to help students become industry-ready. It is observed that, MBA students are in flow of Academics nearly for 12 months *(excluding Exam period, Internship period, Events and leaves/ Holidays etc)*. MBA is professional program designed to address gap between Industry requirement and the actual Caliber of graduates. But when we talk about bridging this gap, we found that there is serious shortfall in students' quality. SAMPLE framework will address this operational gap. In this framework, MBA is considered as "**Program**" and subjects considered as "**Course**"

SAMPLE stands for ***Selective Academics and Mentorship Program for Learning Excellence***. It includes the curation and omission of syllabus content (after concern with Subject Expert and Industry Expert) to make extra hours available for the professional development of students.

Few concepts are termed in this model. "**CAPSULE**" is included part of syllabus of particular course (subject). "**CLUSTER**" is aggregation of capsule for that particular month. "**PILL**" is free MOOC like courses available which cover omitted part of course (subject) or workshop by subject expert. "**EDGE**" is certification courses to develop required skills and professionalism in student as per industry re

1. Selective Academics

Each Semester is divided into period of 3 month (90 working days). Each Month covers 1 Cluster (33.33% of syllabus of that semester). So, 3 clusters in that semester cover 100% of syllabus.
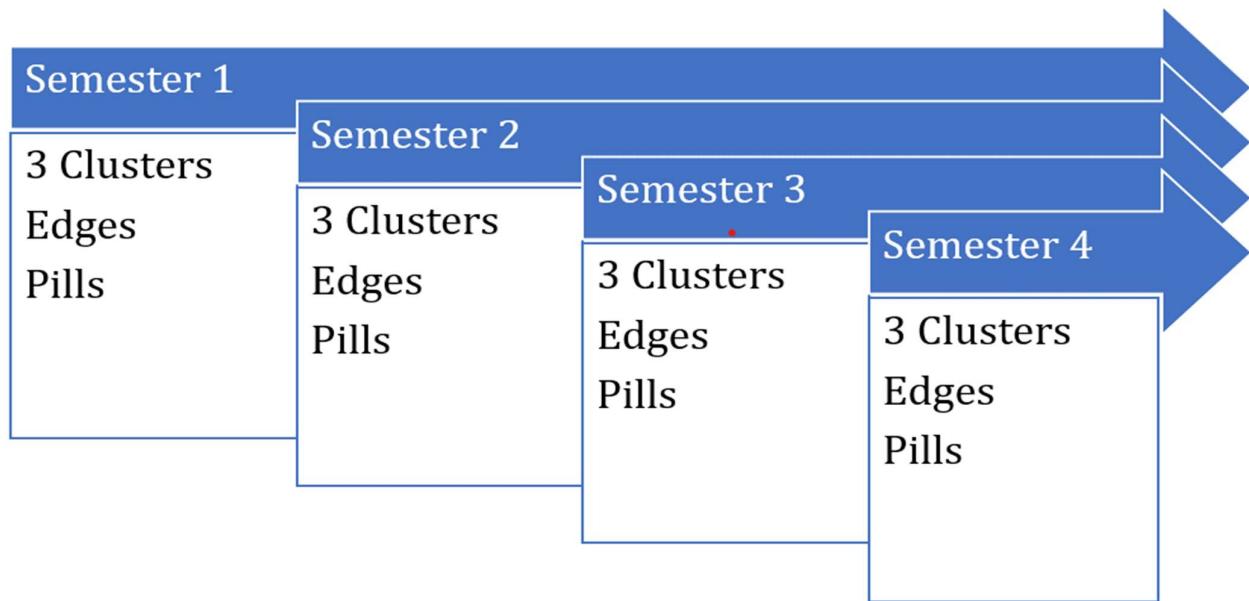

Fig. 1 Selective Academics

1.1 Capsules, Pills and Clusters Formation

Each Cluster consist no. of capsules equal to number courses. E.g. if First semester has 3 courses, then Academic team with association of Industry expert divide this Course syllabus in 2 parts. Curative Part (must needed) and omission part (can omit). Then this Curative part divide into 3 sections termed as "Capsule", so course divided into "Course Capsule 1, 2, and 3", and Omission part divide into 3 sections termed as "Course Pill 1, 2, and 3". This divided Capsules are aggregated into "Cluster". E.g. all course capsule 1 are aggregated into "Cluster 1". Same procedure should be followed for "Cluster 2" and "Cluster 3".
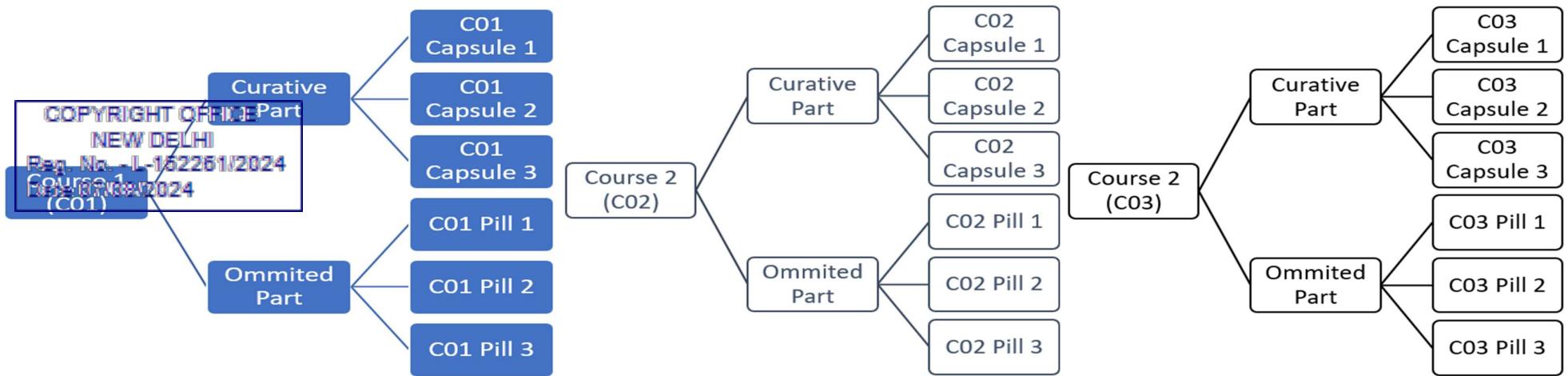
Fig. 2 Formation of Capsule, Pills (Distribution of Course syllabus)

Cluster 1   Cluster 2   Cluster 3
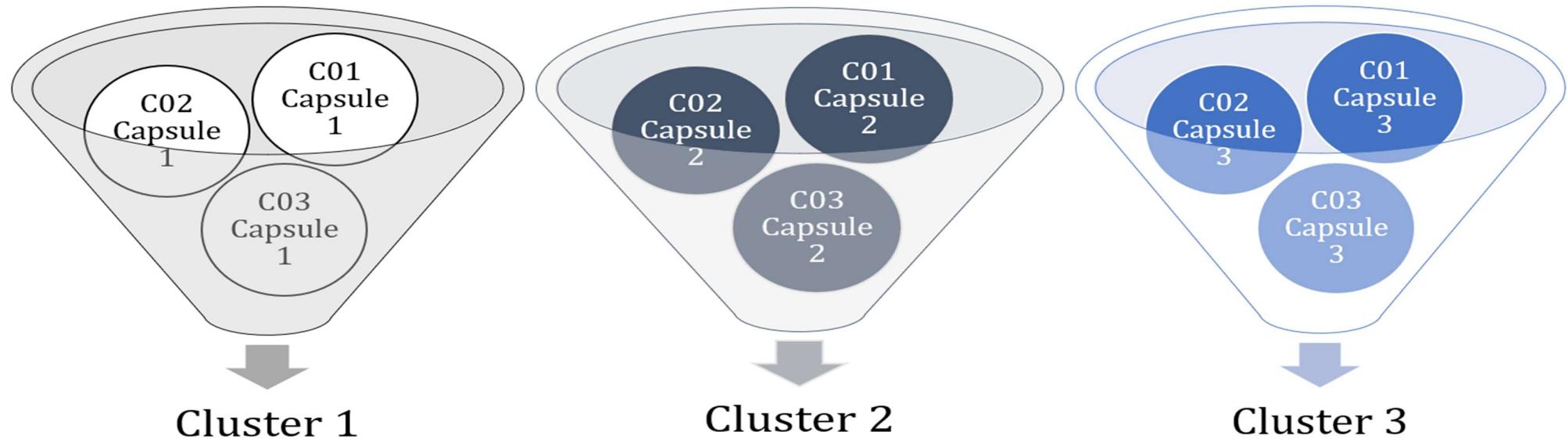
Fig. 3 Formation of Cluster

Evaluation of Cluster is done through Field Assignment, Desk Research, Market Research, Application base activities etc. where students can actually implement classroom knowledge in real word. **Evaluation of Pill** is done by MCQ, Theoretical exam or Case study base approach. **Edge** is Skill based so evaluation is continuous process which is decided by instructor.

2.1 Academic Mentorship Program

2.1.1 Pre-Evaluation stage (Semester 1):
"**Academic Mentor**" is appointed at the start of Academic year per "15 students". Academic mentor's responsibility is closely observing the student and rate student out of 100 Marks on criteria like Attendance, Academic participation, Co-curricular and Extra-Curricular activities, Classroom/ Campus etiquettes.
Top 40% students are selected by Panel of Academic Head and Academic mentors for "**Selective Mentorship program**", remaining 60 % continue to Academic Mentorship Program's "**Post-Evaluation Stage**".
2.1.2 Post-Evaluation stage (Semester 2 to 4):
Panel of Academic head, Academic Mentor, Specialization Expert (Faculty)

2.2 Selective Mentorship Program

2.2 Selective Mentorship Program (Semester 2 to 4):

Selected students are now under observation of Panel of Academic Head Specialization Expert (Faculty), Placement Mentor (Team Placement), Industry Expert, Coordinator (Co-curricular/ Extra-curricular activities).

Panel meeting is scheduled at the end of each calendar month.

Evaluation is conducted at the end of each semester according to specific criteria. Students may be promoted or demoted based on their scores at any stage of program. Th... ...uation process is controlled by the Ac...

2. Selective Mentorship			
Semester	**Semester 1**	**Semester 2 to 4**	
Program	**Academic Mentorship Program**		**Selective Mentorship Program**
	Pre- Evaluation Stage	**Post- Evaluation Stage**	
	100% students	60% students not selected for Selective Mentorship Program	Top 40% students of Pre-Evaluation stage
Evaluation	Panel of Academic Head, Academic Mentor	Panel of Academic Head, Academic Mentor, Specialization Expert (Faculty)	Panel of Academic Head, Specialization Expert (Faculty), Industry Expert, Coordinator (Co-curricular/ Extra-curricular activities)
Criteria	Attendance, Academic participation, Co-curricular and Extra-Curricular activities, Classroom/ Campus etiquettes	Attendance, Academic participation, Co-curricular and Extra-Curricular activities, Classroom/ Campus etiquettes	Industry Readiness proficiency in Skills and Knowledge with Psychometric criteria pre-decided by Panel members including all criteria of Academic mentorship program.

Table 1 Selective mentorship program details

Criteria	Marks
Attendance (above 80%- 20 marks, above 70% - 15 mark, above 60%- 10 marks, above 50%- 5 marks, below 50%- 0 marks)	20
Academic participation	20
Co-curricular activities	20
Extra-Curricular activities	20
Classroom/ Campus etiquettes	20
Total	**100**

Table 2 Evaluation Criteria for Pre/ Post stage (Academic mentorship)

Criteria	Marks
Attendance (above 80%- 10 marks, above 70% - 7 mark, above 60%- 5 marks, above 50%- 3 marks, below 50%- 0 marks)	10
Academic records	10
Placement activities participation	20
Cocurricular/ Extra-Curricular activities	20
Corporate etiquettes	10
Confidence	10
Communication (Verbal and Non-Verbal)	10
Digitization (MS Office, Google Suit etc.)	10
Total	**100**

Table 3 Evaluation Criteria for Selective Mentorship program