

# Educational Development and Evaluation: A Case Study from Nepal

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DOI: [10.36348/sjet.2022.v07i09.001](https://doi.org/10.36348/sjet.2022.v07i09.001)

| Received: 01.09.2022 | Accepted: 07.10.2022 | Published: 11.10.2022

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## Abstract

Education has been started to be stored in the computer away from our minds. : It is aimed through the paper to specify the need of University in correct context through the case study of Madan Bhandari Memorial Academy Nepal. It is conducted using content analysis through consultation. It has worked on 7 projects out of 8 projects within the year 2021-2022. Most of the projects were under Dr. A.K. Mishra who was key scientist. Excessive pressure to attain regular class. Regular absenteeism of teachers was common issue. The management found guilty for hiding weakness of MBMAN by asking to do self-library study, unit test and group study in absence of teacher. This university will be solution for developing sustainable economy focusing self-employment, employee in the nation overcoming high foreign deployment and it will also promote local technology and skills covering school drop outs at various levels. Research based performance evaluation indicator should be introduced in Teachers performance evaluation as proposed. Regularity of faculty should be assured.

**Keyword:** MBMAN, Research, Publication, Performance, University, Projects.

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## INTRODUCTION

As industries are changing so as education system followed by skills and knowledge and students migration system among different countries(World bank (2020), world Economic Forum, Neil G. Ruiz, Nate Bennett and G. James Lemoine (2014)). UGC india has already changed a lot through education policy, 2022 in education system. Covid 19 created VUCA world and made the change even faster.

Education has been started to be stored in the computer away from our minds. There is a coupon system and you have to be educated from the call facility whenever needed. It has just started to be even easier than that of like a health card as you use it on need same as you use an educational card whenever something is needed. Exactly in same way as you buy something with card, you can buy educational package of your need with your educational card. Current educational institutions may be like cyber cafes where you get the documents according to the money paid, or like hospital checkup where you get checked against the money you pay. As much as money you have that much

education containing package will be given to you. With a view to save educational institution impression, it should be better to convert in research center rather than just like cyber cafes (Mishra, 2022).

## Objective

It is aimed through the paper to specify the need of University in correct context through the following specific objective.

- To evaluate the research performance of Case organization.
- To assess the operational performance of case organization.
- To assess the need of university in concern to case organization.

## METHODOLOGY

The methodology adopted is literature review and key informant interview along document analysis as a case study of Madan Bhandari Memorial Academy (MBMAN).

## Study Organization

Madan Bhandari Memorial Academy (MBMAN), a non-profit Non-Government Organization (NGO) came into existence in 1993 to materialize the concept of the great visionary legend Hon. Madan Bhandari, in Morang district of Eastern Nepal which is devoted in upgrading the life standard of people especially of poor, backward, marginalized and socially excluded citizens through community program and technical education. We have different schools at MBMAN.

School of Nursing Bhadrapur is dedicated to serve the nation by producing 40 qualified nurses every year.

PCL General Medicine, Community Medicine Assistant (CMA), Auxiliary Nurse Midwifery (ANM) are offered at Polytechnic Institute, Tarabari, Jhapa.

School Of Agriculture is offering Diploma level Agriculture courses in Plant science and Animal science and TSLC level course Animal Health/Livestock production (Vet JTA) along with extensive research.

We are offering Engineering from Technical SLC to Masters Level; Civil Sub-Overseer, Diploma in Civil Engineering, BE Civil, BE Computer, B.Arc and M.Sc Construction Management.

### Vision:

“Self-Reliance and Cultured Society”

### Mission:

“Technology Transformation Is Academy Concern; Right Based Program Is Our Foundation.”

### Goal

“The Academy Developed As A Reliable Centre For Hope and Trust for The Targeted Community.”

### Objectives

The Academy Takes Pride In Its Concept And Principle “Right-Holders Are Progressing Towards Improved Living Standards Through Better Technology, Skills And Resource Mobilization”.

**Data Collection:** The required data were collected through interview and documents available online and official records. Consultation with students as group discussion was done to assess the operational performance of institute.

**Data Analysis:** Descriptive content analysis was done.

### Research and Development Activities of 2078/79

Following are the research activities performed during the year 2021/2022.

1. Training Conducted: A 2 days training conducted for effective research conduction by Ananda Nepal who is Chief of Students Recruitment and Lecture of Kcg (The Kyoto College of Graduate Studies for Informatics) Kyoto, Japan

He is working applied IT Professional and Academic Coordinator of Web System Development and Mankeshwar Thakur, Technical Auditor.

2. Workshop:

- A. One day workshop conducted for generating local research issue among public representative of Morang and Jhapa by RMC.
- B. B. Computer Engineering Workshop: To Develop Your Career Path for One day
- C. 3 Days workshop on Python Programming

3. Formation of Youth incubation Centre: In collaboration with Provincial government and Madan Bhandari Memorial Academy Nepal, School of Entrepreneurship Development has been established with an objective of involving youth for incubation of business society through application of technology to foster competitive business. The project work of students will be tried to be consumed among business society for taking the business at new height.

4. Joint Faculty Research

Research Project	Research Member	Status	Publications
project Performance	Dr. A.K. Mishra (TL) Dr. Sudarsan J.S invited Professor (Assistant) from National Institute of Construction Management and Research Centre, India and Dr. Subramanian Nithiyananantham, SRM Institute of Science and Technology Dr. P.S. Aithal (VC of Srinivas	ongoing: Students have been additionally deployed	[1] <a href="https://link.springer.com/article/10.1007/s42108-022-00195-z">https://link.springer.com/article/10.1007/s42108-022-00195-z</a> [2] <a href="https://link.springer.com/article/10.1007/s13762-022-04017-x">https://link.springer.com/article/10.1007/s13762-022-04017-x</a> [3] Mishra, A.K. (2021). Assessment Of Grid Electric Powered Transformation Into Solar Powered Pumping Water Supply Projects. Nat. Volatiles &Essent. Oils, 2021; 8(6): 1533-1546 [4] Mishra, A. K., & Aithal, P. S., (2022). Performance Assessment of Irrigation: A Casefrom Nepal-Asia. International Journal of Management, Technology, and Social Sciences(IJMTS), 7(1), 444-464. DOI: <a href="https://doi.org/10.5281/zenodo.6657541">https://doi.org/10.5281/zenodo.6657541</a> [5] Mishra, A.K., & Dahal, A.K, EFFECTS OF DESIGN REVIEW OF SELECTED IRRIGATIONPROJECTS FROM DANG VALLEY, NEPAL-ASIA, frican Journal of Applied ResearchVol. 8, No. 1 (2022), pp. 39-62 <a href="http://www.ajaronline.comhttp://doi.org/10.26437/ajar.03.2">http://www.ajaronline.comhttp://doi.org/10.26437/ajar.03.2</a>

Research Project	Research Member	Status	Publications
	University as invited) Er. Amrit Dahal (Invited) Er. Joseph Rana Rai(Student), Om Prakash Chaudhary(Student)		022.3 [6] Mishra, A.K. (2022).“Evaluate the Farmers’Participation forIrrigation Developmentin Nepal ”, InternationalSocial Mentality andResearcher ThinkersJournal, (Issn:2630-631X) 8(57): 630-644 [7] Dahal, Amrit Kumar., Mishra, A. K., & Aithal, P. S. (2022). Operation of Design Reviewin Small Irrigation Projects in Dang Valley of Nepal. International Journal of Case Studiesin Business, IT, and Education (IJCSBE), 6(1), 139-157. DOI: <a href="https://doi.org/10.5281/zenodo.6331334">https://doi.org/10.5281/zenodo.6331334</a> [8] Mishra, A. K., & Aithal, P. S., (2022). Planning Assessment of Transport System: A Casefrom Nepal. International Journal of Applied Engineering and Management Letters(IJAEML), 6(1), 280-300. DOI: <a href="https://doi.org/10.5281/zenodo.6577822">https://doi.org/10.5281/zenodo.6577822</a> [9] Mishra, A. K., & Aithal, P. S., (2022). Cost-Effective Design of Latrine for Low Income Group. International Journal of Management, Technology, and Social Sciences (IJMTS),7(1), 306-321. DOI: <a href="https://doi.org/10.5281/zenodo.6463468">https://doi.org/10.5281/zenodo.6463468</a> [10] Mishra, A. K., & Aithal, P. S., (2022). Effectiveness of Arbitration in ConstructionProjects. International Journal of Management, Technology, and Social Sciences(IJMTS), 7(1), 96-111. DOI: <a href="https://doi.org/10.5281/zenodo.6246129">https://doi.org/10.5281/zenodo.6246129</a> [11] Mishra, A. K., & Aithal, P. S., (2022). Causes and Effects of Design Change ofConstruction Projects. International Journal of Applied Engineering and ManagementLetters (IJAEML), 6(1), 87-99. DOI: <a href="https://doi.org/10.5281/zenodo.6085346">https://doi.org/10.5281/zenodo.6085346</a>
Assessment of Compact Minkowski Fractal Microstrip Filter for Band Applications	Dr. A.K. Mishra (TL) Er. Manoj Kumar Singh(Invited from PU) Er. Chandan Bhagat Mr. Dipak Gautam	Completed and Published	A.K.Mishra,M.K.Singh,D.Gautam, C.Bhagat. (2022). Assessment of Compact Minkowski Fractal Microstrip Filter for Band Applications. <a href="https://doi.org/10.5281/zenodo.6538787">https://doi.org/10.5281/zenodo.6538787</a>
Model for Effective Implementation of e-Government Services in Province 1 Nepal	Er. Chandan Bhagat(TL) Dr. A.K. Mishra	Completed and 2 articles published and one working paper is ready to be submitted: Model for Effective Implementation of e-Government Services in Developing Countries like Nepal	[1] Chandan Bhagat, Bharat Sharma, & Anjay Kumar Mishra. (2021). CRITICAL SUCCESS FACTORS FOR THE IMPLEMENTATION OF E-GOVERNANCE - A CASE STUDY OF PROVINCE 1 NEPAL. International Journal of Interdisciplinary Research in Arts and Humanities (JJRAH), 6(1), 22–26. <a href="https://doi.org/10.5281/zenodo.4771690">https://doi.org/10.5281/zenodo.4771690</a> [2] Chandan Bhagat et al; East African Scholars J Eng Comput Sci; Vol-4, Iss-4 (May, 2021): 46-52.
Development of n-variable Regression Model	Mr. K.K. Chaudhary (TL) Dr. A.K. Mishra	Completed and published 3 Articles even applied for Intellectual Property Rights from Government of India	[1] Chaudhary KK, Mishra AK. Development ofn-variable Regression Model. J Adv Res ApplMath Stat 2021; 6(1&2): 1-3 [2] Chaudhary, Krishna Kumar, & Mishra, Anjay Kumar, (2021). Analysis of GDP using then-variable Regression Model. International Journal of Management, Technology, and Social Sciences (IJMTS), 6(1), 170-175. DOI: <a href="https://doi.org/10.5281/zenodo.4772970">https://doi.org/10.5281/zenodo.4772970</a> [3] Krishna Kumar Chaudhary, Anjay Kumar MishraValidation of n-variable Linear Regression Model.NOLEGEIN Journal of Operations Research & Management.2021; 4(2): 26–29p
Rain Water harvesting	Er. Gokul Dev Joshi (TL) Dr. A.K. Mishra	Ongoing : Additional members are under process of deployment	Anjay Kumar Mishra & Er. Gokul Dev Joshi, “Prospects of Rooftop Rain water Harvesting: A Case from Nepal”, Indo American Journal of Multidisciplinary Research and Review, Volume5, Issue 1, Page Number 31-35, 2021.
Lean Construction	Dr. A.K. Mishra(TL) Dr. P.S. Aithal( VC of Srinivas University as invited)	Ongoing: Additional Members are under the process of deployment. Even Ph.D. scholar are interested to join as invited member	Mishra, A. K., & Aithal, P. S., (2022). Assessing the Magnitude of Waste Material UsingLean Construction. International Journal of Case Studies in Business, IT, and Education(IJCSBE), 6(1), 578-589. DOI: <a href="https://doi.org/10.5281/zenodo.6717736">https://doi.org/10.5281/zenodo.6717736</a>
Virtual Agriculture IT Industry	Not Started	Ananda Nepal will be invited expert.	A team will formed from MBMAN faculties of IT and Agriculture to start it immediately after assurance of project Financing.

Research Project	Research Member	Status	Publications
Economic Construction	Dr. A. K. Mishra (TL) Mr. Madan Sharma, P.Eng(invited) Dr. Dr. Sudarsan J.S. Dr. Dr. Subramanian Nithiyananantham, Er. Sarala Dahal(Student), Er. Sushil Luitel, Er. Paribesh Timilsina,	ongoing	<a href="https://link.springer.com/article/10.1007/s13762-022-04380-9">https://link.springer.com/article/10.1007/s13762-022-04380-9</a>

### 5. Masters Students Research publication

- (I) Mina Yogi, Mishra, A. K., & Aithal, P. S., (2022). Accessing the Compliance Standards of Selected Projects of Thabang Rural Municipality, Nepal. *International Journal of Management, Technology, and Social Sciences (IJMTS)*, 7(1), 127-140. DOI: <https://doi.org/10.47992/ijmts.2581.6012.0182>
- (II) Khadka S, Mishra AK. Effect of Fine Aggregate Sources on Compressive Strength of Cement Concrete. *J Adv Res Const Urban Arch* 2022;7(1): 9-17.
- (III) Sujan Khadka, A. K. Mishra, Binod Aryal. (2022). Analysis of Coarse Aggregate Sources Effects on Compressive Strength of Cement Concrete. <https://doi.org/10.5281/zenodo.6538105>
- (IV) Mishra, Anjay Kumar, Neetu Korala, Sujan Khadka, Amit Dhungana, Rajat Pokharel, Shangrila Lama, Niraj Adhikari, Shubash Acharya & Aithal, P. S., (2021). Perception Based Study of Variation Order 15278 in Building Construction Projects. *International Journal of Management, Technology, and Social Sciences (IJMTS)*, 6(2), 12-27. DOI: <https://doi.org/10.5281/zenodo.5152781>
- (V) Anjay Kumar Mishra, Hemant Gain. (2022). Risk Analysis In Road Construction Using Failure Mode And Effect Analysis. <https://doi.org/10.5281/zenodo.6538036>
- (VI) Hemant Gain, Mishra A. K. & Aithal P. S. (2022). Risk Management Practice Adopted in Road Construction Project. *International Journal of Management, Technology, and Social Sciences (IJMTS)*, 7(1), 21-36. DOI: <https://doi.org/10.5281/zenodo.5885986>
- (VII) Gain, H. & Mishra, A.K. (2021). "Impact Of Risk Management Practice On Success Of Road Construction Project", *International Social Mentality and Researcher Thinkers Journal*, (Issn:2630-631X) 7(54): 3467-3475
- (VIII) Sapkota LP, Mishra AK, (2021). Delay Pattern Assessment in Concrete Casting. *J Adv Res Geo Sci Rem Sens*; 8(3&4): 8-17.
- (IX) Rajat Pokharel, Mishra, A. K., & Aithal, P. S., (2021). Practicability Assessment of Smart Village Project: A Case of Sandakpur Rural Municipality, Ilam Nepal. *International Journal of Management, Technology, and Social Sciences (IJMTS)*, 6(2), 265-281. DOI: <https://doi.org/10.5281/zenodo.5799392>.
- (X) Dhungana A, Mishra AK, Aithal PS. Analysis

of the Variation in Different Nondestructive Testing and Standards. *J Adv Res Civil Envi Engr* 2022;9(1): 1-11

- (XI) Koirala N, Sharma P, Sapkota LK et al. Variations Order of Building Construction Project a Case from Nepal. *J Adv Res Const Urban Arch* 2021;6(2): 25-33

Dr. A.K. Mishra is the key scientist of the organization. He has excellent publication and citation records and frequently he gets invitation as keynote speaker. He has received several awards for excellence in research. He appears as Anjay Kumar Mishra in several data base such Google scholar, research gate, AD Scientific index. His wide experience is the key for research Excellency over here. He has been appreciated by his pass out students from his earlier organization. Ph.D Scholars from different university were working under his direct supervision criticized him for his short temper though they were appreciating his ability and attitude to support. He focus on what you publish and why you publish more in comparison to where you publish though he has Published in high impact journal and obtained 10 intellectual copy right from Government of India.

### Operational performance of case organization

Choosing Where To Continue Our Education Is A Major Decision And Students Believe That Mbman Will Be A Choice We Will Not Regret, Especially If We Are Ambitious And Determined To Succeed Through Technical Education.: M.SC First Batch Students.

A desire can change nothing; a decision can change something but a determination can change everything. As MBMAN students state that commitment is to endow the students with innovative, in-depth and high-level learning, develop their moral values and empower them with skills and attributes of an ingenious problem solver and critical thinker. MBMAN sets highest standard of excellence in academic achievement, Research, intellectual growth, leadership qualities and sportsmanship. We students are prepared to confidently face the challenges of the highly competitive world and career progression and also nurture ourselves to become responsible human beings who are able to effectively deliver the needs of a nation

like ours. The thrust of education at MBMAN is not only to produce mere graduates but the dynamic and responsible citizen equipped enough to foray into the world with an all-round development of personality as Competent Technical Resources. Here, teaching-learning methods encourage inter-disciplinary approaches through innovative projects as lab and field work, events, conferences, seminars, research, talks, and workshops. Experiential learning techniques are used for an effective implementation of the curriculum. Lastly, all odds, all challenges and all handicaps of life can be overcome with strong determination, persistent hard work, insurmountable patience and unshakeable tenacity. At MBMAN, management team backed by strong faculty is continuously working together in developing global technical leaders/ entrepreneurs of the 21st century by focusing on a multidimensional aspect of the students where they can thrive and

explore. Our well-equipped lab business incubation center, communication labs are the milestone in the education sector where students excel and transform themselves to a multi-dimensional personality. This all help us to maintain our results. Principal, HODs and Coordinators along with fulltime faculties were dedicated.

Students are not satisfied with NQ System, Excessive pressure to attain regular class. Regular absenteeism of teachers was common issue. The management found guilty for hiding weakness of MBMAN by asking to do self-library study, unit test and group study in absence of teacher. Dr. A. Dinesh Kumar found to be the strength of MBMAN as math faculty in support of Krish Chaudhary, Gokul Dev Joshi and many more.

### Proposed researchers Self Evaluation sheet as given below.

Research Fellow (Chairperson/Director and Members)					
Part 1: Evaluation of Qualification					
	Qualification	Indicators	Scoring	Maximum score	
1	Status	Full time	2.5	5	
		Permanent	2.5		
2	Intellectual Property Rights	copyright/ patent etc	15	15	
3	Job experience	(Academic, research or relevant Research job)	2.5 Marks Per Year	10	
4	Research publication impact	Google H-Index	Science: multiply by factor 3.0 Social science and humanities: multiply by factor 2.0	25	
5	All research publications	Article (SCImago Q1-Q2 journal)	0.5 mark/article	Max 10	10
		Article (SCImago Q3-Q4 journal)	0.4 marks/article		
		Article (JPPS star-rated journal)	0.3 marks/article	Max 5	
		Article at other peer-reviewed journals	0.2 marks/article		
		Books (research based, research methodology)	0.4 marks/book		
	Book chapter	0.1 marks/chapter			
6	First author publications	Articles in ranked journals, books	1.25 mark/article, book	Max 15	15
		Articles in non-ranked journals	0.63 marks/article		

		<b>Book chapter</b>	<b>0.5 marks/chapter</b>	<b>Max 7.5</b>	
7	Project Research Publication	Project related article or research report or book (Scoring: 100% marks for items highly related to project, 50% marks for moderately related; 25% marks for partly related)	First author: 4.0 marks/article, report, book Co-author: 2.0 marks/article, report, book	Max 15 Max 7.5	15
8	Ranking in Database	Lower (Q3/Q4)	0		5
		Middle (Q2)	2.5		
		Top (Q1)	5		
Average Team Strength Score					100

## Part 2 Presentation and Evaluation of Report (Freely average scored by judges)

		Maximum Marks	Obtained Marks
1.	Research Projects	5	
2.	Research Activities/Training/Workshop/conference	5	
3.	Research Budget	5	
4.	Research Publication	5	
5.	STUDENTS involvement Bachelor	2.5	
6.	Students involvement masters	2.5	
7.	Networking	2.5	
7.	Research Documentation	2.5	
8.	Report Quality	2.5	
9.	Masters Research Quality	7.5	
10.	Bachelor Research Quality	2.5	
11.	Web Site Update	2.5	
12.	Journal	2.5	
13.	Magazine	2.5	
	<b>Score for Presentation and Evaluation of Report</b>	<b>50</b>	
	<b>Grand Total (for RMC Score)</b>	<b>150</b>	

Chairman Mr. Guru Prasad Baral seems to motivate and guide as social scientist as HODs state that chairman never interrupt us and he always want to make it as center of excellence. He has wide knowledge in politics and Education management. He feels the nerves of society. He works for marginalized group promotion in education.

### Need of University

Technology has added manufacturing value resulting increase in per capita which could not make us competitive with only 1.5% human capital growth rate in average. Based on educational statistics assessment of 2017, The total students who enroll in class 11/12 are 584072 including community school with 427268 and in private school 156786 students. Out of which only 239971 students at rate of 41% appear in the final examination of class 12 with a 49% pass rate, 117778 students pass which around 20% only of enrollment. Similarly, for class 9/10, enrolment is 970720 pass out (34%)- 330044 however 640676 cannot achieve successful educational objective. 466294 students struggled during 11/12 but cannot make the set target. In this way, only in 4 years of education 1106970 youth are losing which may cause the nation to be lost (MBTU Prospectus).

Madan Bhandari Technological University is the national priority for the development and advancement of higher education, skill development, vocational education, Research and industrial advancement in Nepal. This also accelerates the enhancement of gross enrolment ratio in the technical higher education sector. The university will be operated as blue ocean competitive strategy as it targets for reaching the unreached through the innovative model of the University provides entry to all, enabling those from both the formal as well as informal systems to acquire education and skills with a view to provide education, training and skill development opportunities to the

informal sector and unorganized workforce in order to build productivity also to provide vertical mobility to students undergoing technical, vocational and skill based education and training by offering Diploma, Bachelor, Masters and Doctoral programs in high growth sectors and offer various specializations to prepare our youth towards gainful employment. The model has incorporated the strength and best practices of the vocational and skill development system followed in various countries as well as the characteristics of the national ethos and culture. It is to act as national skill Development Corporation of the nation based on industrial need applying action research and publish knowledge and solution through its own publication. It will provide learning, teaching, capacity, capability and skills development and research and development in higher and technical education, covering a wide spectrum of domains and specializations as may be relevant from time to time including, inter-alia, Engineering, Medical, Agricultural, Natural resources, industrial, Construction etc and their inter-disciplinary studies and development; for creating higher level of cognitive, affective and psychomotor (head, hearts and hands) abilities and higher levels of intellectual abilities; It aims to create and deploy new educational programs to promote creativity, innovation and entrepreneurship for inventing of new ways for development and social reconstruction and transformation by establishing the state-of-the-art facilities for education, vocational education, skill training and development through its professional and development services to the industry and public organizations and society. It acts as centers of excellence for research and development in Technology for socio-economic development, and for sharing knowledge and its application. Hopefully, it will use modern and post-modern processes, mechanisms and technologies for governance and management of learning, teaching, researching, evaluating, developing, organizing and creating

socioeconomic wealth for individuals and society for the century. It always focus to start higher education programs, courses in new and emerging areas with innovative approaches by establishing links, collaborations and partnerships with other higher education and research institutions in Nepal and abroad. It will pursue any other objectives as may be suggested by the Government.

To provide learning opportunities to wide range of learners representing diverse backgrounds, age groups and socio-economic status and geographic location through a self-paced, self-styled learning environment; it will be operated in all 7 states gradually with specific focus at one location for excellency. Using concept of 'Virtual Campus' where students will come together with experienced faculty and industry members to develop , evolve and university will conduct regular research in labour market requirements in order to understand emerging trends and offer suitable curricula, courses and programs. Assuring council and university Grant Commission norms, it offers facility of credit banking or transfer system to create options of multi-entry and exit and opportunities, integrated degree and dual degree for movement across Universities or domains or sectors. It will attempt to provide students an opportunity of life long and continuous training through University courses offered through conventional or blended or distance or open or online education and other education delivery models suitable for different pedagogical approaches and systems to trace and enhance performance. It should plan to establish Campuses, Skill Centers, Community Colleges, Study Centers, Information Centers, Test or Examination Centers, Centers of Excellence, Off Campus, Off shore Campuses, etc. at various locations in and outside the country to facilitate delivery, student services and dissemination of education, consultancy, information and skill training.

## CONCLUSIONS

Young and dynamic leadership with positive attitude of MBMAN provides culture to foster research and teaching operation. Love and Affection of Public Representative and Provincial Government to establish first technological university of Nepal to overcome the issue of drop out and enhance gross enrolment ration in higher and science education. Intellectual Support from different national and international experts provides strength to develop quickly. Less student's involvement and too much paper work along with only participatory faculty involvement were weakness need to be improved through motivating every students in teaching and learning. Outcomes should be focused in a green approach in an inclusive way. Placement has not given due weight yet.

This university will be solution for developing sustainable economy focusing self-employment, employee in the nation overcoming high foreign

deployment and it will also promote local technology and skills covering school drop outs at various levels. Students were reluctant to be regular should be motivated by assuring viability of faculty regularly rather than hiding the weakness.

## RECOMMENDATIONS

1. Students and faculty should be motivated for high efforts.
2. Motivation for applying Intellectual property rights should be provided.
3. Research based performance evaluation indicator should be introduced in Teachers performance evaluation.

## ACKNOWLEDGEMENTS

The students and faculty of MBMAN with whom we have interacted and MBTU staff and officers and experts who shared the views openly.

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