

7.2 Best Practices

7.2.1 Describe two Institutional Best Practices as per the NAAC format provided in the Manual

Response:

Best Practice-I

Title of the Practice: Center for Pharmaceutical Professional Advancement(CPPA)

Objectives of the Practice

- Sharpen students Employability potential
- To motivate students for leadership qualities and aptitude needed by the profession.
- To shape the personality and attitude of students for better future.
- To augment and sharpen the analytical and comprehension skills of the students.
- Orientation towards the Placement and HR policies of companies

The Context

The Indian Pharmaceutical Industry has become global with operations in India and almost all the Regions of the world, and is growing exponentially. Companies are looking for candidates who are smart and can present themselves well. Students are not able to catch up with the pace of growth opportunity as they lack employability skills or soft skills. Soft Skills training has become a must for the students who want to go for job or higher studies. Most employers these days want to hire, retain and promote persons who are dependable, resourceful, ethical, self-directed having effective communication, willing to work and learn and having positive attitude.

With this in mind the Krupanidhi College of Pharmacy has commenced a new and a positive initiative based on finishing and polishing concepts for Student centric, Student focused and Student development activities called CPPA- Center for Pharmaceutical Professional Advancement. CPPA lays emphasis on Hard Skills as well as soft skills.

Soft skills or Emotional Intelligence Skills strengthen the students from within. Soft skills are about enabling and empowering. These skills empower them to understand their own SWOT - Strengths, Weakness, Opportunities, Threats- and how best they can come across as competent individuals in any given situation. At CPPA, coaching is imparted to fine-tune the students' attitudes, values, beliefs, motivation, desires, feelings, eagerness to learn, willingness to share and embrace new ideas, goal orientation, flexibility, persuasion, futuristic thinking, compassion, diplomacy, and various skill sets of communication, manners, and etiquette so that they will be able to deal with different situations diligently and responsibly.

Soft skill is not a visible skill like the domain subject content the student learns in his Academic career, but it helps in improving the personality of the person. It gives finishing touch to the personality. Soft skills will help the students increase their employability potential and face the challenges of the present time

Hard skills are technical skills whereas soft skills are at the surface providing finishing touches for success. The blend of both skills is essential for personal, professional and social

success. The significance and relevance of soft skills equip the students with adequate ammunition to face corporate battles and challenges.

Vision

To sharpen soft-skills of students to make them ready from Campus to Corporate, to develop and deliver programmes, modules, short courses and capsules which strengthen the students besides day-to-day academic learning.

CPPA Curriculum and Objectives

The Curriculum and Modules have been developed. In consultation with the Institutes Governing Council, Corporate Panel, Subject Experts, the Industry -Institutes Partnership Centres and with support and co-operation from distinguished people from the industry.

Industry Modules

1. Value added short professional courses designed as per the requirement of the industry
2. Regular Guest-lectures, Seminars, Workshops, the faculty selected from Pharmaceutical Industry, Hospitals and Subject experts in respective branches to sharpen the skills of students.
3. On Job Training programs at Hospitals, Industry.
4. Participating in Conferences, Symposiums, Exhibitions etc
5. Training based on learning-by-doing philosophy.

Personality Development Modules

1. Exclusive faculty resource to impart soft skill training.
2. Become self-confident individuals by mastering inter-personal skills, team management skills, and leadership skills
3. Stress, Strain and Conflict management thru simple techniques.
4. Develop broad career plans, evaluate the employment market, identify the organizations to get good placement, match the job requirements and skill sets
5. Develop effective communication skills, presentation skills, business correspondence.
6. Develop all-round personalities with a mature outlook to function effectively in different circumstances
7. Take part effectively in various Interview and selection procedures adopted by the Pharma Company's, Campus Interviews etc

The Periodic training programmes which is unobtrusive to their Regular Academic Time-Table is conducted in a very informal, interesting, and interactive manner, which gives ample scope for the students to interact with each other and face a wide variety of issues, topics, and situations that they are likely to come across as entry-level Officers, Executives, Associates. Etc. in the Working and Corporate environment.

CPPA Faculty consist of the Lead Mentor and Coach, Prof. Prakash V Mallya with over 40 years of Pharmaceutical Industry experience in India and 60 Countries around the Globe ably assisted by Team motivators from the Business School and the Pharmacy College.

Evidence of Success

PLACEMENT ANALYSIS

BPharm

	No of Students Admitted	No of Students Graduated	Placed	Higher Studies	Not Responded	Foreign Students
2017-18	60	33	9	20	2	2
2018-19	84	41	16 + 1 (Own Business)	20	2	2
2019-20	103	59	23	23	10	3

PHARMD

	No of Students Admitted	No of Students Graduated	Placed	Higher Studies	Not Responded	Foreign Students
2017-18	30	27	22	1	2	2
2018-19	26	19	14	1	2	1
2019-20	30	24	14	1	7	2

Best Practice-2

1. Title of the practice: The Best Practice that contributed to Academic functioning: “Gurukula System” with modern adaptations.

2. Objective of the practice:

Best performance by each student as per their capabilities

- Integral development of personality
- Holistic development
- Learning and developing from failures
- Uniformity and discipline

Principle:

Literally, guru means teacher, and kula means family. Gurukul System is an ancient Indian concept of education, wherein the participants get knowledge, by residing with his teacher as

part of his family. At Krupanidhi College of pharmacy, we follow a system of day Gurukul where students closely interact with teachers at each step whether it is academic, Co-curricular or moral concepts.

The Context:

The students when enter the higher education they look forward towards freedom from restrictions they are imposed to at high school. Implementing the concepts of dress code and to be under supervision of their teachers continuously is challenging till they recognize its significance.

Practices:

The Practice of “Gurukula system” has following components:

Academic: Teachers and students interact closely during regular lecture, practical and then special tutorial hours where individual attention is paid to students’ individual needs in terms of clarifying doubts, and mastering concepts and grooming them on different ways of answering the questions during examinations. Teachers evaluate the students’ performance during these tutorial hours via viva or written test, help them correct their mistakes and take up re-viva or retest till the student masters the concept and learns to answer well. The students are supposed to maintain a test/viva notebook for each subject and this notebook is returned back to him before the university exam so that he can review the corrections and does not repeat the same during examination.

Extracurricular: Students work in close association with their teachers in all extracurricular activities too. Many events are conducted throughout the year to achieve the objectives of Integral development of personality, social awareness, and holistic development of students.

Finishing school: It helps to achieve objectives of development of character and self-control. The institute has empowered teachers and works towards student centric learning and holistic development of students in an amicable environment to justify the principles of ‘Gurukula System’.

Moral: Each teacher is groomed to be a counsellor and is allotted a set of 20 students where students can reach their respective counsellors for individual counselling and inputs in terms of resolving conflicts, cultural adjustment, grades, peer pressure, etc.

The counsellors in turn working with administrators, teachers, and staff to meet student needs and if needed with the parent to provide resources and information on their ward’s development.

Dress code: To achieve uniformity, avoid discrepancies of rich and poor and to inculcate discipline; dress code in terms of uniform is practiced at the institution.

Uniqueness of Gurukula system in the context of India higher education:

- India has huge pool of young people. Many of them remain unable to pursue higher education as they could not perform in the final year of their schooling. The reason for not performing is not always low capability of student but it may be lack of focus or interest or might be because the day of exam was a bad day for the student. We at Krupanidhi College of pharmacy consider these factors and accept students form average scores too. Our Gurukul system helps them to work consistently under the guidance of teachers and help them perform well.
- Also, in Indian higher education system student is considered to be mature and responsible for the performance and the duties of teachers are limited to deliver lectures and final evaluation. In this case the focused students and those who are guided by their guardians excel and remaining is left behind.
- We by our philosophy of gurukula system, and monitoring, guiding and counseling the students at teach step overcome this limitation and provide equal opportunity to each student to excel.

Evidence of Success:

RESULT ANALYSIS

Year	Pass %	Distinction	First Class	Rank
I Pharm D	91.66%	41.66 %	50.00%	
II Pharm D	100%	43.48 %	56.52 %	
III Pharm D	100%	66.66%	33.33%	
IV Pharm D	100%	86.36%	13%	
V Pharm D	100%	81.81%	18.18%	
I ST Semester B.Pharm	87 %			
II ND Semester B.Pharm				
III RD Semester B.Pharm	46.23 %	20.45 %	25.80 %	
IV Semester B.Pharm	61%	10.52 %	50.52 %	
V Semester B.Pharm	51%	31%	20%	
VI Semester B.Pharm	55%	35%	20%	
VII Semester B.Pharm	56%	18%	38%	