

The Oxford College of Pharmacy
6/9, I Main, Begur Road, Hongasandra, Bangalore- 560 068
Recognized by the Government of Karnataka.
Affiliated to Rajiv Gandhi University of Health Sciences,
Approved by PCI and Accredited by National Assessment and Accreditation Council.

Best Practices – I

1. Title

Training and Placement activities for the requirement of industry

2. Goal

Today the industries have demand for highly skilled and competitive graduates and post graduates from Pharma institutions to increase the productivity of the organization. The main objective of practice is to bridge the gap between the stringent competition in the industry and producing the talented and knowledge students from the college. With proper and adequate training and support, students enhance their skills and understand how to showcase their abilities in the best possible way while attending interview. The Oxford Group has a well-fortified Training and Placement cell for the placement work.

3. The Context

The Oxford College of Pharmacy is well aware of the necessity to identify and analyse the SWOC, Strength, Weakness, Opportunities and Challenges of the institution to measure the growth and decide the future goals of the institution. The strategic meet is one of the tools employed in the college to coordinate all the departments under a single roof and assess the trends, success and challenges on various academic initiatives and activities. The Academic Calendar serves as a portal for faculty and students in all their academic and non-academic endeavours. The plan of study serves as a guide for both students and teachers and helps the students to be prepared with the subject topics aiding interactive learning in the classroom sessions.

4. Practice

The Placement Cell plays a major role in identifying job opportunities for Under Graduates and Post Graduates passing out from the college by keeping in touch with reputed firms and industrial establishments. The placement cell of the college had provided a good amount of placements as well as internships to all the students. The Placement Cell operates round the

year to facilitate contacts between companies and graduates. The number of students placed through the campus interviews and reference by faculty is continuously rising. On invitation, many reputed industries visit the campus to conduct interviews. The faculties make all the students aware of different career opportunities starting from first year with the objective of making them realize their interest and achieve success in the career. The cell arranges training programmes like Mock Interviews, Group Discussions, Time Management, Personal grooming, Inter and Intra personal skills, Team Building, Aptitude skills, Logical reasoning, Communication Skills, Mock Interview Sessions. Value Added Courses are conducted for the students in the area of emerging opportunities and skills to face interview with covering the contents beyond curriculum. The teachers will interact with final year students in the class room on Entrepreneurship Development Program to create awareness about the GOI and GOK initiatives like Make in India, Start-up India, Stand up India, E-Step to encourage students to become entrepreneurs.

5. Evidence of Success

The College has been successful in this academic final year students in placing the different industries. Training students which motivate and enables the student's industry ready. The proven capabilities of our Graduates and post graduates have helped us to invite increasing number of new Industries for Placement opportunities.

6. Problems Encountered and Resources Required

The campus recruitment being one of the most important sources of recruitment for the major companies find the gap in the quality of students. The institution is working hard to reduce the gap between what the market demands and the knowledge level of the students. There are some challenges encountered by the college like time constraint, cost to the company, volatile nature of Industry, core company recruit in small numbers and few more. Interview time and company requirement sometimes clash with the University calendar. Measures like providing extra time in the class for interaction about industry requirements, new opportunities to upgrade their skill and knowledge. Constant interaction and encouraging students to attend webinars by different institutions has helped to overcome some of the challenges and maximize the opportunities for the student's fraternity.

Best Practices – II.

1. Title

Women Empowerment

2. Goal

Among the total student strength and staff of our college, women constitute more than 70%. So, the college has decided to take up the cause of Women Empowerment for the girl students with the objectives of -

Empower girl students to enhance their understanding of issues related to women and to make the college campus a safe place for girls and women and to address the practical issues related to the welfare, equal opportunities and special opportunities for students in the industry, academy and government schemes and jobs.

3. The Context

The Oxford College of Pharmacy is well aware of the necessity to identify and analyse the SWOC, Strength, Weakness, Opportunities and Challenges of the institution to measure the growth and decide the future goals of the institution. The strategic meet is one of the tools employed in the college to coordinate all the departments under a single roof and assess the trends, success and challenges on various academic initiatives and activities. The plan of this practice is to serve as a guide for the students to help and be prepared with the subject topics aiding interactive learning in the classroom sessions.

- ✓ To increase awareness among girl students about their rights.
- ✓ Listening to the grievances of girl students and guiding them through counselling.
- ✓ Creating equal opportunities for girl students to participate actively in curricular and co-curricular activities.
- ✓ Offering health and safety guidance.
- ✓ To increase awareness among girl students about self-employment.
- ✓ Educating students about social medias misuse and exploitation.

4. Practice

We have majority of staff members are women who plays a major role in identifying the opportunities in job opportunities for Under Graduates and Post Graduates passing out from the college and girl's problems to address. The teachers will interact with all girl students from first to final year regularly and council and guide them for their problems like health, poor in subjects understanding, communication skills, etc. Faculties also encourage students to become entrepreneurs based on their approach. Along with this we encourage students to think out of window to work towards getting jobs in government jobs like state government and central government other than their profession course jobs. Students are also advised to try in banking, insurance, Railway sector jobs.

5. Evidence of Success

The College has been successful in this academic final year students in placing in the different industries. Our college girl student's placement success rate is more than boys in various industries. Because of this program many girl students are taking admissions in our institution.

6. Problems Encountered and Resources Required

The interaction with girl students who have problems like understanding subjects and any other personnel issues which affect their academic activities was challenging because of new place, environment and teachers. We have asked our institution senior female faculties to find out students facing such problems and interact with them personally one to one and build the trust. This enabled us to make students comfortable and discuss openly with these teachers. Our principal Dr Padmaa M Paarakh has played important role in this practice to discuss with students and faculties regularly with new ideas and opportunities for girl student's empowerment. Even though we have tight schedule of curriculum activities we take extra effort to accommodate activities such as seminars, motivational speeches for our students. We have conducted value added course on personality development program and this also helped them lot along with these students also encouraged to attend various webinars which relevant to job opportunities by other institutions.