



**PSG College of Pharmacy  
Coimbatore - 641004**

**Best practice -1**

**1. Title of the practice**

Capacity building through Skill development

**2. Objectives of the practice**

The Institution promotes capacity building through skill development and extensive research to enhance the quality for graduate programs through the conduct of training sessions in the relevant field.

**3. Challenges**

The institutional programs though strictly adhere with the syllabus prescribed by PCI, facing the employers' requirements and the aspirations of the candidates as per the opportunities are the major challenges. To overcome this counterpart, the institution implements recognition of prior learning (RPL) through the conduct of workshops, seminars and training program. This program includes the lecture sessions, hands on training on software, instrumental applications and animal handling.

**4. The Context**

The individual departments identify the existing skill sets of the pharmacy candidates and frame the core learning needs across the educational streams. In the current academic year, the following events were conducted by the respective departments. The selected course work (workshop/training) will be discussed in Heads meeting and the decisions were recorded and preceded. The programs were not restricted to the institution level; the participants from other institutions were also participated and present their talents.

## **5. The Practice**

The management partially contributes to the conduct of such programs and the certain events were sponsored by appropriate funding bodies.

- Skill development in the area of molecular modeling and designing was carried out with material suite simulation technology in Pharmaceutical formulation development. This program helped the students to use software to elucidate the proper drug / excipient combinations, their stability and cost analysis. This event is having direct industrial application. This software will be purchased in future.
- Problem based learning and skill development in Pharmaceutical care was conducted. The event is “Future aspects of Pharmacotherapeutic approaches in disease management”, this was sponsored by DST. The graduates got trained in therapeutic values like drug dosing, prescription auditing, admixtures, dilution and drug interaction prediction. This approach benefited the students those who want to take clinical pharmacy as their carrier
- Biosensors are developing area and many research / innovations are in progress in the area of Biosensors, It has been planned to have one session on Biosensors: A Pharmaceutical perspective. The students have got an exposure on this subject area, its industrial and research applications.

## **6. Evidence of Success**

The participants of these programs were acquired skill based knowledge and given feed backs on such programs. The hands on training programs were resulted with suitable employability of post graduate students.

## **7. Problems Encountered and Resources Required**

The time allocation during the curriculum, the financial assistance to receive from the government funding bodies is restricted to limits are identified as major constrains of the conduct of such programs.

## **Best practice -2**

### **1. Title of the practice**

Mock Interview for post graduate students

### **2. Objectives of the practice**

- To practice interview skills of the student in an environment similar to an actual interview.
- To make students familiar with interview questions and etiquette.
- To provide constructive feedback to the students for improving their interview skills.
- Help students in identifying their strength and area of improvement.

### **3. Challenges**

The initial reluctance of students to participate students in mock interview and motivating them to participate is a big challenge.

It was a challenging task for the panel (teachers) to overcome the preconceived perception about the academic performance of the student which is susceptible to biased decision making.

### **4. The Context**

What were the contextual features or challenging issues that needed to be addressed in designing and implementing this practice (in about 150 words)?

Good interviewing skills may assist students in securing employment and also assist students with presentation and public speaking Skills.PSG College of pharmacy focuses on motivating the student's community for global leadership. As a part of it, dept of pharmaceutics identified the need of assisting the students in honing their interviewing skills.

**5. The Practice** Describe the practice and its uniqueness in the context of India higher education. What were the constraints / limitations, if any, faced (in about 400 words)?

Mock interview was conducted for the PG students of dept of Pharmaceutics. This mock interview helps students to practice their interview skills by boosting their confidence and reducing their anxiety. Interview panel including professors and assistant professors who had experience in pharma industry was assigned by the HOD.The interview was conducted in a structured format which includes written test (both technical & IQ), presentation, group discussion and personal interview. The questions were designed to assess student's competency across a range of skills commonly desired by industries. Evaluation criteria were set for each

category. The performance of the student was analyzed. Comprehensive feedback on the performance & an interview scorecard underlining the strengths and area of improvement was given to the student in a typed format. Personalized tips on improving weaker areas were suggested to the students for their better performance. Students have responded very positively to this event. Although the interview was not real, many students display a degree of anxiety and some have difficulty talking about their achievements. The mock interview therefore provides a valuable opportunity to build their confidence in a realistic practice environment. This contributes in students' sustainable employability by developing their self awareness. This session shows the need of career program outside academic curricula to practice skills in the context of future employment.

**Limitations:**

Mock interview was not video recorded, so the students were not able to appreciate the feedback about their non verbal aspects of their performance which includes body language and voice. Mock interview was conducted during their end of fourth semester, so the panel was not able to follow up on the student's performance in their area of improvement.

**6. Evidence of Success** Provide evidence of success such as performance against targets and benchmarks, review/results. What do these results indicate? Describe in about 200 words.

As a result and the impact of this best practice, student's participation in both off campus and on campus placement was increased. The impact is also seen in terms of increase in confidence level of students and they were also able to analyze their strengths.

**7. Problems Encountered and Resources Required** Please identify the problems encountered and resources required to implement the practice (in about 150 words)

Problems Encountered:

Framing interview questions which should identify the skill set required for industry is a major demand. This was overcome by the selecting the teachers who had previous experience in pharma industry and marketing.

Resources required:

No specific room to have a conducive atmosphere for interview.

ICT tools for conducting mock interview.