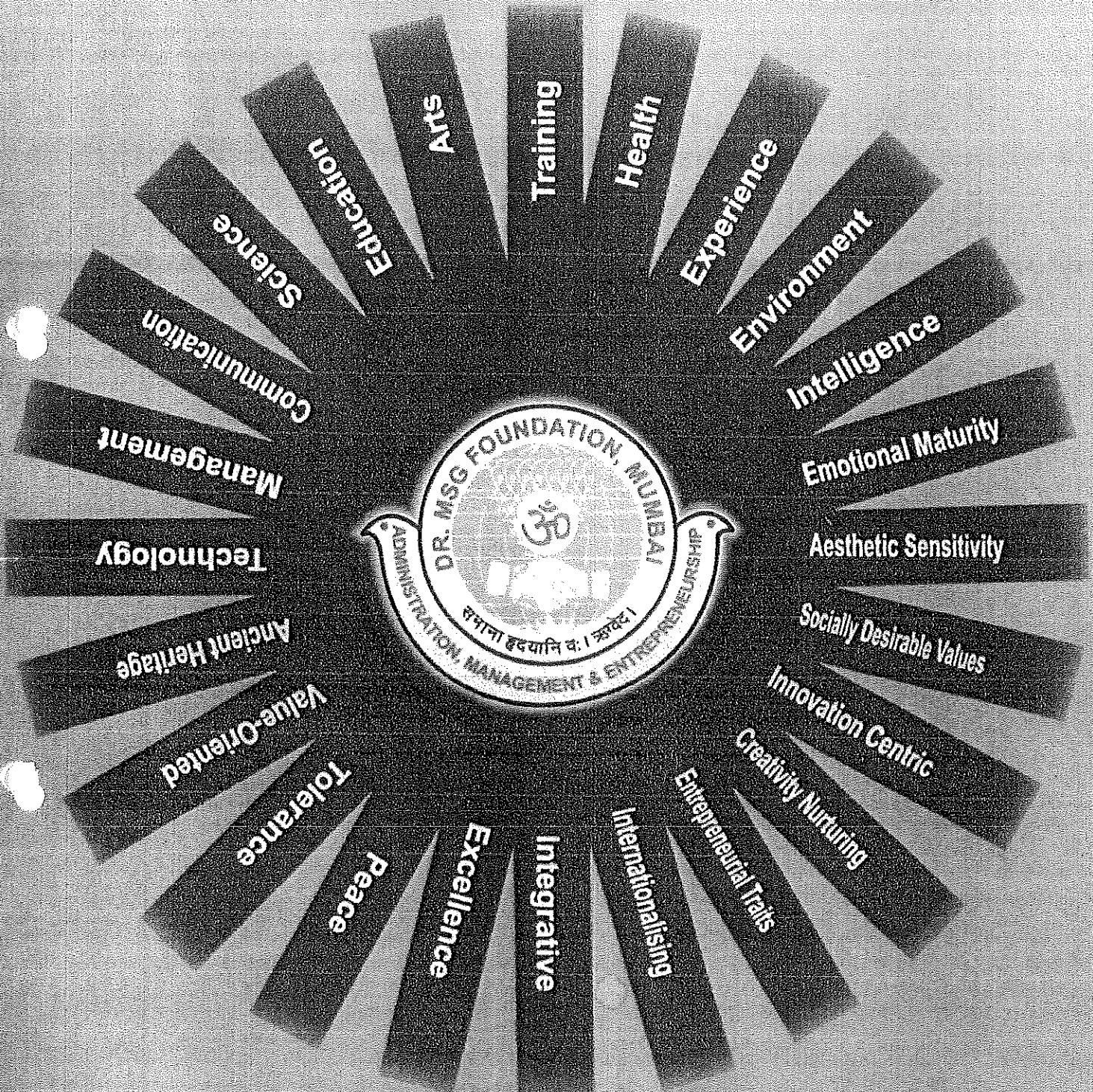


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Challenges in Pharmacy Education System in India

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Abstract

Education is meant to prepare an individual for life, equip him physically, intellectually, emotionally and spiritually to deal with the challenges of life with self-assurance, making the right decisions and broadening their perspectives. The main purpose of this study is to understand the problems in the Indian education system, the main areas that have been highlighted are need and significance of education, issues in the Indian Pharmacy education system, challenges in the Indian Pharmacy education system and suggestions for making improvements in the Indian education system related with Pharmacy. The pharmacy practice curriculum has not received much attention. The information presented in this paper may stimulate discussion and critical analysis and planning and will be of importance in further adaptation of the pharmacy education for improvement in educational outcomes.

Key Words : Arithmetic Skills, Pharmacy Education, Curriculum, Critical Analysis etc.

Introduction:

The population of India is approximately 1.2 billion. India is the second most populous country on the planet. In India formal pharmacy education leading to a degree began with the introduction of a four year bachelor of pharmacy (B.Pharm). The education system in India produces millions of graduates each year, many skilled in Information Technology and engineering. Educational programs related to Pharmacy in India are of different kinds such as, diploma in pharmacy (D.Pharm), bachelor of pharmacy (B.Pharm), master of pharmacy (M.Pharm), master of science in pharmacy [MS(Pharm)] and master of technology in pharmacy [(M.Tech (Pharm))] doctor of pharmacy (PharmD), and doctor of philosophy in pharmacy (Ph.D). The entry point for D.Pharm, B.Pharm, and PharmD programs is twelve years of formal education in the sciences. The D.Pharm program requires a minimum of two years of didactic coursework. The B.Pharm involves four years of study in colleges affiliated with universities or in a university department. Students holding a B.Pharm degree can earn an M.Pharm degree in two years, of which the second year is devoted to research leading to a dissertation any pharmaceutical discipline, for instance pharmaceuticals, pharmacology, pharmaceutical chemistry or pharmacognosy. The eligibility for admission is different. Entry requirements also vary depending on the degree program. The majority of privately funded institutions do not have a direct formal application processes. There is no centralized data repository to indicate the number of applicants to private and public institutions in India.

Education has been observed as the crucial development tool. The system of Pharmacy education in India has become a great movement, both in terms of resources allocated and the number of persons involved, these include teachers, students and the administrators.

Issues in the Indian Education System:

The quality of teaching is not well developed. The main factors that lead to the deprived teaching methods are shortage of teachers, the curriculum and the instructional methods are not well developed, the teaching-learning methods are not well organized, lack of appropriate communication between the teachers and the students, lack of modern and innovative techniques and financial problems.(Chahal, 2015).

Financial Constraints – There are many students who belong to minority groups, marginalized and

socio-economically backward sections of the society. Low income of their families and financial constraints serve to be impediments within the course of the acquisition of education. Students usually migrate to urban areas to get enrolled in higher educational institutions and besides, tuition, they have to pay for their living, food, books, e-resources, and other expenses (Challenges in Indian Higher Education, n.d.).

Privatization - Privatization of higher education is actually a new but a wanted trend and is indispensable to sustain resource fulness, adaptableness and superiority. The economic track of liberalization and globalization demands for it. In India, both the public and the private institutions function simultaneously. Almost 50 percent of the higher education in India is imparted through private institutions, primarily unassisted comprising of high cost. (Chahal, 2015).

Challenges in the Indian Education System:

The challenges that the Indian education system are experiencing in the present existence have been stated as follows: (Chahal, 2015).

Economic Difficulties :- Economic difficulties are regarded to be the most imperative transformations that the system of higher education has imposed upon the communities. There are students enrolled in Pharmacy institutions, who belong to minority groups and find it difficult to meet their basic requirements.

Suggestions for making improvements in the Indian Education System:

The suggestions for leading to improvements in the Indian education system have been generated from various sources and these have been stated as follows: (Singh, n.d.).

Innovative Practices – The emergence of new and modern technologies lead to progress in the present world. It makes available opportunities for economic growth, improved health and nutrition, enhanced delivery of services, improved learning, curriculum and instruction, and socio-cultural advancements. Efforts are required to be made to make innovative practices more usable in the system of education.

International Co-operation –International co-operation is gaining prominence in the development of the Pharmacy education system. With an increase in the development of transport and communication, a global village is witnessing an increasing emphasis on international co-operation and actions are considered necessary to find satisfactory solutions to the problems and higher Pharmacy education is one of them.

Towards a New Vision –The expansion of the education system within the country would largely contribute towards its enrichment, growth and development. The society is influenced by physical, emotional, dynamic, intellectual, ethical, aesthetic and spiritual potentialities. Hence, education will contribute in the development of modern and innovative approaches, strategies and methods that will lead to advancement.

Cross Culture Programs –In India, there are different cultures, castes, religions, races, ethnicities, arts, fields and so forth. Education will enable people to understand and acquire knowledge regarding each other's cultures and backgrounds, so that they will be able to live in unity and will not discriminate against each other.

Action Plan for Improving Quality –To ensure excellence and superiority in all the aspects of academic activities, it is vital to conduct academic and administrative audit once in three years in colleges by experts and professionals. Colleges and the universities should recognize the need and the requirement for quality education that if implemented in a productive manner would lead to progression in the system of education.

World Class Education –There are number of Indian students who are going to foreign universities in the countries like USA, UK, Australia etc. These Universities allow higher education for foreign students through correspondence courses as well. In the same way, Indian Universities also make provision of education to the foreign students. Therefore, adoption of international syllabus is vital within the Pharmacy educational institutions.

Personality Development –The system of education should enable the development of the personality of the individuals in an appropriate manner. It should not just enhance the academic knowledge but

should also facilitate in making the individuals more creative, inventive, resourceful and ingenious. A well educated person is aware of how to communicate and deal with other people at home, workplace and within the community.

Availability of Scholarships – In India, individuals have recognized the significance of education, even those who belong to deprived, marginalized and socio-economically backward sections of the society aspire to attain education. In most cases, finances serve to be the major problems for the individuals who are willing to study, these problems are impediments within the course of their acquisition of education, hence, availability of scholarships and stipends for the students would largely contribute in the attainment of education.

Examinations and Evaluation Techniques – Evaluation techniques are considered imperative, which has the main purpose of assessing the capabilities of the individuals, and how much they have understood. Examinations are considered to be one of the most crucial techniques that assess the position and the performance of the students. The conduct of the examinations should be implemented in a regular and a consistent manner to ensure that students are evaluated in every area. Their weaknesses are adequately identified and then there should be implementation of appropriate measures to improve them.

High-Tech Libraries - In some parts of the country, in educational institutions, libraries are in an underdeveloped state. It is vital to ensure that whether libraries are well developed, organized in an appropriate manner and possess all the required materials relating to all the subjects that are vital for the individuals. In the present existence, in most cases, students depend upon the libraries besides the internet.

Conclusion:

Education is vital for every person in order to enable him for better living conditions. Obtaining of good quality education will contribute in securing a job, making individuals aware of various aspects, inculcating the traits of morality, ethics, decency and graciousness within oneself and rendering an effective contribution in the development of their personalities.

Pharmacy education in India, both at the B.Pharm and M.Pharm levels, is taught as an industry- and product oriented profession with a focus on the basic sciences. During the past decade, pharmacy education has expanded significantly in terms of number of institutions offering pharmacy program at various levels. However, pharmacy education in India continues to be one of the last options for students aspiring to a university degree. The pharmacists with B.Pharm or M.Pharm generally seek avenues other than pharmacy practice. These pharmacists prefer placements in production, regulatory affairs, management and/ or quality assurance, and marketing with the pharmaceutical industry. Only small numbers of these graduates and postgraduates opt to work in community and institutional pharmacies. In India, diploma holders (D.Pharm holders) are practicing pharmacists in the global sense as they engage in community or institution pharmacy practice.

In order to enhance the education system within the country, there are suggestions that have been made; towards a learning society, connection between industry and academics, incentives to teachers and researchers, innovative practices, mobilization of resources, advancement of the information age, student centred education and dynamic methods, public private partnership, provision of need based job oriented courses, international co-operation, towards a new vision, cross culture programs, action plan for improving quality, individuality, privatization of higher education, quality development, personality development, status of academic research studies, availability of scholarships, fair quality assurance system, to increase quantity of universities, examinations and evaluation techniques, and hi-tech libraries.

In order to demonstrate the requirements for pharmacists in India, it is necessary to undertake a pharmacy work force study, to review pharmacy education programs, and to compare them with the roles that have been accepted internationally. Then, to design and develop pharmacy degree Programs perhaps one program exclusively for industry and another for practice.

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Need of Leadership Programs in Health Care Education

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Abstract

Today's healthcare landscape is a dynamic, unpredictable sea of legislative and economic transformation. Healthcare leaders, namely those in administrative and management roles, need a wide range of operational, relational and analytical skills to effectively carry out their responsibilities. Healthcare administrators' abilities to do their jobs well, directly affect the quality and availability of affordable healthcare. Healthcare administrators are often required to maintain and develop professional standards, procedures and policies for various institutional activities. These healthcare leaders are also responsible for developing and expanding programs for scientific research, preventive medicine, medical and vocational rehabilitation and community health and welfare.

Key Words : Healthcare Education, Leadership, Skills etc.

Introduction:

The curriculum in health care leadership is designed to prepare students for leadership positions in the health care industry. Students study leadership and administration, human resources, public policy, epidemiology, law and ethics in a health care context. Key policies, principles and practices of health care administration and leadership are explored within the context of personal and professional development. Leadership studies program is based on the conviction that leaders must learn to lead change so that services and deliverables are effectively, ethically and efficiently delivered to an increasingly diverse population, in the context of a changing economy and rapidly developing technologies. The leadership focuses on the fulfillment of practitioner needs by linking up theory to the best practices of leadership. The leadership skills that students develop while pursuing a program in leadership are transferrable across all types of organizations - private, for profit, nonprofit and public. It prepares the students to lead organizational change and innovation, while managing the challenges of continuous change and global competition. Students who pursue their master's in leadership may be working as or want to pursue careers such as information officers, strategic planners, project managers, sales directors, military officers, hospital administrators and religious leaders.

Core Qualities of a Leader

While salaries vary based on industry, experience and geographical location, the following qualities are essential. Leadership skills that are relevant and necessary for all organizations. One can acquire leadership and managerial skills with special emphasis on communication, problem-solving and decision-making.

The basic qualities of a leader are-

- **Communication Skills:** Top executives must be able to communicate clearly and persuasively. They must effectively discuss issues and negotiate with others, direct subordinates and explain their policies and decisions to those within and outside the organization.
- **Decision-Making Skills:** Top executives need decision-making skills when framing the policies

and managing an organization. They must assess different options and choose the best course of action, often daily.

- **Leadership Skills:** Top executives must be able to lead a successful organization by coordinating policies, people and resources.
- **Management Skills:** Top executives must organize and direct the operations of an organization. For example, they must manage business plans, employees and budgets.
- **Problem Solving Skills:** Top executives need problem-solving skills after identifying issues within an organization. They must be able to recognize shortcomings and effectively carry out solutions.

Need of Leadership in Health Care Education

Leaders need to be forward thinkers, innovators, sensitive, flexible and able to adapt to the demands and expectations of stakeholders. Health care leaders make decisions that shape caregiving. They help team members and organizations perform optimally in a constantly evolving environment. These professionals may oversee business units such as operations, human resources, accounting or oversee specific disciplines or regions. These professionals possess special talents that give them an ability to guide individuals, groups and organizations through challenges. They understand others beyond the expressions gleaned from direct statements by dedicating time to understand the individuals they interact with daily. Effective health care leaders also recognize how technological innovation supports positive patient outcomes and equips frontline caregivers with the latest available hi-tech tools. Through professional resources, leaders gather intelligence and build networks to help care-giving organizations achieve their objectives. Leaders use these skills, tools and connections to make countless daily decisions affecting a health care organization's service quality.

Effective Health Care Leadership Skills

Today's dynamic healthcare landscape calls for highly educated and motivated administrators who maintain cutting-edge information system skills and managerial expertise as they oversee huge healthcare operations. A strong business orientation, paired with sharp leadership and communication skills are critical for today's healthcare administrator (Michelle Balash, 2018). Current healthcare landscape is a dynamic, unpredictable sea of legislative and economic transformation. Healthcare leaders, namely those in administrative and management roles, need a wide range of operational, relational, and analytical skills to effectively carry out their responsibilities. Healthcare administrators' abilities to do their jobs well, directly affect the quality and availability of affordable healthcare.

Traits of highly successful general and specialized healthcare industry leaders include-

- **Having a strong business orientation:** Private healthcare is more than a calling; it's also a business that needs to accomplish financial goals and stay out of the red.
- **Maintaining a positive attitude:** This keeps workplace morale up. Leaders have dreams and goals for their staff and spreading positivity helps create an environment where these visions can come to pass.
- **Varying work hours acceptance:** Nurses and doctors work 24x7, emergency situations that call on the insurance and medical financing expertise of healthcare administrators don't may occur at any point in the day.
- **Willingness to out-market the competition:** Administrators with a proactive approach to marketing will ensure success of the organization.
- **Approaching work proactively:** Managers lead by example and a proactive attitude is contagious in the workplace. Staying motivated and encouraging others to perform at their best is crucial for reaching goals and maintaining quality patient care.
- **Having strong leadership skills:** Leaders have to focus on how well employees are performing and evaluating healthcare processes. Possessing the confidence to independently direct the organization and make important decisions to benefit overall patient care.

- Making strong employment decisions: In the name of good time management, managers task is to prepare the employees with the jobs that they are most capable of handling efficiently.
- Understanding priorities and staying organized: Overseeing use of information data systems, computer programs and healthcare machines require extensive organizational habits and ruthless prioritization.
- Improving themselves and their staff consistently: Leaders should continuously push for improved hospital procedures and strive for higher quality patient care. Implementing and working to accomplish set goals can increase team collaboration and build relationships.
- Being available to, professional and honest with their staff: Being an accessible and efficient leader who fulfills his or her duties while assisting others will create bonds of trust between administrators and staff.
- Continuing an education: Professionals never stop learning and a voracious appetite for up-to-the-minute information and research about modern healthcare issues in technology, economics, finance, management or legal and ethical issues will keep an administrator relevant to the industry.

A Healthcare Leader's Effectiveness:

Healthcare service managers have a variety of tasks, skills, knowledge and expertise required to fulfill day-to-day responsibilities. Certain operational skills are crucial to an effective leader. Healthcare administrators are often required to maintain and develop professional standards, procedures and policies for various institutional activities. These healthcare leaders are also responsible for developing and expanding programs for scientific research, preventive medicine, medical and vocational rehabilitation and community health and welfare.

Excellent, assertive communication skills, both verbal and written, are paramount to a leader's ability to carry out an effective healthcare operation. Current computer skills and technology-based training are also essential as healthcare machinery and information systems continue to evolve.

Some other operational skills necessary to the Healthcare leader's job include-

- Information systems management and troubleshooting
- Maintain awareness of advances in data processing technology, medicine, computerized diagnostic and treatment equipment, financing options and health insurance changes
- Logistics and research
- Patient administration
- Maintain quality of service offered to patients
- Team performance measurement and motivation
- Facilities development and enhancement
- Project and operations management

A large part of a healthcare administration is financially and managerially focused, as most of healthcare administrators work in an office environment. They are in charge of managing hospitals, community health centers, clinics, private medical group practices, managed care organizations, nursing homes and other health care facilities (Daly *et al.*, 2014). Analytical skills necessary to responsibly manage the business side of a clinic, hospital or other healthcare-based companies include-

- Fiscal operations, which can span from accounting, planning budgets, planning and authorizing to expenditures, establishing rates for services and coordinating financial reporting
- Economic knowledge and insight
- Consultation
- Supply ordering and inventory management
- Human resources management
- Direction, supervision and evaluation of medical, technical, nursing, service, clerical, maintenance and other personnel
- Education and training management

- Public relations and marketing
- Knowledge of current government regulations, legal and ethical practices, policies and standards
- Strategic planning
- Development and execution of organizational procedures

Successful healthcare administrators also have strong interpersonal skills to fulfill their relational responsibilities-

- Internal communication management
- Develop interviewing processes
- Direct and conduct recruitment, hiring and training of personnel
- Develop coaching strategies
- Limit conflict and encouraging workplace unity
- Overcome barriers in communication with staff and outside healthcare administrators

Conclusion:

Healthcare managers of all levels and specializations are critical to guarantee a hospital functions on a competitive, effective, profitable and satisfactory basis. Healthcare education should focus on developing leaders who are highly efficient, knowledgeable and adapt with strong interpersonal skills and managerial abilities. Courses in Health Care Administration should be made available to the students. Such leadership-oriented program prepares students for a career in this field, so that they can grab employers' attention and jump-start successful healthcare administration career.

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