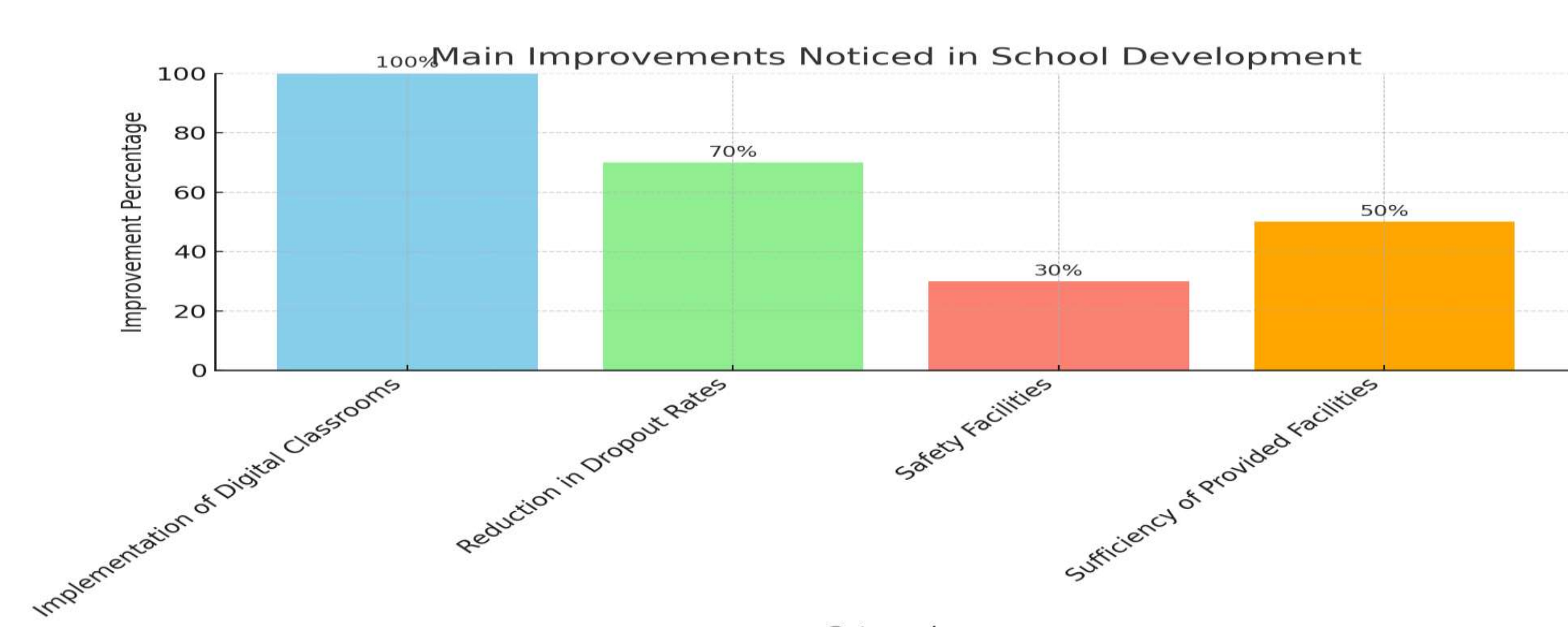


NEED ASSESSMENT OF SCHOOLS AT SUNPHARMA

ORGANIZATION STRUCTURE	ABOUT SUN PHARMA Sun Pharmaceutical Industries Limited was founded in 1983 by Mr. Dilip Shanghvi. It started as a small pharmaceutical company and has grown to become one of the largest pharmaceutical companies in India and globally with global revenues of US\$ 5.4 billion.	Mission & Vision The Mission of Sun Pharma is to provide high-quality, affordable medicines trusted by healthcare professionals and patients worldwide. The Vision is to be a global leader in the pharmaceutical industry.	CHALLENGES DURING INTERNSHIP - Data Collection: It involves the collection of accurate and comprehensive data from various schools. - Infrastructure Constraints: Inadequate safety facilities and old infrastructures that require attention. - Stakeholder Engagement: Ensuring that school staff and students are actively participating and cooperating. - Technical Problems: Resolve all technical issues related to setting up and maintaining a digital classroom.									
	Corporate Hierarchy The Board of Directors governs the company, which is headed by its Managing Director, Mr. Dilip Shanghvi. There are many VPs and General Managers in the executive team who report to him and oversee various divisions like R&D, Marketing, Manufacturing, and CSR.	CSR Division The CSR department is headed by the Sr. CSR Manager, Mr. Brajesh Choudhary, who has tie-ups with various NGOs and foundations like Anwesha Foundation and Baroda Education Trust in several development projects.	LEARNING DURING INTERNSHIP - Impact Assessment: Gained experience in complete impact assessment and practical effects of CSR initiatives. - Project Management: Improved ability to manage projects and see them through, from planning to execution and evaluation. - Communication Skills: Developed well for effective communication amongst different stakeholders. - Adaptability: How to adapt to various challenges, finding innovative solutions.									
	OBJECTIVE ❖ Differentiate and concentrate on schools' needs to ensure the sustainability and controllability of Sun Pharma's educational development initiatives. ❖ Zero in on the enhancement of the computerized homerooms, further improvement of wellbeing and framework, instructor preparing and support, understudy engagement and advancement, and office adequacy. ❖ Direct extensive appraisals for the evaluation of the ongoing status of schools, and to differentiate areas in need of improvement. ❖ Execute key activities in view of distinguished needs to amplify the effect of instructive improvement programs.		USEFULLNESS OF INTERNSHIP It was a highly useful internship that helped bridge the gap between theoretical knowledge and practical application. Further, it furnished a platform for applying learned concepts in a real-world scenario and understanding the intricacies of CSR initiatives and developing essential professional skills. The experience brought to the fore that professional growth is important with respect to adaptability and continuous learning.									
	SWOT ANALYSIS STRENGHTS 100% Implementation: Digital classrooms were implemented by all the schools interviewed. - Positive feedback: This research and development found digital tools helpful to teachers and students for teaching and learning purposes. OPPORTUNITIES - Professional Development: Offer an ongoing train-up with a view to acquiring more digital tools in teaching practices. - Growth: Creation of more digital content and infrastructure improvement. PRACTICAL EXPOSER The practical exposure at the organization of SIP Sun Pharma provided hands-on experience in implementing and assessing CSR in the educational sector through direct work with schools for digital classrooms, improvement of safety facilities, and overall learning environment. THEORETICAL UNDERSTANDING The theoretical understanding from IIHMR University included learning about CSR concepts, impact assessment methodologies, and strategic planning through coursework and case studies. The academic framework provided a foundation of knowledge about best practices, ethical considerations, and data analysis techniques. WEAKNESSES - Safety Facilities: No significant improvement in safety facilities was observed. - Maintenance and Support: The periodic up-grading and technical aids that digital equipment may require.	THREATS - Sustainability: Ensuring that digital equipment is maintainable in the long run. - Adoption Rates: Different rates of adoption and usage of digital classrooms within schools	Main Improvements Noticed in School Development <table><tr><th>Categories</th><th>Improvement Percentage</th></tr><tr><td>Implementation of Digital Classrooms</td><td>100%</td></tr><tr><td>Reduction in Dropout Rates</td><td>70%</td></tr><tr><td>Safety Facilities</td><td>30%</td></tr><tr><td>Sufficiency of Provided Facilities</td><td>50%</td></tr></table> - Digital classrooms implemented - Improvement: The schools implemented the digital classrooms in 100% of its schools thereby improving the teaching-learning process. - Dropout rates reduced - Improvement: Dropout rates have come down significantly, which can also be attributed to increased interest and motivation of students. - Safety facilities - Improvement: 30% Improvement. This requires more attention and resources to have complete safety measures. - Adequacy of facilities provided - Improvement: The sufficiency of the facilities went up 50%—with positive feedback for the ease of teaching—but it still had room for more detailed assessment and improvements. WAY FORWARD PLAN Improve Digital Classrooms - Have routine servicing and upgradations of digital equipment. - Offer quality digital content and technical support. - Periodic assessments to be held for its better utilization. Improve Safety and Infrastructure - Safety audits should be carried out, followed by the installation of necessary safety equipment in schools. - Organize workshops on safety training - Implement regular inspections and maintenance schedules Support Teacher Training and Development - Provide continuous professional development and training workshops - Develop peer mentoring programs and collaborative teaching communities - Open up channels for feedback from teachers to come forward and voice out their challenges Boost Student Engagement and Motivation - Introduce and develop extracurricular activities. - Offer counseling services and platforms for student feedback. - Design programs of incentives while assessing the participation and achievements of students .	Categories	Improvement Percentage	Implementation of Digital Classrooms	100%	Reduction in Dropout Rates	70%	Safety Facilities	30%	Sufficiency of Provided Facilities
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