

SUMMER INTERNSHIP PROGRAM

at

Nand Ghar by Vedanta

From 3 May 2024 to 2 July 2024

A REPORT BY

Tanvi Singhvi

Master of Business Administration

(Health & Hospital Management)

2023-25

under the Mentorship of

Dr. Anupam Mehrotra (Assistant Professor)





CERTIFICATE OF COMPLETION

This is to certify that **Dr. Tanvi Singhvi** of 2023-2025 of **IIHMR University, Jaipur** has worked with our project for her internship from 03/05/2024 to 02/07/2024. The overall performance shown by her during the period was good. This certificate is being issued to meet the requirements of IIHMR University.

DATE: 10/07/2024

KHURRAM NAAYAAB

Head of Operations
PROJECT NAND GHAR

IIHMR University Faculty Mentor Approval

This is to certify that Dr. TANVI SINGHVI of the academic year 2023-25 of the Institute of Health Management Research, has prepared a poster with respect to her summer internship held during May - June 2024

She has carried out work as per the guidelines. her poster is approved for presentation

Date:22-07-2024

A handwritten signature in blue ink, appearing to read 'Anupam', with a stylized flourish at the end.

Dr. Anupam Mehrotra
Assistant Professor

THE NAND GHAR STORY

It is a modern Anganwadis network that provides development opportunities through early education, healthcare and nutrition access, and women empowerment through skilling initiatives. It aims to transform the lives of 7 crore children and two crore women in India through 14 lakh Anganwadis in India. To transform the lives of women and children, 5500+ Nand Ghars have been set up across 14 states in India, and recently, Vedanta signed an MOU with the Government of Rajasthan to develop 25,000 Nand Ghars across the state.

HISTORY & BACKGROUND

Nand Ghar is a social initiative of the **Anil Agarwal Foundation**, the philanthropic arm of the Vedanta Group. The project modernises Anganwadis functioning under the Integrated Child Development Scheme (ICDS), which includes infrastructural improvements. It is a collaborative project between Vedanta and the Ministry of Women and Child Development for the development of women and children. The first Nand Ghar was established in the Nagpur district of Varanasi in April 2016 and was inaugurated by Mrs. Smriti Irani

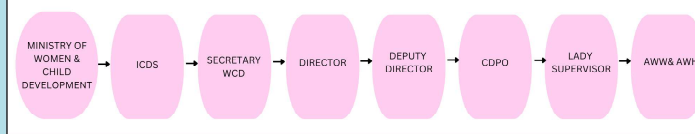
MISSION

Transforming the lives of 70 million children and 20 million women across 1.37 million Anganwadis in India through Nand Ghars

VISION

Nand Ghar's are committed to the Prime Ministers' national vision of eradicating child malnutrition, providing education and healthcare, and empowering women with skill development

ORGANISATION STRUCTURE



PRACTICAL EXPOSURE

- Field visits to 6 AWCs & conducted interviews of AWW based on created questionnaire
- Attended MCHN day and other events at the AWC
- Visited ICDS centre to observe the functioning at State level
- Gained valuable insights and challenges faced by AWWs
- Developed IEC material to spread awareness about heatwaves

THEORETICAL UNDERSTANDING

- Read the guidelines and MoU signed between Anil Agarwal Foundation and MAMTA HIMC
- Developed a questionnaire on Poshan tracker to know about its user experience
- Analysed the data collected and provided recommendations for better functioning

SWOT ANALYSIS

STRENGTH

State-of-the-art technology & infrastructure
Digitization of work through Poshan tracker
Healthy sanitation and safe drinking water
Smart kits for learning
Holistic development

WEAKNESS

Adhering to old methods
Inadequate training of workers
Lacking tech proficiency
Inefficient use of resources

OPPORTUNITY

Collaborating with NGOs
Community participation
Utilisation of space for other activities afternoons

THREAT

Digital divide
Lack of social recognition

ABOUT THE STUDY

OBJECTIVE: To assess the experience of Anganwadi workers in Jaipur district in using both old and new system for tracking nutrition

FINDINGS: Though many AWWs prefer to use Poshan tracker daily, but instead of replacing the old system to track nutrition, it is now an extra burden for them



LEARNINGS

- Gained exposure and insight into frontline public health engagement
- Practical knowledge of working of Anganwadis and organisation structure
- Understanding the importance of community engagement in resource utilization
- Recognised the significance of hierarchical supervision for effective departmental functioning
- Importance of listening to workers grievances and gaining trust before engaging in activities
- Importance of developing effective IEC material for awareness and health promotion

CHALLENGES FACED

- Interacting and communicating with Frontline workers
- Field visits in extreme weather
- Data not being disclosed to us as an outsider
- Network/ Physical connectivity to certain locations of Anganwadi

RECOMMENDATIONS

- Adequate and timely training sessions for the workers for better utilisation of resources
- Development of a suitable and effective feedback mechanism for the frontline workers
- Awareness should be spread about the facilities provided at Anganwadi for the community
- Increase the involvement of community members by setting up camps, programs, etc.
- Conduct training and capacity building at the Supervisor level to change practices and further motivate AWWs to do the same

NAME: **DR. TANVI SINGHVI**

ROI I NUMBER: 1870

BATCH: HM 28

UNIVERSITY MENTOR: DR. ANUPAM MEHROTRA

ORGANISATION MENTOR: MR. HEMANT SHARMA

PROJECT: USER EXPERIENCE OF USING POSHAN TRACKER

Weekly Report

Name of the Organisation: Nand Ghar by Vedanta

Area/ Department/ Project of Summer Internship Program: User experience of Poshan Tracker

Name of the Student: Dr. Tanvi Singhvi

Roll no: 1870

Stream: HM

Week no: 1

from...3 May...to...10 May.....

Activity Done	• Orientation session was conducted by the mentor about the organisation (Vedanta) and its partners (KPMG- Evaluation partner and Mamta HIMC- Implementation partner) and their functioning in Nand Ghar • Described about the organisational structure and culture
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	• Visited a Nand Ghar and observed its day to day activities and also interacted with the AWW, AWH and ASHA. • Looked over the Poshan tracker app used by the AWW and the manual registers filled by them. • Attended a Community based event at Nand Ghar and interacted with the beneficiaries
Linking theory (Classroom learning) with practice at your organisation	• As studied in classroom about the Anganwadi centres being the lowest point of contact for the community which provides basic health care. • Learned about the importance of community involvement for better utilisation of resources and to provide better healthcare services. • Importance of hierarchical supervision in effective functioning of the department. • How lack of feedback system can create a communication gap between the workers at lowest level and the supervisors • Effectiveness of IEC and BCC at grass root level and difficulties in implementing a new system or delivering of information to uneducated population.
Gaps identified on the working area.	• A gap was identified in utilizing the Poshan Tracker app as intended, resulting in delayed data entry. Instead, manual registers were used, indicating a missed opportunity to leverage digital technology effectively. • Additionally, there was a noted lack of worker intention and willingness to adopt the technology • Streamlining of data and lack of professionalism was observed
Suggestions for improvement	• Provide thorough offline and hands-on training sessions for Anganwadi Workers (AWWs) on using the Poshan Tracker app. This training should cover app functionalities, data entry procedures, common issues, and the importance of timely and accurate data recording. • Explore ways to integrate the Poshan Tracker app with existing record-keeping systems to minimize duplication of effort for AWWs. • Establishment of a system for regular supervision and monitoring of app usage and data quality.

	There should be periodic audits to ensure data completeness, accuracy in the Poshan tracker app. • Establish a feedback mechanism where AWWs can provide input on app usability, challenges faced, and suggestions for improvement. • Introduce incentives programs to motivate AWWs to embrace digital technologies and maintain high-quality records using the Poshan Tracker app.
Plan for the next week	• Preparation of a questionnaire for the AWW to know more and better about the benefits and challenges of the Poshan tracker app. • Will visit several Anganwadi centres which are adopted by Vedanta and also the regular centres to observe its functioning closely.

Signature of the Student

Approved by the IIHMR University's Mentor

Weekly Report

Name of the Organisation: Nand Ghar by Vedanta

Area/ Department/ Project of Summer Internship Program: User experience of Poshan Tracker

Name of the Student: Dr. Tanvi Singhvi

Roll no: 1870

Stream: HM

Week no: 2

from...13 May...to...17 May...

Activity Done	• Desk review on Poshan Abhiyaan and Poshan tracker App
Linking theory (Classroom learning) with practice at your organisation	• Gained the ability to perform literature reviews by identifying relevant information and sources and critically assessing existing research on a given topic

Gaps identified on the working area.	• There may be a bias in reporting for Poshan Tracker, as data is collected by workers who are tasked with addressing undernutrition in their communities.
Suggestions for improvement	• Establishment of a system for regular supervision and monitoring of app usage and data quality. There should be periodic audits to ensure data completeness, accuracy in the Poshan tracker app. • Establish a feedback mechanism where AWWs can provide input on app usability, challenges faced, and suggestions for improvement.
Plan for the next week	• Continue desk review

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Weekly Report

Name of the Organisation: Nand Ghar by Vedanta

Area/ Department/ Project of Summer Internship Program: User experience of Poshan Tracker

Name of the Student: Dr. Tanvi Singhvi

Roll no: 1870

Stream: HM

Week no: 3

from...20 May...to...24 May...

Activity Done	• Desk review on Poshan Abhiyaan and Poshan tracker App
Linking theory (Classroom learning) with practice at your organisation	• Acquired skills to conduct Literature review on a topic including identifying relevant information and sources and critically evaluating existing research on the topic given

Gaps identified on the working area.	Results indicate that the Poshan Tracker often estimates a lower prevalence of undernutrition than the subset of children in NFHS-5
Suggestions for improvement	- Provide thorough offline training sessions for Anganwadi Workers (AWWs) on using the Poshan Tracker app to increase its usability. - Establishment of a system for regular supervision and monitoring of app usage and data quality. There should be periodic audits to ensure data completeness, accuracy in the Poshan tracker app.
Plan for the next week	- Assessment of BCC training of AWWs for utilisation of Poshan tracker App - Selection of several indicators and 2 Nand Ghar locations to start my project - Will visit several Anganwadi centres which are adopted by Vedanta to observe its functioning closely.

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Weekly Report

Name of the Organisation: Nand Ghar by Vedanta

Area/ Department/ Project of Summer Internship Program: User experience of Poshan Tracker

Name of the Student: Dr. Tanvi Singhvi

Roll no: 1870

Stream: HM

Week no: 4

from...27 May...to...31 May...

Activity Done	Visited Anganwadi centre and interacted with the worker about challenges and benefits of Poshan tracker
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	• Attended end of the month meeting of all the AWWs in a block with the Lady Supervisor and overlooked at the operational activities going on • Started working on preparing IEC material for creating awareness about the heatwaves in the region
Linking theory (Classroom learning) with practice at your organisation	• Learned about the importance of verbal and non-verbal communication while interacting with someone for the first time • Importance of hierarchy and inter departmental communication in making the functioning smoother • How listening to the grievances of a worker is important and gaining their trust before engaging in activities
Gaps identified on the working area.	• The feedback mechanism is not strong enough as many of the problems faced by workers at ground level were not addressed • The AWW are overburdened with the work especially after the introduction of Poshan tracker which was implemented to do otherwise • A major gap was identified at intermediate level where the LS still resorts to old practices of checking all the paperwork instead of making use of digital technology • Lack of regular training sessions on how to use the features of the app • Language barrier was a major problem with the workers as the Poshan tracker App does not permit to type in any other language than English • Many workers living in rural areas face network problems and hence face difficulty in using the app • Lack of trust among the beneficiaries for the worker when asked for OTP to verify the details
Suggestions for improvement	• Provide regular offline training sessions for Anganwadi Workers (AWWs) on using the Poshan Tracker and all its features • At the Supervisor level, training and capacity building needs to be done to change the practices and further motivate AWWs to do the same

	• Establish a feedback mechanism where AWWs can provide input on app usability, challenges, and suggestions for improvement. • Introduction of Hindi and other languages feature on the app and better user interface.
Plan for the next week	• Preparation of the IEC material for creating awareness about the heatwave and its effects • Visiting more Anganwadi centres to gain more knowledge about Poshan tracker and its usage among the workers • Monitor certain indicators on the App like growth monitoring, opening status, infra, etc.

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Weekly Report

Name of the Organisation: Nand Ghar by Vedanta

Area/ Department/ Project of Summer Internship Program: User experience of Poshan Tracker

Name of the Student: Dr. Tanvi Singhvi

Roll no: 1870

Stream: HM

Week no: 5

from...3 June...**to...**8 June...

Activity Done	• Visited 4 Anganwadi centres and conducted semi structured interview (data collection) to know about the user experience of Poshan tracker • Filled the checklist of certain indicators on the app of the 4 AWCs • Attended MCHN Day at a centre where vaccination and growth monitoring was done by the FLWs • Finalised and distributed the IEC material at the AWC for creating awareness about Heatwave
Linking theory (Classroom learning) with practice at your organisation	• By conducting interviews, I applied my knowledge of different data collection methods to gather insights on Poshan tracker • Filling of checklist allowed me to practice various Monitoring and evaluation methods • By observing Vaccination Day at AWC, it helped me relate with the theoretical knowledge learned • Development of IEC material helped me understand the importance of effective messaging to raise awareness in the community and promote healthy behaviour
Gaps identified on the working area.	• Lack of training sessions for the AWWs about Poshan tracker • Inadequate and uneven distribution of resources among all the AWCs • Ineffective communication channels between the AWW and the higher authorities • Lack of continuous development programmes for capacity building of AWW • Poor monitoring and evaluating systems to assess the impact of the interventions done at grass root level
Suggestions for improvement	• Provide regular offline training sessions for Anganwadi Workers (AWWs) on using the Poshan Tracker and all its features • At all levels, development programmes and capacity building needs to be done to change certain practices of AWW and LS • Specific requirement of each AWC should be assessed and then accordingly resource distribution should be done

	• There should be an effective communication channel like WhatsApp group and regular meetings with the higher authorities • Engagement of community members and regular visits by authorities should be done
Plan for the next week	• Visit 2 more Anganwadi centres for data collection and then start with the process of Data Analysis • Monitor certain indicators on the App like growth monitoring, opening status, infra, etc.

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Weekly Report

Name of the Organisation: Nand Ghar by Vedanta

Area/ Department/ Project of Summer Internship Program: User experience of Poshan Tracker

Name of the Student: Dr. Tanvi Singhvi

Roll no: 1870

Stream: HM

Week no: 6

from...10 June...to...14 June...

Activity Done	• Visited an Anganwadi centre and conducted semi structured interview (data collection) to know about the user experience of Poshan tracker • Attended MCHN Day at a centre where vaccination and growth monitoring was done by the FLWs • Completed transcription of all the interviews
Linking theory (Classroom learning) with practice at your organisation	• Learn how to convert verbal data into written form, which is an initial step in qualitative research analysis. This process helped me understand how to extract meaningful information from raw data to advise public health strategies and interventions. • Got the opportunity to see first-hand how theoretical knowledge of MCH interventions is implemented in real-world scenario
Gaps identified on the working area.	• There are inadequate mechanisms in place for regularly collecting, analyzing, and acting on user feedback from AWW regarding Poshan Tracker which causes ineffective utilisation of the services • Insufficient training programs to ensure that the FLWs are up to date with the new and best practices
Suggestions for improvement	• Establish feedback mechanisms within the Poshan Tracker app, enabling the AWWs to report issues and suggest improvements in real-time, ensuring better utilization of services • Develop comprehensive training initiatives for FLWs like digital, practical workshops and offline sessions to keep them updated with best practices and new protocols
Plan for the next week	• Thematic analysis to be done on the qualitative data collected through the interviews and report to be made on it

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Weekly Report

Name of the Organisation: Nand Ghar by Vedanta

Area/ Department/ Project of Summer Internship Program: User experience of Poshan Tracker

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Roll no: 1870

Stream: HM

Week no: 7

from...17 June...to...21 June...

Activity Done	• Learned about the process of thematic analysis for qualitative data • Manually created codes and themes for the transcribed interviews
Linking theory (Classroom learning) with practice at your organisation	• Understanding thematic analysis principles and implementing these principles by manually creating codes and themes for transcribed interviews, thereby strengthening theoretical knowledge through hands-on practice in a real-world setting.
Gaps identified on the working area.	• Lack of efficient and affordable digital tools for data analysis for beginner students, leading to time-consuming manual processes and inaccuracies in research findings.
Suggestions for improvement	• Implement digital tools for qualitative data analysis to enhance accuracy and reduce the time required for manual coding.
Plan for the next week	• Completion of thematic analysis and final report

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Weekly Report

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Area/ Department/ Project of Summer Internship Program: User experience of Poshan Tracker

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Roll no: 1870

Stream: HM

Week no: 8

from...24 June...to...28 June...

Activity Done	• Finished analysis of the data (qualitative & quantitative) collected through semi structured interviews of AWW • Completed the final report of the project
Linking theory (Classroom learning) with practice at your organisation	• Used classroom-taught qualitative and quantitative analysis methods to interpret data from semi-structured interviews with AWW • Utilized academic report writing principles to compile and complete the final project report, ensuring clarity and thoroughness
Gaps identified on the working area.	• Variation in the ability to analyze qualitative and quantitative data, leading to discrepancies and less reliable outcomes in the final report.
Suggestions for improvement	• Implement digital tools for qualitative data analysis to enhance accuracy and reduce the time required for manual coding.

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Compiled Report

Name of the Organisation: Nand Ghar by Vedanta

Area/ Department/ Project of Summer Internship Program: User experience of using Poshan tracker

Name of the Student: Tanvi Singhvi

Roll no: 1870

Stream: Health & Hospital Management

Activity Done	• Orientation Session & Organizational Overview: Conducted by the mentor, covering the organization's (Vedanta) structure, partners (KPMG - Evaluation partner, Mamta HIMC - Implementation partner), and their roles in Nand Ghar. Detailed description of the organizational structure and culture provided during the orientation session. • Nand Ghar Visit: Observed daily activities, interacted with Anganwadi Workers (AWW), Anganwadi Helpers (AWH), and Accredited Social Health Activists (ASHA). • Anganwadi Centre Visit: Interacted with workers to discuss the challenges and benefits of using the Poshan Tracker app. Also witnessed the dissimilarities between a Nand Ghar and a typical Anganwadi centre • Desk Review: Conducted a desk review on Poshan Abhiyaan and the Poshan Tracker App, gathering relevant information and insights. • Poshan Tracker App Evaluation: Examined the app used by AWWs and the manual registers they maintain. • MCHN Day Participation: Attended Maternal and Child Health Nutrition (MCHN) Day, observing vaccinations and growth monitoring performed by Frontline Workers (FLWs). • Monthly Meeting Attendance: Attended the end-of-month meeting with all AWWs in a block and the Lady Supervisor to observe and learn about operational activities. • IEC Material Development & Distribution: Involved in the creation of IEC material to raise heatwave awareness and further distributed these materials at Anganwadi centres, effectively informing the community about heatwave preparedness and safety. • Community Event Attendance: Participated in a community-based event at Nand Ghar, interacting with beneficiaries to understand their experiences. • Checklist Completion: Filled out the checklist of infrastructure indicators on the app at five Anganwadi
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	centres for ensuring accurate transmission of data to higher authorities. • Data Collection: Conducted semi-structured interviews of Anganwadi Workers at 5 Anganwadi centres to gather information on user experience of Poshan Tracker app. • Interview Transcription: Completed the transcription of all conducted interviews for further qualitative data analysis. • Thematic Analysis & Project report: Learned about the process of thematic analysis for qualitative data, including coding and theme creation. Created codes and themes manually for the transcribed interviews, applying qualitative analysis techniques and lastly prepared a project report with all the findings of the study
Linking theory (Classroom learning) with practice at your organisation	• Applied classroom knowledge about Anganwadi centres as the community's primary health contact point, observing their role in basic healthcare provision • Understood the importance of community involvement in resource utilization and healthcare service improvement, as discussed in classroom • Recognized the significance of hierarchical supervision for effective departmental functioning, supporting classroom concepts in a real-world setting. • Identified how a lack of feedback systems creates communication gaps between lower-level workers and supervisors, highlighting the need for better feedback mechanisms.

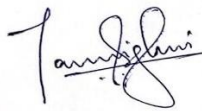
	•Observed the effectiveness of IEC and BCC at the grassroots level and the challenges in delivering information to uneducated populations, as studied in theory •Developed skills to conduct literature reviews, identifying relevant sources, and critically evaluating existing research •Applied verbal and non-verbal communication techniques while interacting with new contacts, emphasizing their importance in professional settings. •Realized the importance of hierarchy and interdepartmental communication for smooth organizational functioning, reinforcing theoretical knowledge. •Learned the importance of listening to worker grievances and gaining trust before engaging in activities, reflecting classroom teachings on effective communication. •Conducted interviews and applied classroom knowledge of various data collection methods to gather insights on the Poshan Tracker. •Practiced monitoring and evaluation methods by filling checklists, aligning with theoretical principles. •Observed Vaccination Day at AWC, connecting it with theoretical knowledge of Maternal and Child Health (MCH) interventions. •Developed IEC material, understanding the importance of effective messaging for community awareness and health promotion. •Learned to convert verbal data into written form, understanding how to extract meaningful information from raw data for public health strategies
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	•Applied thematic analysis principles by creating codes and themes for transcribed interviews •Used qualitative and quantitative analysis methods from classroom training to interpret data from semi-structured interviews with AWWs. •Utilized academic report writing principles to compile and complete the final project report, ensuring clarity and thoroughness.
Gaps identified on the working area.	•Delayed Data Entry: The Poshan Tracker app is underutilized, leading to delayed data entry as manual registers are preferred, missing out on the benefits of digital technology. •Resistance to Technology Adoption: There is a notable lack of intention and willingness among workers to adopt and use the Poshan Tracker app effectively. •Undernutrition Reporting Discrepancy: Poshan Tracker often estimates a lower prevalence of undernutrition compared to NFHS-5 data, indicating possible inaccuracies. •Reporting Bias: Potential bias in Poshan Tracker data as it is collected by workers tasked with addressing undernutrition, which may affect objectivity. •Weak Feedback Mechanism: The feedback mechanism is inadequate, with many worker-reported issues at the ground level remaining unaddressed •Overburdened Workers: Anganwadi workers (AWW) are overburdened with work, especially after the introduction of the Poshan Tracker, which was meant to reduce their workload. •Intermediate-Level Issues: Lady Supervisors (LS) still rely on old practices of checking paperwork instead of using digital technology, creating inefficiencies.

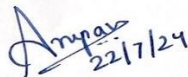
	•Insufficient Training: Regular training sessions on using the Poshan Tracker app features are lacking, leading to improper usage. •Language Barriers: Workers face language barriers as the Poshan Tracker app only allows input in English, limiting usability for non-English speakers. •Network Problems: Many workers in rural areas experience network issues, hindering their ability to use the app effectively. •Uneven Resource Distribution: There is an inadequate and uneven distribution of resources among all Anganwadi Centres (AWCs), affecting service delivery. •Ineffective Communication Channels: Communication between AWW and higher authorities is ineffective, leading to gaps in coordination and support. •Lack of Capacity Building: Continuous development programs for AWW capacity building are insufficient, affecting their effectiveness and growth. •Poor Monitoring and Evaluation: Systems to monitor and evaluate the impact of grassroots interventions are weak, limiting the assessment of program effectiveness. •Digital Tool Limitations: Lack of efficient and affordable digital tools for data analysis leads to time-consuming manual processes and inaccuracies. •Data Analysis Variability: Variation in the ability to analyse qualitative and quantitative data results in discrepancies and less reliable outcomes in final reports.
Suggestions for improvement	•Thorough Training: Provide comprehensive offline and hands-on training sessions for Anganwadi Workers (AWWs) on using the Poshan Tracker app, covering app functionalities, data entry procedures, common issues, and the importance of timely and accurate data recording.

	•System Integration: Explore ways to integrate the Poshan Tracker app with existing record-keeping systems to minimize duplication of effort for AWWs. •Regular Supervision: Establish a system for regular supervision and monitoring of app usage and data quality, with periodic audits to ensure data completeness and accuracy in the Poshan Tracker app. •Incentive Programs: Introduce incentive programs to motivate AWWs to embrace digital technologies and maintain high-quality records using the Poshan Tracker app. •Supervisor Training: Conduct training and capacity building at the Supervisor level to change practices and further motivate AWWs to do the same. •Language Features: Introduce Hindi and other language options on the app, along with a better user interface to accommodate non-English speakers. •Capacity Building: Implement development programs and capacity-building initiatives at all levels to change certain practices of AWWs and LSs. •Resource Assessment: Assess the specific requirements of each AWC and distribute resources accordingly to ensure equitable allocation. •Effective Communication: Establish effective communication channels, such as WhatsApp groups and regular meetings, between AWWs and higher authorities to improve coordination and support. •Community Engagement: Engage community members and ensure regular visits by authorities to enhance trust and cooperation. •Real-Time Feedback: Establish real-time feedback mechanisms within the Poshan Tracker app, enabling
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	AWWs to report issues and suggest improvements for better service utilization. •FLW Training Initiatives: Develop comprehensive training initiatives for FLWs, including digital, practical workshops and offline sessions, to keep them updated with best practices and new protocols. •Digital Tools for Data Analysis: Implement digital tools for qualitative data analysis to enhance accuracy and reduce the time required for manual coding
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Signature of the Student



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