



HAJEE KARUTHA ROWTHER HOWDIA COLLEGE

An Autonomous Institution Affiliated to Madurai Kamaraj University

Re-Accredited with 'A++' Grade by NAAC (3rd Cycle)

Uthamapalayam – 625533, Theni District



Best Practices of Our College

S. No.	Year	Title of the Practice
1.	2022-2023	<ul style="list-style-type: none">➤ Promoting AYUSH➤ Scheme of fee concession for the wards of staff members

Best Practice – 1

Title of the Practice: Promoting AYUSH

Objectives of the Practice:

- To promote Ayurveda, Yoga, Unani, Siddha and Homeopathy (AYUSH) systems among the students and faculty members.
- To conduct exhibitions, seminars, workshops and educational platforms to promote AYUSH.
- To organize the International Day of Yoga, Ayurveda Day, etc.,
- To sensitize the students about the cultivation and uses of medicinal plants through Herbal garden.
- To promote awareness about AYUSH strength and its utility in emerging health problems.

The Context:

In the present scenario, the term AYUSH is universally adopted for traditional and non-conventional systems of health care and healing, which include Ayurveda, Yoga, Unani, Naturopathy, Siddha, and Homoeopathy, by the Commission for Scientific and Technical Terminology. The entire system of medicine under the umbrella of AYUSH is a time-tested holistic approach to health care and healing. On November 9, 2014, the Ministry of Ayush was formed by the Government of India with the vision of reviving the profound knowledge of traditional Indian systems of medicine and ensuring the optimal development and propagation of the Ayush systems of healthcare. Anticipating the aforementioned facts, Hajee Karutha Rowther Howdia College has promoted AYUSH among students and faculty members through a variety of programmes.

The Practice:

The College has conducted different programmes through various clubs in promoting AYUSH, as listed in **Table 1**. The Health and Fitness Club organized a National Level Seminar “The Role of Immunity Enhancers through Natural Medicines during Pandemic” on 29th July 2022. The Chief Guests were Dr. Rajendra Kumar and Dr. Rathnamala from Siddha Research Institute, Puducherry. Dr. Sirajudeen, Siddha Medical Officer, Cumbum, was the Resource Person for the workshop on “Health and Wellness through AYUSH” conducted on 19th January 2023. The Club also organized the International Day of Epilepsy with Dr. A. Swaminathan

M.D., Siddha Medical Officer, Government Hospital, Uthamapalayam, as the Keynote Speaker.

The Physical Education Club organized a National Level Workshop on “Beach Yoga” and a training programme at Goa on 10th October, 2022. An Orientation Programme “Yoga for Good Health” was organized on 9th February 2023, for emphasizing the need to practice Yoga. Dr. H. Rakhiba, Assistant Professor, Department of English, acted as the Resource Person and delivered the Keynote Address.

Table 1. Programmes conducted through various clubs in promoting AYUSH

SI. No.	Date of the programme	Title of the programme	Club
1.	02.04.2023	A National Level Workshop on “Adopt the peace of Nature with Yoga” at Isha Ashram Yoga Centre, Coimbatore	Physical Education
2.	01.04.2023	A National Level Workshop on “Scientific Foundation of Fitness with Nature” at Pine Forest, Ooty	Physical Education
3.	14.02.2023	International Day of Epilepsy	Health and Fitness Club
4.	17.02.2023	Nature walk	NSS
5.	09.02.2023	An Orientation Programme on “Yoga for Good Health”	Yoga Club
6.	19.01.2023	Workshop on “Health & Wellness through AYUSH”	Health and Fitness Club
7.	17.10.2022	International Food Day – “Zero Hunger & Good Health”	Women’s Forum
8.	1.10.2022	A National Level Workshop on “Siddha Medicine”	Health and Fitness Club
9.	27.09.2022	National Nutritional Programme – POSHAN ABHIYAAN	NSS
10.	22.07.2022	National Seminar on the “Role of immunity enhancer through natural remedies during pandemics”	Health and Fitness Club
11.	15.06.2022	A one Day State Level Seminar on “Yoga for Global Health Happiness and Harmony”	Yoga Club
12.	21.06.2022	A State Level Workshop on “Yoga for Humanity”	Yoga Club
13.	21.06.2022	International Yoga Day	Physical Education & NCC Navy

Evidence of success:

The workshops, seminars, orientation programmes and international day celebrations on the promotion of AYUSH serve as an eye-opener for the students and faculty members to adopt the Ayurveda, Naturopathy and Homeopathy practices. These practices also promote better mind, health and soul. Collaboration and integration of AYUSH with modern medicine have promoted more comprehensive healthcare approaches. Students and faculty members are motivated to consider AYUSH as a viable option during treatment plans. It is evident that these practices have created an environment where traditional and modern healthcare systems can coexist for the benefit of individuals seeking holistic and natural health solutions.

Problems encountered and resources required:

AYUSH practices are often criticized for a perceived lack of scientific evidence. Many people may not be fully aware of AYUSH practices and their benefits. Lack of education and awareness campaigns can hinder the adoption of these traditional systems. To gain wider acceptance, there is a need for more rigorous scientific research to validate the efficacy of AYUSH treatments. Integrating AYUSH with conventional medicine poses challenges, including differences in treatment philosophies and regulatory frameworks. Harmonizing these two systems requires careful coordination and collaboration. Some healthcare professionals may be resistant in integrating AYUSH into their practices due to a lack of familiarity or understanding. Overcoming this resistance requires targeted education and awareness efforts.

Best Practice – 2

Title of the Practice: Scheme of fee concession for the wards of staff members

Objectives of the Practice:

- To promote education access to the wards of staff members.
- To provide financial support for faculty members as a part of staff welfare measure.
- To develop a positive work environment.
- To enhance employee loyalty, retention, satisfaction and morale.
- To strengthen community bonding with the institution.

The Context:

The HEI implemented a scheme of fee concession for the wards of staff members to reduce the financial burden of the staff members. It is important to note that the success of such a scheme depends on effective communication, fair and transparent policies, and the institution's commitment to its employees well-being. The institution provides this fee concession for both teaching and non-teaching staff.

The Practice:

The Management is magnanimous in establishing the scheme of fee concession for the wards of staff members. Staff members interested in availing fee concessions for their children need to follow a formal application process. This may involve submitting necessary documents and filling out an application form. This promotes job satisfaction and morale among staff members. It is a tangible benefit and demonstrates the institution's commitment in supporting its employees. A fee concession scheme also enhances employee retention by showing loyalty towards the institution. A fee concession program can be an attractive feature for potential employees, encouraging qualified individuals to seek employment at the institution. The fee concession provides financial support to staff members with school-going children, helping to reduce the financial burden of educational expenses. This support contributes to the overall well-being of employees and their families.

Evidence of Success:


Fee concessions can strengthen the sense of working community within the institution. When staff members see that the institution cares about the education of their children, it fosters a sense of belongingness. By providing fee concessions, the institution contributes to

promoting access to education for the children of its staff members. This aligns with the broader goals of supporting education and lifelong learning. Providing benefits like fee concessions contributes to a positive work environment. Employees are more likely to feel valued and appreciated, fostering a positive atmosphere within the institution. When employees feel that their employer invests in their well-being and the education of their children, it can lead to increased loyalty and commitment to the institution.

Problems encountered and resources required:

The fee concession scheme may have certain limitations or conditions. For example, there may be a cap on the number of children eligible for concessions, academic performance requirements for the students, and limitations on the types of fees covered.




PRINCIPAL
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UTHAMAPALAYAM-625533.