



॥ अक्षरो पेटेच ज्ञानम्योत ॥

कवयित्री बहिणाबाई चौधरी उत्तर महाराष्ट्र विद्यापीठ, जळगाव Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon

अभ्यास मंडळ विभाग

वा.क्र. :उमवि/२१/Environmental Studies/ ५२/ २०१८

दिनांक:- २२/११/२०१८

प्रांत,

क.ब.चौ.उमविशां संलग्न सधं महाविद्यालयांचे मा.प्राचार्य

व नान्यता प्राप्त परिसंस्थांचे मा. संचालक आणि

मा.विभाग प्रमुख विद्यार्थी शैक्षणिक प्रशाळा / विभाग यांना...

विषय :- Environmental Studies या विषयाचे अभ्यासक्रमा संदर्भात.

महोदय / महोदया,

उपरोक्त विषयांस अनुसरून आपणांस कळविण्यात येते की, मा.सर्वोच्च न्यायालयाचे निर्णयानुसार पर्यावरण संतुलन राखण्यासाठी प्रथम वर्षास प्रवेशित विद्यार्थ्यांसाठी सहा महिन्यांचा पर्यावरणशास्त्र विषयाचा अभ्यासक्रम जून, २००४ पासून सर्व विद्याशाखांमध्ये समाविष्ट करण्यात आलेला आहे.

शैक्षणिक वर्ष २०१८-१९ पासून प्रथम वर्ष कला विज्ञान व वाणिज्य वर्गांना Choice Based Credit System लागू करण्यात आलेली असल्याने Environmental Studies या विषयाचा अभ्यासक्रम Ability Enhancement Course अंतर्गत Choice Based Credit System प्रमाणे तयार करण्यासाठी नियुक्त समित्यांच्या सभेत Environmental Studies विषयाच्या गुणांशी विभागणी (Marks Pattern) देखील ६०:४० प्रमाणे करण्यात यावी, व गुणांकन (Marks Pattern) पुढील प्रमाणे करण्यात यावे, असे ठरले आहे.

लेखी परीक्षा (Theory)

६० गुण

अंतर्गत (Internal) परीक्षा फिल्ड वर्क /व्हायवा

४० गुण

एकूण १०० गुण

अंतर्गत ४० गुणांची विभागणी पुढील प्रमाणे करण्यात यावी.

उपस्थिती (Attendance) ०५ गुण

वर्तणूक (Behaviour) ०५ गुण

व्हायवा (Viva-voce) १० गुण

फिल्ड वर्क (Report of field Work) २० गुण

४० गुण

त्याअनुषंगाने Environmental Studies या विषयाचा अभ्यासक्रम विद्यार्थी अनुदान आयोगाने दिलेला असून तो जसाचे तसा लागू करण्यात आलेला असल्याने अभ्यासक्रमात बदल न करता अभ्यासक्रम तोच ठेवण्यात आला आहे. सदरचा अभ्यासक्रम उमाविच्या संकेत स्थळावर अपलोड करण्यात आला आहे. तरा वरील आशय सधं संबंधित प्राध्यापक व विद्यार्थी यांचे निदर्शनास आणून देवून पुढील योग्य ती कार्यवाही करून विद्यार्थी सहकाय करावे, ही विनंती.

म.कट्टावे,

आपला विश्वासू,


(ए.सो.मनार)

उपकुलसचिव

अभ्यास मंडळ विभाग

फोन : (०१) ०२५७- २२५७२२४, २२७

फॅक्स : (०१) ०२५७- २२५८४०६

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KAVAYITRI BAHINABAI CHAUDHARI
NORTH MAHARASHTRA UNIVERSITY,
JALGAON

Academic Curriculum
(For Affiliated Colleges of KBCNMU)

MASTER OF SCIENCE

In

ORGANIC CHEMISTRY

PART- II

(Semester III and IV)

Choice Based Credit System, 60:40 Pattern
(Outcome Based Curriculum)

As per UGC Guidelines

w. e. f. 2022-23

2022

**KAVAYITRI BAHINABAI CHAUDHARI
NORTH MAHARASHTRA UNIVERSITY, JALGAON**

**Summary of Distribution of Credits under CBCS Scheme
for
M.Sc. Organic Chemistry
at**

[Affiliated Colleges of Kavayitri Bahinabai Chaudhari North Maharashtra University,
Jalgaon w.e.f. 2022-23]

Sr. No	Type of course	Sem I	Sem II	Sem III	Sem IV
01	Core	12	12	12	08
02	Core Skill based	02	20	-	12
03	Elective	-	-	04	04
04	Project	-	-	-	06
05	Audit	02	02	02	02
06	Total Credits	16	34	18	32

Subject Type	Core	Core Skill based	Elective	Project	Audit	Total
Credits	44	34	08	06	08	100

Total Credits = 100

Kavayitri Bahinabai Chaudhari North Maharashtra University Jalgaon
M. Sc. Part-II Organic Chemistry (Sem-III and IV)
Choice Based Credit System (Outcome Based Curriculum)

Semester-III

Course Code	Course Type	Title of the Course	Contact hours/week			Distribution of Marks for Examination						Credits
						Internal		External		Total		
			Th	Pr	Total	Th	Pr	Th	Pr	Th	Pr	
CH-350	Core	Organic Reaction Mechanism	04	--	04	40	--	60	--	100	--	04
CH-351	Core	Spectroscopic Methods in Structure Determination	04	--	04	40	--	60	--	100	--	04
CH-352	Core	Organic Stereo Chemistry	04	--	04	40	--	60	--	100	--	04
CH-353	Elective	Choose one out of two CH-353 A/B (A) Heterocyclic Chemistry (B) Green Chemistry	04	--	04	40	--	60	--	100	--	04
AC-301 (A)/ (B)/(C)/(D)	Audit Course	Choose one out of four (AC-301 A/B/C/D) (Technology + Value Added Course)	02	--	02	100	--	--	--	100	--	02

List of Audit courses to be offered in Semester-III:

AC-301 (A): Computer Skills

AC-301 (C): Molecular Docking

AC-301 (B): Cyber Security

AC-301 (D): Technical Report Writing

Semester-IV

Course Code	Course Type	Title of the Course	Contact hours/week			Distribution of Marks for Examination						Credits
						Internal		External		Total		
			Th	Pr	Total	Th	Pr	Th	Pr	Th	Pr	
CH-450	Core	Chemistry of Natural Products	04	--	04	40	--	60	--	100	--	04
CH-451	Core	Synthetic Methods in Organic Chemistry	04	--	04	40	--	60	--	100	--	04
CH-452	Elective	Choose one out of two CH-452 A/B (A) Drug Chemistry (B) Applied Organic Chemistry	04	--	04	40	--	60	--	100	--	04
*CH-O-2	Core Skill base	Organic Chemistry Practical Course-II	--	12	12	--	40	--	60	--	100	06
*CH-O-3	Core Skill base	Organic Chemistry Practical Course-III	--	12	12	--	40	--	60	--	100	06
*CH-O-4	Core Skill base	A Short Research Project	--	12	12	--	40	--	60	--	100	06

CH-O-4: A Short Research Project

(180Hrs, 100 Marks and 6 Credits)

Course Objectives:

CO-1. To make students familiarize themselves with the techniques such as synthesis, isolation, purification and characterization/analysis etc.

CO-2. To introduce students on how to generate new ideas based on literature survey and their Execution.

CO-3. To foster the self-confidence amongst the students to think and execute ideas Independently.

The project is allotted during the third semester. The students will get an opportunity to become a part of ongoing research activities in the respective supervisor's laboratory. This should make them familiar with the literature survey and the fundamental understanding of how to devise research methodology. It is expected that the student should learn the synthesis, isolation, purification and characterization techniques whatever applicable for their projects. Students whose projects are dependent on the instruments are expected to know SOP and their working principles. Full flexibility is given to the student in identifying the project depending on the resources and infrastructure available in the host organization. It is recommended to work on multidisciplinary projects but not mandatory. In any case, not more than 2-3 students should involve in the same project.

The systematic approach towards the execution of the project should be as follows:

1. Selection of topic relevant to priority areas of chemistry and allied sciences
2. Literature survey and devising research methodology based on the gaps in the literature
3. Good laboratory practices: Safety, MSDS, disposal of chemical waste etc.
4. Execution of the project by designing and performing suitable experiments
5. Interpretation of results and drawing important conclusions
6. To prepare a PowerPoint presentation using modern ICT tools
7. Students should present their research work in Avishkar/Webinars/Conferences
8. Maintaining lab notebooks and writing monthly progress report
9. Writing a dissertation with following components in a given order: Title of the Project, Certificates, Acknowledgement, Abstract and Keywords, Contents, Introduction, Literature, Aim of the Project, Materials and Methods, Results and Discussion, Conclusions and Future Perspectives, Contributions, Bibliography and References. Total three bound copies of the dissertation should be prepared (library, guide and student; each one copy). Student should note that plagiarism is strictly prohibited. Beside writing dissertation, students should write a manuscript/patent if the results obtained are worthy of publication.

10. Presentation during the university examination
11. The complete tenure of research project should be of one year. It should start at the third semester and will be end by the semester fourth.
12. Student should submit two progress report within the span of the project.
13. Student should be encouraged for applied and contemporary research work.
14. Weakly two days should be allotted to research project in a regular time table.
15. Each research group should not have more than four students.
16. Each research group should have different research topic

It highly recommended that the students should apply for the Summer Research Fellowship Programmes initiated by Science Academies of India - IAS, INSA, NASI. Similarly, there exist several other summer internship opportunities in the national institutes, reputed universities and industries. Students should explore these possibilities immediately after the completion of the second semester (M. Sc., Part - 1) meaning that applications should be sent much earlier. The exposure gained during the summer internship should build enough confidence amongst students to identify the right research project and its execution.

Examination Assessment (100 Marks):

Internal Examination (Internal Assessment) - 40 marks:

Activity	Marks
Submission of progress reports signed by supervisor (at least 2 reports, 05 marks per report)	10
Outline of research work: - literature collected, experiment planning and design	08
Experimental work performed	08
Subject/topic related one workshop/course/instrumentation training (online/offline),	10
Regular attendance maintained by Research Supervisor	04

External Examination (External Assessment) - 60 marks:

Activity	Marks
Selection of topic of project work	05
Literature review	05
Characterization of intermediates / products	10
Overall quality of dissertation	10
Power point presentation	15
Oral discussion	10
Conference / Industrial Visit / Avishkar Participation	05

Suggested readings: Reference Books/Reviews/Journal Papers as suggested by the supervisor.

Course Outcomes (COs):

Upon the completion of course, the student should be able:

CO No.	CO	Cognitive level
1	To generate new research ideas based on the comprehensive literature survey	3
2	To acquire skill to execute the research project independently	2
3	To expertise in synthesis techniques and execution of research ideas would make the student quickly employable; either in industries or in academia for pursuing higher studies	4



कवयित्री बहिणाबाई चौधरी
उत्तर महाराष्ट्र विद्यापीठ, जळगाव

मानव्य विद्याशाखा
NEP 2020 नुसार
एम.ए.मराठी
सत्र पहिले व दुसरे
(शैक्षणिक वर्ष २०२३-२४ पासून लागू)

अभ्यासपत्रिका क्र.1

सत्र पहिले

P.G.DSC-1 MAR-411

मराठी वाङ्मयाचा इतिहास (प्रारंभ ते १८१८)

सत्र दुसरे

P.G.DSC-5 MAR-511

मराठी वाङ्मयाचा इतिहास (१८१८ ते १९२०)

अभ्यासपत्रिका क्र.2

सत्र पहिले

P.G.DSC-2 MAR-412

समीक्षाशास्त्र

सत्र दुसरे

P.G.DSC-6 MAR-512

आधुनिक भाषाविज्ञान

अभ्यासपत्रिका क्र.3

सत्र पहिले

P.G.DSC-3MAR-413

ग्रामीण साहित्य

सत्र दुसरे

P.G.DSC-7MAR-513

दलित साहित्य

अभ्यासपत्रिका क्र.4

सत्र पहिले

P.G.DSC-4 MAR-414

मराठी भाषा आणि कौशल्ये विकास

सत्र दुसरे

P.G.DSC-8 MAR-514

मराठी भाषा आणि तंत्रज्ञान

कवयित्री बहिणाबाई चौधरी उत्तर महाराष्ट्र विद्यापीठ, जळगाव
एम.ए.मराठी सत्र पहिले व दुसरे

CBCS (2021-2022)	NEP (2020) 2023-2024
PGMAR-101 वाङ्मयीन कालखंडाचा अभ्यास (मध्ययुगीन कालखंड)	P.G.DSC- 1 MAR-411 मराठी वाङ्मयाचा इतिहास (प्रारंभ ते १८१८)
PGMAR-202 वाङ्मयीन कालखंडाचा अभ्यास (अर्वाचीन व आधुनिक कालखंड)	P.G.DSC-5MAR-511 मराठी वाङ्मयाचा इतिहास (१८१८ ते १९२०)
PGMAR-102 साहित्य समीक्षा, सिद्धांत	P.G.DSC-2MAR-412 समीक्षाशास्त्र
PGMAR-202 साहित्य समीक्षा उपयोजन	P.G.DSC-6MAR-512 आधुनिक भाषाविज्ञान
PGMAR-103 आधुनिक गद्य वाङ्मय प्रकार-कथा	P.G.DSC-3MAR-413 ग्रामीण साहित्य
PGMAR-203 आधुनिक गद्य वाङ्मय प्रकार- कादंबरी	P.G.DSC-7MAR-513 दलित साहित्य
PGMAR-104 A विशीष्ट लेखकाचा अभ्यास- महात्मा ज्योतिबा फुले	P.G.DSC-4MAR-414 मराठी भाषा आणि कौशल्ये विकास
PGMAR-204 A लिंगभाव आणि मराठी साहित्य	P.G.DSC-8MAR-514 मराठी भाषा आणि तंत्रज्ञान
PGMAR-104 B आधुनिक माध्यमे आणि लेखन व्यवहार	P.G.DSE-1MAR-415 (A) वाङ्मय प्रकार- चरित्र OR
PGMAR-204 B मराठी अनुवाद आणि संगणक लेखन	P.G.DSE-1MAR-415 (B) आत्मकथन OR P.G.DSE-1MAR-415 (C) स्वयंम कोर्स P.G.DSE-2MAR-515 (A) वाङ्मय प्रकार- कादंबरी OR P.G.DSE-2MAR-515 (B) प्रवासवर्णन OR P.G.DSE-2MAR-515 (C) स्वयंम कोर्स
PGAC 101 Practicing Cleanlines	P.G.DSE-RM-MAR-416 संशोधन पद्धती P.G.DSE- OJT-MAR-516 प्रकाशन व्यवहार
ANYONE FROM PG AC 201 (A) SOFT SKILL/ PGAC 201 (B) Practicing Sports Activities/ PGAC 201 (C) Practicing Yoga PGAC 201 (D) Introduction of Indian Music	---

KavayitriBahinabaiChaudhari North Maharashtra University, Jalgaon
FACULTY OF Humanities , M.A. PROGRAMME
Credit distribution structure for Two years/One-year PG MA programme
BoS: Marathi
Teaching and Examination scheme : M.A. (Level 6.0) Sem- II

Sr. No.	Course Category	Name of the course (Title of the Paper)		Total Credit	Hours/ Semester	Teaching Scheme (hrs/weeks)		Evaluation Scheme		
						Theory/Practical		Continuous Internal Evaluation (CIE) (CA)	End Semester Evaluation (ESE) (UA)	Duration Examination (hrs)
						T	P			
01	DSC	DSC-5	मराठीवाङ्मयाचाइतिहास (१८१८ ते १९२०)	04	60	04	--	40	60	03
		DSC-6	आधुनिक भाषाविज्ञान	04	60	04	--	40	60	03
		DSC-7	दलित साहित्य	04	60	04	--	40	60	03
		DSC-8	मराठीभाषाअणितंत्रज्ञान	02	30	02	--	20	30	1.30
02	DSE	DSE-2 A	वाङ्मय प्रकार-कादंबरी	04	60	04	--	40	60	03
		OR B	वाङ्मय प्रकार-प्रवास वर्णन							
		OR C	स्वयंमर्कोर्स							
03	OJT/INT	OJT/INT	प्रकाशनव्यवहार	04	60					
			Total	22	330	18				13.30

KavayitriBahinabaiChaudhari North Maharashtra University, Jalgaon
FACULTY OF Humanities , M.A. PROGRAMME
Credit distribution structure for **Two years/One-year PG MA programme**
BoS: Marathi
Teaching and Examination scheme : M.A. (Level 6.0) Sem- III

Sr. No.	Course Category	Name of the course (Title of the Paper)		Total Credit	Hours/ Semester	Teaching Scheme (hrs/weeks)		Evaluation Scheme		
						Theory/Practical		Continuous Internal Evaluation (CIE) (CA)	End Semester Evaluation (ESE) (UA)	Duration Examination (hrs)
						T	P			
01	DSC	DSC-9	वाङ्मयीन वाद	04	60	04	--	40	60	03
		DSC-10	लोकसाहित्य व खान्देशी लोकसाहित्य	04	60	04	--	40	60	03
		DSC-11	वैचारिक साहित्य	04	60	04	--	40	60	03
		DSC-12	भाषण व संवाद कौशल्ये	02	30	02	--	20	30	1.30
02	DSE	DSE-3 A	वाङ्मय प्रकार-कविता	04	60	04	--	40	60	03
		OR B	वाङ्मय प्रकार-आत्मचरित्र							
		OR C	स्वयंमर्कस							
03	Research Project	RP	संशोधन प्रकल्प	04	60	--	--	--	--	--
		Total		22	330	18	--	--	--	13.30

KavayitriBahinabaiChaudhari North Maharashtra University, Jalgaon
FACULTY OF Humanities , M.A. PROGRAMME
Credit distribution structure for Two years/One-year PG MA programme
BoS: Marathi
Teaching and Examination scheme : M.A. (Level 6.0) Sem- IV

Sr. No.	Course Category	Name of the course (Title of the Paper)		Total Credit	Hours/ Semester	Teaching Scheme (hrs/weeks)		Evaluation Scheme		
						Theory/Practical		Continuous Internal Evaluation (CIE) (CA)	End Semester Evaluation (ESE) (UA)	Duration Examination (hrs)
						T	P			
01	DSC	DSC-13	समाजभाषाविज्ञान	04	60	04	--	40	60	03
		DSC-14	स्त्रीवादी साहित्य	04	60	04	--	40	60	03
		DSC-15	आदिवासी साहित्य	04	60	04	--	40	60	03
02	DSE	DSE-4 A	वाङ्मय प्रकाराचा अभ्यास-कथा	04	60	04	--	40	60	03
		OR B	चित्रपट व पटकथा लेखन							
		OR C	स्वयंमकोर्स							
03	Research Project	RP	संशोधन प्रकल्प	06	90	--	--	--	--	--
			Total	22	330	16	-	--	--	12

॥अंतरी पेटवू ज्ञानज्योत॥

**KAVAYITRI BAHINABAI CHAUDHARI
NORTH MAHARASHTRA UNIVERSITY, JALGAON**



**'A' Grade
NAAC Re-Accredited
(4th Cycle)**

**Syllabus for
M.A. ECONOMICS**

First Year (SEMESTER I and II)

FACULTY OF HUMANITIES

With effect from Academic Year – 2023-2024 for 1st Year

**(Syllabus Structure under revised NEP 2020 Pattern for PG Course in the
Subject of Economics)**

Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon
FACULTY OF Humanities, M.A. PROGRAMME
Credit distribution structure for Two years/One-year PG MA programme
ECONOMICS
M.A. (Level 6.0)

M.A. Economics Programme Structure as per NEP Guidelines wef- 2023-24				
SEM-I	Course Category	Paper Code	Name of the course(Title of the Paper)	Total Credit
	DSC-1	ECO-411	Advanced Microeconomic Analysis-I	4
	DSC-2	ECO-412	Public Finance-I	4
	DSC-3	ECO-413	Agricultural Economics-I	4
	DSC -4	ECO-414	Statistics-I	2
	DSE-1	ECO-415	A. Industrial Economics-I ✓ B. Environment Economics-I C. Rural Development	4
	RM	ECO-416	Research Methodology for Economics-I	4
Total				22
SEM-II	Course Category	Paper Code	Name of the course(Title of the Paper)	Total Credit
	DSC-5	ECO-421	Advanced Microeconomics Analysis-II	4
	DSC-6	ECO-422	Public Finance-II	4
	DSC-7	ECO-423	Agricultural Economics-II	4
	DSC -8	ECO-424	Statistics-II	2
	DSE-2	ECO-425	A. Industrial Economics-II ✓ B. Environment Economics-II C. Demographic Economics	4
	OJt/ Int.	ECO-426	On Job Training/ Internship	4
Total				22



Kavayitri Bahinabai Chaudhari
North Maharashtra University
Jalgaon

Academic Curriculum

M.Sc. Part - I

Subject: Chemistry

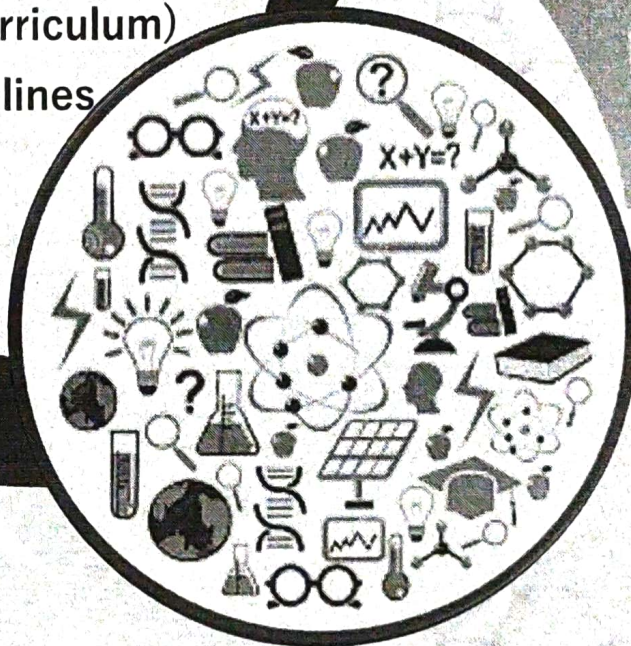
(Semester I and II)

Based on NEP-2020

(Outcome Based Curriculum)

As Per U.G.C. Guidelines

NATIONAL
EDUCATION
POLICY
2020



Prepared

By

BoS Chairman,

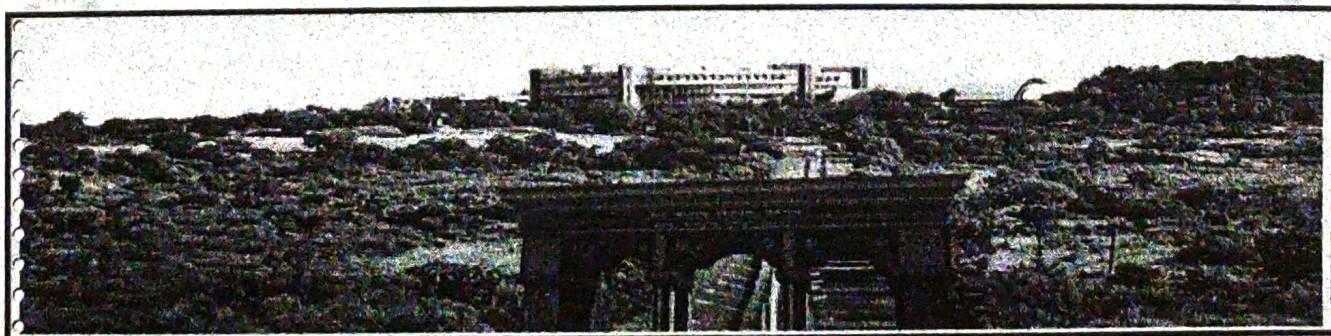
Members of Board of Studies and

The Experienced Teachers in Chemistry,

KBCNMU, Jalgaon

To Be Implemented From

Academic Year 2023-24



M. Sc. (level 6.0) Sem-II

(Name of Courses for–Major, Minor, GE, VSEC, IKS courses)

Sr No	Course Category	Name of the course (Title of the Paper)		Total Credit	Hours /Semester	Teaching Scheme (hrs/week)		Evaluation Scheme		
						Theory	Practical	CIE(CA)	ESE (UA)	Duration of Examination (Hrs)
						T	P			
1	DSC	DSC-30	Advanced Physical Chemistry-II	4	60	4	-	40	60	3
		DSC-31	Chemistry Practical-IV (Physical Chemistry)	2	60	-	4	20	30	6
		DSC-32	Advanced Organic Chemistry-II	4	60	4	-	40	60	3
		DSC-33	Chemistry Practical-V (Organic Chemistry)	2	60	-	4	20	30	6
		DSC-34	Chemistry Practical-VI (Inorganic Chemistry)	2	60	-	4	20	30	6
2	DSE	DSE-6	A) Advanced Inorganic Chemistry-II	4	60	4	-	40	60	3
			B) Industrial Safety and Good laboratory Practices	4	60	4	-	40	60	3
3	OJT/Int	OJT/Int	On Job Training or Internship	4	120	-	8	40	60	3
Total				22		12	16	220	330	

DSC: Discipline Specific Course,
RM: Research Methodology
ESE: End Semester Evaluation

DSE: Discipline Specific Elective
CIE: Continuous Internal Evaluation

Important points:

- i. For theory courses one credit is equivalent to 15 lectures of 60 minutes each and for practical courses one credit is equivalent to 30 lectures of 60 minutes each.
- ii. There will be 12 practical sessions per semester of 4 hours each.
- iii. Total weeks for teaching and internal evaluation are 15. Out of the 15 weeks, 12 weeks are for teaching and 03 weeks for internal evaluation (Theory as well as Practical).
- iv. **Exit Option:** PG Diploma after one Year of PG Programme (44 Credits)

Syllabus for M.Sc. Part-I Chemistry
(Semester - I & II)
Course Structure for First Year

Course Code	Course Code	Course Type	Title of the Course
Semester –I			
DSC-25	CH-411	Core	Advanced Physical Chemistry-I
DSC-26	CH-412	Core	Chemistry Practical-I (Physical Chemistry)
DSC-27	CH-413	Core	Advanced Organic Chemistry-I
DSC-28	CH-414	Core	Chemistry Practical-II (Organic Chemistry)
DSC-29	CH-415	Core	Chemistry Practical-III (Inorganic Chemistry)
DSE-5	CH-416A	Elective	Advanced Inorganic Chemistry-I
	CH-416B	Elective	Advanced Analytical Chemistry-I ✖
RM	RM-417	RM	Research Methodology
Semester– II			
DSC-30	CH-421	Core	Advanced Physical Chemistry-II
DSC-31	CH-422	Core	Chemistry Practical-IV (Physical Chemistry)
DSC-32	CH-423	Core	Advanced Organic Chemistry-II
DSC-33	CH-424	Core	Chemistry Practical-V (Organic Chemistry)
DSC-34	CH-425	Core	Chemistry Practical-VI (Inorganic Chemistry)
DSE-6	CH-426A	Elective	Advanced Inorganic Chemistry-II
	CH-426B	Elective	Industrial Safety and Good laboratory Practices ✓
OJT/Int	CH-427	OJT/Int	On Job Training or Internship

DSC: Discipline Specific Course,
RM: Research Methodology,

DSE: Discipline Specific Elective
OJT: On Job Training