INTEGRATING INDIAN PHILOSOPHIES IN EDUCATION AND LEADERSHIP

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Integrating Indian Philosophies in Education and Leadership

First Edition

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ABOUT THE INSTITUTION

Rathinam College of Arts and Science was started in the year 2001 by our philanthropist and energetic Chairman Dr. Madan A. Sendhil. The campus is sprawling around 70 Acres Campus with institutions of Rathinam Technical Campus, Rathinam Institute of Management, Rathinam International Public School, Rathinam School of Architecture, Rathinam College of Physiotherapy, Rathinam Tech Park with 20+ IT / ITES Companies and Atal Incubation Center (AIC Raise), sponsored by NITI Ayog. Rathinam College of Arts & Science (RCAS) is one of the eminent autonomous institutions located in the midst of a serene campus with excellent infrastructure. The College has affiliated to Bharathiar University, approved by AICTE, and recognized by UGC under section 2f & 12B and attained its autonomous status in the year 2013. Since its inception in 2001, it is renowned for its quality education and Research excellence. The College imparts technical knowledge and innovation along with 21st Century skills. Rathinam sculpts young minds in such a way as to meet the challenges of today's fast-changing world. The college currently offers 29 Under Graduate programmes, 13 Post Graduate programmes, and 8 Research (Ph.D) Programmes with 5200+ students and 278 Faculty. We are proud to say, that we are selected by MHRD to participate in Study in India Programme and also, and we have 230+ International Students from 18 Countries studying their UG and PG Programmes at our college.

The Institution is accredited by the National Assessment and Accreditation Council (NAAC) with the highest grade of "A++" with a CGPA of 3.60 score for its academic excellence and quality education. National Institutional Ranking Framework (NIRF) has ranked RCAS as one of the top 150 institutions in the country for the past six consecutive years. The Atal Ranking of Institutions on Innovation Achievements (ARIIA) recognized the institution "PERFORMER" band under the category "General (Non-Technical)" in ARIIA 2021. In the IIC ranking - 2022, the institution has been awarded 4 stars, the maximum ranking in the IIC ranking conducted by the Ministry of Education and Innovation Council for the promotion of entrepreneurship and innovation among

institutions. The departments were evaluated by India Today - 2023, and they secured the 20th rank in Emerging Mass Communication College, 18th rank – in Emerging BA arts College, 34th rank in the Department of Costume Design and Fashion; 42nd rank – in the Department of Visual Communication and 53rd rank in B- School ROI ranking. The week ranking 2021-22 conducted by Hansa Research Group has ranked the departments that secured top positions among the Arts and Science Colleges all over India are 26th rank – Department of Costume Design and Fashion, 13th rank – Private fashion technology, 46th rank – Science Departments, and 54th rank – Department of Commerce.

Rathinam Startup School generates frequent achievers in National level Hackathons and identifies and encourages entrepreneurs among the student community. Students participated in TN police Hackathon – 2023 won and received Rs. 3000/- cash prize and internship offer, in GVG Innovate Idea fest 2023 won "Best idea award" and "Best presentation award" with winner tittle, in Tech Zeal – 32HRS state level hackathon received first prize with cash award Rs.10,000/-, in Cyber Aragam Hackathon – 2022 and won 3rd prize, in Ideathon 2022 Won first prize with Rs. 20,000/cash award, in smart Agarothan – 2023, in Smart India Hackathon 2022 and won 1st prize with Rs. 1,00,000/-cash prize and Manthon Hackathon-2021 and secured first place. A center of excellence has been established for artificial intelligence and machine learning. Atal Incubation Center (AIC Raise) Conducted 6 events 63 students were shortlisted and 8 entrepreneurs were recommended for further incubation. The institution established the Research Hub to promote a research culture among the students and faculty community. The research hub provides all the technical knowledge and support. The Institution has made Industry institutional collaboration with NASSCOM, Oracle Academy, ACCA, Infosys, ISDC, Bajaj Fin Serve, UNICEF, Insurance Institute of India, etc., 5 Student project scheme was sanctioned by TNSTC Student project scheme. 872 research articles have been published in UGC Care, Scopus Indexed, and Web of Science Journals. 50 book chapters, 27 books published and 11 seed grants have been sanctioned.

ABOUT THE DEPARTMENT

Established in 2002, the Department of Management at Rathinam College of Arts and Science is a premier institution in management education, offering comprehensive undergraduate programmes that develop future business leaders and entrepreneurs. The department combines theoretical foundations with practical applications through innovative teaching methods, case-based learning, and industry-relevant projects.

Our curriculum covers emerging domains including digital transformation, data analytics, and strategic innovation management, while providing specialized training in financial analysis and business modeling. The department has established strategic MOUs with leading organizations: BBA Logistics with Logistics Skill Sector Council, BBA Aviation Management with Airport Authority of India (AAI), BBA Computer Applications with MIT Square London, partnership with Yuva Club for student development initiatives, and all programmes connected with University of Singapore for global exposure and international certifications.

The department consistently achieves academic excellence and recognition at state and national levels, supported by experienced faculty combining academic expertise with industry experience. The BBA department has secured prestigious national rankings, achieving 90th rank in India Today National Ranking 2025 and 3rd rank by Times, reflecting the department's commitment to quality education and outstanding performance. Through strategic industry collaborations, internships, and live projects, students gain hands-on experience while participating in national and international business competitions and entrepreneurship programmes.

Our graduates have successfully established themselves as entrepreneurs, corporate leaders, and management professionals across banking, consulting, technology, manufacturing, and social enterprises. The programme emphasizes holistic development through soft skills training, ethical leadership, and social responsibility, preparing students

to become responsible business leaders who contribute meaningfully to economic development and social progress.

ABOUT THE WORKSHOP

This national workshop aims to explore the relevance and application of Indian philosophical thought in contemporary education and leadership practices. It emphasizes the integration of ancient wisdom from texts like the Vedas, Upanishads, Bhagavad Gita, and teachings of philosophers such as Swami Vivekananda and Mahatma Gandhi. The workshop encourages educators and leaders to draw from Indian values like Dharma (righteousness), Satya (truth), and Ahimsa (non-violence) for ethical decision-making. It highlights holistic approaches to education, focusing on character-building, self-awareness, and inner transformation. Leadership models inspired by Indian philosophies promote servant leadership, inclusivity, and mindfulness. Sessions include talks, discussions, and hands-on activities for implementing these ideas in curriculum and institutional leadership. The workshop fosters a renewed understanding of India's rich intellectual heritage and its transformative role in nation-building.

CHAPTER – 19

NEW EDUCATION POLICY 2020 AND THE FUTURE OF INDIAN EDUCATION: REVITALIZING THE KNOWLEDGE ECOSYSTEM FOR A GLOBAL ERA

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Abstract

The National Education Policy (NEP) 2020 marks a watershed moment in the Indian education system, aiming to reshape the country's knowledge ecosystem by integrating ancient Indian wisdom with modern pedagogical innovations. This article explores the long-term implications of NEP 2020 on the Indian knowledge system, emphasizing its structural reforms, inclusive approaches, promotion of research and critical thinking, and its potential to position India as a global hub for knowledge and innovation. The discussion highlights the policy's commitment to holistic, flexible, multidisciplinary education and its envisioned transformation in pedagogy, curriculum, teacher training, technology integration, and governance mechanisms.

Keywords---NEP 2020, Indian Knowledge System, Education Reform, Multidisciplinary Learning, Holistic Education, Policy Impact, Indigenous Knowledge, Higher Education, Vocational Training, Global Competency

1. Introduction

India's education system has historically been a confluence of diverse knowledge traditions, ranging from the Vedic Gurukul system to contemporary, globally influenced models. The National Education Policy 2020 (NEP 2020), after a 34-year gap, represents a monumental shift in India's approach to education. It seeks to align the learning process with the demands of the 21st century, while grounding it in India's rich heritage. The long-term impact of NEP 2020 is projected to be transformative, influencing not only academic structures but also the social and cultural dynamics of learning and knowledge dissemination.

1. Reinvigorating the Indian Knowledge System (IKS)

NEP 2020 recognizes the Indian Knowledge System (IKS) as a vital component of national identity and intellectual legacy. It encourages educational institutions to:

• Integrate ancient sciences (e.g., Ayurveda, astronomy, mathematics) and philosophies (e.g., Vedanta, Nyaya) into curricula.

• Promote research in Sanskrit and regional languages, making classical knowledge more accessible.

• Establish dedicated institutes and departments for IKS across universities.

• Foster awareness of India's contributions to art, science, and society globally.

This infusion ensures that students are not only globally competitive but also culturally grounded.

2. Structural Changes and Holistic Education

One of the key reforms of NEP 2020 is the shift from the 10+2 system to the 5+3+3+4 curricular structure. This change:

• Emphasizes foundational learning in early childhood.

• Reduces rote learning in favor of experiential and competency-based education.

• Encourages critical thinking, problem-solving, and ethical reasoning.

• Introduces flexibility in subject choices and multidisciplinary approaches.

In the long term, these changes aim to produce well-rounded individuals capable of creative and logical decision-making rooted in cultural understanding.

3. Multilingualism and Promotion of Indian Languages

Language is intrinsic to knowledge transmission. NEP 2020 prioritizes mother tongue instruction till at least Grade 5, with flexibility until Grade 8 and beyond. The policy:

• Strengthens linguistic diversity and identity.

• Enhances cognitive development and learning outcomes in early years.

• Promotes classical and contemporary Indian languages for academic and cultural preservation.

This emphasis will revitalize regional literature and scholarly contributions, preserving India's linguistic heritage.

4. Research, Innovation, and Higher Education Reforms

The policy proposes establishing the National Research Foundation (NRF) to foster a robust research culture. Long-term impacts include:

- Increased funding and autonomy for research in all disciplines.

- Interdisciplinary and collaborative knowledge creation.

- Bridging the gap between academic research and real-world application.

In higher education, the proposed Higher Education Commission of India (HECI) will ensure streamlined governance, academic autonomy, and accountability—fostering excellence.

5. Vocational Education and Skilling for the Future

NEP 2020 integrates vocational education into the mainstream education system. By 2025, at least 50% of learners are expected to have exposure to vocational education. This shift:

- Breaks the stigma associated with vocational training.

- Enhances employability and entrepreneurship.

- Aligns education with industry demands and national economic goals.

In the long run, it bridges the gap between knowledge and skill, producing job-ready graduates.

6. Technology and Digital Inclusion

The policy envisions a National Educational Technology Forum (NETF) to promote the use of technology in education. Key initiatives include:

- Expansion of online learning platforms like SWAYAM.

- Development of e-content in regional languages.

- Use of AI and analytics to personalize learning paths.

Digital education ensures broader access, particularly in remote areas, and prepares students for the digital economy.

7. Teacher Empowerment and Institutional Autonomy

Teachers are at the heart of the implementation of NEP 2020. The policy provides for:

• Continuous professional development.

• Revamped teacher training curriculum through NCTE.

• Enhanced autonomy for colleges and universities to innovate in pedagogy and evaluation.

These measures ensure sustained improvement in teaching quality and institutional responsiveness.

8. Globalization of Indian Education

With NEP 2020, India aims to internationalize its education system by:

• Encouraging top foreign universities to set up campuses in India.

• Attracting international students through scholarships and flexible regulations.

• Promoting India as a global study destination with a unique blend of modernity and tradition.

Data-Integrated Analysis

The National Education Policy 2020 (NEP 2020) envisions a radical transformation of the Indian education system, aligning it with both the country's cultural legacy and the demands of a 21st-century knowledge economy. This vision is not abstract—it's supported and contextualized by real, measurable statistics that highlight both the urgency and potential impact of the reforms.

1. Enhancing Foundational Literacy and Numeracy

Why It Matters:

According to the National Statistical Office (2021), India's literacy rate was 77.7%. While this is an improvement over past decades, foundational literacy—particularly in early childhood—is still uneven.

How NEP 2020 Responds:

The policy emphasizes early childhood care and education (ECCE) through the new 5+3+3+4 structure, focusing on the first 8 years of a child's life. Foundational Learning

Missions, such as 'NIPUN Bharat', are already underway to ensure that all children attain foundational literacy by Grade 3.

2. Gross Enrollment and Holistic Access

Current Challenge:

According to AISHE 2020–21, the Gross Enrollment Ratio (GER) in higher education is 27.3%, indicating that nearly 3/4th of eligible youth are not pursuing higher studies.

NEP 2020 Vision:

The policy targets a GER of 50% by 2035, with greater inclusion of women, SC/STs, and rural populations. Structural changes such as Multidisciplinary Education and Research Universities (MERUs) and flexible credit-based systems are designed to retain learners and promote lifelong education.

3. Addressing Dropout Rates

Current Data:

According to UDISE+ 2021–22, the dropout rate at the secondary level remains a concerning 14.6%.

Policy Intervention:

By integrating vocational training, life skills, and flexible entry and exit options through the Academic Bank of Credits, NEP 2020 aims to make education more relevant and engaging, thereby reducing dropout rates and ensuring continuity.

4. Technology and Digital Divide

Reality Check:

Only 33% of schools have an internet facility (UDISE+ 2021–22), highlighting the vast digital divide that hinders equitable access to quality education.

Strategic Focus of NEP 2020:

The proposed National Educational Technology Forum (NETF) aims to bridge this gap through capacity-building, e-content in multiple languages, and the provision of affordable infrastructure. Platforms like DIKSHA and SWAYAM are already expanding access, particularly in underserved regions.

5. Language and Multilingualism

Linguistic Snapshot:

India is home to 22 scheduled languages, yet the dominance of English-medium instruction has marginalized many. NEP 2020 proposes mother tongue or regional language instruction till at least Grade 5, improving learning outcomes while preserving cultural identity.

Expected Impact:

Studies have shown that early education in the mother tongue enhances conceptual clarity. With the promotion of Sanskrit, Pali, Tamil, and other classical languages, the policy reintegrates the Indian Knowledge System (IKS) into mainstream education.

6. Investment in Education

Fiscal Constraint:

India spends approximately 3.1% of its GDP on education, below the NEP's recommended target of 6% (Economic Survey 2022).

Policy Push:

NEP 2020 explicitly calls for increased public investment. Over the long term, this financial commitment will be crucial to implementing reforms at scale, particularly for building infrastructure, hiring qualified faculty, and supporting research and innovation.

7. Research and Innovation

Current Research Landscape:

Despite a large pool of students, India lacks in global research rankings. NEP 2020 proposes a National Research Foundation (NRF) to fund and coordinate high-quality research.

Vision Forward:

With the NRF and autonomy for higher education institutions, India can revitalize its research culture, integrate traditional knowledge with modern science, and make meaningful contributions to global knowledge creation.

8. Vocational Education Integration

Underutilized Potential:

Less than 5% of the workforce aged 19–24 receives formal vocational education, despite a booming job market.

NEP's Ambition

By 2025, at least 50% of learners will have exposure to vocational education, bridging the skill gap. This includes apprenticeships, crafts, agriculture, and digital technologies—reviving both ancient skills and future careers.

9. Conclusion

The National Education Policy 2020 is not merely a policy document—it is a visionary blueprint grounded in India's educational realities and aspirations. It addresses systemic gaps through data-driven reforms and holds transformative potential to redefine the Indian education landscape. By shifting away from rote-based and fragmented learning towards a holistic, flexible, and knowledge-centric approach, NEP 2020 paves the way for a resilient and future-ready society. Its integration of ancient Indian wisdom with modern innovations, emphasis on inclusivity, digital empowerment, and indigenous knowledge systems positions India to reclaim its role as a global knowledge leader—a true "Vishwaguru" of the 21st century.

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