

Annual Report of Human Resource Development Center (2015-16)



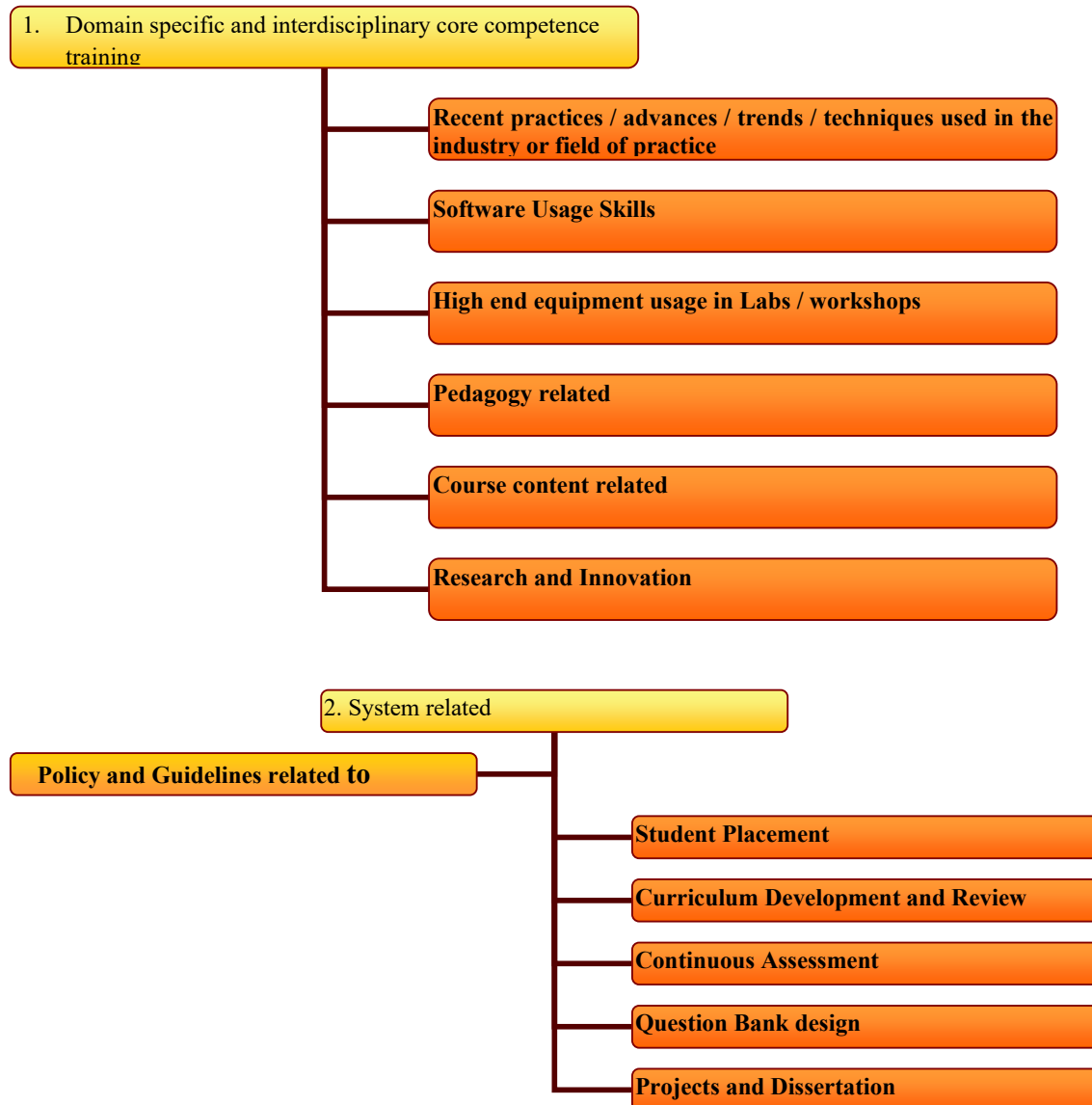
Lovely Professional University
Jalandhar-Delhi G.T. Road, Phagwara, Punjab
144411

TABLE OF CONTENTS

Sr. No	Topic	Page no.
1	Introduction	3-4
2	Training Statistics	4-5
3	Overview of Professional Development Programs for Teaching Staff	5-7
4	Overview of Administrative Staff Training Programs	8-9
5	Overview of Outreach Training Programs (Academic)	9
6	Professional Enhancement: External exposure	9-10
7	Conclusion	10

1. Introduction

In line with the University's strategic imperative "Transforming Education, Transforming India" LPU-HRDC organized various Professional Development Programs and Administrative Staff Development Programs in 2015-16 for enhanced quality of teaching, research and administrative governance. A classification of training needs identified is depicted below:





In the year 2015-16, a total of 182 Professional Development Programs were organized for teaching and administrative staff out of which 54 Professional Development Programs were of duration one week and above. In 2015-16, 1010 faculty members i.e. 62% have undergone the Professional Development Programs organized by Lovely Professional University, other Higher Education Institutions, Professional bodies and Corporate agencies.

2. TRAINING STATISTICS:

The year 2015-16 witnessed the Professional Development Programs for Teaching Staff focusing on knowledge and skill updation as per current developments in academia and Industry. The programs catered to the development need of faculty members, staff members and industry personnel. Table: 1 depicts a summary of Orientation Program, Staff Induction Program, Professional Development Programs for Teaching staff, Administrative Staff Training Programs and Outreach Training Programs for teachers and research scholars organised in the year 2015-2016:

Table 1: Training Statistics for 2015-16		
Type of Training	No. of Programs	Percentage
Professional Development Programs for Teaching Staff	151	83
Administrative Staff Training Programs	30	16
Outreach Training Program (Academic)	1	1
Total	182	

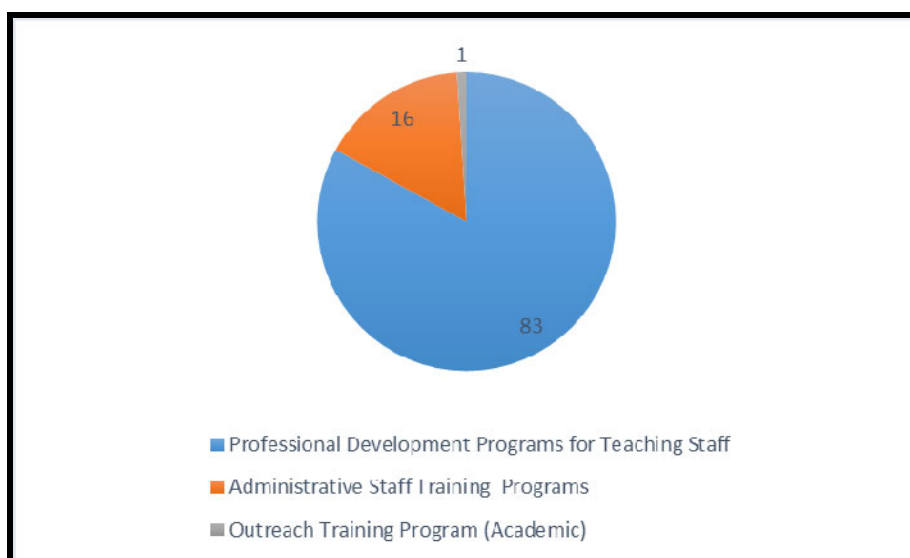


Fig. 1: Training statistics (2015-16)

3. PROFESSIONAL DEVELOPMENT PROGRAMS FOR TEACHING STAFF

Professional Development Programs relevant to the concerned discipline were regularly offered as a part of the Training Calendar. Analysing by the nature of training, the programs were classified into 3 broad categories namely Core Competence Training (CCT), System Related Training (SRT), Soft Skills Training (SST). Table 2 depicts a summary of Professional Development Program for Teaching staff organised in the year 2015-16 reflecting the type and number of Programs:

Category	Total	Percentage
Core Competence Training (CCT)	106	70
System Related Training (SRT)	39	26
Soft Skills Training (SST)	6	4
Grand Total	151	

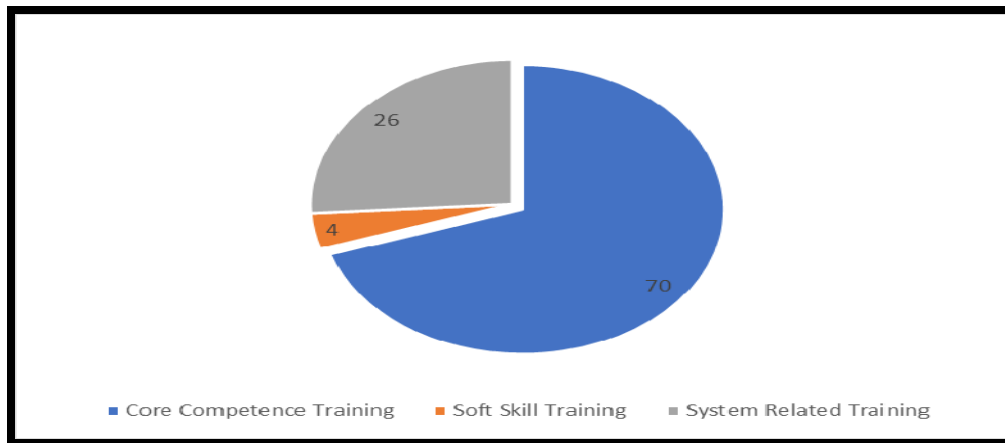


Figure 2: Type of Professional Development Programs for 2015-16

In the year 2015-16, Orientation Program (OP-2) was planned with the aim of acquainting the participants with the structure, functioning, governance and rules applicable, enabling them to hone the teaching skills, to practice innovative assessment and evaluation strategies and develop ability to recognize the significance of research in Higher Education. The thrust was on pedagogy, continuous student engagement and effective usage of technology.



The Professional Development Programs also catered to the training needs of faculty members belonging to a wide variety of disciplines honing their teaching, research and other professional competencies. Some of the programs offered under the category of Core Competence, System related and Soft Skill based are mentioned below:

Core Competence Training Programs

- STC on Manual Therapy on Pelvic Complex & Dry Needling
- STC on Bioinformatics: Peptides & Proteins in the Therapeutics & Software Application
- Workshop on Design of MCQs in Engineering Programs
- STC on Research Methods and Quantitative Data Analysis Techniques
- STC on Working with Google Apps for Education
- Teaching Skill Enhancement Program in Soft Skills
- Workshop on Efficiency And Quality Enhancement : 5S and Kaizen
- Workshop on Conducting Quality Projects and Dissertations in Agriculture
- FDP on Scientific Writing Using LaTeX
- Workshop on Excel Modelling
- Workshop on Effective Use of Excel in Research

Soft Skills Training Programs

- STC on Development of Soft Skills
- STC on Effective Platform Skills for Teachers
- Workshop on ABC of Attitude at Workplace
- FDP on Improving Alumni Connect and Engagement

System Related Programs

- Staff Induction Program (SIP)-4
- Workshop on New Perspectives of Curriculum Design and Review
- FDP on Effective Redressal of Student Queries in Mechanical Engineering



4. ADMINISTRATIVE STAFF TRAINING PROGRAMS

HRDC firmly believes in investing in Administrative Staff Development Trainings as an integral part of enhancing individual and organizational performance. For this reason, ongoing skill building efforts hands-on experiential learning a series of workshops on topics mentioned below were conducted:

Core Competence Training Programs

- Staff Development Program on Efficient Office Management Practices
- STC on Getting Started with Spreadsheets
- Staff Development Program on Computing Skills : Apps for Smartwork

Soft Skill Training Program

- Staff Development Program on Written Communication Skills
- STC on Communication Skills
- Staff Development Program on Effective Writing

System Related Training Programs

- Staff Development Program on Efficiency and Quality Enhancement : 5S and Kaizen
- Staff Development Program on Fire Safety

Category	Total	Percentage
Core Competence Training (CCT)	10	33.3
System Related Training (SRT)	16	53.4
Soft Skills Training (SST)	4	13.3
Grand Total	30	

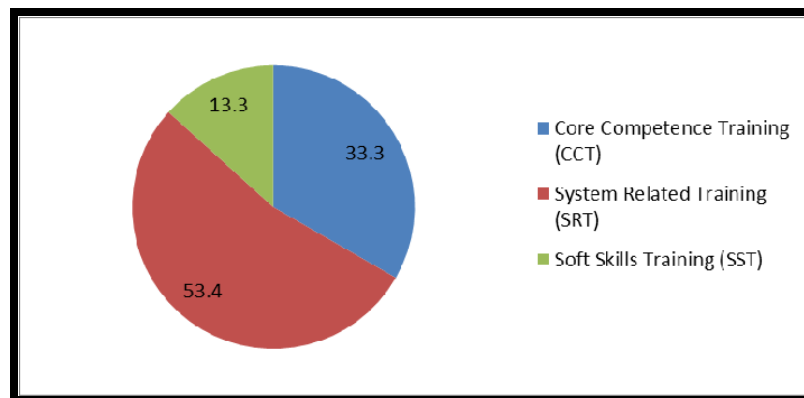


Fig. 3: Types of Administrative Staff Training Programs: 2015-2016

GLIMPSES OF ADMINISTRATIVE STAFF DEVELOPMENT 2015-16



5. OUTREACH TRAINING PROGRAM (ACADEMIC):

This year the University offered professional development opportunities not only to internal faculty and research scholars but also to the participants of other Universities. **Workshop On Research Methodology Using SPSS** was organized from June 1 to June 7, 2016 wherein faculty and reserach scholars participated from all over the region. Hands on training was provided by a galaxy of subjectmatter experts from reputed Higher Education Institiions.



6. PROFESSIONAL ENHANCEMENT EXTERNAL EXPOSURE

Apart from training opportunities within the University, faculty members are encouraged to avail oppotunities on latest topics and skills being offered by other organizations and institutes of repute. In the year 2015-16, some of the training programs attended by the faculty members outside University are appended below:

- Train the trainer, Tech Mahindra
- 30th Orientation Course, Punjabi University, Patiala
- MATLAB Based Design and Simulation, NITTTR Chandigarh
- Facilitation Skills, Directo Voyage

- Chef Association of Five Rivers, Phagwara
- Build Your Own Smart Phone Using Raspberry Pi, Chitkara University

7. CONCLUSION

All in all, the focus is on capacity building and equipping faculty with the most updated skills for imparting quality education to match global standards, thus translating the skills into effective class room teaching and socially impactful research. LPU-HRDC is adopting a holistic approach focused on transformation of institutions of higher education to a more facilitating academic environment conducive to innovations, creativity and quality advanced learning and research.