

Annual Report of Human Resource Development Center (2017-18)



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Table of Contents

Sr. No	Topic	Page No.
1.	Introduction	3
2.	Training Statistics- 2017-18	4
3.	Overview of Professional Development Programs for Teaching Staff	4-9
4.	Overview of Administrative Staff Training Programs	9-10
5.	Staff Induction Program	10
6.	Outreach Training Programs 2017-18	10-13
7.	Professional Enhancement: External exposure	14
8.	Recognition of Meritorious Performance in Massive Open Online Courses (MOOCs)	14-15
9.	Local Engagement Programs	15-16
10.	Conclusion	16

1. Introduction

Lovely Professional University, Human Resource Development Center (LPU-HRDC) experienced a rejuvenated impetus on faculty and staff development. The aim of enhancing quality of education, research, academic administration and skill development remained our road map. HRDC is committed to provide excellent professional development opportunities to staff members across the campus, assisting them in reaching their full potential through learning that is job relevant and easily transferrable to the workplace. The principles of providing training 'Just In Time, Just to Relevance and Just As Much' remain our guiding posts. In the year 2017-18, a total of 263 Professional Development Programs were organized for teaching and administrative staff out of which 45 Professional Development Programs were of duration one week and above. In 2017-18, 1079 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.

Professional Development Programs are specifically designed to master state of the art developments in course content, pedagogy and research methods. E-Learning being the need of the hour, LPU Local Chapter of National Programme on Technology Enhanced Learning (NPTEL), continued to encourage faculty, staff and students to participate in Massive Open Online Courses. (MOOCs). LPU local chapter established in January 2016 was once again awarded with 'AAA' rating by SWAYAM-NPTEL. It is now amongst the Top 10 active chapters in India



2. Training Statistics- 2017-18

A rich mix of In-House Professional Development Programs for Teaching Staff, Outreach Training Programs for Academics and Administrative Staff Training Programs were organized as per the training needs identified by respective department heads. Table: 1 depicts a summary of Professional Development Programs for Teaching Staff, Administrative Staff Training Programs and Outreach Training Programs (OTPs) organised in the year 2017-2018:

Table 1: Training Statistics for 2017-18		
Type of Training	No. of Programs	Percentage
Professional Development Programs for Teaching Staff	220	84
Administrative Staff Training Programs	14	5
Outreach Training Programs-Academics	29	11
Total	263	

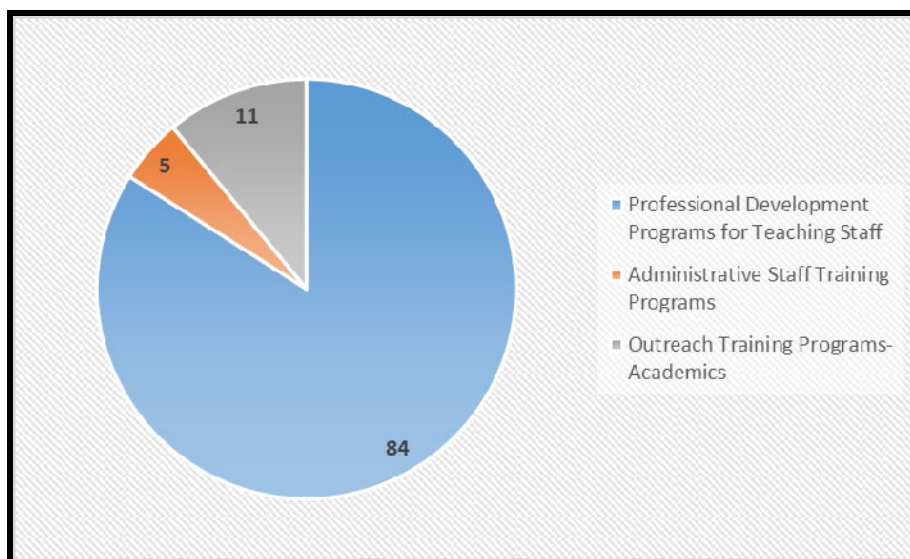


Fig. 1: Classification of Training Program (2017-18)

3. Professional Development Programs for Teaching Staff:

In the year 2017-18, Core competence training of teaching staff was based on department specific requirements. In this year Professional Development Programs mainly focused on Core Competence Training in discipline relevant software, research methodology and student-centred pedagogy. Table 2 depicts a summary of Professional Development Programs

(Professional Development Programs for Teaching Staff & Outreach Training Academics) organised in the year 2017-18 reflecting the type and number of Programs:

Table 2: Types of Professional Development Programs: 2017-18		
Program Type	No. of Programs	%age
Core Competence Training	223	90
Soft Skill Training	15	6
System Related Training	11	4
Total	249	

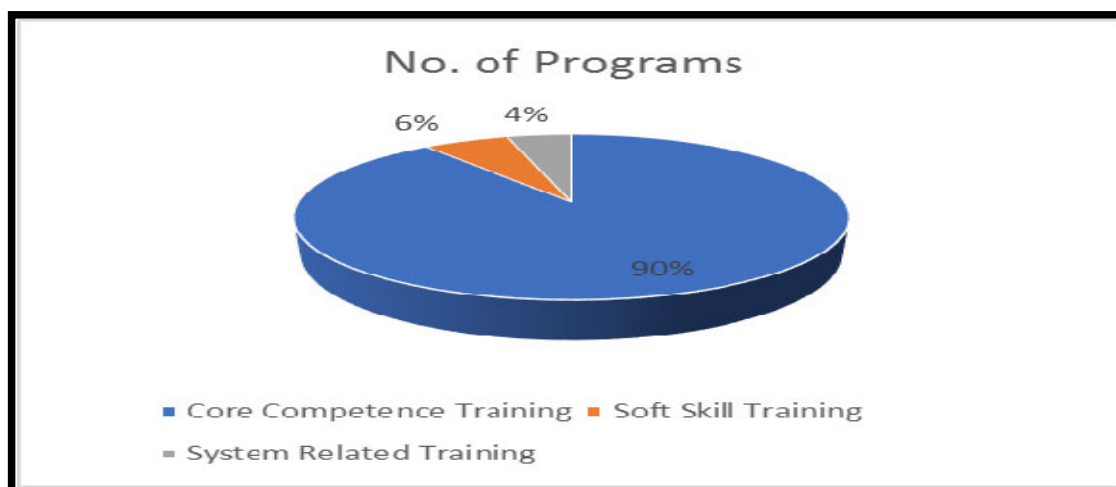


Fig. 2: Types of Professional Development Programs for Teaching Staff: 2017-18

The year 2017-18 was yet another eventful year for LPU-HRDC. This year also an Orientation Program (OP-4) and Refresher Course in E - learning and Digital Learning (RC-2) were the much-sought opportunities of the teaching fraternity. Orientation Program (OP-4) dwelled on acquainting the participants with the structure, functioning, and governance. It also provided an ideal environment to hone the teaching skills, brainstorm on innovative assessment and evaluation strategies. And to recognize the importance of research in Higher Education.

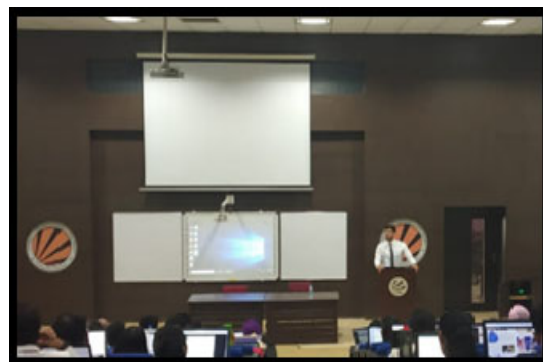


Refresher Course in E - learning and Digital Learning (RC-2) aimed at capacity building in E Content Development, Organization, Dissemination and current trends and techniques and Digital Learning. Meanwhile sharing of best practices was another module that was well received by the participants.



STC on Cyber Security and Ethical Hacking was held for faculty of School of Computer & Science Engineering. National Advisor to Government of India, Mr. Rakshit Tandon-Director and Consultant-A&R Info Security Solutions Pvt. Ltd. and Internet and Mobile Association of India was the resource person.

STC on Introduction to R Programming was organized from 3-Oct-17 to 10-Oct-17. Mr. Amandeep Nagpal, Associate Professor & Associate Dean, Mr. Ravinder Singh, Assistant Professor and Dr. Gulshan Kumar, Assistant Professor, School of Computer Science and Engineering, LPU were the resource persons.





Dr Vijay Arora, Professor; CCS Haryana Agriculture Regional Research Centre Karnal was the resource person of **Workshop on Advances of Soil Fertility and Molecular Breeding Approach for Sustainable Crop Production** on Nov 18, 2017.

STC on Application of Statistics in Social Sciences Research from 9-Apr-18 to 14-Apr-18. Dr. Vishal Sarin, Professor, Mittal School of Business, LPU, Dr. Vijay Kumar, Associate Professor and Mr. Harish Mittu, Assistant Professor, School of Education, LPU were the resource persons.



Workshop on **Urban Design and Paradigm Shift** on January 13, 2018 by Ar. Vivek Sehgal, Associate Professor, Lovely School of Architecture & Design.

Lovely Professional University declared as Academic Affiliate of The Institution of Engineering and Technology (IET). LPU and IET (UK) join hands to collaborate and share



resources for academics and research in the field of engineering. Mr. Raghavan Head-Membership & Partnership (India) oriented LPU faculty members on the IET offerings at Lovely Professional University on June 27, 2018.

Apart from the above several Professional Development Programs were undergone by the faculty for various specializations in the year 2017-18, to mention few:

- Workshop on Problem Solving Approaches
- Workshop on Blog Writing in Tourism
- Workshop on Basics of Structural Equation Modelling (SEM)
- Workshop on Business Analytics using R
- STC on Teaching Practices: Managerial Economics
- Workshop on Advanced Tally
- Workshop on Quality-by-Design (QbD)- A Systematic Optimization Approach for Product Development
- Workshop on Hutchinson-Gilford Progeria Syndrome
- STC on Introduction to R Programming
- Workshop on Capability Maturity Model Integration (CMMI)
- STC on Cyber Forensics
- Workshop on International Financial Reporting Standards
- Workshop on Qualitative Research Methods in Social Sciences
- STC on Case Law and Case Study as Teaching Pedagogy
- Workshop on Initiatives in Construction and Design Studio
- Workshop on Immunohistochemistry Techniques
- Workshop on Mulligan Concepts for Managing Spinal Problems
- Workshop on Qualitative Research Methods in Social Sciences
- Workshop on Research in Physiotherapy: Challenges and Opportunities
- STC on E-resources in Teaching and Research
- STC on Programming in Python
- Workshop on PSAT Software
- Workshop on Idea, Patents and Commercialization
- Workshop on Advances of Soil Fertility and Molecular Breeding Approach for Sustainable Crop Production
- Workshop on Teaching Skill Enhancement

- Workshop on Urban Design and Paradigm Shift
- Workshop on Crack the code of Digital Marketing Future
- Workshop on Advanced Product Quality Planning & Control Plan

4. Administrative Staff Training Programs:

Administrative Staff Development Programs endeavoured to enhance various job relevant competencies in administrative and technical staff. The programs aimed at development of adaptability, proactivity, communication skills, computing skills, management of time, space and task, service orientation, interpersonal and technical skills. Table 3 depicts a summary of Administrative Staff Training Programs organised in the year 2017-18 reflecting the type and No. of Programs held in the year 2017-18:

Program Type	No. of Programs	%Age
Core Competence Training	4	29
Soft Skill Training	4	29
System Related Training	6	42
Total	14	

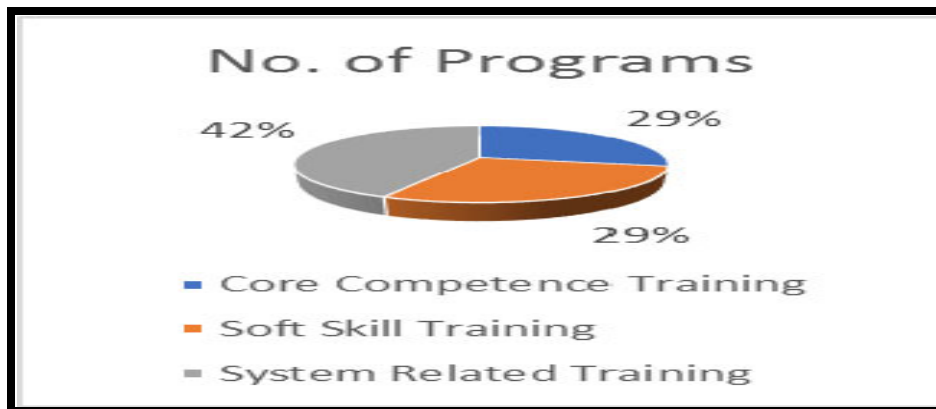


Fig. 3: Types of Administrative Staff Training Programs: 2017-18

The key programs for administrative staff in the year 2017-18 were:

- STC on Working with Spreadsheets

- Staff Development Program on SAKSHAM : Gender Sensitization and Safety of Women at Workplace
- Leadership Development Program
- Staff Development Program on Career Seminar Delivery
- Staff Development Program on Roles and Responsibilities of Administrative Officers

5. Staff Induction Programs:

To orient the new joiner faculty members to get assimilated to University work culture staff induction programs were conducted. The program familiarised the participants with HR policies, Residential Services on campus, Orientation of Academic System, Examination System, opportunities and facilities for Professional Development, Research and Development, and provisions for IT support, security & safety on campus.



6. Outreach Training Programs 2017-18: Academics

A series of short-term courses were organized for capacity building in research and enhancing teaching effectiveness.

HRD Program Type	No. of Programs	% age
Core Competence Training	27	93
Soft Skill Training	2	7
Total	29	

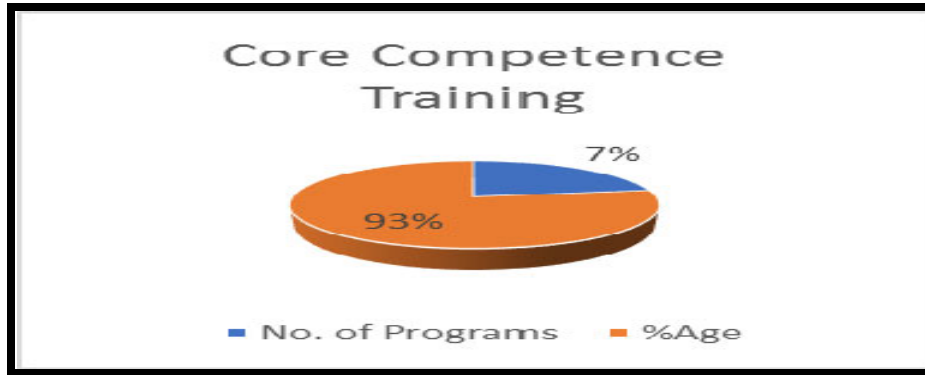


Table 4: Types of Outreach Programs: 2017-18

Glimpses of few programs are depicted below:

MISO: A Japanese Vegetarian Workshop

In this era of ‘Think Global, Act Local’ Japanese culinary skills were developed by celebrity Chef de Cuisine Sumit Chowdhury of Azure Hospitality Chain on July 1, 2017 in the first workshop of its kind in the region. Chef Chowdhury forwarded hands-on experience to the participants on a diverse set of oriental recipes.



Workshop on Network Design using CISCO Routers and Switches on Sep. 16, 2017: This lab-based training provided hands on learning to the participants, exposing them to the practical usage of software so that that can coach the students to be industry ready.

Workshop on Case Method of Teaching

was conducted on 14-Oct-17. Resource Person was Dr. Rajesh Verma, Head of School, Mittal School of Business, LPU.





Workshop on Innovation in Pedagogy of Architectural Education was conducted w.e.f 11-Nov-17 to 12-Nov-17. Dr. Rajiv Garg, an eminent academic ex- IIT, Roorkee was the resource person.

Workshop on Data Visualization in Tableau was organized from Dec 13 to 15, 2017. Data Analysis and visualization was the focus of this very interactive and experiential workshop. The resource person was Mr. Amandeep Nagpal, Head of School of Computer Science and Engineering, Lovely Professional University.



Workshop on Digital Marketing was organized on Dec 16, 2017. Dr. Rahul Sharma, Associate Professor, Mittal School of Business gave practical tips to the participants who had come from industry, student and faculty fraternity.

Workshop on Scientoonics: Father of scientoons, Dr. P.K. Srivastava former senior scientist at Central Drug Research Institute, Lucknow conducted an engaging 1-day 'Workshop on Scientoonics' on Nov 25, 2017.





Workshop on Role of HPLC and Analytical Method Development in Dosage Form Design: To update Faculty and Research Scholars w.r.t current developments in dosage design form, a hands on 2-day ‘Workshop on Role of HPLC and Analytical Method Development in Dosage Form Design’, was organized on Feb. 2 to 3, 2018.

Faculty members, research scholars from all over the region attended the program conducted by Dr. Surajpal Verma, Associate Professor and Dr. Sachin Kumar Singh, Associate Professor, School of Pharmaceutical Sciences, LPU. The workshop provided experiential training on HPLC in the lab.

Dr. Sanjay Modi, Executive Dean Lovely Faculty of Business and Arts inaugurated **Workshop on Qualitative Research Methodology** held w.e.f Dec 11 to 14, 2017. Dr. Nitika Mahajan from TERI University and Dr. Mahesh Satapathy from Utkal University guided the participants on various qualitative data analysis techniques with hands on practice on statistical software packages like NVIVO.



A 7-day **National Workshop on Econometrics- Time Series & Panel Data Analysis**, was organized from June 06 to 12, 2018. Thirty-One participants from 11 Universities and Educational Institutions across India participated in this workshop. The program was spearheaded by eminent resource persons. Dr. Rohit Bansal from Rajiv Gandhi Petroleum University, Noida and Dr. Dinesh Jaisinghani from IMT Hyderabad.

7. Professional Enhancement: External exposure

Apart from training opportunities within the University, many faculty members and students are trained in reputed external institutions specializing in the area of Training and Development like National Institute of Technical Teachers Training and Research (NITTTR), Chandigarh.

In the year 2017-18, a partial list of external programs attended by the faculty members include:

- Internet of Things, IIT Kanpur
- Mapping by Total Station, National Institute of Teachers Training and Research
- Tools for Engineering Research, NITTTR Chandigarh
- Educational leadership, Indian Institute of Technology
- Cognition, Transformation and Lives, Indian Institute of Technology
- Introduction to R Software, Indian Institute of Technology
- Unleash the Power of your Personal Brand, iBrand Consulting
- Recent Advances and Challenges for Quality Assurance Accreditation in the Higher Education in Modern World, University BDT College of Engineering

8. Recognition of Meritorious Performance in Massive Open Online Courses (MOOCs)

Being an active Local Chapter, NPTEL MOOCs have been an integral part of our training initiatives. The numbers of members attempting NPTEL MOOCs are on progression. In the forthcoming term approximately 600+ registered for NPTEL MOOCs. The flavour of online learning is fast assimilating in the LPU culture.



Table 4-NPTEL PARTICIPANTS FOR TERM 2017-18					
Year	Participant Type	Course Topper with Gold Medal $\geq 90\%$	Elite Certificate 60-89 %	Successfully Completed the Course 40-59 %	Grand Total
2017-18	LPU Staff	13	95	38	146
	LPU Student	17	369	230	616
Total		30	464	268	762

9. LOCAL ENGAGEMENT PROGRAMS



Author Workshop on How to Write and Publish Scientific Articles & Manuscripts

To sensitize Faculty and Research Scholars towards *writing & publishing research papers*, workshop was organized on April 15, 2018.

A Workshop on “Recent Trends in Minimal Invasive Surgery” was organized for Physiotherapists from the region on April 29, 2018. Two hundred plus professionals, research scholars, students participated in this workshop organized in collaboration with Fortis Hospital, Ludhiana.



Workshops on Stress Management Honouring the call of School teaching fraternity to deal with stress rampant in today’s professional life, HRDC representatives conducted Workshops on Stress Management for 110 school teachers of the Shree Hanumat International Public School, Goraya, Punjab on June 10, 2017 and Bibi Kaulan Ji Sr. Sec. Public School, Amritsar on July 11, 2017. As a novel approach to stress management, Job Crafting surveys were conducted during these workshops.

Lovely Professional University caters to the training needs of corporate sector and provides Corporate Training Programs as per schematic design and benchmarked standards of quality

thus bridging the academia-industry gap. For details of corporate training please refer <https://www.lpu.in/corporate-training.php>

10. Conclusion

The year 2017-18 has been quite fruitful with need-based programs for all disciplines and streams. The year has witnessed a wide variety of professional development programs for all categories right from the academic administrators, faculty members and administrative staff. Outreach training programs were a platform for professional up gradation of faculty and research scholars of other Universities and colleges, besides LPU Associates. Beyond this LPU faculty were facilitated to participate in programs organised by reputed institutions across India. LPU Local Chapter of NPTEL established its mark by way of meritorious performance of in MOOCs, enabling the faculty members and students to keep abreast with the current trends in the field. LPU is now in the top ten of the active local chapters in India.