

Annual Report of Human Resource Development Center (2018-19)



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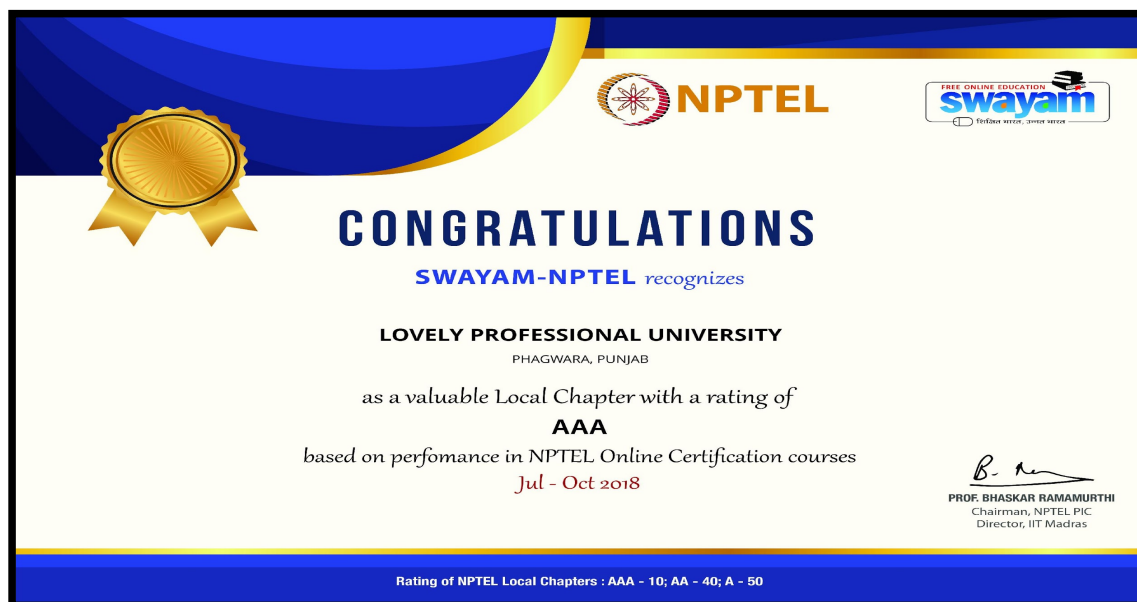
TABLE OF CONTENTS

Sr. No	Topic	Page no.
1	Introduction	3-4
2	Training Statistics	4-5
3	Overview of Professional Development Programs for Teaching Staff	5-6
4	Overview of Administrative Staff Training Programs	7-8
5	Staff Induction Programs	8
6	Outreach Training Programs	8-12
7	Professional Enhancement: External exposure	12-13
8	Recognition of Meritorious Performance in Massive Open Online Courses (MOOCs)	13
9	Conclusion	14

1. Introduction

The development of human resource is a prime focus for Lovely Professional University- Human Resource Development Center (LPU-HRDC) aiming to develop staff competencies as per demands of the changing environment. Fast-paced changes in tasks, tools and technologies create a working world in which a basic education or one-time training is replaced by a constant updating of skills. These circumstances urge teaching and administrative staff to become lifelong learners. In the year 2018-19, a total of 239 Professional Development Programs were organized for teaching and administrative staff out of which 59 Professional Development Programs were of duration one week and above. In 2018-19, 1356 faculty members i.e. 66% have undergone the Professional Development Programs organized by Lovely Professional University, other Higher Education Institutions, Professional bodies and Corporate agencies.

LPU-HRDC aims at providing 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 transferable to the workplace. The HRDC in collaboration with respective Schools and Departments work towards staff competence development, system related training building healthy work culture practices and organizational development through professional development of staff. Functional scope of LPU-HRDC broadly covers faculty development, academic leadership development and training programs for administrative and technical staff. In addition to In-House Staff, HRDC also offers Outreach Training Programs to Teachers and Research Scholars.



Professional Development Programs are specifically designed to master state of the art developments in course content, pedagogy and research methods. E-Learning continuing to be the need of the hour, LPU Local Chapter of National Programme on Technology Enhanced Learning (NPTEL), facilitates faculty, staff and students to participate in Massive Open Online Courses. (MOOCs). LPU local chapter of SWAYAM-NPTEL established in January 2016 was awarded with 'AAA' rating in 2018 and figured at rank 4 in top 100 Active Local Chapters.

LPU-HRDC was declared as a Remote Centre of IIT Bombay under National Mission on Education through ICT, MHRD, GOI. This initiative aims at enhancing the teaching skills of faculty in core Engineering and Science subjects. Training takes place through an ICT enabled process to reach out and engage a large number of teachers, and through them, a much larger number of students. Some of the programs completed by LPU faculty members and Students are mentioned below:



- C2CFL1xS19: Financial Literacy
- C2CEN1xS19: English for Oral Communication
- C2CHP1xS19: Handling Large Projects
- FDP101X: Foundation Program in ICT for Education
- FDP201x Pedagogy for Online and Blended Teaching-Learning
- e -Yantra Lab Setup Initiative
- Workshop on SCILAB

2. Training Statistics

“Practice is the hardest part of learning, and training is the essence of transformation.”

— Ann Voskamp,

In line with the University’s slogan, “Transforming Education, Transforming India”, LPU-HRDC focused on disseminating knowledge of innovative teaching techniques and outcome oriented research methods. Year 2018-19 witnessed a large number of professional development programs focusing on knowledge and skill updation as per current developments in academia and industry. Discipline specific training needs were targeted alongside

providing platforms for multi-disciplinary knowledge exchange. Table: 1 depicts a summary of In-House Professional Development Programs for Teaching Staff, Administrative Staff Training Programs and Outreach Training Programs (OTPs) organised in the year 2018-2019:

Table 1: Training Statistics for 2018-19		
Type of Training	No. of Programs	Percentage
Professional Development Programs for Teaching Staff	185	77
Administrative Staff Training Programs	26	11
Outreach Training Program- Academics	28	12
Total	239	

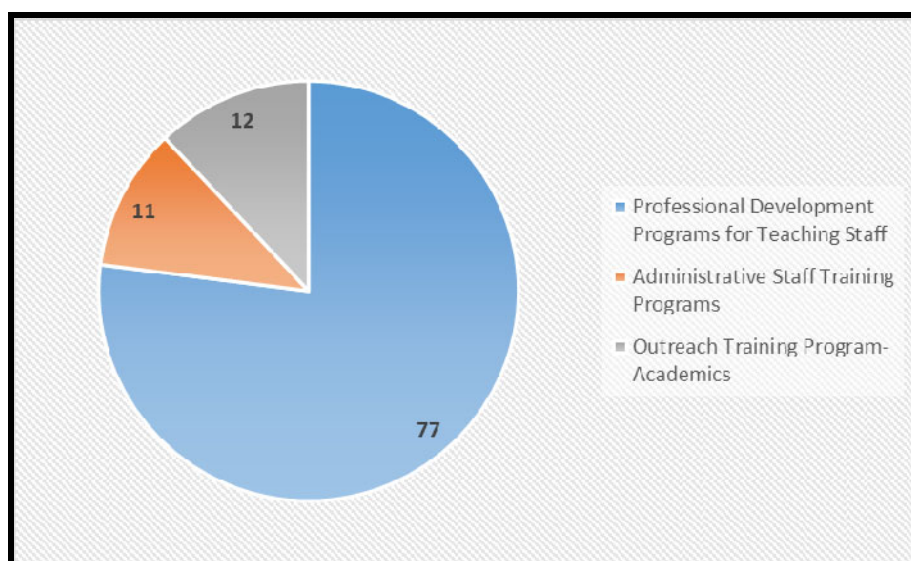


Fig. 1: Classification of Training Programs (2018-19)

3. Professional Development Programs for Teaching Staff:

In the year 2018-19 Professional Development Programs, both In-House & Outreach mainly focused on Core Competence Training in discipline relevant software, research methodology, big data analysis, student centred pedagogy and contemporary trends like Digital Marketing. Table 2 depicts a summary of Professional Development Programs organised in the year 2018-2019 reflecting the type and No. of Programs:

Table 2: Types of Professional Development Programs for Teaching Staff: 2018-19		
Program Type	No. of Programs	Percentage
Core Competence Training	173	81
Soft Skill Training	8	4
System Related Training	32	15
Total	213	

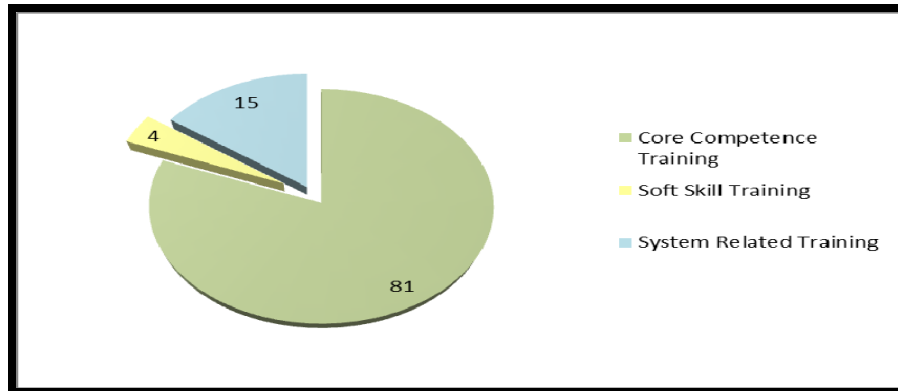


Fig. 2: Types of Professional Development Programs for Teaching Staff: 2018-2019

The intellectual fiesta continued in the year. Orientation Program (OP-5) remained the major opportunity sought by the teaching staff. Orientation Program familiarized the participants with the structure, functioning, and governance. The teaching skills, innovative assessment and evaluation strategies were another thrust area. Importance of research in Higher Education was emphasized.



4. Administrative Staff Training Programs:

Administrative Staff Development Programs endeavoured to enhance various job relevant competencies of administrative and technical staff. The programs aimed at development of adaptability, proactivity, communication skills, computing skills, time management, great work habits, service orientation, interpersonal and technical skills. In particular, Hostel Wardens were trained on Health and Hygiene and Fire Safety. Laboratory attendants and Security personnel were trained on Fire Safety. Table 3 depicts a summary of Administrative Staff Training Programs organised in the year 2018-2019 reflecting the type and No. of Programs held in the year 2018-19:

Table 3: Types of Administrative Staff Training Programs: 2018-19		
Program Type	No. of Programs	Percentage
Core Competence Training	14	54
Soft Skill Training	5	19
System Related Training	7	27
Total	26	

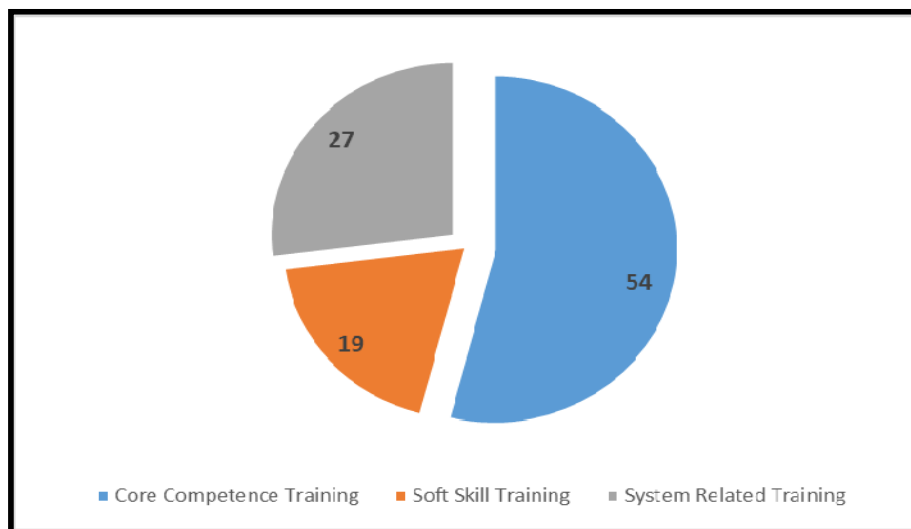


Fig. 3: Types of Administrative Staff Training Programs: 2018-2019

The key programs for administrative staff in the year 2018-19 were:

- Staff Development Program on Usage of Google Apps
- Staff Development Program on Great Work Habits
- Staff Development Program on Health and Hygiene

- Staff Development Program on Professional Etiquettes: E-Mail Writing
- Staff Development Program on Working with Spreadsheet
- Staff Development Program on Using Excel to Excel
- Staff Development Program on Fire Evacuation Drill
- Staff Development Program on Basic Life Support

5. Staff Induction Program

To orient the new joiner faculty members and facilitate them on-boarding staff induction programs were conducted. The program familiarised the participants with HR policies, Residential Services on campus, 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:

A series of short term courses were organized for capacity building in research and enhancing teaching effectiveness. A brief description of some such programs is as follows:

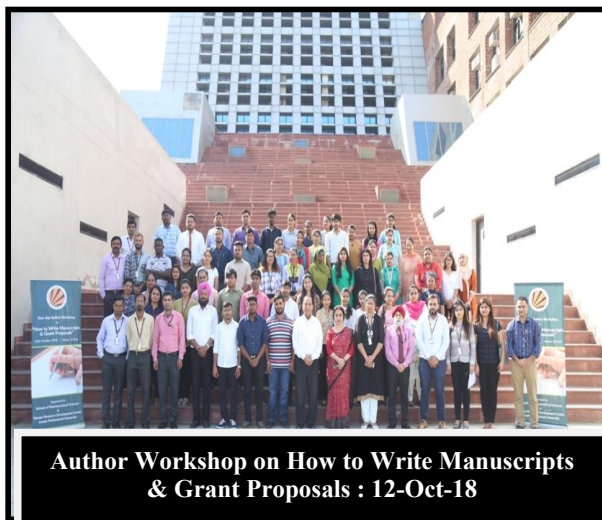
6.1 Workshop on Offensive Security v1.0

Workshop on Offensive Security v1.0 received active participation of faculty members and research scholars from PAN India. The program aimed at evaluation of the computer network and Information security needs of an organization. The resource panel consisted of Mr. Nitin



Umesh, Assistant Professor & Mr. Awadhesh Kumar Shukla, Assistant Professor, School of Computer Science and Engineering, LPU. The Program was spread over six sessions in which participants were individually coached with respect to Offensive Security

6.2 Author Workshop on How to Write Manuscripts & Grant Proposals



Writing is a very important part of science; it is used to document and communicate ideas, activities and findings to others. The program aimed at Basics of scientific publication and funding proposals, role of medical writers in drafting a scientific publication and funding proposal. The resource panel consisted of Dr. Monica Gulati, Professor, School of Pharmaceutical Sciences, Dr. Gopal Lal Khatik,

Associate Professor, School of Pharmaceutical Sciences, Dr. Vijay Mishra, Assistant Professor, School of Pharmaceutical Sciences & Dr. Saurabh Satija, Assistant Professor, School of Pharmaceutical Sciences, LPU.

6.3. Short Term Course on Data Analysis Techniques using SmartPLS

The 7-day course aimed at experiential learning of statistical data analysis techniques to develop an understanding of Structural Equation Modeling thus enabling the participants to build and validate models by using SmartPLS. The resource panel consisted of Dr. Lokesh Jasrai, Associate Professor, Dr. Dheeraj Nim, Associate Professor, Mittal School of Business & Dr. Omvir Gautam, Associate Professor, Mittal School of Business, LPU.



6.4. Workshop on Qualitative Research Methodology

Qualitative Research methods provide an opportunity for systematic, in-depth evaluation of a question that may not be easily answered through quantitative methods. Workshop on Qualitative Research Methodology received active participation of faculty members and research scholars from PAN India. The program aimed at deciphering the nuances of Qualitative Research Methodology, Experiential learning of qualitative data analysis techniques & Interpreting and writing analysis efficiently. The resource panel consisted of Dr. Tejinder Pal Singh, Associate Professor, Panjab University and Dr. Sunil Kumar, Associate Professor, Mittal School of Business, LPU. The Program was spread over six sessions in which participants were individually coached with respect to Qualitative Research techniques.

6.5. Workshop on Luxury Fashion - Skill Sets for the Future

Luxury fashion is one of the most volatile market segments of fashion industry, with global shifts in wealth generation and emergence of new customer segments; it possesses opportunities for the fashion brands to re-position their products by increasing their luxury presence. The program aimed at developing an understanding of the luxury retail market in the current scenario. The program was spearheaded by Mr. Rajat Bhattacharya, Director/Coach International Luxury & Retail Trainer Management & Operations, Nouveau Menage Sourcing Gurgaon. The Program was spread over six sessions in which participants were coached with respect to Luxury Fashion market segmentation, marketing strategies, the Art of Upselling, Communication in Luxury and Servicing the Luxury Customer.



Workshop on Luxury Fashion - Skill Sets for the Future

6.6 Workshop on Innovations in English Language Teaching and Learning



**Workshop on Innovations in English
Language Teaching and Learning
11-May-19**

LPU-HRDC has established uniqueness through its world class pedagogy and nurturing faculty in achieving career goals. Workshop on Innovations in English Language Teaching and Learning aimed at developing an understanding of teaching English as Second Language in Indian context. The program was spearheaded by Dr. Deepti Gupta, Chairperson, Department of English and Cultural Studies and Dean, Alumni Relations at Panjab University,

Chandigarh. The Program was spread over 3 sessions in which participants were coached with respect to teaching English as Second Language in Indian context, developing communication skills required for teachers of English and usage of innovative English language teaching strategies in classroom for interactive teaching and learning.

6.7 Workshop on Geoinformatics

Workshop on Geoinformatics received active participation of faculty members from PAN India and other countries like Africa. The program highlighted the widespread application of Geoinformatics in the fields of agriculture, archaeology, environment science, defence, urban and rural development and disaster management. The program was spearheaded by Mr. Ravindra Nath Tiwari, Head of Department–Geoinformatics, Netra Institute



**Workshop on Geoinformatics
May 20-24, 2019**

of Geoinformatics Applied Management and Technology, New Delhi. The Program was spread over 15 sessions in which participants were guided how to interpret satellite data using GIS software, create geo-database for vector data modeling, analyse satellite imageries for processing and classification and Create thematic maps using GIS software.

Lovely Professional University engages with the corporate sector and provides Training Programs as per desired standards of quality thus extending its wings from academia to industry. For details of corporate training please refer <https://www.lpu.in/corporate-training.php>

7. Professional Enhancement: External exposure

Apart from training opportunities within the University, faculty members are facilitated to upskill on current trends by participating in Training Programs offered by the industry, Higher Education Institutions and Professional bodies of repute. In the year 2018-19, some such programs attended by the faculty members include:

- Two weeks GIAN course on "Genome Manipulations, Editing and Interference by VIGS, CRISPR and RNAi.", Department of Bio and Nano TECHNOLOGY, GJUST, Hisar
- Awareness Program on Energy Conservation Code 2017, Bureau of Energy Efficiency (BEE) & Punjab Energy Development Agency (PEDA)
- RTI Awareness: Issues and Challenges, Centre for Academic Leadership and Education Management (CALEM), Panjab University
- Sustainable and Energy Efficient Buildings, COA-TRC
- Recent tools and techniques for research (RTTR-19), Dr. B.R. Ambedkar, N.I.T Jalandhar, Punjab, India
- Research Methods and Business Analytics using SPSS and R - Studio, Delhi Institute of Advanced Studies
- Intellectual Property Rights and Innovative Entrepreneurship, Department of Biotechnology, NIT, Jalandhar
- IC Engine Fuels and Combustion Technologies (ICEFCT-2019), Dr B R Ambedkar National Institute of Technology, Jalandhar
- One Week short term course on Advancements in Garment Technology, Dr B. R. Ambedkar, National Institute of Technology, Jalandhar
- Python Workshop, IIT Bombay Funded Under NMEICT, MHRD, Govt of India
- Introduction to Robotics, IIT Bombay in association with MHRD
- Outcome Based Pedagogic Principles for Effective Teaching, IIT Kharagpur
- Recent Trends in Biomedical Signal Processing and VLSI Design, Dr. B. R. Ambedkar National Institute of Technology

- Introduction to Robotics, e- Yantra (MHRD)
- Introduction to Robotics, ERTS Lab, IIT Bombay
- Manufacturing of Composites, All India Council of Technical Education
- Nature and Properties of Materials, All India Council of Technical Education
- CCNA Routing and Switching: Connecting networks, Amity University
- Network Programmability with CISCO APIC-EM, Amity University
- Basics of Rheology, Anton Parr India
- Workshop on climate change adaptation in rural areas of Punjab, Center for Environment Education
- World Congress of Ayurveda 2019 (International Seminar), Faculty of Ayurveda, IMS, Banaras Hindu University
- Industry 4.0 Innovation Next Coaching and Immersion, Innovation Next

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

In the year 2018-19 the University recognized meritorious performance of faculty, staff and students in MOOC certification through National Program on Technology Enhanced Learning (NPTEL). Table 4 depicts NPTEL MOOCs Certification Summary in the year 2018-2019 reflecting the type of participants and certification category achieved by the participants:

Table: 4 NPTEL MOOCs Certification Summary					
Year	Participant Type	Course Topper with Gold Medal >=90 %	Elite Certificate 60-89 %	Successfully Completed the Course 40-59 %	Grand Total
2018	Staff	28	222	50	300
	Students	16	291	102	409
Sub Total (i)		44	513	152	709
2019	Staff	21	149	43	213
	Students	24	364	265	653
Sub Total (ii)		45	513	308	866
Grand Total		89	1026	460	1575

9. Conclusion

The year 2018-19 witnessed a wide variety of professional development programs for all categories staff. Outreach training programs were a platform for professional upgradation of faculty and research scholars of other Universities and colleges. Besides this LPU faculty were facilitated to participate in programs organised by reputed institutions across India. Industry oriented Management Development remained a key focus area. 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.