HUMAN RESOURCE DEVELOPMENT ACTIVITIES

1. Organization of Training Courses

An important activity of the HRD Group is to organize Training Courses on different scientific & technical topics, mostly related to Standards of Measurements of various physical parameters. These courses are conducted as per the Training Calendar specially prepared by the HRD Group in consultation with the Divisional Heads, and are primarily meant for personnel belonging to industries / laboratories / scientific institutions involved in the manufacturing / testing and calibration of scientific instruments / apparatus, or measurement of various physical parameters. The internal staff members, duly nominated by their Divisional Heads are also entertained. The Training Courses consist of theory lectures and the practical demonstration of various scientific and technical aspects related to the topics of training courses.

Twelve Training Courses on the following topics organized by NPL, were attended by personnel belonging to various organizations as well as by the NPL staff members.

Training Courses Organized

- Training Course on Right to Information Act 2005, May 03-04, 2006
- Workshop on Calibration Practices, September 15-16, 2006
- Training Course on DC Measurements, September 18-22, 2006
- Training Course on Photometry & Colorimetry, October 09-13, 2006
- Training Course on Dimensional Metrology, October 16-19, 2006
- Training Course on Mass Measurements, November 06-10, 2006
- Training Course on Calibration of SPRSTs, November 20-24, 2006
- Indo-Italian Training Programme on Force & Torque Metrology, December 05-08, 2006
- Training Course on Radio Meteorology & Radio Propagation, January 08-10, 2007
- Training Course on Quality Management System based on ISO 17025, January 31-February 03, 2007
- Training Course on Dimensional Metrology, February 26-March 02, 2007

2. Deputation of NPL Staff Members to Attend Conferences / Special Training Programmes

NPL encourages and supports its staff members, including the floating members like JRFs, SRFs, PAs, RIs, RAs, SRAs etc., to attend and present papers at national / international conferences / symposia / seminars / workshops, organized by different agencies in areas relevant to research activities being carried out at NPL. This is primarily meant to enable the staff members to put forward their views and research results before the leading national / international experts and interact with them on the current developments in their research areas.

A large number of NPL scientists and other staff members (350 cases) were deputed to participate at various conferences or similar events held within India.

Besides the conferences / symposia, NPL also deputes its staff members to attend special training programmes organized by the DST or HRDC (CSIR), Ghaziabad. These programmes are aimed at improving the competence of the staff so as to be more productive and useful. Seven personnel of different cadre were deputed to participate in these training programmes.

3. Organization of Students Training

NPL provides both Short Term (Six weeks Plus) and Long Term (Three months Plus) training to students pursuing M.Sc. / B.Tech. / M.Tech. / MCA at different educational institutions spread all over the country, mainly during Summer and Winter Breaks, in areas of research activities being carried out at NPL. The basic objective is to provide them a feel and importance of that
activity and motivate them towards scientific research. A large number (160) of students were provided training oriented towards the fulfillment of their academic degree programme in different areas of research under the guidance of senior scientists.

4. Placement, Ph.D. Registration and other support to Research Fellows

One of the most prominent activities of the HRD Group is to provide help and support to the Research Fellows (JRFs / SRFs), starting from the time they join NPL till the time they leave NPL. This includes their placement in a particular Division / Group and helping them in getting Hostel Accommodation. This also includes their Ph.D. registration, their assessment for continuance / upgradation, their deputation to attend conferences etc. Sometimes, help to the Research Fellows starts even before they join NPL. This refers to the cases where they are invited to join NPL for their Ph.D. Programme.

Seven fresh JRFs / SRFs joined NPL during the year 2006-2007 making a total strength of Research Fellows (JRFs + SRFs) in NPL to be 55 as on 31-03-2007. Efforts are continuing to increase this number to at least 75 in a year's time.

5. Organization of Institutional Visits to NPL

Organization of institutional visits involving students / teachers / faculty members / officials belonging to schools / colleges / technical institutes / scientific institutions is an important activity of the HRD Group. During the year 2006-2007, 17 organizations covering 507 persons visited NPL. This included prestigious institutions like IIT-Delhi, IILM-Ranchi, IIPA-New Delhi, Amity University Noida and BIS-New Delhi.

6. CSIR Programme on Youth for Leadership in Science (CPYLS)

The CPYLS programme for the year 2006 was organized at NPL on Nov. 28-29, 2006. Around 20 bright young school children, all belonging to Delhi schools, participated in this programme, wherein the keynote lecture was delivered by the well-known bio-scientist, Prof. Dinkar Salunke of the National Institute of Immunology, New Delhi. This was followed by a series of lectures by reputed senior scientists of NPL in the areas of exciting / emerging scientific research. Besides this, the programme involved visits of the students to several Research Groups as well as Film shows on NPL activities and achievements. The basic objective was to attract and motivate the young school children towards scientific research as the career.

7. CSIR Foundation Day Celebrations (NPL Open Day)

Efforts were made towards designing, updating and publication of new/compact 3-fold NPL Brochures in connection with the CSIR Foundation Day Celebration 2006 on September 26, 2006. Efforts were also made for the publication of NPL Open Day advertisement in the newspapers.

8. NPL Diamond Jubilee (NPL-DJ) Celebrations & preparation of DJ document

(i) Compilation of List of NPL Awardees
(ii) Compilation of List of Krishnan Memorial Lectures
(iii) Formulation of NPL-DJ Long Term Programme

Several meetings of the Committee, specially constituted by the DNPL for the purpose, were convened all of which involved brainstorming by the members. Eventually, the Committee came out with certain recommendations, which were submitted to the DNPL for his kind consideration and further necessary action.


The National Science Day 2007 was celebrated by NPL on 28th February, 2007 in a novel manner by organizing a Poster Presentation Symposium, which consisted of poster presentation of the work carried out by the Research Fellows (JRFs/SRFs) at NPL. It was kept open to all the NPL scientists so that there could be very useful and productive interaction between the two categories of NPL staff members. To make the symposium lively and attractive, it was decided to give 2-3 Best Poster Presentation Awards to top-ranking Research Fellows selected by a specially-constituted jury of scientists.

10. Maintenance of NPL Human Resource Record

HRD Group also maintains a record of its Human Resource in terms of Group I, Group II, Group III, Group IV and Administrative staff members; their minimum, maximum, and average age; their relative seniority etc. Besides this, the record of floating staff members, such as JRFs, SRFs, RAs, PAs, RIs, Emeritus Scientists etc. is also maintained. Such type of database is extremely useful for the institutional planning which may ultimately lead to an improvement in the productivity / performance of the institution.

11. Placement of Newly-Recruited Scientists 'B'/'C'
Co-ordination was done towards the placement of newly-recruited Scientists 'B'/'C' in a particular Division/Section. These scientists were made to undergo a 2-Week Orientation Programme, of meeting senior scientists, including all DU/DP Leaders, and interacting with them on their research activities. The basic aim of the Orientation Programme was to provide the freshly-inducted scientists an opportunity to have a glimpse of all the research activities being carried out at NPL, right in the very beginning of joining the NPL. This awareness could be very helpful in their proper placement by the authorities as well as in their pursuit of research activities in future.