HUMAN RESOURCE DEVELOPMENT ACTIVITIES

1. **Organisation of External Training Courses**

An important activity of the HRD Group is to organise Training Courses on various physical parameters in the area of Metrology / Standards, as well as on other specialised topics, and are primarily meant for personnel belonging to various industries, Testing & Calibration laboratories and other S & T organisations.

Fourteen (14) Training Courses on diverse topics of ‘Force, Temperature, Pressure and Energy’, ‘AC & DC Electrical Measurements & Calibrations’, ‘Pressure & Vacuum Metrology’, ‘Photometry & Colorimetry’, ‘Dimensional Metrology’, ‘Mass Metrology’, ‘ISO-17025’, etc., were organised by NPL, which were attended by a large number of personnel belonging to various national & international organisations, including a few from NPL also. This activity led to an ECF generation of Rs. 9.26 Lacs.

2. **Formulation and Organisation of Internal Training Programmes**

Besides the external training courses, efforts were also made to formulate new training programmes for the exclusive benefit and welfare of the NPL staff members. The basic objective was to provide the staff members good training in the area of relevance to their duties, so that they could perform in a more competent, productive and useful manner. Accordingly, 3 new training programmes were properly designed and executed also.

3. **Dissemination of HRD-Related Information to NPL Staff Members**

Dissemination of HRD-related information to the NPL staff members is another important task performed by the HRD Group.

More than 200 different types of HRD-related papers were displayed at 4-5 prominent places of the laboratory each, during the year 2007-2008.

4. **Deputation of NPL Staff Members to Attend Conferences**

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, organised 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 latest developments in their research areas.

A large number of NPL scientists and other staff members (~400 cases) were deputed to participate in various conferences or similar events held in the country.

5. **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 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, if required. This also includes their Ph.D. registration, assessment for continuance / upgradation, deputation to attend conferences, etc. Seventeen (17) fresh Research Fellows were inspired to join NPL during the year 2007-2008.
6. **Organisation of Students’ Training at NPL**

NPL provides both Short Term (Minimum Six Weeks to Six Months or so) and Long Term One Year or so) training to students pursuing M.Sc. / B.Tech. / M.Tech. / MCA, or their equivalent degree programmes, at different educational institutions spread all over the country. During the year 2007-2008, over 200 students were provided training, oriented towards the fulfillment of their academic degree requirements, in different areas of research.

7. **Organisation of Institutional Visits to NPL**

Organisation of institutional visits involving students / teachers / faculty members / personnel belonging to schools / colleges / universities / technical institutes / S&T organisations is an important activity of the HRD Group. The basic objective is to provide the visitors a glimpse of the activities and achievements of NPL, and thus enhance its visibility in the society. During the year 2007-2008, nine (9) institutional visits were organised by the HRD Group, which involved 247 persons and included prestigious institutions like IIT-Delhi, IILM-Ranchi, NITS-Noida and BHU-Varanasi.

8. **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 consisting of meeting senior scientists, including all DU / DP Leaders, and interacting with them on their research activities. This programme could be very helpful in their proper placement by the authorities as well as in their pursuit of research activities in the future.

9. **Formulation of NPL Training Calendar 2008-2009**

The formulation of ‘NPL Training Calendar’ and its communication to the prospective industries / laboratories / scientific institutions is the very first step towards the organization of Training Courses by the NPL. The NPL Training Calendar for the year 2008-2009 was formulated by the HRD Group in consultation with the concerned DU / DP Leaders, and sent to all the relevant parties.

10. **Maintenance of NPL Human Resource Record**

An important responsibility of the NPL’s HRD Group is to maintain a record of its Human Resource in terms of Group I, Group II, Group III, Group IV and Administrative staff members w.r.t. their age & average age, highest qualification, gender, religion, caste, category, relative seniority and things like that. Besides this, the record of floating staff members, such as JRFs, SRFs, RAs, PAs, RIs, Emeritus Scientists, etc., is also maintained. In line with this responsibility, the record of NPL Human Resource was maintained, which was updated on monthly basis.

11. **CSIR Foundation Day Celebrations - 2007 (NPL Open Day)**

Efforts were made towards the updation and publication of NPL Brochures (NPL at a Glance) at the occasion of CSIR Foundation Day Celebrations - 2007 in the form of NPL Open Day on 26-September-2007.

12. **Organisation of CSIR Programme on Youth for Leadership in Science (CPYLS) - 2007**

The CPYLS programme for the year 2007 was organised by NPL at its premises on 23-24 January,
2008 with the joint efforts of the HRD Group and the Chairman, Academic Committee. It was attended by 29 bright young school children, and involved the inaugural lecture by Dr. B.R. Mehta, Professor of Physics, IIT-Delhi, in the emerging and fascinating area of Nano-Science & Nano-Technology, and the valedictory lecture by Mr. Anjali Rai Mehta, a prominent science journalist, on the topic “What Science is all about”, besides various other lectures by the learned scientists of NPL on different topics.

13. Organisation of National Science Day - 2008 (Poster Presentation Symposium)

A Poster Presentation Symposium comprising poster presentation of the work carried out by the Research Fellows (JRFs/SRFs) was organised by NPL on 22nd February, 2008 as a novel way of celebrating the National Science Day - 2008. To make this symposium lively and attractive, 3 Best Poster Presentation Awards were instituted, which were later given to the Research Fellows selected for this purpose.