APPENDIX - 12

HUMAN RESOURCE DEVELOPMENT ACTIVITIES

The Human Resource Development (HRD) Group of NPL is a central group of the laboratory providing a wide range of HRD services not only to NPL but also to other organisations of the country, and quite often to other countries of the world also. All these activities eventually lead to the generation of the trained S&T manpower. The various activities of the Group are as follows:

1. Organisation of External Training Courses

An important activity of the HRD group is to organize Training Courses on various physical parameters in the area of Metrology/Standards, as well as on other specialized topics. These courses are primarily meant for the personnel belonging to various industries, Testing & Calibration laboratories and other S & T organizations. However, the NPL staff members are also encouraged to attend these courses, wherever found fit.

The Training Courses consist of theory lectures on various scientific & technical aspects of the training course, followed by practical demonstration and hands-on training on the related instruments/apparatus/machines.

Fifteen (15) Training Courses on diverse topics of ‘Pressure & Vacuum Metrology’, ‘Temperature Metrology’, ‘Dimensional Metrology’, ‘Mass Metrology’, ‘Noise Measurement of DG Sets’, etc., were organised by NPL during 2009-10, which were attended by a large number of personnel belonging to various national & international organisations, including many from NPL also.

This activity led to an ECF generation of Rs. 11.0 Lacs.

2. Formulation and Organisation of Internal Training Programmes

Besides the external training courses, the HRD Group also organizes the formulation and execution of special training programmes for the exclusive benefit and welfare of the NPL staff members. The basic objective is to provide the staff members knowledge and expertise in the area of relevance to their duties, so that they could perform in a more competent, productive and useful manner. Two training courses, ‘Workshop on Material Characterization Technique’ and ‘Training Course on First Aid’ were organised exclusively for the benefit of the NPL staff members.

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. The information generally refers to conferences/symposia/workshops, or special training programmes conducted by DST, HRDC (Ghaziabad) or other such organisation, or awards instituted by various agencies.

More than 250 different types of HRD-related papers were displayed at 4-5 prominent places of the laboratory each, during the year 2009-2010.

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.

Besides the conferences/similar events, NPL also deputes its staff members to attend special training programmes organised by the DST, HRDC-Ghaziabad or other such organisation. These programmes are aimed at enhancing the knowledge and expertise of the participants so that they could prove to be more competent, productive and useful to their organisations.

A large number of NPL scientists and other staff members (399 cases) were deputed to participate in various conferences/similar events and different...
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 suitable 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. Many a times, the help to the Research Fellows starts even before they join NPL. This refers to the cases wherein they are invited and inspired to join NPL for their Ph.D. programme.

Twenty Seven (27) fresh Research Fellows (JRFs/SRFs) were inspired and motivated to join NPL during the year 2009-2010, making a total strength of JRFs+SRFs to be 87 as on March 31, 2010.

6. Organisation of Students’ Training at NPL

NPL provides both Short Term and Long Term training to students pursuing M.Sc./B.Tech./M.Tech./MCA or their equivalent degree programmes, at different educational institutions spread across the country, in the areas of research activities being carried out at NPL. This training is extremely important to these students as it is oriented towards the fulfillment of their academic degree requirements. The basic objective is to provide the students an exposure of the NPL’s research activities and motivate them towards scientific research, and thus contribute towards the generation of trained S&T manpower in the country.

During the year 2009-2010, 302 students were provided training at NPL in different areas of research, under the guidance of senior scientists of the laboratory. This activity led to an ECF generation of Rs. 4.74 lacs.

7. Organisation of Institutional Visits to NPL

Organization 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 NPL activities and achievements, and thus enhance NPL’s visibility in the society.

During the period from 1st April 2009 to 31st March 2010, Fifteen (15) institutional visits were organised by NPL, which involved more then 542 visitors and included prestigious institutions like IIT-Delhi, Amity University-Noida, IILM-Ranchi etc.

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. The basic aim of the Orientation Programme is 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 the future.

9. Formulation of NPL Training Calendar 2010-2011

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 2010-2011 was formulated by the HRD Group in consultation with the concerned DU/DP Leaders, and sent to all the relevant parties. The ‘Training Calendar’ was also uploaded on NPL website for convenience of the participating organizations. These training courses, while benefiting the concerned personnel and thus contributing towards the generation of trained S&T manpower in the country, are beneficial to NPL also in terms of its image/visibility enhancement and ECF generation.

10. Formulation of DU-DP-wise Directory of NPL’s Manpower

Efforts were initiated towards the formulation of a DU-DP-wise Directory of NPL’s Manpower, seeing its immense usefulness in the execution of various HRD activities.


The CPYLS programme for the year 2009 was organised by NPL at its campus on 01-02 December.
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2009 and was attended by 42 bright young school children, specially chosen by the CSIR for this programme. The programme involved a very fascinating inaugural lecture, entitled, ‘Why Do We Measure’ by Dr. S.T. Lakshmikumar, Chairman, NPL Academic Committee, besides two other lectures on different topics, namely, ‘Organic Photovoltaics’ and ‘Atmospheric Aerosols’ by the senior scientists of NPL. The programme also involved visits of the school children to various Research Groups of NPL involving different R&D activities, namely, Metals & Alloys, Carbon Fibers & Nanotubes, Organic Light Emitting Diodes, Luminescent Materials & Devices, Liquid Crystals, Optical Thin Films, etc. Beside this, the children were made to visit the Standards Groups also, such as, Time & Frequency Standards, Pressure & Vacuum Standards, Optical Radiation Standards, Force & Hardness Standards, etc., in addition to Scanning Electron Microscopy and Gas Chromatography Groups of the Materials Characterization Division.

The basic objective behind the whole programme was to inspire and motivate the talented school children towards Science and Scientific Research as the Career.

12. Organisation of National Science Day-2010 (Poster Presentation Symposium)

The National Science Day - 2010 was celebrated by NPL on 24th February 2010 in the form of a Poster Presentation Symposium, involving presentation of the work by the Research Fellows (JRFs+SRFs) of NPL and the students of the Delhi Technological University (DTU). The Inaugural Lecture at this occasion was delivered by Prof. P.B. Sharma, Vice Chancellor of the DTU, who was invited by NPL to be the Chief Guest at the celebration function. The symposium was kept open to all the NPL scientists and some of the senior staff members of the DTU, so that there could be a very useful and productive interaction between the students and the staff of the NPL and the DTU. To make the symposium lively and attractive, it was decided to give five (05) Best Poster Presentation Awards to the students selected by a jury, specially constituted for this purpose by the DNPL. Three (03) Research Fellows of the NPL and two (02) Students of the DTU were selected by this jury for this special award.

13. CSIR Foundation Day Celebrations-2009 (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 - 2009 in the form of NPL Open Day on September 26, 2009.

14. Other Miscellaneous Activities

Besides the above activities, the HRD Group also undertakes other assignments, singly or jointly with other groups of NPL, from time to time, where the basic objective behind the activities is to make the Human Resource more informed and knowledgeable so that it can prove to be better competent, productive and useful to the country.