



APPENDIX - 12

HUMAN RESOURCE DEVELOPMENT GROUP

The Human Resource Development (HRD) Group of NPL is a constituent group of SASD 8 and represents a central group of the laboratory providing a wide range of HRD services. It undertakes several activities in various areas of core competence of the lab and also related to the research scholars.

The group is involved in various activities, such as, Organisation of Industrial Training in Metrology/Standards, Placement and support to Research Scholars, Training for M.Tech./MCA/M.Sc. students from all over the country, Institutional Visits, Deputation of NPL staff members to attend conferences, etc. The basic object behind these activities is to make the Human Resource better informed, knowledgeable and highly skilled & trained so that it can prove to be more competitive, productive and useful to the society and the country.

The various activities of the Group are as follows:

1. Organisation of Industrial Training Courses

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

Four (04) Training Courses on different subjects were organised by NPL during the period from 1st April 2011 to 31st March 2012, the details of which are as follows :

1. Training on Calibration of Digital Multimeter, 23 May-03 June 2011

This programme were specially designed for Mr. Joe Panga, Senior Metrologist from National

Institute of Standards & Industrial Technology, Papua New Guinea.

2. Training Course on Mass Metrology, 23-26 August 2011

This course was attended by 22 participants, including 02 participants from NPL.

3. Training Course on Force, Torque & Hardness Measurements, 13-15 December 2011

This course was attended by the 12 participants.

4. Training Course on Quality Management System, 30 Jan-1 Feb 2012

This course was specially designed for the Legal Metrology Officers, 22 officers attended.

This activity led to an ECF generation of Rs. 13.38 Lacs.

2. Placement, Ph.D. Registration and other Support to Research Fellows

One of the most prominent activities of the NPL 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. Sometimes, 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.

During the period from 1st April 2011 to 31st March 2012, 29 research fellows (JRFs/SRFs) were inspired to join NPL, resulting in a total strength of Research Fellows (JRFs+SRFs) in NPL to be 96 as on 31.03.2012.

3. Organization 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 NPL. The basic objective is to provide the visitors a glimpse of the NPL activities and achievements, and thus enhance visibility of NPL in the society.

During the period from 1st April 2011 to 31st March 2012, eleven (11) institutional visits were organised by NPL, which involved around 200 persons and included prestigious institutions like, IIT Delhi, National Institute of Technology, Kurukshetra, Rajdhani College, New Delhi, Indian Institute of Legal Metrology, Ranchi, Vasant Vally School, New Delhi etc.

4. Organisation of Students' Training at NPL

NPL provides Training to students pursuing M.Sc./M. Tech./MCA, or their equivalent degree programmes, from different educational institutions spread all across the country, in the areas of research activities being carried out at NPL. The basic objective is to provide the students a feel and importance of the various activities, as well as to motivate them towards scientific research as the career.

During the period from 1st April 2011 to 31st March 2012, 126 students were provided training oriented towards the fulfillment of their academic degree requirements in different areas of research under the guidance of senior scientists.

This activity led to an ECF generation of Rs. 4.40 lacs.

5. 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 DST, HRDC (Ghaziabad) or other such organisations, or awards instituted by various agencies.

More than 200 different types of HRD related papers were displayed at 4-5 prominent places of the laboratory each, during the year 2012-13.

6. Deputation of NPL Staff Members to Attend Conferences/Similar Events

NPL encourages and supports its staff members, including 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.

During the period from 1st April 2011 to 31st March 2012, 224 cases of NPL scientists and other staff members including research scholars, were nominated to participate in various conferences/similar events and different Training Courses held across the country.

7. AcSIR and PGRPE related Activities

All activities related to PGRPE programme for Advanced Material Physics & Engineering including Admission, Classes (theory/ tutorial/ practical), Examinations and Evaluation of PGRPE & AcSIR-Ph.D. students are handled by the HRD Group in consultation with the Coordinator.



Other Prominent Activities

I. CSIR Foundation Day Celebrations

The CSIR Foundation Day was celebrated by the concerted efforts put in by all the members of the Organizing Committee and the Academic Committee. On 26th Sept., 2011, a function was organised in the NPL auditorium. Dr. N Ratnasree, Director, Nehru Planetarium, New Delhi was the Chief Guest, who delivered the CSIR Foundation Day Lecture, entitled "From Guest Stars to a Cosmic Lighthouse: The Story of Supernovae and Pulsars". The cultural programme, including a skit & songs, was also organised by the NPL Ladies Club, staff & students of NPL. The prizes for the various competitions were distributed. Prof. R.C. Budhani, Director, NPL, gave away the mementoes to staff members who had completed 25 years of service and shawl & mementoes to those who had retired during last one year. Studentship Awards to children of NPL staff members, including scholarships instituted by the NPL Former Scientists' Forum, were also presented by Dr. Ratnasree amid loud applause.

As a part of the CSIR Foundation Day Celebrations, an Open Day was also observed by NPL on 28th Sept. for school & college students as well as general public. One Thousand Eight Hundred and Sixty One (1861) visitors including school/college students and teachers from 29 schools and 20 colleges as well as general public participated in this event. A total of 34

exhibits were placed on display and visit to various R & D groups for participants was organized through seven different routes, escorted by volunteers from NPL. The smiles on the young faces won the hearts and minds of the NPL staff members, who were busy attending to Open Day Activities since morning. The happy enthusiasm of the school children made the entire Open Day programme a big success.

II. Organisation of National Science Day Function

In honour of Sir C.V. Raman for his legacy and discovery of the Raman Effect on February 28, 1928, the National Science Day 2012 was celebrated at NPL on 28th Feb, 2012, in coordination with the Academic Committee. Prof. Kehar Singh, Formerly Professor, IIT Delhi, Honorary Distinguished Research Professor, ITM University, Gurgaon, was the chief guest of the function. A Poster Presentation Symposium involving the presentation of the work by the research fellows of NPL was organised at NPL. The main function started in the forenoon at NPL auditorium with the remarks by the Director NPL, Prof. R.C. Budhani. Prof. Kehar Singh delivered the inaugural address namely "Security Holograms". Prof. Kehar Singh along with DNPL & senior scientists, also visited all of the posters and had a lively interaction with the students.

To recognize and encourage the students for their research work, 05 best poster awards were awarded to the students by Prof. Kehar Singh.