



CHARUSAT

CHAROTAR UNIVERSITY OF SCIENCE AND TECHNOLOGY

**CHAROTAR UNIVERSITY OF
SCIENCE AND TECHNOLOGY**

**Annual Reports of
Human Resource Development center
(HRDC)**

(From year 2015-16 to 2019-20)

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*Charotar University of Science and
Technology (CHARUSAT)*

*Pri. B. I. Patel Human Resource
Development Centre
(HRDC)*

Annual Report

2015 - 2016

Pri. B. I. Patel Human Resource Development Centre (HRDC) Annual Report 2015-2016

Pri. B. I. Patel Human Resource Development Centre (HRDC), since inception, has endeavoured towards dedicated efforts in developing the Teaching Faculty, the Non-Teaching Staff and the Students of the University at large through multi-dimensional Training Modules by Resource Persons from various walks of life having experience and expertise including resource persons from within University. In line with the objectives of HRDC, following activities conducted during the period 2015-2016.

Training Programme for Non – Teaching Staff (All categories) under the title’ “Empowering Workforce with Efficiency and Effectiveness.”

The Training Programme for Non-Teaching Staff members (all categories) had been arranged under the title’ “Empowering Workforce with Efficiency and Effectiveness” in collaboration with AMA in multiple batches on and from Monday, December 14, 2015 & Tuesday, December 15, 2015 | Timing: 9:30 AM to 4:00 PM on both days with lunch break of an hour and 15 mins of Tea break - Pre and post Lunch Sessions. At HRDC Training Centre, CHARUSAT Campus. The programme was organised and attended by Office Assistants & Laboratory Technicians with maximum 35 Participants per batch. Total 52 participants have participated in the said programme.

Teacher Effectiveness

Workshop on “Teacher Effectiveness” in 08 Batches covering 276 Teaching Staff Members. The objective of the programme was to enhance and sharpen Teaching Competence for generating qualitative learning outcomes.



The workshop covered the broad areas like Reading Comprehension, Learning of Process, Recalling and Presenting Details. Dr. Mahendrakumar Chotaliya has conducted workshop as Key Presenter. Total 276 participants have attended the programme.

Orientation Programme for New Recruits

“06 Day Orientation Programme” for new Staff members recruited during January 2015 to May 2016, who have not had Orientation Programme earlier with the objective of providing them an overview of the University’s activities, systems and procedures. The programme has been designed to get the new recruits familiarized broadly with the University and its functionary areas as well as one’s roles and responsibilities including soft skill training programme in the entire system. The 06 Day Orientation Programme, includes 02 Days of Soft-skill Training for Teaching Faculty, which have been allocated to Mr. Rohit Patel, member HR Committee-CHARUSAT and Mr. Dipak Rai, Soft-skill Trainer, Baroda. The programme was attended by 18 non-teaching staff members and 78 Teaching Staff Members.



A Happy Meet with Members of Food Fraternity associated with CHARUSAT

A Happy Meet with Members of Food Fraternity associated with CHARUSAT, on the theme “**Eat Healthy... Think Better**”. The Programme addressed by Mr. Yogesh M. Soni, Controller- Food & Drugs Control Authority, Anand Dist., emphasized on cleanliness and hygiene about food making and food storage, and the various aspects of food and hygiene norms. 40 Members of Food Fraternity attended the Programme.



A Happy Meet with Transport Vendors - Our Partners in Progress

A Happy Meet with Members of Transport Fraternity Associated with CHARUSAT, on the theme, “Partners in Progress” was organized as an initiative towards Participative Management in Socially Responsible events. 117 Members of Transport Fraternity, comprising of Bus Drivers, Auto Drivers, and Pool car drivers, participated in the said programme under the gracious presence of Mr. R. G. Joshi-Ex. ARTO, Surat, Shri. Dhirubhai- Joint Secretary, Kelavani Mandal and Shri. Chandrakant Patel- Convener, Transport Committee, CHARUSAT.

The Session was conducted by Mr. R. G. Joshi-Ex. ARTO, Surat on the theme of “Road Safety” through various presentation slides and interactive session with the participants highlighting the crucial issues on road safety.





**Charotar University of Science and Technology
(CHARUSAT)**

Pri. B. I. Patel
***Human Resource Development
Centre (HRDC)***

Annual Report

2016 - 17

Pri. B. I. Patel Human Resource Development Centre (HRDC) Annual Report 2016-17

Pri. B. I. Patel Human Resource Development Centre (HRDC), since inception, has endeavoured towards dedicated efforts in developing the Teaching Faculty, the Non-Teaching Staff and the Students of the University at large through multi-dimensional Training Modules by Resource Persons from various walks of life having experience and expertise including resource persons from within University. In line with the objectives of HRDC, following activities conducted during the period: June 2016 to May 2017.

1. "Attitude Decides, Altitude" Phase 01 & Phase 02

01 Day Workshop on the theme, "Attitude Decides Altitude" for Non-Teaching Staff Members, including Technical and Non-Technical, in 02 phases in multiple batches covering 154 Staff members was undertaken with the objective of enabling the participants to re-look into one's attitude and bring in attitudinal changes for self-enrichment and greater contribution for the Institution.



HRDC initiated a Workshop for all Non-Teaching Staff Members (Technical and Non-Technical) under the theme, '*Attitude Decides Altitude (Second Level)*'. This programme had been designed for all Non-Teaching Staff Members who had had already undergone First Level Programme in the identified broad area under the said caption by the same Training Personnel. The Workshop was conducted by External Resource Person: Dr. Mahesh Patel.

The objective of the programme is to equip and motivate the participants with advanced knowledge to optimize the sense of positivity and to become winner in life.

The broad content of the topic covered live case studies presented by the participants based on the inputs of First Workshop. The workshop followed *'Learning by Doing Pedagogy'*.



2 'Enhancing Life Skills'

06 Day Faculty Development Programme under the theme, **"Enhancing Life-Skill"** covering various skill sets based on the Training Need Analysis, as well as areas suggested under 12th Plan Guide of UGC, was conducted in Two Phases, covering 136 Teaching Staff Members.

Topics Covered: Meditation, Interpersonal Skill, Time Management, Stress Management, Personality Development, Team Building, Work-life Balance,



Change Management, ICT Based Learning for Effective Classroom Learning, Thinking Skill

and Scientific Temper, Quality Assurance in Higher Education, Mental Health Attitudes and Values, Create your Own Image.

3 “Grooming and Styling”

Workshop Module Training Programme for Teaching Faculty and Non-Teaching Staff members under the theme “**Grooming and Styling**” split into multiple batches was organized covering 137 Teaching Faculty Members and 69 Non-teaching staff members.

The workshop was conducted by Panache Academy- A renowned Hospitality and Tourism Institute, Ahmedabad.



Separate Sessions for Male and Female Faculty Members were organized. The objective of the programme was to create an image which is



positive and long lasting impressive.

4. “Work-Life Balance” and “Attitude – The Master Key to Happiness” by Pujya Swami Gnanvatsaldasji, BAPS Baroda.

In today’s fast paced professional world, the term, “Work Life-Balance” is used a lot around work places. Hence, Pujya Swamiji suggested the captioned topic to throw light on what it is about, what does it truly mean, and how to harmonize work and life for a better living.



The captioned topic, “Attitude – The Master Key to Happiness” for the Student Fraternity has also been suggested by Pujya Swamiji, since lack of proper attitude is a great hindrance in reaching the right altitude. Hence, students need to be enthused in cultivating right attitude for success in life.

5. Self-Actualization & Innovative Leadership (SAIL)

Residential Happiness Programme under the theme “Self Actualization & Innovative Leadership (SAIL)” at Art of Living Ashram, Vasad - Gujarat for Executives, Principals, Deans and HoDs of CHARUSAT On and from 11/06/2017 till 13/06/2017

Pri. B. I. Patel Human Resource Development Centre ventured into a programme design, not made by many. CHARUSAT believes in संगच्छद्वं – Togetherness. Keeping this spirit in mind, a 02 Day Residential Retreat is a celebration of the diversity in nature cultivating a greater sense of Togetherness and Teamwork.

The serenity of the Ashram, out of din and bustle of the city life, being located at the bank of river Mahisagar, immediately lifts the mind to a higher plane, leaving behind mental, emotional and physical stress and the drudgery of daily life.

The day began with nature's bounty. The early morning Yoga exercises, Knowledge Sessions, Sudarshan kriya, Audio-visual clippings of Sri. Sri. Ravishankar's worldwide activities, followed by devotional songs kept everyone not only hale and hearty, but lifted the minds to a realm of Happiness in Profundity. The sessions concluded with firm resolution to maintain the momentum of Peace and Togetherness in all the day to day activities of life.



6. Faculty Development Programme (FDP) - "Capacity Building"

06 days Faculty Development Programme on the theme, "Capacity Building" for Teaching Faculty of CHARUSAT during Summer Vacation 2017.



The programme for Teaching Faculty under the theme “**Capacity Building**” split into 07 batches was organized covering 148 Teaching Faculty Members. The FDP commenced on and from May 01, 2017 till June 20, 2017, to enable the participants to work together in acquiring new knowledge for Academic and Social Development. The goal is to equip and motivate the participants with advanced knowledge to accept challenges of quality teaching and research. The workshop was conducted by renowned Resource Persons like “Manthan – Center for Human and Organizational Development”- Ahmedabad, “Mr. Kamal Dabawala – Continuous Learning Pvt. Ltd” - Nadiad and “Dr. Navneet Chauhan – Head of the Department, Hindi, Sardar Patel University”. The topics covered were “Role of Teacher Effectiveness”, “Out of Box Thinking towards fostering Culture of Innovation” and “Theatre in Education”.



7. ‘Organizational Commitment and YOU’

01 Day Workshop for Non-Teaching Staff Members comprising of Lab Technicians/ Lab Assistants and Workshop Technicians has been initiated by Pri. B. I. Patel Human Resource Development Centre under the theme, ‘Organizational Commitment and YOU’. The objective of the Workshop is to instill the spirit of firm commitment towards the organization, as a Singular You as well as Collective You.



The Workshop will be conducted by Mr. Shetal Gonsai, a certified Trainer associated with JCI, Baroda. Mr. Gonsai has conducted training sessions for Teaching Staff of CHARUSAT in Faculty Development Programme during Summer Vacation 2016.

8. “Good Manners and Etiquette-સારી રીતભાત અને શિષ્ટાચાર”

HRDC initiated a Workshop for all Attendant Staff Members of CHARUSAT on the theme, “Good Manners and Etiquette - સારી રીતભાત અને શિષ્ટાચાર”. It is a known fact that the person who behaves better wins hearts. Being Well-Mannered is a real source of personal and competitive advantage. Keeping this objective in mind, this Workshop for Attendant Staff of CHARUSAT family, was initiated to create positive, confident and self-motivated individuals who in-turn will help in creating goodwill in persons they come in contact with, thus smoothening interactions.



The workshop was conducted by Mr. Shetal Gonsai, a certified Trainer associated with JCI, Baroda. Mr. Gonsai with his simple and lucid techniques presented the Manners and Etiquettes that require refinement and manifestation in day to day work by all the

Attendant Staff Members associated with Charusat Family.

Other Programmes:

9. 5th Sardar Patel Memorial Lecture

In order to keep up the spirit of National Fervor, HRDC coordinated the 5th Sardar Patel Memorial Lecture on December 15, 2016. Nearly 290 Members participated in the said programme. The lecture under the caption, “Sardar Patel: Architect of United India” was delivered by Dr. Naresh L. Ved, Former Vice-Chancellor of Bhavnagar University. The historical anecdotes and the lucid mannerism of presentation was highly applauded by the entire audience.



10. Demonetization: Its prospective in Investment Opportunity

HRDC organized a Seminar on, “Demonetization: It’s prospective in Investment Opportunity”, on December 27, 2016. It was a Divya Bhaskar CSR Programme, initiated by HRDC with the objective of highlighting the broad based impact of Demonetization as investment opportunity. The Seminar was attended by nearly 280 participants.

The Session was addressed by Mr. Nishant Mehta – VP, Divya Bhaskar, Mr. Jignesh Madhwani- MD Torin Wealth Management and Mr. Girish Patel – Insurance Expert. The session has elaborately discussed on the effects of Demonetization, its impact and how people shall have more options to invest. The session ended with Open House Interaction with the participants.



11. World Cancer Day Celebration

HRDC in collaboration with PDPIAS on 4th February 2017 initiated the programme under the theme, "Cancer: Myths and Facts" to commemorate 4th February being observed as World Cancer Day all over the world.



Renowned experts from the field of Cancer Research namely, Dr. Rakesh Rawal, Senior Scientist, Gujarat Cancer and Research Institute, Ahmedabad., Dr. Rajesh Kantharia, Head and Neck Onco-Surgen, Kailash Cancer Hospital and Research Centre, Goraj, Vadodara, Dr. Anjana Chauhan, MD, Gynecologist, GLOBAL Hospital, and Apollo CBCC Cancer Care, Ahmedabad and Dr. Neeraj Jain, Assistant Professor, PDPIAS clarified on the wrong notions about cancer from the minds of the people and to make them aware of the important facts about it. The programme drew attention of all the employees of CHARUSAT, as well as final year students of Nursing, Physiotherapy and Applied Sciences.

12. Attitude – The Master Key to Happiness

“Attitude – The Master Key to Happiness” the topics for the Student Fraternity had suggested by Pujya Swamiji, since lack of proper attitude is a great hindrance in reaching the right altitude. Hence, students need to be enthused in cultivating right attitude for success in life.



13. “Positive Attitude for a Healthy Mind”

“Positive Attitude for a Healthy Mind” by Swami Nikhileswarananda-RK Mission, Baroda. HRDC initiated, as part of Spiritual Development Programme, a discourse on “Positive Attitude for a Healthy Mind” by Swami Nikhileswarananda of RK Mission- Baroda for all the members of CHARUSAT Family on September 24, 2016. Nearly 290 Members participated in the said discourse.



The programme was intended to contribute value education for Teaching, Non-Teaching and Student Fraternity of Charusat Family at large.

14. Enthusiasm: The Colour of Life

“Enthusiasm: The Colour of Life” by Swami Anubhavananda, through Ahmedabad Management Association (AMA) HRDC initiated, as part of Spiritual Development Programme, a discourse on “Enthusiasm: The Colour of Life” by Swami Anubhavananda, through Ahmedabad Management Association (AMA) on September 28, 2016. Nearly 290 Members participated in the said discourse.



The programme was intended to contribute value education for Teaching, Non-Teaching and Student Fraternity of Charusat Family at large.



**PRI. B. I. PATEL HUMAN RESOURCE DEVELOPMENT CENTRE
(HRDC)**

HRDC Activity

Annual Report: 2017 - 2018



**Charotar University of Science and Technology (CHARUSAT)
Pri. B. I. Patel Human Resource Development Centre (PBIPHRDC)**

Report of HRDC Activities undertaken during the period June, 2017 to May, 2018

Pri. B. I. Patel Human Resource Development Centre (HRDC), since inception, has endeavoured towards dedicated efforts in developing the Teaching Faculty, the Non-Teaching Staff and the Students of the University at large through multi-dimensional Training Modules by Resource Persons from various walks of life having experience and expertise including resource persons from within University.

HRDC has also endeavoured in reaching out to the stake holders associated with Charusat Family as Partners in Progress namely Transport Vendors & Food Vendors by way of 'Happy Meet'.

In line with the objectives of HRDC, following activities conducted during the period:

1. One day Seminar on "Goods & Service Tax (GST) – An Overview " under Awareness of Linkages between Society, Environment, Development and Education.

- In view of the historic roll out of GST, Pri. B. I. Patel Human Resource Development Centre of CHARUSAT initiated a Seminar for providing a clear understanding of impacting of GST in various segments for Members of CHARUSAT Family on Wednesday, 12/07/2017.
- Mr. Nishant Mehta, Vice President, Divya Bhaskar and Mr. Jigar Anjaria, Director & Partner, Leader Care Wealth Manager conducted the seminar. Full house capacity of participants consisting of Teachers, Students and Other members of Charusat Family interacted with the resource persons in the open house session to get clarification on various issues on GST.
- The session concluded with the summing up by Mr. Mehta by expressing great hopes on the success of GST. He explained it may not be for the ensuing generation, but certainly for the generation next, wherein India will be looked up as a major economic power in the whole world.

2. 04 Day Faculty Development Programme under the theme, “Learner and the Learning Process” for Faculty Members having 0-3 years of teaching experience

- 04 Day Faculty Development Programme for Teaching Faculty under the theme, “Learner and the Learning Process”, split into 02 Batches for 04 Day Each were organized covering 82 Teaching Faculty Members having teaching experience of 0-3 years. The FDP commenced on and from 26th August 2017 till 4th November 2017.
- The objective of this Faculty Development Programme was to orient the educators to Systems Approach in Education and Constructivism as a paradigm for teaching and learning and innovative teaching practices based on the principles of constructivism as well as classroom communication. It was aimed to enable and motivate them to become real-time practitioners so as to bring about the desired modification in behavior of the learners.
- The workshop was conducted by Prof. (Dr.) Sulabha Natraj, Ex Principle Waymade College, Anand, along with three associates namely Dr. Nandita Acharya, co-founder and Director Sannibh Technologies, Baroda; Dr. Dipali Gandhi, Prof. Waymade College, Anand and Ms. Bhumika Mangrola, Anand.
- The topics covered were “Understanding the Learning Strategies of a Learner”, “Constructivism As A Paradigm For Teaching And Learning”, “Effective Evaluation in Behavioural Terms” and “Classroom Communication: Foundation Stone for Organizing and Leading Teaching”.
- The formative assessment carried out by the Team of Trainers summarized, that teachers training needs to be supplemented by continuous evaluation of teachers with two main functions – improvement and accountability, followed by feedback. 49 Teaching Faculty Members have completed the entire Programme.
- In order to take on the Teachers to the advance level of training session under “Learner and The Learning Process”, we propose a trajectory can be further planned out in a phased manner.

3. 01 Day Seminar under the theme ‘Safety Precautions’ in collaboration with Regional Transport Authority Anand Gujarat.

- Pri. B. I. Patel Human Resource Development Centre (HRDC) initiated seminar under the theme, ‘Safety Precautions’ for Students and other members of Charusat Family on Wednesday 30th August 2017.
- The programme was necessitated in view of several ill-fortunate Road Accidents taking place all around, and sadly Charusat Family Members have been falling victim to the unfortunate incidents. HRDC initiated safety precautions session for the benefit of everyone and student community in particular.

- The seminar was addressed by Ms. Rutvija P. Dani of Regional Transport Authority, Anand; she invited some of the students to present their view points on the theme of the seminar. Five students from various disciplines of the University made some thought provocative presentations, which were very much appreciated by all the audience. The programme generated great enthusiasm and determination to implement the idea of safety precautions as a matter of routine. The programme was attended by 400 plus students at CMPICA Auditorium.

4. 01 Day Seminar on “Industry - Academia Linkages: a CII Initiative”

- CII Zonal Core Committee of Industry Academia Linkages conveyed their earnestness to conduct seminars with Teachers and Students of CHARUSAT.
- In line with the above, HRDC took initiative for a dialogue with the Chairman of CII Committee for organizing the seminar with the objective to develop competence in understanding recent advances in industry and also to understand the industry requirements & expectations and bridge the gap.
- Accordingly, brief sessions have been designed for Teaching Faculty Members as well as for the Students of 2nd and final year from different disciplines for understanding the Industry expectations and possible Industry-Institute tie-up.
- Swapon Adhikari, convenor of CII Central Gujarat core committee and CEO, India Compute Interchange, briefed on the demand side of manpower requirement by the industry as well as the pains they face in the process of interviews for recruitments. Mr. Adhikari asked the teachers to collaborate with CII in making in-roads for industry-academia linkages by way of industry visit with students and to come-out with action plan for recruitment prospective for the students in various segments of the industry.
- Manish Kothari, Managing Director of Rhino Innovations Private Limited, Anand highlighted industry's requirements vis-a-vis student's preparedness to grab the job. Kamal Dabawala, chairman of Continuous Learning Private Limited emphasised on soft-skill trainings, particularly, communication skill, attitudinal development and interview skills so as to make the students confident to face the interview challenges. The seminar was attended by around 60 teaching faculty members and around 260 students of pre-final and final year from various disciplines of Charusat.

5. National Fervor - 6th Sardar Patel Memorial Lecture: National Unity Day (Rastriya Ekta Diwas)

- As per tradition of CHARUSAT and in line with the HRDC Activity under ‘National Fervour’, 6th Sardar Patel Memorial Lecture has been initiated under

the theme, *“Sardar Patel and Social Education”* to commemorate 142nd Birth Anniversary of Sardar Vallabhbhai Patel on Rastriya Ekta Diwas (National Unity Day) on Tuesday, 31st October 2017.

- Dr. Manilal H. Patel, Professor & Former Head, Gujarati Department, S P University, and a noted Poet & Author delivered the Lecture under the theme, *“Sardar Patel and Social Education”*.
- The memorial lecture was well attended by around 220 participants consisting of Teachers, Students and other members of Charusat Family.

6. National Fervor - 155th Birth Anniversary of Swami Vivekananda: National Youth Day (Yuva Diwas)

- In line with HRDC activity under ‘National Ferver’, 1st Commemorative Lecture has been initiated under the theme *“Vivekananda: The Icon of Youth”* to commemorate 155th Birth Anniversary of Swami Vivekananda on Yuva Diwas (National Youth Day) on Friday, 12th January 2018.
- To celebrate the occasion, Smt. Jyotiben Thanki, Professor of Economics, noted Author of Spirituality, Gujarati Literature and Shri. Aurbindo Research Scholar delivered the lecture.
- In her deliberation Smt. Jyotiben came out with glaring examples from Swami Vivekanandas’ life and sublime message for the Youth saying that *“Only compassion can bring about massive change in Youths’ life”*.
- The memorial lecture was enthusiastically participated by around 250 participants from Teachers’ & Students’ Fraternity as well as other members of Charusat Family.

7. Faculty Development Programme under the theme, *“Empowering through Professional Work Culture”*

06 Day Faculty Development Programme related with API Scoring have been scheduled during December 2017 till February 2018 (36 Days) instead of during Summer Vacation 2018 in order to facilitate planned engagement of Faculty Members in DKT/IE & other Institution related functions as per the consensus of Principals, Deans and HoDs

- 06 Day Faculty Development Programme for Teaching Faculty under the theme, *“Empowering through Professional Work Culture”*, split into 06 Batches for 06 Days each (36 days) were organized covering around 297 Teaching Faculty Members.
- Short Term Training Sessions for 06 Days have been designed in the light of UGC Components of the Orientation Programme with a maximum of 216 contact hours, that is, 6hrs daily for 36 days.

The Teaching Faculties have been undergoing different level Programmes in identified broad areas. The 06 day FDP aimed at helping the teachers to realize the larger context of education and the role of a teacher and society.

- Theme, Session Objective and Resource Persons for 06 day FDP have been designed as under:

No.	Theme	Resource Person	Course Objective
1.	Heartfulness Meditation & Relaxation	Dr. Kashyap Bhatt & Team from Ramchandra Mission, Anand	Spirituality is the search for a higher experience of us. Experience is the source from which real knowledge begins. Heartfulness is a path to experiencing one's inner self.
2.	The Concept of Time & Motion in Physical Reality: a thought for Teachers.	Prof. K. N. Joshipura	This component aims at imparting basic skills & sensitivities that a teacher needs to know about the notion of time, space, matter, energy and motion that constitute the hard realities of our existence.
3.	Values in Higher Education in the light of Ancient Indian Epic	Dr. N. L. Ved	This component aims at understanding Philosophy of value-based education vis-a-vis Ancient Indian Epics.
4.	Self-Talk (Know Thy Self)	Prof. Vinay Pandya	This component aims at self-awareness – the way one talk to and feels about oneself – is the key to learning how to be more positive. Positive thinking leads to positive outcomes, and is known to be good for one's mental wellbeing.
5.	Change is an Opportunity: How to make use of it to One's Advantage.	Mr. Shetal Gonsai	Under this component, Teachers will be familiarized with the concept of Change Management to make aware of the ways in which they may develop their own personalities for greater contribution to the university and society at large.

6.	Leadership Development	Mr. Chirag Desai	Modern day Leadership Demands – developing Individual Leaders as well as Leadership at a Collective Level. Under this component, Conceptual foundation, Focus on Learning by Doing as well as Management Games & Case Study Methodology will help turn our Teacher’s Potential into Success.
7.	Talent Management	Mr. Shetal Gonsai	This component aims at imparting knowledge of Talent Management and Employee Relations.

- On completion of all the sessions of each batch, the formative assessment has been carried out by the respective resource persons as per UGC Guideline. 215 Teachers have completed the entire programme.
- The *‘Feedback Form & suggestions, if any’* has been circulated to all the participants on completion of each batch and summative evaluation prepared.

8. World Cancer Day: 3rd February 2018

- A popular talk is being initiated by PDPIAS and organized by HRDC on Saturday February 03, 2018 under the theme, *“Ill effects of Smoking and Tobacco consumption among School Students”* to commemorate 4th February, being observed as World Cancer Day.
- The objective of the programme was to create awareness amongst school students, in particular, by showcasing the deadly impact of consumption of various forms of Tobacco and how to get rid of this bad habit.
- 150 School Students from MET High School, Borsad as well as Students of CHARUSAT associated with NSS have been invited through CREDP CHARUSAT, for participation in the programme.
- Prof. Dr. Dinesh Kumar, M.D. Pramukhswami Medical College, Karamsad, a renowned expert from the field of Community Medicine, addressed the students. He talked about individuals' susceptibility to various diseases that arise due to tobacco consumption with special focus on cancer. He encouraged students to play a key role in the society to spread awareness among masses about harmful effects of all form of tobacco consumption.
- Dr. Neeraj Jain of PDPIAS, showed how common men are befooled and get trapped by the fascinating advertisements of pan masala endorsed by various Bollywood Celebrities wherein those celebrities themselves do not consume the

pan-masala at all. He also shared the personal grief of losing his 35 years old friend due to oral cancer because of the bad habit of tobacco chewing.

9. Soft Skill Training Programme (SST) during Summer Vacation 2018

- Soft Skill Training Programme (SST) as part of Faculty Development Programme (FDP) under the theme, "Empowering through Professional Work Culture" during Summer Vacation 2018.
- Theme, Session Objective and Resource Persons for 06 day FDP have been designed as under:

No.	Theme	Resource Person	Course Objective
1.	Heartfulness Meditation & Relaxation	Dr. Kashyap Bhatt & Team from Ramchandra Mission, Anand	Spirituality is the search for a higher experience of us. Experience is the source from which real knowledge begins. Heartfulness is a path to experiencing one's inner self.
2.	The Concept of Time & Motion in Physical Reality: a thought for Teachers.	Prof. K. N. Joshipura	This component aims at imparting basic skills & sensitivities that a teacher needs to know about the notion of time, space, matter, energy and motion that constitute the hard realities of our existence.
3.	Values in Higher Education in the light of Ancient Indian Epic	Dr. N. L. Ved	This component aims at understanding Philosophy of value-based education vis-a-vis Ancient Indian Epics.
4.	Self-Talk (Know Thy Self)	Prof. Vinay Pandya	This component aims at self-awareness – the way one talk to and feels about oneself – is the key to learning how to be more positive. Positive thinking leads to positive outcomes, and is known to be good for one's mental wellbeing.
5.	Change is an Opportunity: How to make use of it to One's Advantage.	Mr. Shetal Gonsai	Under this component, Teachers will be familiarized with the concept of Change Management to make aware of the ways in which they may develop their own personalities for greater contribution to the university and society at large.

6.	Leadership Development	Mr. Chirag Desai	Modern day Leadership Demands – developing Individual Leaders as well as Leadership at a Collective Level. Under this component, Conceptual foundation, Focus on Learning by Doing as well as Management Games & Case Study Methodology will help turn our Teacher’s Potential into Success.
7.	Talent Management	Mr. Shetal Gonsai	This component aims at imparting knowledge of Talent Management and Employee Relations.

10. One day Workshop under People Development Programme (PDP) for Attendant Staff Members under the theme, "You are Important"

- One day Workshop under the theme, “You are Important – તમે મહત્વપૂર્ણ છો.” as part of development programme for Attendant Staff Members (in 02 Batches)
- The objective of the programme was to develop positive attitude towards work/service, responsibility and obligations self-motivation.
- The programme was conducted by Mr. Shetal Gonsai, JCI Certified Trainer on 26/06/2018 and attended by 43 Attendant Staff Members.
- The programme impacted in providing a new outlook and positive consideration to work and personal life.

11. Administrative Training Programme (ATP) for Non-Teaching Staff Members under the theme, "Change your Image Change your Life" (in 02 Batches)

- 04 Day Administrative Training Programme (ATP) for Non-Teaching Staff Members (Admin. & Lab.) under the theme, “Change your Image, Change your Life” (in 02 Batches)
- The objective of the programme was to instill the spirit of firm commitment towards the organization by way of self-enrichment. The programme was conducted from 27 June 2018 to 30 June 2018 and was attended by 107 Non-Teaching Staff Members. Among them 96 Participants have completed the entire programme.
- The Theme cover in the 04 day ATP are:
 1. Meditation & Relaxation
 2. The Power of Responsibility
 3. Body Language
 4. Self Esteem
 5. Real to Real Life

Annual Report

Year: 2018-2019



**Pri. B. I. Patel Human Resource Development
Centre (PBIPHRDC)**

॥ आ नो भद्राः क्रतवो यन्तु विश्वतः ॥

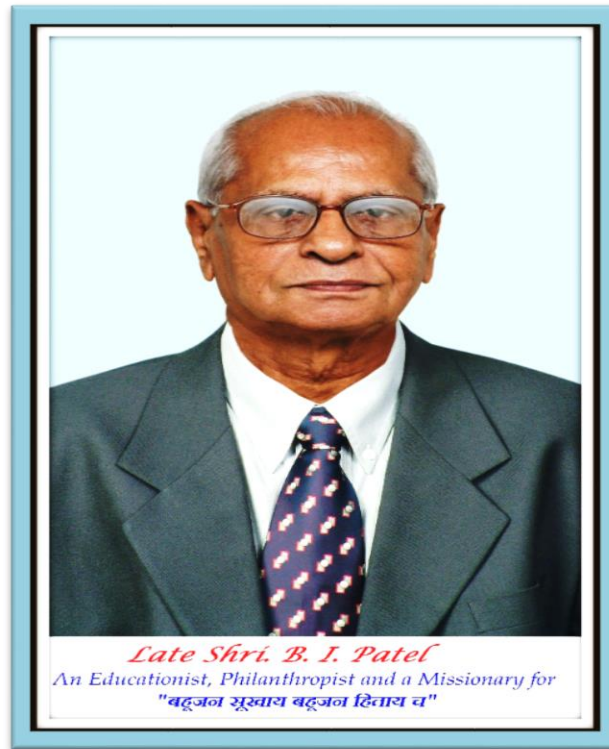


Let Noble Thoughts Come To Us From All Ends



**Charotar University of Science and Technology
(CHARUSAT)**

**Charotar University of Science and Technology (CHARUSAT)
Pri. B. I. Patel Human Resource Development Centre (PBIPHRDC)**



In pursuance of the vision of Charusat to emerge as a world class university, it was decided to set up a dedicated center for development of faculty and administrative staff on a continuous basis.

The Human Resource Development Centre, conceived for this purpose, was inaugurated on April 14, 2012. Prof. Dinesh Awasty, Director, EDI was the Chief Guest on the occasion and Mr. Dangayach, MD, Sintex Plastics was the Guest of Honour.

Vision is to evolve as a Centre for Human Excellence through Knowledge and Skill Development and Mission is to undertake the responsibility of shaping individuals into fine examples of human personalities by providing opportunities of development and expression of human potential.

Pri. B. I. Patel Human Resource Development Center (HRDC) works towards identifying the unrealized potential of each individual so that it could be manifested in totality., act as an effective disseminator of the vision, mission, goals and objectives of the university i.e. Dissemination of university's academic requirement and policy to the faculty and HRDC will try to facilitate the process of globalization of CHARUSAT by training and development of human potential, within and outside university.

Human Resource Development Centre was rechristened as Pri. B. I. Patel Human Resource Development Centre (HRDC) on 28th December, 2013 and was inaugurated by Mr. B. I. Patel's Son and his Family.

Report on HRDC Activities undertaken during the Year 2018-19

Pri. B. I. Patel Human Resource Development Centre (HRDC), since inception, has endeavoured towards dedicated efforts in developing the Teaching Faculty, the Non-Teaching Staff and the Students of the University at large through multi-dimensional Training Modules by Resource Persons from various walks of life having experience and expertise including resource persons from within University.

HRDC has also endeavoured in reaching out to the stake holders associated with Charusat Family as Partners in Progress namely Transport Vendors & Food Vendors by way of 'Happy Meet'.

In line with the objectives of HRDC, following activities have been undertaken during the period from June 2018 to May 2019.

1. First Aurobindo Memorial Lecture under the theme, "Life & Teachings of Sri Aurobindo" to commemorate 147th Birth Anniversary of Sri Aurobindo 15/08/2018

- Charotar University of Science and Technology (CHARUSAT), as part of its tradition, initiates commemorative lecture series every year for its Students, Teachers and Non-Teaching Staff Members to inculcate the spirit of Love for Nation, Patriotism and Cultural Integration.
- In line with the tradition, on Saturday, 18th August 2018, Pri. B. I. Patel Human Resource Development Centre (HRDC) organized commemorative lecture under the theme "*Life and Teaching of Sri Aurobindo*" to celebrate 147th Birth Anniversary of Sri Aurobindo falling on August 15th.
- Dr. Bhalendu Vaishnav (M.D. Medicine), Chairperson, Sri Aurobindo Chair of Integral Studies, Sardar Patel University, Vallabh Vidyanagar has delivered the lecture. The programme was attended by approx. 160 Students, 90 teachers and 20 non-teaching staff members have participated in the said programme. Total 270 Charusat Family Members across all disciplines of the University.
- In his brief session, he brought out the scholastic and illustrious life and mission of Sri Aurobindo to the audience. He highlighted the journey of Sri Aurobindo as a Teacher of English from The Maharaja Sayajirao University of Baroda to the Pinnacle height of India's Independence Movement. The transformation of Sri Aurobindo as Prophet of Indian Nationalism to Rishi Aurobindo is a journey towards Enriched Life.
- Based on Life and Teachings of Sri Aurobindo, Dr. Vaishnav, summarized the session on designing the Goals of Life, Becoming Conscious of Oneself and to Attain Perfection in Life. The entire audience was charmed by his deliberations in lucid and simple language.

2. Transport Vendor: Happy Meet under the theme, "Drive Safe, Live Safe"

- As part of HRDC's initiative towards participative management in Socially Responsible events, a "Happy Meet" for Transport Vendors associated as Partners in Progress with CHARUSAT Family was organized on Tuesday, September 25, 2018 under the theme, "Drive Safe Live Safe".

- Enthusiastic Transport Vendors comprising of Bus, Auto, Pool-car Drivers numbering to 86 members and 06 of CHARUSAT Transport Committee Members (teachers) and 16 drivers from CHARUSAT have attended the Happy Meet at HRDC Seminar Hall. Total 102 participants have participated.
- Mr. Amit Khatri, associated as Faculty at Ahmedabad Management Association (AMA) for imparting Defensive Driving Training to all commercial drivers and Road Safety Trainer and Consultant, IIT Delhi, has conducted the 90 min. Session. The programme was aimed at providing useful guidance for safe driving since human errors caused most road accidents.
- Mr. Khatri, in his session, clearly emphasized on major safety norms that need to be made mandatory with immediate effect like, Use of Seat Belts in Car, absolute avoidance of Cell Phone and other accessories while Driving, and to keep oneself absolutely alert on and off the Road. He also emotionally touched upon the driver's sense of responsibility in taking the onus of passengers travelling along. In other words, he made the 'Drivers - Saviour of the Soul'.
- To make this system put in place, he urged upon all the Transport Vendors to adapt to Self-Discipline practices by implementation of Safety norms as demonstrated through video clippings in the presentation and by way of reading the manuals published by Road and Transportation Authorities.
- The programme generated great enthusiasm and determination to implement the idea of safety precautions as a matter of routine.

3. Out Bound Training (OBT) Programme for Faculty Members having work experience of 10 years and above at Art of Living Ashram, Vasad under the theme, "Happiness Programme" (Batch 01)

- 02 Day Residential Session (02 Nights) for Senior Teaching Staff Members of Charusat under the theme, "Happiness Programme", initiated by HRDC from Friday 28/09/2018 to Sunday 30/09/2018 in the serenity of Art of Living Ashram Vasad.
- The programme was attended by 46 Teaching Faculty Members comprising of 18 Female & 27 Male members.
- The objective of this Out Bound Residential Programme was to lift the minds of the teacher to a higher plane, leaving behind mental, emotional and physical stress and the drudgery of daily life.
- The workshop was conducted by Mr. Mayur Khunti, an experienced trainer from Art of Living Center, Bangalore along with two associates namely Mr. Mitul Dave and Dr. Khyati.
- The 02 day session elaborately touched upon "Yoga", "Pranayam", "Meditation" followed by "Knowledge Session" and "Sudarshan kriya". The sessions also involved all the participants in interactive sessions through various games, dramas, music and dance to ingrain the spirit of Togetherness and Team work.
- The Happiness Programme impacted in bringing the teaching fraternity closer to each other in terms of interpersonal relationship as well as living with the philosophy of "Happiness Now, And For All".

4. 02 Day Out Bound Training (OBT) Programme for Non-Teaching Members Batch 01 at Art of Living Ashram, Vasad under the theme, "Happiness Programme"

- 02 Day Residential Session (02 Nights) for Non-Teaching Staff Members Batch 01 of Charusat under the theme, "Happiness Programme", initiated by HRDC from

Friday 26/10/2018 to Sunday 28/10/2018 in the serenity of Art of Living Ashram Vasad.

- The programme was attended by 33 Non- Teaching Staff Members comprising of 06 Female & 27 Male members.
- The objective of this Out Bound Residential Programme was to lift the minds of the teacher to a higher plane, leaving behind mental, emotional and physical stress and the drudgery of daily life.
- The workshop was conducted by Mr. Mayur Khunti, an experienced trainer from Art of Living Center, Bangalore along with two associates namely Mr. Mitul Dave and Dr. Khyati.
- The 02 day session elaborately touched upon “Yoga”, “Pranayam”, “Meditation” followed by “Knowledge Session” and “Sudarshan kriya”. The sessions also involved all the participants in interactive sessions through various games, dramas, music and dance to ingrain the spirit of Togetherness and Team work.
- The Happiness Programme impacted in bringing the Non-teaching fraternity closer to each other in terms of interpersonal relationship as well as living with the philosophy of “Happiness Now, And For All”.

5. National Fervour: 7th Sardar Patel Memorial Lecture: National Unity Day (Rastriya Ekta Diwas)

- As per tradition, of CHARUSAT and in line with the HRDC Activity under ‘National Fervour’, 7th Sardar Patel Memorial Lecture has been initiated under the theme, ‘Sardar Patel – A Versatile Personality’ to commemorate 143rd Birth Anniversary of Sardar Vallabhbhai Patel on Rastriya Ekta Diwas (National Unity Day) on Wednesday, 31st October 2018.
- Shri Hasmukh Patel, Additional Director General of Police & Managing Director Gujarat State Police Housing Corporation, Gandhinagar has delivered the Lecture under the theme, ‘Sardar Patel – A versatile Personality’.
- The memorial lecture was well attended by around 280 participants consisting of Teachers, Students and other members of Charusat Family.
- Shri Hasmukh Patel, being an erudite scholar and successful technocrat, brought out many unknown facts from the illustrious life of Sardar Patel to signify the versatility of Sardar’s Life and Personality. The thought provocative lecture created a neo-vibration in the minds of the audience. 185 Students, 60 Teachers and 20 Non-teachers have participated in the programme totaling to 265 participants.

6. 02 Day Out Bound Training (OBT) Programme for Non-Teaching Members Batch 03 at Art of Living Ashram, Vasad under the theme, “Happiness Programme”

- 02 Day Residential Session (02 Nights) for Non-Teaching Staff Members Batch 02 of Charusat under the theme, “Happiness Programme”, initiated by HRDC from 15/11/2018 to 17/11/2018 in the serenity of Art of Living Ashram Vasad.
- The programme was attended by 44 Non- Teaching Staff Members
- The objective of this Out Bound Residential Programme was to lift the minds of the teacher to a higher plane, leaving behind mental, emotional and physical stress and the drudgery of daily life.
- The workshop was conducted by Mr. Mayur Khunti, an experienced trainer from Art of Living Center, Bangalore along with two associates namely Mr. Mitul Dave and Ms. Shivani.

- The 02 day session elaborately touched upon “Yoga”, “Pranayam”, “Meditation” followed by “Knowledge Session” and “Sudarshan kriya”. The sessions also involved all the participants in interactive sessions through various games, dramas, music and dance to ingrain the spirit of Togetherness and Team work.
- The Happiness Programme impacted in bringing the Non-teaching fraternity closer to each other in terms of interpersonal relationship as well as living with the philosophy of “Happiness Now, and for All”.

7. Residential Retreat at Bhrama Kumaris International Center, Gyan Sarovar, Mount Abu, Rajasthan.

- Understanding the hard-pressed time bound work pressure of our leaders at the helm of affairs, it certainly calls for time and space to look deep beyond the level of the physical body and sharpen their sensitivity and awareness of subtler levels of existence. Hence, 02 Day Residential Retreat is a celebration of the diversity in nature cultivating a greater sense of Self Actualization and Innovative Leadership.
- In order to bring in a greater sense of inclusiveness into the beauty of the programme, all the participants have been given the freedom to accompany along with their spouses in the 02 day Residential Retreat Programme.
- The 03 day Residential Retreat Programme on and from 07/12/2018 to 09/12/2018 was conducted under the theme, ‘Self-Empowerment’ for Academic Leaders of Charusat.
- The Programme was attended by Registrar, Dy. Registrars, Principals, Deans and HoDs along with spouses [25 Participants + 2 Children] Family: 12 Adults + 2 Children, 1 Female Participants and 12 Male Participants. Total 27 Participants.
- Rajyoga Education: Philosophy of Innate relationship with Parmatman & Atman were the impacting skill sets.
- Programme impacted in sharpening participant’s sensitivity and awareness of subtler levels of existence.

8. Three day Special Workshop under the theme, ‘Art of Counselling’ for Teachers of Mechanical, Civil and Electrical Departments

The need for Counselling Skills in Teaching has gained tremendous importance. Teachers interact with Parents from various ethnic, social, cultural, linguistic and religious back ground. Often Parents turn first to the teacher for support and advice when their children encountered academic, social, emotional and other challenges. Hence, Teachers are required to acquire good skill in the art of counselling which enable them to establish rapport and develop a trusting and helping relationships.

Keeping this broad objective in view, HRDC initiated a Pilot Project under the theme ‘Art of Counselling’ for the teachers. The 03 day sessions was conducted by Dr. Mauli Mahajan, an academician with expertise in Behavioral Science from Dubai, UAE.

- The 03 day Art of Counselling was conducted from 21/12/2018, 22/12/2018 & 26/12/2018 respectively. Teachers from Civil, Mechanical & Electrical Departments split into 02 Batches with 33 participants in each Batch. The programme was completed by 55 Participants have attended the said programme.
- The programme designed to reskill in the areas of Basic Knowledge of guidance and counselling, Techniques to help teachers address the personal, social, emotional, academic and career related problems of students that they may encounter in the classroom and Assistance in understanding the role of

counselling system in supporting students in addressing their future and social challenges.

- The programme impacted in recognizing the benefits of counselling, understanding the process types and misconceptions of counselling and the techniques of applying theoretical knowledge of counselling to real life.

9. Out Bound Training (OBT) Programme for Faculty Members having work experience between 06 to 10 years at Art of Living Ashram, Vasad under the theme, "Happiness Programme" (Batch 02)

- 02 Day Residential Session (02 Nights) for Senior Teaching Staff Members of Charusat under the theme, "Happiness Programme", initiated by HRDC from 27/12/2018 to 29/12/2018 in the serenity of Art of Living Ashram Vasad.
- The programme was attended by 66 Teaching Faculty Members
- The objective of this Out Bound Residential Programme was to lift the minds of the teacher to a higher plane, leaving behind mental, emotional and physical stress and the drudgery of daily life.
- The workshop was conducted by Mr. Mayur Khunti, an experienced trainer from Art of Living Center, Bangalore along with two associates namely Mr. Mitul Dave and Dr. Khyati.
- The 02 day session elaborately touched upon "Yoga", "Pranayam", "Meditation" followed by "Knowledge Session" and "Sudarshan kriya". The sessions also involved all the participants in interactive sessions through various games, dramas, music and dance to ingrain the spirit of Togetherness and Team work.
- The Happiness Programme impacted in bringing the teaching fraternity closer to each other in terms of interpersonal relationship as well as living with the philosophy of "Happiness Now, And For All".

10. Out Bound Training (OBT) Programme for Faculty Members having work experience of 0 to 5 years and above at Art of Living Ashram, Vasad under the theme, "Happiness Programme" (Batch 03)

- 02 Day Residential Session (02 Nights) for Senior Teaching Staff Members of Charusat under the theme, "Happiness Programme", initiated by HRDC from 16/01/2019 to 18/01/2019 in the serenity of Art of Living Ashram Vasad.
- The programme was attended by 38 Teaching Faculty Members.
- The objective of this Out Bound Residential Programme was to lift the minds of the teacher to a higher plane, leaving behind mental, emotional and physical stress and the drudgery of daily life.
- The workshop was conducted by Mr. Mayur Khunti, an experienced trainer from Art of Living Center, Bangalore along with two associates namely Mr. Mitul Dave and Dr. Khyati.
- The 02 day session elaborately touched upon "Yoga", "Pranayam", "Meditation" followed by "Knowledge Session" and "Sudarshan kriya". The sessions also involved all the participants in interactive sessions through various games, dramas, music and dance to ingrain the spirit of Togetherness and Team work.
- The Happiness Programme impacted in bringing the teaching fraternity closer to each other in terms of interpersonal relationship as well as living with the philosophy of "Happiness Now, And For All".

11. Out Bound Training (OBT) Programme for Faculty Members having work experience of 0 to 5 years and above at Art of Living Ashram, Vasad under the theme, "Happiness Programme" (Batch 04)

- 02 Day Residential Session (02 Nights) for Senior Teaching Staff Members of Charusat under the theme, "Happiness Programme", initiated by HRDC from 23/01/2019 to 25/01/2019 in the serenity of Art of Living Ashram Vasad.
- The programme was attended by 53 Teaching Faculty Members.
- The objective of this Out Bound Residential Programme was to lift the minds of the teacher to a higher plane, leaving behind mental, emotional and physical stress and the drudgery of daily life.
- The workshop was conducted by Mr. Mayur Khunti, an experienced trainer from Art of Living Center, Bangalore along with two associates namely Mr. Mitul Dave and Dr. Khyati.
- The 02 day session elaborately touched upon "Yoga", "Pranayam", "Meditation" followed by "Knowledge Session" and "Sudarshan kriya". The sessions also involved all the participants in interactive sessions through various games, dramas, music and dance to ingrain the spirit of Togetherness and Team work.
- The Happiness Programme impacted in bringing the teaching fraternity closer to each other in terms of interpersonal relationship as well as living with the philosophy of "Happiness Now, And For All".

12. Holistic Discourse under the theme, "In search of Happiness" as part of Value Education Programme by Swami Bodhanand Saraswati

- HRDC has organized a holistic discourse under the theme, "In search of Happiness" on Tuesday, 26th February 2019 by Pujya Swami Bodhananda Saraswati, Sambodh Foundation, India.
- Participants include consisting of 445 Students, 70 Teaching and Non-Teaching Staff Members from Charusat Family totaling to 515 attended the said programme.

13. Faculty Development Programme (FDP) under the theme, "Professional Enrichment" for Teachers (in 06 Batches)

- 04 Day In-house Faculty Development Programme (FDP) under the theme "Professional Enrichment" for Teaching Faculty Members scheduled on and from 26th March 2019 till 18th April 2019 (06 Batches x 04 Days).
- Short Term Training Sessions for 04 Days have been designed in the light of UGC Components with 6 hour contact session split into Two Batches i.e. Morning Session and Afternoon Session with duration of 3 hours per batch.
- The Teaching Faculties have been undergoing different level Programmes in identified broad areas. The 04 day FDP is aimed at helping the teachers to realize the larger context of education and the role of teacher and Society.
- The 04 day FDP shall cover the following broad themes:

Sr. No.	Theme	Resource Person	No. of Days	Course Objective
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1.	<i>"Developing your Personal Brand & Professional Image"</i>	Mr. Shetal Gonsai (JCI)	03 days	There is a strong belief that human potential is not to be judged, it is to be explored and, true to say, everything is possible. This component aims at developing image and brand that need to benefit oneself not only in his/her organization but also in today's culturally diverse world.
2.	<i>"Execution Excellence: Live-Learn-Lead"</i>	Mr. Shetal Gonsai (JCI)	03 days	Under this component Teacher will be familiarized with the concept of Living-Learning-Leading the organization by way of reviewing one's role & style to achieve organizational effectiveness, ownership and accountability.
3.	<i>"Mind Matters"</i>	Mr. Mayur Khunti (AOL)	03 days	This component aims at Self Awareness by way of understanding Mind-Body Relationship & the Techniques and Tools of diving deep within.
4.	<i>"Living: Safe & Sound"</i>	Mr. Amit Khatri (AMA)	03 days	This component aims at imparting knowledge on how to navigate ones' life safe & sound.

- Total 234 Participant have successfully attended session

14. 03 Day Out Bound Training (OBT) Programme for Attendant Staff Members as part of People Development Programme (PDP) Batch 01 at Art of Living Ashram, Vasad under the theme, "Happiness Programme"

- Out Bound Training Programme (OBT) as part of People Development Programme (PDP) for Attendant Staff Members at Art of Living Ashram Vasad Batch 01 under the theme, "Happiness Programme" from 05/04/2019 to 07/04/2019 in the serenity of Art of Living Ashram Vasad.
- The programme was attended by 20 Staff Members
- The objective of this Out Bound Residential Programme was to lift the minds of the teacher to a higher plane, leaving behind mental, emotional and physical stress and the drudgery of daily life.
- The workshop was conducted by Mr. Mayur Khunti, an experienced trainer from Art of Living Center, Bangalore along with two associates namely Mr. Mitul Dave and Ms. Shivani.
- The 02 day session elaborately touched upon "Yoga", "Pranayam", "Meditation" followed by "Knowledge Session" and "Sudarshan kriya". The sessions also involved all the participants in interactive sessions through various games, dramas, music and dance to ingrain the spirit of Togetherness and Team work.
- The Happiness Programme impacted in bringing the teaching fraternity closer to each other in terms of Interpersonal Relationship as well as living with the philosophy of "Happiness Now, & for all".

15. 03 Day Out Bound Training (OBT) Programme for Attendant Staff Members as part of People Development Programme (PDP) Batch 02 at Art of Living Ashram, Vasad under the theme, "Happiness Programme"

- Out Bound Training Programme (OBT) as part of People Development Programme (PDP) for Attendant Staff Members at Art of Living Ashram Vasad Batch 01 under the theme, "Happiness Programme" from 12/04/2019 to 14/04/2019 in the serenity of Art of Living Ashram Vasad.
- The programme was attended by 14 Staff Members
- The objective of this Out Bound Residential Programme was to lift the minds of the teacher to a higher plane, leaving behind mental, emotional and physical stress and the drudgery of daily life.
- The workshop was conducted by Mr. Mayur Khunti, an experienced trainer from Art of Living Center, Bangalore along with two associates namely Mr. Mitul Dave and Ms. Shivani.
- The 02 day session elaborately touched upon "Yoga", "Pranayam", "Meditation" followed by "Knowledge Session" and "Sudarshan kriya". The sessions also involved all the participants in interactive sessions through various games, dramas, music and dance to ingrain the spirit of Togetherness and Team work.
- The Happiness Programme impacted in bringing the Non-teaching fraternity closer to each other in terms of interpersonal relationship as well as living with the philosophy of "Happiness Now, And For All".

16. A Days' Session on Self Learning for all the Teaching and Non-Teaching Staff Member Staff Members under the theme, "My University, My Pride" (in 02 Phases)

- The Programme was initiated for Teaching and Non-Teaching Staff Members across all the disciplines as part of Self Learning about own campus, the people in and around and the ethos under the caption "My University, My Pride"
- The programme was attended by 392 Teachers from 29/04/2019 to 03/05/2019, from 09/05/2019 to 11/05/2019 and 13/05/2019 to 14/05/2019. Apart from this, 139 Non-Teaching Staff members from 28/05/2019 to 31/05/2019 totaling to 531 total participation for the said programme.

17. Soft Skill Training (SST) Phase 01: Out Bound Training Programme (OBT) for Teachers during Summer Vacation 2019 under the theme, "Happiness Programme"

- 03 Day Residential Session (02 Nights) for Senior Teaching Staff Members of Charusat under the theme, "Happiness Programme", initiated by HRDC from 20/05/2019 to 22/05/2019 in the serenity of Art of Living Ashram Vasad.
- The programme was attended by 47 Teaching Faculty Members.
- The objective of this Out Bound Residential Programme was to lift the minds of the teacher to a higher plane, leaving behind mental, emotional and physical stress and the drudgery of daily life.
- The workshop was conducted by Mr. Mayur Khunti, an experienced trainer from Art of Living Center, Bangalore along with two associates namely Mr. Mitul .
- The 02 day session elaborately touched upon "Yoga", "Pranayam", "Meditation" followed by "Knowledge Session" and "Sudarshan kriya". The sessions also involved all the participants in interactive sessions through various games, dramas, music and dance to ingrain the spirit of Togetherness and Team work.
- The Happiness Programme impacted in bringing the teaching fraternity closer to each other in terms of interpersonal relationship as well as living with the philosophy of "Happiness Now, And For All".

18. Soft Skill Training (SST) Phase 02: for Teachers during Summer Vacation 2019 under the theme, "Skilling the Skill"

- In-house Training Programme under the theme, 'Skilling the Skill' for Teaching Faculty members as part of Soft Skill Training (SST) during Summer Vacation 2019 (Phase 02) from 23/05/2019 to 24/05/2019 and was attended by 30 participants.
- The programme design to improve the skill sets on How to remain happy in life, Creating long lasting impressive image of self through 'Grooming and Styling', Knowledge on how to navigate ones' life safe & sound and Practical Guide to unlocking the potential in every area of life.
- The programme impacted in helping the teachers to realize the larger context of education and the role of teachers and society.

19. Out Bound Training Programme (OBT) as part of People Development Programme (PDP) for Driver Staff Members at Art of Living Ashram Vasad under the theme, "Happiness Programme"

- Out Bound Training Programme (OBT) as part of People Development Programme (PDP) for Attendant Staff Members at Art of Living Ashram Vasad Batch 01 under the theme, "Happiness Programme" from 25/05/2019 to 26/05/2019 in the serenity of Art of Living Ashram Vasad.
- The programme was attended by 13 Staff Members
- The objective of this Out Bound Residential Programme was to lift the minds of the teacher to a higher plane, leaving behind mental, emotional and physical stress and the drudgery of daily life.
- The workshop was conducted by Mr. Mayur Khunti, an experienced trainer from Art of Living Center, Bangalore.
- The 02 day session elaborately touched upon "Yoga", "Pranayam", "Meditation" followed by "Knowledge Session" and "Sudarshan kriya". The sessions also involved all the participants in interactive sessions through various games, dramas, music and dance to ingrain the spirit of Togetherness and Team work.
- The Happiness Programme impacted in bringing the teaching fraternity closer to each other in terms of Interpersonal Relationship as well as living with the philosophy of "Happiness Now, & for all".

20. Administrative Training programme (ATP) for Non-Teaching Staff Members during Summer Vacation 2019 under the theme, Discovering Self" (in 02 Batches)

- 03 Day In-house Administrative Training Programme (ATP) under the theme, "Discovering Self" ATP was conducted from Monday 03/06/2019 to Wednesday 05/06/2019 in 02 Batches, The batches were split into Morning & Afternoon Sessions of 03 hr duration each.
- Short Term Training Sessions for 03 Days have been designed in the light of UGC Components with 06 hour contact sessions i.e. Morning Session and Afternoon Session with duration of 3 hours per session.

- The Non-Teaching Staff Member have been undergoing different level programmes in identified broad areas. The 03 day ATP is aimed at helping the staff members to realize the larger context of education and the role in the society.
- The 03 day ATP shall cover the following broad themes:

Sr. No.	Theme	Resource Person	Date	Course Objective
1.	"Training the Mind"	Mr. Mayur Khunti, Art Of Living (AOL)	03/06/2019	This component aims at programming and conditioning of mind.
2.	"Safety First, Safety Last"	Mr. Amit Khatri (AMA), Ahmedabad	04/06/2019	This component aims at imparting knowledge on how to navigate ones' life safe & sound.
3.	"The Delight of Self Discovery"	Mr. Gaurang Mistry, Imageio Knowledge Solutions Pvt. Ltd., Vadodara	05/06/2019	This component aims at developing sense of self responsibility and self-discipline.

- Total 76 participants attended the said programme.

21. People Development Programme (PDP) for Attendant Staff Members during Summer Vacation 2019 under the theme, "It's all about Self Belief" (in 02 Batches)

- 02 Day People Development Programme (PDP) under the theme, "It's all about Self Belief - સ્વ-વિશ્વાસ" on Monday 03/06/2019 and Wednesday 05/06/2019 in 02 Batches, split into Morning & Afternoon Sessions of 03 hr duration each for all Attendant Staff Members.
- This specially designed programme would provide the participants a new outlook and positive consideration to work and personal life.
- The 02 day PDP shall cover the following broad themes:

Sr. No.	Theme	Resource Person	Date	Course Objective
1.	"Drive Safe, Live Safe"	Mr. Amit Khatri (AMA), Ahmedabad	03/06/2019	This component aims at imparting knowledge on how to navigate ones' life safe & sound.
2.	"Developing a Winning Personality"	Mr. Shetal Gonsai, JCI, Daman	05/06/2019	This component aims at providing various tips that will help becoming a likable personality.

- Total 28 participants attended the said programme.

Annual Report

Year: 2019-20



**Pri. B. I. Patel Human Resource Development
Centre (PBIPHRDC)**

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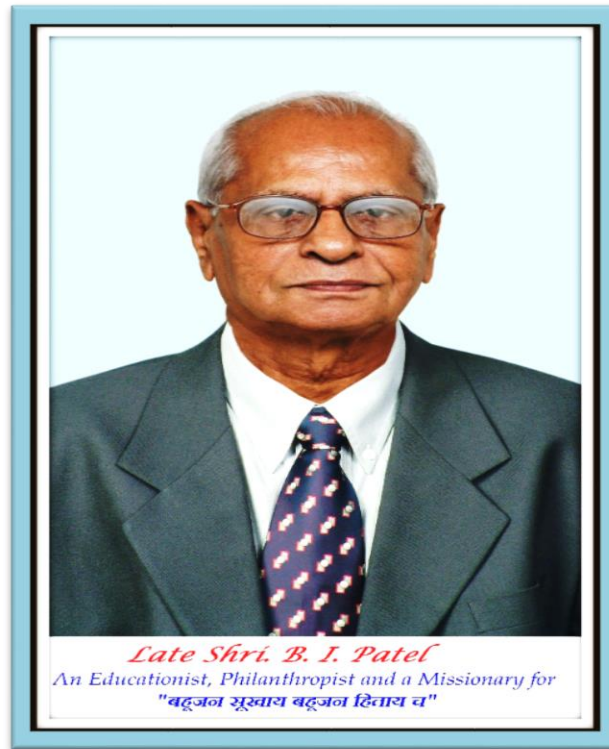


Let Noble Thoughts Come To Us From All Ends



**Charotar University of Science and Technology
(CHARUSAT)**

**Charotar University of Science and Technology (CHARUSAT)
Pri. B. I. Patel Human Resource Development Centre (PBIPHRDC)**



In pursuance of the vision of Charusat to emerge as a world class university, it was decided to set up a dedicated center for development of faculty and administrative staff on a continuous basis.

The Human Resource Development Centre, conceived for this purpose, was inaugurated on April 14, 2012. Prof. Dinesh Awasty, Director, EDI was the Chief Guest on the occasion and Mr. Dangayach, MD, Sintex Plastics was the Guest of Honour.

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HRDC has also endeavoured in reaching out to the stake holders associated with Charusat Family as Partners in Progress namely Transport Vendors & Food Vendors by way of 'Happy Meet'.

In line with the objectives of HRDC, following activities have been undertaken during the period from June 2019 to May 2020.

1. 2nd Sri Aurobindo Memorial Lecture under the theme, "Sri Aurobindo & Our Spiritual Heritage" to commemorate 148th Birth Anniversary of Sri Aurobindo.

- 'National Ferver', 2nd Commemorative Lecture has been initiated under the theme "Sri Aurobindo & Our Spiritual Heritage" to commemorate 147th Birth Anniversary of Sri Aurobindo on Wednesday, 14th August 2019.
- Prof. Sharad M. Joshi, Ex. Pro Vice Chancellor M.S. University, Vadodara has delivered the commemorative lecture.
- It was attended by 115 Teachers, 90 Students and 35 Non-Teaching Staff members totaling to 240 participants.

2. Seminar on "Portfolio Management" for Teachers undertaken by SBI Portfolio Management Team

- The programme was initiated for Teaching and Non-Teaching Staff members with the objective of making them learn the art and science of making decision about investment mix and policy, matching investment to object, and balancing risk against performance.
- The programme was conducted by State Bank of India (SBI) Portfolio Management Team on 03/08/2019 and was attended by 69 participants.

3. Workshop for Teachers as part of Faculty Development Programme (FDP) under the theme, "Art of Counselling"

- The need for Counselling Skills in Teaching has gained tremendous importance. Teachers interact with Parents from various ethnic, social, cultural, linguistic and religious back ground. Often Parents turn first to the teacher for support and advice when their children encountered academic, social, emotional and other challenges.
- Hence, Teachers are required to acquire good skill in the art of counselling which enable them to establish rapport and develop a trusting and helping relationships.

- Keeping this broad objective in view, HRDC initiated Second Phase of 'Art of Counselling' workshop for the teachers of above mentioned disciplines on and from 20/08/2019 to 22/08/2019 and was attended by 39 Teachers.
- The 03 day sessions was conducted by Dr. Mauli Mahajan, an academican with expertise in Behavioral Science.

4. Workshop for Teachers as part of Faculty Development Programme FDP under the theme, "Understanding Teaching" for Teacher having 0-5 years of Teaching Expeirence

- 03 Day Workshop on Teaching-Learning as part of Faculty Development Programme under the theme, "Understanding Teaching" on Mon. 26/08/19, Wed. 28/08/19 and Thu. 29/08/19 for Teaching Faculty Members having Teaching Experience 0-5 Years.
- Short-term workshop module training sessions for 03 days have been initiated in the light of components designed by Dr. Sulabha Natraj, Head CREDP with 6 hour contact session split into Two Batches i.e. Morning Session and Afternoon Session with duration of 3 hours per batch.
- The Teaching Faculties have been undergoing different level programmes in identified broad areas. The 03 day workshop was aimed at help the teachers to realize the larger context of education and the role of teacher and society.
- The 03 day workshop covered the following:

Sr. No.	Theme	Resource Person	No. of Days	Course Objective
1.	"Understanding Teaching"	Dr. Sulabha Natraj, Head CREDP	03 days	<ul style="list-style-type: none"> • To assess entry behavior of the participants; • To initiate discussion on teaching learning.

- Total participants attended the workshop: 86 Teachers.

5. 02 day Out Bound Training Programme for Teaching Faculty Members of Charusat under the theme "Exploring Science, Engineering, Technology and Innovations in Disaster Risk Management (DRM), Tier II" in collaboration with Gujarat Institute of Disaster Management (GIDM)

- Two Day Training of Trainers (ToT) for Teaching Faculty Members of Charusat under the theme "Exploring Science, Engineering, Technology and Innovations in Disaster Risk Management (DRM), Tier II" from 28/11/2019 to 29/11/2019 at GIDM Campus, Gandhinagar was designed in collaboration with GIDM Gandhinagar.
- The objective of ToT was to build up a dedicated Team consisting of Teachers from Charusat University across all disciplines in order to explore possibilities of creating a cadre of Master Trainers who can drive on exploring the use of Science and Technological Dimensions in Disaster Risk Reduction (DRR).
- The outcome of this ToT was to explore the use of Science, Engineering, Technology and Innovation for DRM and also to prepare the team for rendering training programme organized by GIDM for stakeholders like Schools, Colleges, Govt. Units, industries etc.
- The programmer was attended by 40 participants from Charusat University.

6. Online Training Sessions conducted during the Lockdown Period.(April-May 2020)

Pri. B. I. Patel Human Resource Development Centre (HRDC) endeavoured towards designing Online Training Sessions during the crucial hours of Lockdown Period.

Accordingly, we have designed 03 day Online Training Sessions for Teaching and Non-Teaching Staff Members as well as 01 Day Group Session for Students under Student Wellness Programme spread over to 31 sessions.

The detailed Programme Outline is as under:

I. Faculty Development Programme (FDP)

S. No.	Day Date	Time	Resource Person	Theme
Programme Outline (Phase 01)				
1	Thursday, 16/04/2020	11.00 a.m. to 12.30 p.m.	Mr. Mayur Khunti, Art of Living Trainer	"How to remain happy in difficult times"
2	Friday, 17/04/2020	11.00 a.m. to 12.30 p.m.	Mr. Shetal Gonsai, JCI Certified Trainer	"How you can contribute your best for the organization"
3	Saturday, 18/04/2020	11.00 a.m. to 12.30 p.m.	Mr. Sumit Ghosal, Clinical Psychologist & SWP Counselor	"Master your Mind, Master your Life"
Programme Outline (Phase 02)				
4	Monday, 27/04/2020	11.00 a.m. to 12.30 p.m.	Mr. Mayur Khunti, Art of Living Trainer	"How to remain happy in difficult times"
5	Monday, 27/04/2020	04.00 p.m. to 05.30 p.m.	Mr. Mayur Khunti, Art of Living Trainer	"How to remain happy in difficult times"
6	Tuesday, 28/04/2020	11.00 a.m. to 12.30 p.m.	Mr. Shetal Gonsai, JCI Certified Trainer	"How you can contribute your best for the organization"
7	Tuesday, 28/04/2020	04.00 p.m. to 05.30 p.m.	Mr. Shetal Gonsai, JCI Certified Trainer	"How you can contribute your best for the organization"
8	Wednesday, 29/04/2020	11.00 a.m. to 12.30 p.m.	Mr. Sumit Ghosal, Clinical Psychologist & SWP Counselor	"Master your Mind, Master your Life"
9	Wednesday, 29/04/2020	04.00 p.m. to 05.30 p.m.	Mr. Sumit Ghosal, Clinical Psychologist & SWP Counselor	"Master your Mind, Master your Life"

II. Administrative Training Programme (ATP)

S. No.	Day Date	Time	Resource Person	Theme
1	Thursday, 23/04/2020	11.00 a.m. to 12.30 p.m.	Mr. Mayur Khunti, Art of Living Trainer	"How to remain happy in difficult times"

2	Friday, 24/04/2020	11.00 a.m. to 12.30 p.m.	Mr. Shetal Gonsai, JCI Certified Trainer	"How you can contribute your best for the organization"
3	Saturday, 25/04/2020	11.00 a.m. to 12.30 p.m.	Mr. Sumit Ghosal, Clinical Psychologist & SWP Counselor	"Master your Mind, Master your Life"

The Training Sessions have been enthusiastically responded by the participants. The entire programme was attended and completed by **249** participants only.

The Content and Objective of the session theme delivered:

Resource Person: Mr. Mayur Khunti

Theme: 'How to be Happy in Difficult Situation'

1. Contents of Session:

- Ice Breaker - A Process in form of game to ponder on State of Mind.
- Happiness, how we perceive and how it is actually.
- Happiness And Wish, how they are associated and whether happiness is achieved by Completion of Wish.
- Mantra to Be Centered and Happy always.
- Happiness is Decision.
- Meditation
- Group Discussions.
- Question Answer Session.

2. How the Participants will be benefited:

- Participants would be able to apply the Technical Tips and process to daily life.
- It will bring clarity of Mind and Happiness in this Lockdown situation.

Resource Person: Mr. Shetal Gonsai

Theme: 'How you can contribute your best for the Organisation'

1. Contents of Session:

- What is Organization for you
- What do you mean by "Contribution"
- Create Ownership
- WIN-WIN Formula (Employer – Employees)
- Do's and Don'ts of True Employee

2. How the Participants will be benefited:

- To encourage to think that Organization is their pride.
- Change their thinking to "They are for organization and Organization is for them".
- To initiate ownership of organization.
- To build great confidence among team member
- Build every employ into a real power house of performance

Resource Person: Mr. Sumit Ghosal

Theme: 'Master your Mind, Master your Life'

1. Contents of Session:

- Mind / Brain Differences
- How the Mind works
- Laws of Mental Efficacy
- Mindfulness Principles
- Techniques:

- Breath Awareness
 - Body Scan Method
2. How the Participants will be benefited:
- Understand how Mind & Meditation works
 - Come out of the madness of obsessive thinking and worry
 - Become the master of your own mind
 - Have more control of your emotions
 - Practice of Two Mindfulness based Exercises

Summary of Participants' Responses on Feedback

The feedback form designed for Online Training Sessions for Teaching and Non-Teaching Staff Members combined, sought responses on the following broad areas.

1. Programme relevant to participants' need and interest
2. Content of the Programme
3. Online Session Presentation
4. 'Coverage' on programme content
5. 'Clarity' on programme content
6. Rating on Overall Programme

We have received feedback from 247 respondents, Teaching and Non-teaching combined.

7. CHARUSAT organized Webinar on COVID-19 PANDEMIC: Role of Youth and Volunteers

Webinar on "Covid 19: Role of Youth and Volunteers" was organised by CHARUSAT in association with Gujarat Institute of Disaster Management, Govt. of Gujarat on 16th May 2020. More than 132 participants have attended the webinar including 106 Faculty, 10 Staff members and 16 Youth & Volunteers, from across the State.

The webinar was hosted by Prin. B. I. Patel Human Resources Development Centre, CHARUSAT. Dr. Kamal Chakravartty, Head, HRDC informed that webinar aimed to enhance the understanding of COVID-19 as a disaster and not just a health emergency. The sessions were designed to focus on discussion basics about COVID-19 and how of the infection, why is it necessary to view the pandemic from the lens of Disaster Risk Management. Perceiving the pandemic as just a health emergency constrains our preparedness to the present times and few particular sectors, but, viewing it through the lens of disaster risk management, broadens our perspective and we visualize the emergent risks / issues too, like that of the upcoming season of heat-waves that would perhaps add on to the already building up pressure on our health infrastructure, or, the lockdown forced economy dip that might hinder the achievement of some of the SDGs. The role youth and volunteers should take up during this trying times. Although, we are in a lockdown and have nothing much to contribute to the betterment of the situation with the exception of frontline / essential service workers, we may find different ways to ease the situation a bit.

Providing information on the design of the webinar Shri P. K. Taneja, Director GIDM informed that it is essential that the youth and volunteers, who are the demographic dividend of the nation, be oriented towards looking at this pandemic (COVID-19) through the lens of disaster risk management, and thereby broaden their spectrum of analyzing the present as well as the future developments and consequences. In order to build this

culture of looking at a crisis, such as this, in a holistic and comprehensive manner, it is absolutely essential that the youth and volunteers be explained how the prevalent understanding of disaster risk fits into the present scenario and how the systemic nature of risk would affect every sector of development. The 'webinar' was designed to be in three segments. The first segment included information about COVID-19, answering the most obvious and the most frequently asked question to put the queries in one's mind at ease. The second segment was designed to show the participants how to view this crisis through the lens of DRM thereby tinkering their preparedness for the near future. The third segment was taken up to talk about the possible roles of youth and volunteers during this trying times. The objective behind this segment is to inspire the youth and volunteers to contribute even when they are following the rules and regulations imposed due to the lockdown!

Dr. Chintan Pathak, Assistant Professor cum Program Management, GIDM has given brief about the webinar and various activities carried out by GIDM in the area of DRM. Dr. Kamlesh Upadhyay, Professor and Head, Community Medicine Dept., B.J. Medical College and Hospital have given insight and current situations about Covid-19 Pandemic. It was followed by session of Mr. Sumedh Patil, OSD, GIDM on DRM perspective of COVID-19 and Wg Cmdr Puneet Chadha, PRO Ministry of Defence and former OC No. 3 Guj Air Sqn NCC Bhavnagar and PDRT Member - GIDM on Role of Youth and Volunteers during COVID-19. Subsequently interactive session with the participants of the webinar is moderated by Dr. Chintan Pathak from GIDM and panel of experts have given the specific views to the queries from participants. Mr. Sumedh Patil moderated Q&A sessions.

The webinar ended with appreciation note of Dr. Hiteshri Shastri, Assoc. Professor and Coordinator, CHARUSAT and Dr. Chintan Pathak from GIDM. A teacher is a student for life time and adding new knowledge as per the demand of the time and situation help a teacher to do his/her role at the best says Dr. Pankaj Joshi, Provost CHARUSAT. Teachers play a great role in shaping the young minds and so the future of the nation-world and society; CHARUSAT is always concerned about equipping the faculty members with the state of art knowledge and technology and extends a wholehearted support added Registrar Dr. Devang Joshi.