

## **Report of Nirmala Human Resource Development Centre 2012 -18**

Human Resource Development Centre (HRDC) of Nirmala College functions under the IQAC as a vital part of the institution from the year 2013. This initiative was launched for enhancing the academic, psycho-social, and administrative proficiency of the teaching and non teaching staff of the college. Strengthening the intellectual infrastructure of the faculty will foster the rapid progress of the institution. The centre provides faculty and administrators with access to rich academics and innovative approaches to learning and problem solving.

HRDC conducts diverse seminars, lectures and training programmes to promote quality performance among faculty and administrative staff. The centre organised its first skill development programme in January 2013. Rev. Fr. Vincent Joseph Nedungattu delivered a lecture on Interpersonal and communication skills in administration. In the academic year 2013-14 four faculty development programmes were executed. Rev. Dr. George Oliappuram delivered a lecture on the Role of teachers in Higher Education and Dr. T. M Jacob steered a training programme on IT in administration for non teaching staff. Rev. Dr. Paul Parathazham conducted a talk on The role of Catholic Institutions in transforming society on 28 March 2014 and Rev. Fr. Bobby Jose Kattikad furnished the teaching faculty with a lecture on The holistic development of youth on 30 March 2014.

In the year 2014-15 a total of five faculty development programmes were conducted, two for NTS and three for teaching faculty. On 23 July 2014 the then AGM of South Indian Bank Mr. Jolly Sebastian introduced various welfare schemes of SBI to the NTS. Rev. Fr. Joseph Puthenpurackal enriched the faculty with his seminar on Youth and Moral Values in Changing Society on 23 July 2014. Prof. Tommy Cherian conducted a Soft Skill Development programme on 25 November 2014. A training session on Online College Automation Software was carried out by Mr. Sirajudheen M.V on 18 December 2014 for both Teaching and non teaching staff. On 30 March 2015 Br. Thomas Paul endowed the teaching fraternity on the Problems of Youth in Current Scenario.

Four programmes were conducted in the academic year 2015-16 commencing with a Workshop on Innovative Methods of teaching in Value Education on 11 August 2015. Dr. Georgi Neernal delivered a lecture on 'How to curb ragging in a holistic manner' on 18 September 2015. A talk on Excellence in Higher Education was passed on to the teaching fraternity by Rev.Dr.George Thanathuparambil on 18 September 2015. Another faculty development programme was conducted by the centre on 8 January 2016 on 'Higher Education in India:Problems,Prospects' by Dr.Fr.Pius Malekkandathil.

The academic year 2016-17 witnessed a lot more lectures and seminars as proposed by HRDC. The programmes began with a training session by Dr.T.M.Jacob on Software based File Management on 29 November 2016.It was followed by another training session by Dr. Suby Baby on ICT for the non-teaching staff on 01 June 2016.A lecture was again delivered by Br.Thomas Paul on 29 November 2016 on the topic 'Ethics in Higher Education'.Rev.Fr. Joshua Mar Ignathios addressed the faculty on Human Values in Education on 18 November 2016. Msgr. Mathew Palamattom memorial Lecture by Dr. Jacob John Kattakkayam on

Quality Enhancement in Higher Education –Role of NAAC was held on 13 December 2016. DR. A. P.J. Abdul Kalam memorial Lecture by Dr. B. Ashok IAS was conducted on Academic Freedom on 11 November 2016. A one day training Programme on Effective Office Administration for administrative staff was also conducted in the same year in the month of February.

In the current academic year, six lectures were delivered by dignitaries. Sri. Justice (Rtd) Cyriac Joseph addressed a talk to the teaching faculty on the Role of teachers in the new age on 26 July 2016. As part of Faculty Development Programme another lecture on API Score and Career Advancement was delivered by Dr.Benny Jacob on 18 August 2017. Another lecture was addressed by Dr. P.C. Aniyankunj on 25 August 2017 on the topic Effectiveness of teaching in the changing context. 14 September 2017 observed another talk on Challenges of higher education by T.P Srinivasan. The teaching fraternity of Nirmala College also witnessed another lecture on Emerging parameters of quality assessment in higher education by Rev.Dr. Pius Malekkandathil on 14 December 2017. Another lecture was addressed by Dr. R.Selvam on the New NAAC Accreditation Framework on 15 December 2017.