

## 22. Question No 53

Number of Faculty recharging strategies (FDP-FIP, Administrative Staff College etc.) **Brief write up**(Period of Assessment: July 1, 2018- June 30, 2019)

The HRD activity of KAU is mandated with Central Training Institute (CTI), Mannuthy which serves as the nodal point of KAU's HRD activity. CTI undertakes training administration, documentation, negotiation, liaison and exploring scope for national and international training programmes. CTI organized 26 HRD training programmes for the various categories of employees during the period with the financial assistance of Government of Kerala. The subject areas of the HRD training programmes were tailor made according to the requirements of the various categories of the employees. Work motivation, work ethics, interpersonal relationships, organizational communication, organizational development, creativity and office procedures were the topics for which trainings were organized. The training sessions includes practical hands on trainings that will help to foster team spirit and responsibility, apart from enhancing the technical know-how of the employees. The broad titles of the HRD training programmes: included Orientation Programmes for newly recruited scientific staff , Faculty Improvement Programme for teachers, Skill Up-gradation Programmes for Permanent Labourers and Class IV employees' Proficiency Improvement Programmes for Assistants, Management Development Programmes for Section Officers and Assistant /Deputy Registrars and Induction Programmes for newly recruited clerical staff.

The scientific faculty of the university under goes regular orientation and faculty improvement programmes and trainings in frontier technologies and procedures. During the period under reporting 146 FIP and national level training programmes were attended by the faculty. These included administration and research management training for scientists sponsored by DST at Administrative Staff College of India (ASCI) , Hyderabad, National Academy of Human Resource Development (NAHRD) & DST , National Academy of Human Resource Development (NAHRD) & DST , ICAR, UGC , MANAGE, IITs etc. Advanced trainings on genomics, bioinformatics, IPR and climate modelling are some of the areas of trainings attended by the faculty.

KAU-Cornell University-Sathguru Foundation Exchange programme 'International Agriculture and Rural Development (IARD 2019)' was attended by one faculty and four students of KAU from September 2018 to March 2019.