

Ravayat



**Emblem of Empowered
Academia via Collegial
Interactions**

**Best Practices and
Follow up in Training
Programmes**

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UGC - HUMAN RESOURCE DEVELOPMENT CENTRE
(Erstwhile UGC-Academic Staff College)

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Preface



The present document Ravayat is an accumulation of some reflective experiences, active involvements and best practices based on the vision and mission philosophy of Human Resource Development Centre, Guru Jambheshwar University of Science & Technology, Hisar. In fact, all the above mentioned practices and follow-ups are the partners in how

developing people interact with the surrounding environment.

Indeed, this collection is a manuscript or evidence of best practices and follow-ups in various Human Resource Development Programmes with respect to Orientation Programme, Refresher Courses and Workshops organized by Human Resource Development Centre, Guru Jambheshwar University of Science & Technology. These regular practices and follow-ups inspire and motivate trainee teachers to challenge their stereotype thinking, examine their personal biases and generate an environment of trust along with team building skills with a societal valued approach. Howard (2006) has argued that we cannot teach what we do not know. At an individual level, these practices do bring about an awareness of the need for change.

Human Resource Development Centre Guru Jambheshwar University of Science & Technology, Hisar

The overall goal of a Human Resource Development Centre Guru Jambheshwar University of S&T Hisar is to provide the faculty members with the up-to-date information, skill and new knowledge necessary to integrate themselves into an excellent teacher. The main objective of conducting an Orientation or Refresher Programme is to transform a teacher into an empowered, innovative and creative teacher. It also provides new faculty members with opportunities for professional socialization, social networking, and collegiality within the nation and outside the nation for the development of professional abilities. These programmes under the flagship of HRDC increase understanding of institution-specific functioning procedures, encourage active participation in faculty governance, and stimulate planning for teaching, research, and service activities. These courses are meant for achieving decorum, ethics, and social responsibility. Simultaneously it is also a mandatory requirement for promotion purpose. They are to enable the newly appointed teacher to provide teaching technology, making pedagogical decisions, implement isolated instructional innovations and building of strong collaborative work culture with pragmatic concerns. These platforms are concerned with collegial interactions among teachers to excel their teaching competencies with professional development activities. Programmes of HRDC are also aimed at enabling the teachers to discover themselves and their potential through a positive appreciation of their role. Each activity below provides students with opportunities to deepen their learning by applying concepts and articulating new knowledge and many of these activities also provide directions to life skill.





Message from the Vice Chancellor

I am extremely happy to know that the HRDC, GJUS&T, Hisar is bringing out Ravayat: Emblem of Empowered Academia via Collegial Interactions, Document of Best Practices and Follow ups in Human Resource Development Programmes. In addition to the various achievements of the institute this is yet another milestone in their intellectual and creative spark. The out of box thinking and innovative approaches with behavioural concerns are important qualities of a good teacher. HRDC, GJUS&T, Hisar has set an example of how an Academic Institution could actively and systematically emerge as a leader and has been working towards fulfilling mission, 'Social Transformation through Vibrant Education". This document or Journaling is a forum which could aptly be used for recording events, memories and creative writing. I am sure that this will be informative and resourceful. Heartiest congratulations to the faculty members and staff who took the responsibility for the innovative task most effectively. I send my warm greetings and good wishes on the occasion.

Prof. Tankeshwar Kumar





Message from the Director

It gives me immense pleasure and proud feeling to share about HRDC, GJUS&T, Hisar which is continuously growing from strength to strength with each passing year. This Institution is a unique and best educational Institution committed to building an environment conducive for nurturing innovation, creativity and excellence. The present collection Ravayat: Emblem of Empowered Academia via Collegial Interactions Document of Best Practices and Follow ups in Human Recourse Development Programmes has been a mammoth task. Life at HRDC, GJUS&T, Hisar often moves rapidly, with many changes witnessed at almost every turn. Everyone has a part to play in our growth and development, and I am delighted that we have been able to journal just a few of the developments here. I hope this effort of our minds will serve as a stepping stone towards the many milestones we have to cover in pursuit of excellence.

Prof. Neeraj Dilbaghi



1. Building Positive Mind-Set

Building Positive Mind-set is essential and foremost objective of HRDC GJU Hisar. It is well known that mind-set is basically our emotional response to normal daily activities. This is important for maintain good health, healthy mind, and high spirits that leads to good quality of life.

If you have a positive outlook in life, you will attract positive and passionate people.

Various activities like Yoga, Meditation and Havan-Yazna are performed by ensuring active participation. Since Nationalism and Spirituality are very close to the vision and mission of HRDC GJU Hisar, therefore every day starts with prayer and ends with national anthem.



2. Reflective Exercises

Reflection reflects the power of learning in the action of doing the activity through the action of articulating thoughts. HRDC GJU Hisar believes that reflection is the basic part of teaching and learning. The purpose of reflective exercises is to help teacher participants learn from a particular practical experience.

These activities encourage them to make connections between what is taught in theory and what they need to do in practice. We reflect so that we can learn. These activities include gaming, simulations, brain storming sessions and panel discussions.

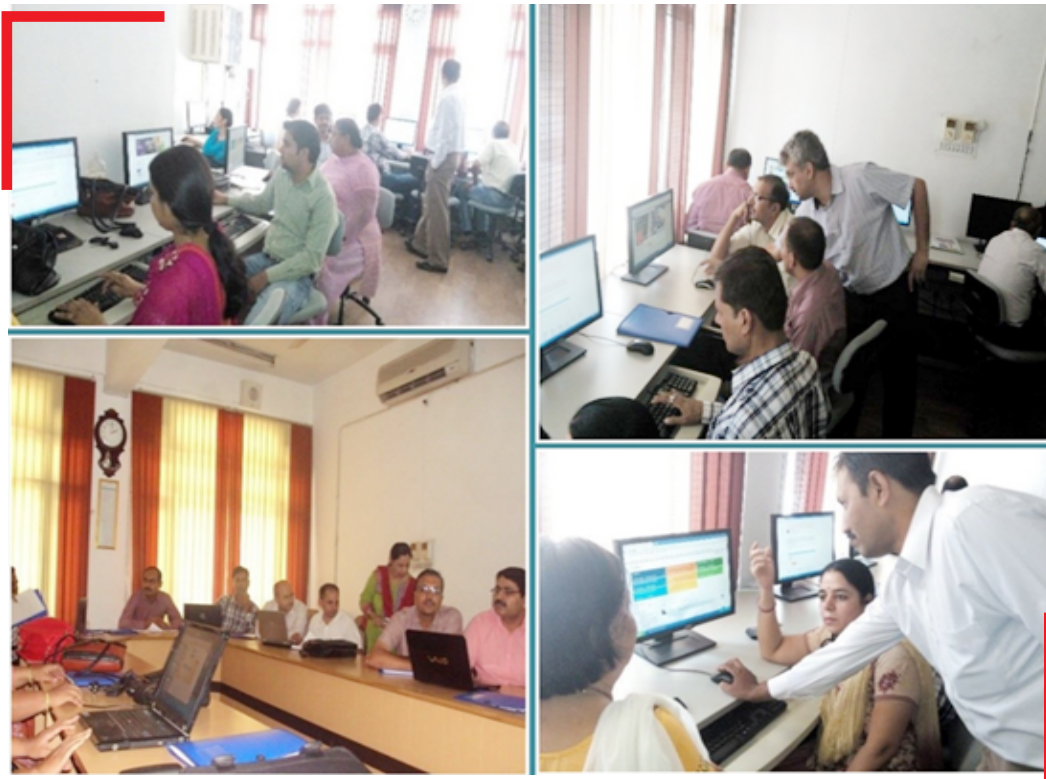
“The teacher cannot rely on either instinct alone or on pre-packaged sets of techniques. In-stead, she or he must think about what is taking place, what the options are and so on, in a critical, analytical way. In other words, the teacher must engage in reflection.”- John W



3. Hands on Sessions

In HRDC Hisar, learners learn through their active participation in the attainment of knowledge by gathering information and processing it by solving problems and articulating what they have discovered. All the activities provide ample opportunities to every participant to expand their learning by applying new concepts and articulating knowledge. Many of these activities also offer guidance on life skills.

“Hands-on and learning by experience are powerful ideas, and we know that engaging students actively and thoughtfully in their studies pays off in better learning”-Rutherford



4. Cultural Evening

Celebration of Cultural evening is a special enriching activity with the objective of developing academic and cultural talents among teacher participants, improving their capabilities to work as a team and raising their level of self-confidence in interacting with the peers. This is a unique practice of HRDC GJU Hisar to celebrate cultural evening with full vigour and dynamism.

Cultural Evening fill colours and vibrations to the Academic Endeavours.



5. Corporate Social Responsibility

Corporate Social Responsibility is intentionally teaching young people to understand themselves, each other, and the world. HRDC GJU, Hisar has adopted this approach. Here, we work with teacher participants and teach them to accept responsibility for their behaviour. This done by emphasising problem-solving approach and visiting nearby schools and colleges.

“At Campus, Social Responsibility begins with taking responsibility for your behaviours.”



6. Exposure of learning outside the four walls of Classroom

Our teaching philosophy is based on project based learning and interdisciplinary in nature. These skills cannot be imparted in a traditional classroom. The main emphasis of HRDC GJU, Hisar on is learning through exposure. An excursion is not just a pleasure trip; it is an extension of the classroom. It is a direct source of knowledge for students and acquaints them with first-hand information. It helps in the development of power of observation, exploration and reflective outlook.



7. Fun and Frolic

Learning through recreation is self-learning and full of fun and frolic. These recreational activities are important and effective means of motivating teacher participants and engaging them in giving life experiences. Fun and Frolic is the most privileged part of training life. It provides time for rest and leisure. There is no doubt that these events are the most appropriate for the trainees to refresh and rejuvenate themselves and to showcase their performance more enthusiastically.



8. Excursions

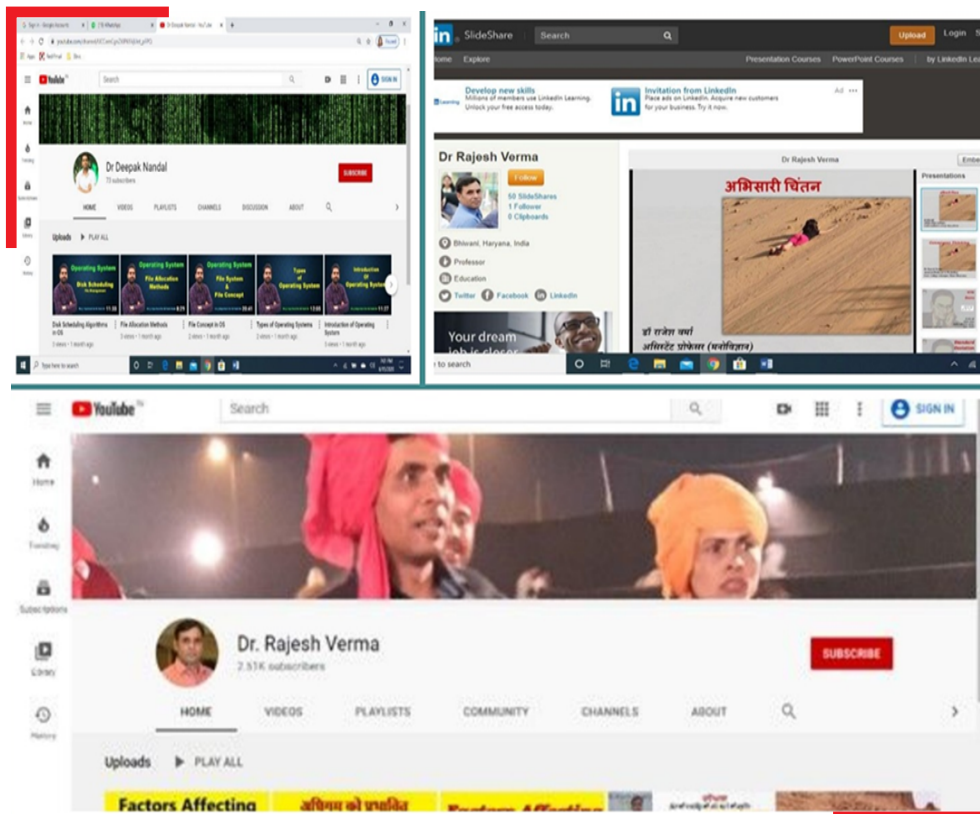
Educational trips offer an opportunity to promote quality of leadership, discipline and self-confidence among teachers and motivate them to understand the concept of experiential learning. This will increase their knowledge foundation, promote learning and understanding of high-level instructional strategies. With this objective, HRDC has made provisions for one day educational trip of local site seeing of educational importance in Hisar and nearby places. Even, participants feel delighted and prepare their presentations on historical monuments. They also deliver their talks with live demonstrations. Hisar have many historical and religious places of worth seeing.

“Field trip is a substantive way to expand student's horizons and allow them too experientially.”
-Randy Wilhelm



9. Success Stories

A Success Story is an account of the achievement of success by a person or an organization. Success Story is a great successful performance, often unexpectedly or in spite of unfavourable conditions. The concept of success stories is prevalent; it is mentioned as an activity with the biggest impact and a key contributor to successful deployment efforts. Since HRDC GJU, Hisar is always focused on digital literacy and research aptitude, mostly teachers have their own you- tube channel for generating e-content for their classroom learning.



10. Media Exposure

Media Exposure of an organization encompasses working with media for the purpose of informing the public about an organization's mission, policies and practices in a positive, consistent and credible manner. The goal of HRDC GJU, Hisar is to maximize positive coverage of Programmes in the mass media through media relations.



Glimpses



