

HRM Initiatives and Accomplishments of ICAR (2019 & 2020)

First Time HRM Initiatives and Accomplishments of ICAR

1. Implementation of Training Management Information System (TMIS)

- ✓ TMIS has been implemented w.e.f. 1st April, 2019 for effective tracking of different aspects of training.
- ✓ Most of the ICAR-Institutes/HQs submitted Annual Training Plan (ATP) for 2019-20 and 2020-21 online through TMIS.

2. Seven New Training Programmes were designed and organized for different sectoral and functional groups, which were never addressed.

S. No.	Training Programme	Organizing Institute	Category of staff	Participants (No.)	Attended First Time (%)
i	Trainers Development Programme for Developing Masters' Trainers	NAARM in coordination with Administration Unit & HRM Unit, ICAR HQs	Admin & Finance Staff	22	100% (Such type of training)
ii	CBP Towards a Secure & Resilient Workplace	CPRI, Shimla in coordination with GAC and HRM Unit, ICAR HQs	Staff dealing with Security	31	100% (Such type of training)
iii	Improving Skills of Administrative Staff of ICAR dealing with Court Cases	CAZRI, Jodhpur in coordination with Legal Cell and HRM Unit, ICAR HQs	Administrative staff dealing with Court Cases	18	100% (Such type of training)
iv	Assets Management	IARI, New Delhi in coordination with Finance Division and HRM Unit, ICAR HQs	Admin & Finance Staff dealing with Assets Management	28	100% (Such type of training) 32%
v	Repair and Maintenance of Office, Residential Building including Guest Houses	CIAE, Bhopal in coordination with Works Cell and HRM Unit, ICAR HQs	Staff associated with Works/Estate/ Building Maintenance	29	100% (Such type of training) 31%
vi	Establishment Matters	CIFE, Mumbai in coordination with Administration Section and HRM Unit, ICAR HQs	LDCs and UDCs	40	100% After joining ICAR Service
vii	Capacity Building Programme for CJSC Members	NAARM, Hyderabad	CJSC Members	89	100% (Such type of training)

3. Effectiveness of Trainings Attended by Employees

- ✓ For the first time, a study was conducted on the effectiveness of trainings attended by 1782 staff of all four categories during 2017-18.
- ✓ Pooled perceived training effectiveness index (PTEI) was 3.86, referring medium effectiveness of trainings (Vyas *et al.*, 2020). The mean PTEI score was the highest for SSS (3.94) followed by Administrative staff (3.90).
- ✓ Significant behavioural changes and changes in practices as a consequence of exposure to the trainings were observed.
- ✓ Study concluded that the trainings organized by ICAR should continue for all categories of staff to bring about desirable changes in competencies.

Other Accomplishments

1. EDP for Senior Officers of ICAR with International Component

- ✓ "Developing Effective Organizational Leadership for Senior Officers of ICAR"
- ✓ 45 Seniors Officers in 02 batches with In-country (ASCI, Hyderabad) and International components (Netherlands, Belgium, Germany & Switzerland) participated.



2. International Training Programmes for Scientists

Five Scientists participated in 03 Training Programmes i.e. Irrigated Agriculture in Times of Climate Change, Integrated Water Resources Management and Environmental Management, organized by Centre for Agriculture, Environment and Water, GIMI, Israel for 02 weeks

3. Other Training Programmes for Different Sectoral & Functional Groups

S. No.	Training Programme	Organized by	Category of staff	Participants (No.)	Attended First Time (%)
i	Training Workshop for Vigilance Officers	NAARM, Hyderabad	Vigilance Officers	32 (01 Batch)	100% Such type of training
ii	IP Valuation and Technology Management	NAARM, Hyderabad	ITMU/ZTMU Incharges	30 (01 Batch)	100 % Such type of training

iii	MDP on PME of Agricultural Research Projects	NAARM, Hyderabad	PME Incharges/ Members	34 (01 Batches)	100 % Such type of training
iv	Hospitality Management	NAARM, Hyderabad (with IHMCT&AN, Hyderabad)	Caretakers /Incharges of Guest Houses	29 (1 Batch)	100 % Such type of training 91%
v	Automobile Maintenance, Road Safety and Behavioural Skills	CIAE, Bhopal	Regular Drivers	92 (03 Batches)	90%
vi	Enhancing Efficiency and Behavioural Skills	NAARM, Hyderabad	Stenographers Grades	51 (02 batches)	100%
vii	Farm Management	IIFSR, Modipuram	Technical Staff associated with Farm/Farm Manager	33 (01 Batch)	30%

4. Training and Capacity Building of various categories of ICAR Employees

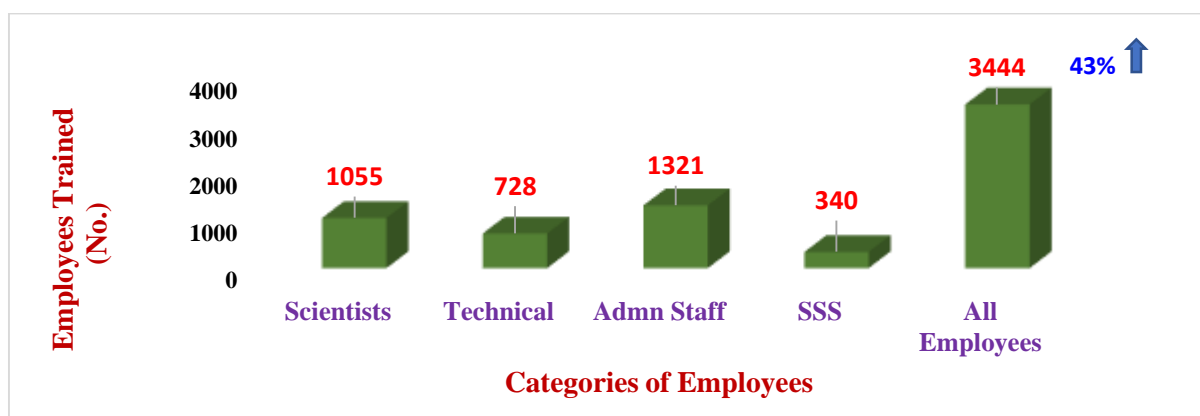


Fig. 1: Training and Capacity Building Programmes attended by ICAR Employees during 2019-20 (43% increase over the Base Year 2013-14)

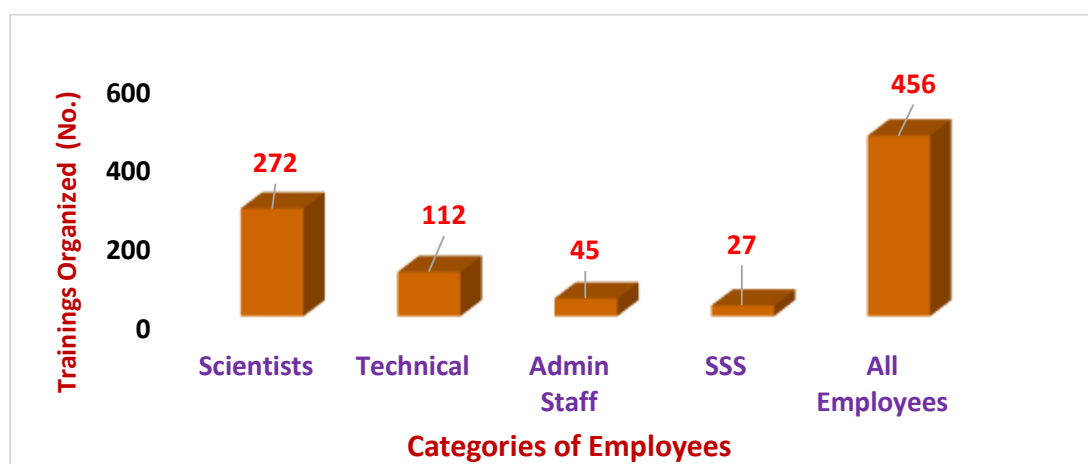


Fig. 2: Training Programmes Organized during 2019-20

5. Performance of ICAR-Institutes based on the Training Opportunity given to various Categories of Employees during 2014-20

- Institute-wise monitoring of training opportunities given to different categories of employees during 2014-20 was done.
- Out of 114 Institutes/HQs, 20 Institutes have been rated as Excellent who provided training opportunity to 95-100% staff while 10 Institutes have been rated as Very Good who provided training opportunity to 90-94% staff during 2014-20.

No. of Institutes First Time Achieved the Landmark of Providing Training to its			No. of Institutes First Time Achieved the Landmark of Providing Training to 100% Employees of various Category			
100% employees of all categories	95-99% employees of all categories	90-94% employees of all categories	Scientist	Technical including Drivers	Administrative including Finance & Stenographer Grades	Skilled Support Staff
09	11	10	27	26	29	41

6. HRM Activities during COVID-19 Pandemic Period

i. Employees of various categories of 109 ICAR-Institutes/HQs participated in One day or more duration Webinars and Training Programmes during April-November, 2020.

Category of Employees	Employees attended Webinar (No.) (one day or more)	Employees attended Online Training Programmes (No.) (one day or more)	Total
Scientist	1847	611	2458
Technical	283	215	498
Administrative staff	194	498	692
SSS	8	28	36
Total Employees	2332	1352	3684

ii. Six Online Trainings on “*e-Office Implementation*” were organized by IASRI, 640 participants

iii. Online workshop on “*TMIS for HRD Nodal Officers of ICAR*” was organised by HRM Unit and IASRI, 152 HRD Nodal Officers, Co-Nodal Officers participated.

iv. Online Training Programme for Vigilance Officers of ICAR was organised by NAARM, 33 Vigilance Officers of ICAR-Institutes participated.

v. Online Training Programme for PME Cell Incharges was organized by NAARM, 35 participated.

vi. Ten ICAR-Institutes organized 1-2 days Online Training Programme on “*Effective Health Management for Enhanced Work Efficiency of ICAR Employees*”; > 700 participants.

vii. 100 New Training Modules for Training of Scientific, Technical, Administrative and SS Staff of ICAR have been Compiled.

viii. Sharing motivational and inspirational videos with all HRD Nodal Officers to circulate among the concerned category of employees.

ix. Circulated 67 Free Online Courses offered by Harvard University

x. Circulated 02 Weeks Free Online Course by CABI: Crop Pest Diagnosis

xi. Circulated most expensive Springer E-books on S&T for free download

xii. Circulated Digital Library offered by MHRD to access 3,82,000 Digital books and magazines.

xiii. Nominations have been made for Online Training Programmes being organized by NAARM, Hyderabad; NIFM, Faridabad; ISTM, New Delhi, MeitY, New Delhi and ASCI, Hyderabad, etc.

xiv. Circulated online free courses/training programmes for Scientists, Technical, Administrative and Finance staff being organized by AJNIFM, Faridabad; IIPA, New Delhi; ASCI, Hyderabad; LBSNAA, Mussoorie; V. V. Giri National Labour Institute, Noida, etc. to all the 114 Institutes