Ten Days National Workshop in "Management of Human Resources in Research, Planning & Development"
Date: 16th May -25th May, 2020.

A.K.Dasgupta Centre for Planning and Development, Visva-Bharati, is organizing Ten days' National Workshop in "Management of Human Resources in Research, Planning & Development" from 16th May to 25th May, 2020.

The Centre invites applications from research scholars and young faculty members from colleges, universities, management executives who wish to deepen their understanding and enhance their skills in management of human resources & research work.

Applicants have to mail their soft copies of application mentioning their present status on or before 25th April, 2020. Applicants should mention their contact address, telephone number, email address and institutional affiliation. No-objection from Institution/Department Head is needed. Application must reach vbplanning46@gmail.com within due date. Registration fee: Rs.4000/-. The registration fee would cover registration kit, working lunch and tea for all workshop days. There will be no TA for attending the workshop. Participants have to arrange their own accommodation.

Registration Fees are to be paid online. Details of payment will be provided after selection. The participation in the programme will be on first come first serve basis.

Important Dates:

Last date for receiving application: **25th April, 2020.**
Email for Correspondence:
vbplanning46@gmail.com

To

A.K.Dasgupta Centre for Planning & Development
Chair Professor
Professor A.K.Dasgupta Chair in Planning and Development
Visva-Bharati, Santiniketan, 731235

For Assistance : Call to Sri Daya Shankar Kushwaha, Ph- 09474644413 /

09475983934/ daya1974@rediffmail.com

Visit website for information: **www.akdcentrevisvabharati.org**

Course Overview

Module-1:
- HR Philosophy, Policies, Procedures and Practices,
- HR as a Factor of Competitive Advantage
- The Techniques of Work Measurement
- Qualitative determination of human resource requirements: Job Analysis

Module-2:
- Job Description and performance appraisal (PA)
- Methods of P A
- Methods of Job Evaluation
- Hay guide chart – profile method : description, advantages and limitations

Module-4:

- Wage Structure in the Plant and Job Evaluation
- Wage Components
- Competitive Benchmarking
- HR Accounting
- HR Auditing

Module 5 & 6:

- OD Interventions: An Overview
- Models for Organizational Change
- seven-stage model –Lippitt, Watson and Westley
- Individual and Interpersonal Interventions
- Intergroup Interventions
- Team / Group Interventions
- Intervention Techniques:
- T – group training

Module: 7 & 8

- Understanding knowledge
- Understanding the difference between data, information and knowledge
- Programme Design: Incorporating Learning Principles
- Learning Tools and Techniques

- • Systems Thinking

Module: 9 & 10

- Benchmarking and Process Mapping

- The Vedas: General aspects; Life Goals — Dharma, Artha, Kama and Moksha.
- The Six Systems of Thought: Nyaya; Vaisesika;

- Nature of Stress — Constructs and Problems
- Overview of Transactional Analysis
- BUSINESS ANALYTICS
- Business Data Mining: Best practices in data analytics and business intelligence
- Marketing-Mix Allocation-Customer Management-Digital Marketing