PAPER-1

A Model for Planning Training Programmes for Successful Management of International Human Resource Development by Indian owned MNCs.

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Abstract : Trying to do international business without appropriate training to the employees is a recipe for disaster. When organizations become cross-border entities, cultural factors start affecting every aspect of the business. It is observed that international crises experienced by Indian owned multinational corporations include both the premature return of expatriates due to failed assignments and the poor retention of returned expatriates due to failed repatriation. To reduce the direct and indirect costs inherent with expatriate failure, a model for planning training programmes for successfully managing international human resource development needs to be in place. This article highlights and discusses these issues based on a survey conducted (70 respondents) among the executives, who have worked in international assignments or returned from an international assignment or planning to take up another international assignment in the next 3-6 months time. The respondents were drawn from different typology of industries covering Aviation, Banking, Finance, Insurance, Education, Energy Management, Health Care, Manufacturing, Oil and Gas, Transportation and Logistics. Based on the survey findings, this paper proposes a pre-departure training model describing the different strategies for managing expatriates.

PAPER-2

Enhancing Commuication Skills using Language Laboratory

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Abstract : Language laboratory assisted training programmes has radically changed the contemporary style of communication skills teaching/training practices by way of offering more active involvement of participants through the use of diverse training methods and Computer Based Training (CBT) packages. The paper discusses the importance of communication skills that existed in all times of human evolution and also emphasizes the need to acquire these skills for individuals to become useful for society and also acquire prosperity and all round development.

PAPER-3

Special Economic Zones : Engines for Sustainable Growth & Competitiveness for Indian Economy

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Abstract : India have a long tradition of operating export processing zones. The favorable fiscal, infrastructure, and regulatory conditions under which firms in these zones operate have made it possible to attract substantial foreign direct investment and thereby bring new economic activities and employment opportunities to the country. Special Economic Zones (SEZ) have emerged as a popular strategy adopted by various countries, particularly the developing countries, to increase their trade competitiveness. Zones have gained currency in these dynamic times to experiment with the market economy and to impart outward looking orientation to the economy.. The main purpose to promote SEZs in India is to speed up economic growth and to make the Indian economy globally more competitive. This paper gives a bird's eye view about the SEZ, its objectives, economic performance and impact of SEZ on the growth of Indian economy, and finally the recommendations are given for successful development of SEZs in India.

PAPER-4

Skill Development Initiatives through Polytechnic Colleges in the Western Region of India

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Abstract : Vocational Education and Training (VET) has been supply driven in India, largely on account of Government's focus on the welfare of its citizens and a cultural mindset among the people which does not place a premium on blue collar jobs and the development of professional skills. The central paradox is that while the country faces a shortage of skilled personnel on the one hand , there is widespread unemployment of the 'educated' on the other. India's need is to impart relevant and appropriate skills to 10 million people every year to reap the benefit of globalization. Initiatives taken in this direction by technician education institutions will be discussed in the paper.

PAPER-5

Innovation and Management Strategies for Technical Education in India: A case study of G.B. Pant Engineering College Pauri, Garhwal, Uttarakhand

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Abstract : This paper analyses and suggests possible innovation strategies for improvement of technical education in India. The major findings of the paper, which are based on case study of G.B. Pant Engineering College Pauri, Garhwal, Uttarakhand, India, show that with implementation of some important management and innovation strategies effectively the productivity of the education system can be enhanced. Practices like

Institutional Networking, Digital Library, Industry Institute Partnership (IIPC) Cell, Indian National Digital Library in Science and Technology (INDEST) Consortium, Technical Education Quality Improvement Programme, etc. is continuously raising the quality of teachers and students of the institution. Further to enhance the quality of students camps like Art of living (AOL), National Service Scheme (NSS) and Yoga has been included in the extracurricular activities of student. Incorporation of such practices has changed the overall face of the institution.

PAPER-6
Factors Leading to Quality Education

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Abstract : The main objective of this study is to find out the factors responsible for the quality education in school.. Data collected from four private schools of Mathura city was studied on the basis of purposive sampling. Observation was made for the whole class which was very useful in making inferences. Structured interview and observation schedule was made for measurement.. Four sample schools were analyzed on the basis of Cross Case study. Cross case analysis reveals that a number of factors contribute to a school's successful status. The sampled private schools are an epitome of a work centered ethos: orderly environment, firm discipline and consensus and cooperation among staff; institutional level morale as well as commonly shared code of attitudes and values.

PAPER-7
Fostering Generic Skills for New Global Economy

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Abstract : Education and training being an instrument for social change are increasingly valued as an end in itself and not as a means to an end. Keeping in view the growing challenges of getting gainful employment in the country, education and training of the future, it is essentially required to ideally prepare our technical youth in the society to face the challenges of global economy. In order to achieve this, an intimate link between different life skills, abilities for adaptive and positive behavior that enable individuals to deal effectively with mundane demands and challenges effectively by developing in them generic skills related to a wide variety of areas such as work, employment, health and social needs.

PAPER-8
Understanding Job Satisfaction and factors affecting the level of Job Satisfaction (A study with reference to self financing Educational Institutes at Mathura, UP)

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Abstract : In almost a decade of opening up of the education sector, number of private self financing business, engineering and other schools and universities in India has started functioning. Today, there is a scarcity of the

highly qualified, goal oriented faculties and other administrative staff in the professional/technical education. Few reasons attributed to this scarcity are the availability of more opportunities for the good and experienced faculties, non-availability of the serious candidates who desire to make their career in education line and reluctance of the management to give full grades and other facilities to the faculties and other administrative staff members of their college. This is resulting in another problem in these professional/technical colleges and that is of high rate of turnover of employees. Various studies have indicated that apart from number of factors which forces an employee to change the job, one of the most important factors is Job satisfaction. Job Satisfaction describes how content an individual is with his or her job. The happier people are within their job, the more satisfied they are said to be. This paper is an attempt to describe what exactly a job satisfaction is; its constituents and what are the probable factor which makes an employee a dissatisfied employee in an organization and how an organization can cope up with them.

PAPER-9

Occupational Stressors of Medical Transcription Professionals: Role of Personality, Attribution Styles and Social Support

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Abstract : Medical transcription (MT) is a relatively newer but significant part of a bigger spectrum of services that comes under the IT enabled services sector known as business process outsourcing or BPO. Lately, due to work pressures, shift working, and professionally competitive environment, MTs started experiencing stress in life leading to multiple physical, psychological, social and behavioral problems.
The current study explored the psychological factors and physical/ behavioral symptoms of MT professionals along with exploring their daily hassles/ stressors and sources of social support. Using descriptive and correlation statistics, it was identified that MT industry is gender nondiscriminatory and predominantly constituted of young adults with type B personality and internal locus of control, indicating their accountability in work situation and balanced attitude towards life and work. The study could establish that MT professionals experience varying level of stress with females experiencing significantly more stress than males along with both the genders having motivational, work pressure, job security, and career prospect issues which could help in providing better working conditions to help arrest high attrition rate in the industry.

PAPER-10

Strengthening Technical Vocational Education and Training System in India through Educational Reforms

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Abstract : In India the Vocational Education is being governed and implemented under Ministry of Human Resource Development, and Vocational Training is being monitored and implemented under Ministry of Labour and Employment to provide skilled manpower in different vocations. The availability of skilled and competent manpower is a prime success factor for driving any economy. To become superpower and developed nation, we need large base of skilled and competent manpower. The Prime Minister of India has underscored the imperative need of preparing skilled human resource through skill development programme, for enhancing the productivity of the youth and for a sustained and faster growth of economy. The Vocational Education and Training in India is not at par with the developed nations of the world, mainly because of financial constraints,

lack of priority and other factors. This calls for urgent initiatives to be undertaken, to fulfil the skill deficit and mismatch in quantity and quality. This paper discusses the initiatives undertaken for quality assurance in Vocational Education and Training (VET) during XI plan. It identified the need for Industry Institute collaboration for identification of manpower requirement, sector-wise skill profile, identification of courses, skill standard, development of modular competency based curricula, learning material, competency based training, assessment and joint certification.

PAPER-11

Identifying Competencies for Developing Curriculum for MBA and Executive MBA Programs –A Nigerian Experience

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Abstract : Whether we like it or not , change is imperative in today's organization and nothing will kill an organization faster than stagnation. Consequently, leadership has never been more important than it is today, and managers have been released from the imperatives of daily crisis to focus on determining where the winds of change will take the organization and how it can profit from those changes. People today do not want to be managed; they want to be led and recognized that each one has a critical role to play in the delivery of the organization's products and services. Thus in the present circumstances management institutions have to focus on training young men and women to be leaders and not managers who will transform the organizations into more enlightened institutions ready to face any challenge. Based on these changing scenario the academic leaders of Western Africa's leading Business School i.e. Lagos Business School (under the aegis of Pan African University) felt the need to redefine their curriculum for MBA and Executive MBA programs. They opined that the curriculum should not be wholly out-of-touch with the "real world" but relevant to the needs of practicing managers. It was resolved that a set of competencies necessary to practice as leaders in the Nigerian Business environment would be identified and the curriculum would be focussed on developing these competencies. This paper's focus is towards the first step of successful competence-based curriculum development for MBA and Executive MBA programs for Lagos Business School. Attention is paid to the identification of the competencies especially to what constitute 'academic competencies'. Thereafter the curriculum design will focus on the development of these competencies.

PAPER-12

Transforming Learning Environment using ICT in Technical Education

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Abstract : Currently worldwide an effective utilization of ICT is in the designing and development of applications for the delivering the education in general, which can be organized to make knowledge assessable to almost everyone and as per the individuals' availability and requirements, irrespective of their locations. Further, it is proved to be useful to access a greater flexibility in the field of teaching and learning to meet out the development of cognitive skills and learning styles as per the need of individual learners'. Currently a great paradigm shift in the field of technical education system is noticeable because ICTs have options to customize delivery of education. This need of a common men id fulfilled as per individual needs as opposed to the traditional system, where, individuals is dependent of as to how the education is delivered. In the web based learning environment the teacher's role is more of a mediator and the students gain greater control over their

own learning. Distance learning courses allow a university to reach students in remote parts. Online learning offers learners a range of options for navigating through the lessons, submitting assignments and holding discussions with other learners. But as of today it is seen that in most cases there is a wide gap between the sophistication of the technology available and the knowledge of staff and students in developing and using ICT facilities. Also, developers and users lay more stress on hardware and software with limited attention given to pedagogy, learning and socioeconomic factors. An attempt is made in this paper is to focus on the need to frame proper policies and define strategies taking these factors into account so that there is proper quality and effectiveness in the education in general and specific in technical education in the country being delivered using ICT as one of the important tool.

PAPER-13
Scope of JIT in Technical Educational Institutions : A Survey

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Abstract : Technical educational institutions are by now a widely discussed and become an emerging sector for future engineers. There are various management techniques which can improve the work culture in an institution. JIT management philosophy is one of them. But JIT is widely applied in industries such as manufacturing, automobiles, and service sectors like banks, restaurants, and hospitals. This paper gives a useful insight of benefits and obstacles in the way of JIT implementation. Specific areas where JIT can be helpful in an institution are education and training, research and development, administration and waste reduction. The improvement in these areas is elucidated by way of a survey conducted in 25 technical educational institutions in Haryana. This is followed by a comparison between technical engineering institutions and polytechnics.

PAPER-14
Computer Assisted Language Lab : An Innovation In Language Learning

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Abstract : Globalization has enhanced the need of honing communication skills. Serious problems crop up due to communication gap. If the bond between the sender and receiver or the message or information is not maintained, the problem is created. The rapid development of industry and technology has made communication imperative. Communication is a complex interactive process, involving shared assumptions and unspoken agreements between individuals. Technical students face a challenge these days to acquire this attribute. Language learning is not the same as learning any other subject. The language laboratory plays an important role in the language learning process. This article discusses the various features of the language laboratory.