



सीएसआईआर-मानव संसाधन विकास केन्द्र, गाज़ियाबाद  
(वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद्)  
CSIR-HUMAN RESOURCE DEVELOPMENT CENTRE, GHAZIABAD  
(COUNCIL OF SCIENTIFIC AND INDUSTRIAL RESEARCH)



## Training Programmes/Workshops



### Induction Training Programme for Newly Recruited Technical Assistants (Group-III) (February 03-14, 2025)



Induction Training Programme for Newly Recruited Technical Assistants of CSIR commenced with the inauguration of the programme by Sh. Mahendra Kr Gupta, Joint Secretary (Admin), Sh. Chetan Prakash Jain, JS & FA, CSIR, Dr. T. S. Rana, Head, CSIR-HRDC, Ms. Simesh Verma, Sr. DS & Training Manager and Ms. Ruby Madnawat, Programme Coordinator. Induction programme aimed to equip the candidates with the necessary skills, knowledge, and understanding required for their roles. This training served as an introduction to both the technical aspects of job and the broader functioning of CSIR as an organization.

The programme covered various topics relevant for the newly recruited Technical Assistants in their carrier and future growth in CSIR system like CSIR bye laws, CCS (conduct rules), introduction of CSIR-RAB, HRDG, CPD, ESD, ISTAD, introduction of CBC, Mission Karamayogi, i-GoT, Karamayogi Bharat, Service matters, service book, verification of service, DOB and alteration, change of name, NOC for passport, leave rules, Retirement benefits, NPS, E-office, Cyber security, Team and Time management, CSIR purchase procedure, CSIR stores, CSIR technology transfer guidelines. The participants were also taken for a visit to Central Electronics Limited for exposure to technical progress and its relevance to CSIR. The participants were given on the floor training in public speaking and making PPTs and other soft skills perceiving by dividing them into teams so as to learn team management skills.

The structured training programme ensured that the newly recruited technical assistants are not only skilled in their technical roles but also well-versed in the organization's culture, safety procedures, and overall expectations. By focusing on both technical and soft skills, the programme ensured that new employees are prepared to contribute meaningfully to CSIR.

Resource persons were invited from CSIR and other prestigious organizations and learning recapitulating test was also incorporated into the training curriculum to assess the participants' learning outcomes.

Sixty-Seven participants from thirteen CSIR laboratories/Institutes participated in this Programme.

## DST sponsored Capacity Building Programme on Socio-Economic Impact Assessment of Science & Technology Outcomes (February 10-14, 2025)



CSIR-HRDC in its Capacity Building endeavour organised a programme on ‘Socio-economic Impact Assessment of Science and Technology Outcomes’ during February 10-14, 2025 at CSIR-HRDC, Ghaziabad under DST, Government of India Scheme “National Programme for training of Scientists and Technologists working in Government Sector.”

The programme commenced with an inaugural session led by Dr. T. S. Rana, Head, CSIR-HRDC, Dr. Yogesh Suman, Chief Scientist, CSIR-NIScPR, Dr. Reeta Sony A.L. Associate Professor Jawaharlal Nehru University, Dr. Nadir Sheikh, Sr. Principal Scientist and Dr. Alok Goel, Principal Technical Officer, CSIR-HRDC. It marked the beginning of a five-day long series of sessions focused on the methodologies and practices of socio-economic impact assessment in the context of science & technology.

The programme aimed to orient the participants about socio-economic impact assessment of S&T outcomes and provided insight for managing such assessments. The programme coverage included overview of socio-economic assessment of S&T outcomes, ways and means of conducting impact assessment, socio-economic features & identifying data requirements, preparing initial plan for an assessment etc. The programme also provided an opportunity to the participants to interact and share their experiences through case discussions, team assignments, presentations etc. The programme pedagogy comprised an appropriate mix of interactive sessions, case studies discussions, hands on exercises, immersion visit to see the implementations of the S&T outcome and their impacts.

The programme sensitized the participants about the tools, techniques and their application with the help of Socio-Economic Impact Assessment of S&T outcomes studies, examples, applications, case studies. Further based on the exposure drawn from the examples and studies taught in the class, participants were provided with the insight to develop/identify measurable indicators for carrying out Socio-Economic Impact Assessment of their S&T outcomes.

The eminent resource persons were invited from CSIR-NIScPR, Jawaharlal Nehru University, ICAR-IARI, Institute of Management Studies (IMS), Ghaziabad, Development Alternatives Group, New Delhi, CSIR-IPU & TMD, IIT Delhi and socio-economic assessment consultants/practitioners for building the capacity of the participants in the area.

Fourteen participants from 13 National Institutes, Bhopal Memorial Hospital and Research Centre (BMHRC), Bhopal, CSIR-URDIP, Pune, Department of Biotechnology (DBT), New Delhi, India Meteorological Department (IMD), New Delhi, ICMR, New Delhi, Indian Institute of Science Education and Research (IISER), Tirupati, IIT, Mandi, Indian Institute of Tropical Meteorology (IITM), Pune, International Advanced Research Centre for Powder Metallurgy & New Materials (ARCI), Hyderabad, National Institute of Ocean Technology (NIOT), Chennai, North Eastern Space Applications Centre (NESAC) Department of Space, Umiam, Meghalaya, Northern India Textile Research Association (NITRA),

Ghaziabad and Physical Research Laboratory (PRL), Ahmedabad, Gujarat participated in this training programme. In congruence to Capacity Building commission (CBC) guidelines an immersion visit was organised in alignment to the programme objectives and in alignment to the DST programme guidelines. The participants visited Development Alternatives Group World HQs, New Delhi, the world's first social enterprise dedicated to sustainable development, striving to deliver socially equitable, environmentally sound and economically scalable development outcomes. During this immersion programme the participants interacted with Dr. Ashok Khosla, Chairman, Development Alternatives, Brig Yogesh Kapoor, VSM (Retd) and other renowned action oriented team members of the organisation on various topics viz DA's Global contribution in the Sustainability space, Case Studies on Water, Energy and Building Materials enlightened the participants. At the end the participants visited Materials Testing Lab at the World HQs, showcasing the technical facility and stringent norms being followed by them and a green building that aims for zero emissions, employing environment-friendly energy, material, and water management methods, and is a showcase of sustainable construction practices was fruitful to in terms of envisioning the technological impact of S&T outcomes on climate, society and economy.

During the conclusion of the programme, a comprehensive written assessment test was administered to evaluate the participants' learning outcomes. This assessment served as a crucial tool to gauge the effectiveness of the programme's curriculum and the participants' acquisition of knowledge and skills. The feedback of the overall programme was captured in a structured format which was very encouraging and rated highly on the various aspects of the programme parameters viz Relevance / Usefulness, Contents & Structure Design, Choice of Faculty/Resource Person etc. As per the feedback, all the participants were greatly benefitted through the interaction with the eminent speakers and functional domain experts.

The experiential learning environment created through case studies, discussions & interactions with the subject matter experts, mentors/senior leadership of the organisation facilitated in the transfer of learning. The programme focused on the individual learning to meet the future role for accomplishing long term organisational goals.

The programme was successfully coordinated by Dr. Nadir Sheikh, Sr. Principal Scientist and Dr. Alok Kumar Goel, Principal Technical Officer under the mentorship and guidance of Dr. T. S. Rana, Head, CSIR-HRDC.

## Programme on 'Application of Drone Technology in Smart Agriculture and Precision Farming' (February 19-21, 2025)



CSIR-HRDC, organized a programme on the 'Application of Drone Technology Smart Agriculture Drone Technology for Smart Agriculture and Precision Farming' in association with CSIR-CIMAP, Lucknow during February 19-21, 2025 at CSIR-HRDC, Ghaziabad. The Programme commenced with lamp-lighting by Dr. T. S. Rana, Head-CSIR-HRDC, Dr. Nadir Sheikh, Sr. Principal Scientist, Dr. Manoj Semwal, Sr. Principal Scientist & Head ICT, CSIR-CIMAP.

The objective of the training programme was to utilize drone technology and its application in precision farming, enabling farmers to make informed decisions for crop management, soil health monitoring, and resource optimization thereby enhancing agricultural productivity and sustainability. The programme coverage included Introduction to Agricultural Drones: Importance of Drone in Agriculture, DGCA Regulations and Certification Drone Operations: Basic Drone Operations, Pre-flight Checks and Safety Procedures Drone Data Collection and Analysis (Multispectral): Remote Sensing Techniques for Precision Agriculture, Machine Learning for Precision Agriculture, UAV mounted Multispectral & LiDAR Applications, Drone Data Acquisition (Multispectral Sensor), Data Processing and Analysis (Multispectral Sensor), Case Studies, Precision Agriculture Techniques: Crop Health Monitoring and Analysis Regulatory Compliance: DGCA Certification Requirements, Legal, Ethical, Insurance and Liabilities.

This pioneering initiative by CSIR-HRDC provided a comprehensive overview of how drones are revolutionizing agriculture. Participants delved into the practical applications of drones, including aerial imaging for crop health assessment, precise nutrient and pesticide application, soil analysis, and yield monitoring. The programme emphasized the integration of drone-derived data with smart agriculture principles, enabling farmers to make data-driven decisions that optimize resource utilization and minimize environmental impact.

Twelve participants from eight CSIR labs. participated in this training programme.

The resource persons were invited from CSIR-CIMAP, CSIR-4Pi, CSIR-CMERI, CSIR-IHBT, IIIT Indore, Aarhad Technologies, ICAR - National Rice Research Institute, Compliance Kart Pvt. Ltd. and Bharat Rohan Airborne Innovations Ltd. They guided the participants through the intricacies of drone operation, data acquisition, and analysis, empowering them to leverage this technology effectively. Hands-on sessions allowed participants to experience first-hand the capabilities of drones in various agricultural scenarios.

This programme not only disseminated vital knowledge but also fostered a collaborative environment for agricultural professionals and technologists to exchange ideas and best practices.

The programme was coordinated by Dr. Manoj Semwal, Sr. Principal Scientist & Head ICT, CSIR-CIMAP, Dr. Nadir Sheikh, Sr. Principal Scientist, and Dr. Alok Kumar Goel, Principal Technical Officer under the mentorship and guidance of Dr. T. S. Rana, Head, CSIR-HRDC.

## राजभाषा नीति के प्रभावी कार्यान्वयन की अनिवार्यता एवं व्यावहारिकता पर प्रशिक्षण कार्यक्रम (27-28 फरवरी, 2025) Training Programme on the necessity and practicality of effective implementation of Official Language Policy (February 27-28, 2025)



राजभाषा नीति के प्रभावी कार्यान्वयन की आवश्यकता और व्यावहारिकता पर दो दिवसीय प्रशिक्षण कार्यक्रम 27-28 फरवरी, 2025 के दौरान आयोजित किया गया। कार्यक्रम का उद्घाटन 19 फरवरी, 2025 को श्री महेंद्र कुमार गुप्ता, संयुक्त सचिव (प्रशासन), डॉ. टी.एस. राणा, प्रमुख-सीएसआईआर-एचआरडीसी, श्री अजीत सिंह, मुख्य वैज्ञानिक तथा डॉ. आलोक गोयल, प्रमुख तकनीकी अधिकारी सीएसआईआर-एचआरडीसी की गरिमामयी उपस्थिति में हुआ।

इस प्रशिक्षण कार्यक्रम का उद्देश्य प्रतिभागियों में जिम्मेदारी की भावना पैदा करना और राजभाषा नीति के प्रभावी कार्यान्वयन में योगदान देने के लिए आवश्यक कौशल और ज्ञान से लैस करना था।

कार्यक्रम में विभिन्न विषयों को शामिल किया गया जैसे कि मेमोराइज्ड 2.0, राजभाषा प्रबंधन, संसदीय राजभाषा निरीक्षण प्रश्नावली भरने पर व्यावहारिक प्रशिक्षण, ई-ऑफिस में मेमोराइज्ड 2.0 का प्रभावी राजभाषा कार्यान्वयन/उपयोगिता सुनिश्चित करना। प्रशिक्षण कार्यक्रम का उद्देश्य प्रतिभागियों को राजभाषा नीति के महत्व को समझने में मदद करना था, जो विभिन्न भाषाओं वाले क्षेत्रों में एकता और संचार को बढ़ावा देता है तथा सरकारी कार्यों और सेवाओं में पहुंच और समावेशिता सुनिश्चित करता है।

इस प्रशिक्षण कार्यक्रम में सत्रह सीएसआईआर प्रयोगशालाओं/संस्थानों से 49 प्रतिभागियों ने भाग लिया।

Two day training programme on the necessity and practicality of effective implementation of Official Language Policy, was conducted during February 27-28, 2025. The programme was inaugurated on February 19, 2025 in the gracious presence of Sh. Mahendra Kr Gupta, JS(admin), Dr. T. S. Rana, Head-CSIR-HRDC, Shri Ajeet Singh Chief Scientist and Dr. Alok Goel, Principal Technical Officer CSIR-HRDC.

The objective of this training programme was to instill a sense of responsibility and equip the participants with the necessary skills and knowledge to contribute to the effective implementation of the official language policy.

The programme covered various topics viz. Memorized 2.0, Official Language Management, Practical training on filling parliamentary official language inspection questionnaire, Ensuring effective Official Language Implementation/Usefulness of Memorized 2.0, in E-Office. The aim of training programme was to help the participants understand the importance of the official language policy which promotes unity and communication across regions with different languages and ensure accessibility and inclusively in government functions and services.

Forty-nine participants from seventeen CSIR laboratories/ Institutes participated in this training programme

## Programme on Intellectual Property Rights and Related Issues (March 05-07, 2025)



Three day Training Programme on Intellectual Property Rights and Related Issues was organized at CSIR-HRDC campus, Ghaziabad. The programme was coordinated by Dr. Vinay Kumar Sr. Principal Scientist and Ms. Preeti Chaudhary, Sr. Technical Officer. Dr. T. S. Rana, Head-CSIR-HRDC welcomed the participants and in his inaugural remarks he shared the importance of Intellectual Property and Intellectual Property Rights in the field of Research & Development.

The broad objective of the programme was to make the scientists aware of various aspects of IPR which influence decision making in planning of R&D activities, exploiting results of R&D and make priorities

in harnessing benefits from IPR. The critical role of intellectual property in driving innovation and economic growth in today's rapidly evolving technologies landscape.

The programme aimed to address several key aspects of the global patent system, patentability criteria, Invention disclosure and Evaluation system, Patent landscape study: What, Why, How, IP issues in collaborative R&D, IP Portfolio Management, Introduction to Indian patenting procedure, Indian patent prosecution, drafting effective patent specifications.

Resource persons were invited from CSIR-UDIP, Pune, CSIR-IPU and CSIR-IMMT, Bhubaneswar.

Twenty-nine participants from sixteen CSIR laboratories/ Institutes participated in this training programme. Participant feedback was collected at the conclusion of the programme, and it received high appreciation for its content, resource persons, session delivery, and logistical arrangements.

## Programme on Empower to Lead: Inspire, Influence and Impact (March 17-19, 2025)



CSIR-HRDC is closely working with Capacity Building Commission (CBC) on various capacity building activities for developing human capital of the country. During this initiative CSIR-HRDC carried out an exercise of building Annual Capacity Building Plan (ACBP) to take the emerging capacity building needs of DSIR-CSIR. During this exercise various Focused Group Discussions, Visionary Interviews and Capacity Need Online Surveys were conducted. Leadership skill emerged as one of the identified skills that need to be imparted through customized capacity building programmes. Keeping in view the findings of the ACBP report a three day Programme on 'Empower to Lead: Inspire, Influence and Impact' was organized during March 17-19, 2025 at CSIR-HRDC, Ghaziabad.

The programme aimed to enhance leadership capabilities amongst the senior and middle level scientists. The programme focused on equipping leaders with essential skills to inspire, influence, and drive impactful change within their organizations. The major take aways for the participants were a deeper understanding of their personal leadership style, practical strategies to inspire and engage teams effectively, enhanced influence and negotiation skills and tools to create meaningful and measurable impact.

The programme on 'Empower to Lead: Inspire, Influence, Impact' was a success as a first step in creating a critical mass of leadership pipe line in CSIR. Future programmes will capitalize on this foundation to further support leaders in their journey toward excellence.

Fourteen participants from nine CSIR labs participated in this training programme.

Participants provided highly positive and constructive feedback, highlighting the relevance of the content and programme design, the effectiveness of the facilitators, and the interactive approach followed in the programme. The programme was coordinated by Dr. Nadir Sheikh, Sr. Principal Scientist and Dr. Alok Kumar Goel, Principal Technical Officer under the Leadership of Dr. T. S. Rana, Head, CSIR-HRDC.

## Annual Meet- Cum Refresher Programme for officers of Stenographic Cadre (March 21-22, 2025)



Two day Annual Meet-cum-Refresher Training Programme for the Stenographic Cadre (PS & PPS) was organized during March 21-22, 2025 at CSIR-HRDC campus, Ghaziabad. This meet was in continuation of last annual meet held in June, 2023 at CSIR-HRDC, Ghaziabad.

The meet was commenced with lamp-lighting in the gracious presence of Dr. N. Kalaiselvi, DG, CSIR & Secretary, DSIR, Shri Mahendra Kr. Gupta, JS(A), CSIR, Dr. T. S. Rana, Head and Shri Ajeet Singh, Chief Scientist, CSIR-HRDC. Ms. Anuradha Dorlikar PPS, CSIR-NEERI, moderated the session. Dr. T. S. Rana, welcomed the guests and the dignitaries. Shri Mahendra Kr. Gupta, JS(A) gave the overview of the meet and apprised DG, CSIR about the action taken report on the last annual meet. In her inaugural address, DG, CSIR, commended the stenographic cadre for their pivotal role in supporting senior officials and contributing significantly to the CSIR system. She encouraged them to be more receptive, responsive, and to embrace smart work practices to enhance efficiency.

The programme featured expert-led sessions from different divisions of CSIR, interactive discussions, ensuring that all participants were well-prepared to meet the evolving demands of their positions.



This two-day event was designed to provide a comprehensive platform for skill refinement, the exchange of knowledge, and the introduction of innovative practices relevant to their cadre.

The various topics covered in the programme were overview of CSIR purchase procedure, use of official (Hindi) language, CCS (CCA) Rules, e-office and e-HRMS, iGoT/ Mission Karmyogi, Session on dealing with the RTI matters and cyber security.

The participants were taken on a field visit to Central Electronics Limited(CEL), Sahibabad. They interacted with Shri Chetan Prakash Jain, Chairman & Managing Director, CEL India and JS & FA, CSIR and other senior officials. The participants got the opportunity to visit and gain knowledge of the company's manufacturing processes, advanced technologies, and innovative products in the electronics sector.

Forty- five participants from 33 CSIR laboratories/ Institutes participated in this training programme.

The Annual Meet was successfully coordinated by Shri Ajeet Singh, Chief Scientist, and Shri Munish Kumar, Principal Technical Officer CSIR-HRDC under the Leadership of Dr. T. S. Rana, Head, CSIR-HRDC.

## Learning Hours - Lecture Series / Events Celebration

### I. Republic Day (January 26, 2025)



The 76th Republic Day was celebrated with great enthusiasm at CSIR-HRDC campus, Ghaziabad. The event commenced with a flag-hoisting ceremony by Shri Ajeet Singh, Chief Scientist CSIR-HRDC along with Prof. Manoj Kumar Dhar, Director, AcSIR and all the officials and staff members.

The celebrations concluded with a collective pledge to uphold the values enshrined in the constitution and to contribute towards building a self-reliant and innovative India.

### II. International Women's Day (March 3-9, 2025)



On the occasion of International Women's Day CSIR-HRDC, Ghaziabad organized a series of dynamic and engaging activities to honor women and promote well-being. The celebration focused on physical fitness and health, highlighting the importance of maintaining an active and healthy lifestyle. In this activity all the employees of CSIR-HRDC participated in the event.

The event began with an invigorating walkathon, which encouraged participants to step out and engage in physical activity. Participants of the ongoing training program, representing various CSIR laboratories across India, along with CSIR-HRDC staff, took a walk through the lush green surroundings of HRDC. Dr. T. S. Rana, Head CSIR-HRDC, along with other male colleagues, applauded and encouraged the women participants. The walkathon provided an opportunity for everyone to come together, promoting not only physical health but also unity and solidarity.

In addition to walkathon the event also featured an insightful quiz on fitness, where participants showcased their knowledge about health, wellness, and fitness practices. This engaging activity was both educational and interactive, encouraging individuals to learn while having fun. As a heartfelt gesture, our amazing women staff were honored with flowers and chocolates by Head CSIR-HRDC, making them feel truly special on the occasion.

Ms. Simesh Verma, Senior Deputy Secretary & Training Manager delivered a talk "Fitness and Health" which provided valuable insights into maintaining a balanced and healthy lifestyle. The presentation covered various aspects of fitness, offering practical advice on staying active and prioritizing health. Ms. Simesh Verma, highlighted the importance of a healthy professional environment and shared valuable insights on incorporating healthy habits into daily work routines.

## Other Activities

### Plantation drive #Plant4Mother campaign (Jan-March, 2025)



As part of the ongoing #Plant4Mother Campaign, a tree plantation drive was organized in the month of January- March, 2025 at CSIR-HRDC, to improve the environmental condition through tree planting. Various types of trees were planted, including fruit-bearing and shade trees. All the staff members of CSIR-HRDC contributed in this campaign which increased the awareness of environmental conservation among participants.

This campaign leads to promote a meaningful connection between nurturing nature and celebrating motherhood, creating a lasting impact on both individuals and the environment. Plant4Mother campaign is a movement that reflects India's commitment to a sustainable and environmentally conscious future.

### CSIR-HRDC Staff Club organized an enriching excursion to Siliserh Lake Palace, Sariska Tiger Reserve, and Pandupol Hanuman Ji Mandir, Alwar (February 17, 2025)

The CSIR-HRDC Staff Club organized an enriching excursion to Siliserh Lake Palace, Sariska Tiger Reserve, and Pandupol Hanuman Ji Mandir, Alwar, offering club members a memorable blend of nature, heritage, and spirituality.

This excursion not only provided a refreshing break from the daily routine but also allowed staff members to bond over shared experiences while learning about the rich natural and cultural heritage of Alwar.



### Inauguration of newly renovated Admin, Finance, and S&P sections of the CSIR-HRDC building (March 10, 2025)



CSIR-HRDC proudly unveiled the newly renovated sections of its Administration, Finance, and S&P departments on March 10, 2025. The inauguration ceremony was graced by Dr. T.S. Rana Head, CSIR-HRDC, including senior officials of CSIR-HRDC.

This upgraded space is designed to provide state-of-the-art facilities for the staff, fostering a conducive work environment, and improving operational efficiency.



## Distinguished Guests and Visitors



**Dr. N. Kalaiselvi**  
Director General, CSIR & Secretary, DSIR



**Shri Mahendra Kumar Gupta**  
Joint Secretary, Administration, CSIR



**Shri Chetan Prakash Jain, Joint Secretary  
and Financial Advisor, CSIR and DSIR**



**Dr. Manoj Semwal, Sr. Principal Scientist &  
Head ICT, CSIR-CIMAP**



**Dr. Reeta Sony A.L. Associate Professor  
Jawaharlal Nehru University.**



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प्रमुख

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