



**सीएसआईआर-मानव संसाधन विकास केन्द्र, गाज़ियाबाद  
(वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद्)  
CSIR-Human Resource Development Centre, Ghaziabad  
(Council of Scientific and Industrial Research)**

**त्रैमासिक ई-बुलेटिन  
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# Training Programmes/Workshops



## Induction Programme for Newly Recruited Scientists (January 5–10, 2026)

Induction Programme for Newly Recruited Scientists was inaugurated with an auspicious lamp-lighting ceremony, marking the beginning of an inspiring journey for our young scientific talent. The programme was inaugurated in the presence of Prof. M. Parida, Former Director, CSIR-CRRI, and Dr. T. S. Rana, Head, CSIR-HRDC. Dr. N. Kalaiselvi, DG CSIR & Secretary, DSIR, joined the programme online and addressed the participants with her encouraging and visionary remarks.

Prof. M. Parida interacted with the participants and shared his rich experience, motivating them to pursue excellence in science and innovation. The programme was coordinated by Dr. Shobhna Choudhary, Scientist E, and Mrs. Preeti Chaudhary, Sr. Technical Officer.

Induction Programme provided a comprehensive understanding of CSIR's structure, management framework, and key functionalities, including the activities of CSIR and the International S&T Affairs Directorate. programme familiarizes participants with CSIR Service Matters and Conduct Rules, along with essential administrative procedures such as governance mechanisms.

It offered insights into technology management practices at CSIR HQ and highlights the CSIR Integrated Skill Initiative Programme for capacity Building. Scientists were sensitized to research ethics and governance through sessions on the Code of Conduct. The curriculum also introduced patent landscape studies, patentability criteria, and intellectual property management essentials, Purchase & finance Procedures of CSIR. It envisaged upgrading soft skills such as effective team work, motivation, positive attitude, creativity, out of box thinking and inter-personal communication skills. The programme pedagogy comprised of interactive sessions, individual and group assignments, case studies.

Induction Programme was concluded successfully on January 10, 2026, marking the culmination of a comprehensive and enriching learning experience. Prof. Manoj K. Dhar, Director, AcSIR, addressed the participants online and shared valuable insights into the functioning, vision, and achievements of AcSIR. Participation certificates were presented by Dr. T. S. Rana, Head, CSIR-HRDC, marking a memorable milestone for the participants as they embark on their scientific journey.

The programme received highly commendable feedback, reflecting its relevance & effectiveness. Thirty-Nine participants from various CSIR Laboratories/Institutes participated in this programme .



## DST-sponsored Programme on Women Empowerment for Women Scientists and Officers (January 5–9, 2026)

The DST-sponsored Programme on Women Empowerment for Women Scientists and Officers was organized from January 5–9, 2026 at CSIR-HRDC Campus, Ghaziabad. The programme was inaugurated in the esteemed presence of Dr. Susheela Negi, Associate Head, Department of S&T Capacity Building, and Dr. T. S. Rana, Head, CSIR-HRDC.

They highlighted the importance of capacity building, leadership development, and empowerment of women in science and administration. The programme was coordinated by Dr. Nadir Sheikh, Scientist F and Dr. Alok Goel, Pr. Technical Officer who ensured the smooth conduct of the sessions and active participation of the attendees.

Key topics covered during the programme included Goal setting, Problem solving, Leadership and Communication Skills, Building Empowerment through Self-Awareness, Work–Life Integration for Women in Science & Technology. Behavioural aspects of empowerment and leadership like Stress Management, Emotional Intelligence, Mind–Body–Soul Synergy were also discussed. Empowering women through workplace Laws and Legal Protections, Digital Empowerment Cyber Awareness and Digital Hygiene sessions focused on enhancing confidence, improving work–life balance, and promoting overall well-being to help participants excel in their professional and personal lives.

The programme was successfully concluded on January 9, 2026, with certificate distribution Ceremony. The ceremony marked the culmination of insightful sessions, enriching discussions, and meaningful shared learning throughout the five-day programme. The initiative reaffirmed the commitment of the DST to empowering women to lead, innovate, and excel in science and administration.

Nineteen participants from various CSIR Laboratories/Institutes participated in this programme .



### Foundation Course of Newly Recruited Section Officers (SO) and Assistant Section Officers (ASO) (General / F&A / S&P) Batch - VII ( January 12 -February 6, 2026)

The Seventh Batch of Foundation course for newly Recruited Section Officers (SO), Assistant Section Officers (ASO) of CSIR commenced on January 12, 2026, at CSIR-HRDC, Ghaziabad. The Inaugural Programme was graced by Dr T. S. Rana, Head, HRDC, Ms. Simesh Verma, Sr. DS & Training Manager,

The foundation course aimed to get acquainted the new recruits with CSIR system and helping them in understanding their duties and responsibilities. The programme began with an overview of CSIR as an organization par excellence, highlighting its mission, structure, and contributions to scientific research. Participants were introduced to the Central Government Health Scheme (CGHS) and Central Services (Medical Attendance) Rules (CSMA) which provided clarity on healthcare entitlements. A dedicated module on the General Financial Rules (GFR) emphasized core definitions, principles of financial propriety, general systems of financial management, LTC TA/DA etc.

The programme was thoughtfully designed to deepen participants' knowledge of key administrative functions, financial procedures, service rules, and CSIR-specific policies. Special emphasis was placed on critical areas such as office procedures, noting and drafting, government rules and regulations, as well as procurement and store management. It also offered the trainees an opportunity to understand the practical applications of administrative functions within a scientific and research-focused environment, fostering a deeper connection with CSIR's diverse institutional landscape.

This initiative aimed to participants with the practical skills and organizational awareness necessary to perform their roles more effectively and contribute meaningfully to CSIR's mission. The course concluded with a formal valedictory session. Sh. Mahendra Kumar Gupta, JS(A), CSIR, addressed the participants and graced the occasion. He also presented certificates to all the participants, marking the successful completion of the programme with the featured collection of participant's feedback, a summary of key learnings.

Forty-one participants from various CSIR Laboratories/Institutes participated in the foundation course.



### Online Workshop on "How to Write a Winning Research Proposal" (February 9-10, 2026)

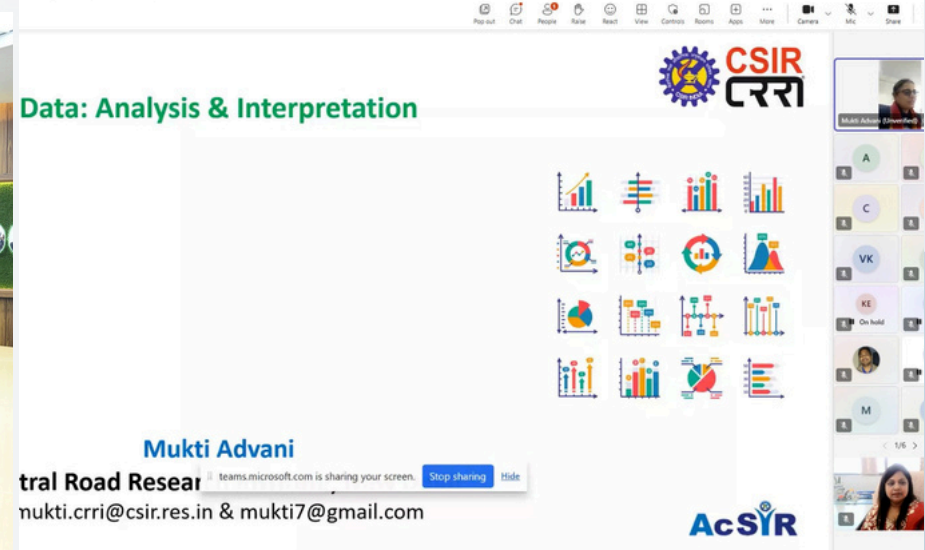
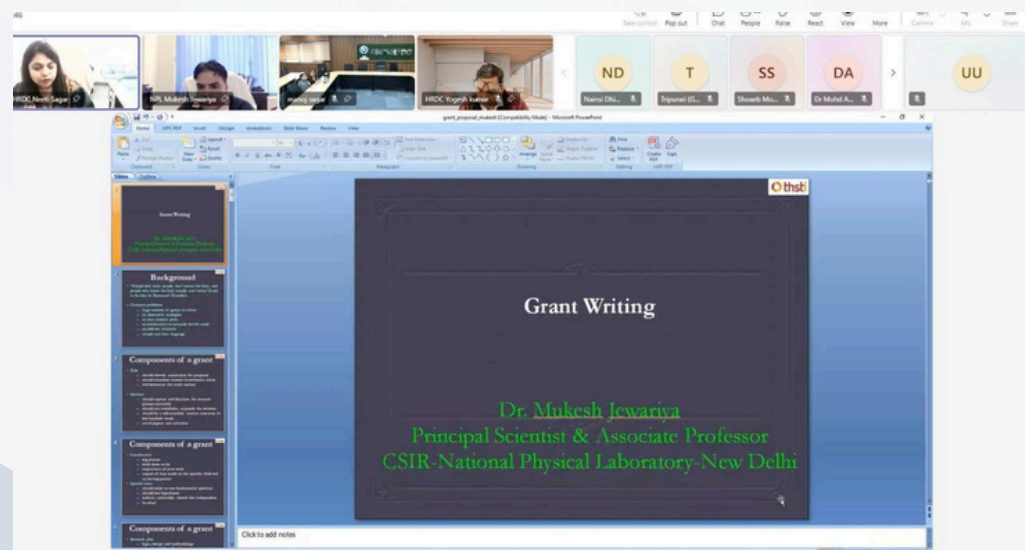
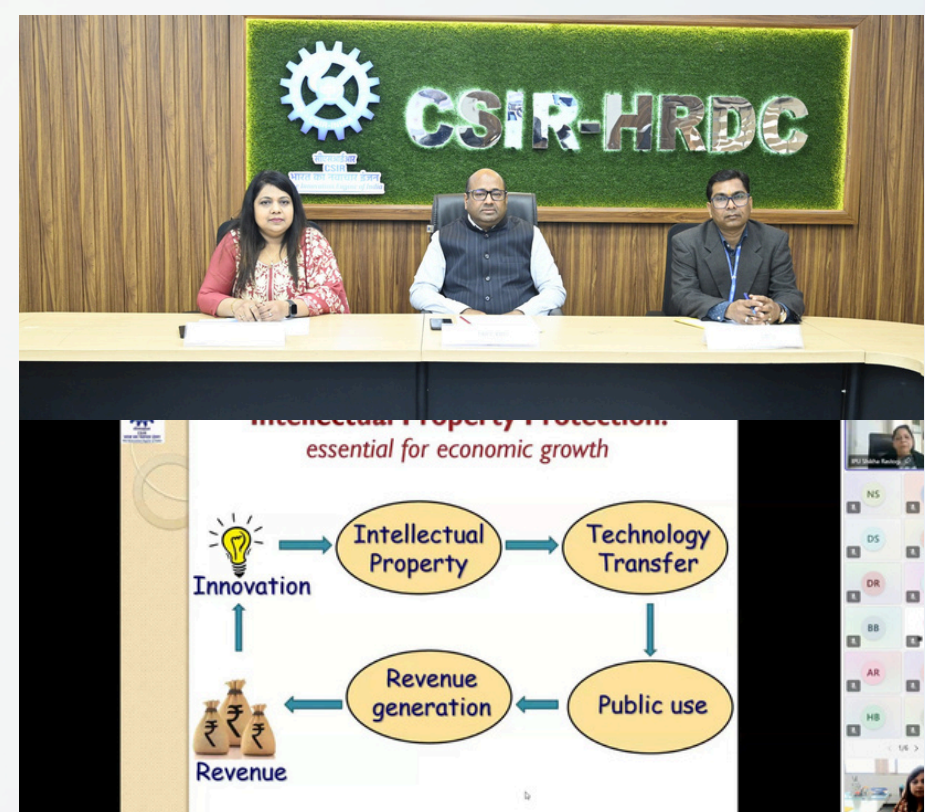
Two-day online workshop on "How to Write a Winning Research Proposal" was organised from February 9-10, 2026 under the CSIR Integrated Skill Initiative.

The workshop focused on developing skills in planning, structuring, writing, and editing research proposals to improve funding prospects. Expert sessions by scientists from CSIR laboratories and headquarters provided valuable insights into effective proposal writing. Dr. Monika Kulshrestha, Scientist G at CSIR-NPL, New Delhi, conducted insightful sessions on the fundamentals of research methodology and study design. This was followed by impactful sessions on IPR compliance in research proposals delivered by Dr Shikha Rastogi, Scientist G at the Innovation Protection Unit, CSIR. Dr Mukti Advani, Scientist F at CSIR-CRRI, New Delhi, delivered engaging talks on the importance of data analysis and interpretation.

On the second day of the workshop, Dr Mukesh Jewariya, Scientist E at CSIR-NPL, emphasized the importance of maintaining a strategic work plan, preparing timelines, and outlining proper budget requirements while drafting a research proposal. Additionally, Dr Vandana Bisht, Scientist G at the Innovation Management Directorate, CSIR, conducted important sessions on plagiarism and ethics in research proposal writing. Feedback from the valedictory session highlighted the workshop's effectiveness, with participants appreciating the insightful sessions, the focus on fundamentals, and the program's overall success.

The workshop was beneficial in enhancing participants' practical knowledge and skills for preparing competitive, impactful research proposals.

The programme witnessed active participation from 75 attendees, including JRFs, SRFs, PhD scholars, and project scientists from CSIR as well as other organizations/ universities/ institutes.



### Training Programme on IT Policies and Guidelines ( February 11-13, 2026)

Three-day Training Programme commenced with lamp-lighting ceremony, symbolizing the spirit of knowledge and learning. The ceremony was led by Dr. T. S. Rana, Head, CSIR-HRDC alongwith Dr. Ambrish Saurikhia, Scientist-G & programme Convener . The programme was coordinated by Shri Chandra Pal Singh, Technical Assistant, CSIR-HRDC, who ensured the smooth and successful conduct of the event.

The sessions focused on adoption of Open Source Policy; cybersecurity guidelines for government employees and government entities; e-Sign and PKI; the Digital Personal Data Protection Act; Critical Infrastructure Management; Email Policy; Data Governance; auditing of IT projects; Guidelines for Indian Government Websites (GIGW); Cyber Crisis Management Plan; Aadhaar and related legal provisions; as well as GudApps and UI/UX guidelines and other contemporary IT governance topics— crucial in today’s rapidly evolving digital landscape.

These comprehensive sessions enhanced participants’ understanding of IT governance frameworks, data protection, digital security practices, and regulatory compliance in government organizations. Distinguished expert speakers from NIC, MeitY, and NCIIPC enriched the sessions with valuable insights and practical perspectives, significantly enhancing the participants’ knowledge and awareness.

Training Programme concluded on February 13, 2026 with a valedictory session.

Forty-two participants from various CSIR Laboratories/Institutes participated in this training programme.



### Two-day Capacity Building Workshop on Implementation of Mission Karmayogi Guidelines and Integration of iGOT Course Completion Status with APARs through SPARROW (February 16-17, 2026)

Two-day Capacity Building Workshop on Implementation of Mission Karmayogi Guidelines and Integration of iGOT Course Completion Status with APARs through SPARROW commenced on February 16, 2026 at the CSIR-HRDC Campus, Ghaziabad.

Programme was inaugurated in the gracious presence of Sh. Mahendra Kumar Gupta, JS(A), CSIR, along with Dr. T. S. Rana, Head, CSIR-HRDC, and Ms. Vatsala Kumari from iGOT Mission Karmayogi. Programme was coordinated by Dr. Nadir Sheikh Scientist F and Dr. Alok Kr. Goel, Principal Technical Officer.

The workshop was designed to facilitate effective implementation of Mission Karmayogi guidelines and ensure seamless integration of iGOT course completion status with APARs through the SPARROW system, thereby promoting competency-driven performance management across CSIR laboratories. During the workshop, several important topics were covered, including comprehensive digital learning hub, self-registration and personalized onboarding, and the functioning of multiple functional hubs available on the platform. Participants were introduced to the wide variety of courses offered through the platform and the concept of personalized training through My iGOT. The sessions also highlighted competency management, collaboration and networking opportunities, career and opportunity tracking, as well as events and knowledge resources available on the portal.

Programme further emphasized the advantage of anywhere and anytime access to learning through the iGOT platform. Participants were also briefed on the iGOT Marketplace and MDO Portal Management. Special sessions were conducted on the Comprehensive Assessment Test linked to APAR, followed by a hands-on session on creating a comprehensive assessment test linked to APAR.

In addition, participants learned about the CBP Portal and the preparation of capacity building plans using AI-based capacity building planning tools. It also included sessions on e-Module development and various quality frameworks related to digital learning content. Along with the technical sessions, interactive discussions and QnA sessions were conducted, providing participants with the opportunity to clarify their queries and gain practical insights into the effective implementation of Mission Karmayogi initiatives.

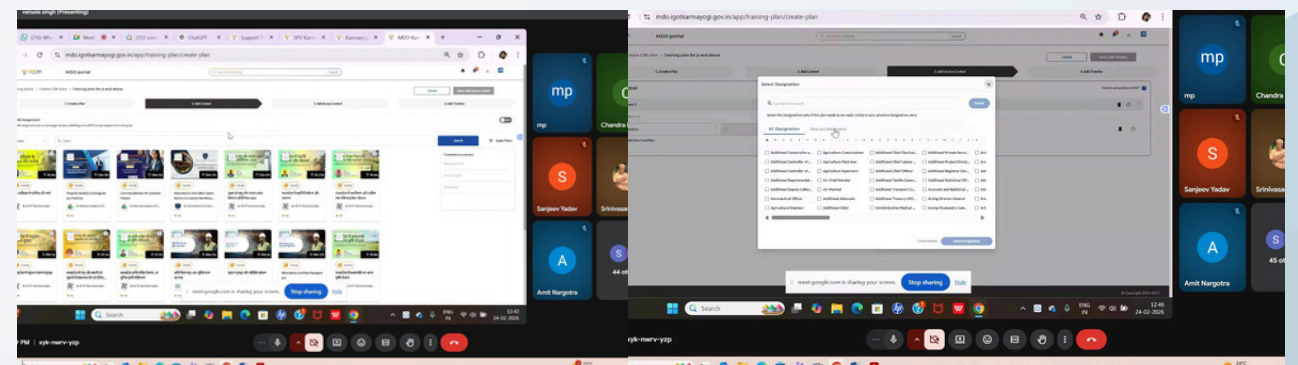
Training programme concluded on february 17, 2026. Thirty-six participants from various CSIR Laboratories/Institutes participated in this training programme.



### Online session on Mission Karmayogi Guidelines & iGOT Course Integration with APARs through SPARROW (February 24, 2026)

CSIR-HRDC in association with Mission Karmayogi, GoI organised an online workshop on Mission Karmayogi Guidelines & iGOT Course Integration with APARs through SPARROW on February 24 2026.

This online workshop aimed to provide hand-holding support and ensure smooth implementation of the mandatory course completion and comprehensive assessment on the iGoT Karmayogi Portal across CSIR. This workshop was meant for CSIR Lab. MDOs, senior officials from Administration and their teams in CSIR Labs.

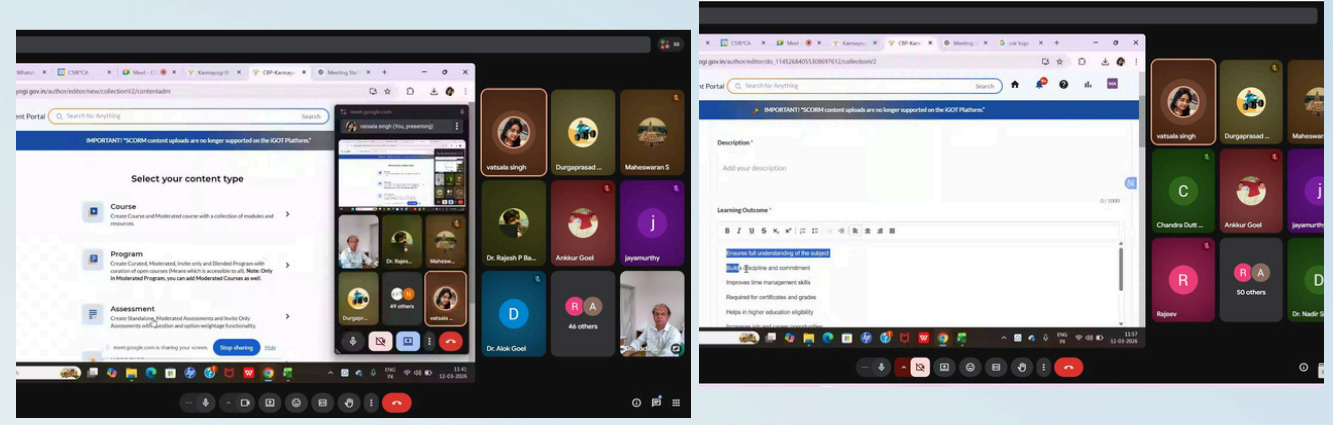


### Online workshop on 'Mandatory Course Completion and Comprehensive Assessment of iGOT Courses' (March 12, 2026)

An online workshop on 'Mandatory completion of APAR-linked courses on i-GOT Karmayogi Platform and completion of comprehensive assessment' was organized by CSIR-HRDC on March 12, 2026.

The objective of this workshop was to provide knowledge and hands-on exposure to handle issues/challenges for smooth implementation of Mission Karmayogi guidelines in CSIR. This workshop was meant for iGOT CSIR Lab MDOs and their team members in CSIR Labs.

In this workshop a walkthrough was provided on IGOT Dashboard for how to curate the 'Comprehensive Assessment Test' and uploading it on the IGOT Portal and related issue were also discussed



## Meetings / Events Celebration



### I. Republic Day Celebration (January 26, 2026)

The 77th Republic Day was celebrated with great patriotism and enthusiasm at CSIR-HRDC, Ghaziabad, on January 26, 2026. The programme began with National Flag hosting by Dr. T. S. Rana, Head, CSIR-HRDC followed by the National Anthem, filling the atmosphere with pride and unity.

Dr. Rana addressed the gathering and highlighted the major contributions of CSIR towards the nation- building. Staff and their family members actively joined the celebration, reaffirming their commitment to excellence in scientific research and public service.



### II. National Voters' Day (January 27, 2026)

CSIR-HRDC observed the 16th National Voters' Day with solemnity and commitment by organizing an oath-taking ceremony at its campus. The observance aimed to reinforce awareness about electoral rights and responsibilities among officers and staff members.

The occasion served as a reminder that active and conscious participation in elections is fundamental to nation-building and good governance. All the participants from ongoing programme of foundation course and staff members of CSIR-HRDC took the Voters' Pledge, emphasized the importance of informed and ethical participation in the electoral process.

The observance served as a reminder of the collective responsibility to uphold the principles of free, fair, and inclusive elections, thereby strengthening the foundations of democracy.



## Distinguished Guests and Visitors



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



**Prof. Manoranjan. Parida**  
Former Director, CSIR-CRRI



**Dr. Susheela Negi**  
Associate Head, Department of S&T  
Capacity Building



### Moments of Learning January – March 2026



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