NAARM

National Academy of Agricultural Research Management

Hyderabad

Courses

1. Agricultural Research Management
2. Human Resource Management
3. Computer-based Multimedia Development
4. Web-based Education
5. Open Source-based E-Learning Development

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The National Academy of Agricultural Research Management was established in 1976 at Hyderabad to impart training, conduct research and to provide consultancy service in the area of agricultural research and education management.

Training Programmes
Since, its inception, the academy has trained nearly 19,500 scientists at different levels through a variety of programmes which include induction course for the newly recruited scientists, refresher courses for the senior level functionaries, workshops and seminars, and international programmes. All its training programmes are backed-up by appropriate research studies. Through these programmes, the academy has established its credibility as a premier management training institute in the national and international arena. The academy has been collaborating with several international agencies, viz. ADB, CASAS, FAO/UNDP, the Ford Foundation, ICRISAT, IDRC, ISNAR, SAARC, SEARCA, USAID, and World Bank. Participants from Bangladesh, Bhutan, Brunei, China, Malaysia, Myanmar, Nepal, Nigeria, Pakistan, Philippines, Singapore, Somalia, and Sri Lanka have participated in several programmes organized by it. The academy has had the distinction of training the senior level functionaries from Nigeria in Agricultural Research Management through three special tailor-made programmes. The Academy has excellent residential facilities for participants to its various programmes.

During 2009, following international training programmes are planned. These programmes are open to both national and international scientists. Interested scientists should send their applications to the Indian Council of Agricultural Research on proforma attached on the last page.

1.
Agricultural Research Management

Agricultural research organizations in the developing countries have grown up in the size and scope of research activities, in the recent years, to meet the every growing needs to goods, fibre and fuel. At the same time, they are faced with the problems of inadequate resources to address the complex and more demanding research problems as a result of rapidly changing national and global agricultural scenario and the emergence of WTO. In light of the increased institutional activities coupled with scarce research resources, the researches in these countries are looking for appropriate management tools and techniques to enhance the efficiency and effectiveness of their research. The programme provides excellent opportunities for the participants to acquire new knowledge and develop appropriate skills towards improved management of research. The major objectives of the programmes are:

- to familiarize the participants with appropriate tools and techniques for efficient and effective management of research.
- to analyze and synthesize the Indian experience in agricultural research management and evolve strategies for application in their back home situation.

Faculty

The Academy is organized into three functional Divisions, viz. Agricultural Research Systems Management and Policies, Human Resource Development, and Information and Communication Management. A multi-disciplinary team of scientists, who constitute the core faculty, work in different Divisions. Each faculty member is basically an agricultural scientist with specialization in one of the agricultural disciplines, who has also received specialized management training in India and abroad. On the strength of the expertise available with the faculty members and the experience gained by them over a long period, the credibility of the various programmes offered by the Academy has been quite high. The Academy borrows the services of external specialists faculty for its multifarious training programmes.

Course Director	: Dr T Balaguru / Dr N Hanumantha Rao
Duration	: 3 weeks
Course fee	: US $ 2,000 per trainee
No. of trainees per course	: 20
Accommodation	: Will be provided at a very reasonable cost in the Institute's guest house
Eligibility	: Participants in the programme will be middle and senior level research managers who are responsible for planning and managing agricultural research

Course Contents

Research management
- Global agricultural scenario
- Indian agricultural scenario
- WTA and IPR regime in agricultural research
- Privatization of agricultural research
- Technological forecasting
- Macro level research planning-policy issues
- Project management
- PRA techniques for problem diagnosis
- Priority setting
- Project planning and formulation
- Project budgeting system
- Project management techniques

Human resource development
- HRD strategies for improved performance
- Manpower planning and recruitment
- Individual and organization
- Interpersonal relationships and organizational effectiveness
- Multidisciplinary team building
- Motivation of scientists
- Organizational climate
- Performance assessment of scientists
- Scientist-Administrator interface

Information technology and management
- Trends in information technology
- Information retrieval through Internet
- Importance of information and its management
- Management Information System (MIS)
- Geographic Information System (GIS) for natural resource management
- Statistical software for data analysis
- Management of information centres

Transfer of technology (TOT)
- TOT System—organization and system
- Communication skills
- Use of modern tools in scientific communication
  — computer
  — video
  — posters
- Research-extension linkage

2.
Human Resource Management

People are the most important and precious resource of any organization. Any shortfall in material, infrastructure, and financial resources can be compensated by highly efficient, devoted, and committed people in the organization. The success of any organization, thus, primarily depends on the enthusiasm and motivation of the people working in it and the leadership that guides them.

With globalization and economic liberalization, the agricultural research organizations have started facing tall challenges to cope up with the increased competition, demands, and expectations. These increasing demands placed on the organizations and the consequent streamlining of organizations have created both challenges and paradoxes. There is, therefore, a greater need these days for devising more effective ways of delivering value to the organization by way of developing and managing people.

The development and management of the human resources of an organization is not a matter of chance but it requires a planned and concerted effort to impart the knowledge and skills for the management of the self, and also other human beings working in groups and in organization. This programme provides an excellent opportunity for the participants to develop conceptual understanding and practical skills in various aspects related to organizational behaviour and human resource management that would facilitate them to improve their efficiency and effectiveness.

Training Programme

The programme will consist of a blend of theoretical sessions, interactive discussion, structured instruments for self-exploration, experiential exercises, and case analysis. The programme will provide an excellent forum for the participants to have exchange of information and experience sharing. The programme is aimed

- to sensitize agricultural professionals to the issues of human resource management in the organization
- to provide knowledge and skills to the participants for management of individual group and organizational behaviour
- to develop an action plan for self and organizational development

Faculty

The Academy is organized into three functional Divisions, viz. Agricultural Research Systems Management and Policies, Human Resource Development, and Information and Communication Management. A multidisciplinary team of scientists, who constitute the core faculty, work in different Divisions. Each faculty member is basically an agricultural scientist, with specialization in one of the agricultural disciplines, who have also received specialized management training in India and abroad. On the strength of the expertise available with the faculty members and the experience gained by them over a long period, the credibility of the various programmes offered by the Academy has been quite high. The Academy also utilizes the services of external resource persons for its multifarious training progremes, whenever necessary.

Course Director	:	Dr P Manikandan / Dr R V S Rao
Duration	:	3 weeks
Course fee	:	US $ 2,000 per trainee
No. of trainees per course	:	20
Accommodation	:	Will be provided at a very reasonable cost in the Institute's guest house
Eligibility	:	Scientists of any discipline with a minimum of three years experience

Course Contents

Human resource development
- overview of HRD
- training management
- self-learning
- performance appraisal
- HRD strategy

Human resource facilitation
- personality exploration
- personality development
- motivation
- perception
- values and attitudes
- interpersonal relationships
- communication
- group dynamics
- leadership
- power and politics
- conflict management
- team building
- organizational culture and climate
- organizational change and development
- stress management
- structured experiences

3.
Computer-based Multimedia Development

During the last decade, there have been dramatic developments in information technology especially in communications. We witnessed the advent of worldwide packet networks, mass storage devices, interactive video, graphics technologies and a wide variety of multimedia production tools. The tools include those used for animation like flash, image processing and photography like Photoshop, authoring softwares like director, sound and video editing tools, computer aided instructions, planning, production and editing tools, all of which fall under one umbrella of multimedia.

R&D institutions can employ multimedia for developing effective presentations in teaching, research, technology transfer and in posting information on web.

Training Programme

This programmeis aimed at

- to develop among participants an under-standing and appreciation of use of Multimedia in technology development and transfer
- to expose participants to digitizing, synthesizing, animating and packing images, and use of sound, graphics and text in high speed global network environments
- to familiarise participants with Multimedia production tools in various categories and enable them to develop their own exercises

Faculty

The Academy is organized into three functional Divisions, viz. Agricultural Research Systems and policies Management, Human Resource Development, and Information & Communication Management. A multi-disciplinary team of scientists, who constitute the core faculty.

Course Director	:	Dr K M Reddy/Dr V K J Rao
Duration	:	3 weeks
Course fee	:	US $ 2,000 per trainee
No. of trainees per course	:	20
Accommodation	:	Will be provided at a very reasonable cost in the Institute's guest house
Eligibility	:	Scientists and faculty members from National Agricultural Research and Education Systems and other related organizations

Course Contents

- Effective presentation techniques, role of audio-visuals in effective presentation, role of computers and multimedia in presentation
- Basics of multimedia, story boarding, media selection, resource material building for multimedia presentation
- Introduction, demo and hands-on with different multimedia authoring, animation and sound and video editing softwares
- Project work to integrate audio and visual resources into an effective computer based multimedia presentation using an authoring tool; multimedia case studies on efficiency of computer based multimedia

4.
Web-based Education

World Wide Web (WWW) has emerged as the unique application of Internet with all kinds of data and information providing interactivity and control to the user. Web is bringing rapid and radical change in education, and Web-based education (WBE) has become a very important branch of educational technology. The field of instructional media has undergone tremendous change with the advent of Distance education and Web-based technology in addition to the traditional settings. Web is the largest and richest "agricultural information system" in the world covering all aspects of agriculture. Developments in Information and Communication Technology (ICT) have tremendous impact in spreading the benefits of agricultural education and research to all its stake holders. Web-based training eliminates the cost and inconvenience of attending a course away from the Office. Besides, they have many benefits such as flexibility, just-in-time delivery and interactivity. NAARM is having excellent facilities for developing web-based education and training. Currently, NAARM is actively involved in developing virtual learning center for web-based education and training and also build the capacity of NARS scientists and faculty in these areas.

Andragogy

The course will consists of theoretical lectures and discussion on individual topics, followed by intensive hands-on use of computers to develop modules on web-based education. It will provide excellent opportunity for the participants to have experience in using state-of-art technology in developing web-based education modules.

Objectives

- To familiarize participants with instructional technology for web-based learning
- To develop web-based education and training modules

Faculty

The Academy is organized into three functional Divisions, viz., Agricultural Research Systems and Policies Management, Human Resource Development and Information and Communication Management. A multi-disciplinary team of faculty members have long experience in organizing training in IT area. Academy also borrows the services of expert specialist faculty from industry for its multifarious training programmes.

Course Director	:	Dr M Narayana Reddy/ Dr N Sandhya Shenoy
Duration	:	2 weeks
Course fee	:	US $ 1,200 per trainee
No. of trainees per course	:	20
Accommodation	:	Will be provided at a very reasonable cost in the Institute's guest house
Eligibility	:	Scientists and officers of any discipline

Course Contents

Internet-based information systems

- Basic concepts of internet, emerging trends in internet-based information systems, web design for dissemination of academic and research content, database and information systems

Web-based instruction

- Technology in web-based education, online lessons and electronic publishing

Project

- Developing web-based lesson or research information using commonly available module.

5.
Open source based E-Learning Development

The process of E-Learning provides the ease of learning like A3 (Anyone, Anytime and Anywhere) mode of learning to a learner and provides a scope for the content developer (who may be a teacher or a researcher who wants to share his knowledge with the farmer) to update his/her content. Encapsulating the learning process through E-Learning methodology which may be lessons for the students or research results for the benefit of farmers can increase the scope, quality and user base to access knowledge/ information. Open source software have got wider acceptance because of its affordability and scope to mould the software to suit one's requirements. This program envisages to bring awareness in E-Learning and build the capacity in content creation and management using open source software, among participants who are involved in teaching, research, extension and technology transfer activities.

Training Programme
The Objectives are
- To familiarize with open source software for content development, capture and editing
- To familiarize with open source content management software in the web environment
- To develop case studies on content development project mode

Faculty
The Academy is endowed with a multi-disciplinary team of scientists. Having rich experience in imparting training on various aspects of Information Technology and well supported IT infrastructure to support Academy's training initiates.

Course Director	:	Dr G R K Murthy / Dr D Rama Rao
Duration	:	3 weeks
Course fee	:	US $ 2,000 per trainee
No. of trainees per course	:	20
Accommodation	:	Will be provided at a very reasonable cost in the Institute's guest house
Eligibility	:	Scientists and Faculty members from Research, Education and Extension Systems and other related organizations.

Course Contents
- Basics of open source software in content management- software installation, course creation and administration, assignments, evaluation, grading, web hosting
- Introduction to Open office suite- open source documentation, spreadsheet, presentation and web design software
- open source E-Learning tools- audio, video tools, content capturing techniques
- E-learning standards
- Modern E-Learning methodologies- Mobile learning, pod-casting, internet radio, video conferencing
- Software on online learning evaluation and monitoring