



# **Project Report Induction Training Programme (18-29 June, 2018)**

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**Centre for Research in Advanced Technology for Education in Science (CREATES) Indian  
Institute of Science Education & Research, Bhopal**



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**INDUCTION TRAINING PROGRAMME**  
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**REPORT**

Induction play key role in employment process which is mostly overlooked in an organization wherever everyone seems to be engaging at their assigned jobs with full capability. Induction has become a key concern within the space of rising work processes, worker morale and satisfaction. As such, it challenges organizations each to spot its deserves and to understand the interaction between induction and job effectiveness. Therefore, the impact of an efficient induction programme can't be unnoted. As a new employee, begin with a new job is considered to be one of the most stressful life experiences and a proper induction process that is sensitive to the fears and uncertainties, as well as the needs of an employee, is therefore of the utmost importance. This induction programme will help me as newly appointed employee to integrate into all arena of teaching and research processes with minimum difficulty, by acquainting them with the details and requirements of teaching and learning activities. It will have an impact and influence on the quality of my service i.e. lecturers provide to the learners.

I am newly recruited (less than 6 months) and working as Assistant Professor, Department of Forest Biology and Tree Improvement in Banda University of Agriculture & Technology (BUAT) at Banda (Uttar Pradesh). As the profession was totally new experience, I have never set up and managed a classroom without the assistance of a cooperating lecturer. I am facing with applying everything that I have learned to a totally new setting. There are number of decisions that I used to make and typically they have to learn through trial and error. No training can totally prepare a lecturer for the experience of teaching in a classroom. I was also struggling with issues regarding classroom management, organization, managing their time workload, relationships with students and parents and curriculum, assessment etc.

I have been assigned to teach B.Sc. Forestry (Hons.) undergraduate course Forest tree improvement to the undergraduate students of BUAT. This training programme provides an opportunity to interact with Dr. Madhumita Mukherjee, IISER, Bhopal who delivered a detailed overview of the effective learning and focuses on giving inclusive learning through incorporating all sections of student with different academic background as well as mental capacity. The strategy towards research methodology highlighted the research methods, the target population in

this study and the method that was used for data collection as well as procedures used for the data analysis. The induction training programme highlighted on accessibility of various resources by inclusion of social media viz. enhanced learning management system, you tube, blog, live conferencing etc. Further, the various provisions of Intellectual property right enabled me to know the different aspects of Intellectual Property Rights (IPRs). The role of ethics and morality in research with special emphasis on plagiarism enlightened me in knowing to conduct an effective research. The detailed lecture provided by the Dr. Sandeep Kumar Pathak, Deputy Librarian, IISER, Bhopal on utility of research and web tools including hands on various software for academic community broaden my perspective in research field. The visit of central library, IISER, Bhopal with Dr. Pathak provided me to know about effective, management of academic repository for the students and researcher which will help out to me in establishment of academic environment in BUAT, Banda.

The training gave an elaborative concept of blended learning and its affectivity over traditional way of learning. In blended learning pedagogy, application of flipped class room, application of LMS, MOODLE, MOOCs, crowd source learning etc have been discussed by Dr. Amber Jain, IISER, Bhopal. The hands on provided on different software will help me to make my lectures more effective, comprehensive and understandable to my students. The concept of Bloom's taxonomy will help me to strategies the different teaching activities in academia. Moreover, the effectively of smaller acts during delivery of lectures like role of sitting arrangement, discussion, ice breaking sessions etc have been elaborated. The inclusion of these smaller acts in my class room will make me enabled to create an advanced learning atmosphere. The significance of Socratic learning in higher education taught by Dr. Kushal Shah, IISER, Bhopal motivated me to adopt Socratic learning in my deliverable lectures which undoubtedly going to benefit my students a lot. The behavioral responses (adolescence) of under graduate students play a critical role in the learning pattern. It was really difficult to know the psychology of UG students which in turn created a hurdle to synchronize the lectures as per their behavioral responses. The lecture delivered by Dr. Sheereen Bajpai on understanding of adolescence behavior will help me out to chalk out my way of lecture delivery so that students will have positive attitude in the class with full concentration towards their carrier endeavor.

Apart from this, lectures on administration and governance helped me to know about the rules and regulation which lay out foundation of a successful organization. The implementation of the principles of dedication, accountability and transparency will provide me a progressive approach towards my profession in my full mental capacity.

To show gratitude the CREATES, IISER, Bhopal for conducting ITP. I heartily thank our Banda University of Agriculture & Technology, Banda to provide me opportunity to attend this programme and assistance in this duration.

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**(Chandrakant Tiwari)**