

શ્રી ગ્રામોદય યુગાકાશિ સિદ્ધિચાન કપાલક  
 આજ મિતિ ૨૦૮૦-૬-૨૬ ગતે ક્યા. વય. સ. રૂ. વૈઠલ વ્યવસ્થાપન  
 સામેલિટા અધ્યક્ષ શ્રી ગોપાલ પ્રસાદ મહારાઈએ અધ્યક્ષતામાં  
 વડા નિમ્નાશુસારકો ઉપાલોચને, હસ્તાક્ષર નિર્ણય રહ્યો.

ઉપાલોચને.

		હસ્તાક્ષર
૧. શ્રી ગોપાલ પ્રસાદ મહારાઈ	- અધ્યક્ષ	ગોપાલ પ્રસાદ
૨. શ્રી પ્રેમ પ્રસાદ મહારાઈ	- ઉપાધ્યક્ષ	
૩. શ્રી રામચન્દ્ર	- "	
૪. શ્રી જાગેશ્વર	- સદસ્ય બાબેજી	
૫. શ્રી હરિ પ્રસાદ	- "	
૬. શ્રી લોકારમ મગર	- "	
૭. શ્રી વાવુરામ શેઠ	- "	કે. વાવુરામ
૮. શ્રી ભુવનકુમાર રોહા	- "	
૯. શ્રી સિલા પોડેલ	- "	
૧૦. શ્રી રવમીમાયા વિ. રૂ.	- " રવમી	
૧૧. શ્રી પ્રેમ વદાકુર વર્નેત	- સદસ્ય રાચેવ	કે. રાચેવ

પ્રસ્તાવિત વિષયહક:

૧. HRM/HRD plan સ્વીકૃત ગર્ને સમ્બન્ધમાં
૨. નિવેદન સમ્બન્ધમાં

પ્રસ્તાવિત વિષય નં. ૧ માથે ફલપુલ ગર્દા અનુસન્ધાન વ્યવસ્થા  
 પન સામેલિટા વૈઠકલ અમ્વાકલ ગોચરી સંયોજકત્વમાં તયાર  
 પારી મિતિ ૨૦૮૦-૬-૨૬ ગતે રૂસ ક્યા. વય. સ. સમક્ષ  
 પેશા મર્ડ સ્વીકૃતિલો લાખી અનુરોધ મર્ડ આલ્કોમા ઉત્ત  
 (plan) યોજનાલાઈ ઉપયુક્ત માન્યતા પ્રદાન ગર્દા સ્વીકૃતિ  
 પ્રદાન ગર્ને નિર્ણય મર્ડો.

વિષય નં ૨ માથે ફલપુલ ગર્દા સામેલિટા અર્કો વૈઠલ  
 આવશ્યકતા અનુસાર અર્કો મિતિમાં વર્લે નિર્ણય મર્ડો.

ફો. સિદ્ધિચાન કપાલક

# **Gramodaya Yugakavi Siddhicharan Campus**

Gamnang, Okhaldhunga

## **Human Resource Management/Development Plan (2024-28)**

Human resources are as essential to the institution as capital and infrastructure are. The institution needs qualified human resources for its effective operation. Therefore, it needs a human resource management and development strategy, which is a comprehensive plan to effectively manage human resources and develop them with specific principles, goals, objectives, and short-term and long-term activities.

Gramodaya Yugakavi Siddhicharn Campus is a public campus affiliated with Tribhuvan University (TU) and recognized by the University Grants Commission (UGC). It operates with inadequate funds raised by the community, low amount of student fees, financial aid from the local, provincial, and federal governments, and support from the UGC and other agencies.

In this context, this campus needs a specific human resource management and development (HRM/D) plan for its effective operation. Therefore, this campus has made the following HRM/D plan that includes the vision, mission, goal, and activities of the campus:

### **Vision**

Gramodaya Yugakavi Siddhicharn Campus is envisioned as a credible higher education institution that aims to educate students from remote areas of eastern Nepal and economically deprived people at an affordable price.

### **Mission**

By 2028, Gramodaya Yugakavi Siddhicharn Campus will become a well-recognized higher education institution that offers quality education from knowledgeable and experienced human resources to underprivileged students.

### **Goal**

The objective of Gramodaya Yugakavi Siddhicharn Campus is to strengthen the capacity of its faculty members and non-teaching staff with a specific HRM/HRD plan. The plan is as follows:

### **HRD plan**

Gramodaya Yugakavi Siddhicharn Campus is a community-funded public campus that runs with inadequate funds raised from low student fees and financial aid from different levels of government and the UGC. In this context, this campus has decided to implement the following plans for human resource management and development with its limited resources. This plan describes the capacity development of teaching and non-teaching staff. It includes the short-term, mid-term, and long-term plans and programs of human resource management and development.

### **(a) Selection, Recruitment, Promotion and Job Security**

Gramodaya Yugakavi Siddhicharan Campus is operated by a group of full-time and part-time faculties and non-teaching staff considering the financial condition. It has a constitution made by the Campus Assembly and approved by the concerned body of Tribhuvan University. It will manage the human resources as per the legal provisions.

- The Campus will create positions for teachers and office staff as per the needs.
- It will publish the vacancy of seats that shows the minimum criteria for the job.
- The Campus will formulate a selection committee for selecting the faculties and staff with excellent grades and a high level of competence.
- It will conduct written tests and will interview the shortlisted applicants with the fixed criteria as per the Campus constitution, rules, and regulations.
- Selection will be based on open competition and merit.
- They will be promoted based on fixed criteria in terms of quality teaching and research.
- The working staff will not be dismissed from the job without an opportunity to explain the genuine reasons for an inability to perform the tasks of the given responsibility.

### **(b) Knowledge Management**

Knowledge is one of the basic prerequisites for the continuous growth of a higher education institution. With the understanding that knowledge is not a static object, but a dynamic process, the Campus will organize knowledge management initiatives for its internal human resources in association with external experts. It will utilize the internal financial resources and ask for financial support from local, provincial, and federal governments as well as the University Grants Commission.

- A teaching faculty of the Gramodaya Yugakavi Siddhicharan Campus may take unpaid leave for higher studies at the MPhil or Ph.D. level in the universities within the country or outside on the subject discipline that the campus needs.
- The faculty will be offered study leave on the condition that he or she return to the campus and serve the campus after completing the study.
- To add to the knowledge and scholarship, the campus will arrange (inter) national seminars, workshops, conclaves, conferences, and similar other programs at least once a year.
- The campus will form a research management cell to organize and conduct research activities regularly.
- The campus will conduct collaborative research in association with other higher education institutions or professors or (inter) national experts.
- The Campus will publish periodicals, bulletins, and scholarly journals to enhance the quality of teaching and research at least once a year.

**(c) Capacity Development Programs**

- The campus will arrange seminar workshops on research methodology and writing techniques for quality enhancement of faculties.
- The Campus will organize training programs for the development of cognitive skills among teaching faculties.
- The Campus will organize training programs on socio-economic skills to enhance the management capacity of faculties, non-teaching staff, and the administration.
- The campus will manage training programs such as technical skills and digitization skills to make its teaching and non-teaching employees new technology-friendly.
- The campus will organize academic events to share ideas, knowledge, and experiences with the faculties and staff of other higher education institutions.
- The Campus will organize peer learning activities that involve physical visits to the quality assurance and accredited campus(es) and experience-sharing programs with experts.

**(d) Performance Evaluation System**

- The Campus will develop and implement a 360 evaluation system to understand the performance of the campus employees.
- While doing so, students and other stakeholders will evaluate the faculties, non-teaching staff, and the campus administration on both a vertical and horizontal basis.
- The Campus will decide on reward and punishment based on the objective criteria of the performance evaluation system.

**(e) Others**

For things that have not been mentioned above but may come across in the way under unforeseeable circumstances, the campus management committee will formulate appropriate HRM/HRD policy and make appropriate decisions for the overall academic development of the campus.