



HUMAN RESOURCE DEVELOPMENT PLAN



Submitted to
University Grants Commission (UGC)
Sanothimi, Bhaktapur

GRAMODAYA YUGAKABI SIDDHICHARAN CAMPUS (GYSC)
Likhu-06, Gamnang, Okhaldhunga



INTRODUCTION

Gramodaya Yugakabi Siddhicharan Campus (GYSC) is dedicated to becoming a highly honored institution of higher education in Nepal, particularly focused on serving the economically disadvantaged and inaccessible populations in eastern Nepal. The campus aims to provide reasonable education, fostering an advantageous learning environment that supports the holistic development of its students.

VISION

To build a dynamic and inclusive workforce that fosters excellence, innovation, and lifelong learning, enabling individuals to thrive and contribute meaningfully in a globally competitive environment.

GOAL

To develop and sustain a competent, motivated, and adaptable human resource pool by creating a supportive environment, nurturing skills, promoting co-curricular growth, and ensuring equitable access to opportunities through scholarships and financial aid

OBJECTIVES

The primary objectives of the campus include:

1. Student-friendly Learning Environment: Generating an atmosphere conducive to learning.
2. Experienced Faculty: Employing competent lecturers to ensure quality education.
3. Co-curricular Activities: Organizing events that explore and develop student potential.
4. Skill Development: Focusing on intellectual, professional, and practical skills essential for survival in a global context.
5. Scholarships and Financial Aid: Offering fee waivers and scholarships to deserving students based on merit and economic background

EDUCATIONAL IMPACT

Located in Likhu Rural Municipality of Okhaldhunga, GYSC serves as a vital educational center for approximately 250 students. It plays a noteworthy role in addressing educational gaps for females and those engaged in agriculture, ensuring access to higher education for groups traditionally relegated from such opportunities. The campus has established a favorable reputation with an impressive annual success rate exceeding 80%, supported by dedicated faculty and complete facilities including spacious classrooms, a modest library, and internet access.

Handwritten signature

Handwritten signature

Handwritten signature

Handwritten signature



IMPLEMENTATION STRATEGY

1. Student-Friendly Learning Environment

Objective: Generating an atmosphere conducive to learning

Implementation Strategies:

1. Create well-equipped and technology-enabled classrooms, libraries, and study spaces to foster a supportive academic environment.
2. Establish mentorship programs where faculty members guide students academically and personally.
3. Introduce feedback mechanisms (e.g., surveys and suggestion boxes) to understand and address students' needs and concerns effectively.
4. Promote inclusivity by ensuring equal participation for all students, regardless of their background.
5. Organize mental health and wellness programs to provide psychological support and reduce stress.

2. Experienced Faculty

Objective: Employing competent lecturers to ensure quality education

Implementation Strategies:

1. Recruit highly qualified lecturers and subject matter experts with advanced degrees and proven teaching experience.
2. Carrying out collaborative research with expert, professors or international experts
3. Campus should publish at least one periodic bulletin or academic journal annually in order to improve quality of teaching and research
4. Establish a reward and recognition system to acknowledge outstanding contributions by faculty members.

3. Co-curricular Activities

Objective: Organizing events that explore and develop student potential

Implementation Strategies:

1. Organize inter-campus competitions, cultural programs, and sports events to encourage active student participation.



2. Form student-led clubs and committees focused on diverse interests such as music, art, debate, innovation, and entrepreneurship.
3. Develop programs to involve students in community service, volunteering, and social impact projects for holistic growth.

4. Skill Development

Objective: Focusing on intellectual, professional, and practical skills essential for survival in a global content

Implementation Strategies:

1. Incorporate technical and soft skills training programs into the academic curriculum, including communication, teamwork, and problem-solving skills.
2. Organize certification courses in trending fields like IT, digital marketing, project management, and data analytics.
3. Collaborate with alumni and industry experts to deliver guest lectures and mentoring programs that prepare students for real-world challenges.

5. Scholarships and Financial Aid

Objective: Offering fee waivers and scholarships to deserving students based on merit and economic background

Implementation Strategies:

1. Develop transparent criteria and processes for awarding scholarships and financial aid based on academic performance, need, and extracurricular achievements.
2. Conduct outreach programs in underprivileged communities to create awareness about available scholarships and financial assistance.
3. Collaborate with alumni associations, non-profit organizations, and corporate sponsors to expand funding for scholarships.
4. Regularly evaluate and adjust scholarship programs to accommodate more students and ensure fairness.
5. Offer employment opportunities to exceptional graduates of the campus as teachers, recognizing their academic excellence and potential to contribute to the institution's growth

The campus strongly believes in supporting personal and professional competencies for faculty, staff, and administration. Thus, priority will be given to the following capacity-building programs:

[Handwritten signatures]



- **Research and Writing Workshops:**

The faculty members will be provided with workshops on research methodology and writing skills focused on enhancing their academic contributions, general teaching, and research quality.

- **Cognitive Skill Development Training:**

In order to improve faculty effectiveness and enable student participation in the teaching-learning process, training sessions aimed specifically at the development of analytical thinking and problem-solving abilities will be conducted.

- **Socio-Economic Skills Training:**

Training for teamwork and management improvement will be directed toward faculty, administrative staff, and non-teaching staff.

- **Technology and Digital Skills Training:**

Training for modern technology and digital skills would be extended to ensure that all staff feel at ease using such modern tools and technologies for maximizing efficiency and performance.

- **Academic Exchange Events:**

The academic activities organized at the campus will enable faculty and staff to network, exchange ideas, and share experiences with colleagues from other higher institutions of higher education in an atmosphere that promotes innovation and collaboration.

- **Peer Learning and Experience Sharing:**

The opportunities for peer learning will be created alongside the exchange of visits with quality compliant and accredited campuses. Experience-sharing programs with field experts will also nurture insights and inspiration for enhancement.

PERFORMANCE APPRAISAL SYSTEM

- There shall be an effective evaluation system at the Campus that provides a valid basis for assessing the performance of all employees.
- This system will involve students and other stakeholders in evaluating faculty members, non-teaching staff, and campus administration from various perspectives.
- The performance appraisal process shall be based on objective criteria to assist the Campus in determining appropriate rewards and corrective actions.

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]



MISCELLANEOUS

The Campus management committee will develop necessary policies related to HRM/HRD in cases where policies do not exist to address unforeseen situations.

- Decisions will be made to ensure the overall growth and development of the Campus.

Other Future Plans

- To meet the rising demand for qualified instructors and decision-making skills in local development, GYSC is expanding its infrastructure. Plans include constructing new facilities such as hostels, laboratories, and libraries, aimed at accommodating more students and enhancing educational quality. This expansion bring into line with the institution's assurance to accessibility and quality education for all.

CONCLUSION

The Human Resource Development Plan for the Gramodaya Yugakabi Siddhicharan Campus (GYSC) is a strategic initiative aimed at creating an efficient, inclusive, and dynamic human resource pool to tackle the challenges of a competitive global environment. Designed specifically for an educational institution serving rural and disadvantaged communities in eastern Nepal, this plan leverages GYSC's strengths, such as its high pass rate and dedicated faculty, while addressing critical challenges through targeted interventions. The plan prioritizes the creation of a modern, student-centered university environment by improving infrastructure, establishing mentorship programs, recruiting experienced faculty, and developing co-curricular activities that foster holistic student growth. By focusing on enhancing both technical and soft skills and building connections with industry, the plan seeks to equip graduates with the professional competencies necessary for success. Additionally, GYSC is committed to promoting equity and accessibility through scholarships and support for deserving students from disadvantaged backgrounds, enabling them to pursue higher education. The plan also highlights the importance of professional development for faculty, staff, and administration through various capacity-building activities, such as research workshops, technology training, and exchange programs.

As GYSC moves toward its development goals, including the construction of new facilities to accommodate increasing enrollments, this HRD plan lays a strong foundation for achieving its mission of becoming a highly respected institution of higher education in Nepal. The successful implementation of this plan is expected to lead to increased student enrollments, improved retention and academic performance, enhanced employability of graduates, and greater community outreach, ultimately contributing to socioeconomic development in the region.

Handwritten signature

Handwritten signature

Handwritten signature

Handwritten signature