



Shri Sant Gulabbaba Education Society's  
**Randhirsingh Bhadoriya Mahavidyalaya**  
**Umred, Dist. Nagpur**

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NAAC 2020/ Metrics Level Deviations/Cr3-3

Date: - 25/01/2021

<b>Criteria 3.2.1:</b>	Number of research papers per teachers in the Journals notified on UGC website during the last five years.
<b>Findings of DVV</b>	Provide functional link to the actual article in the relevant section of the UGC portal.
<b>Response/ Clarification</b>	1) List of the papers published in UGC journals for the last 5 years (year wise) is attached. ( <b>Appendix-I</b> ) 2) Link to each paper published and URL link of journal is attached in clickable format for opening. ( <b>Appendix-II</b> ) 3) UGC Listed paper whose link is not working currently. ( <b>Appendix-III</b> )

  
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# Appendix-I



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S.N	Title of the paper	Name of the author/s	Name of Journal	Year of publication	ISSN Number
1.	"An Implementation Of Talent Management For Higher Education Institutes Excellence"	Prof. Miss. J.M. Tiwari Dr. Rajesh Bahurupi	Studies in Indian Place Names (UGC Care Journal)	2019-2020	2394-3114 Vol-40, Special Issue-07
2.	"Skill Development In Education System: Evolving Value System From A Young Age"	Prof. Miss. S.P. Junghare	Studies in Indian Place Names (UGC Care Journal)	2019-2020	2394-3114 Vol-40, Special Issue-07
3.	"Without Imparting Values Skill Development Is Useless"	Prof. A.G. Pande	Studies in Indian Place Names (UGC Care Journal)	2019-2020	2394-3114 Vol-40, Special Issue-07
4.	"An Analysis Of Impact Of Performance Of Employees Working On Contract Basis In Maharashtra State Electricity Board Of Nagpur District"	Prof. Miss. J.M. Tiwari Dr. Rajesh Bahurupi	Review of Research	2018-2019	2249-894X Vol-8, Issue-7
5.	"Importance Of Motivation In Success Of Business"	Prof. A.G. Pande	Journal of Emerging Technologies And Innovative Research	2018-2019	2349-5162

6.	"Effect Of Short Time And Time Contract on Employee Behavior"	Prof. Miss. J.M. Tiwari Dr. Rajesh Bahurupi	Global Journal Of Engineering Science And Researches	2017-2018	2348-8034
7.	"Current Business Challenges And Different Techniques to Manage It"	Prof. A.G. Pande	Global Journal Of Engineering Science And Researches	2017-2018	2348-8034

  
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# **Appendix-II**




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Title of the Paper	Link to the recognition in UGC enlistment of the Journal
“An Analysis Of Impact Of Performance Of Employees Working On Contract Basis In Maharashtra State Electricity Board Of Nagpur District”	<a href="http://oldror.lbp.world/ArticleDetails.aspx?id=8224">http://oldror.lbp.world/ArticleDetails.aspx?id=8224</a>
“Importance Of Motivation In Success Of Business”	<a href="http://www.jetir.org/papers/JETIR1901982.pdf">http://www.jetir.org/papers/JETIR1901982.pdf</a>
“Effect Of Short Time And Time Contract on Employee Behavior”	<a href="http://gjesr.com/Issues%20PDF/ICEMESM-18/3.pdf">http://gjesr.com/Issues%20PDF/ICEMESM-18/3.pdf</a>
“Current Business Challenges And Different Techniques to Manage It”	<a href="http://gjesr.com/Issues%20PDF/ICEMESM-18/2.pdf">http://gjesr.com/Issues%20PDF/ICEMESM-18/2.pdf</a>

  
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# **Appendix-III**

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Studies in Indian Place Names (SIPN) with ISSN 2394-3114 is UGC Care listed journal

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**About Journal**

Studies in Indian Place Names (SIPN) [ISSN 2394-3114] was UGC Care listed journal for research publication.

SIPN has been Discontinued from April 2020 (from UGC Care list of India)

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**Studies in Indian Place Names (UGC Care Journal)**

ISSN: 2394-3114 Vol-40, Special Issue-07

NAAC sponsored Two Day National Seminar on Role of HEIs in Tapping Local Resources  
for Quality Sustenance and Quality Enhancement

HELD on 14th & 15th February 2020.

Organized by: Bhiwapur Mahavidyalaya, Bhiwapur, Maharashtra 441201, India



**AN IMPLEMENTATION OF TALENT MANAGEMENT FOR HIGHER  
EDUCATION INSTITUTES EXCELLENCE**

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*Randhirsingh Bhadoriya Mahavidyalaya, Umred*

*E-mail*

2.Asst.Prof. Dr.Rajesh Bahurupi

Bhiwapur Mahavidyalaya ,Bhiwapur

*Abstract*

*Education is building pillars for generation of finished product in the form students with full of knowledge.so an application of Talent management in education system definitely improves the performance. UGC is providing various guidelines for higher education institute to develop and provide quality education. But if institute manage their Talent on their own then they can be better one.*

*Keywords: Talent management.*

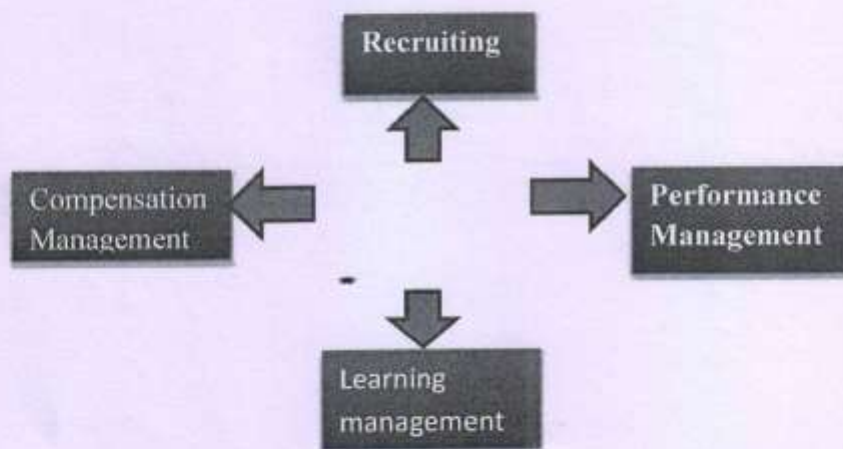
**1. Introduction**

We know that every institution has its own man power and everyone has some specialty and knowledge. But some time we enable to manage it which results in decrease in performance level. Field of education is now changing vastly. If we see traditional education system which is totally base on curriculum. But now a day's only curriculum is not sufficient we need to put some extra effort for multidimensional development of students so we have to manage talent in education institute to meet the required goal. Talent management is mostly used in large industries to meet the resource requirement and to improve the industrial performance. In institute many times we need to take decision or we do planning for event or academic progress if we make decision without talent management actually it is risky for institute.so that's why here in this paper we are discussing on talent management in HEIs.

**Talent Management:**

Talent management is often referring to as human capital management. It is the process of recruiting, managing, assessing, developing and maintaining an organization's most important resource.[1]

Talent management is end to end process of planning, recruiting, developing, managing, and compensating employees throughout the organization. According to theory Four pillars of talent management are:[1]



**Fig1: FOUR PILLARS OF TALENT MANAGEMENT**

Now we discuss how these four pillars are applicable to HEIs

**Recruitment:**

Recruitment is the primary stage of any institution. Here we need to make selection of human resource as the human resource is the fuel for running an institution.

**Performance Management:**

Now a day only recruiting employees is not sufficient. But we need to manage them according to changing need. Today curriculum based activities are not sufficient we have to do the extra effort to develop skill among the students for that we need to develop skill ,responsibility taking environment, target chasing spirit.so performance management is necessary.so every institution need to have some mechanism for performance management. If we do performance management regularly we get some supper-keepers that handle all the subordinated, who work on their skill development and can enforce the workforce in right direction to fulfill the goals of institutions.

**Learning Management:**

Again learning management is essential task that every institution must do. Once we recruit human resource we need to promote them to capture new knowledge, arranging training programs, providing them learning resources. Again an institution need to have mechanism to measure the learning performance of human resource.so that an institute can make judgment who are able to make progress and learning abilities of employees.

**Compensation Management:**





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A higher education institution Develop compensation management in institution to maximize returns from human capital. Compensation management means rewarding employees for their extra effort and extraordinary performances in institution so that they get more connected to institution and their honesty and workability for the success of institution increased automatically. Means compensation management is fuel for channelizing human resource.

**Talent Management Assessment Tools:**

As describe by writer Berger in Talent Management Handbook on page number 6 -7-8 following are the tools:

1. Performance Appraisal
2. Potential Forecast
3. Institutional Competencies

Now hereby we are discussing how these tools can be implement in HEI's to improve their performance.

**Performance Appraisal**

Performance appraisal means measurement of actual results achieved in those areas for which an employee is held accountable.

In HEI, s there must be a mechanism for measuring the performance of an employee. To each employee some task must be given and his/her performance checked so that he or she can work for its self-appraisal and ultimately work for organization success.

**Potential forecast**

Potential forecast means prediction of how many levels an employee can progress within an organization based on her/his performance.

In HEI employees at leading position must be trained so that they can forecast the capability of employee. Create policies for employee promotion.

**Measurement scale**

Every HEI must have measurement scales for performance and potential measurement so that institute success is perfectly achieved. But these scales should be simple to give accurate results.

  
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#### Institutional competencies

Institutional competencies are behavioral and skill expectation that are necessary for success of employee and entire institution. Following are some core competencies

That can be applicable to HEI for success.

1. Action orientation: HEI must be action oriented so that target and result can be achieved, every one ready to accept responsibility, obstacles can be overcome and result oriented environment created in HEI.
2. Communication: HEI must work on communication competency as every employee must have good oral as well as written communication. Employee must have ability to convey and share information with others. Better listening power and understanding of HEI goal and mission.
3. Creativity /innovation: HEI must create culture of innovation and improve existing system.
4. Critical judgment: Every employee in HEI must create ability to define issues and focus on achieving workable solutions
5. Interpersonal skill: HEI need to have culture of trust, confidence with each other, creditability and every one must be cooperative to each other.

#### Conclusion:

Effective talent management in higher education institute increase the value of institute, decrease risk in decision making, fuel the productivity and innovation.

#### Reference:

1. TALENT MANAGEMENT: Process of Developing and Integrating Skilled Workers By Ravinder Shukla (page no -4) global india Publication Pvt.Ltd. New Delhi
2. The Talent Management Handbook By Berger (page No 6-7-8) published by TATA McGRAW-HILL Edition.

  
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## **SKILL DEVELOPMENT IN EDUCATION SYSTEM: EVOLVING VALUE SYSTEM FROM A YOUNG AGE**

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(Assistant Professor)

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### **Abstract:**

*knowledge and skill are driving growth of economic forces and social development for any country .Presently, the country face a supply – demand mismatch, as the economy needs more 'skilled ' workforce and also entrepreneurs and the managers than created annually .education sphere knowledge and skill are required for a diversity of employment in the service ,education ,health care and manufacturing sector etc. the target group for skill development comprise all those in the labour force ,including those entering the labour market. A value system is a set of consistent values used for the purpose of ideological or ethical integrity among young age.*

Keyword: Skill, Economy, Development, Education.

### **Introduction:**

In order to create ideal employee in the 21 century .Students should be train right from the young age. So skill development should be done every age of students. There is now an overpowering need for skilled workers. A member of a society or community, an individual can hold both a personal value system and a communal value system at the same time. The analyses the skilling efforts of education system and training in universities and colleges under the university grant commission .the integration of skill in education under the national skill qualification framework and incorporation of skill .the ability increase the course through, choice based credit system for sustainable skill development is also advocated along .the full time vocational degree /diploma programmes and add on course being offered through community college. The young plays a crucial role in economic prosperity of the country. It is found that most of the young being educated are facing severe unemployment problem due to lack of skills and technical knowledge. Most of them are unaware of the developments taking place in the modern world.

### **Age should skilling ideally**

Integration of skill education and development is essential for skilling .the curricula will have to go through a dynamic change ,In 13 years age should ideally begin skill



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development and to make the skill development and to make the skill capital of the world ,curricula will have to go through a dynamic changes.

#### Skill training young

There are ample opportunities that one can choose excel and from in. However, the though process the India is more clued on to the traditional academic careers and streams. There are many instances where students are persuaded and move to specific carrier which they don't desire or are not capable of it but this realization come at a very late stage.

Below discussion taken from reference no,1

#### Evaluation of skill training in education

The following skill should be given to the students from their age of 6 to 7 years.

1) Primary Education (classes 1 to 5 ) (age 6 to 11) communication skill ,attitude ,adaptability and IT skill .

2) Middle education (classes 6 to 8) (age 11 to 14)

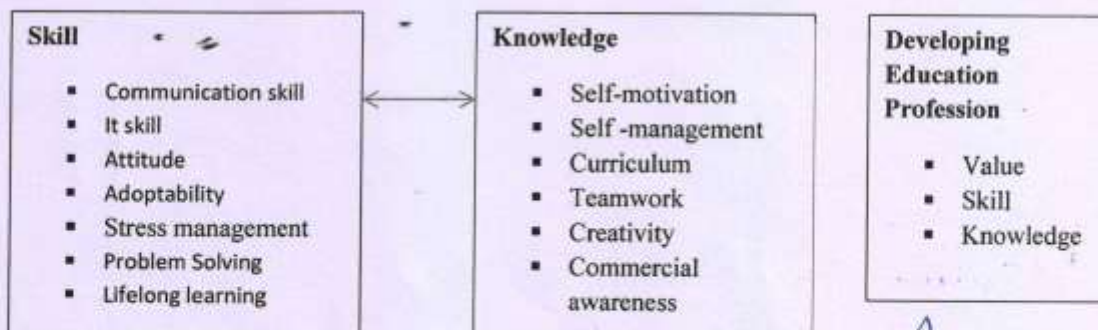
All skill which mentioned in primary education and plus self-management, teamwork, creativity.

3) Secondary education (classes 9 to 10 ) (age 14 to 15)

Above skill and plus stress management, self-motivation

4) Upper secondary education (class 11 to 12) (age 16 to 17)

Above and skill plus initiative interpersonal sensitivity higher education (graduation or professional programmes) above skill and plus commercial awareness, problem solving, lifelong learning. .[1]



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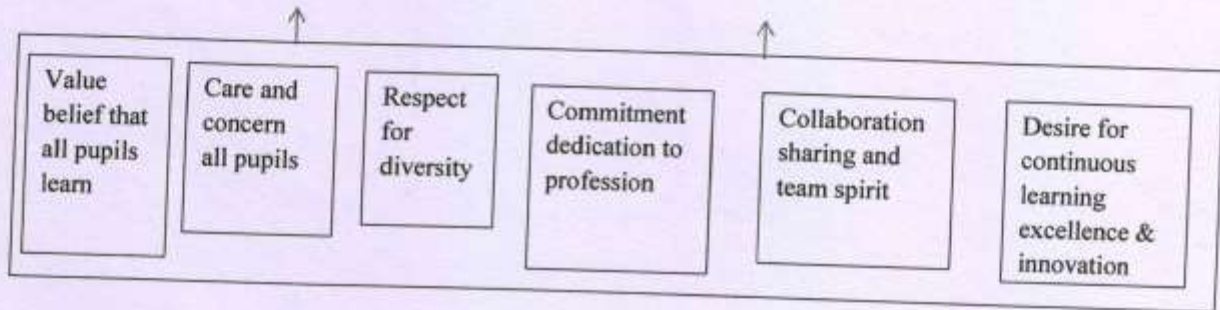
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#### Conclusion:

The study reported here has moved from a process of identifying the attributes required to carry out the roles of a beginning working knowledge and skills, it also outlines the challenge of developing a values in the student teachers in acquiring their competence and proficiency competence in teaching.

#### Reference

- 1) <https://www.indiatoday.in/education-today/featurephilia/story/skill-development-in-schools-from-young-age-337015-2016-08-24>

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## **Without Imparting Values, Skill Development Is Useless**

**Prof. Aakash Girish Pande**  
**Randhirsingh Bhadoriya Mahavidyalaya, Umred Dist: - Nagpur**

**Abstract:** - This study has been undertaken to research the importance of values while developing skills within the students. Without telling the importance of values and without giving values to the scholars, develop their skills will able them to face and build their future but they can't be ready to create their image. This theoretical research will helpful to all or any teachers and oldsters for developing their children's and students.

**Key Terms:** - Values, Importance of values, relation between values and skill.

### **Values: -**

The values are the ethical system which every person have, they are inbuilt from parents, students adopt it from their society, grandparents etc. In the development stage of any student his/ her mother plays more important roles for imparting values in students as in this initial stage they are the person to whom they look more as their idol. Values like ambition, responsibility, and courage, describe traits or behaviors that are instrumental as means to an end. Still other values are considered sacred and are moral imperatives for people who believe them.

So, whether values are sacred, have intrinsic worth, or are a way to an end, values vary among individuals and across cultures and time. However values are universally recognized as a actuation in ethical decision-making.

### **Importance of Values: -**

Every value is important and every student has some values there are some values which every students have. The values have can be categorized in following way:

#### **Individual Values**

Individual values reflect how you show up in your life and your specific needs-the principles you reside by and what you think about important for your self-interest. Individual values include: enthusiasm, creativity, humility and private fulfillment.

#### **Relationship Values**

Relationship values reflect how you relate to others in your life, be they friends, family or colleagues in your organisation. Relationship values include: openness, trust, generosity and caring.

#### **Organisational Values**





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Organisational values reflect how your organisation shows up and operates in the world. Organisational values include: financial growth, teamwork, productivity and strategic alliances.

### Societal Values

Societal values reflect how you or your organisation relates to society. Societal values include: future generations, environmental awareness, ecology and sustainability.

### Relation between values and skill:-

As per the various views of assorted author stated above, i feel that the abilities building in students is more important, they ought to learn soft skills like team building, time management, conceptual building etc. but teachers and oldsters mustn't forget that they ought to grasp all this positively, this might be possible only if parents and teachers tell them about values also and their uses with this skills. This skill is useless without proper imparting of values in student; in keeping with me both are the 2 different sides of same coin.

### Conclusion:

I hereby conclude that each one teachers and oldsters should concentrate on imparting positive values to their children's or students, as they will absorb or learn skills from the environment where they live, from their parents, from society. Also they need some inbuilt skills which they inherited from their parents. Your responsibility is grooming skills of your students and children's by using different techniques, but if you're not imparting values then they can't understanding a way to use this skills.

### Reference:

S. N.	Links/ Book Name	Author	Publication
1.	Developing Communication Skills	Krishna Mohan & Meera Banerji	Macmillan Publication
2.	<a href="https://ethicsunwrapped.utexas.edu/glossary/values">https://ethicsunwrapped.utexas.edu/glossary/values</a>	McCombs School of Business- Texas	Official Website
3.	<a href="https://www.valuescentre.com/values-are-important/">https://www.valuescentre.com/values-are-important/</a>	Articles on Barrett Value Center	Official Website
4.	<a href="https://www.thebalancecareers.com/what-are-soft-skills-2060852">https://www.thebalancecareers.com/what-are-soft-skills-2060852</a>	BY ALISON DOYLE	Updated January 02, 2020