



**TWO-WEEK TRAINING PROGRAMME
ON
HUMAN RESOURCE MANAGEMENT
FOR
CHIEF ENGINEERS OF MES
(July 27, 2026 to August 7, 2026)**

Programme Coordinator
Prof.(Dr.) Neetu Jain

SPONSORED BY



**Military Engineer Services
Ministry of Defence
(Govt. of India)**



CONDUCTED BY

**INDIAN INSTITUTE OF PUBLIC ADMINISTRATION
INDRAPRASTHA ESTATE, RING ROAD
NEW DELHI – 110002**

INTRODUCTION

Organizations are facing unprecedented challenges of global competition, economic uncertainty and constant, rapid and unpredictable change. Research has established that among many factors that have a bearing on the performance of an enterprise, the most significant variable is a set of HR Practices. Human resource management is the utilization of individuals to achieve organizational objectives. Today, we do not have much of a problem of technology, but the management of people has become a challenge for the managers. It is easy to manage technology, but difficult to manage people. The case for superior people management as a source of shareholder value is emphatically established by Watson Wyatt's Human Capital Index (HCI) research. Findings suggest that by adopting the right portfolio of human capital practices, an organisation can improve its market value by 47 %. Mark Huselid and Brian Becker also linked the firm's HR practice to shareholder value through an empirical study. They found that improvement in their HCI is related to the firm's market value. They, along with Dave Ulrich, created logic for HR scorecard that shows how HR practices align with organizational results. This Programme intends to develop those critical skills which are required for managing people effectively in an organization for achieving organisation's goals and to take effective decisions on various HR issues.

OBJECTIVES

The programme is designed to be both developmental & diagnostic, identifying areas with potential for improvement & enhancing skills. The purpose of this programme is also to provide the participants with a set of essential human relations and conflict management skills that will contribute to their interpersonal effectiveness at work. On completion of this programme, the participants should be able to acquire and appreciate the context and utility of HRM practices.

The objectives of the Programme are to:

- ❖ Understand the concepts and techniques involved in managing human resource;
- ❖ Develop insight into various human resource functions and issues; and
- ❖ Provide an insight into various issues and challenges faced by HR professionals in achieving organizational objectives.

CONTENTS

- ❖ Managing Human Resources
- ❖ Understanding Self
- ❖ Collaborative Leadership
- ❖ Strategic Communication
- ❖ Interpersonal Relations Reforms
- ❖ Stress and Health Management
- ❖ Navigating Workplaces Issues
- ❖ Power of Ownership
- ❖ Competency Mapping
- ❖ Digital HR Systems
- ❖ Creativity in Purpose driven Organizations
- ❖ Rejuvenating Self
- ❖ Project Presentation

METHODOLOGY

The approach in the programme would help the participants to gain insight into various HR issues by using through various tools and techniques such as:

- ❖ Instructor Led (Interactive)
- ❖ Discovery Learning and sharing
- ❖ Brainstorming Sessions

- ❖ Question Based Discussion
- ❖ Case studies
- ❖ Psychometric Profiling followed by debriefing
- ❖ Experiential learning and Sharing
- ❖ Group discussions and Interactions
- ❖ Practice and clarity seeking sessions
- ❖ Action planning exercise

LEARNING OUTCOME

At the end of the Programme participants are expected to give presentation of their assigned project. At the end of this Programme the participants will be able to:

- ❖ Appreciate the significance of 'P Element' in Organisations
- ❖ Understand the strategies to handle self and the subordinates
- ❖ Describe measures to handle team members
- ❖ Delineate different challenges and issues faced by HR Heads
- ❖ Develop competencies to handle diverse HR roles

RESOURCE PERSONS

The resource persons are drawn from various reputable organisations with expertise in specified areas, in addition to the contributions of in-house faculty to the deliberations.

DATES

The training programme commences on Monday, July 27th, 2026 and will conclude on Friday, August 7th, 2026.

REGISTRATION

The participants of the programme will assemble in Sankalp Hall (Ground Floor) of the Institute and will register themselves on Monday, July 27th between 9.45 - 10.00 am

EVALUATION OF THE PROGRAMME

The final session will be devoted to evaluation and valediction. The participants will be supplied with an evaluation proforma on the last day of the programme, which may be completed and mailed to the Programme Coordinators.

CERTIFICATE

A certificate will be awarded to each participant upon completion of the programme.

ABOUT INDIAN INSTITUTE OF PUBLIC ADMINISTRATION (IIPA)

The Indian Institute of Public Administration (IIPA) is India's premier institution dedicated to advancing excellence in governance, policy research, capacity building, and administrative reforms since its establishment in 1954. Over the decades, IIPA has built strong credentials in conducting high-impact research and evaluation studies for various ministries, public sector undertakings, and autonomous bodies, making it well-positioned to undertake the Research Study on Contribution of Jain Community in the Field of Education, as proposed by the National Commission for Minorities (NCM). IIPA has proven track record in following areas:

- **Research & Evaluation Excellence:**

IIPA has successfully completed 2,450 research and evaluation projects across diverse sectors, including public policy, industry, economic development, environmental management, infrastructure, and governance reforms. These projects have informed policy improvements, resource allocation, and program effectiveness at the central and state levels.

- **Extensive Capacity Building:**

With 3,969 training programs delivered to date, IIPA has strengthened the administrative and technical capacities of thousands of officers and professionals, covering specialized topics such as project management,

financial oversight, performance evaluation, and sector-specific best practices.

- **Thought Leadership & Knowledge Resources:**

IIPA has published 313 books and monographs and regularly brings out prestigious journals like the *Indian Journal of Public Administration*, supporting evidence-based policy discourse and knowledge dissemination.

- **Robust Institutional Network:**

Backed by 11,646 active members, including eminent scholars, policymakers, administrators, and practitioners, IIPA brings together diverse expertise to deliver interdisciplinary solutions and credible recommendations.

Library

The IIPA Library has a collection of over 2.25 lakh volumes of books and periodicals. It receives over 275 current periodicals. The collection of IIPA library is particularly rich in the areas of public administration, management sciences, economics, planning and development, political science, sociology, development studies, history, law, rural, urban and gender studies, e-governance and consumer studies. The Public Document Section of the Library, which contains Census publications, reports of committees and commissions, National Sample Surveys and Annual Reports of various ministries and departments of the Government of India and international organisations, is acknowledged as one of the richest collections in the country. The library also maintains the press clippings of articles and news items published in various newspapers. Most of the Library functions and services are computerized and the complete catalogue is available online. The computerized library database has over 1.32 lakh records related to books and reports and 1.19 lakh records relating to periodical articles. Library subscribes to ABI/inform database, facilitating access to around 4000 titles, out of which 3000 titles are in full text. The database also facilitates access to 500 business case studies and 20,000 business and management

dissertations. Besides, the users have access to JSTOR database which primarily contains 2701 archival journals, and 269 current journals. It provides full text searches of almost 2000 Journals. Library provides remote access to all these resources anywhere and anytime. The 'Digital Knowledge Repository', comprising various forms of intellectual output developed in-house, is arranged under various categories and can be accessed at: www.iipa.org.in/repository.html.

Computer Centre

The Computer Centre is equipped with a host of servers, work stations, printers and LAN to provide high-speed Internet services. This Centre caters to IIPA's in-house requirements for research and training. The Centre has a good collection of software both for general use and also for specialized applications like SPSS. The functioning of this Centre has been augmented with the support of the Department of Information Technology (GOI) for capacity building in the area of e-Governance.

Hostel

Situated in the Campus of the Institute, the hostel has a limited number of double room family suites. These are allotted to the Officers attending the Training, as per rules.

Medical Facilities

The Institute has an Honorary Medical Officer who is available in the Hostel for consultation from 1.00 p.m. to 2.00 p.m. from Monday to Friday.

PROGRAMME DETAILS

The Work-Schedule, List of Participants, Faculty involved and the Programme Staff assisting this programme are given below:

LIST OF PARTICIPANTS

S. No.	Mes No.	Name	Comd
1.	190081	B Srinivasan, Chief Arch	CE Central Comd
2.	300368	Sanjay Razdan, Chief Arch	CE Northern Comd
3.	485036	Sanjay Kumar Gupta, CE (QS&C)	CE Western Comd
4.	300337	Mahesh Kumar, CE (QS&C)	E-in-C's Br
5.	300346	Kamal Kumar Arora, CE	E-in-C's Br
6.	266077	Dharamendra K Tripathi, CE	CE Western Comd
7.	300355	Rajinder Gupta, CE	E-in-C's Br
8.	186195	Ashok Kumar Sharma, CE	CE South Western Comd
9.	405412	Avanindra Kumar Dubey, CE	E-in-C's Br
10.	439132	Rakesh Prakash Maurya, CE	E-in-C's Br
11.	607414	Sidhan CV, Chief Arch	E-in-C's Br
12.	509805	Mahesh N Deollikar, Chief Arch	CE South Western Comd
13.	486761	Debotosh Mandal, Chief Arch	Eastern Comd
14.	439119	Neeraj Agarwal, SE (QS&C)	CE (A&N) Port Blair standing posting to CE NC
15.	439129	Ravi Gupta, SE	E-in-C's Br
16.	509747	Narinder Singh, SE	ADG (P) Chennai
17.	186193	Santosh Kumar Chouhan, SE	South Western Comd
18.	486730	Ashok Kumar, SE	CWE Mathura
19.	600892	Rajesh Kumar Singh, SE	CWE (NW) Kochi
20.	486731	Anil Kumar Singh, SE	CE (AF) Prayagraj
21.	300356	PKS Sengar, SE (QS&C)	E-in-C's Br
22.	509637	Sushil Kumar Gupta, SE	CWE Nagpur
23.	439628	Arvind Kumar, SE	E-in-C's Br
24.	186197	Vinay Yadav, SE	CME Pune
25.	439131	Rajendra Kumar, SE (QS&C)	CE (N) Mumbai
26.	300361	Sunil Kapoor, SE (QS&C)	CE Bareilly Zone
27.	509920	Ranvir Singh, Sr Arch	CE Siliguri Zone

WORK SCHEDULE

July 27 to August 01, 2026

First Week

DAY/DATE	TIME	TOPIC	SPEAKER(S)
Monday 27.07.2026	09:45-10:00	Registration	
	10:00-11:15	Inaugural Session	Dr. Surendrakumar Bagde, IAS, Director General, IIPA Prof. Neetu Jain
	11:15 - 11:30	Group Photo	
	11:30 -12:00	High Tea	
	12:00 - 13:00	Understanding Self Through MBTI	Prof. Neetu Jain
	14:00-17:00	Creativity in Purpose driven Organizations	Dr. Arvind
Tuesday 28.07.2026	09:15-11:15	Visit to Mother Diary	
	11:30-12:30	Navigating Workplaces Issues	Shri Surinder Hali
	12:30-13:30	Leading with Synergy	Shri Surinder Hali
	14:15-17:00	Managing Uncertainty	Smt. Mona Verma
Wednesday 29.07.2026	09:45-12:45	Visit to Security Minting & Printing Corporation of India	
	14:00-17:00	Visit to President's House	
Thursday 30.07.2026	09:45 -12:15	Visit to PM Gati Shakti	
	13:30-14:45	Power of Ownership	Shri Raman Khanna
	14:45-17:00	POSH	Ms. Manvi Sharma
Friday 31.07.2026	09:45-11:00	Assertiveness and Persuasive Communication	Shri Debashish Sathpathy
	11:15-13:15	Collaborative Leadership	Dr. S.P. Chauhan
	14:15-17:00	Interpersonal relations	Dr. Surabhi Goel
Saturday 01.08.2026	11:00 onwards	PM Sangrahalaya and Akshardham	

WORK SCHEDULE

August 03-07, 2026

Second Week

DAY/DATE	TIME	TOPIC	SPEAKER(s)
Monday 03.08.2026	09:45-11:00	Emotional Intelligence	Prof. Preeti Dhawan
	11:15-13:35	Powering Health Through Yoga & Diet	Shri Sunil Sinha
	14:15- 17:00	Competency Mapping	Dr. Swati Dhir
Tuesday 04.08.2026	09:45-11:00	Rejuvenating Self	Prof. Neetu Jain
	11:15-12:30	Vedic Switch Words	Dr. Rajesh Jain
	13:30- onwards	Visit to Parliament	
Wednesday 05.08.2026	10:00-12:30	Strategic communication	Shri Sharat Chandra
	13:15-onwards	Visit to Brahmos	
Thursday 06.08.2026	10:00-12:30	Science of Happiness for Leaders	Dr. Mukesh Jain
	13:15- onwards	Visit to JCB India Ltd.	
Friday 07.08.2026	10:00-13:00	Digital HR Systems	Prof. R.K Singh
	14:00-15:00	Presentations	Prof. R.K Singh
	15:00-15:15	Feedback and Evaluation	
	15:15-15:30	High Tea	
	15:30 – 16:15	Valedictory Session	Dr. Surendrakumar Bagde, IAS, Director General, IIPA Prof. Neetu Jain

Tea/Coffee Break: 11.00 - 11.15 Hrs 15.30 - 15.40 Hrs

Lunch Break: 13.35 - 14.15 Hrs

RESOURCE PERSONS

1.	Shri Sharat Chandra Director Public Affairs Samsung India Email:reachshart@gmail.com Ph: 9899821301	2.	Prof. Preeti Dhawan Professor, Lady Shri Ram College Delhi University Ph: 9810074078
3.	Dr. Arvind Mal Director General V.V. Giri National Labour Institute Noida, Uttar Pradesh Ph: 9711664919	4.	Dr. Mukesh Jain Former Director General M. P. Police Headquarters. Bhopal Email:Mukesh.harvard@gmail.com Ph: 9899114072
5.	Prof. (Dr.) S. P. Chauhan Directors FCTA, Delhi Email:spchauhan1954@gmail.com Ph: 9718153392	6.	Prof. R.K Singh Delhi School of Economic University of Delhi Delhi Email-rksingh@commerce.du.ac.in
7.	Shri Raman Khanna Management Consultant & Corporate Trainer Email:khannaramankumar@gmail.com Ph: 7982922586	8.	Dr. Swati Dhir Associate Professor International Management Institute, Delhi Ph: 7091489071
9.	Dr. Rajesh Jain Founder, Posivators Email: jaindrrajesh7@gmail.com Ph: 8968766555	10.	Shri Debashish Sathpathy General Manager NBCC New Delhi Email-satapathyd@nbccindia.com
11.	Dr. Surabhi Goel Director FCTA, Delhi Email-surabhigoyal68@gmail.com	12.	Shri Surender Hali & Ms. Mona Verma DISHA, Corporate Trainers Mob. 9910018434 Email: hali.surender@gmail.com
13.	Ms. Manvi Sharma Advocate Supreme Court of India New Delhi Email- manvi_advocate@yahoo.com	14.	Shri Sunil Kumar Sinha Founder and Director: Powering Yoga Email: sunilksinhantpc@gmail.com Mob: +91 9650993484

KNOW YOUR PROGRAMME COORDINATOR

Dr. Neetu Jain is a Professor at the Indian Institute of Public Administration with 27 years of academic and research experience, including at FORE School of Management. Dr. Jain has led 17 significant research projects for the Government of India and NITI Aayog as Project Director, including the Restructuring of MHA, DRDO, and the Bureau of Police Research & Development. She is currently engaged in a very prestigious project on 'Restructuring of Districts of Madhya Pradesh'. She is member of Executive Council of IIPA. She was featured on Sansad TV in March 2023 in a special program on women achievers and is a recipient of the prestigious KOICA Fellowship from Korea, 2019.

She is recipient of several awards such as

- Academic Award of Excellence by Hon'ble Vice President of India, Shri Jagdeep Dhankhar
- First Prize at IIPA, conferred by then Vice President Shri M. Venkaiah Naidu
- International Woman Achiever Award
- Distinguished Teacher Award
- AIMS International Young Management Researcher Award
- Rashtriya Gaurav Award

Dr. Jain has conducted over 150 Management Development Programmes (MDPs) for various Indian and international ministries, including those of Germany, Cambodia, Nepal, Afghanistan, and Bangladesh.

Her online course on 'Stress Management', published on the Mission Karmayogi iGOT platform, has been completed by over 5 lakh govt. Officials and is selected by NITI Aayog and DoPT as official learning packages across levels of Governance. Her case studies titled 'Defeating black fever: India's strategic win against Kala-azar' and 'Ayushman Bharat' published on Mission Karmayogi Igot platform has been translated into 10 Indian languages.

She has delivered expert lectures at key government institutions such as the Lok Sabha Secretariat, Cabinet Secretariat, RAW, PSUs & various Ministries. She has represented India in various academic forums globally.

She holds an MSc, MBA (HR), is UGC-NET qualified and has earned a Doctorate in Management. As a prolific academician, she holds 2 patents, has authored 5 books, and published over 80 Research papers in reputed journals.

IIPA FACULTY

Dr. Surendrakumar Bagde, IAS Director General Indian Institute of Public Administration Tel: 23702434 Fax: 23702440	Prof. Neetu Jain Professor, Behavioral Science Indian Institute of Public Administration Mobile: 09891832885 Phone: 011-23468341 Email: drneetujain@gmail.com
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ADMINISTRATIVE AND ACADEMIC SUPPORT

	Office	Residence
Shri Amitabh Ranjan Registrar	23468362 23702438	
Shri Mithun Barua Deputy Registrar (AS)	23468305 23702437 23356528(FAX)	23468512 23766423
Ms. Sarita Verma Superintendent (Training)	23468306	9891641661
Mr. Shiv Kumar Mishra Training Assistant	23468338	9899490392
Website IIPA	www.iipa.org.in	
Email (Training Section)	trgiipa@yahoo.co.in/trgiipa2020@gmail.com	