

International Training Programme on Enhancing Productivity through Improving Work Culture

INDIVIDUAL COURSE DETAILS

I.	Name of the Institute	V.V.Giri National Labour Institute,NOIDA
II.	Title of the Course	International Training Programme on Enhancing Productivity through Improving Work Culture
III.	Proposed dates and duration of the Course in Weeks/Months	January 08-26, 2024
iv	Eligibility Criteria for Participants	
a.	Educational	Graduation
b.	Work Experience	NIL
c.	Target Group/ Segment	Officials from Government Departments, Institutions, Representatives from Employee/Employers' Organisations, Officials from industrial and Service Sector/NGOs etc., This programme is for foreign nationals sponsored by Ministry of External Affairs, Govt. of India.
V.	Justification, Rationale, of the Course	In today's knowledge economy boosting productivity is crucial for sustainable growth of all organizations dealing with human behaviour. <i>A workplace has to be driven by efficiency and achievement that manifests itself in the form of tangible results for the organization, and is rewarding for the employee.</i> Employee productivity is a major concern for employers and a lot of it has to do with the environment at the work place, and the work conditions along with a series of factors that define the work culture. Employers have to implement wide spread changes in their setup to improve the productivity of their work force. Employee talent is a valuable asset for a company or organization, and it needs to be unleashed to its fullest by keeping the employees motivated to perform and deliver the results they are qualified for and capable of. It is also a fact that this can be achieved with involved, engaged employees who work harder, smarter, and better.

		<p>Culture creates a sense of order, continuity, and commitment that permeates every aspect of the organization. Culture is often difficult for an organization to articulate, but its impact is far reaching and influences management, process, products, employee attraction and retention, productivity, reputation, and ultimately the bottom line. Organizational culture has increasingly come to be understood as an asset to enhance performance. When a workplace culture is supportive and at the same time aware of the importance of equity, respectful relationships, opens to doing things differently; committed to taking action to build a fairer workplace, the result is better employee productivity.</p> <p>It is in this context, that the V.V. Giri National Labour Institute is organizing the International Training Programme on Enhancing Productivity through Improving Work Culture with the objectives of promoting sustainable development via promoting culture of inclusive happy workforce.</p>
VI.	Aim of the Course	<p>While creating a company culture that fosters positive morale isn't always easy, the important thing is to just start. A positive work climate stimulates employee motivation because it provides conditions under which people can pursue their own goals while striving toward organizational objectives. When they feel motivated, they want to put their capabilities to work. They may even make efforts that exceed job expectations. Quite simply, they try harder with all their potential, and doing so improves their performance on the job. Creating a supportive workplace culture takes time and requires manifold, mutually supporting strategies. Critical strategies are: involving workers; engaging leaders; and accepting diversity.</p> <p>With in this context the programme aims at Improving work culture and enhancing employee's happiness resulting in positive impact on the productivity of the organizations. This is an innate approach to support and sustain organizations escalation, especially in the future of work which envisages a mirage on implication of Roberts utilization on the present employment situations .These efforts</p>

		<p>engender “we feelings” (belongingness) among the human resource of the organizations.</p>
VII.	Objectives of the Course	<ul style="list-style-type: none"> ▪ The specific objective of the programme are to : ▪ Discuss the Emerging workplace environment and need for integrating inclusiveness into existing policies and practices of the organizations; ▪ Understand the impact of work culture on productivity enhancement in the context of the future of work; ▪ HR practices across globe & in India leading to employee’s involvement and engagement for influencing productivity; ▪ Public and private sector initiatives of Government of India in creating enlightened and positive work place ; ▪ Discuss success stories on supportive work place structures—facilities impinging on productivity; ▪ Encourage team work and conflict resolutions at the work place for improved productivity; ▪ Build positive work ethos, transparent and clear vision, mission, objective and values; & ▪ Discuss the value of human behavior in the future of work.

VIII.	Course Content	<ul style="list-style-type: none"> ▪ Understanding Diversity ▪ Affirmative Policies for Enhancing committed workforce ▪ Inclusive Growth ▪ Gender Parity ▪ Workplace Environment ▪ Work Culture ▪ Productivity Enhancement ▪ Best HR Practices ▪ Positive Motivation ▪ Future of work ▪ Team Work ▪ Conflict Resolutions ▪ Positive Work Ethos e.t.c.,
IX.	Profiles/CVs of the Faculty	<p>Dr. Shashi Bala, Fellow at V.V. Giri National Labour Institute is Ph.D from Centre of Study for Diplomacy, International law and Economics/ School of International Studies/Jawaharlal Nehru University, New Delhi. She is coordinating the activities of the Centre for Gender & Labour Studies and Centre for Agrarian Relations, Rural and Behavioural Studies at the Institute. She is the Founder Convener of Sexual Harassment Committee at the Institute. Her areas of special interest are Labour Economics, Skill Development, Social Security, ICT, Gender & Behavioural Issues. She has been the Visiting Researcher 2008 at Korean Labour Institute, Seoul, South Korea. In addition to her contribution towards the research activities, she also coordinates training programmes on various themes with specific focus on issues pertaining to women & behavioural skills. She has been a member of Grant-in-Aid Committee on Women Labour, Ministry of Labour & Employment, Government of India. She is also a member of the Task Force on Gender Equality in the World of Work, Ministry of Labour & Employment, Government of India.</p>

X.	Mode of Evaluation of Performance of the ITEC Participant	Each participant would be required to make a presentation on the theme “Enhancing productivity through promoting Gender Equity” in the context of their country. A panel of faculty members would evaluate the presentation. Feedback questionnaires would also be used for regular evaluation.
XI.	Expected outcomes of the Course	We intend to learn how we can improve our work culture which is more conducive to productivity. Through this training we look forward to recognize the impact of inclusive growth which in turn promotes gender-equitable workplace. Apart from this it is expected that the participants will be able to strengthen their understanding on importance of building an organizational culture that supports gender equity which is essential for creating a gender-equitable workplace for enhancing productivity.
XII.	Course Director	Dr. Shashi Bala, Fellow balashashi.vygnli@gov.in