



Harbinger of New Beginnings

*Transforming lives and Boosting employment: Skill
Development in India through BSDU*

Editor's Desk

Dear Colleagues,

The editorial team welcomes you to the 12th edition of the BSDU Newsletter! This edition serves as a testimony to BSDU's unwavering commitment to excellence through Quality First Skill Education striding it towards continued growth, exploration and transformation.

The Newsletter proudly depicts the vibrancy of the blended array of events and activities that underscore dedication to fostering holistic development in our students. From academic pursuits to extracurricular engagements, co-curricular initiatives to placement endeavours, these pages signify BSDU's efforts to equip students with the knowledge, skill and attitude required to excel in their careers and live life fruitfully. Moreover, they accentuate BSDU's steadfast resolve to stay at the forefront of academic progress through targeted internships, corporate partnerships and faculty upskilling initiatives.

The sprightly sports competitions, enriching cultural events, and festive celebrations like Diwali and Christmas adding hues not limited to the celebratory spirit also strengthen the diverse ties and togetherness in the University. The enriching articles contributed by our faculty members shall traverse you towards the new insights.

We extend our sincere gratitude to the Management and the University Publication Board for their support in bringing out this Newsletter.

Happy Reading!

Dr. Sangeetha Noval
Offg. Dean, FGE



Skill Development has sparked a significant revolution in India, particularly with the inception of the Skill India initiative. This movement has created a surge in opportunities for individuals to enhance their skills. Skill India aims to equip individuals with new-age skills that are in high demand in the market, leading to a notable growth in employment rates.

Recognizing the importance of skill development, our Founder Chairperson, Late Dr. Rajendra Joshi and his wife Mrs. Ursula Joshi, the present Chairperson, BSDU, established the Bhartiya Skill Development Centre (BSDC) in 2015. However, to address the need for specialized education in various sectors, there arose a necessity to align with the Indian Education System.

Subsequently, in 2017, the Bhartiya Skill Development University was established, providing a solid platform for the Indian youth to access various skill sectors and avail themselves of countless opportunities.

Since its inception, we have been successfully providing quality education to students. Our focus on skill development and aligning our programs with industry needs has ensured that our graduates are well-equipped to excel in their chosen fields. We have continuously evolved our curriculum and teaching methodologies to meet the changing demands of the job market, ensuring that our students are always ahead of the curve.

I extend my heartfelt congratulations to the BSDU community and proudly present to you the 12th issue of the BSDU Newsletter, showcasing the proud moments, activities, and events at our University.

Dr. Shaikh Juned Saoud
Deputy Registrar



Celebration of 89th Birth Anniversary - A Tribute to the Founder Chairperson



Bhartiya Skill Development University proudly celebrated the 89th Birth Anniversary of its revered Founder Chairman, Dr. Rajendra Kumar Joshi on 13 September, 2023 at the Quadrangle Area, BSDU First Campus. The occasion was marked with gratitude and remembrance, honouring the legacy of the visionary leader whose dedication and tireless efforts laid the foundation for the University's success.



The primary objective of the Founder Chairman, Dr. Rajendra Kumar Joshi's 89th Birth Anniversary celebration was to commemorate his life and achievements and also to instill a sense of inspiration and purpose among the students and staff members.

The event began with the Inaugural Ceremony featuring a welcome address by Dr. Sangeetha Noval, Officiating Dean, Faculty of General Education reflecting on the remarkable achievements and philanthropic endeavors of Dr. Rajendra Kumar Joshi, followed by a heartfelt Pushpanjali by dignitaries, faculty and staff members, and students. Mr. Jayant Joshi, Trustee of

RUJCT, Prof. Vivek Bhandari, President- BSDU, and Dr. Sandeep Tomar, Registrar-BSDU, highlighted the visionary principles of the Founder Chairman. The programme also included a tribute to the life of Dr. Rajendra Kumar Joshi delivered by Dr. Bhoop Singh, Librarian- BSDU.

Furthermore, as a gesture of social responsibility reflecting the Founder Chairman's ethos, a Blood Donation Camp was organized in association with Swasthya Kalyan Blood Bank, Jaipur. The celebration garnered significant attendance with approximately 450 individuals, including employees, students, and well-wishers of Bhartiya Skill Development University, coming together to honour the legacy of the Founder Chairman. BSDU extended heartfelt gratitude to all contributors on the success of the event and looked forward to advancing with the Founder Chairman's vision as a guiding principle.

- **Blood Donation Camp @ 89th Birth Anniversary of Dr. Rajendra Kumar Joshi**

On the occasion of the 89th Birth Anniversary of the Founder Chairperson of BSDU - Dr. Rajendra Kumar Joshi, the University in association with Swasthya Kalyan Blood Bank, Jaipur organized a Blood Donation Camp on 13 September 2023 in the Polymechnic Block, BSDU First Campus.



The primary objective of the noble cause was to raise awareness about the importance of regular blood donation and encourage students and staff to participate in lifesaving activities. The camp was highly successful, attracting 79 donors (54 students, visitors, and 25 staff members) and showcasing notable donor diversity across age groups and backgrounds.



Mr. Jayant Joshi-Trustee RUJCT, Mr. Abhishek Joshi - Managing Director, RUFIL, Prof. Vivek Bhandari- President BSDU, and Dr. Sandeep Tomar- Registrar, BSDU appreciated the donors for their contribution, and the organizing team of the Blood Donation Camp.

UDAAN-Sports & Cultural Fest -2023 (18th – 20th October, 2023)



Since we are committed to the holistic development of students of the Bhartiya Skill Development University, a three-day Sports and Cultural Fest- UDAAN 2023 was organized from 18- 20 October 2023 in the First campus of BSDU. The Fest was held under the aegis of the BSDU Students Clubs viz. Vigour -The Sports Club and Navarasa -The club of Performing Arts. The integration of both—sports and cultural events for the first time at BSDU not only marked a new beginning at the university, but also surpassed all expectations in terms of organization, participation, and enthusiasm. The three-day extravaganza showcased the sportsmanship and varied talents of the students, nurturing in them a spirit of unity and sportsmanship.



For the smooth conduct of this event, a core committee comprising of 5 employees of BSDU was formulated to plan and execute the events under the guidance and supervision of the Management. The committee further coordinated with various other committees such as the Sports Fest committee, Cultural Fest, committee, Freshers’ Party Committee, Musical Evening committee, Discipline committee, Green Room Committee, Stage and Prize Distribution Committee, Certificates and medals Committee, Medical Care Committee which further coordinated with the sub-committees. The event was meticulously planned in a way that the forenoons included the Sports Competitions in the lawns near Porta Cabins and the afternoons included all the cultural events and competitions held in the lawns opposite to the Administrative Block.

With great delight, a day-wise report of the fest is presented below:

Day-1 (18 October 2023)

A) Forenoon: Inaugural Ceremony



The Fest commenced at 9.30 a.m. with the Inaugural ceremony and the fest was formally declared open by the President, Prof. Vivek Bhandari. With great

enthusiasm the opening the fest- Udaan 2023, was celebrated with cultural performances by the students. Setting the tempo and spirit of the fest, a friendly Badminton match was played between the esteemed President, BSDU and a student, Vaibhav Sharma of the Faculty of Refrigeration and Air-conditioning Skills during the inaugural ceremony marking the beginning of the fest.

The fest included four major sports events, namely Table Tennis and Badminton in the indoor games category and Volley Ball and Kabaddi in the outdoor games category. A series of rounds of the quarter finals, semi-finals and the finals were played by the students and employees of the University under the four student-teams named as The Panthers, The Jaguars, The Cougars and the Cheetahs and the fifth team of employees played under the team titled- The Tigers displaying equal excitement and enthusiasm.

Details of the Sports Matches/activities:

Sr. No.	Time	Activity
1	10:00 am – 10:30 am	Friendly Inaugural Badminton Match
2	10:30 am – 12:00 pm	Volleyball Matches
3	12:00 pm - 12:45 pm	Kabaddi Match
4	12:45 pm - 01:30 pm	Badminton Matches

B) Afternoon: Fresher’s Day Celebrations:



Nurturing a congenial and cordial environment at BSDU, the students of the III and the V semesters greeted the newly admitted students of the I semester by hosting a Fresher’s Day for them. The seniors extended a warm welcome to the students of I semester by performing various entertaining acts such as songs, dances and skits. As a part of the talent hunt for the fresher’s to showcase their unique skills, a ramp walk competition was held. Based on the performances of the students in three rounds of the ramp walk competition, the jury comprising three employees (Mr. Jintendar Singh, Ms. Rashmi Chaudhary and Dr. Rakesh Choudhary) selected Payal Varma and Sahil Sarsar as Ms and Mr Fresher respectively and the winners received special recognition and prizes.



The High Tea organized by the Management was thoroughly enjoyed and appreciated by the students.

Day-2 (19 October 2023)

A) Forenoon: Sports activities



On the second day, various rounds of all the four sporting events as mentioned below were held with great enthusiasm. The Kabaddi matches were a showcase of raw strength and strategy. The teams

engaged in intense combat, and the audience cheered passionately. The Volleyball matches were marked by powerful spikes and brilliant saves. The teams demonstrated teamwork and determination in their pursuit of victory.



Sr. No.	Time	Activity
1	9:15 am – 10:15 am	Volleyball Match
2	10:15 am – 11:45 am	Kabaddi Matches
3	11:45 am – 1:45 pm	Table Tennis Matches
4		Badminton Matches

B) Afternoon: Cultural Events-Singing and Dance competitions

The cultural events brought together students from all the Faculties to celebrate the diversity of the various art forms. The day was filled with energy and creativity with an overwhelming participation of students in the following:

Singing Competition:



The singing competition was held in two categories-solo singing and group singing. Nine students from various faculties featured their melodious voices and heart-warming performances in the Solo singing competition that captivated the audience. Following the same, the contestants in three groups displayed their vocal prowess and emotional depth in the Group song category. The jury comprising the Faculty members and Department Heads (Ms. Rashmi Chaudhary, Dr. Bhoop Singh and Dr. Prakhar Kumar) selected the winning performances who were awarded with prizes during the valedictory Programme.

Dancing Competition:



Students from the various Faculties took the stage to compete in the dance competitions. The dance performances in the solo and group dance categories mesmerized the spectators and left them spellbound. Four participants rocked the stage in the solo dance completion and three groups displayed their dancing talent in the group dance completion. The jury (Ms. Rashmi Chaudhary, Dr. Bhoop Singh and Dr. Rakesh Choudhary) prudently selected the winning performances who were later awarded with certificates and trophies in the Valedictory Ceremony.

Day-3 (20 October 2023)

Sr. No.	Time	Activity
1	9:15 am – 10:15 am	Badminton Matches
2	10:30 am – 11:15 am	Kabaddi Final Match

3	11:30 am –	Badminton Final Matches
4	12:45 pm	Table Tennis Final Matches
5	12:45 pm - 01:20 pm	Volleyball Final Match

All the matches played between the student teams and the faculty- teams were intense, showing remarkable teamwork and tenacity. The close contest left everyone on the edge of their seats and exemplified the spirit of healthy competition.

B) Afternoon: Valedictory Ceremony



The valedictory ceremony began with the thrilling final Volley ball match played between two students - teams- the Panthers and the Cougars. The cheering and encouraging slogans of the spectators watching the outstanding performance of both the teams enthused the players and the match was finally won by the team- Panthers. The match was followed by the winning entries of the musical and dance performances held on 19 October 2023. The valedictory ceremony concluded with a grand closing ceremony that recognized the outstanding performers and celebrated the collective spirit of the University. Certificates, trophies and Medals were presented to the winners of all events.

The Annual Sports Championship Trophy:

Finally, after all the matches were held, the points secured by each team summed up to a tie between the Faculty team -Tigers and student team – Panthers. What made this sports fest truly unique was the remarkable gesture of sportsmanship displayed by the

faculty members. Led by the Sports Coordinator, the faculty team- Tigers voluntarily decided to hand over the winner's trophy to the student team- The Panthers. This act of humility and recognition of the students' efforts was greeted with thunderous applause and heartfelt cheers from the students and faculty members. The students, overwhelmed by the gesture, celebrated their victory with humility and grace. They expressed their gratitude towards the faculty members for their support and for making the sports fest a memorable event.



The trophy presentation ceremony was a poignant moment that symbolized the harmony between students and faculty making it a win-win situation for everyone involved. Amidst the roaring applause and appreciation for the performers filling the air with celebratory spirit, the President declared the BSDU Sports and Cultural Fest closed. The fest served to be a great learning platform for the amateur students to lay hands on anchoring cultural events, making commentaries on sports events and capturing photographs during the fest.

C) Evening: Musical Evening

The musical evening was a significant part of the overall fest, held as a part of the Family event organized by the HR Department of BSDU under the guidance of the HRO-Ms Rashmi Chaudhary. The occasion aimed to foster a sense of unity and fun among students and faculty, and served as an opportunity to strengthen family ties. It featured a wide range of activities and performances, including dandiya/dance, music. The

event was held at the sprawling lawn opposite the Administrative Block. The befitting adornments and embellishments appropriately transformed the lawns into a vibrant and festive space for the occasion.



The evening began with the lively dance performances by students, employees and their family who swayed to the tunes of the Gujarati/dandiya music. Several dance performances such as the folk dance of Rajasthan-kalbeliya dance and Punjabi folk dance by the employees of BSDU added to the cultural diversity of the event. The melodious tunes, covering a range of musical genres set the perfect ambiance and encouraged a great participation of everyone present making the event truly interactive and inclusive.

A scrumptious and an elaborate dinner was served, featuring a buffet of the ethnic cuisine of Rajasthan in the open area elegantly decorated, providing a comfortable space for everyone to enjoy their meals. In all, the musical evening followed by dinner made it a memorable occasion.

The Sports and Cultural Fest 2023 Udaan in all, was an immense success that demonstrated the diverse talents and prowess of the students and employees leaving a lasting impression.

The fest provided an opportunity to showcase the University's commitment to excellence and inclusivity.

List of winners- UDAAN 2023

Volleyball	
Winner	Team Cougars
Runner-up	Team Panthers

Kabaddi	
Winner	Team Panthers
Runner-up	Team Cougars

Table Tennis	
Winner (Single, Men's)	Mr. Dikashant Jangid (Team Cheetahs)
Runner-up (Single, Men's)	Mr. Dinesh Choudhary (Team Tigers)
Winner (Single, Women's)	Dr. Sumitra Singar (Team Tigers)
Runner-up (Single, Men's)	Ms. Pooja Kumawat (Team Cheetahs)

Badminton	
Winner (Single, Men's)	Mr. Janesh Janagal (Team Cheetahs)
Runner-up (Single, Men's)	Mr. Vaibhav Sharma (Team Panthers)
Winner (Single, Women's)	Dr. Sumitra Singar (Team Tigers)
Runner-up (Single, Men's)	Ms. Shilpi Rekha (Team Cougars)
Winner (Men's Doubles)	Dr. Rakesh Choudhary and Mr. Sumit Bhukar (Team Tigers)
Runner-up (Men's Doubles)	Mr. Janesh Janagal and Mr. Manish Saini (Team Cheetahs)
Winner (Mixed Doubles)	Mr. Anil Sharma and Ms. Divyanshi Sharma (Team Jaguars)
Runner-up (Mixed Doubles)	Mr. Sumit and Ms. Varsha Sharma (Team Tigers)

Overall Championship Winner	
Team Panthers	

Solo Song	
Winner	Ms. Diksha Parvatkar
Runner-up	Mr. Janesh Janagal

Group Song	
Winner	Mr. Virat Tiwari, Mr. Aditya Narayan and Mr. Vishal Singh

Solo Dance	
Winner	Ms. Tanvi Shrimal
Runner-up	Ms. Lakshita Jangid

Group Dance	
Winner	Ms. Lakshita Jangid, Ms. Sejal Khtari, Seema Choudhary and Janvi Grover

Co-Curricular Activities

• Teachers Day Celebration@ 05 September 2023

Commemorating the birth anniversary of Dr. S. Radhakrishnan, the former President of India, the **Faculty of Computing Skills Education** celebrated Teacher's Day on 5th September 2023. The event began with a welcome address by Virat Tiwari and Aditya Narayan, students of student of 5th Sem. and 3rd Sem. respectively. Both the students hosted the event and the teachers actively participated in entertaining activities such as the Lemon & Spoon race, Musical Chair, and many such activities adding to the memorable celebration. All the Faculty members of the FCSE participated in the event with great spirit and enthusiasm.

• Poster Making Competition

Committed to the holistic development of the students, a Poster Making Competition was organized for all the students of the University on 22 September 2023. It was held under the aegis of the BSDU Students' Clubs, Navarasa-The Club of Performing Arts. The competition was held on various themes viz. India on Moon, Moon is not Far Away, Lunar Journey of New India, Self-Reliant India's Chandrayaan. The competition took place in Room No. 106, Polymechanic Block. The winners of the Poster Making Competition:

S. No	Name of Student	Faculty	Sem	Position Scored
1.	Janesh Janagal	Faculty of Manufacturing Skills	1	I
2.	Pawan Sharma	Faculty of Computing Skills	5	II
3.	Pankaj Kumar	Faculty of Healthcare and Paramedic Skills	3	III

• CHANDRAYAN MAHAQUIZ: Celebrating the Chandrayan Utsav



Providing an opportunity to learn about the country's Lunar Mission, and as a part of the Chandrayan Utsav celebration, a MAHAQUIZ on CHANDRAYAN was organized by FCSE on September 6, 2023. Ms. Rikky Kumari, Trainer in the Faculty briefed the students about ISRO and the MyGov Chandrayaan 3 Maha Quiz and encouraged them to participate in the same. In addition to being an enriching experience, the students were also awarded certificates of participation.

• Corporate Training

As a part of corporate training extended to upskill the employees of the reputed industries- the **Faculty of Manufacturing Skills Education** conducted sessions of training for multiple batches of Hilti Manufacturing India Pvt. Ltd. using the state of the art infrastructure of BSDU.



The training covered various modules on Engineering Drawing, Measuring & Metrology, Handskills, Conventional Turning, Introduction to

CNC Machine, Welding & Powder Coating, Grinding, Basic Maths, and Soft Skills – Basic English benefitting the trainees. The training sessions were followed by valedictory ceremonies. The details of the trainings are furnished below:

S. No.	Batch No.	Training Duration	No. of Participants
1	5	July 14 to August 13, 2023	23
2	6	August 18 to September 15, 2023	17
3	7	September 15, to October 14, 2023	23

• **Orientation Day: First Industry-Integrated B.Voc Program in Manufacturing Skills**

Committed to enhancing employability, fostering practical skills and knowledge directly applicable to the manufacturing sector improving the career prospects of students, the Faculty of Manufacturing Skills Education initiated the first-ever industry-integrated B.Voc. programme in collaboration with RUJ & SRM Mechanics Pvt. Ltd. (RS India).

The students for the programme were selected based on entrance tests and personal interviews.



The orientation session for the newly admitted students was held in the conference room, Poly Mechanic Block on 4 September 2023.

• **Project Exhibition: Faculty of Manufacturing Skills Education**

Project exhibitions offer students a unique opportunity to showcase their talents, innovations,

and practical skills by presenting their projects. Additionally, they promote innovation, inspire creativity, and foster a sense of community pride and engagement within the University and the broader community.



Showcasing the capabilities and achievements of students and trainers in manufacturing, a project exhibition was organized at the Faculty of Manufacturing Skills Education on 20 December 2023. Details of the Projects are furnished below:

S. No.	Project	Students Participated	Semester
1	Belt Grinder	Dikshant Jangid, Vansh Jangid and Vishnu Sharma	V
2	Gear Hobber	Vinay Verma, Vishal Sharma and Deshraj Jat	V
3	World Skills Drawing Parts	All students	III

• **Educational Tour**

As an initiative to render practical exposure to students of the Faculty of Hospitality and Tourism Skills, an educational tour was organized to Mount Abu, Rajasthan, from 25 -27 July 2023. The students were briefed about the tour's objectives, safety guidelines, and the two-day itinerary. In addition to the visits to various hotels focusing on educational activities in hospitality and tourism, including visits to local hotels, resorts, and tourism-related businesses, offering valuable insights into operations

and management, the collaborative project work presentations showcased their findings. The trip provided a reflective opportunity to contemplate on the enriching experiences and knowledge acquired.



In addition, the students admired the intricate architecture and explored the historical and cultural significance during their guided tour to the renowned Dilwara Jain Temples and also enjoyed the boating activities and scenic surroundings at the Nakki Lake.

- **Project Exhibition: Faculty of Healthcare and Paramedic Skills Education**

Committed to nurturing a culture of innovation, creativity, and confidence empowering students to become proficient professionals equipped to tackle real-world challenges in their respective fields, a Project Exhibition Day was organized on 20 December 2023. The projects exhibited by the Faculty of Healthcare and Paramedic Skills centred around the theme of the Heart.



The projects made by the students under the guidance of the trainers reflected their diligence, commitment, and enthusiasm for healthcare and paramedic skills. The exhibition underscored the

students' ability to translate theoretical knowledge into practical applications, showcasing their proficiency in the field.

The event served as an opportunity for students to present their projects, and receive valuable feedback from peers, trainers, and management. Dr. Sandeep Tomar- Registrar, BSDU, and Dr. Shaikh Juned, Deputy Registrar and the Deans of the various Faculties visited the lab and appreciated the projects and encouraged students to strive for continuous improvement.

- **Upskilling Trainings for trainers of FES**

- A training session on the KNX Kit was conducted by Mr. Manju Nath, an expert from Schneider Electric, at the BSDU campus from 1- 4 August 2023 benefiting trainers and faculties.
- The expert engineers- Mr. Shrinath and Mr. Ganesh, from M/s Anshuman Tech Pvt. Ltd., held a training programme on maintenance on the SPS Lab and Machine Lab from 16- 21 August 2023 for the trainers of FES
- Mr. Hyat Singh Panwar, an expert from M/s Ecosense Sustainable Solutions Pvt. Ltd., provided training and maintenance services for the RET Lab from 18 - 21 August 2023, focusing on the Lab In-charge and Supervisor.

- **Upskilling Training held by trainers of FES**

Mr. Sankalp Gupta and Mr. Krishna Mohan – expert engineers from Technos Instruments Pvt. Ltd., were provided with a training session on 24 August 2023 on PLC and Lift Elevator Automation by Mr. Yatendra Singh Hada, Senior Trainer, FES.

- **Training by Daikin Engineers**

A four-day training session at RAC Lab was conducted by Daikin engineers in the New campus from 26-29 September 2023. The intensive training sessions provided comprehensive insights into the

installation and servicing of Split Air Conditioners, as well as the VRV section of Central Air Conditioning.



• **Industrial Visit and Sessions Organized by ISHRAE**

ISHRAE orchestrated the "Urjavarán" event at Hotel Royal Orchid, Jaipur on 22 December 2023 with a focal point on "Exploring Innovation & Collaboration with Industries."

Dr. Sheetal Kumar Jain and Mr. Abhishek Sharma from FRACS attended the technical sessions on the pivotal topics.

The event encompassed technical sessions that addressed critical subjects such as "Sustainability" led by Dr. Shishir Chand Bhaduri, "Decarbonization



and Climate Change" presented by Dr. Sudipti Arora, and "Shaping HVAC Industry using AI tools" featuring insights from Mr. Ashu Gupta and Mr. Kapil Magarani. Conversations during the event revolved around strategies for student placement and curriculum advancement through the integration of cutting-edge technologies, with enthusiastic engagement from Mr. Narendra Singh, Head of Sales & Marketing at Aditya Engineers in Greater Noida. Additionally, discussions explored potential

collaborations including one with Mr. Manak Chand Yadav, the proprietor of Livecool Engineers in Jaipur.

• **8th HR and Skills Summit**



The 8th HR & Skills Summit, hosted on 22 September 2023 at Hotel Holiday Inn in Jaipur by FICCI Rajasthan State Council centred around the theme "Unleashing Human Potential: HR's Role in Fostering Skills and Growth". Bhartiya Skill Development University took pride in the participation of the President- Prof. Vivek Bhandari as a distinguished panellist who contributed insights on "Crafting Tomorrow's Talent through Skill Development". Prof. Bhandari highlighted the proactive involvement of leaders in shaping learning and development initiatives aimed at equipping employees with essential skills for success in a dynamic job market. The summit delved into how HR practices cultivate a culture of lifelong learning, upskilling, and reskilling to ensure the continued value of employees as assets to organizations.

Extra-Curricular Activities

• **Awareness Programme on Sexual Harassment**

As an initiative to sensitize the students and employees of BSDU on the Prevention, Prohibition, and Redressal of Sexual Harassment at the Workplace (under the Act on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013) and to spread awareness about the policy and working procedures of the Internal Complaints Committee to ensure and promote safe and healthy atmosphere in the

University, the ICC held a session with the students and employees.



The session was held on 15 December 2023 in Room No. 203, Polymechanic Block for the students and employees of BSDU. The members of the ICC deliberated on the subject and provided the contact details of the committee members to be contacted for registering complaints against sexual harassment in BSDU.

• **Faculty of Electrical Skills Education**

- Dr. Ritu Tak delivered an Expert session on "Series & Shunt Compensation of EHV transmission Lines" at SKIT, Jaipur on 30th October 2023.
- Dr. Satyendra Singh
 - Served as a Session Chair for Track 3: Application using Intelligent Techniques in Electronics & Communications in Springer Nature's International conference SIGMAA-2023 (<https://www.sigmaa.org/>) held on 15th to 16th Dec., 2023.
 - Served as a Web Chair in Springer Nature's International conference SIGMAA-2023 (<https://www.sigmaa.org/>) held on 15th to 16th Dec., 2023.

National Innovation Day on 17 October 2023. The event featured an expert talk by Dr. Shahbaz Ahmed Siddiqui, a Professor in Mechatronics & Mechanical Engineering, Manipal University Jaipur, focusing on Sustainability in Skill & Innovation.



Dr. Siddiqui's insightful lecture emphasized the crucial link between sustainability, skill development, and innovation, urging a shift towards eco-friendly practices. He highlighted the need for a mind-set that prioritizes environmental responsibility in addition to technical skills, illustrating how innovation can lead to sustainable solutions. Real-world examples and case studies showcased the successful integration of sustainability into skill development. Overall, Dr. Siddiqui's engaging presentation inspired a commitment to building a more environmentally conscious and socially responsible future among the audience.

• **National Education Day**



The Institution's Innovation Council of BSDU Jaipur under the aegis of the Ministry of Education, Govt. of India, celebrated the National Education Day on 22 November 2023, in honour of Maulana Abul Kalam Azad's birth anniversary. Dr. Shaikh Juned Saoud, Deputy Registrar, BSDU, delivered an expert offline

Activities @Institution's Innovation Council

• **National Innovation Day Celebration**

The Institution's Innovation Council of Bhartiya Skill Development University Jaipur under the aegis of the Ministry of Education, Govt. of India, celebrated the

lecture titled Innovation Leadership in Education, emphasizing the importance of employing cutting-edge teaching strategies. The audience included students, faculty, trainers, and non-teaching staff of the university. Dr. Satyendra Singh, convener, IIC BSDU, provided insights about National Education Day.

Research & Development

Patent

Name of the Patent	Name of the Faculty/ Scholar	Application No.
Smart Street Lamp with Monitoring, Navigation, and Mechanism to Support Sanitization Needs	Dr. Pancham Kumar	202221061828

Research Papers Presented in Conferences/ Seminars/Symposia

Presenter's Name	Title of the Paper	Name of Conferences/ Seminars/Symposia	Venue & Date
Niyati Smart, Ritu Tak and Satyendra Singh	Power Blackout in India: Securing Grid from Cyber Threats	Sigmaa-2023 in Advances in Intelligent Systems and Computing Series, Springer	Online Mode & 15 th -16 th Dec. 2023
Bhanu Pratap Singh, Sunil Kumar Goyal, Shahbaz Ahmed Siddiqui, Divya Rishi Shrivastava, Satyendra Singh and Hasmat Malik	A Novel Approach for Real-Time Diagnosis of an Event in Grid Connected Microgrid with Different Distributed Energy Sources (DES)	Sigmaa-2023 in Advances in Intelligent Systems and Computing Series, Springer	Online Mode & 15 th -16 th Dec. 2023
Divya Rishi Shrivastava, Shahbaz Ahmed Siddiqui, Kusum Verma, Satyendra Singh and Hasmat Malik	Leveraging Synchronized Measurements for Novel Wide Area Event Detector	Sigmaa-2023 in Advances in Intelligent Systems and Computing Series, Springer	Online Mode & 15 th -16 th Dec. 2023

Research Papers/Chapters/Book Published

Author/s	Title of the Paper/Chapter/Book	Publisher / Journal
Jayalaxmi Rajesh Hanni, Mahipal Bukya, Pancham Kumar and Nagaraju Gowtham	Analysis and Modeling of 581 kWp Grid-Integrated Solar Photovoltaic Power Plant of Academic Institution Using PVsyst	Engineering Proceedings
Peeyush Garg, Mahipal Bukya, Pancham Kumar	Design and Analysis of Off-Grid Solar Photovoltaic System for a Residential Building in Omaxe City	Flexible Electronics for Electric Vehicles (Springer)
D. R. Shrivastava, Shahbaz Ahmed Siddiqui, Kusum Verma, Satyendra Singh, Majed A. Alotaibi, Hasmat Malik, and Fausto Pedro García Márquez	Data-Driven Unified Scheme to Enhance the Stability of Solar Energy Integrated Power System in Real-Time	IEEE Access
Divya Rishi Shrivastava, Shahbaz Ahmed Siddiqui, Kusum Verma, Satyendra Singh, Majed A. Alotaibi, Hasmat Malik, Mohammed E. Nassar	A Novel Synchronized Data-Driven Composite Scheme to Enhance Photovoltaic (PV) Integrated Power System Grid Stability	Energy Reports Elsevier

Ph.D. Awarded:

S. No.	Registration No.	Name of the Candidate	Name of the School
1	180950W001	Ram Bilas Agrawal	School of Office Administration Skills
2	191050W001	Parveen Parihar	School of General Education

3	171050W001	Vijayalakshmi Bhat	School of General Education
4	170350W001	Narender Singh	School of Woodworking Skills
5	181050S002	Pooja Sharma	School of General Education

Human Resource Department

New Joining from July 2023 – December 2023

S No	Name	Designation	Date of Joining
1	Mr. Mohammed Faizan	Trainee, Faculty of RAC Skills Education	28.08.2023
2	Mr. Praveen Kumar Sharma	Senior Trainer-II, Faculty of RAC Skills Education	01.09.2023
3	Mr. Ganesh Jat	Driver cum Handyman	01.09.2023
4	Mr. Ram Niwas Gurjar	Driver	01.09.2023
5	Ms. Anjana Gaur	HR Executive	21.09.2023
6	Mr. Himanshu Dhasaniya	Assistant Manager – IT	16.10.2023
7	Mr. Jitendra Singh	Machine Equipment Operator	01.12.2023
8	Mr. Aman Sharma	Junior Trainer, Faculty of Automotive Skills Education	14.12.2023

Re-Designations

S. No	Name	Faculty/ Department	Re-designation
1	Mr. Sultan Singh	Administration	Administrative Executive to Hostel Warden
2	Mr. Bajrang Lal Choudhary	Administration	Executive Admissions to Administrative Executive
3	Ms. Diksha Sharma	Maintenance	HR Executive to Executive Estate

Additional Responsibilities

S. No	Name	Faculty/ Department	Additional Responsibility
1	Dr. Rajdeep Deb	Admissions	Head Industrial Relations with effect from 15.09.2023
2	Dr. Vipin Pahuja	FASE	Officiating Deputy CoE with effect from 31.07.2023
3	Mr. Vinay Kumar Verma	FHTSE	In charge, FHTSE with effect from 12.08.2023
4	Mr. Sultan Singh	Administration	Transport Supervisor with effect from 09.12.2023

Celebrations & Events

• Family Day- Musical Evening

Committed to supporting employees' well-being, strengthening family bonds, and promoting a sense of belonging in the University, the HR Department of BSDU under the guidance of the HRO-Ms Rashmi Chaudhary organized a Family Day for the employees and their families on 20 October 2023. The event was held on the sprawling lawns of BSDU. On the occasion, everyone danced to the beats of various folk dance forms of India marking the celebration of the Navratri season.



The befitting adornments and embellishments appropriately transformed the lawns into a vibrant and festive space for the occasion. The evening began with lively dance performances by employees and their families who swayed to the tunes of the Gujarati/Dandiya music. Following it, several dance performances such as the folk dance of Rajasthan-

kalbeliya dance and Punjabi folk dance by the employees added to the cultural diversity of the event. The melodious tunes, covering a range of musical genres set the perfect ambiance and encouraged a great participation of everyone present making the event truly interactive and inclusive.

A scrumptious and elaborate dinner was served, featuring a buffet of the ethnic cuisine of Rajasthan in the open area elegantly decorated, providing a comfortable space for everyone to enjoy their meals. In all, the musical evening followed by dinner made it a memorable occasion.

- **Diwali Celebration– 2023**

Diwali, symbolizing the victory of good over evil and brightness over darkness, was joyously celebrated at BSDU on 9 November 2023. The event observed as Ethnic Day, was held in the administrative block adorned with radiant lights, festive garlands and traditional diyas. The intricately designed rangoli crafted by the team- Ms. Varsha Sharma, Ms. Anjana Gour, Anshu Sharma, and Soniya Sharma, added to the delightful ambiance.



All the employees dressed in their ethnic wear revelling in the festivities, exchanged Diwali greetings, and captured the memorable moments with selfies and photographs. The event concluded with the distribution of sweets and BSDU T-shirts as a token of appreciation for all employees.

- **Christmas Celebration– 2023**



BSDU joyfully celebrated Christmas Day on 23 December 2023. The festivities, hosted in the Administrative Block featured a charmingly adorned celebration area decorated with Christmas banners, twinkling stars, vibrant balloons, and a festive Christmas tree embellished with sparkling lights, delectable chocolates, and delightful gifts. All the employees dressed predominantly in white and red attire were warmly greeted with chocolates and lip-smacking refreshments provided.

Before the Christmas Day celebration, a cake-mixing ceremony was orchestrated on 19 December 2023 by the Faculty of Hospitality and Tourism Skills, and delicious plum cakes were enjoyed by all the employees as part of the Christmas Celebration.



Training & Placement Cell

The Training & Placement Cell, BSDU organized Internship drives for the selection of students in various companies from July 2023 to December 2023. The milestone of 100% internship placement for all BSDU students was attained by the Training & Placement Cell. A total of 193 students in the second, fourth, and sixth semesters were placed for

internships in organizations such as T&T Motors, Auric Motors, 2050 Healthcare, Narsi Interiors, Pahal Solar, New Trade India, Jasu Bhai Engineering, Cool Point Engineers, Genus Power Infrastructures, RS India, KTL, Ruj Woodcraft, Y2K, Aha3D, IBIS Hotel, Hyatt Jaipur, among others. 7 students were placed in organizations like Vikas Transmit, Roshan Hyundai, Fleeca, etc. The recruitment process involved Group Discussions, Technical Interviews, and HR rounds for the students.

The Training & Placement Cell comprises following members:

Name	Role
Mr. Kaushal Tiwari	In Charge Training & Placement Officer
Dr. Vipin Pahuja	Placement Coordinator, FAS
Mr. Anirudh Singh	Placement Coordinator, FMS
Mr. Sumit	Placement Coordinator, FCS
Mr. Abhishek Sharma	Placement Coordinator, FRAC
Mr. Kumar S. Sharma	Placement Coordinator, FWS
Mr. Bhagwan S. Bunkar	Placement Coordinator, FWSMS
Mr. Shankar Singh	Placement Coordinator, FHPS
Mr. Yaduvendra Singh	Placement Coordinator, FES
Mr. Vinay Kumar Verma	Placement Coordinator, FHTS

Placement Drive @ Basant Wires, Jaipur

On 10 July 2023, a placement drive was held at BSDU for the students of the Faculty of Manufacturing Skills and Faculty of Welding and Sheet Metal Skills. The drive was organized to fulfil the human resource requirements at Ms. Basant Wires, Jaipur.

Mr. Saurabh Pandey, the Purchase Head and an alumnus of BSDU and a team consisting of Mr. S. N. Sharma (Plant Head), Mr. Sunil Panchal (Production Manager), and Mr. Saurabh Pandey interviewed the students and job offers were extended to 6 students based on their performance.

Internships Placement Drive @ RS India and Jasu Bhai Engineering

The students of the Faculty of Manufacturing Skills were placed for internships at RS India Pvt. Ltd. and Jasu Bhai Engineering Pvt. Ltd. in December 2023. The internship placements provided valuable opportunities for students to gain practical experience and apply their skills in professional environments through the collaborative efforts of the University and the respective companies, where suitable internship opportunities were identified, company representatives were liaised with, and the selection process was facilitated for the students.

Articles

Nurturing a Positive Socio-Cultural Environment: A Guide for Students and Employees

Dr. Pooja Sharma, Faculty of Computing Skills

In both educational institutions and workplaces, socio-cultural dynamics profoundly influence the experiences of students and employees alike. Understanding and actively contributing to a positive socio-cultural environment can significantly enhance personal well-being, academic success, and professional growth. This article delves into the importance of socio-cultural awareness in both contexts, offering practical insights for students and employees to thrive within their respective communities:

1. Recognizing Diversity and Inclusion:

Embrace the diversity of backgrounds, perspectives, and experiences within your institution or organization. Recognize the value that each individual brings to the community and actively promote inclusivity by listening to diverse voices, respecting differences, and challenging biases and stereotypes.

2. Building Relationships:

Cultivate meaningful connections with peers, colleagues, and mentors. Building strong relationships fosters a sense of belonging and support, which is essential for personal and professional growth. Take the initiative to reach out, participate in group activities, and engage in constructive dialogue with others.

3. Fostering Communication:

Effective communication is key to fostering a positive socio-cultural environment. Practice active listening, express yourself clearly and respectfully, and be open to feedback from others. Clear and open communication promotes understanding, collaboration, and conflict resolution.

4. Promoting Empathy and Respect:

Treat others with empathy, kindness, and respect. Acknowledge the unique challenges and experiences of individuals within your community and strive to create a supportive and inclusive environment for all. Practice empathy by seeking to understand others' perspectives and demonstrating compassion in your interactions.

5. Embracing Growth Mind-set:

A growth mind-set fosters adaptability and continuous learning. Students and employees should embrace challenges as opportunities for growth and valuable learning experiences. Adopt a growth mind-set and embrace opportunities for learning and development. View challenges as opportunities for growth, seek feedback to improve, and be open to new experiences and perspectives. A willingness to learn and adapt contributes to personal and collective success within the socio-cultural context.

6. Contributing Positively:

Take an active role in shaping the socio-cultural environment of your institution or organization. Participate in initiatives and activities that promote diversity, inclusion, and community engagement. Be a role model for positive behaviour and contribute to a culture of kindness, collaboration, and respect.

7. Resolving Conflict Constructively:

Conflict is a natural part of any community, but it can be addressed constructively through effective communication and conflict-resolution strategies. Approach conflicts with empathy, seek to understand the underlying issues and work towards mutually beneficial solutions that uphold the values of the community.

Conclusion:

In conclusion, the socio-cultural environment within organizations profoundly influences the experiences and outcomes of students as well as employees. By embracing these principles and actively contributing to a positive socio-cultural environment, students and employees can create thriving communities that support personal growth, academic success, and professional development. Together, we can cultivate an inclusive and supportive environment where everyone feels valued, respected, and empowered to reach their full potential.

Competencies of a Successful Administrator

Mr. Shankar Singh, Faculty of Healthcare & Paramedic Skills

This article proposes a novel approach to the selection and training of administrators that focuses on the abilities demonstrated by successful executives in their job performance rather than their inherent qualities and traits. The term "skill" is used to describe an acquirable aptitude that manifests itself in performance rather than potential. As such, effective action across various contexts is the primary criterion for skilfulness.

The new approach identifies three fundamental and developable talents that serve as the foundation of effective administration. By eliminating the need for defining specific attributes, the approach offers a helpful perspective on and comprehension of the administrative process. It was developed based on the study of recent administration field research as well as direct observation of executives in action.

The article defines and illustrates three skills and suggests that their importance varies according to the level of administrative responsibility. It also discusses the implications of this variation for executive hiring, development, and training, as well as provides recommendations for enhancing these skills.

This article presents an innovative and effective approach for selecting and training administrators based on the skills they demonstrate in their job performance. It offers valuable insights into the

administrative process and provides practical recommendations for enhancing these skills across different levels of administrative responsibility.

Three-Skill Approach

It is thought that an administrator is someone who oversees the actions of others; and takes on the accountability for accomplishing specific goals via these endeavours. According to this definition, three fundamental abilities - technical, human, and conceptual seem to be necessary for effective administration. While it would be implausible to claim that these abilities are unrelated, there might be significant value in studying and honing each one separately.

Technical skill

Technical skill refers to knowledge of and competence in a certain type of activity, especially one requiring procedures, methods, processes, or techniques. When each is carrying out his particular role, it is comparatively easy for us to picture the technical proficiency of the physician, musician, accountant, or engineer. Technical talent is the ability to use the instruments and procedures of a certain field with ease, as well as specialized knowledge and analytical abilities within that expertise. Most of our vocational and on-the-job training programs are largely concerned with developing this specialized technical skill.

Human skill

In this context, the executive's capacity to collaborate well with others and foster teamwork within the team is referred to as human competence. Human skill is largely concerned with working with people, just as technical competence is primarily concerned with working with "things" (processes or physical objects). The way a person views his superiors, peers, and subordinates and recognizes their perceptions of him as well as his subsequent behaviour serve as examples of this competence.

Highly skilled persons are conscious of their attitudes, presumptions, and beliefs about other people and groups, and they can recognize the limitations and

utility of these feelings. Through acknowledging the presence of perspectives, understandings, and convictions that diverge from his own, he becomes adept at deciphering the true meaning behind the words and actions of others. He is equally adept at explaining to people what he means by his actions within their circumstances.

A person like this encourages others to be involved in the decisions that directly touch them, fostering an environment of approval and security where employees feel comfortable expressing themselves without worrying about criticism or mockery. He can assess potential responses to and results from different courses of action he may take because he is perceptive enough to understand the demands and motivations of others in his organization. Because of his sensitivity, he may and will act in a way that considers other people's perceptions.

Working with people requires sensitivity in decision-making as well as in an individual's day-to-day behaviour, thus true ability in this area has to develop into an organic, continuous activity. There is no "once in a while" quality to human skill. Techniques cannot be applied arbitrarily, nor can personality qualities be put on and removed like an overcoat. Over time, an executive's genuine character will come to light since everything they say, do, or decide not to say or do has an impact on their peers. As such, for this skill to be useful, it must arise naturally, instinctively, and be demonstrated consistently in all of the behaviours that the individual performs. It must become a fundamental aspect of his identity.

Conceptual skill

In this context, conceptual skill refers to the capacity to view the business as a whole, to understand how the different organizational functions interact with one another and how changes in one area impact all other areas, and to visualize how a particular business relates to its industry, community, and the political, social, and economic forces of the country as a whole. After identifying these connections and identifying the

important factors in any given circumstance, the administrator ought to be able to take action that promotes the organization's overall well-being.

Therefore, the conceptual ability of the decision-makers and those who implement the choice determines whether or not the decision is successful. It is crucial to take into account the consequences on production, control, finance, research, and the individuals involved when making significant changes to marketing policy, for instance. And it is still crucial for the final executive who has to put the new policy into effect. An executive will almost certainly execute the change more skilfully if he understands the general relationships and significance of it. As a result, there's a far higher possibility of success.

The intellectual prowess of the administrators engaged determines not just the efficient coordination of the numerous business components, but also the organization's overall future orientation and tone. Top executives' attitudes influence the organization's overall response and define the "corporate personality" that sets one company's business practices apart from another. These viewpoints are an expression of the administrator's conceptual competence, sometimes called his "creative ability"—how he understands and reacts to the company's goals and policies, the interests of investors and staff, and the path the organization should take.

The conceptual ability of an executive team to design and implement policies is crucial to the overall performance of the organization. As such, this ability is the unifying and coordinating element of the administrative process and is of utmost importance.

Relative Importance

It is possible to observe that conceptual skill incorporates taking into account both the technical and human parts of the organization. It should be possible to differentiate between three types of skills: technical skill, which involves performing technical tasks; human skill, which involves understanding and motivating individuals and groups; and conceptual skill, which

involves coordinating and integrating all organizational interests and activities towards a single goal.

This analysis-focused division of effective administration into three fundamental competencies is helpful. In real life, it might be challenging to distinguish between these abilities as they are interconnected so strongly. But just because two talents are related doesn't mean we can't benefit from looking at them independently or from emphasizing them differently. Although the hands, wrists, hips, shoulders, arms, and head are all involved in the process of playing golf, it is frequently beneficial to focus on one of these components independently to improve one's swing. Additionally, these elements' relative importance fluctuates depending on the playing conditions. Similarly, while all three are crucial at every level of administration, the relative significance of an administrator's technical, interpersonal, and conceptual talents varies depending on their level of responsibility.

Implications for Action

According to the three-skill approach, there could be major advantages to reframing the goals of executive development programs, re-evaluating where executives are placed within organizations, and updating the processes for screening and choosing potential executives.

Executive development

The failure of many executive development programs to promote the development of these administrative abilities may be the reason behind their inability to produce adequate results. Programs that focus only on teaching knowledge or developing a certain quality would seem to be generally ineffective in helping applicants improve their administrative skills.

Developing the Skills

Many have argued for years that certain people are born with the capacity to be leaders. We speak of "born executives," "born salesmen," and "born leaders." It is undeniably true that some people are just better at some things than others, either naturally or inherently. However, studies in psychology and physiology also suggest that, first, people with strong aptitudes and

skills can become more skilled via training; and, second, even people without these innate abilities can become more proficient and effective overall.

According to the skill conception of administration, we should aim to increase our administrative efficacy and produce future administrators who will be even more skilled. This idea of skill suggests learning by doing. Although everyone learns differently, skills are acquired via practice and the application of newly learned knowledge to one's own experiences and background. Training in these fundamental administrative skills, when done correctly, should enhance executive abilities more quickly and reliably than unstructured experience.

So what are some possible methods for carrying out this training?

Technical skill

Both business and academic institutions have given the development of technical skills a lot of attention over the years, and significant progress has been accomplished. The best results seem to come from a solid foundation in the ideas, procedures, and systems of the particular specialization as well as real practice and experience when the person is guided and assisted by a superior.

Human skill

On the other hand, human skill has been far less studied and has only recently seen a systematic advancement in development. Many institutions and professional men are currently pursuing a wide range of methods to the development of human skills. These are founded in such fields as psychology, sociology, and anthropology.

Some of these methods are used in "applied psychology," "human engineering," and a variety of other contexts where technical experts are needed to assist the businessman with his human issues. Practically speaking, though, the executive needs to hone his human skills instead of depending on outside counsel. To be effective, he must develop his unique perspective on human behaviour. This will help him:

- Identify the emotions and sentiments he brings to a situation.

- Adopt an attitude towards his own experiences that will allow him to reflect on and learn from them.

- Become better at interpreting what other people are trying to tell him through their words and actions, whether explicit or implicit.

- Become better at effectively communicating his ideas and attitudes to other people.

Some people can acquire this human skill even in the absence of official training. As a crucial component of the "coaching" procedure, immediate superiors might assist others on an individual basis. Naturally, the efficiency of this assistance depends on how much the superior has human competence.

There should be regular opportunities for a superior to observe an individual's ability to collaborate well with others in the workplace. These assessments could seem quite subjective and rely heavily on the rater's human talent for legitimacy. But in the end, doesn't every promotion rely on an individual's subjective assessment? Should we criticize this subjectivity or work harder to provide our employees with the human skills necessary to make these kinds of decisions effectively?

Conceptual skill

Similar to human competence, conceptual skill is not well understood. To help improve this capacity, several strategies have been explored, with varied degrees of success. Excellent outcomes have consistently been attained by superiors "coaching" subordinates. This concept is not new. It suggests that assisting subordinates in realizing their administrative potential is one of the executive's main duties. Assigning a specific task and then, whenever the subordinate asks for assistance, answering with thought-provoking questions or advice is one way a superior might assist in "coaching" his subordinate.

It is clear that this is the best and most natural method for administrative training, and it applies to both conceptual and human skill developments. Its success, though, will inevitably depend on the superior's capacity and willingness to assist the subordinate.

Another excellent way to develop conceptual skills is through trading jobs, that is, by moving promising young men through different functions of the business but at the same level of responsibility. This gives the man the chance to “be in the other fellow’s shoes.”

Similar to human competence, intellectual skills must also organically develop within the executive. Depending on their experiences, attitudes, and backgrounds, different approaches could be recommended for the development of different individuals. However, the approach that will allow the executive to hone his own abilities in organizing and integrating the enterprise's diverse components as well as visualizing it as a whole should always be selected

Conclusion

This article's goal has been to demonstrate how three fundamental human skills—technical, human, and conceptual—are necessary for efficient administration. The administrator needs: A person must possess the following skills:

- Enough technical proficiency to complete the tasks involved in the specific job for which he is accountable.
- Interpersonal proficiency to contribute positively to the group and foster teamwork within the team he leads.
- Enough conceptual proficiency to understand the interdependencies between the different elements in his situation and make the decision that will most likely benefit the organization as a whole.

The degree of administrative responsibility appears to influence the relative value of these three abilities. The main requirements at lower levels are human and technical skills. The efficiency of an administrator at a higher level is primarily determined by their human and conceptual talents. At the highest level, conceptual ability takes precedence over all other requirements for effective management.

This three-skill method highlights the possibility that competent administrators can be created rather than necessarily being born. In an attempt to offer a more helpful perspective on the administrative procedure, it goes beyond the requirement to pinpoint particular

characteristics. It might be helpful in the hiring, development, and advancement of executives by assisting in the identification of the competencies most required at different levels of responsibility.

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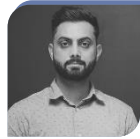
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