

## **Management of Multidisciplinary Research in Higher Education Institutions in the context of NEP 2020**

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### **Abstract**

The national education policy (NEP) 2020 incorporated the concept of multidisciplinary education and research right from the undergraduate programme. The multidisciplinary research at the institute level develops a higher level of learning in all three domains of learning which is relevant and meaningful in the world of work situations. The concerns related to the implementation of multidisciplinary research in higher education institutions are listed. The earlier and current interventions introduced to improve the quality of research at the national level are enumerated. The multidisciplinary research competencies to be developed in students are listed. A model comprising six steps to manage the multidisciplinary research studies at the institute level is proposed. A process of developing the research culture is discussed and immediate actions to be taken are listed to effectively implement multidisciplinary research at the institute level. It is concluded that scientifically designed multidisciplinary research work at the institute level will result in the quality, credibility, and relevance of the educational programmes of the institute.

**Keywords:** Multidisciplinary research competencies, research culture, assessment scheme, curriculum design

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## **An Examination of Pedestrian Behaviour among other Road Users and Human Variables that Influence IT (Delhi)**

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### **Abstract**

India is a very populous country. Consequently, the number of vehicles has increased rapidly. As in developing countries, the increase in the number of vehicles also increases the number of road crashes. The pedestrian-vehicle crashes are caused by the fact that one of the vulnerable road users doesn't get the same safety features that other road users already have. This study aims to discover an alternative solution for pedestrian safety after listing out the problems faced by pedestrians on the roadway. In order to accomplish this goal, accident data was gathered from the Delhi Police Crash Report 2022–2023 and the Ministry of Road Transport and Highways (MoRTH). This behavioural data was collected from 80 random pedestrians by a set of questionnaires, and rest details were observed. For a deep study to inculcate descriptive and statistical analysis, this needs a proper team and authorities' permission from many sectors. That will provide more accurate results and quick conclusions. The study of pedestrian safety should take into account how people behave when crossing the street, according to an important discovery. For a variety of causes, the pedestrians are compelled to cross the street. Vulnerable road users have been compromised due to the less engineered transportation structures available; for instance, pedestrians do not have enough subways, foot bridges, or separate spaces on the roadway. Pedestrians should have been taken into consideration while designing transport structures. In this paper, all the possible technical issues are discussed in order to provide the necessary conclusions for safe and effective transportation facilities for all road users. Scoping for the new enforcement laws for pedestrians as well as for new engineered structure ideas and also for development ideas for non-considerable road users imagine the introduction of road safety in every school, every class, and the examination of this subject every year. It should also include practical knowledge, not just the theoretical part. Perhaps this new curriculum will change the perspective of the generation for good.

**Keywords:** Pedestrian, pedestrian crossing behavior, road traffic, pedestrian segregation

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## **Approaching Training and Skilling Human Resource in Public Sector**

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### **Abstract**

Manpower training constitutes one of the most dynamics and corner stone of human resource management. It remains both complex and multi-dimensional. Remaining human focused and human centric, training, primarily and essentially, helps in the growth and advancement of the depth, breadth and bandwidth of the knowledge of the individual. When appropriately deployed in any organization, training helps to improve the operational efficiency and quality of services rendered by the said organization. Organisations use the mechanism of training, for facilitating employees learning about organizational objectives or goals. Looking at the entire context, it can be observed that manpower training includes and involves a well-defined process, based on large number of activities, performed by multiplicity of actors involving employers, employees, organization, institutions and trainers. The activities and objectives of training invariably involve and include skilling, knowledge sharing, capacity building, human development, behavioral change, operational efficiency, promoting effectiveness, promoting understanding, analyzing and problem solving, advancement, better placement, efficient execution of functions etc. Undergoing training should not be seen as a privilege but as the basic right of every employee right from the day of employment. Creating a transparent, objective and transparent criteria of evaluating the impact of training is another vital aspect of effective manpower training and development. Capacity building of training institutes having support of quality and trained manpower and professionally managing the training institutes, shall invariably and essentially form the corner stone of manpower training.

Key words; Skilling, capacity building, empowering, efficiency, productivity

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## **Academic Audit of the Outcomes of an Engineering Faculty Training and Development Program**

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### **Abstract**

An academic audit has become an essential activity for determining the strengths and weaknesses of the educational programs implemented. The outcomes are used to provide additional funds, add new programs, scrap obsolete courses, improve needed academic resources, recruit new faculty members, organize the faculty development programs, etc. Literature survey provides global practices. Six significant case studies are presented based on the projects and initiatives taken by the Ministry of Education. Desired cognitive skills of the faculty members for planning and implementing various programs. Model questions for getting feedback from the students and faculty members are provided to improve the performance of the students and the faculty members. A detailed process of conducting an academic audit has been presented. It is hoped that the administrators of engineering institutes can utilize the model to bring excellence to the academic performance of the students and the faculty members. The return on the investments will be substantial and the graduates can perform the prescribed tasks in real-life situations.

Keywords: Academic Audit, Process of getting the feedbacks, Utilities of the audit outcomes, Program improvement process.

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## A study of Self Esteem and Need for Approval in newly recruited Government Food and Supplies officers

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### Abstract

For every profession, knowledge, technical skills along with personality traits are the keystones to success. The present work was a survey to study two personality traits namely Self Esteem (SE) and need for Approval (nApp) in newly recruited Food and Supplies officers. The sample consisted of 620 newly recruited Food and Supplies officers of Punjab State, (age range: 25-30 years; 195 females and 425 males). The officers in batches of approximately 40 were given one-week training on administrative functions and rules along with personality development in terms of soft skills training. As a part of developing soft skills, two tests, namely SE scale and nApp inventory were administered. The data was analyzed and is presented in terms of means, SD & t-ratio for gender difference which was insignificant. A significant correlation was found between the two tests implying that individuals with high nApp were low on SE. A comparison of both traits was done with another group i.e. new entrant pharmacy salesman (72 males). The results showed that pharmacy salesmen were significantly higher on nApp, and lower on SE in comparison to the Food and Supplies officers. A further comparison was done between the present results with two previous studies in which the post-training effect on the two traits was evaluated. The t-ratio's in both cases showed significant differences favoring the post-training groups. This means that in any managerial job, soft skill training should be made an integral part of induction training programme.

**Keywords:** Induction training; Need for Approval; Self Esteem; Soft skills.

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## Transformational Leadership: Empowering Change for a Brighter Future

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### Abstract

There are many kinds of leadership styles. While some may benefit the individual leader or offer short-term results, transformational leadership inspires actions and habits designed to help an organization over long time period. Transformational leadership is a dynamic and influential leadership style that emphasizes inspiring and motivating followers to achieve exceptional results and foster positive change. Coined by James V. Downton and taken forward by James MacGregor Burns and further developed by Bernard M. Bass, this leadership approach goes beyond traditional transactional leadership, focusing on empowering individuals and creating a shared vision. Transformational leaders articulate a compelling and inspiring vision for the future, encouraging innovation, and empowering their team members to reach their full potential. Through individualized consideration, intellectual stimulation, and inspirational motivation, transformational leaders create a positive organizational culture, promoting employee engagement and driving long-term success. This approach has gained popularity because it can be the proverbial win-win, helping both the leader and organization succeed. Understanding and implementing transformational leadership can have a profound effect on team performance, employee satisfaction, and overall organizational success. Many a leader like Mahatma Gandhi, Nelson Mandela, Steve Jobs etc. embody the principles of transformational leadership. Similarly, a number of corporates across the Globe like TATAs, Infosys, Mahindra's etc have successfully used the concept of transformational leadership to build their respective organisation. The article provides an overview of the essence of transformational leadership, its key characteristics, and its impact on individuals and organizations.

**Key Words:** Transformational, transactional, situational, democratic, autocratic, laissez faire, Individualized consideration, inspirational motivation, vision.

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## Retrofitting Measures of an Existing Institutional Building for NetZero Energy

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### Abstract

Today, growing energy demand is a big challenge not only for India but also for the world because of the gap between demand and supply. This gap is going to continuously increase with time because of increasing population, rapid urbanization, industrial development and significant decline of energy resources. This growing demand is adding to the environmental challenges. In India, only a few states are self-sufficient in electricity generation, while the majority of states are dependent on another state for their supply. Addressing this issue requires a multifaceted approach that includes energy efficiency and integration of renewable energy sources. So, it is necessary to focus on buildings such as NetZero Buildings that require lesser energy. The current study illustrates the potential for reducing energy demand in an existing building through diverse retrofitting measures targeting the building envelope, internal loads and HVAC systems. Energy simulations were conducted to evaluate the impact of these conservation measures on the building's energy demand.

Keywords: Net zero energy building, Renewable energy generation, Energy Efficiency

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