RESULTS FRAMEWORK DOCUMENT
OF
J&K IMPA & RD

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Section 1:
Vision, Mission, Objectives and Functions

Vision

To create enabling environment for development and management of human resources of the government by providing quality training and emerge as premier administrative training institute offering training, research and consultancy

Mission

a) To upgrade knowledge skills and attitudes through trainings, workshops, presentations and developing competence and innovation in government.
b) Facilitate Capacity Building of human resources at all levels of government for efficient delivery of services.
c) Dissemination of information on latest and contemporary themes with the use of latest technology.
d) To undertake action research projects and identify training needs for conducting specialized quality trainings.

Objectives

a) Conduct induction/foundational trainings for officials recruited to the IAS allotted J&K state, J&K administrative services, and secretariat functionaries.
b) Build capacity through effective course delivery in induction and in-service training programmes on themes varying from TDP, RTI, J&K Public Service Guarantee Act, Human Rights, Good Governance, E-governance, Panchayati Raj, Consumer Protection, Women Empowerment, Gender Issues, Financial Management and other department specific.
c) Organized quality interface programmes and research studies and training need analysis studies in urban sector under HUDCO Project.
d) To develop and roll out standardized training modules.
e) Provide training related infrastructure machinery and equipments like Projectors, Xerox Machines, Computers and Accessories and Library Upgradation, Computer Lab Upgradation & Hostel Facility for Srinagar and Jammu Campus.
f) Construction of hostel facility at Jammu and on going construction of new academic block at Srinagar. Supply of Central Heating Facility for IMPA Hostel Building.

Functions

a) The Institute's primary function is to assist, collaborate and organize training programmes on various themes sponsored and calendared under State Calendar for the in-service officials of the State Government.

b) The endeavour of the training programmes is to equip trainees with the required skills, competencies, personal growth, duty consciousness and positive attitude, thereby equipping trainees to face the performance challenges and better services to the people.

c) Training programmes are designed and delivered for enhancing professional knowledge and skills in strengthening of Panchayati Raj Act, RTI, Human rights Commission, Accountability Commission, Social Arena, Reservation of Backward Classes, awareness Generation Campaigns, Cultural Economic and other, IT based interventions.

d) Promoting better understanding of professional requirements as well as sensitization to socio economic and political environment in which work is done.

e) Bring about right attitudinal orientation.

f) Up gradation of training related infrastructure as per plan out lay to meet training requirements and capacity building

Results –Framework Document (RFD) for J&K IMPA-(2012-2013) 4ᵀᴴ quarter
Section 2:
Inter Se Priorities among Key Objectives, Success Indicators and Targets

Objective	Weight	Actions	Success Indicators	Unit	Weight	Excellent	Target/Criteria Value			
							Very Good	Good	Fair	Poor
[1] Build Capacity through effective course delivery in the Induction Level foundation courses of JKAS Batch.	21.00	1.1 Imparting four months Training at Srinagar. Proper orientation to the matters relating to the affairs to the State.	1.1 Timely completion of training program and report on course and feedback on training. Percentage	75	07.00	75	70	65	60	55
		1.2 Imparting four months Training at Jammu	**1.2** -do-		07.00					
		1.3 Imparting four months Training at Revenue Training Institute, Jammu	1.3 Exposure to the topics related to the revenue matters and administer-action in J&K State		07.00					
[2] organize quality training programme , workshops in sponsored category and calendared category for the year 2012-2013	20.00	2.1 organizing training programme/workshop /TOTs on specialized themes like RTI, TDP, sarpanches, etc.	**2.1** number of training programme, workshops and TOTs organized**.**		10.00	100	90	80	70	60
		2.2 effective delivery of training programmes	**2.2 number of trainees**		10.00	1500	1400	1300	1200	1100

Objective	Weight	Action	Success Indicator	Unit					
				%	5.00				
[3] To upgrade capabilities and capacities of the State Functionaries through training interventions on subjects relevant to the State Policies	10.00	3.1 effective delivery Short duration courses (16) fixed under State Calendar on themes relating to Social Sciences, Rural Development, Public Administration, Financial Management at Jammu	**3.1 feedback on training and by the sponsors.**						
		3.2 effective delivery at Srinagar			5.00				
[4] To Conduct RTI series, Panchayati Raj series for Sarpanchs, TOT for Departmental Resource Persons on Basic Functional course of Rural Development Functionaries, Lab to Land Initiative under Rural Development Department, Sarva Shiksha Abhiyan, NHRM, Financial Management, social welfare, labour employment, human right and others Trainer Development Programmes	10.00	4.1 Effective delivery and timely report to the sponsors	**Feedback of participants**	**Participants numb-er**	1000	900	800	700	600
[5] Module Development on Ethics and Values in Public Governance developed by DOPT, Training Division, Government to India in collaboration with Pragati Leadership, IC Centre for Good Governance, IOC Centre, Pachgani, Pune	05.00	5.1 To conduct Pilot Run of the Module on Ethics and Values in Public Governance under the observation of sponsors for 50 participants	**Feedback of participants on module and activities**	**percentage**					
		5.2 certification of trainees							

[6] Conduct interface programmes and research studies and training need analysis studies in urban sector under HUDCO Project. Action Plan	09.00	6.1 to organize 4 interface programmes	feedback	Number of participants	03.00	400	350	300	250	200
		6.2 conduct research study on Tourism Development in Srinagar,	Timely completion	date	03.00	15 march	1 April 2013	10 april 2013	20 april 2013	30 april 2013
		6.3Settlement of Migrants at Jammu	Timely completion		03.00	do	do	do	do	do
[7] provide training related infrastructure	10.00	Completion of Hostel Block	Date	31 March 2013	31 April 2013	31 May 2013	31 June 2013	31 July 2013	31 August 2013	31 September

Section 3:
Trend value success indicators

Objective	Weight	Actions	Success Indicators	Unit	Actual Value for FY 12/13 3rd Quarter	Target Value for FY 12-13	Projected Value for FY 13-14	Projected Value for FY 14-15	Projected Value for FY
Conduct induction / foundational trainings for officials recruited to the IAS allotted J&K state, J&K administrative services, and secretariat functionaries.	21.00	1.1 Imparting four months Training at Srinagar. Proper orientation to the matters relating to the affairs to the State.	1.1 Timely completion of training program and report on course and feedback on training. Percentage No. of Trainees	No. of Train-ees	**40**	**33**	31st March 2013 for last quarter 119 Officers will complete their training and will be relieved for accountancy training		
		1.2 Imparting four months Training at Jammu				**44**			
		1.3 Imparting four months Training at Revenue Training Institute, Jammu				**42**			
Build capacity through effective course delivery in induction and in-service training programmes on themes varying from TDP, RTI, J&K Public Service Guarantee Act, Human Rights, Good	**20.00**	2.1 organizing training programme/workshop/TOTs on specialized themes like RTI, TDP, sarpanches, etc. 298 programmes conduced till date	**2.1** number of training programme, workshops and TOTs organized**.**	No. of Progr-ammes	**155**	**31 for Jammu** **84 for Srinagar**	**350**	**400**	
		2.2 effective delivery of training programmes	**2.2 number of trainees**		**5175**	**4417 covered** **3520 to be**	**5500**	**6000**	

Governance, E-governance, Panchayati Raj, Consumer Protection, Women Empowerment, Gender Issues, Financial Management and other department specific.						**covered in Las Quarter**			
Organized quality interface programmes and research studies and training need analysis studies in urban sector under HUDCO Project	10.00	3.1 effective delivery Short duration courses (16) fixed under State Calendar on themes relating to Social Sciences, Rural Development, Public Administration, Financial Management at Jammu	**Date**	**31 March 2013**	**31 April 2013**	**31 May 2013**	**31 June 2013**	**31 July 2013**	**31 August 2013**
		3.2 effective delivery of Srinagar							
Organized quality interface programmes and research studies and training need analysis studies in urban sector under HUDCO Project.	10.00	4.1 Effective delivery and timely report to the sponsors	**Date**	**31 March 2013**	**31 April 2013**	**31 May 2013**	**31 June 2013**	**31 July 2013**	**31 August 2013**
To develop and roll out standardized training modules.	05.00	5.1 To conduct Pilot Run of the Module on Ethics and Values in Public Governance under the observation of sponsors for 50 participants	**Feedback of participants on module and activities**	**percentage**					

Provide training related infrastructure machinery and equipments like Projectors, Xerox Machines, Computers and Accessories and Library Upgradation.	09.00	6.1 to organize 4 interface programmes	Date	31 March 2013	31 April 2013	31 May 2013	31 June 2013	31 July 2013	31 August 2013
		6.2 conduct research study on Tourism Development in Srinagar, 6.3Settlement of Migrants at Jammu	**Timely completion** **Timely completion**						
Construction of hostel facility at Jammu and on going construction of new academic block at Srinagar. Supply of Central Heating Facility for IMPA Hostel Building	05.00	Complete of Hostel Block at Jammu	Date	31 March 2013	31 April 2013	31 May 2013	31 June 2013	31 July 2013	31 August 2013
		Academic Block Reconstruction at Srinagar							
		Central heating at Srinagar							

Section 4:
Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl. No.	Success Indicator	Description	Definition	Measurement	General Comments
Objectives 1 – 5	**Timely completion of Programmes** **No. of Programmes** **No. of Participants**	**given in Section 2 & 3**	**Given Below**	**Measurement will be done on the feedback evaluation forms and report of the course and performance report from the concerned departments regarding the training interventions**	**Upgradation of knowledge skills attitude will result in performance enhancement of Department**

Description

Section 4 :

Description and definition of success indicators and proposed measurement methodology

a) To build capacity through effective course delivery in the induction and foundation courses for JKAS batch 2012 and there by contribute to the state administration by orienting officers to the nuances and realm of civil services to make them fully conversant with issues relating functioning of the government and enhanced the administrative capabilities besides enriching of decision making of these entrants the trainees where given input on public administration constitutional and regal frame work management perspective geography culture and computer training and there by ensuring participation and effective and timely delivery in the administration and feedback will quantify the level of participation and learning through training.

b) organize quality training programme , workshops in sponsored category and calendared category for the year 2012-2013, number of training programme conducted this indicator will measure the number of workshop and TOTs conducted this indicator will measure the number of programmes done for building in house capacity.

c) To upgrade capabilities and capacities of the State Functionaries through training interventions on subjects relevant to the State Policies, the feedback given by participants will indicate and measure the KSA needs and requirement weather fulfilled to what extant and will result in performance enhancement.

d) To Conduct RTI series, Panchayati Raj series for Sarpanchs, TOT for Departmental Resource Persons on Basic Functional course of Rural Development Functionaries, Lab to Land Initiative under Rural Development Department, Sarva Shiksha Abhiyan, NHRM, Financial Management, social welfare, labour, employment, human right and others, Trainer Development Programmes. Feedback of participants and transfer of learning will measure the fulfillment of performance gap and meet the requirements of the sponsors visa-vi job related performance.

e) Module Development on Ethics and Values in Public Governance developed by DOPT, Training Division, Government to India in collaboration with Pragati Leadership, IC Centre for Good Governance, IOC Centre, Pachgani, Pune. This indicator and development of training modules will ensure better delivery of training courses and will ensure better learning.

f) Conduct interface programmes and research studies and training need analysis studies in urban sector under HUDCO Project. The TNA report and feedback of participant will measure the number of training intervention required in urban sector.

g) Provide training related infrastructure as to hostel, computer up gradation and training equipment. The infrastructure and training equipment needs to be effectively developed for effective delivery of programmes which in turn will ensure transfer of learning and capacity building.

Section 5:
Specific Performance Requirements from other Departments

Sl. No.	State	Organization Type	Organization Name	Relevant Success Indicator	What is your requirement from Organization	Justification for this requirement	Please Quantify you requirement from this Organization	What happens if your requirement is not met
Objective 2,3,4,5	All State Departments & PSUs of J&K Government				1.release of funds by all sponsors for conducting training programs, relieving of officers for attending the courses workshops and TOTs by all departments.	Effective Capacity Building and fulfillment of performance gap		

Section 6
Outcome/impact of department/ministry

Outcome/impact of department	Joint responsible for influencing this outcome/impact with the following department	Success indicators	unit	FY 10/11	FY 11/12	FY 12/13	FY 13/14	FY 14/15
More capable functionaries of the state more capable Improvement of service delivery Awareness generation amongst the masses	Centre and state governments/departments an all ATIs, SIRD.		No. of Programmes No. of Participants		207 5175	In three quarters 179 conducted and 115 to be conducted in last quarter 84 at Srinagar 31 at Jammu Estimated participants to becovered:3000		