



Results-Framework Document (RFD)
for
National Academy of Agricultural
Research Management
(2012-2013)

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Section I: Vision. Mission, Objectives and Functions.

Vision

NAARM will be India's premier Institute in Agricultural Management that enables Indian NARS adapt to change through continuous innovation

Mission

To be an integrated institution of agricultural management focusing on creation, dissemination and application of knowledge through its training, education, research, consultancy and policy support programs

Objectives

- 1 Capacity building of human resources of National Agricultural Research System
- 2 To undertake research, consultancy, policy support studies and knowledge resource development to enhance the quality of capacity building
- 3 To undertake higher education programme for the development of agribusiness leaders, technology managers and entrepreneurs with global perspective and strong commitment

Functions

1. To plan and organize need-based, multi-tier, stakeholder-driven and customized training programs that can lead to a more competitive, relevant, effective and efficient NARS
2. To impart agricultural management education that develops agribusiness leaders, technology managers and entrepreneurs with a global perspective and a strong commitment to sustainable growth of agriculture and rural development
3. To undertake research on agricultural systems management that addresses emerging concerns of national and global agriculture
4. To enhance the teaching-learning effectiveness of higher education in agriculture through proper management of education systems
5. To facilitate knowledge exchange and technology dissemination through innovative use of Information and Communication Technologies (ICTs)
6. To offer consultancy and manage dialogues to backstop training and to provide policy support to NARS
7. To assemble quality resource material and function as a resource center of information and knowledge

Section 2: Inter se priorities among key objectives and success indicators and targets

Objectives	Weight	Actions	Success Indicators	Weight	Unit	Target/criterion value				
						Excellent	V good	Good	Fair	Poor
						100%	90%	80%	70%	60%
Capacity building of human resources of National Agricultural Research System	44	FOCARS	Number of training programmes	11	Number	2	1	0	0	0
		Organize need-based, multi-tier, stakeholder-driven and customized MDPs/ training programmes/Workshops	Number of training programmes	33	Number	33	30	27	24	21
To undertake research, consultancy, policy support studies and knowledge resource development to enhance the quality of capacity building	24	Research studies in Human Resource Management	Date of submission of annual report	4	Date	15.03.13	20.3.13	25.3.13	28.3.13	31.3.13
		Research studies in agriculture research systems	Date of submission of annual report	4	Date	15.03.13	20.3.13	25.3.13	28.3.13	31.3.13
		Research studies in information and communication	Date of submission of annual report	4	Date	15.03.13	20.3.13	25.3.13	28.3.13	31.3.13
		Research studies in agri education	Date of submission of annual report	4	Date	15.03.13	20.3.13	25.3.13	28.3.13	31.3.13
		Research studies in agri-business	Date of submission of annual report	4	Date	15.03.13	20.3.13	25.3.13	28.3.13	31.3.13

Objectives	Weight	Actions	Success Indicators	Weight	Unit	Target/criterion value				
						Excellent	V good	Good	Fair	Poor
						100%	90%	80%	70%	60%
		Research studies in agri extension systems	Date of submission of annual report	4	Date	15.03.13	20.3.13	25.3.13	28.3.13	31.3.13
To undertake higher education programme for the development of agribusiness leaders, technology managers and entrepreneurs with global perspective and strong commitment	20	Providing agricultural management education”	No of students to be enrolled for new session PGDMA (2 yr full time residential)	10	Number	15	13	12	11	10
			No of students enrolled in PGDTMA (1 year distance)	10	Number	50	40	30	20	10
Efficient Functioning of the RFD System	3	Timely submission of RFD for 2012-13	On time submission	2	Date	23.3.12	26.3.12	27.3.12	28.3.12	29.3.12
		Timely submission of Results for 2012-13	On-time submission	1	Date	1.5.13	2.5.13	3.5.13	6.5.13	7.5.13
Administrative Reforms	5	Implement ISO 9001	Prepare ISO 9001 action plan	1	Date	04.06.12	5.06.12	6.6.12	7.6.12	8.6.12
			Implementation of ISO 9001 action plan	2	Date	25.3.13	26.3.13	27.3.13	28.3.13	29.3.13
		Implement mitigating strategies for reducing potential risk of corruption	% of implementation	2	%	100	95	90	85	80

Objectives	Weight	Actions	Success Indicators	Weight	Unit	Target/criterion value				
						Excellent	V good	Good	Fair	Poor
						100%	90%	80%	70%	60%
Improving internal efficiency/responsiveness/ service delivery of ministry/department	4	Implementation of Sevottam	Independent audit of Implementation of Citizen's Charter	2	%	100	95	90	85	80
			Independent audit of Implementation of public grievance redressal system	2	%	100	95	90	85	80

PGDMA= Post-graduate Diploma in Management–Agriculture; PGDTMA= Post-graduate Diploma in Technology Management in Agriculture.

Section 3: Trend value of success indicators

Objectives	Weight	Action	Success Indicator	Unit	Actual values 2010-11	Actual values 2011-12	Target value FY 12-13	Projected value 2013-14	Projected value 2014-15
Capacity building of human resources of National Agricultural Research System	44	FOCARS	Number of Foundation trainings	Number	2	3	1	2	2
		Organize need-based, multi-tier, stakeholder-driven and customized MDPs/ training programmes/Workshops	Number of other trainings	Number	20* + 18**	21*+ 17**	30	34	35
To undertake research, consultancy, policy support studies and knowledge resource development to enhance the quality of capacity building	24	Research studies in Human Resource Management	Date of submission of project report	Date	-	15.3.12	20.3.13	-	-
		Research studies in agriculture research systems	Date of submission of project report	Date	-	15.3.12	20.3.13	-	-
		Research studies in information and communication	Date of submission of project report	Date	-	15.3.12	20.3.13	-	-
		Research studies in agri education	Date of submission of project report	Date	-	15.3.12	20.3.13	-	-

Objectives	Weight	Action	Success Indicator	Unit	Actual values 2010-11	Actual values 2011-12	Target value FY 12-13	Projected value 2013-14	Projected value 2014-15
		Research studies in agri-business	Date of submission of project report	Date	-	15.3.12	20.3.13	-	-
		Research studies in agri extension systems	Date of submission of project report	Date	-	15.3.12	20.3.13	-	-
To undertake higher education programme for the development of agribusiness leaders, technology managers and entrepreneurs with global perspective and strong commitment	20	Providing agricultural management education	No of students to be enrolled for new session	Number	20	17	13	20	20
			No of students enrolled in PGDTMA	Number	-	122	40	50	50
Efficient Functioning of the RFD System	3	Timely submission of RFD for 2012-13	On time submission	Date	-	-	26.03.12	-	-
		Timely submission of Results for 2012-13	On-time submission	Date	-	-	02.05.13	-	-

Objectives	Weight	Action	Success Indicator	Unit	Actual values 2010-11	Actual values 2011-12	Target value FY 12-13	Projected value 2013-14	Projected value 2014-15
Administrative Reforms	5	Implement ISO 9001	Prepare ISO 9001 action plan	Date	-	-	June 5, 2012	-	-
			Implementation of ISO 9001 action plan	Date	-	-	March 26, 2013	-	-
		Implement mitigating strategies for reducing potential risk of corruption	% of implementation	%	-	-	95	-	-
Improving internal efficiency/responsiveness/service delivery of ministry/department	4	Implementation of Sevottam	Independent audit of Implementation of Citizen's Charter	%	-	-	95	-	-
			Independent audit of Implementation of public grievance redressal system	%	-	-	95	-	-

*Institute capacity building programmes

**NAIP programmes

Section 4: Description and definition of success indicators and proposed measurement methodology.

1 Capacity building of human resources of National Agricultural Research System

Training needs of the scientific staff are increasing with the increased globalization. Therefore training them in different aspects of agricultural research systems management, information management, human resources management, implications of emerging technologies and IPR issues and technology management, and other emerging concerns of agricultural development is important. The number of training is the success indicator. It is mandatory for entry level scientists to join the foundation training course and academy, which is a flagship programme of the academy. There are normally two trainings in a year for the young scientists. Sometimes due to more recruitment the number of trainings go upto 3. Other trainings are for mid-career scientists and administrators. The number reflects the tight schedule of the academy in carrying out these trainings. The researchable issues are basically tools for assessing emerging concerns of agriculture and supporting agricultural research management and policy, organizational reform and for generating learning resources and methods for training. These are normally time specific therefore the date of completion is given.

2 To undertake research, consultancy, policy support studies and knowledge resource development to enhance the quality of capacity building

Training and capacity development requires lot of insights in new issues in different aspect of agricultural systems management, human resource management, communication management, education system management, extension system management and agri-business management. Research, consultancies, policy support studies and resource development becomes imperative for keeping the knowledge and skills at par with national and international standard. The time becomes crucial, so every year the time deadline has been given to this objective.

3 To undertake higher education programme for the development of agribusiness leaders, technology managers and entrepreneurs with global perspective and strong commitment

Keeping in view the changing economic scenario in the context of globalization and the need for developing a cadre of professionals in agribusiness and technology management, a number of high quality students qualified in agricultural management and technology management are required. Therefore number of students becomes an important indicator. The number would vary in initial years of commencement of the course which would later stabilize.

Section 5 Specific performance requirement from other agencies that are critical for delivering agreed results

The performance for first objective depends on new recruitments of scientists to ARS by ICAR/ASRB for FOCARS and the way the research managers of NARS (ICAR institutes, and SAUs) foresee HRD requirements, and plan to depute their staff for different capacity building programmes. The number of students enrolling in the post graduate education programmes will depend on growth of the agribusiness sector (Private sector and policy initiatives by GoI and State Governments) which will depend on public policies and investments in agriculture.

Section 6 Outcome impact of the organization/Ministry

Sr No	Outcome/Impact of the organization	Jointly responsible for influencing this outcome/impact with the following organization(s)/ Departments/Ministry	Success indicator	Unit				
				2010-11	2011-12	2012-13	2013-14	2014-15
1.	A cadre of entry level scientists sensitized to emerging challenges of agricultural research for development, and with enhanced knowledge, skills and attitudes for interdisciplinary and inter-institutional research	ASRB/ICAR establishment dept	Number of programmes	3	3	2	2	2
	Leadership development at various levels of ICAR and AUs for increased innovation capacity of NARS and demand driven research	Institutions of ICAR/NARS	Number of programmes ***	20 (Istitute prog) + 18 (NAIP programmes)	21 (Istitute prog) + 17(NAI P programmes)	23 Institute programme	25 Institute programme	27 Institute programme
2.	Improved policy communication, technology assessment, knowledge base, new management tools and individual and institutional capacity for promoting agricultural innovation.	Research partners from NARS (public and private players)	Date	-	-	15.03.12	-	-

Sr No	Outcome/Impact of the organization	Jointly responsible for influencing this outcome/impact with the following organization(s)/ Departments/Ministry	Success indicator	Unit				
				2010-11	2011-12	2012-13	2013-14	2014-15
3.	Enabling new generation to get a quality higher education so that our future is in safe hands	CAT/MAT/C-MAT entrance examinations	No of students to be enrolled for new session	20	17	15	20	25
		UoH, Hyderabad	No of students enrolled in PGDTM A	-	122	50	50	50

*** NAIP is going to be wind up in month of March therefore the targets given are for institute programmes only. The over achievement in this section is due to the funded programmes by NAIP.