



**Results-Framework Document (RFD)**  
**for**  
**National Academy of Agricultural**  
**Research Management**  
**(2014-2015)**

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## **Section 1: Vision, Mission, Objectives and Functions**

### **Vision**

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

### **Mission**

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

### **Objectives**

- 1 To undertake capacity building of human resources of National Agricultural Research System with global perspective
- 2 To undertake research, consultancy, policy support studies and knowledge resource development to enhance the quality of capacity building

### **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, research and 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, Success Indicators and Targets

Sl. No	Objectives	Weight	Actions	Success Indicators	Unit	Weight	Target/criteria value				
							Excellent	Very Good	Good	Fair	Poor
							100%	90%	80%	70%	60%
1	To undertake capacity building of human resources of National Agricultural Research System with global perspective	65	Organize need-based, multi-tier, multi stakeholder-driven and customized Management Programmes/ Executive Development Programmes/training programmes	Programmes organized	Number	25	48	40	32	24	16
			Foundation Course for Agricultural Research Services (FOCARS) Scientists	FOCARS conducted	Number	30	3	2	1	0	0
			Providing agricultural management education	PG diploma awarded	Number	5	24	20	16	12	8
			Providing agricultural technology management education	DL diploma awarded	Number	5	48	40	32	24	16
2	To undertake research, consultancy, research and training policy support studies and knowledge resource development to enhance the quality of capacity building	15	Reports submitted from research studies, and consultancies	Reports submitted	Number	15	30	25	20	15	10

Publication/Documentation	5	Publication of research articles in the journals having the NAAS rating of 6.0 and above	Research article published	Number	3	6	5	4	3	2
		Timely publication of the Institute Annual Report (2013-2014)	Annual Report Published	Date	2	30.06.2014	02.07.2014	04.07.2014	07.07.2014	09.07.2014
Fiscal Resource Management	2	Utilization of Released Planned Fund	Plan fund Utilized	%	2	98	96	94	92	90
Efficient functioning of RFD System	3	Timely submission of Draft RFD for 2014-2015 for Approval	On-time submission	Date	2	15.05.2014	16.05.2014	19.05.2014	20.05.2014	21.05.2014
		Timely Submission of results for 2013-2014	On time submission	Date	1	01.05.2014	02.05.2014	05.05.2014	06.05.2014	07.05.2014
Enhanced Transparency/ Improved Service Delivery of Ministry/Department	3	Rating from independent audit of implementation of Citizens'/Clients' Charter (CCC)	Degree of implementation of commitments in CCC	%	2	100	95	90	85	80
		Independent audit of implementation of Grievance Redress Management (GRM) system	Degree of success in implementing GRM	%	1	100	95	90	85	80
Administrative Reforms	7	Update organizational strategy to align with revised priorities	Date	Date	2	01.11.2014	02.11.2014	03.11.2014	04.11.2014	05.11.2014
		Implementation of agreed milestones of approved mitigating strategies for reduction of potential risk of corruption (MSC)	% of implementation	%	1	100	90	80	70	60

			Implementation of agreed milestones for ISO 9001	% of implementation	%	2	100	95	90	85	80
			Implementation of milestones of approved Innovation Action Plans (IAPs)	% of implementation	%	2	100	90	80	70	60

### Section 3: Trend Values of the Success Indicators

Sl. No	Objectives	Actions	Success Indicators	Unit	Actual Value for FY 12-13	Actual Value for FY 13-14	Target Value for FY 14-15	Projected Value for FY 15-16	Projected Value for FY 16-17
1	To undertake capacity building of human resources of National Agricultural Research System with global perspective	Organize need-based, multi-tier, multi stakeholder-driven and customized Management Development Programmes/ Executive Development Programmes/training programmes	Programmes organized	Number	41	31	40	35	37
		Foundation Course for Agricultural Research Services (FOCARS) Scientists	FOCARS conducted	Number	2	2	2	2	2
		Providing agricultural management education	PG diploma awarded	Number	20	16	20	21	22
		Providing agricultural technology management education	DL diploma awarded	Number	52	28	40	45	47
2	To undertake research, consultancy, research and training policy support studies and knowledge resource development to enhance the quality of capacity building	Reports submitted from research studies, consultancies	Reports submitted	Number	24	23	25	26	27

Publication/Documentation	Publication of research articles in the journals having the NAAS rating of 6.0 and above	Research article published	Number	3	4	5	6	7
	Timely publication of the Institute Annual Report (2013-2014)	Annual Report Published	Date	-	-	02.07.2014	-	-
Fiscal Resource Management	Utilization of Released Planned Fund	Plan fund Utilized	%	-	-	96	-	-
Efficient functioning of RFD System	Timely submission of Draft RFD for 2014-2015 for Approval	On-time submission	Date	-	-	16.05.2014	-	-
	Timely Submission of results for 2013-2014	On time submission	Date	-	-	02.05.2014	-	-
Enhanced Transparency/ Improved Service Delivery of Ministry/Department	Rating from independent audit of implementation of Citizens'/Clients' Charter (CCC)	Degree of implementation of commitments in CCC	%	-	-	95	-	-
	Independent audit of implementation of Grievance Redress Management (GRM) system	Degree of success in implementing GRM	%	-	-	95	-	-
Administrative Reforms	Update organizational strategy to align with revised priorities	Date	Date	-	-	02.11.2014	-	-
	Implementation of agreed milestones of approved mitigating strategies for reduction of potential risk of corruption (MSC)	% of implementation	%	-	-	90	-	-

		Implementation of agreed milestones for ISO 9001	% of implementation	%	-	-	95	-	-
		Implementation of milestones of approved Innovation Action Plans (IAPs)	% of implementation	%	-	-	90	-	-



#### Section 4 (a) : Acronyms

S. No.	Acronym	Description
1	ASRB	Agricultural Scientists Recruitment Board
2	DL	Distance Learning
3	PG	Post Graduate
4	FOCARS	Foundation Course for Agricultural Research Services
5	HRD	Human Resource Development
6	ICAR	Indian Council of Agricultural Research
7	IP	Intellectual Property
8	IPR	Intellectual Property Right
9	NARS	National Agricultural Research System
10	SAU	State Agricultural University
11	ICT	Information and Communication Technologies
12	NAARM	National Academy of Agricultural Research Management
13	AUs	Agricultural Universities

### Section 4 (b): Description and definition of success indicators and proposed measurement methodology

Sl. No.	Success Indicator	Description	Definition	Measurement	General Comments
1	Programmes organized	To undertake research, consultancy, policy support studies and knowledge resource development to enhance the quality of human capital.	Training scientific staff 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 in the face of increased globalization.	Number	Training needs of the scientific staff are increasing with the increased globalization.
2	FOCARS conducted	To impart training to the entry level scientists in the ICAR system.	It is mandatory for entry-level scientist to join the foundation training course which is a flagship programme of the Academy, training in different aspects of agricultural research and other emerging concerns of agricultural development with relation to other sectors of the economy is important. Besides, understanding internal institutional dynamics would benefit entry level scientists to develop his skills in the organisation.	Number	-
3	PG diploma awarded	To impart agribusiness and technology management education.	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.	Number	-
4	DL diploma awarded	To impart technology management education through distance learning mode.	With complex technologies and IP regime it is important to manage the technology for the balance agricultural development. Therefore, this course is being imparted.	Number	

5	Reports submitted	To undertake research, consultancy, policy support studies and knowledge resource development to enhance the quality of capacity building.	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. Training and capacity development requires lot of insights in new issues in different aspect of agricultural research management.	Number	-
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**Section 5: Specific performance requirements from other departments that are critical for delivering agreed results**

<b>Location Type</b>	<b>State</b>	<b>Organization Type</b>	<b>Organization Name</b>	<b>Relevant Success Indicator</b>	<b>What is your requirement from this organization</b>	<b>Justification for this requirement</b>	<b>Please quantify your requirement from this Organisation</b>	<b>What happens if your requirement is not met</b>
All India	-	All organizations in NARS	ICAR institutes, SAUs and other agricultural related institutes	Programmes organized	HRD requirements, and plan to depute their staff for different capacity building programmes	Nominations of trainees for a program is must. Training is beneficial for the career of employee and increasing the efficiency of the organization.	At least 5 nominations per year from each institute/SAU	If minimum number of trainees are not deputed then the training is cancelled and the number of programmes organized will be less than the expected

## Section 6: Outcome/impact of activities of Department/Ministry

S. No .	Outcome/Impact	Jointly responsible for influencing this outcome/impact with the following department(s)/ministry(ies)	Success Indicator(s)	Unit	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
1	Leadership development at various levels of ICAR and AUs for increased innovation capacity of NARS and demand driven research	Institutions of ICAR/NARS	Programmes organized	Number	41	31	33	35	37
2	A cadre of entry level scientists sensitized to emerging challenges of agricultural research for development, and with enhanced knowledge, skills and attitudes for inter-disciplinary and inter-institutional research	ASRB/ICAR personnel department	FOCARS conducted	Number	2	2	2	2	2
3	Enabling new generation to get a quality higher education so that our future is in safe hands	Individual performance during the course	PG diploma awarded	Number	16	23	24	25	26