

# Role of Harappa's Faculty Excellence Program in enhancing skills of LPU Faculty

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## ABSTRACT

Learning is a continuous process. It is always beneficial for a person if he continues to learn all the new things as per the need of the hour. Whenever he is there in the profession, it is always assumed that if the person is going to take this opportunity to enhance skills, it is always a better prospect for him. Nowadays many Institutions are providing search programs so that the faculty can enhance their skills nowadays these development programs are very popular in Trend and assumed as a quite helping hand to enhance the teaching skills this paper is going to summarise their importance how they were initiated and the efforts of Lovely Professional University to provide its faculty to enhance their skills through faculty excellence programs true Harappa Education private limited.

In a nutshell, the important areas of commitment and expected teacher behaviour is needed to be improved during in service also.

Keywords: Faculty development program, Harappa Education, Lovely Professional University, Building Presence, Embracing change

## Introduction

Education is an essential requirement in today's society. Many educational systems are contributing in the society to achieve this purpose. The success or failure of education institutions depends upon the government and international committee who are taking the necessary actions to improve the quantity and quality of natural teaching forces. These institutions are providing training to the faculties during their service. Their Professional commitment is more caught than taught. As soon as a person is going to attend the faculty development programs definitely he is going to learn new things as per the need of the hour.

In Lovely professional University, Harappa Educations are providing their service to make the faculty more skilful.

## Meaning

The American Association of Higher Education (AAHE) has defined faculty development as “the theory/practice of facilitating improved faculty performance in a variety of domains including institutional, intellectual, personal, social, and pedagogical.”<sup>1</sup>

## Types of faculty development program

**1. High Faculty Involvement:** This type of practice involves a great proportion of the college faculties. These programs are like a democracy for the faculty, of the faculty and by a faculty. The faculty who has a great expertise share his knowledge with the inexperienced or less experienced faculties. These faculty development programs are usually held in small scale colleges and institutions as it require less cost.

**2. Instructional Assistance Practices :** these type of programs are helpful in two ways. The first, it helps to help faculty in course or instructional development. The second way is helping them to make their teaching broader. It helps them to make their instructional teaching better.

**3. Traditional Practices :** These practices consist group practices like visiting scholar programs, workshops, seminars and conferences. But the workshop and seminars are designed to improve faculty’s research related skills. Such practices are used by most of the institutions since a long time.

## Importance of faculty development program

In 2007, Gappa et al. gave us many factors that arise the need of such development programs. The first factor is as we have a great diversity of students they belong to various age, their cultures are different, their academic backgrounds also very so these faculty development programs support the learning of students. The second factor is the opportunities and challenges of the technology. Nowadays Technology offers us many opportunities to enhance our learning processes with great simulations and information. With the help of many activities faculty members can engage their students. They must have the knowledge to get benefited with this technology. The third factor is diversity in faculties also. Their characteristics also required to find out the ways to accommodate in any of the institution to stay on the same page while ensuring the quality of their abilities their knowledge and skills.

## Literature Reviews :

[Branch et al. \(2014\)](#), authors stated that Faculty development programs retain critical reflection and experimental learning. They also confirmed that these FDPs helps in improving role modelling and teaching.

[Jones et al. \(2015\)](#) depicted the effect of FDPs on improving the faculty's confidence. The authors told that such strategy always help to train faculty to provide a better education and create a positive and healthy environment for students to take part actively in the activities.

## Harappa Institutions' contribution in faculty development programs

Harappa Education Pvt Ltd. is now contributing to announce the skills of faculties of Lovely Professional University. This institution is providing Faculty Excellence Programs to Lovely Professional University's faculties to enhance their skills. For this purpose, they have divided the course in four modules. This development program is divided into forty hours of training. These forty hours are further divided into 20- 20 hours of online as well as offline training respectively. Online training is sub divided into four modules ie. Building Presence, Listening actively, Speaking effectively and Embracing Change.

**Building Presence:** This is the first module that gives the knowledge how to build our presence. Voice for self, how can we create network, how can we make our signature voice, the correct body language, how to tell your tale and the W factors. They have added some exercises also to check our learning.

**Listening Actively:** The second module is based on improving the listening skills. They have provided all required information in the form of videos, audio- video clips. In this module importance of listening, ABC of listening, importance of response and the accurate way of responding etc. are some of the things they are providing knowledge on. They are also providing downloaded material so that difficulty can retain the information with them.

**Speaking effectively :** This module consists many new techniques are provided to make the faculty more effective and confident in speaking It gives the information how to keep a check on our audience, their interest, three Ws of speaking; E-factor; O factor; Prepare, Practice and Present; and Harappa filter etc. They are using such tricks to remember the concept

**Embracing Change:** The last module of their course is, Embracing the change, where they are providing the techniques to handle with stress and failures, setbacks, building resilience etc. It helps to decode cognitive distortions and how to face fears as well as the techniques to overcome them

### Conclusion:

The faculty development program, provided by the Harappa Institutions Pvt Ltd., is also fulfilling the purpose of Faculty Development Programs but the technology and the idea they are using makes it stand out of the crowd. The Workshops they are conducting during the sessions, webinars they are conducting all are unique in their own way. It is purely helping the faculties of Lovely Professional University in upgrading their skills as per the latest scenario of learning.

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