

## **REPORT OF THE FDP held on 7<sup>th</sup> August 2021**

The Internal Quality Assurance Cell (IQAC) of the college organized a Faculty Development Programme on 'Holistic Approach to Work Ethics' for its teaching and non-teaching staff held on 7<sup>th</sup> August 2021 in the Shri. M.S Kamat Hall of the College. The programme began with an inaugural function. In her welcome address, the officiating principal, Dr. Meenakshi Bawa stated that, 'Every job is a self-portrait of the person who does it and our approach to work often speaks about our attitude, habits, and values. Considering the importance of work to our well-being makes us realize that there is a significant aspect of work life, namely, work ethics that determines achievement in our careers. The key traits such as character, teamwork, accountability, and attitude add value to our personal and our professional life. There are many benefits of workplace ethics and the primary role has been towards promoting communication and respect among employees and improving personal relationships built on integrity and honesty. Ethics definitely involves personal choices. Developing and practicing ethics should not be just an act, but a habit'. She concluded with the words of Bob Marley, "The greatness of a man is not in how much of wealth he acquires, but on his integrity and his ability to affect those around him positively."

Ms. Rochana Kharangate, the IQAC Coordinator introduced the purpose of conducting the FDP. She said that the IQAC lays emphasis on quality sustenance measures and quality enhancement in a continuous activity. Along with academic endeavours, enhancement of soft skills for overall development of personal and professional lives is important. Such activities will encourage healthy evaluation, accountability, autonomy and innovation in higher education to promote quality and provide sustenance to higher education. This would lead to conscious and consistent improvement in the overall performance of our Institution.

Ms. Cedila Pereira e Gomes, the programme co-ordinator introduced the resource persons for the programme. The two resource persons for the faculty development programme were Dr. Peter Castelino and Shri. Pravin Sabnis. Dr Peter Castelino is the Founder and Managing Director of COOJ Mental Health Foundation which runs a suicide prevention program in Goa and is a consultant psychiatrist having his own private practice in Mapusa. He has initiated programs in psychosocial rehabilitation of people with psychological disabilities as well as geriatric and dementia care. He is a past president of the Psychiatric Society of Goa, member of the Goa State Mental Health Authority, member of the International Association for Suicide prevention and is a Fellow of the Indian Psychiatric Society and has received the Bagadia Award from them.

Shri. Pravin Sabnis is a Life Coach with a passion for helping people connect with their potential, he has conducted over 1500 workshops for corporate firms, teachers, students and NGOs through his firm Unlearning Unlimited. He is a certified trainer of the Training Academy of Junior Chamber International, USA and has received the prestigious National Training Fellow from the Indian Jaycees in recognition of his manual - Using the right side of your brain. He brings along a lot of joyful positive energy and a depth of experience of theatre and trekking to his training workshops and contributes feature stories, articles and poems to various newspapers, websites and magazines, TV & FM radio. He has won awards and acclaim for scripting, acting and directing plays in English, Konkani, Marathi and Hindi.

The resource persons were presented with a floral welcome. Dr. Champa R. Parab gave a potted plant to Dr. Peter Castelino while Shri. Sanjiv K. Shriodkar presented a potted plant to Shri. Pravin Sabnis.

The sessions for the teaching staff were held in the M.S. Kamat Seminar Hall of the college while the sessions for the non-teaching staff were held in room no 27 of the college so as to maintain social distancing in view of the pandemic situation.

The first session on 'Healing through self-introspection' was conducted by Dr. Peter Castelino - Founder and Managing Director of COOJ Mental Health Foundation, Mapusa-Goa. In his session, he emphasized that mental health is woven by the thread of self-awareness and if we do not introspect and then this leads to the use of defences that harm our relationships with others. Dr. Castelino elaborated that the defences we use can either be primitive, less primitive or mature. The primitive defences include denial, regression, projection, reaction formation, acting out and displacement. The less primitive defences include repression, rationalization and passive aggressive, while the mature defences are sublimation, altruism, suppression and humour. According to Dr. Castelino, mental health is comprised of thoughts, emotions, abstract thinking, judgement, higher functions, I.Q and perceptions. People have different personality characteristics such as neuroticism, extraversion, openness, agreeableness and conscientiousness which help or present a problem in their dealings with people. Therefore, maintaining a balance between our psychological and spiritual well-being is essential for good mental health.

The second session on 'Inner Engineering- A Practical Approach' was conducted by Shri. Pravin Sabnis, a Life Coach, Unlearning Unlimited-Goa. Shri. Sabnis stressed on the importance of keeping our attitude positive which was essential in the world of work. The

important factors that were essential in today's work was having high self-esteem, open-mindedness, listening, understanding, removal of bad habits and care for oneself. He gave tips on how to remain positive in a tough work environment. He said the healthy way to proceed is by being bulletproof. According to him, the bullets which we need to be aware of is other people's behaviour, negative work environment, negative world view, changing environment, determinism theory and past experiences. In order to be bulletproof, we need to put on a bulletproof armour such as changing our thinking, attitude and behaviour. This will take place when we accept responsibility for who we are, what we have and for what we do which refers to our attitude. Managing one's self-talk is also essential to getting along with others. The way we react to the situation also affects the way others deal with us. The steps in changing our behaviour involves unconscious incompetence, conscious incompetence, conscious competence and unconscious competence. Honing our vision skills, listening skills, discerning skills and relationship skills would help a great deal in adapting to our work environment.

The valedictory function began with the introductory remarks by Dr. Ashish Joshi, the NAAC Coordinator, who emphasized that the sessions were very apt in today's work scenario. He stressed that 'In this world of stiff competition organisation need their employees to adapt and practice proper work ethics for the smooth conduct of their businesses. Every institution should have proper ethical culture so as to work collectively as a group, have proper interpersonal relationship and above all effective communication at all levels of management' He felt that the FDP on 'work ethics' covered two important aspects, which include self-introspection and inner engineering. He believed that the Covid-19 Pandemic had brought the world to a standstill as people had lost business, jobs, there are salary cuts and an overall stressful environment. Therefore, in such circumstances, he felt that it was essential for every individual to self-introspect and decide between their needs and wants. According to the famous management guru Peter Drucker in relation to work ethics said "There is only one ethics, one set of rules of morality, one code that of an individual behaviour in which the same rules apply to everyone alike". He also stated that a famous industrialist and philanthropist in one of his speeches explained the difference between interest and commitment when it comes to work ethics, he said if people have interest to perform a job, they will do it as per their convenience, but if the same group of people are committed to the job they will do it immediately which will lead to the success of the

organisation. Institutions having proper working environment coupled with proper ethical values and good interpersonal relationship will take to success.

Thereafter, the participants gave their feedback of the programme. Shri. Sanjiv K. Shriodkar, Associate Professor in Commerce expressed his gratefulness on the wonderful sessions given by both the resource persons which would definitely be useful to all the teaching faculty to improve their work life. Shri. Deepak Chari, the head-clerk also expressed his gratitude to the guest speakers for their wonderful sessions and their emphasis on mental health as being the crucial factor to enhancing work productivity. He also stated that the resource person revealed that need and wants of an individual need to be clearly defined if one wants to achieve success in one's work-life. He was also thankful that the programme was organized for the non-teaching staff as well and the sessions were beneficial and enriching.

The programme ended with a vote of thanks by the Programme Coordinator, Ms. Cedila Pereira e Gomes. A total of 62 teaching and 20 non-teaching staff participated in this faculty development programme.

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| Ms Cedila Pereira e Gomes | Ms Rochana Kharangate | Dr Meenakshi Bawa    |
| Programme Coordinator     | IQAC Cordinator       | Offciating Principal |