Summary Report

About Department/Center/School:

The Department came into existence with the very inception of IIT Kharagpur in 1951. Its objective was to provide value-based liberal education to budding scientists and engineers so that they can become professionals with a difference to understand the social realities. With the passage of time, the role of the department has widened quite significantly. Currently, the Department houses disciplines such as English literature and communication, Economics, German, Philosophy, Psychology, Human Resource Management, and Sociology. The Department is actively engaged in teaching, research, training, outreach activities, and it runs two major programs, one at Undergraduate level and another at Postgraduate level.

1. **Academic Programs (Range of Degrees and Disciplines):**

    (i)   Five-year Integrated M.Sc. in Economics
    (ii) Master of Human Resource Management (Duration:2years)
    (iii) Ph.D. in Economics/Psychology/English/Communication
          Studies/Sociology/Philosophy/HR

2. **Major 4-5 Thrust Areas of Research:**

    (i)   Development Studies
    (ii) English, Communication and Culture Studies
    (iii) Human Resource Development and Ethics
    (iv) Financial Economics
    (v)   Sociology of Health

3. **Curriculum and Courses & Teaching Environment**

Items	Ratio/ Number	Items	Number/%
Teacher-student Ratio	1:35	Average No. of students motivated (%) to opt of careers Eng/ Tech. Sectors UG/PG/PhD	**NA**
No. of Faculty members as on today	25	Average No. of students motivated (%) to opt of careers in Science sectors UG/PG/PhD	**NA**
Average No. of Tutorial Assistants	40	No. of teaching labs	**03**
No. of UG/DD students	580	Average No. of students per experiments in core courses	**NA**
No. of PG students/PhD students	40/50	No. of Students' workshops/``Tinkering'' Labs	**NA**
Average no. of tutors with more than 100 students	20-22	No. of new courses introduced	**40**
Average Students placements (%) (UG/DD/PG)	97/NA/85	No. of New programs introduced	**01**
No of major curriculum review in both UG & PG level	1/1	Undergraduate Vs PhD strength expressed as Percentage	**12:1**

No of UG lab (teaching labs) developed/set-ups	1/1	No. of PG/research labs developed/new set up	**00**
No of E class rooms	00	No. of lab classes per week	**06**
Average No. of Courses done per student for B. Tech/DD/M. Tech/Ph.D	M.Sc.:67 MHRM:32 Ph.D.: 4-5	No. of core/elective/seminar/projects subjects taken for B. Tech, DD, and M. Tech respectively	Integrated M.Sc: 52/08/03/02 MHRM: 23/06/01/02

4. Research and Development & its Environment

Items	Number	Items	Number	Items	No.
Total No. of Publications in Journals (2008-13)	225	Average no. of citation per paper	4	No of large interdisciplinary research projects	**07**
Total No. of Publications in Conference & Symposium	100	Average Journal publication per year	50	Number of Int. conf./workshops attended by students	**10**
Total No. of Books & e-books published	13	h-Index of the department since 2008/overall h-index in Scopus	06/to be obtained	No. of PDF hired in the Institute	**0**
Total No. of Edited Conference Proceedings/book chapters	0/100	Number of papers with citation more that the average no. of citation of the Journals	25	No. of international Students as PhDs/PDFs	**0**
Total No. of Technology Developed/transferred	NA	No. of recognitions & Awards, fellows etc to faculty/students (provide break up if necessary)	15/5	No. of International visiting researchers/adjunct faculty stayed here for at least a week	1
Total No. of Patents Filed/Obtained	NA	Average Retention(%) of Young faculty for at least 10 years	90	No. of short courses/workshops /conf. organized with international participations	60/03/00
Total No. of Copyright Filed/Obtained	NA	No. of Sponsored research Project /fund(lakh) generated from non-internal source	20/110	Average No. of PhD granted per year	9
No. of Publications per Faculty/Masters/PhD students	15/1/3	No. of Consultancy /fund (lakh) generated from non-internal source	6/16	Average No. of PhD Granted per year per faculty	0.5
No. of Publications per Faculty/Masters/PhD students in Top Ten Journals as Identified	2/0/1	No of Internal and external Collaborations research papers/research projects/PhD students	20/6/10	Patent granted per faculty	0

by the department					
Average No. of Citation per faculty per year	4	No of M. Tech students motivated into pursuing PhD/PhD graduates motivated to pursue career in Academics (abroad or IIT etc)	5/30	Number of articles in collaborations with Ten countries*	0
Ranking of the department in terms of average citations per paper within the Institute	1 (among HSS, VGSOM & other related Depts)	Ranking of the department in terms of total number of Journal publications within the Institute/publications per faculty	1 (among HSS and VGSOM & other related Depts)	No of articles of the dept. contributing towards h-index of the Institute since 2008	To be obtained

5. External Stakeholder Engagement and others

Items	Number	Amount Lakh
No. of PhD/Master students' thesis funded by Industries	15	NA
Total number of Industry sponsored projects and its income (Lakh)	00	NA
No. of Curriculum Development Initiatives for Industries	01	NA
No of Technology transfer/adopted by Industry/Labs	NA	NA
No. of Nationally relevant research projects	10	NA
No of Policy inputs/consultancies provided	06	NA
No. of Research grant and seed money from internal savings of the Institute per young faculty of the department and its total fund	00	NA
No. of Community Relevant projects	01	NA

6. Vision for the Future (in brief):

(a) Departments/centers/schools should spell out its Mission and Vision Statements, (b) Plans for future to achieve the projected goals and (c) measures adopted towards above.

The Department is committed to align its goals with the Mission and Vision 2020 of the Institute. It aims to become one of the best Departments in the area of Humanities and Social Sciences. In order to accomplish this vision, the Department has identified certain key areas, such as (i) Industry Collaboration, (ii) Outreach Programmes, (iii) Research in areas of National Importance, (iv) International Collaborations in Teaching and Research and (v) Introduction of Multidisciplinary Programmes, in which it will develop excellence in due course.

7. External peer review of the Dept./centre/schools (in brief):

(a) Date of the peer review: 5th and 6th March 2013

 (b) Name of the Experts involved and their affiliations in short:

(i) Prof. Achin Chakraborty, Professor and Director, Institute of Development Studies, Kolkata
(ii) Prof. Pinaki Chakraborty, Professor, National Institute of Public Finance and Policy, New Delhi

(c) Observations of the Peer Reviewers

Our overall impression on the basis of our review of the four components viz. teaching, research, consultancy, and projects, is that the performance of the Department is very good. We appreciate the dedication and commitment of the Faculty. However, following suggestions for improvement may be considered.

After a review of the teaching program and course curriculum, we have made specific suggestions for consolidation of course and review of the course contents for few modules in both Economics and the MHRM programs. These suggestions will further help, in our view, to take the course to a more up-to-date level. We strongly feel that the course contents should have gender sensitive components, esp. with regard to HR Courses. Rather than English for Communication (HS13001) currently offered to all the UG 1st year students, it could be offered to select students who are really weak in English.

We also strongly feel that given the intense nature of the course and the spread across Departments, there is an urgent need to reduce the course load on individual faculty through additional recruitment on a priority basis.

(d) Measures adopted/actions taken at the Department level to address the recommendations of the peer review report:

In response to the observations made by the peer reviewers, the Department has decided to review its curricula, both at UG and PG levels. In that connection, the Department has already initiated the process of reviewing the MHRM curriculum and a meeting to that effect was recently held in the presence of Dean (PGS&R). Certain revisions in the UG curriculum have also been proposed in the academic review meeting.

8. **Strengths, Weaknesses, Opportunities & Threats (SWOT) Analysis of the Department**

STRENGTHS	OPPORTUNITIES
√ Good quality faculty	√ Rising market demand for manpower in Economics/Finance and Human Resource Management
√ Adequate and quality research output	√ Scope for more PhD and sponsored research
√ Brand image due to its more than 60 years of existence	√ Possibility of more international and national collaborations and joint ventures
√ Well endowed computational and academic infrastructure facilities	√ Tapping of alumni experience; building corpus fund, developing labs, chair professorships, collaborative teaching and research programs with universities/ industries of international repute.
√ Alumni holding senior/influential positions	
√ Good placement records	
√ Periodic updating of curriculum	
√ Regular short-term training programs/workshops/seminars	**THREATS**
√ Periodic feedback of the students	✓ Attractive opportunities outside the IITs pose threat to attract and retain good quality faculty
WEAKNESSES	✓ Low demand for research among the students
√Low teacher-student ratio	✓ Over-emphasis on professional education damaging the scope for fundamental research in Humanities and Social Sciences
√ Low technical staff-student ratio	
√ Inadequate and insufficiently trained support staff	
√ Inadequate linkages with industry	

9. Additional Information, if any

*Note: Ten countries: US, UK, Germany, Japan, Canada, France, Italy, Australia, Singapore, South Korea (optional :China may be replaced with anyone if department wants)

Important Highlights

The Department started with the very inception of IIT Kharagpur in 1951. Its objective was to provide value-based liberal education to budding scientists and engineers so that they can become professionals with a difference to understand the social realities, the human beings, and work with them effectively. With the passage of time, the Department's aims have further improvised, activities have diversified, and responsibilities have extended to meet the contemporary social challenges. Now the Department houses many disciplines. These are English Literature and Communication, Economics, German, Philosophy, Psychology, Human Resource Management, and Sociology. The Department is actively engaged in teaching, research, training, outreach activities, and runs its own master programmes. The Department teaches communication skills to all the undergraduate students and technical writing skills to all the research and doctoral students. The undergraduate and post- graduate students acquire knowledge and skills in one or more subjects of Humanities and Social Sciences as depth and/or breadth subjects. The Department takes up projects from public and private agencies to address the challenges they face and provides solutions. In keeping with its multidisciplinary character, it carries out research in diverse and emerging areas of human interest and social concern. Such research is well appreciated in India and abroad. The Department, on an average, produces at least 10 Ph.Ds and publishes about 30 papers in refereed journals annually.

Our Vision

- **To achieve excellence in teaching, training and research in the areas of humanities and social sciences.**
- **To prepare professional leaders to address the emerging global challenges and to deal with social and business realities.**

Major Areas of Research

1. **Human Resource Management and Development**
2. **Communication Studies**
3. **Diaspora Studies**
4. **Philosophy of Mind**
5. **Social and Organisational Psychology**
6. **Financial Engineering**
7. **Interpersonal Communication**
8. **English Literature**
9. **Organizational behaviour**
10. **Sociology of Health /Medical Sociology**

Departmental Courses

1. **5 yr. integrated M Sc. in Economics (admission through JEE-Advance)**
2. **2 yr. Masters programme in Human Resource Management (MHRM) (admission through CAT)**