



HR Plan of Action 2024 -2028

Mid-West University School of Management

Office of the Executive Director

January 2024

Context

MUSOM gives priority to HR development. With this goal, MUSOM has already supported five faculty members for MPhil studies. Under this Mr. Rupesh Khatri, Mr. Govinda KC, Yashodha Thapa, Mr. Dillu Dungana, and Ishad Iraki have completed their MPhil studies from Mid-West University. Mr. Munkunda Sharma is given paid leave for PhD at University of Colorado, USA, and his area is statistics. Mr. Rishi Khanal is pursuing his PhD at Mid-West University and his area is entrepreneurship, and Mr. Govinda KC has already admitted to PhD at the university of Jharkhand program in India and his area marketing.

Objective of the Plan

1. To enhance existing HR situation through support for MPhil/PhD, workshop, and training.
2. To equip staff with skills.
3. To implement the MUSOM HR Policy and Guidelines along with actions to be taken and outputs to be achieved.

SN	Key Priorities	Actions to be Taken	Actors	Timeline	Success Indicators	Completion
1	Conduct Workshop and Training	Conduct faculty development program on the following topics: 1-Day Workshop on Pedagogy for management education 2-One Day Workshop on Curriculum development skills and steps 3-One-Day Training on designing questions for semester-end exam, and evaluation process	DRIE	March –April 2024	Activities carried out	By end of 2024
2	Support for MPhil and PhD	1-Support one faculty member for MPhil studies	MUSOM Management Council	2024	MPhil Support provided	By end of 2026
		2-Three Faculty members will be supported for PhD studies		2024	PhD support offered	By end of 2027
		Area of PhD: 1. Govinda KC-Entrepreneurship 2. Rishil Khanal-Marketing 3. Rupesh Khatri-HR				
		3-Three faculty members will be support for PhD		2025	PhD support offered	By end of 2028

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		Are of PhD Dillu Dungana-Digital Marketing Yashodha Thapa-Strategic Management Ishad Iraki-Operation Manageme				
3	Staff professional development	The following activities will be carried out: 1-One-day workshop on accounting and administration 2-Two-Day training on digital skills	MUSOM Management Council	March-Dec. 2024	Trainings completed	By end of 2024
3	Promotion and Recruitment of faculty and Staff	-1 faculty promotion will be as per university service commission activities. -Full-time faculty and staff will be hired as per requirements of the school.	MU and MUSOM	February –Dec. 2024	Promotion and recruitments completed	2024-2028

Note: Support includes leave and funds. Leave and funds would be executed as per MU and MUSOM policy.

Outcomes of the action plan

After implementation of this action plan MUSOM will have the following achievements:

- There will be full time all faculty members with MPhil degree.
- Almost all faculty members will be with PhD scholars.
- At least six faculty members will be with PhD degree after four years.
- Staff members will be trained and professional.

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