



UNIVERSITY OF
KASHMIR
NAAC ACCREDITED A+

**Centre for Career Planning and Counselling
(CCPC)**

University of Kashmir

**PERFORMANCE APPRAISAL
(2021 – 2023)**

Presentation by:
Prof. Mohammad Ishaq Geer
Director

VISION AND MISSION

VISION

- To attain the status of a well-recognized centre of excellence for career counselling, coaching, training & placements, nurturing, grooming and guiding youth in their transformation as professional leaders who could serve the society in diverse capacities.

MISSION

- To offer placements, career development guidance and counselling, comprehensive coaching for state, national and international level competitive examinations, capacity building in terms of soft skills, personality and professional development of students alongwith enhancement of their motivation level and efficiency besides an upgradation of their aptitude, skills, competencies, knowledge, understanding and cultivation of positive mental attitudes

MANDATE

- To provide career counselling and guidance to students.
- To offer coaching programmes for various national level competitive examinations.
- To conduct campus recruitment/placement drives for students.
- To enhance employability of students through capacity building programmes, motivational sessions and free trainings.

Campus Recruitment Drives Completed during 2021-2022

Date of Campus Placement	Name of the Recruiting Company	Name of the Position Required to be filled	Number of Students Registered	Number of Students Recruited
Nov. 4, 2022	Indus Towers	Trainee Engineers	25	05
April 7, 2022	Extramarks Pvt. Ltd.	Academic Relationship Officers	54	12
April 12, 2022	Tata Advanced Systems Ltd. (TASL) Hyderabad	Trainee Engineers	50	05
May 17, 2022	Serv Staffing Pvt. Ltd.	IT Recruiter Executives	52	19
May 26, 2022	Glenmark Pharmaceuticals Ltd.	Area Sales Managers	28	05
July 21, 2022	Hoping Minds Pvt. Ltd	Business/Software Development Executives	54	28
March 4, 2021	IQVIA Pharmaceuticals Pvt. Ltd. USA	Drug Safety Associates	72	26
Feb. 20, 2021	IQVIA Pharmaceuticals Pvt. Ltd. USA	Drug Safety Associates	160	50
Average Pay Package = 4.5 Lakh p.a.		TOTAL	495	150

Campus Recruitment Drives Conducted by CCPC During 2022- 2023

S. No.	Name of the Organization in which Placed	Type of Position Offered	No. of vacancies available	Number of the students placed	Salary per annum in INR	Date of Placement (2022-2023)
01.	M/s Extra Marks Pvt. Ltd.	School Relations Officer	12	05	Approx 3.5Lac P.A	April 8, 2022
02.	Tata Advanced Systems (TASL) Ltd.	Graduate Engineering Trainees	149	04	Approx 4.5Lac P.A	April 12, 2022
03.	GlenMark Pharmaceuticals Pvt. Ltd.	Pharmacy Graduates	---	05	Approx 4 Lac P.A	May 6, 2022
04.	M/s Serv Staffing Pvt. Ltd.	IT Recruiter Role	120	19	Approx 4 Lac P.A	17-19 May, 2022
05.	M/s Hoping Minds Pvt. Ltd	Business/Software Development Executives	160	28	Approx 4.5 Lac P.A	July 21, 2022
06.	M/s Indus Towers Pvt. Ltd	Trainee Engineers	50	05	Approx 4.5 Lac P.A	November 4, 2022
07.	M/s Clarivate Analytics Pvt. Ltd.	Associate Software Engineer	200	01	Approx 8 Lac P.A	November 5, 2022

Campus Recruitment Drives Conducted by CCPC During 2022- 2023

S. No.	Name of the Organization in which Placed	Type of Position Offered	No. of vacancies available	Number of the students placed	Salary per annum in INR	Date of Placement (2022-2023)
08.	M/s Vedanta Aluminum Pvt. Ltd.	Graduate Trainees	500	02	Approx 3.25 Lac P.A	December 2022
09.	M/s Conglomerate Pvt. Ltd.	Talent Acquisition Specialist-I	120	01	Approx 2.4 Lac P.A	December 12, 2022
10.	M/s Bitwise Pvt. Ltd.	Data Engineer and JAVA Full Stack Developer	50	02	Approx 4.5 Lac P.A	January 26, 2023
11.	M/s Vedanta Resources Pvt. Ltd.	Graduate Engineer Trainees (M7)	500	08	Approx 7.lac P.A	March 29, 2023
12.	M/s HLL, Life Care Limited	Assistant Pharmacist/Pharmacist	30	30	Approx 4.5 Lac P.A	August 12, 2023
		TOTAL	1891	110	Average salary per annum = Rs. 5.51 Lac	

STUDENTS SELECTED BY HOPINGMINDS PVT. LTD

S.NO.	NAME OF CANDIDATE		
01	Mr. Aamir Bashir	15	Mr. Nuzhat Hussain
02	Mr. Junaid Manzoor Bhat	16	Ms. Iqra Nabi
03	Ms. Irtiqah Hussain	17	Mr. Weqar Younus Wani
04	Mr. Aijaz Ahmad Dar	18	Ms. Enab Rasool Dar Basmati
05	Mr. Suhail Yousuf	19	Mr. Insha Jan
06	Ms. Sualihah Jan	20	Mr. Irshad Hassan
07	Mr. Shahid Arshad	21	Mr. Yawar Ahmad
08	Mr. Tabish Mushtaq	22	Mr. Hyder Nabi
09	Mr. Mohd Anees	23	Mr. Faisal Manzoor
10	Mr. Javid Ahmad	24	Ms. Bizma Rahman
11	Ms. Tabia Qayoom	25	Mr. Anzar Nazir
12	Ms. Saiemu un Nissa	26	Ms. Beenish Assad
13	Mr. Masrat Ashraf	27	Ms. Bisma dar
14	Mr. Murtaza Showkat	28	Mr. Aamir showkat Magray

STUDENTS SELECTED BY SERV STAFFING PVT. LTD.

1.	Syed Saqib Hussain Chishti
2.	Abid Majeed
3.	Farhana Gul
4.	Aqsa Shah
5.	Mujeeb Farooq
6.	Nadish Manzoor
7.	Sheikh Emaad
8.	Nasheeba Khursheed
9.	Najmus Saqib
10.	Hilal Mir
11.	Owais Ayoub
12.	Misbah Rafiqi
13.	Sammeer Ahmad Dar
14.	Tabish Malik
15.	Kamran Majid
16.	Mir Uzair
17.	Junaid Aslam
18.	Arjumand Iqbal
19.	Sakeena Syed

STUDENTS SELECTED BY TASL AND GLENMARK PHARMACEUTICALS LTD.

SELECTION LIST OF (04) CANDIDATES FOR **TASL**

The Centre for Career Planning and Counselling (CCPC) conducted a campus recruitment drive on 12th April, 2022 for mechanical engineers from the varsity's Institute of Technology, Zakura Campus, University of Kashmir. The following candidates from B.Tech Mechanical Engineering, IOT, Zakura, have been selected for the positions of Graduate Engineer Trainees (GETs) for the Tata Advanced Systems Ltd. (TASL) units at Hyderabad, Bangaluru and Nagpur. The selection of candidates was based on GD and PI.

S. No	Name	Stream
1	Mehvish Khursheed	Mechanical Engineering
2	Kafeel Hakak	Mechanical Engineering
3	Danish Mohammad Wani	Mechanical Engineering
4	Uznain Yaseen	Mechanical Engineering

Glenmark recruits five KU pharmacy graduates during placement drive

SRINAGAR: Kashmir University's Department of Pharmaceutical Sciences and Centre for Career Planning and Counselling (CCPC) jointly organised a campus recruitment drive by Glenmark Pharmaceuticals Ltd. for pharmacy graduates of the department.

Amit Jindal, Sales Manager and Gajender Koda, Regional Business Manager, Glenmark Pharmaceuticals interviewed the pharmacy graduates for positions of Area Sales Managers in J&K.

Five candidates were selected by the company at the end of the selection process.

During his interaction with the company representatives, Prof Mubashir Hussain Masoodi, Head, Department

alumni in the Research and Development as well as Quality Control divisions.

Director CCPC and Placement In-charge of the department, Prof Geer Mohammad Ishaq expressed satisfaction that 57 pharmacy graduates and post- graduates were recruited by IQVIA Pharma as Drug Safety Associates through CCPC in 2021 and this year the CCPC




Process Devised for Industry/Corporate Collaborations with CCPC

Filling up of expression of intent by the company/organization for collaboration with CCPC online using Google Form available on CCPC website




Posting Company and Job Description on CCPC website alongwith Registration Link for the students besides fixing a deadline for registration




Shortlisting of registered students followed by their interaction with company representatives, written or online test, group discussion and personal interviews leading to final selection

Process Devised for Campus Recruitment Drives by CCPC

Preparation of Placement Brochure of the outgoing students of each programme by the designated Placement Officer of each department on annual basis and sending a copy of each to CCPC.



Inviting relevant companies and corporates for participating in campus recruitment drives conducted by CCPC. Posting Company and Job Description on CCPC website alongwith Registration Link for the students besides fixing a deadline for registration



Shortlisting of registered students followed by their interaction with company representatives, written or online test, group discussion and personal interviews leading to final selection and distribution of selection letters on the spot during campus placement drives.

Coaching Programmes Conducted by CCPC During 2021-2023

S. NO.	NAME OF THE PROGRAMME	NO. OF STUDENTS ENROLLED	START AND END DATE OF PROGRAMME	COACHING ACADEMCY ENGAGED
01.	36 th NET/JRF Coaching Programme	162	02.04.2021 to 03.05.2021	Click IAS, New Delhi
02.	37 th NEET/JEE Coaching Programme	94	13.01.2021 to 05.04.2021	Dhyeya Educational Services Pvt. Ltd. New Delhi
03.	38 th IAS/JKAS Coaching Programme	66	18.03.2021 to 10.10.2021do.....
04.	39 th the IAS/JKAS Coaching Programme (Funded by Central Wakf Council, New Delhi)	50	10.01.2022 to 31.06.2022	Dhyeya Educational Services Pvt. Ltd.
05.	40 th NET/JRF Coaching Programme	30	06.06.2022 to 03.07.2022	Click IAS, New Delhi
06.	41 st IAS/JKAS Coaching Programme (Funded by Mission Youth, J&K)	100	26.09.2022 to 26.10.2023	Dhyeya Educational Services Pvt. Ltd.

DETAILS OF STUDENTS WHO QUALIFIED JKAS PRELIMS EXAMINATIONS OF 2021 AND 2022

S.NO.	NAME OF THE CANDIDATES WHO QUALIFIED JKAS PRELIMS EXAM OF 2021	S.NO.	NAME OF THE CANDIDATES WHO QUALIFIED JKAS PRELIMS EXAM OF 2022	ROLL NO. (RESULT DECLARED ON 31.07.2022)
01.	Arshad Ramzan (Qualified JKAS Mains)	01.	Ubaid-ul-Rashid	9501633
02.	Shahid Ahmad Makai	02.	Nadeem Nisar Malla	9507687
03.	Manzoor Bashir Tantray	03.	Shaharyar Jeelani	9504232
04.	Zubair Ahmad	04.	Abid Ahmad Sheikh	9504255
05.	Wasif Iqbal	05.	Keysar Maqbool Lone	9504713
06.	Irfan Bashir	06.	Shafiya Jeelani	9508460
07.	Shahid Nazir Bhat	07.	Shezada Shahid Khan	9510183
08.	Sana Bashir	08.	Ayaz Mohi-ud-Din	9510281
(Result declared on October 24, 2021)		09.	Anees-ul-Haq	9503213
		10.	Tanveer Ahmad	9505550

Candidates who were enrolled in 36th coaching programme for NEET/JEE 2021 and qualified **JEE Mains Examination whose results were declared on 15.09. 2021**

S. No	Name of Candidate	Programme	Qualified year
01	Mohammad Musaib Shah	JEE (Main)	2021
02	Zeharan Fazili	JEE (Main)	2021
03	Amber Qazi	JEE (Main)	2021
04	Mailiha Javaid	JEE (Main)	2021
05	Mahhum	JEE (Main)	2021
06	Saima Shah	JEE (Main)	2021
07	Zarak Rais	JEE (Main)	2021
08	Rahil Farooq	JEE (Main)	2021

Details of Students who have qualified civil services examinations earlier from CCPC

S.No.	Name	Services Joined	Year of Passing	Posted As
01	Safder Hameed Samoon	IPS	2008	DYSP JKAP 9th BN In charge Jammu-National Highway
02	Tariq Ahmad Malik	KAS	2008	Deputy Director Budget, Civil Secretariat Srinagar
03	Dr. Mir Umair	IRS	2009	Deputy Commissioner MUMBAI
04	Dr. Syed Abid Hussain Shah	IAS	2010	Deputy Commissioner, Pulwama
05	Fahad Tak	KAS	2010	DYSP Hrqs. Ganderbal
06	Afroza bano	KAS	2011	Block Development Officer , Budgam
07	Zahid Aziz Samoon	IPS	2011	DYSP CID SB IR 3rd BN Bandipora
08	Tahleema Asmat	KAS	NA	Not Available
09	Hilal Ahmad Bhat	KAS	2011	Junior Scale KAS Officer
10	Shadab Mukhdoomi	KAS	2012	Chief Accounts Officer, Srinagar
11	Reyaz Ahmad Wani	KAS	2012	Director Sericulture, In charge Urban Local Bodies J&K
12	Adeel Saleem	KAS	2014	Information Officer to Chief Secretary J&K
13	Rafiq Ahmad Javal	KAS	NA	Not Available
14	Altaf Ahmad Lone	KAS	2014	Chairman Municipal Committee Ganderbal
15	Gowhar Ahmad Khan	IPS	NA	DYSP PCR Srinagar
16	Aman Farooq Wani	IPS	NA	Not Available

Training Programmes Conducted During 2021-2022

S.NO.	NAME OF THE TRAINING PROGRAMME	START AND END DATE	IN COLLABORATION WITH	MODE OF TRAINING
01.	YOUTH EMPLOYMENT PROGRAMME (YEP) FOR ENGINEERING GRADUATES	JUNE 2022 TO AUGUST 2022	TATA CONSULTANCY SERVICES (TCS, MUMBAI)	ONLINE FOR MAIN CAMPUS, NORTH CAMPUS AND IOT, ZAKURA
02.	YOUTH EMPLOYMENT PRORAMME (YEP) FOR NON-ENGINEERING GRADUATES	SEPTEMBER 15, 2022 (ONGOING)	TATA CONSULTANCY SERVICES (TCS, MUMBAI)	ONLINE FOR MAIN CAMPUS, NORTH CAMPUS AND IOT, ZAKURA
03.	TOURISM ENTREPRENEURSHIP PROGRAMME	YET TO START	TATA CONSULTANCY SERVICES (TCS)	OFFLINE AT DEPT OF TOURISM, UOK
04.	ADULT EDUCATION PROGRAMME WITH DLL	YET TO START	TATA CONSULTANCY SERVICES (TCS)	OFFLINE AT DLL, UOK
05.	TRAINING PROGRAMME FOR 66 CAREER COUNSELLORS	JULY-AUGUST 2021	MINDLER CAREER COUNSELLORS	ONLINE
06.	TRAINING PROGRAMME FOR 66 CAREER COUNSELLORS	SEP-OCTOBER 2021	TATA ADVANCED SYSTEMS LTD.	OFFLINE

Counselling, Mentoring and Motivational Sessions Conducted During 2021-2022

S. NO.	NAME OF THE PROGRAMME	IN COLLABORATION WITH	DURATION OF THE PROGRAMME	ONLINE/OF FLINE MODE	DATE OF PROGRAMME
01.	Webinar on counselling and mental health for career counsellors and teachers	Govt. Medical College, Srinagar	One day	Online	15.07.2021
02.	Interactive online session by Dr. Shahid Iqbal Choudhary IAS for civil service aspirants of CCPC.	Mission Youth, J&K	One day	Online	14.08.2021
03.	Mentoring session on opportunities for HE abroad	Project Eduaccess, J&K	One day	Offline	09.05.2022
04.	Motivational Session on Goal-Setting in Career and Life by Mr. Rizwan Uddin, Commissioner, Provident Fund, EPFO, J&K and Ladakh	Provident Fund Organization, J&K	One day	Offline	23.05.2022
05.	Counselling of students of 8th to 12th standard	Mallinson Girls School Gogji Bagh, Srinagar	One day	Offline	09.06.2022
07.	Counselling-cum-Guidance programme for the students of Govt. Higher Secondary School, Tangdhar	Sir Syed Educational Trust Aligarians North Kashmir	One day	Online	16.06.2022
08.	Three-day workshop on studying abroad	Project Eduaccess, J&K	Three days	Offline	29-31 August, 2022
09.	Motivational Session on Goal-Setting in Career and Life by Mr. Rizwan Uddin, Commissioner, Provident Fund, EPFO, J&K and Ladakh	Provident Fund Organization, J&K	One day	Offline	28.09.2022

Counselling, Mentoring and Motivational Sessions Conducted by CCPC During 2022-2023

S. No.	Name of the Programme	In Collaboration with	Duration of the Programme	Online/Offline Mode	Date
01	Two Days workshop for Career Counsellors and Placement Officers of the University of Kashmir organized by CCPC at Gandhi Bhawan, University of Kashmir	Tata Advanced Systems Ltd. (TASL)	One Day	Offline Mode	5 & 6 May, 2022
02	One Day Workshop on Applying to UK Universities for students of University of Kashmir organized by CCPC in Collaboration with Project EduAccess at Gandhi Bhavan, University of Kashmir. The following speakers were present in the workshop: 1. Suhail Rashid Bhat - LLM, SOAS, Chevening Scholar (2019-20) 2. Maria Shawl- MA Literary Studies, Durham University, Chevening Scholar (2020-21) 3. Sahreen Shamim - MPP, University of Oxford	Project EduAccess	One Day	Offline Mode	May 9, 2022
03	Motivational Session on Goal-Setting in Career and Life by Mr. Rizwan Ud din, Commissioner, Provident Fund, EPFO, Jammu, Kashmir and Ladakh on May 23rd, 2022 at 10 am at CCPC.	Motivational Session on Goal-Setting in Career and Life by Mr. Rizwan Ud din, Commissioner, Provident Fund, EPFO, Jammu, Kashmir and Ladakh on May 23rd, 2022 at 10 am at CCPC.	One Day	Offline Mode	May 23, 2022

Counselling, Mentoring and Motivational Sessions Conducted by CCPC During 2022-2023

04	Counselling Session at Islamia College of Science and Commerce, Srinagar during inter-disciplinary Science Colloquium on June 4, 2022	Islamia College of Science & Commerce, Srinagar	One Day	Offline Mode	June 4, 2022
05	Counselling of students of 8th to 12th standards	Mallinson Girls School Gogji Bagh, Srinagar	One Day	Offline Mode	June 6, 2022
06	Session on NEP-2020 at Institute of Advanced Studies in Education, Srinagar	Institute of Advanced Studies in Education, erstwhile Govt. College of Education, M.A. Road,	One Day	Offline Mode	June 14,2022
07	Counselling-cum-Guidance programme for the students of Govt. Higher Secondary School, Tangdhar	Govt. Hr. School, Tangdhar	One Day	Offline Mode	June 16,2022
08	Technical Session on Multidisciplinary & Holistic Education at Govt. Women's College, M.A. Road, Srinagar	Govt. Womens College, M.A. Road, Srinagar	One Day	Offline Mode	June 27,2022

Counselling, Mentoring and Motivational Sessions Conducted by CCPC During 2022-2023

09	Orientation for Youth Employment Programme (YEP) For Engineering Graduates	TATA Consultancy Services (TCS), Mumbai	(164 hours) Saturdays and Sundays for a total duration of two hours on each day	Online	June 2022
10	Three Days Mentoring Workshop on Study Abroad In Collaboration with Project EduAccess	Project Edu Access	Three Day	Offline Mode	29-31 August, 2022
11	Orientation for Youth Employment Programme (YEP) For Engineering Graduates	TATA Consultancy Services (TCS), Mumbai	(164 hours) Saturdays and Sundays for a total duration of two hours on each day	Online Mode (Ongoing)	September 15, 2022
12	Motivational Session on Goal-Setting in Career and Life by Mr.Rizwan Uddin, Commissioner, Provident Fund, EPFO, J&K and Ladakh.	Provident Fund Organization, J&K	One Day	Offline Mode	September 28, 2022
13	Interactive Session by Mr. Umer Rashid (HR) on 25.10.2022, for the Engineering and MCA students of the University for Campus Recruitment drive through M/s Clarivate Analytics Pvt. Ltd in collaboration with CCPC on September 8, 2022	Clarivate Analytics Pvt. Ltd	One Day	Offline Mode	October 25, 2022

Counselling, Mentoring and Motivational Sessions Conducted by CCPC During 2022-2023

14	Capacity -building Programme with Tata-Strive and Google Career Certificate Scholarship Programme	TATA Strive, Mumbai	2 weeks	Offline Mode	from 27.05.2023 till date (ongoing)
15	Youth Employment for Non Engineering Graduates	TCS-Youth Employment Programme	(164 hours) Saturdays and Sundays for a total duration of two hours on each day	Online Mode	May till date (ongoing)
16	An interactive session for civil service aspirants with Dr. Shahid Iqbal Choudhary (IAS), Secretary to Govt., Deptt. of Tribal Affairs and Chief Executive Officer, Mission Youth, J&K	Mission Youth, J&K	One Day	Offline	July 4, 2023

Counselling, Mentoring and Motivational Sessions Conducted by CCPC During 2022-2023

17	Mentoring Workshop on Study Abroad In Collaboration with Project EduAccess	Project EduAccess	One Day	Offline	September 11, 2023
18	Awareness Programme on drug abuse and mental health problems in collaboration with Mission Youth, J&K	Mission Youth, J&K	One Day	Offline	September 12, 2023
19	Counseling Session for Management Students of the University of Kashmir by renowned Career Counsellor Mrs. Deepika Unni from Bengaluru and founder of “Ways to Success”	Ways to Success	One Day	Online	October 4, 2023

Details of MoUs Signed by CCPC

- 1. Tata Consultancy Services (TCS) Mumbai, on February 18, 2022** with a view to focus on employability, entrepreneurship, skill development of our students and carry out TCS CSR programs for our university students that will help them to develop twenty first century skills required to be successful in the digital economy through following skill enhancement and entrepreneurship development programmes:
 - a. Youth Employment Programme
 - b. Go IT and Ignite My Future Programme
 - c. Adult Literacy Programme
 - d. Bridge IT Programme – Pilot Model specially curated on Tourism

- 2. Tata Advanced Systems Limited (TASL), Hyderabad, on March 18th, 2021** for below mentioned industry-oriented services:
 - a. Support in strengthening the existing career counselling services of the University of Kashmir
 - b. Create awareness about emerging perspectives of careers by conducting industry-academia interface meetings.
 - c. Support group counselling sessions for students to support their selection in employable domains.

- 3. Stribes DeepMinds Innovations Pvt. Limited on December 18, 2021** for below mentioned industry oriented activities:
 - a. Preparation of industry engagement calendar comprising of various engagements including leadership talks, brand story-telling, potential internship projects and incubation/R&D opportunities for students of the University of Kashmir.
 - b. Engagement with industry leaders as well as business organizations including trade bodies to the University for the activities outlined.
 - c. Industry driven advanced skilling, master class sessions exclusively for students honing their skills and making them industry ready.
 - d. Execution of sponsored activities like contests, campaigns and exclusive offers for students.
 - e. Encouraging industry for special placement drives for the students of the University.
 - f. Promote the University in all its marketing collaterals and announce its collaboration through all channels including digital, social among others.
 - g. Provide marketing and promotion related materials.

Administrative Reforms Instituted During 2021-2023

- All purchases and selection of coaching academies made through GeM portal only.
- All actions, payments and decisions got ratified by competent authorities of the University.
- All stock registers and cash books updated regularly.
- Biometric attendance of students, staff and resource persons initiated.
- Interactive smart boards installed in two classrooms.
- Purchase committee of the Centre constituted.
- Advisory Committee of the Centre reconstituted.
- Student feedback collected on every resource person.
- Class tests of students held regularly soon after completion of syllabus of each paper.
- Many corporates and MNCs approached for campus recruitment.

Eligibility Criteria used for selection of the coaching academy

Name of the Owner/CEO/ MD	Year of Establishment	Services Offered by the Company	Total Duration of course in hours	No. of faculty members available for this coaching	Years of experience of company in IAS/JKAS coaching	Details of freebies like CSAT/Test series etc.
Total Charges for the course material per student	Track record in coaching for civil services	Success Rate of Academy in IAS/JKAS examinations	Details of Previous engagement with CCPC, UOK	Any special discounts offered to CCPC in the past	Overall student feedback about the faculty engaged in the past	Additional services like one-to-one interactions, Group Discussions, Mock interviews, Mock Tests, Essay Writing etc offered to students

Future Action Plan of CCPC

- *To professionally train all Career Counsellors and Placement Officers of the University of Kashmir and its satellite campuses as well as all its constituent and affiliated colleges in Career Counselling and get them certified by reputed Career Counselling agencies for enabling them to deliver their services professionally.*
- *To undertake career counselling and guidance of gold medalists/toppers of various departments of the University of the last five years and facilitate their coaching for various competitive examinations like IAS/JKAS/NET/JRF/JEE.*
- *To create suitable online platforms/communication channels on the CCPC website for posting information about placements/job opportunities as well as opportunities for scholarships/fellowships/internships within and outside India for students.*
- *To create a database of the University pass-outs and track their career growth and progression for offering career guidance to them and facilitate their suitable placement and excellence in their respective fields.*
- *To start short- and long-term certificate, diploma and degree courses in Career Guidance of two-weeks, three-months and one-year duration at CCPC utilizing its infrastructure and generating revenue.*
- *To evolve career development as a full-fledged science and undertake research in Career Development, guidance and counselling at CCPC, University of Kashmir.*
- *To undertake Career Indexing, Career Mapping, Skill-gap Analysis, Psychometric Analysis of students besides career counselling, planning and development.*

Future Action Plan of CCPC

- *To undertake skill enhancement and employability-enrichment programmes for the university pass-outs and promote language proficiency, communication and IT literacy skills among them.*
- *Sign Memorandum of Association with Mission Youth J&K for seeking financial assistance for coaching of students for various competitive examinations.*
- *Invite more multi-national companies and corporates to conduct on-campus recruitment drives for the placement of university pass-outs.*
- *Conduct a series of webinars, interactive sessions with renowned achievers and reputed personalities for boosting the morale of trainees and aspirants of various competitive examinations.*
- *Take over control of scholars' hostel at main campus for residential accommodation of civil service and other aspirants/trainees of CCPC.*
- *Collaborate with more private companies, industry and corporates for facilitating free training, internships and placement of students and foster industry-academia interactions.*
- *To prepare placement brochures of all professional courses and disseminate them among relevant industry and corporate for placement.*
- *To develop the available infrastructure of CCPC including installation of video conferencing and smart classroom facilities, automation of library with latest software, installation of air-conditioners and CCTVs at CCPC.*
- *Evolve CCPC as a Centre of Excellence with adequate teaching, non-teaching and technical staff, undertaking classwork/courses/research work in Career Development.*

Self-actualization through career planning and counselling

Centre for Career Counselling and Planning of the University of Kashmir stands committed towards the capacity building, professional development and hand-holding of youth in their transformation as professional leaders and their proper placement to serve the society in diverse capacities



PATH AHEAD

PROF. GEER MOHAMMAD ISHAQ

ishaqgeer@gmail.com

Career planning and development is in essence a lifelong process that in effect starts from the day when we are born. Right from our birth, our likes and dislikes, choices, abilities, upbringing, attitude, background and circumstances influence the type of career that we ultimately choose for ourselves. Career planning is a life-long, continuous and an ongoing process of self-awareness, self-discovery and self-accomplishment of one's goals and ambitions. It can help us make the right choices not just for our career but also for our life. Role of the career planning centre is to shape our future, change our outlook on life as well as our insights and ability to progress and succeed in life. Career development encompasses far more than just deciding what kind of job one wants to do. It is a perpetual process of making career choices and goes on persistently for the whole life, in some selective cases even beyond one's age of superannuation. Main goal and objective of career planning and counselling is to equip our youth with the skills, understanding, abilities and knowledge that they need to make important decisions and choices throughout their life. Right kind of career counselling helps one realize one's full potential as well as one's true self and enables one to attain the highest level of psychological devel-

opment, where personal potential is fully realized after basic bodily needs have been fulfilled and this process of transformation of the state of one's mind has been described by the psychologists as "self-actualization".

Kurt Goldstein, a physician specialist in neuroanatomy and psychiatry in the early twentieth century conceived self-actualization as the ultimate goal of all living organisms and observed all kinds of behaviours and drives as manifestations of this overarching motivation. American psychologist Abraham Maslow placed self-actualization at the pinnacle of hierarchy of all human needs that include physiological needs like food, followed by safety needs and the need for love and esteem. As per Maslow, only after these needs are met can an individual begin to be motivated by the need for self-actualization. Characteristic feature of the self-actualized people is that they accept who they are despite their flaws and limitations and they possess an inherent drive to be creative and innovative in all aspects of their lives. Appropriate career counselling and planning strategies help our students advance upon a hierarchy of competence, through four main levels viz., from unconscious incompetence to conscious incompetence to conscious competence and finally to the level of unconscious competence. Fully comprehending this stages-of-learning model can help a student understand and identify his present status, predict his future progress and figure out what he should be focusing on in his learning at the any point of time in his career. According to "The Dreyfus Model" put forth by Stuart E Dreyfus and Hubert E Dreyfus in 1980 that identifies five stages of skill acquisition and helps learners gain deep insights into assessing where they stand, a sustained process of deep learning, career planning and counselling takes students through five stages of development viz., from 'novice' to an 'advanced beginner' and steers him gradually through 'competence' and

In future CCPC contemplates to approach top notch corporates of the private sector in India for conducting campus recruitment drives at KU at regular intervals and engage our enterprising youth in their corporate affairs

'proficiency' towards the penultimate destination of 'expertise'.

Career counselling and planning primarily includes activities related to proper placement of students passing out from an educational institution in public and private sector companies and organizations, their career development and psychological counselling, comprehensive coaching for state, national and international level competitive examinations, capacity building in terms of soft skills like computer and IT literacy, language and communication skills, personality and professional development, enhancement of their motivation level and efficiency besides an overall upgradation of their aptitude, skills, competencies, knowledge, understanding, proficiency and positive mental attitudes. While it is the job of the parent department to train their pass-outs in the basic skills required for their area of expertise or specialization and prepare them for job markets as well as knowledge industry, onus of assisting them in enhancing their add-on skills like communication and presentation skills, helping them realize their full potential, explore their career choices and determine their placement priorities lies with the centre for career planning and counselling of their respective educational institute. Success and effectiveness of any higher educational institution is ultimately counted and considered by the placement percentage of its pass-outs apart

from the accolades won and achievements made by them at the national and international level. Therefore, maximum thrust needs to be given to the placement of pass-outs in the corporate world by such centres.

Career Counselling and Planning Centre (CCPC) of the University of Kashmir is one such centre that was established in 2004 and has since then been actively involved with career counselling, planning, placements, coaching for competitive examinations, hand-holding and guidance of students. Centre has been striving hard to achieve its vision of attaining the status of a recognized centre of excellence for career education, coaching, training & placements, nurturing, grooming and guiding youth in their transformation as professional leaders to serve the society in diverse capacities. In pursuit of this mission, it has been organizing training workshops, job fairs and recruitment drives from time to time in order to help prepare students for their placement and support them in their careers. Besides the Centre has been providing classroom and distance learning coaching for various competitive examinations like IAS/KAS/NEET/JEE/UGC/NET/JRF/CMAT etc. The Centre has also been actively engaged in creating awareness amongst youth by organizing webinars, seminars, arranging motivational speeches of eminent public personnel and social activists for their overall personality and leadership development. Over the years Centre has facilitated recruitment of a large number of our youth by reputed companies like TCS, AMUL, HDFC, Grameen Bank, Yes Bank, Airtel Vodafone, Infosys Technologies, NIMS Dubai etc. With a view to strengthen the structure of career counselling, the Centre has recently come up with a network of Career Counsellors drawn from each programme being offered by the University of Kashmir. Each department/centre of the University has nomi-

nated one career counsellor for each programme that it offers.

In due course of time, CCPC of the University of Kashmir needs to evolve as a par excellence centre of quality education and high-end research on career counselling, planning and development. While so far its primary focus has been on offering coaching for various competitive examinations, it also needs to offer different types of certificate, diploma and degree courses on career counselling and planning to suit the needs of different categories of learners like UG and PG students, working professionals, wannabe career counsellors and placement officers, college and university teachers etc, wherein they shall be provided an insight and understanding of different aspects of career development as well as the role of the career counsellors. Such courses have to be designed to teach various theories and techniques of career development and decision making, different sources of career information and methods of career counselling, assessment and programme planning. Trainees of these courses should not only get an opportunity to practice various career counselling techniques but following their professional training they should be in a position to make suitable career interventions at an appropriate time in an ethically and legally compatible manner while adopting contemporary trends and applications of career counselling models to a variety of different settings and special populations. As per conservative estimates there is an immediate need of around 15 lakh career counsellors in India at present whereas hardly 10,000 are available and very few higher educational institutions are offering such courses to the aspirants of this course.

In future CCPC contemplates to approach top notch corporates of the private sector in India for conducting campus recruitment drives at KU at regular intervals and engage our enterprising youth in their corporate affairs, train all its Career Counsel-

lors and get them certified by reputed career counselling institutions in career counselling of students so that subsequently a career counselling cell could be created in each department/centre of the University. Centre also envisages to train its career counsellors professionally in career counselling who could effectively and proficiently deliver back at their respective departments and centres. CCPC also seeks to offer comprehensive coaching of the best quality for competitive examinations so that a sizeable number of its trainees qualify civil services and other competitive examinations like IAS, NEET, JEE, NET, JRF, GRE, GATE etc. It will also be our endeavour to create appropriate communication channels for the students through which they could be constantly kept informed about fully funded scholarships, fellowships, placement and career opportunities for higher education both within and outside the country so that a large number of them pursue higher education at institutions of international repute without any financial burden and seek the best possible education at best institutions of the world. Centre for Career Planning and Counselling, University of Kashmir can also contribute significantly towards engagement and active participation of the students in various exchange programmes, seminars/workshops/conferences, entrepreneurship and skill development activities, exposure tours, internships, sports and other competitions besides innovative start-ups and industry visits. Centre will leave no stone unturned in capacity-building of the youth and their preparedness for rapidly evolving dynamic marketplaces of the world.

(Author is Director, Centre for Career Planning and Counselling, University of Kashmir)

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Rising Kashmir

LEARNING GOAL

Srinagar, Monday 30, May 2022

De-stress yourself with horror flicks

Scholarships for arts, artisans

Students' Collective

SCHOOL TEACHING KNOWLEDGE

De-stress yourself with horror flicks

Scholarships for arts, artisans

Students' Collective

De-stress yourself with horror flicks

Scholarships for arts, artisans

Students' Collective

Career Development as an Academic Discipline

Career planning aims at capacity building, and personality development of youth in consonance with their interests, aptitude and personality traits

PATHWAYS AHEAD
PROF. (DR.) GEER MOHAMMAD ISHAQ
ishagoor@gmail.com

Post-pandemic world has thrown up a career landscape that is immensely turbulent, unpredictable, diverse and challenging. Factors that have contributed to this drastically changed environment include economic slump, technological advancements, workforce diversity, market demand, revised policies, changing lifestyles and other societal influences. Technological advances in particular have ushered into an ever-rising knowledge economy and have influenced not only the types of jobs available but also how work is done (e.g., virtual teams, online meetings), where work is done (e.g., telecommuting from home, office or public places like parks), and the scope of work (e.g., global access to potential buyers and suppliers). All this has resulted in a less stable and more uncertain career environment that presents significant challenges for career development. Under these circumstances we need to keep pace with the fast-changing times and global trends and accordingly align the career goals and objectives of our students to suit the needs and demands of contemporary job markets and help them build the flexibilities that they need to thrive in a constantly changing work environment. We need to continually evolve our career development science and its knowledge to meet the challenges of the global, technologically advanced, demand-driven career landscape.

If not done in an appropriate manner. Since work encompasses more than just financial security, our students need to seek occupations that enhance their sense of self-awareness and aptly define who they are, owing to the fact that so much of a person's self-esteem depends upon his success at work. A whole lot of assessment tools and instruments are available online/offline to help career counsellors identify talent of their students, develop their potential and enhance their occupational/organisational performance. Some of them include Myers Briggs Assessment, Psychometrics 360, Thomas Kilmann Conflict Mode Instrument (TKI) Assessment, Strong Interest Inventory Assessment, FIRO Assessments, Work Personality Index, Job Match Assessment, Employee Reliability Inventory etc. Psychometric testing and analysis is one such significant and useful tool for ascertaining the psyche and personality traits of an individual for selection of a suitable career in tune with his likes and dislikes, interests and beliefs, inborn characteristics and most compatible personality traits. Advantages of psychometric testing are that it allows a holistic psychological profiling and objective assessment of candidates that can be followed by an efficient counselling process. It is a reliable and credible method of assessing all career options, prioritising and comparing them with each other and finally selecting one out of a whole lot of them for accomplishment of one's career goals and ambitions. Apart from psychometric testing a whole gamut of activities can be undertaken under the domain of career planning and development to help the students choose the best career option that include Career Mapping, Career Indexing, Skill Gap Analysis and Collaborative Context Analysis.

ing of existing students by providing them the necessary support in terms of information, guidance, counselling, financial assistance or by simply extending their intellectual and moral support to them as and when needed.

Collaborative context analysis
Once we are done with career mapping, indexing and skill-gap analysis we need to undertake a context analysis of the local job markets. Our career counselling centres need to have such experts who are well-trained in undertaking skill-gap analysis.

Whole lot of new choices have emerged and a vast number of old choices have become obsolete and redundant.
Career indexing
A paradigm shift has occurred in the number and type of career choices available to students in the contemporary times. A whole lot of new choices have emerged and a vast number of old choices have become obsolete and redundant. Under these circumstances when thousands of career choices are available to students at every stage of their career and even greater number of job opportunities are available to them after they graduate, there is need for a vibrant and user-friendly portal that lists all career choices and job opportunities for easy browsing of the aspirants. There is need to index all upcoming and current career options at school, college and university levels so that the students could utilise the same at their own convenience from the comforts of their home. Career and job opportunities should be classified at such portals into local, national and international level apart from giving full information about the colleges and universities, scholarships and fellowships, subject combinations and other available facilities. These portals can also facilitate psychometric testing of students with a view to select a career that suits their personality, interests, values and insights. Career Indexing tool must allow the students to shortlist suitable career options, prioritise their chosen options, compare them with other options available, consider non-personal and external factors like demand in the job market and finally after goal-defining devise appropriate strategic action plan for achieving those career goals.

There are very few higher educational institutions in India that offer career planning/development/guidance as a diploma or a degree course. However, owing to its long-term implications on the individuals and societies there is need to establish it as a full-fledged academic discipline and thoroughly study all its dimensions. In fact a lot of research can be done on the psychosocial, cultural, ethnic, demographic, geographical, anthropological and economic factors that affect career development of individuals and on the instruments needed to assess their personalities, choices and interests essential for guiding them in making appropriate career choices at different stages of their lives. Precision, reliability and effectiveness of such instruments needs to be measured statistically leaving little scope for making errors in career guidance. Career development as an academic discipline can help us dwell into various aspects like career development models and theories, career resources including organizations and other sources of information, career assessment and ethical career counselling practices, technology related to career planning, development and implementing a career development programme for diverse populations. As narrated by B.C. Forbes, the founder of Forbes magazine, "Think of yourself not as the architect of your career but as the sculptor. Expect to have to do a lot of hard hammering and chiselling and scraping and polishing". This is exactly what career development discipline will be aimed to do.

What is the role of Career Planning and Counselling in availing the students of Kashmir?
The Centre was established with the motive of career counselling, placement and resource Unit (PMRU) of the Drug and Food Control Organisation, Jammu with the approval of Ministry of Pharmaceutical Advertising Authority (MPPA) of India and has also been appointed as a Member of the Joint Resident Committee for Pharmacy Council of India, New Delhi.

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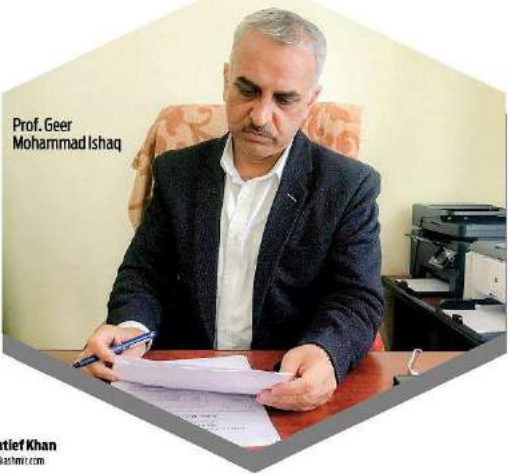
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In every department of the university, one career counselor has been nominated so there are 66 certified career counselors from various departments and centers of the university who have been trained. We have got them trained through Mindler which has a tie up with an American based organization.



Prof. Geer Mohammad Ishaq



Insha Latief Khan
insho@ngskashmir.com

Career guidance is emerging as a full-fledged science

We are thinking to offer course in career planning & development: Director CCPC - University of Kashmir

Prof. Geer Mohammad Ishaq has been working as a Professor of Pharmacology at the Department of Pharmaceutical Sciences, University of Kashmir over the last twenty years. As present in both the additional charge as the Director, Centre for Planning and Counselling (CCPC), University of Kashmir. Having got experience in the field of Pharmaceutical Sciences, he has published 61 research papers and presented 40 papers in various national and international conferences. Recently he has been appointed as, Advisor to the Price Monitoring and Resource Unit (PMRU) of the Drug and Food Control Organisation, Jammu with the approval of Ministry of Pharmaceutical Advertising Authority (MPPA) of India and has also been appointed as a Member of the Joint Resident Committee for Pharmacy Council of India, New Delhi.

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Very soon we are going to start NET JRF coaching so

Author teaches at the Department of Pharmaceutical Sciences and is also Director, Centre for Career Planning and Counselling, University of Kashmir

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Setting and achieving goals in career and life

Goals are the roadmaps that guide us and show us the way towards fulfilling our dreams



COUNSELLING

PROF. (DR.) GEER

MOHAMMAD ISHAQ

ishaggeer@gmail.com

Here are a few important tips and considerations as per conventional wisdom and quotable quotes that can help our budding and enterprising youth in setting and accomplishing goals in their career and life. Seven steps required for the same are presented as under:

1. Set goals for yourself

First and foremost rule of goal setting is to set your goals by yourself. Since goal setting is all about you, your life, your hopes, your dreams and your plans, others cannot set the goals for you whether they are your parents, friends, relatives, teachers, mentors or anyone else though they may help and guide you in doing the same. You cannot achieve your real goals if you are living someone else's dreams and expectations. Therefore, you are the one who'll have to undertake the task of setting and achieving your goals, no one else can do that for you. The goals that you set for yourselves should be SMART i.e., specific, measurable, attainable, relevant and time-bound. Tony Gaskins, an American motivational speaker, author and life coach has very well said, "If you do not build your own dreams, someone will hire you to help him build his dreams". Here we need to make a clear distinction

between working for our institutions and working for individuals.

2. Write down your goals

It is believed that specifying your goals in writing stimulates the 'filtering' system of your brain, called the Reticular Activating System (RAS). When you write down your goals, the RAS begins to collect and store relevant information and then keeps sending inputs to the conscious part of your mind from time to time. It acts behind the scenes, making you more conscious of the available opportunities that would have otherwise gone unnoticed, thereby helping you to get oriented towards your goals. Therefore, you need to make sure that your goal is positive, action-oriented and as specific, clear, unambiguous and elaborate as possible.

3. Set deadlines for your goals

American writer and author of the best-seller "Studying Smart: time management for college students", Diana Scharf Hunt has said, "Goals are dreams with deadlines." Therefore, after you set your goals, you need to fix timelines and deadlines for achieving them well in time that will keep you steadfast and save you from a whole lot of distractions and deviations which may deter you from focussing on your goals. Though it is said that we should not count our chicken before the eggs are hatched, in case of goal setting we need to start counting our chicken even before they are hatched implying that we have to imagine ourselves accomplishing our goals and thereby feel the excitement of it which will keep us on track towards our goals. By setting a deadline, your subconscious mind gets activated to ensure the achievement of your goal within the prescribed timeframe. If your projections are realistic and based on some reasonable logic, then you will achieve your goals on their fixed timelines.

Diana Scharf in her quote above has laid emphasis on "dreams" that are important for touching new heights in one's career and life. As narrated by the former President of India APJ Abdul Kalam,



We need to continuously monitor and review our progress on achieving each milestone in our journey towards our final destination.

"dreams are not those which we see in our sleep but dreams are those which do not let us sleep". These are the dreams for our future, our career and our ambition in life, that keep us going amid all odds and obstructions and make each day of our life meaningful and worth living. However, it needs to be understood that dreams alone are not enough. If you simply dream and sit on an idea and fail to act on your goals, then that is not your dream but your 'wishful thinking' or so-called 'day-dreaming'. You need to give wings to your dreams, impart a tangible vision and a passion to your dreams, that alone will take you where you actually want to be in life. Nevertheless, foregone conclusion is that without dreams we merely exist, we do not live our life to its fullest and we are not here in this world merely to exist. We are here to live each day of our life with full vigour, purpose, objective and reason.

4. Devise an action plan for achieving your goals

Goals are the roadmaps that guide us and show us the way towards fulfilling our dreams. Every small step that we take towards accomplishment of our ultimate goal is a goal in itself and a milestone achieved. These milestones serve

weaknesses, opportunities and challenges towards achieving our goals and accordingly devise suitable strategies to bolster on our strengths, capitalize on our opportunities, overcome our weaknesses and take all challenges in our way head-on.

5. Compete with yourself

Once we set our goals and embark on our journey towards achieving them, we always need to be in competition with ourselves but not necessarily with others. Every day we need to make sincere efforts to make ourselves a better version and put our best foot forward without caring for winning or losing because with enough hard work we may either achieve our goals or else we may find something that is even more rewarding and, in the end, irrespective of the final outcome, we will realise that we have lived our life to our best. Unhealthy competition is a big distraction that leads to waste of time, energy, focus and resources and therefore we should stay away from it. We need to focus on ourselves, do what is best for us and do it to the best of our abilities. As per Michael Jerome Oher, a former American footballer who played in the National Football League for eight seasons, "We need to go after our goals like it's nobody's business".

6. Maintaining balance in life

Maintaining balance in everything that we do in our life is very important. While pursuing our goals, we need to maintain a fine balance between hard work and entertainment, between studies and sports, between books and social media, between self-study and coaching, between our work and our personal life, between ourselves and other important people in our lives. Success is nothing but the net outcome of this very balance. As per Denise Morrison, an American business executive who served as President and Chief Executive Officer of Campbell Soup Company from 2011 to 2018, "Life is a balancing act. You have multiple roles and goals, and you can do it all – just not all at once". It is said that

"all work and no play makes Jack a dull boy" and therefore we need not to tax and deprive ourselves of all other small joys in life for achieving our goals but we just need to maintain a fine balance and avoid unnecessary distractions and wastage of our precious time in unproductive activities.

7. Chase your goals and dreams like a tiger

You need to firmly resolve to take massive action towards the accomplishment of your goals. Hard work, persistence, perseverance and determination will keep you on the right track every time obstacles come to stand in your way. By continuing to take relentless action, you will develop the necessary discipline and momentum that will eventually help you reach the point where nothing can stop you from achieving your goals. You need to manage your negative emotions, stress and all kinds of anxieties well taking help of your parents, teachers and mentors. You need to be happy, cool and relaxed amid all circumstances and try to be productive on each passing day. You need to gird up your loins because no one else is going to do that for you. So be your own motivator without waiting for others to motivate you. Above all, do what you enjoy to do and enjoy doing what you choose to do. Do not get demotivated when you come across hurdles in your way. Successful person is the one who knows very well how to overcome hurdles by converting them into stepping stones. Last but not the least passion, perseverance and dedication are the keys to your success.

(Based on the excerpts from the speech delivered by the author online as Special Guest during a day long counselling cum guidance programme organized by Sir Syed Educational Trust, North Kashmir at Govt. Higher Secondary School, Tangdhar on June 26, 2020.

Author is Director, Centre for Career Planning and Counselling, University of Kashmir

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DRUG ABUSE

PROF. (DR.) GEER

MOHAMMAD ISHAQ

ishaqgeer@gmail.com

International Day against Drug Abuse and Illicit Trafficking, or World Drug Day, is marked on June 26 every year with a view to strengthen action and bolster mutual cooperation at international level in achieving a world free of substance abuse. This year's theme chosen for the day is 'Addressing drug challenges in health and humanitarian crises'. This includes global health crisis like COVID-19 and humanitarian crisis like mass exodus of refugees in war-torn situations like those witnessed in Afghanistan and Ukraine. Social, economic, physical, emotional and mental stress produced by these crises push the populations in general and youth in particular towards uncertainty, insecurity, instability and fallibility. As a result, some of the budding youth studying in schools and colleges often tend to make mistakes and wrong decisions in absence of proper guidance and hand-holding. Under peer group pressure or lack of awareness they sometimes try to seek refuge in drugs and other substances of abuse and end up becoming addicts. This underlines the need to have psychological counsellors at all educational institutions including schools, colleges and universities who can patiently listen to the youngsters, try to understand their mental health needs, offer them coping strategies for overcoming stress and other deviations from normal behaviour through psychological counselling.

According to estimates and alerts put forth by the World Health Organisation (WHO), "Worldwide one in seven children aged between 10 to 19 years experience a mental disorder, accounting for 13% of the global burden of disease in this age group. Depression, anxiety and behavioural disorders are among the leading causes of illness and disability among adolescents. Adolescents with mental health conditions are particularly vulnerable to social exclusion, discrimination, stigma that in turn affects their readiness to seek help, educational difficulties, risk-taking behaviours, physical and mental ill-health. Suicide is the fourth leading cause of death worldwide among 15-19 year-old children. Therefore, the consequences of failing to address adolescent mental health conditions can extend to adulthood, impairing both physical and mental health and limiting their opportunities to lead fulfilling lives as adults. Physical, emotional and social changes, including exposure to poverty, abuse, or violence, can make adolescents vulnerable to mental health problems. Protecting adolescents from adversity, promoting socio-emotional learning and psychological well-being, and ensuring access to mental health care are critical for their health and well-being during adolescence and adulthood."

In this regard psychological counsellors at pre-primary school level can identify and help children suffering from disorders like schizophrenia, anxiety and panic disorders, phobias, mood disorders like bipolar disorder, eating disorder, autism, ADHD, obsessive-compulsive disorder, post-traumatic stress disorder, personality disorders or learning disabilities. Since parents



Provide psychological counselling to students

Psychological counselling can help students identify troubling emotions and disturbing thoughts besides helping them develop coping strategies

are not medically trained to notice the symptoms and diagnose these disorders, barring a few of them who are psychiatrists by profession, they often fail to identify these disorders and get timely medical intervention for the same, often leading to increasing severity and progressive complications with advancing age. Availability of a psychological counsellor at school can ensure constant observation of kids through their class teachers leading to timely diagnosis and early treatment of psychological disorders besides better outcomes of education.

High school level marks the beginning of adolescence, a tumultuous and transformative phase in the lives of children. This is the time when they begin to have their own likes, dislikes, outlooks and perceptions about issues, people, ideologies and surroundings, develop their own perspectives and desire to take their own decisions. At this stage it becomes important to channelise their curiosity, enthusiasm and energy towards the right direction through proper guidance and mentoring, in absence of which they may seek recourse in drugs, substances of abuse, bad company, illegal activities and sometimes even fall prey to anti-social elements without realising its ill effects on their career and future life. Furthermore, the parental pressure to perform well in the examinations,



Under such circumstances a caring and empathetic psychological counsellor back at school can serve as a pro-social adult for such students who feel frustrated, helpless and rebellious.

secure a high percentage of marks, steer through cut-throat competitions and secure admissions in a reputed college or university are the prime concerns that they face. To make things worse, traditions of unfair comparisons and unhealthy competitions in the society besides undue expectations of parents put additional burdens on their feeble shoulders. Parents often fail to appreciate the unique personalities and hidden talents of their children and often force them to be a part of the rat race for medical and engineering admissions. All this often leads to immense pressure, frustration, anxiety and depression among the children. Under such circumstances a caring and empathetic psychological counsellor back at school can serve as a pro-social

adult for such students who feel frustrated, helpless and rebellious and can adjust their behaviours, help them identify troubling emotions and thoughts besides teaching them develop coping mechanisms and counter strategies for the same using psychotherapy or talk therapy. Psychological counsellors can also counsel the parents of such children, rationalise, balance and align their behaviour and expectations in the right direction, thus helping the students get relieved from their unbearable burdens of unrealistic expectations.

At college level, students feel quite exuberant with enthusiasm and energy. This is an enthralling and exhilarating phase that marks a new turn in the life of a student towards his future. Experience of the new place, new people, new classmates, new environment and a new life can sometimes be difficult for a few to handle particularly those with a shy and introvert kind of personality. New ambience could throw new challenges of social behaviour, networking, intermingling and forming new friendships and relations besides issues related to self-esteem for some students that in turn could cause stress, social anxiety, depression, abnormal behaviour and unusual thoughts. Under such circumstances having a psychological counsellor could be a very helpful source of support for such stu-

dents where they can get counselling regarding their career, courses, relationships, adapting to the new atmosphere and in tackling personal emotional and mental health issues. Such kind of psychological counselling could boost their morale and improve their performance in their chosen stream and help them overcome their inhibitions, constraints and limitations in their participation in extra-curricular activities like sports, music, fine arts, winter and summer camps, hiking, mountaineering, nature exploration etc. They can be counselled about social anxiety issues, substance abuse and day-to-day stress. Appropriate professional help could help them receive suitable medical and non-medical interventions wherever needed and thereby shine in their career without falling prey to anti-social and immoral activities. This way they will be well-equipped to handle such challenges and be mentally strong to face them upfront.

As per WHO, on an average 34 students committed suicide every day worldwide during the year 2020 as a result of examination pressure, competition, relationship issues etc. Therefore, it becomes very important to provide necessary psychological support to students at their educational institutions where psychological counsellors can help them cope up with the pulls and pressures and guide them in improving and maintaining their mental health. COVID-19 pandemic drastically affected the physical activity and mental health of young adults as their schools and colleges remained shut for a prolonged period as a result of which many students felt isolated, unattended and disconnected with their friends and relatives that in turn caused an even more adverse impact on their mental health. Now after reopening of schools and colleges, students need help to adapt to the new normal lest they will exhibit abnormal behaviours. Clinical psychologists can detect any deviant behaviours, learning disabilities and similar issues. Subsequently they can collaborate with their parents and teachers to devise coping strategies that can help such students overcome their stress. Psychological counsellors can guide students in improving their emotional intelligence. They can also teach them important life and work skills like communication skills, interpersonal socializing skills, time management skills, goal-setting skills etc., that will help the students in maintaining balance and achieving academic success. World Health Organisation (WHO) has recommended a school mental health program (SMHP) for the well-being of school children. Central Board of Secondary Education (CBSE) has also made it mandatory to have counsellors in CBSE schools. Though over past few years many educational institutions have hired mental health professionals to support their students, still many schools and colleges seem to be jittery and reluctant to have mental health professionals on their campuses and are ending up providing only mental health and drug de-addiction awareness programs to their students. No doubt educational institutions will have to pay handsome salaries while hiring psychological counsellors, yet it will be really worth owing to the huge benefits and returns that they bring to the institute and its students. Therefore, all educational institutions must have psychological counsellors to support students in managing their mental health and staying away from drugs and other substances of abuse. At the same time policy framed by the govt. of J&K for drug de-addiction and rehabilitation needs to be implemented in letter and spirit.

Prof. Geer Mohammad Ishaq teaches at the Dept. of Pharmacological Sciences, University of Kashmir

DISCLAIMER: The views and opinions expressed in this article are the personal opinions of the author. The facts, analysis, assumptions and perspective appearing in the article do not reflect the views of IJK.

KU VC inaugurates three-day mentoring workshop on 'study abroad'

CCPC-EduAccess initiative to guide potential learners on education, job opportunities in UK, US



Srinagar, Aug 29: Vice-Chancellor University of Kashmir Prof Nilofar Khan on Monday inaugurated a mentoring workshop on 'study abroad' for school, college and university learners.

The three-day workshop has been organised by the varsity's Centre for Career Planning and Counselling (CCPC) in collaboration with EduAccess, a non-profit initiative that aims to make higher education accessible for its potential learners from downtrodden sections of the society.

Few online services affected in view of system upgradation: KU

Srinagar, Aug 29: The University of Kashmir on Monday said that a few students' online services which were reported to be affected will be made live by Thursday, September 1, 2022 (2 pm onwards).

In a statement, KU Registrar Dr Nisar A Mir said: "Some students have reported that a few online services are affected in the

جموں و کشمیر کے نوجوانوں کو بیرون ملک تعلیم اور ملازمت کیلئے صحیح رہنمائی کی ضرورت

وائس چانسلر کشمیر یونیورسٹی نے 'بیرون ملک تعلیم' کے موضوع پر تین روزہ رہنمائی ورکشاپ کا افتتاح کیا



وائس چانسلر یونیورسٹی نے 'بیرون ملک تعلیم' کے موضوع پر تین روزہ رہنمائی ورکشاپ کا افتتاح کیا۔ تین روزہ ورکشاپ کا اہتمام یونیورسٹی کے سینئر فار کیریئر پلاننگ اینڈ کاؤنسلنگ (CCPC) نے کیا ہے، جو ایک غیر منافع بخش اقدام ہے جس کا مقصد معاشرے کے ہمسامند طبقوں سے اپنے ممکنہ نئے نوجوانوں کو بیرون ملک تعلیم اور ملازمت کیلئے صحیح رہنمائی لینے کے لیے ایک پلیٹ فارم فراہم کرنا ہے۔ انہوں نے کہا، "ہماری یونیورسٹی CCPC کے ذریعے اپنے طلباء کے پاس آؤٹ کی جگہ کا تعین کرنے کے لیے پرعزم ہے، جو اس

سرینگر 29 اگست // کشمیر یونیورسٹی کی وائس چانسلر پروفیسر نیلوفر خان نے بیرون ملک تعلیم اور بیرون ملک مطالعہ کے موضوع پر ایک رہنما ورکشاپ کا افتتاح کیا۔ تین روزہ ورکشاپ کا اہتمام یونیورسٹی کے سینئر فار کیریئر پلاننگ اینڈ کاؤنسلنگ (CCPC) نے کیا ہے، جو ایک غیر منافع بخش اقدام ہے جس کا مقصد معاشرے کے ہمسامند طبقوں سے اپنے ممکنہ نئے

سمت میں فعال طور پر کام کر رہی ہے، انہوں نے مزید کہا کہ 'صحیح وقت، صحیح انتخاب اور صحیح جگہ' طالب علموں کے لیے لازمی شرط ہے۔ ذین اکیڈمک اڈیٹر پروفیسر فاروق اسے مسعودی، جو کہ مہمان خصوصی تھے، نے کہا کہ اس

طرح کی ورکشاپیں طلباء کو بیرون ملک ملازمتوں یا داخلوں کے لیے درخواست دینے کے لیے اہم نقطوں کو سمجھنے کے قابل بنانے کی۔ انہوں نے کہا کہ یہ پروگرام اہم اجزاء پر بات کرے گا جیسے کہ متعدد کے بیان کا 204

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KU's CCPC organises campus recruitment drive for engineering, management graduates

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A campus recruitment drive for engineering, computer science and management graduates and post-graduates was organised by Centre for Career Planning and Counselling (CCPC), University of Kashmir, on Tuesday.

The event was held in collaboration with Serv Staffing Pvt. Ltd for the positions of US IT Recruiter Role. Registrar Dr Nisar A Mir, who was the chief guest at the inaugural session, urged the job aspirants to build communication and interpersonal skills and work with dedication to make a mark for themselves.

Dr Mir applauded the efforts of CCPC in conducting recruitment drives on regular basis and urged the Centre to invite more corporate and business houses to create more job avenues for the unemployed youth in general and Kashmir University pass-outs



in particular.

Senior faculty at Department of Management Studies Prof. S. Mufeed Ahmad, who was a special guest, impressed upon the aspirants to work hard, show utmost commitment and dedication to their work and bring laurels to their

alma mater. Director CCPC Prof Geer Mohammad Ishaq, in his welcome address, highlighted the role being played by the Centre in areas of placements, coaching and counselling of students. He also delineated the future programmes vis-à-vis campus recruitment,

career counselling and coaching for competitive examinations.

On behalf of Serv Staffing, HR interviews were conducted by the company directors including Huzaifa Khan, Zeeshan Mehmood, Sheikh Farooq and Tanveer Jan. Personal interviews and group discussions were preceded by a pre-placement talk wherein company directors highlighted the profile, prospects and accomplishments of the company. Serv Staffing India Pvt. Ltd. deals in a diversified portfolios and delivers staffing solutions, recruitment services and consulting to its customers.

Aspirants having B.Tech. (Computer, Software, Electronics & Communication, Electrical), BCA, MCA and MBA were eligible for the recruitment drive and more than 300 candidates had registered for the drive.

Dr Bilal Ahmad Pandow and Hina Kazmi, Consultants CCPC, coordinated and hosted the event.

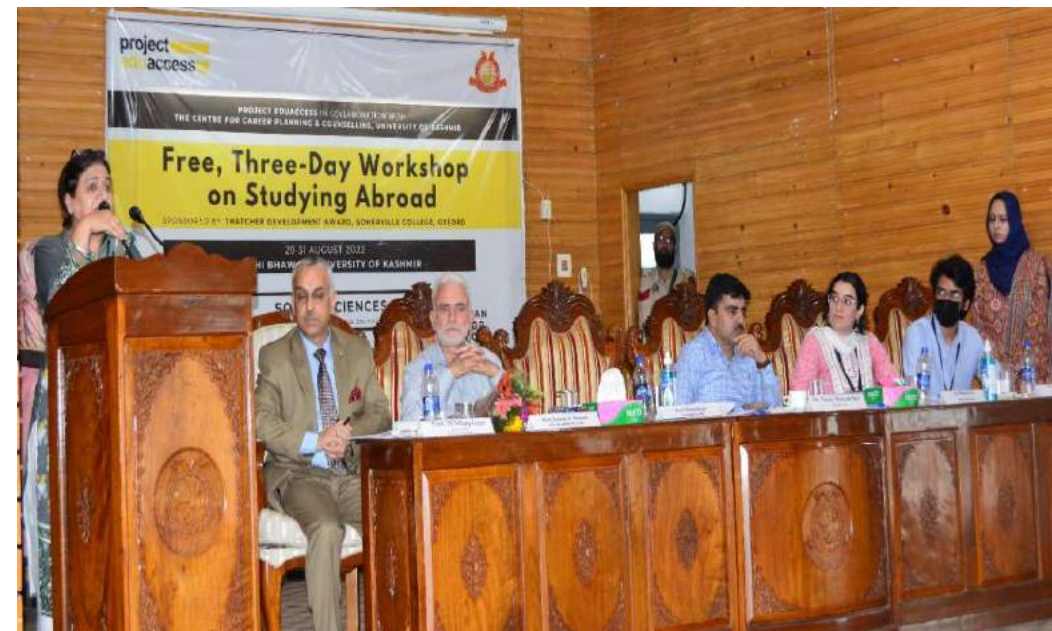
کشمیر یونیورسٹی کے سنٹر فار کیریئر پلاننگ کا پلیسمنٹ ڈرائیو کا انعقاد

سرینگر // کشمیر یونیورسٹی کے سنٹر فار کیریئر پلاننگ اینڈ کاؤنسلنگ (سی سی پی سی) نے جمعرات کو یونیورسٹی کے شعبہ کمپیوٹر سائنسز میں کیریئر کونسلنگ اور پلیسمنٹ مہم کا انعقاد کیا۔ یہ ڈرائیو بی ٹیک، ایم ٹیک، ایم سی اے اور ایم بی اے کے طلباء کے لیے منعقد کی گئی تھی۔ یونیورسٹی آف ہوپنگ مائنڈز پرائیویٹ لمیٹڈ کے ذریعے، موہالی میں مقیم ایک معروف سے فارغ التحصیل افراد کے لیے ٹارگٹڈ

پلیسمنٹ کی تربیت اور سہولت فراہم کرتا ہے اور صنعت میں ان کی وظیفہ کی انٹرنلشپ کا بھی انتظام کرتا ہے۔ اس کے شریک بانی بھوشن ہنسل اور ہریش چاولہ کی قیادت میں ہوپنگ مائنڈز کے عہدیداروں کی ایک ٹیم نے طلباء سے بات چیت کی اور انہیں مینجمنٹ، انجینئرنگ، انفارمیشن ٹیکنالوجی اور کمپیوٹر سائنسز (بقیہ صفحہ 6 پر، کشمیر یونیورسٹی)



سرینگر // کشمیر یونیورسٹی کے سنٹر فار کیریئر پلاننگ اینڈ کاؤنسلنگ (سی سی پی سی) نے جمعرات کو یونیورسٹی کے شعبہ کمپیوٹر سائنسز میں کیریئر کونسلنگ اور پلیسمنٹ مہم کا انعقاد کیا۔ یہ ڈرائیو بی ٹیک، ایم ٹیک، ایم سی اے اور ایم بی اے کے طلباء کے لیے منعقد کی گئی تھی۔ یونیورسٹی آف ہوپنگ مائنڈز پرائیویٹ لمیٹڈ کے ذریعے، موہالی میں مقیم ایک معروف سے فارغ التحصیل افراد کے لیے ٹارگٹڈ





Thank you!

