REPORT

ON

FACULTY ENHANCEMENT PROGRAMME

(2025-26)

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To reach the unreachable

Faculty-in-Charge: Ms. Gigy Johnson

NAIPUNNYA INSTITUTE OF MANAGEMENT AND INFORMATION TECHNOLOGY
Naipunnya
Pongam, Koratty East
Thrissur District
Kerala-680 308

REPORT

Faculty Enhancement Programme (FEP) for the academic year 2025–26 was organized as a series of regular sessions aimed at fostering professional development and academic collaboration among faculty members. The programme included paper presentations by internal faculty as well as sessions led by external experts, along with inter-departmental quiz competitions. These initiatives created a platform for faculty members to present their research, exchange ideas, and encourage interdisciplinary engagement. Throughout the year, a total of 13 internal paper presentations and 3 sessions by external experts (including one international speaker), and 2 inter-departmental quiz sessions were conducted. The topics covered a wide range of areas such as literary studies, trauma and healing, culinary narratives and culture, digital transformation of MSMEs, taxation and financial reforms, hospitality management, social work studies, migrant labour issues, sustainability and re-commerce, machine learning in healthcare, and innovative teaching methodologies in higher education. These sessions contributed to enriching academic discourse within the institution and reflected the dynamic intellectual engagement of faculty members.

In addition to the paper presentations, the programme included two inter-departmental quizzes, which served as platforms for interdisciplinary interaction and friendly competition among faculty members. These quizzes, facilitated by Mr. Shanmughadas K G and Mr. Haarrish Sabu, attracted participation from faculty across various departments, further enhancing collaboration and camaraderie within the academic community. The programme met its objectives of promoting professional growth, knowledge sharing, and collaborative learning. The following is a detailed review of each session:

- August 25, 2025 – Paper Presentation by Ms. Annie Sebastian:
  Ms. Annie Sebastian, Assistant Professor, Department of English, presented a paper on "Reclaiming the Self: Trauma and Healing in Markus Zusak's *The Book Thief*" with 42 faculty members as participants. The presentation explored themes of trauma, identity, and healing in the novel, offering valuable literary and psychological perspectives.
- September 11, 2025 – Research Workshop by Dr. Binju Saju:
  Dr. Binju Saju, Associate Professor, Department of AI and Data Science, Adi Shankara Institute

of Engineering and Technology, Kalady, conducted a workshop on "AI Tools for Research and Writing" for 70 faculty members. The workshop explored the role of AI in research, covering areas such as introduction to AI, data search techniques, paraphrasing, literature review, humanising content, citation practices, and the use of AI tools for Excel and PowerPoint.

- September 19, 2025 – Paper Presentation by Ms. Rejitha K. Ravi:
  Ms. Rejitha K. Ravi, Assistant Professor, Department of Additional Languages, presented a paper on "മാറുന്ന ഭക്ഷണവും സംസ്കാരവും: 'ഒരു സ്വാദുനോട്ടക്കാരന്റെ ഭക്ഷണപര്യവീക്ഷണങ്ങൾ' – വിനു ഏബ്രഹാമിന്റെ നോവലിനെ മുൻനിർത്തിയുള്ള പഠനം" to 63 faculty members. The presentation explored culinary narratives, highlighting the relationship between changing food practices and cultural transformation with reference to the selected literary work, offering valuable cultural and literary insights.
- September 25, 2025 – Paper Presentation by Mr. Deny P. Francis:
  Mr. Deny P. Francis, Assistant Professor, Department of Computer Science, presented a paper on "GPS Demystified" to 45 faculty members. The presentation provided an overview of the Global Positioning System (GPS), explaining its functioning and applications in a clear and accessible manner.
- October 16, 2025 – Paper Presentation by Mr. Prathyush V. P.:
  Mr. Prathyush V. P., Assistant Professor, Department of HM, presented a paper on "A Study on the Effectiveness of Training Offered by Hotels to Employees in Rural Towns" to 40 faculty members. The presentation examined the impact of hotel training programmes in rural areas, highlighting their role in improving employee performance and service quality.
- October 23, 2025 – Inter-departmental Quiz
  Led by Quiz Masters Mr. Haarrish Sabu and Mr. Shanmughadas K G, this quiz session had 41 attendees from various departments. The event aimed to promote teamwork and healthy competition among faculty members, encouraging interdisciplinary interaction within the academic community.
- November 20, 2025 – Paper Presentation by Dr. Jeena Antony
  Dr. Jeena Antony, Associate Professor, Department of MBA, presented a paper on "Comparative Study & Taxpayers' Perception: Income Tax Act 1961 & 2025" to 50

participants. The presentation compared the structural provisions of the Income Tax Act, 1961 and the proposed Income Tax Act, 2025, while also analysing taxpayers' perceptions of the proposed reforms.

- December 12, 2025 – Paper Presentation by Dr. Anitha Mary Alex
  Dr. Anitha Mary Alex, Associate Professor, Department of Commerce, presented a paper on "Factors Influencing Digital Transformation of MSMEs in Kerala" to 53 participants. The presentation examined the key factors influencing the digital transformation of MSMEs in Kerala, focusing on technological adoption, organisational readiness, and external challenges.
- December 18, 2025 – Paper Presentation by Ms. Joyshree Mondal
  Ms. Joyshree Mondal, Assistant Professor and Head, Department of Social Work, presented a paper on "A Social Work Study: Mapping the Health-Related Quality of Life of Inter-State Migrant Labourers in Kerala" to 47 participants. The presentation examined the health-related quality of life of inter-state migrant labourers in Kerala, focusing on social, economic, and healthcare-related factors affecting their well-being.
- January 08, 2026 – Session by Mr. George Kadamkavil
  Mr. George Kadamkavil, Director, Bethlehem Matrimonial, led a session on "Transactional Analysis & Team Building", with 54 participants. The session covered key aspects of transactional analysis, including personality types, ego states, time management, and interpersonal interactions, with a focus on their application in effective team building through interactive activities.
- January 15, 2026 – Paper Presentation by Ms. Sabina Leo
  Ms. Sabina Leo, Assistant Professor, Department of English, presented a paper on "Portia as a Proto-feminist in Shakespeare's *The Merchant of Venice* through Contemporary Feminist Lenses" to 31 participants. The presentation examined the character of Portia through contemporary feminist perspectives, highlighting her role as a proto-feminist figure in the play.
- January 22, 2026 – Faculty Development Programme by Mr. Zachary Roland Anthony
  Mr. Zachary Roland Anthony, Assistant Professor, Universiti Tunku Abdul Rahman, Malaysia, conducted a session on "The Art of Being an Edu-Tainer: Empowering Learning in Higher Education" to 57 participants. The session focused on innovative teaching practices that blend

education and entertainment, highlighting the importance of a positive mindset and adaptive approaches in enhancing teaching effectiveness.

- January 29, 2026 – Paper Presentation by Ms. Anitta Jaison

  Ms. Anitta Jaison, Assistant Professor, Department of Social Work, presented a paper on "Parental Perceptions of Cultural and Livelihood Changes Driven by Youth Migration: An Exploratory Study" to 51 participants. The presentation examined parental perceptions of cultural and livelihood changes influenced by youth migration, highlighting its social and economic implications.

- February 05, 2026 – Inter-departmental Quiz

  Led by Quiz Master Mr. Shanmughadas K G, this quiz session attracted 40 attendees from various departments. The event aimed to promote teamwork and healthy competition among faculty members, encouraging interdisciplinary engagement.

- February 19, 2026 – Paper Presentation by Dr. Fairooz Ashareff

  Dr. Fairooz Ashareff, Assistant Professor, Department of Commerce, presented a paper on "A Study on Factors Influencing 'I'm OK, You're Not OK' Mindset among Employees" to 31 participants. The presentation examined the factors influencing this mindset among employees, highlighting its impact on workplace relationships and behaviour.

- March 05, 2026 – Paper Presentation by Ms. Akhila Thomas

  Ms. Akhila Thomas, Assistant Professor, Department of HM, presented a paper on "From Wardrobe Waste to Sustainable Value: Consumer Perception Towards Textile Re-Commerce Platforms in Kerala" to 42 participants. The presentation examined consumer perceptions of textile re-commerce platforms in Kerala, highlighting sustainability, reuse practices, and emerging market trends.

- March 13, 2026 – Paper Presentation by Ms. Anna Diana

  Ms. Anna Diana, Assistant Professor, Department of Computer Science, presented a paper on "Computer-Aided Diagnosis of Bone Cancer using Machine Learning Models" to 46 participants. The presentation explored the application of machine learning models in diagnosing bone cancer, focusing on accuracy and efficiency in medical analysis.

• March 26, 2026 – Paper Presentation by Dr. Dhanumol C. M.

Dr. Dhanumol C. M., Assistant Professor, PG Department of English, presented a paper on "Curating Culture: Resilience and Recontextualization of Indigenous Performance in Kerala" to 37 participants. The presentation examined how Kerala's cultural identity privileges codified classical art forms, while the marginalization of indigenous ritual traditions such as Mangalam Kali strengthens their resilience through recontextualization in spaces of activism, urban performance, and cultural resistance.

During the staff meeting held on 31 March 2026, certificates were distributed to all faculty members who presented papers as part of the programme. In addition, prize money and certificates were awarded to the winners of the inter-departmental quiz competitions, with a total of Rs.3000 distributed as Rs.1500 for the first prize, Rs.1000 for the second prize, and Rs.500 for the third prize.

In conclusion, the Faculty Enhancement Programme for the academic year 2025–26 served as an effective platform for fostering academic engagement, collaboration, and professional development among faculty members. Through a series of paper presentations, interactive sessions and inter-departmental quizzes, the programme encouraged interdisciplinary exchange of ideas and enhanced teaching and research competencies. Overall, it significantly contributed to the academic growth and intellectual vibrancy of the institution.

Prepared by:	**Verified by:**	**Approved by:**
Ms. Gigy Johnson	Dr. Sabu Varghese	Rev. Fr. Dr. Paulachan K.J.
FEP Coordinator	Director IT/ HRD Cell	Principal

NIMIT/ NHR/FEP / 01/ 2025-2026

Date: 17/08/2025

Circular

This is to inform you that the Faculty Enhancement Programme for the academic year 205-26 will commence on August 25, 2025. The HRD Cell has scheduled the sessions to be conducted every Thursday. Through a series of paper presentations, interactive sessions and inter-departmental quizzes, the programme encourages interdisciplinary exchange of ideas and enhances teaching and research competencies.

Fr. Dr. Paulachan K.J

(Principal)

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PROGRAMME LIST

Sl. No.	Date	Name of the Faculty	Department	Title of the Paper	No of Participants
1	25 Aug 2025	Ms. Annie Sebastian	Department of English	Reclaiming the Self: Trauma and Healing in Markus Zusak's *The Book Thief*	42
2	11 Sep 2025	Dr. Binju Saju	Dept. of AI & Data Science, Adi Shankara Institute	AI Tools for Research and Writing	70
3	18 Sep 2025	Ms. Rejitha K Ravi	Department of Additional Languages	മാറുന്ന ഭക്ഷണവും സംസ്കാരവും : 'ഒരു സ്വാദുനോട്ടക്കാരന്റെ ഭക്ഷണപര്യവേക്ഷണങ്ങൾ' – വിനു ഏബ്രഹാമിന്റെ നോവലിനെ മുൻനിർത്തിയുള്ള പഠനം	63
4	25 Sep 2025	Mr. Deny P Francis	Department of Computer Science	GPS Demystified	45
5	16 Oct 2025	Mr. Prathyush V. P.	Department of HM	A Study on the Effectiveness of Training Offered by Hotels to Employees in Rural Towns	40
6	23 Oct 2025	—	—	FEP Quiz	41
7	20 Nov 2025	Dr. Jeena Antony	Department of MBA	Comparative Study & Taxpayers' Perception: Income Tax Act 1961 & 2025	50
8	12 Dec 2025	Dr. Anitha Mary Alex	Department of Commerce	Factors Influencing Digital Transformation of MSMEs in Kerala	53
9	18 Dec 2025	Ms. Joyshree Mondal	Department of Social Work	A Social Work Study: Mapping the Health-Related Quality of Life of Inter-State Migrant Labourers in Kerala	47

Sl. No.	Date	Name of the Faculty	Department	Title of the Paper	No of Participants
10	08 Jan 2026	Mr. George Kadamkavil	Director, Bethlehem Matrimonial	Transactional Analysis & Team Building	54
11	15 Jan 2026	Ms. Sabina Leo	Department of English	Portia as a Proto-feminist in Shakespeare's *The Merchant of Venice* through Contemporary Feminist Lenses	31
12	22 Jan 2026	Mr. Zachary Roland Anthony	Assistant Professor, Universiti Tunku Abdul Rahman, Malaysia	FDP on "The Art of Being an Edu-Tainer: Empowering Learning in Higher Education"	57
13	29 Jan 2026	Ms. Anitta Jaison	Department of Social Work	Parental Perceptions of Cultural and Livelihood Changes Driven by Youth Migration: An Exploratory Study	51
14	05 Feb 2026	—	—	FEP Quiz	41
15	19 Feb 2026	Dr. Fairooz Ashareff	Dept. of Commerce	A Study on Factors Influencing "I'm OK, You're not OK" Mindset among Employees	31
16	05 Mar 2026	Ms. Akhila Thomas	Dept. of HM	From Wardrobe Waste to Sustainable Value: Consumer Perception Towards Textile Re-Commerce Platforms in Kerala	42
17	13 Mar 2026	Ms. Anna Diana K M	Dept of CS	Computer-Aided Diagnosis of Bone Cancer using Machine Learning Models	46
18	26 Mar 2026	Dr. Dhanumol C M	Dept of English	Curating Culture: Resilience and Recontextualization of Indigenous Performance in Kerala	37

PHOTOGRAPHS









Fund Requisition for FEP Quiz

NAIPUNNYA INSTITUTE OF MANAGEMENT AND INFORMATION TECHNOLOGY

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REQUISITION FOR FUND

Date: 26/3/24

Requisition No: FN

Name of the requestor: Gugy Johnson

Department: FEP

Requested Amount	3000
Mode of Payment	Cash / Cheque / RTGS /NEFT
Payment due date	
Is partial / full payment ?	

If Partial payment, indicate the payment dates with amount for the balance

Details of payee:

Account Head:

Name of the Event: FEP Quiz

Requestor

Approval by principal / Executive Director

Incharge

Sample Certificates



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NAIPUNNYA INSTITUTE OF MANAGEMENT AND INFORMATION TECHNOLOGY (NIMIT)

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Pongam, Koratty East, Thrissur District, Kerala State, India, Pincode - 680 308

FACULTY ENHANCEMENT PROGRAMME (FEP)

This is to certify that

Ms. Rejitha K. Ravi

(Asst. Professor, Department of Additional Languages)

has presented his/her paper titled

'മാറുന്ന ഭക്ഷണവും സംസ്കാരവും :
'ഒരു സ്വാദുനോട്ടക്കാരന്റെ ഭക്ഷണപര്യവേക്ഷണങ്ങൾ' -
വിനു ഏബ്രഹാമിന്റെ നോവലിനെ മുൻനിർത്തിയുള്ള പഠനം"

on 18 Sep 2025

as part of Faculty Enhancement Programme

held at Naipunnya Institute of Management and Information Technology, Pongam.

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Fr. Dr. Paulachan K. J.
Principal & Executive Director

Naipunnya
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certificate of achievement

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FACULTY ENHANCEMENT PROGRAMME (FEP) - QUIZ

Certificate of Recognition is given to

Ms. Annie Sebastian (Asst. Professor, Dept. of English)

for winning First *Prize in Quiz Competition*
held in connection with the Faculty Enhancement Programme (FEP)
for the academic year 2025-26.

Fr. Dr. Paulachan K. J.
Principal & Executive Director

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