		National Judicial Academy										
		P 981: Conference of Registrars (Miscellaneous)										
		4 th – 6 th April, 2016										
Prog Co	oordinator	Mr. Rajesh Suman, Assistant Professor										
	articipants	29										
	orms received	28										
		General Suggestions										
4	Give your views on the structure of the programme and sessions included:	1. The Programme would have been more intensified particularly with regards to human behavior and methods of implementation of IT techniques and tools in day to day Court working. Particularly the district and taluka courts situated at remote areas. 2. It has helped a lot to modify my perception to be more active in responding to questions by a resource person. 3. By and large ok. Study material must be India oriented. Too much theoretical tones to be avoided; Presentation on ICT was more for ICT people of the HCs which were about 3 only. Time could have been better utilized. 4. The structure of the programme and sessions included are very well thought and synchronized to suit the needs of Registrars of High Courts in developing them as very good administrators to serve the institutions. The same is bound to improve the managerial skills of Registrars not only in ordinary circumstances but in trying situations as well. 5. Programmes structure is well and good, but it should have covered all types of functions which the officers of the Registry have to perform so that a homogeneous and common idea cold be evolved. All sessions are good and very informative and quite well structured. 6. All programmes been well planned and resource persons well selected. Dr. Dipti Bhatnagar was really exceptionally good. 7. It should be result oriented, the programme was excellent. 8. Structure of the programme and session included were very much useful as they were related with judiciary works system. Effective use of ICTs in organizations and Courts of Tomorrow topics were very much interesting. 9. It is proper 10. The programme has been very useful. The subject covered have given us an opportunity to introspect and develop and reform the way I have been dealing with the problems. The programme is definitely going to benefit me in my working and dealing with the subordinates as also other persons. 11. Expert faculties including retired Registrars having experience of work may be included; Period of programme must be m										

programme. 21. Conference programme was well managed. It was very useful for all in day to day working. 22. The programme was very well organized. The sessions were also knowledgeable and prepared in such a way that they cover overall development of all of us and also in doing our jobs more effectively. The professors and asst. professors of the NJA also performed well and made aware of all of us how to improve the efficiency in our day to day working and further how to remain distressed in our life. 23. We very much enjoyed the programme and gained a lot for the institution where we serve. 24. The structure was well designed. However the management personnel should focus more on judicial function ing of the courts and visualize how the management theories may be benefitted in the functioning of courts to achieve the task of timely justice. 25. The overall schedule was finely chosen; The subjects were very informative; The talk of Dr. Amitabh Dev Kodwani, Dr. Dipti Bhatnagar and Dr. Bharti Sharma were very useful. The other guests lecturers were also good. 26. Lectures should be court related problem oriented rather than private or other govt. organization related. 27.a The more number of handheld exercise of the programme t be done; b) Case study of each session to be maintained/done; c) The tea breaks t be reduced to 15 minutes. 28. The structure of the programme was nicely prepared. The faculties were also expert of their respective subject. They enriched our knowledge regarding their respective subjects which will be helpful in our day to 1. I feel that my understanding with respect to handling of subordinate staff improved. 2. The programme has helped in many angles, more particularly in the area of keen observation. 3. Theoretical inputs to transactional behaviors, organization management and personality framework which can be converted into real life situations. 4. I have gained a lot in learning various aspects of management skills- how to improve performance, how to increase the communication skills, how to manage the time in a rational manner for maximization of output, how to be pro-active in a situation to lead others/teams, how to build up the team with proper person in proper places as well as how to use the Information Technology in a better and more effective manner to achieve the desired results, etc. 5. Really ti will help us in harnessing capacity, ability and the confidence hidden within ourselves. Now we can be able to put more potential by keeping in mind the tools provided to us. 6. I was able to understand my personality and leadership qualities. It has helped me to understand how to lead my subordinates. 7. A lot of things with regard to personality development, planning and controlling, leadership team What are your building expectations, etc. gains/learning 5 8. From this programme I learnt how to manage time, importance of time, conflict management, leadership from this programme? skills, team building, effective use of IT in organization. 9. We gained about how to manage and organize pupils. Court management what are the key role of good leader, how to behave as good manager of the court, we learn about how to experiment IT in our court functioning. 10. The main learning has beeb to introspect, to respond and not to react, to assess the situation and progress of the work being done periodically. 11. Came to know about my short comings, and learnt how to improve my personality and use my time effectively. 12. We learn the methods existing in various states regarding the subjects scheduled. 13. During some exercises it emerges that individually participants (including me) have little lack with regard to behavior, communication etc, this lackness will certainly minimize. 14. The inputs regarding time management, leadership, use of IT in court, project management etc., are very

useful. I see enough scope of using theme in the job I am doing presently. 15. I have got tips to bring many improvements in my personality.

- 16. Has gathered elaborated information on the topics discussed during these three days and will try to implement in my routine in office.17. The first part i.e. from beginning day programme helped how to be with the staff, how to plan our tasks and get things done in timely manner.18. Though it is first programme but I think that the duration of programme should be lengthier so that entire required concept can be made available by the advisor.
 - 19. Updated my knowledge about the use of ICT's, time management, conflict situations and so on. Certainly this will be helpful for me and also my contemporary and subordinates during the discussion on subject.
 - 20. Improved our leadership and personality development and the ability to perform in a better manner.
 - 21. New information gathered in session of interaction by officers of various states. Time management and personality points are very important and learning from experts.
 - 22. The learning made us aware about how to handle our job efficiently by adopting the techniques, ideas and innovative measures given by different professors of the premier institutions.
 - 23. From the programme we gained a lot in the field of transaction, management, communication in organization, conflict management time management, leadership skills, team building, personality types and effective use of IT in organization.
 - 24. I have learned something about the management theories and many things about the working of the management principles with the judiciary.
 - 25. To manage our tasks in a systematic way; stress management and time management in key factor for achieving our aims.
 - 26. Interacted with other similarly situated officers. Even gained a lot in personality development.
 - 27. Help in developing positive attitude; b. Better communication with other High Court Registrar; c. Learn to develop good managerial skills; d. How to work better in stress condition; e. efficient use of organizational behaviour.
 - 28. All the faculties are very knowledgeable and they made our conscience very clear. Many new things we learn from this programme.
 - 1. Programme like JEEP be continued and repeated. Regional conferences/ workshops/ Seminars should also be organized. There should be exclusive programme for Principal District Judges/District and Sessions Judges on subject of Human Resource Development, Court Administration and resources utilization.
 - 2. Participant did not comment
 - 3. One more day can be kept for sightseeing though cost may be charged from participants.
 - 4. In my view if the experts/ resource persons would have been imparted with knowledge of activities in Court with court-related problems/obstacles before holding the classes, the programme would have been more effective and purposeful for ourselves as most of the experts/resource persons were unaware about the atmosphere of the Courts thought they had vast knowledge and experience in matters related to corporate/ private sectors.
 - 5. The programme for the officers of Registry should be organized separately so that they could be aware with the new ideas not only by getting information from the resource persons but rather by interacting with each other even in due course of time as and when the exigency arises.
 - 6. Sitting arrangement could have been made available in more spacious manner. Otherwise rest of the things are all good.
 - 7. Serving effectively
 - 8. 1. Tea break time should be 15 minutes instead of ½ an hours. 15 mins may be saved which may be utilized in study/training purpose. 2. When conference is organized for judicial officers the matters related to practical problems also be added.
 - 9. More lectures on various subjects may be included regarding judicial systems and application of IT in lower court proceeding and functioning.
 - 10. The lectures where there is lesser or no interactions with the participants can be avoided.
 - 11. Direct teaching of ICT skills by experts will help.

6 Kindly make any suggestions you may have on how NJA may Serve You better and make it's Programme more effective:

12. Focus on the problems of judiciary in respect of its functions and implementation is necessary along with practical method. 13. It is Judicial Academy, therefore some judicial officers must be present as a resource person at least in the rank of District Judge, who have at least 20 years of experience as Registrar for the training of judicial officers as well as registrar respectively. 14. NJA may design programme f such nature in which best practices, useful time tested technologies being used in some High Courts/ district courts can eb shared for use in other courts. NJA may act as a facilitator in this regard. 15. Ministerial staff and Bar members should also be trained. 16. NJA can ask for the topics of choice from the officers coming for training and if possible, can include those topics in the sessions. 17. Participant did not comment 18. Participant did not comment 19. The NJA is doing well and hope in future it will even do better for the judicial fraternity to update knowledge on many subjects in this fast paced world which they do not deal normally. 20. Most of the programmes are meant for Hon'ble Judges and Judicial officers. The officers on administrative side be instructed on a regular basis to improve its quality of work in this respective field. 21. It should be more than three days for better learning. More reading material should be provided in time. 22. The programme should be extended for three day to at least five or seven days so that we may be able to understand the ideas in a better way. 23. I would suggest for continuous programme in a short period. 24. The management principles and theories should be blended with the existing system of court functioning, keeping in view the litigants as the ultimate beneficiary. 25. Already perfect. 26. Lectures should be court related problem oriented rather than private or other govt. organization related. 27. 1. Request t make feedback/registration/protocol system online i.e. computer based system; 2. Coffee vending machine; 3. Online payment of all types of fees/charges; 4. SMS allow facility of NJA programmes; 5. Homework case exercises like IIMs and IITs. 28. Participant did not comment 1. Nothing specific except spouse should be permitted to accompany. 2. Participant did not comment 3. There shall be one separated notice board dealing with announcements on daily basis for current programme and be announced in advance; Mosquito repellants shall be provided frequently; laundry people need to be punctual. 4. Participant did not comment 5. My only suggestion would be that some programme should be organized by the NJA at state level particularly for all the officers of the Registry so that a proper coordination could be established to get the Any other maximum benefits and they could work in consonance. Suggestion / 6. Spouse should be allowed to come along to NJA. Remarks 7 7. Participant did not comment 8. No 9. No 10. Very important knowledge has been provided and I am thankful to have been provided with an opportunity to attend the programme. 11. Allowing spouse may enhance performance and learning with good feelings and balance. 12. No

13. Also train the other stakeholders like Advocates and court staff time to time, and also issue necessary

14. Participants may be given one/two sessions for sharing best practices being done in their courts.

directions to State Academy to do this.

15. Excellent

- 16. Pleasure to be here.
- 17. Participant did not comment
- 18. Programme to be made for judicial officer should be made according to their requirement and not as it is made for general govt. department.
- 19. Thank you very much.
- 20. Participant did not comment
- 21. All is good.
- 22. It was very nice to be here.
- 23. Participant did not comment
- 24. The guest speakers/ Resource persons were outstanding specially Ms. Dipti Bhatnagar who was excellent and made her subject very easy to understand.
- 25. Participant did not comment
- 26. Participant did not comment
- 27. 1. Proper management tool/methods and techniques on practical basis to be provided; 2, The emphasis to be given on this; 3. The candidate may ask to bring the presentation of their respective High Courts.
- 28. Thanks a lot, only one suggestion that the spouse may please be permitted to stay at eh NJA G1

SNo	Particulars	Respon- dent	Marks out of 5	Remarks							
		03	03	Reading material of foreign authors too technical, should be from the lectures who later deliver in the seminar.							
		06	04	Font size of some of the reading material s could have been slightly bigger							
	Reading Material	07	04	All reading material should be given to the participants							
1		12	04	Library- enrich and remarkable							
	Material	15	04	It should be directly related to our working atmosphere specifically dealing with problem							
		18	05	Excellent. I found that so far as reading material is concerned it was always available before hand.							
		26	04	Much emphasis should have been made to include practical problems relating to courts.							
		03	04	appreciable							
2	Travel	06	05	Excellent arrangement for confirming train tickets that was not confirmed.							
		12	04	Nice arrangement for Railway Station							
		03	04	Very helpful							
		06	05	Responded very well							
4	Protocol	12	05	Helping hand							
		25	05	Sri Salman ji deserves thanks for managing well.							
		26	04	Rooms should be perfectly furnished with daily use materials. Even cable was not working.							
		03	04	helpful							
	Reception	06	05	Very courteous							
5		12	05	Attending the problems and solving it immediately							
		25	05	Staff is too cordial and cooperative							
		26	03	Response time for supply of any item was more than required which can be improved.							
		03	02	Cleanliness people are not easily available; lot of insects in the room.							
		06	05	Well maintained							
6	Cleanliness	12	05	Room furniture was clean and well arranged							
O	Cleaniness	23	05	Fantastic							
		25	05	Very well done every day							
		26	03	None were coming in the rooms to clean it.							
		03	03	Do not obey the time schedule, delayed by 10-15 minutes.							
		06	05	High quality and variation every time							
		12	05	Tasty food							
7	Food	15	04	Non –veg may be avoided in common fooding.							
		23	05	Especially non-veg was marvelous							
		25	03	It requires some improvement in a way that spices may be reduced.							
		26	04	One official of the NJA should be deputed to check the food when it is served.							

		03	03	Insects, mosquitoes in the room. No frequent cleaning, have to be called and to wait for them.
		06	05	Well maintained
8	Hygiene	11	03	Bathroom toiletries need to be provided, towels should be replaced, turndown services for bed sheets.
		12	05	Healthy atmosphere and natural look
		13	04	Room cleaning time does not correspond with availability of occupant.
		15	04	Quality and quantity of oil and species beed attention.
		03	03	Cooperative
9	Staff Behaviour	06	05	Well behaved
		12	05	Polite and helping nature
		13	04	Some staff in the library may be taught to be more helpful
10	Hospitality	03	03	Room delivery of services are not prompt; Necessary item like slippers are not provided in the room.
		06	05	Very hospitable, even the gatekeepers at the main gate are good.
		12	05	Good and memorable

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1	Mark Your	our Satisfaction, Ranking from 1 (Very Poor), 2 (Poor), 3 (Fair enough), 4 (good), 5 (Excellent), for the following:																												
2	No. of Partic	ipa	nt		29																									
3	No. of forms	rec	eive																											
R	espondent No.	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	1 9	2 0	2 1	2 2	2 3	2 4	25	26	27	28	Total mark s out of 140		
S.	Subject	Marks																												
1	Reading Material	5	4	3	4	3	4	4	4	4	4	4	4	4	4	4	5	4	5	4	4	2	4	4	4	4	4	4	4	111/ 140
2	Travel	5	3	4	3	4	5	4	5	5	4	4	4	4	4	5	5	4	4	4	4	4	5	4	5	5	5	4	4	120/ 140
3	Protocol	5	4	4	4	4	5	4	5	4	5	4	5	4	4	5	5	3	5	5	5	4	5	5	5	5	4	4	4	125/ 140
4	Reception	5	4	4	4	3	5	4	5	4	5	4	5	3	4	5	5	5	4	5	5	4	5	5	5	5	3	4	4	123/ 140
5	Cleanliness	4	5	2	5	2	5	5	4	4	5	3	5	3	4	5	5	4	4	4	5	4	5	5	4	5	3	4	5	118/ 140
6	Food	4	5	3	4	3	5	5	4	3	4	5	5	2	4	4	5	3	5	5	4	4	4	5	4	3	4	4	5	115/ 140
7	Hygiene	5	5	3	4	2	5	5	5	4	5	3	5	3	4	4	5	4	4	4	5	5	5	4	4	ı	4	5	5	116/ 140
8	Staff Behavior	5	4	3	4	4	5	5	5	5	5	4	5	3	4	5	5	4	4	5	5	4	5	5	4	5	5	5	5	127/ 140
9	Hospitality	5	4	3	3	4	5	5	5	5	5	4	5	3	4	5	5	5	4	5	5	5	5	5	4	5	4	4	5	126/ 140

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