

INSPIRE

42nd ISSUE | August 2023



Employee of the month

Noor Agha

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Birthday Wishes



August 12

**Mohammad Haleem
Bahadur**



August 27

Nasratullah Zarif



August 28

Matiullah Aryanpor



Reflection

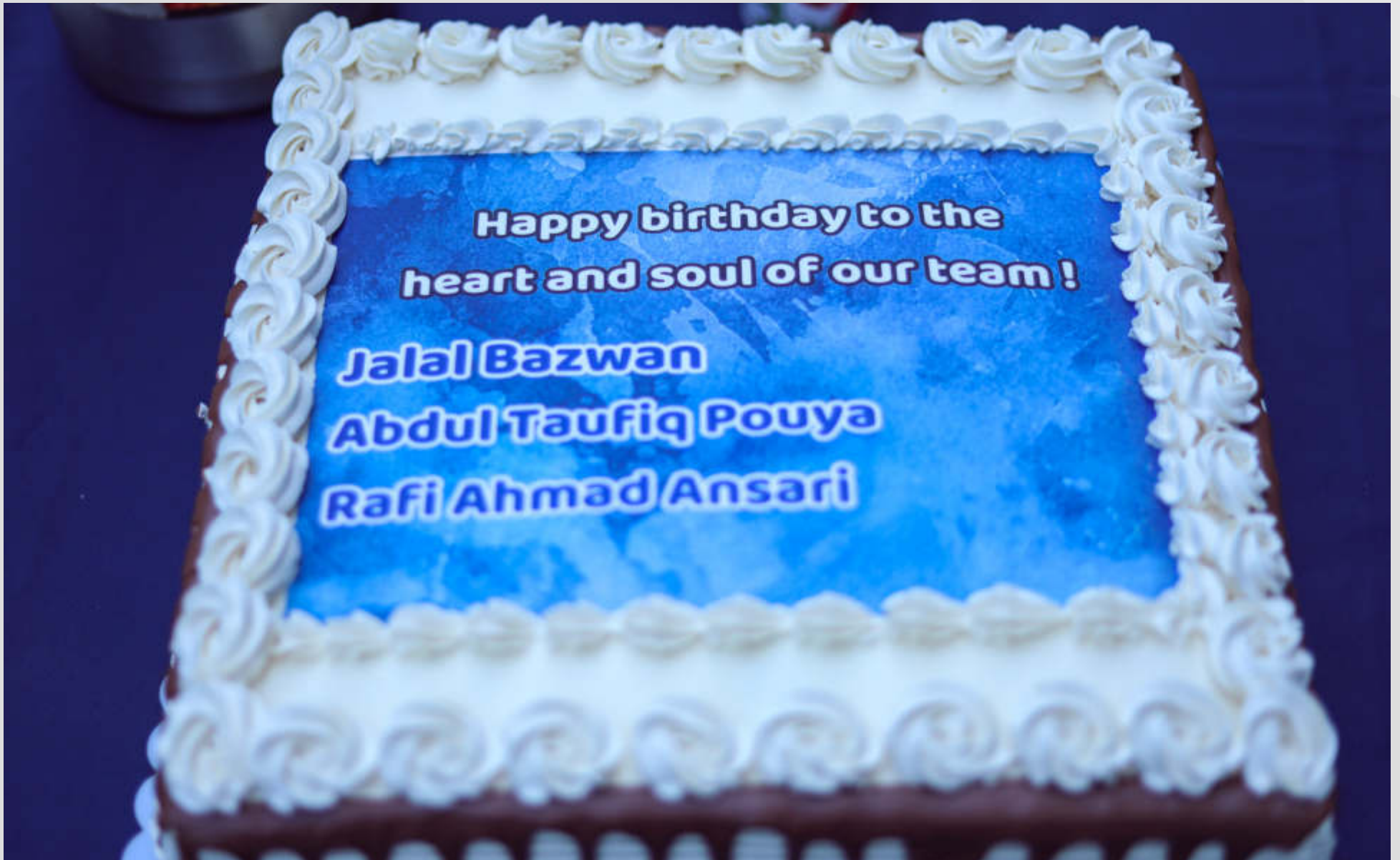


Maiwand Samadi

Assistant Professor, Faculty of
Economics

It is pleasure and honor to be part of professional and leading university in region. Moreover, to be Assistant Professor at Faculty of Economics department of BBA, I have learned the real sense of application of Management and cooperation, coordination. Beside that the faculty of economics striving to hard at arrangement of capacity building programs at each semester for its professors to gain competitive edge. As a result, I have attended plenty seminars and workshops such as; Workshop on SPSS (Statistic Package for Social Science), Curriculum Development and so on. In conclusion, I so eager to dedicated my experience and learning from astonishing and learning premise (Kardan University) to those whom want to be part of Kardan family.

Birthday Celebration



The HR department recognizes the value of fostering a positive and harmonious work environment. One of the ways we achieve this is by celebrating employees' group birthdays with enthusiasm and care. Each month, the HR team organizes a lively gathering to honor and acknowledge the employee's birthdays. This celebration brings together colleagues from various departments, strengthening team spirit and camaraderie. This initiative not only adds a touch of joy to the workplace but also showcases our commitment to valuing each individual as an essential part of our close-knit professional family.

Happy birthday to the beloved members of our team!



Promotion

Javid Fitrat

English Language Program
Coordinator

It is our pleasure to introduce Mr. Javid Fitrat as the newly appointed coordinator for the English Language Program.

Mr. Fitrat brings with him a wealth of knowledge and experience, having previously served as the EFL Instructor and Program Coordinator for over a decade.

Mr. Fitrat holds a Master's Degree in International Relations and has been a valuable member of our team for many years. He has consistently demonstrated his commitment to excellence in teaching and we are confident that he will continue to do so in his new role.

On behalf of Kardan University, I would also like to extend our sincere thanks to Mr. Anwar Asghari for his dedicated services in this role. He has done an incredible job advancing our English Language Program, and his contributions will always be remembered.

Mr. Javid can be reached via j.fitrat@kardan.edu.af.

Please join me in congratulating Mr. Fitrat on his well-deserved promotion. We are sure he will continue to elevate the program and make it even more successful.



**Acquire knowledge and impart
it the people"Al-Tirmidhi**

Prophet Hazrat Muhammad (صلى الله عليه وسلم)

New Employee's

Introduction

Shahid Ahmad Qureshi

Lecturer Faculty of Computer Science



We are thrilled to introduce Mr. Shahid Ahmad Qureshi as our new Lecturer for the Faculty of Computer Science and Innovation Lab. Mr. Qureshi joins us with a Masters of Technology in Geo-Informatics and Remote Sensing from Amity University Noida, U.P India. With his exceptional educational background and extensive training, we are confident that he will significantly contribute to our department's growth and success.

Mr. Qureshi has undergone numerous training programs and has gained valuable experience while working on various projects. His expertise in Geo-Informatics and Remote Sensing will be a valuable asset to our team and will enhance our capabilities in this field.

You can reach Mr. Qureshi via his official email, s.qureshi@kardan.edu.af, for any professional communication or inquiries. Please join me in extending a warm welcome to Mr. Qureshi as he begins his journey with us. We are excited to have him on board and we wish him the very best of luck in his new career.

Naveed Safi

EFL Instructor



It is with great pleasure that we introduce Mr. Naveed Safi as a valuable addition to our Diploma Program, joining as an EFL Instructor.

With over five years of experience in teaching English Language across diverse educational institutions, Mr. Safi brings a wealth of knowledge, expertise, and fresh perspectives to our department. He possesses a deep understanding of the challenges and triumphs associated with language acquisition, helping our students foster their English language skills effectively.

Mr. Safi can be reached via his official email address at n.safi@kardan.edu.af. Please extend a warm welcome and support to Mr. Safi as he embarks on this new chapter of his career with us.

Mir Shah Miakhel

EFL Instructor



We are delighted to introduce Mr. Mir Shah Maikhil, who recently joined Kardan University as an EFL Instructor for the Department of English Language Program. Mr. Maikhil brings with him a wealth of knowledge and experience in the field of English Language teaching.

With over 8 years of experience in teaching English Language in various institutions, he has gained valuable insights and honed his skills to ensure effective language learning for students.

To connect with Mr. Maikhil, you can reach him via his official email address: s.shah@kardan.edu.af. We are confident that his expertise and passion for teaching will greatly benefit our students and contribute to the growth of DEL department.

On behalf of the university, I would like to extend our warmest welcome to Mr. Mir Shah Maikhil.

Jawad Milad Majidi

EFL Instructor



We are pleased to introduce Mr. Jawad Milad Majidi, who joined our university as an EFL Instructor for the Department of English Language Program.

Having attended several workshops, Mr. Milad has sharpened his teaching skills and stayed up to date with the latest methodologies in language instruction. With over 7 years of experience, he has had the opportunity to work in various institutions, honing his expertise and proving himself as an exceptional teacher.

For any communication or inquiries, Mr. Milad can be reached via his official email address: j.milad@kardan.edu.af. Please extend a warm welcome to him as he embarks on this new career journey.

Let us wish him the very best of luck in his new role, and we look forward to working closely with him.

Javid Wahab
Procurement Officer



I am writing to officially introduce and warmly welcome Mr. Javid Wahab, who has recently joined our organization as our new Procurement Officer. We are confident that Mr. Wahab's skills and dedication will greatly contribute to the success of our procurement department and enhance our ability to meet the organization's needs effectively.

He can be reached at j.wahab@kardan.edu.af.

On behalf of the entire team, I take this opportunity to welcome Mr. Wahab once again and wish him all the very best in his new role.

Khawaja Jamshid Kamjo

Record Officer



It is with great pleasure that I announce the arrival of Mr. Jamshid Kamjo, who has recently joined our esteemed organization as a Record Officer. Mr. Kamjo will play a pivotal role in ensuring the efficiency and accuracy of our record-keeping processes.

Mr. Kamjo can be reached via email at k.jamshid@kardan.edu.af.

Once again, let us extend our warmest welcome to Mr. Kamjo. May his time with us be filled with success, fulfillment, and personal growth.

Achievement



"I am delighted to share an exciting news with you! My latest research article, titled "**Detection of autism spectrum disorder (ASD) in Children and adults using machine learning,**" has been officially published in the Scientific Reports Journal of Springer Nature and is now available for public access."



Zabihullah Atal

Assistant Professor Faculty of
Computer Science

In this article, I delve into the Detection of autism spectrum disorder (ASD) in children and adults.

The Federated learning (FL) technique which is a distributed machine learning (ML) framework has been uniquely applied for autism detection by training two different ML classifiers including logistic regression and support vector machine locally for the classification of ASD factors and detection of ASD in children and adults.

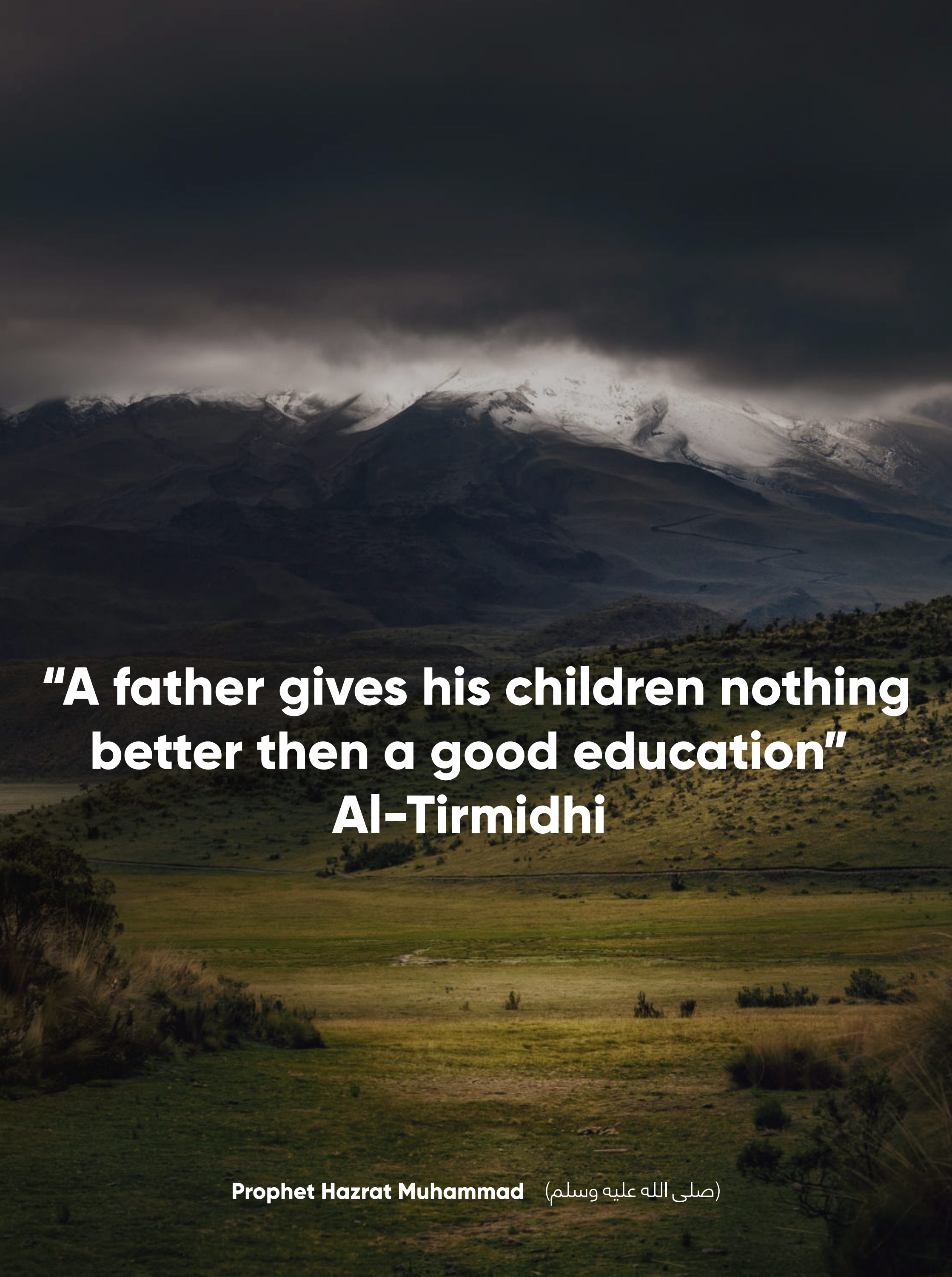
The journey of conducting this research has been both challenging and rewarding, and I am eager to share my insights with all of you.

You can access the full article by clicking on the following link:

<https://doi.org/10.1038/s41598-023-35910-1>

I am genuinely grateful for the support, encouragement, and inspiration I have received from all of my colleagues throughout this research endeavor.





**"A father gives his children nothing
better than a good education"
Al-Tirmidhi**

Prophet Hazrat Muhammad (صلى الله عليه وسلم)

Employee of the Month

We are pleased to announce Mr. Noor Agha, our dedicated support staff as the Employee of the Month for July 2023. This prestigious recognition is a testament to his exceptional commitment and outstanding performance over the past month.

Mr. Agha truly went above and beyond his responsibilities as a support staff member. On top of his regular duties, he actively participated in the renovation of Kardan Campuses.

Mr. Agha's dedication and hard work have not gone unnoticed. His diligence in providing excellent support to all departments has been greatly appreciated and admired.

His exceptional contributions have made a positive impact on the entire team, creating an environment that fosters productivity and success. We would like to express our utmost gratitude to Mr. Agha for his unwavering commitment and exceptional work ethic. His dedication to our organization and his willingness to go the extra mile make him truly deserving of this recognition.

Please join me in congratulating Mr. Noor Agha for being selected as the Employee of the Month for July 2023. Let us celebrate his achievements and use it as inspiration to strive for excellence in our own respective roles.

Once again, congratulations to Mr. Agha, and thank you all for your dedication and hard work.

Blood Donation

Pursuant to Kardan University's commitment of bringing a positive change in our society, we are proud to organize a Blood Donation Campaign on the eve of World Blood Donor Day.





امتحان کانکور ۱۴۰۲

آغاز روند ثبت‌نام برای سمستر خزانگی ۱۴۰۲
پوهنتون کاردان روند ثبت‌نام در مقاطع لیسانس را برای سمستر خزانگی ۱۴۰۲ آغاز نموده‌است



پوهنتون کاردان
KARDAN UNIVERSITY

ADMISSIONS OPEN

Fall 2023

Bachelor of
Computer Science

Bachelor of
Law

Bachelor of
Business Administration

Bachelor of
Political Science

Bachelor of
Economics

Bachelor of
Civil Engineering

Bachelor of
Journalism

Up to **50%**
Financial Aid



Training and Development

Leadership Development Plan

Human Resources Department organized a training named Leadership Development Plan, under the guidance of Dr. Habib Gul Zadran. It provided valuable knowledge and skills to participants. The program has empowered them to become more effective leaders, enabling them to positively influence their respective roles and make significant contributions to their organizations. The objective of this program was to equip participants with the necessary knowledge and skills required to enhance their leadership capabilities within their respective roles.

Objectives of the Training:

- To foster a deeper understanding of effective leadership principles and theories.
- To refine leadership qualities and competencies in participants.
- To empower participants to effectively lead and inspire their teams.
- To develop problem-solving and decision-making skills necessary for effective leadership.
- To encourage experiential learning through case studies and real-world examples.

Training Outcomes: Participants greatly benefited from the knowledge and skills imparted during the Leadership Development Plan training. The valuable insights acquired have resulted in the following outcomes:

- Enhanced Leadership Competencies: Participants have gained a stronger understanding of leadership principles and have developed the necessary competencies to effectively lead their teams.
- Improved Communication Skills: Participants now possess refined communication skills, enabling them to listen actively, express their ideas clearly, and resolve conflicts in a constructive manner.
- Increased Problem-Solving Abilities: The training has equipped participants with improved problem-solving techniques, allowing them to analyze complex situations and make informed decisions.



Employee Engagement

In order to improve student as well as employee satisfaction by fostering a positive environment, the Office of Faculty Development Coordinator (FDC), in collaboration with the Faculty of Economics, of Kardan University organized an online training session on "Employee Engagement". This session was facilitated by Dr. Samina Karim, Ph.D. Human Capital from the Capital University of Science & Technology, Islamabad. The session focused on employee engagement at the university level to create a supportive and engaging environment for students, promoting academic success and enhancing the University's reputation.



Enrollment

In order to provide the Enrollment officers with comprehensive and up-to-date information regarding the recent changes and achievements in Academics, the Enrollment office in coordination with the VC-Academics office has organized a series of orientation sessions. The sessions have been conducted by the respective academic administrators which took place from Jun 24th to Jun 26th, 2023. These sessions aimed to equip the Enrollment team with the necessary knowledge, achievements, and enrollment strategies specific to each department before starting the Fall 2023 Enrollment process.





8

tips for improving
your career



Why is career development important?

Career development is important for employees because it leads to a sense of purpose, growth, and satisfaction. For employers, supporting career development keeps employees engaged, cuts down on attrition, and improves productivity.

If you are interested in setting performance goals and developing your professional career in the future, use these 8 helpful tips for improving your career:

Set goals regularly

To improve your career, set small, short-term goals regularly so you can stay focused on your professional growth. It's important to set goals that are achievable in the short-term future because it takes time to develop the skills and experience necessary for success. Use a planner, notebook or virtual calendar to track your progress and document your experiences.

Here are a few examples of professional goals to consider as you establish your own:

- Completing a large project
- Improving specific technical skills
- Earning a certain award or recognition
- Being promoted to a certain position
- Increasing your knowledge about a certain topic
- Focusing on building or improving professional relationships
- Solving a complex problem
- Committing to a routine or schedule

Ask for feedback

As you gain experience in your industry, ask for feedback from both managers and co-workers so you can understand your strengths and focus on what needs to be improved. Performance reviews can be a great opportunity to start a professional dialogue with your manager and ask direct questions about how to develop your career. You may also benefit from asking follow-up questions after meetings and presentations to discover what you did well and how you can improve in the future.

Here are a few examples questions you can ask to gain valuable feedback on your performance:

- Is there room for growth within our department?
- What are my strengths?
- How can I improve my skills even further to help our department succeed?
- Can you give me an example of a task I performed well?
- Do you have any suggestions for improving my productivity rate?
- What advice would you give me to help me improve my communication?
- How can I better prepare for upcoming projects?

Get organized

To keep track of your goals, accomplishments and daily activities, get organized by archiving your past work, creating a regular schedule and planning for the upcoming steps in your professional career. This can help you stay focused on long-term goals and track your overall progress as time goes on.

- Creating an online portfolio of work
- Developing a document filing system
- Digitizing your files for future reference
- Creating to-do lists
- Using labels to organize documents
- Sorting through professional emails

Utilize company resources

Many companies and organizations have a variety of educational resources and learning opportunities available for employees to learn and expand their skill sets. For example, your employer may provide management training programs to advance your career within the company.

Challenge yourself

Improving your career requires time, commitment and motivation. Challenge yourself often by setting short-term goals, conducting exploratory research and learning new skills. Think about pushing yourself out of your comfort zone frequently to explore skills and ideas beyond your area of expertise. For example, if you don't have public speaking experience, you could sign up for a workshop to practice those skills so you can add them to your resume and use them in the future.

Be curious about your industry

Be curious about your industry and the professional opportunities it has to offer as this can help you explore alternative job options and expand your network of professional connections. Communicate with your coworkers and network often so you find out about conferences, workshops and industry-related events that can propel your career forward.

Write often

As you grow and develop in your professional life, it can be beneficial to write often about your activities, thoughts and ideas for the future. Documenting your accomplishments over time can help you gain confidence in your abilities and provide opportunities to reflect on past experiences. Improving your career can take time, so it's important to recognize your strengths and express gratitude for all that you've accomplished.

Attend workshops and training programs

Attend workshops, training programs and community events related to your industry to keep learning, growing and engaging with new resources and information regularly. To learn about different jobs within your industry, consider observing a professional with experience or searching for a mentor to provide career advice and answer any questions you may have.

Career Development Model



New Employee's Feedback



سمیع الحق قادری
کارمند بخش شمولیت محصلان

در یک کلمه پوهنتون کاردان را تعریف نماید؟
پوهنتون عالی و دارای نصاب بروز و استادان ورزیده.



جواد میلاد مجیدی
استاد برنامه های زبان انگلیسی

در یک کلمه پوهنتون کاردان را تعریف نماید؟
عضویت در پوهنتون کاردان میتوان گفت رویا های
هر کسی است تا با این خانواده پیوندند.



نوید صافی
استاد برنامه های زبان انگلیسی

در یک کلمه پوهنتون کاردان را تعریف نماید؟
یک پوهنتون مسلکی و دارای سیستم فوق العاده.



میر شاه میاخیل
استاد برنامه های زبان انگلیسی

کاردان مکان خاص و مکانی است که در آن می شود
به آرزوهای خود رسید.

خواجه جمشيد كامجو
كارمند دفتر امور محصلان



در يك كلمه پوهنتون كاردان را تعريف نمايد؟
پوهنتون كاردان سهولت هاي ملي و بين المللي
را براي محصلان خود مهيا نموده است.

**THANK YOU ALL
FOR
YOUR FEEDBACKS**





“The more knowledge you have, the greater will be your fear of Allah”

Hazrat Abu Bakr (رضى الله عنه)



Meet the Team

Sixty Seconds with Hamid Khan

Executive Assistant to COO

What is your country of birth?

Pakistan

How would you describe Kardan in one word?

Enlightened University

What is the best piece of advice you have received?

Focus on your plans, things will get better itself

Describe yourself in 3 words?

Calm, Proactive and Optimistic

If you could be from any other country, which would it be?

India

Name a book you read that positively shaped your life.

It's a novel "Baghdady Peer"

Best gift you have ever received?

My first Mobile when I was in class 10

What is one thing that annoys you the most?

Being lazy and unplanned

What is the first thing you notice about someone in the first meeting?

Talking style and being respectful

What compliment do people give you the most?

You can achieve anything in life

What is one food you wouldn't want to give up?

Rice

What challenges you?

Not getting expected result

What do you consider to be your greatest strength?

Multitasking and Hardworking

What do you want to change at Kardan University?

If I could get a chance to change one thing at Kardan University, I would love to bring all three campuses under one building.



Lucky Draw Winner Taimani Campus

Mohammad Agha Ibrahimkhel
Enrollment Officer







Lucky Draw Winner Parwan e Du

Mohammad Bilal Sharifi
Finance Manager







The Prophet (ﷺ) said, "The best among you (Muslims) are those who learn the Qur'an and teach it."

(Sahih al-Bukhari, Book 66, #49)

Staff Gatherings



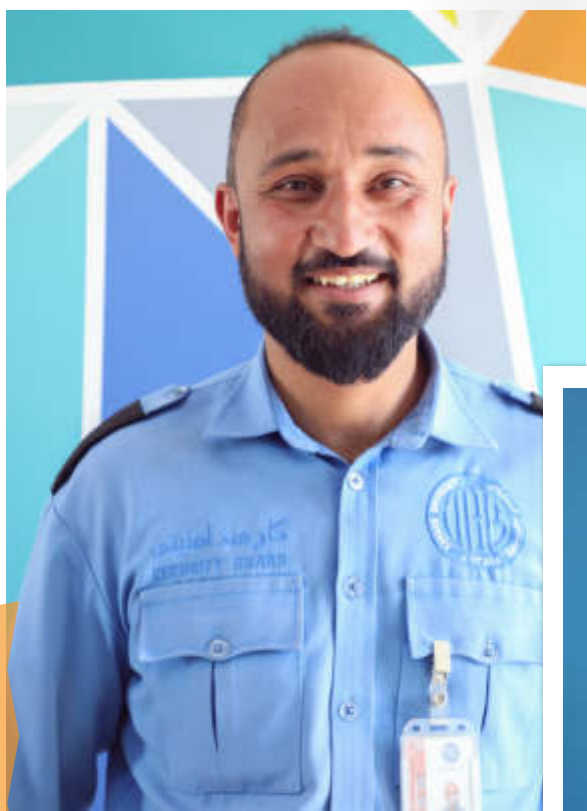






smile

Kardan Family



Kardan Family





پوهنتون کاردان
KARDAN UNIVERSITY



Send your individual, group, or department photo to hr@kardan.edu.af and be featured in our next issue of Employee Newsletter. Visit our homepage www.kardan.edu.af/careers