



INSTITUTE OF HUMAN RESOURCE ADVANCEMENT
UNIVERSITY OF COLOMBO

ACTION PLAN – 2026

[Based on Strategic Plan 2026 – 2030]

Institute of Human Resource Advancement, University of Colombo

Action Plan – 2026

This document presents the Action Plan of the Institute of Human Resource Advancement (IHRA), University of Colombo, for the year 2026, developed in alignment with the Institute's Strategic Plan 2026–2030. The Action Plan operationalizes the strategic priorities of the Institute into planned and measurable activities to be implemented during the year.

The Strategic Plan identifies seven (07) key goals, each supported by specific objectives. To achieve these objectives, appropriate strategies have been formulated and translated into clearly defined activities. This Action Plan presents the Goals, Objectives, Strategies, and Activities in an integrated manner, together with the responsible units or officers, estimated budgetary provisions, alignment with relevant Sustainable Development Goals (SDGs), and the respective quarters of implementation in 2026.

The Action Plan is intended to facilitate effective decision-making, coordination, and monitoring, ensuring the systematic and timely achievement of the Institute's strategic objectives.

VISION

To be the benchmarked Centre of excellence in teaching, learning, researching and Entrepreneurship in human resource studies towards a progressive society within the global context.

MISSION

To provide better opportunities for learning, research, dissemination and commercialization of knowledge, skills and entrepreneurship for stakeholders with a focus on critical thinking, analytical ability, creativity and progressive attitudes and looking after our employees' wellbeing.

Goals

Goal 01: Widen Participation and Equitable Access to Higher Education

Goal 02: Strengthen Research, Innovation and Entrepreneurship

Goal 03: Improve Quality and Relevance of Academic and Training Programmes

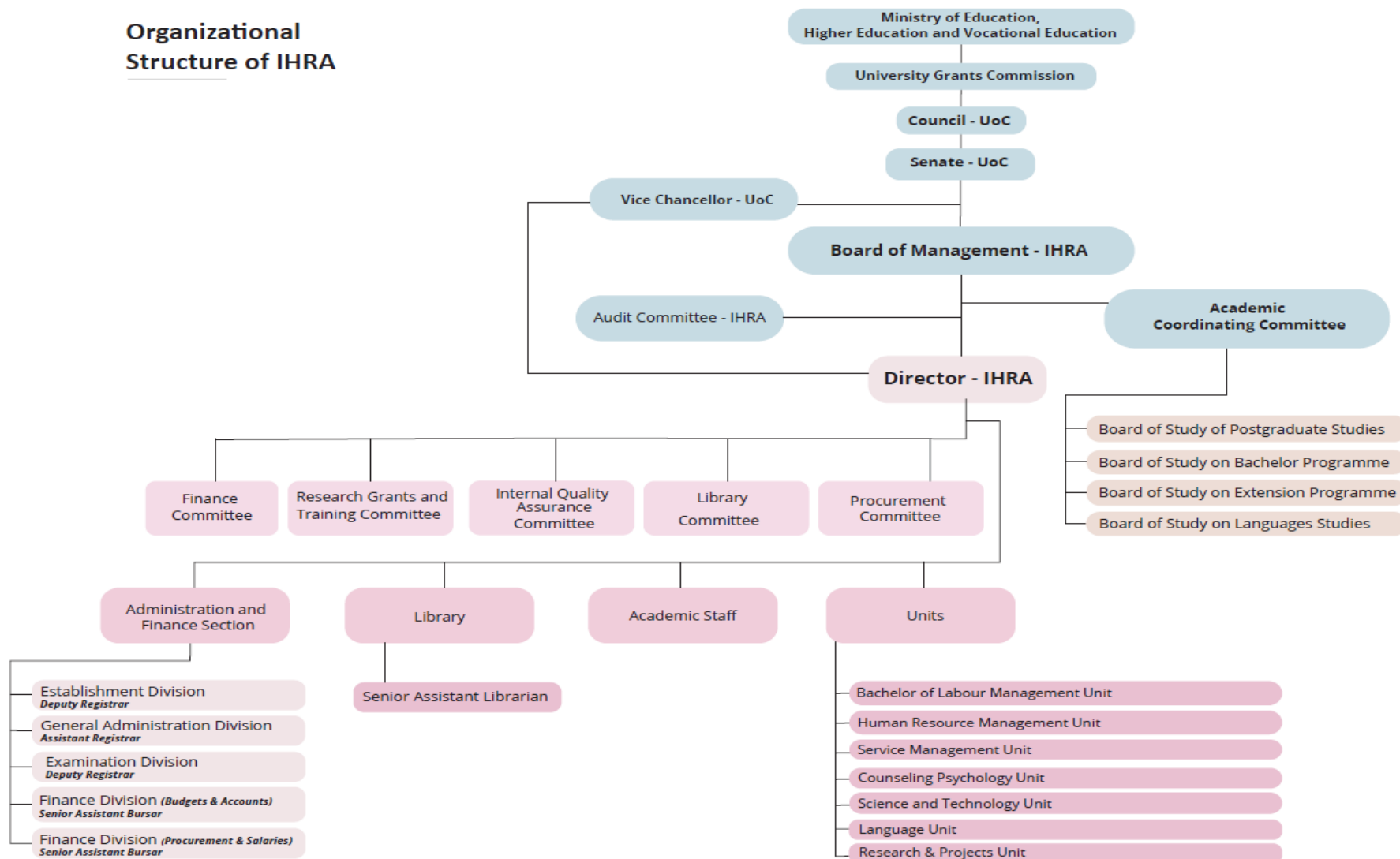
Goal 04: Develop Human Capital, Improve Processes and Administrative System

Goal 05: Improve Physical and Virtual Infrastructure

Goal 06: Ensure Inclusiveness and Sustainability

Goal 07: Ensure Stakeholders' Satisfaction and Global Visibility

Organizational Structure of IHRA



Source: Institute of Human Resource Advancement, 2026

GOAL 01: WIDEN PARTICIPATION AND EQUITABLE ACCESS TO HIGHER EDUCATION

1.1 Objective: To strengthen workforce education

STRATEGY		ACTION		KPI	Responsibility for the year 2026	Ast. Bud. 2026	Perform. Target 2026	Time Frame												SDG Goal/ Target
								J	F	M	A	M	J	J	A	S	O	N	D	
1.1.1	Promote workforce-oriented academic and professional programmes	1.1.1.1	Conducting entry-level workforce oriented programmes <i>[Certificates, Diploma]</i>	No. of programme conducted	Prof. WS Chandrasekara Mr. KDN Hewage Dr. UW Udayakumara Ms. KPS Sandamali <i>Ms. K Vanideepan</i> <i>Ms. SN Kolambage</i> <i>Mr. Manjula Madusanka</i>	-	21													4.3
		1.1.1.2	Conducting mid-level workforce oriented programmes <i>[Higher Diploma, Degree]</i>	No. of programme conducted	Prof. WS Chandrasekara Mr. KDN Hewage Dr. UW Udayakumara Ms. KPS Sandamali	-	6													
		1.1.1.3	Conducting higher-level workforce oriented programmes <i>[Postgraduate]</i>	No. of programme conducted	Prof. WS Chandrasekara Mr. KDN Hewage Dr. UW Udayakumara	-	9													
		1.1.1.4	Developing partnership/ Promoting research/ Surveys on workforce education	No. of actions taken	Dr. UW Udayakumara	-	1													17.17, 4.b
1.1.2	Implement extra-curricular activities, workshops and training programmes for workforce-oriented academic and professional programmes	1.1.2.1	Conducting workshops/ training programmes/ seminars for entry-level workforce	No. of programme conducted	Prof. WS Chandrasekara Mr. KDN Hewage Dr. UW Udayakumara Ms. KPS Sandamali	-	10													4.4
		1.1.2.2	Conducting workshops/ training programmes/ seminars for mid-level workforce	No. of programme conducted		-	3													
		1.1.2.3	Conducting workshops/ training programmes/ seminars for higher-level workforce	No. of programme conducted		-	10													
		1.1.2.4	Enhancing Research skills of higher-level workforce	No. of Research Seminars/ Workshops conducted		-	4													9.5

1.2 Objective: To promote blended learning activities in teaching, learning and skill development

STRATEGY		ACTION		KPI	Responsibility for the year 2026	Ast. Bud. 2026	Perform. Target 2026	Time Frame												SDG Goal/ Target
								J	F	M	A	M	J	J	A	S	O	N	D	
1.2.1	Promote interactive methods in teaching-learning process	1.2.1.1	Enhancing Course Modules with interactive teaching, learning methods	Number of course modules using interactive teaching-learning methods	Prof. WS Chandrasekara Mr. KDN Hewage Dr. UW Udayakumara Ms. KPS Sandamali <i>Ms. K Vanideepan</i> <i>Ms. SN Kolambage</i> <i>Mr. Manjula Madusanka</i>	-	80%													4.3, 4.4
		1.2.1.2	Using LMS for Programme Administration <i>[Diplomas and above]</i>	Percentage of course modules using LMS for Programme		-	100%													9.c
		1.2.1.3	Using BTL for interactive teaching and learning	Percentage of Lecturers using BTL for interactive teaching and learning methods		-	60%													4.3, 9.c

GOAL 02: STRENGTHEN RESEARCH, INNOVATION AND ENTREPRENEURSHIP

2.1 Objective: To promote research culture among academics and students

STRATEGY		ACTION		KPI	Responsibility for the year 2026	Ast. Bud. 2026	Perform. Target 2026	Time Frame												SDG Goal/Target
								J	F	M	A	M	J	J	A	S	O	N	D	
2.1.1	Improve the quality of students' research	2.1.1.1	Providing guidance and support for research	No. of supportive sessions conducted per programme	Prof. WS Chandrasekara Mr. KDN Hewage Dr. UW Udayakumara Ms. KPS Sandamali	0.5M	6													9.5
		2.1.1.2	Conducting Progress Review Sessions	No. of Progress Reviews Conducted		-	5													
		2.1.1.3	Enhancing logical and critical thinking through case studies, assignments etc.	No. of programmes incorporated		-	6													4.4
		2.1.1.4	Making awareness on resources used for researches	No. of awareness programmes conducted		0.2M	5													9.5

2.2 Objective: To develop infrastructure to support research and development

STRATEGY		ACTION		KPI	Responsibility for the year 2026	Ast. Bud. 2026	Perform. Target 2026	Time Frame												SDG Goal/Target
								J	F	M	A	M	J	J	A	S	O	N	D	
2.2.1	Implement policy framework for research	2.2.1.1	Establishing Ethics Review Committee	Committee formed	Prof. WS Chandrasekara	-	1													9.5, 16.6
		2.2.1.2	Encouraging research by providing financial assistance to attend conferences/ research seminars/ research workshops	Percentage allocated from Development Fund	Ms. SS Samarathunga Mr. DGCN Bandara	0.9M	0.9M													9.5, 4.b
		2.2.1.3	Ensuring wider dissemination of research output	No. of articles publish in refereed journals	Prof. WS Chandrasekara Mr. KDN Hewage Dr. UW Udayakumara Ms. KPS Sandamali	-	7													9.5
		2.2.1.4	Conducting International Research Conference	No. of Research Conferences conducted	Ms. KPS Sandamali	2M	1													17.16, 17.17
		2.2.1.5	Publishing IHRA Journal	No. of volumes published per year	Ms. KPS Sandamali	0.2M	2													9.5

2.3 Objective: To increase strategic partnership with industry

STRATEGY		ACTION		KPI	Responsibility for the year 2026	Ast. Bud. 2026	Perform. Target 2026	Time Frame												SDG Goal/Target
								J	F	M	A	M	J	J	A	S	O	N	D	
2.3.1	Establish collaborations with government & non-governmental institutions	2.3.1.1	Initiating collaborations with government & non-governmental institutions	No. of initiatives taken	Dr. UW Udayakumara	0.1M	1													17.17

GOAL 03: ENHANCE QUALITY OF ACADEMIC PROGRAMMES

3.1 Objective: To foster student-centered learning environment

STRATEGY		ACTION		KPI	Responsibility for the year 2026	Ast. Bud. 2026	Perform. Target 2026	Time Frame												SDG Goal/Target
								J	F	M	A	M	J	J	A	S	O	N	D	
3.1.1	Strengthen quality assurance practices	3.1.1.1	Complying with the standards issued by the UGC for the Bachelors and Postgraduate Programmes	No. of programmes obtained UGC Approval	Prof. WS Chandrasekara Dr. UW Udayakumara Mr. KDN Hewage Ms. KPS Sandamali Ms. WDN Asangika	0.5M	4													4.3, 4.5
		3.1.1.2	Complying with the standards issued by the UGC for the Mid-level and Entry-level programmes	No. of programmes obtained University Approval		-	5													4.3, 4.5

STRATEGY		ACTION		KPI	Responsibility for the year 2026	Ast. Bud. 2026	Perform. Target 2026	Time Frame												SDG Goal/ Target
								J	F	M	A	M	J	J	A	S	O	N	D	
3.1.2	Improve learning environment through development of graduate attributes/ Attributes of qualification holders	3.1.2.1	Aligning graduate attributes/ Attributes of qualification holders with qualification curricula	No. of programmes aligned with graduate attributes/ Attributes of qualification holders	Prof. WS Chandrasekara Dr. UW Udayakumara Mr. KDN Hewage Ms. KPS Sandamali Ms. WDN Asangika	-	7													4.4
		3.1.2.2	Incorporating of Intended Learning Outcomes (ILOs) in alignment with Teaching/Learning Activities(TLAs) and Assessment Task (ATs)	No. of course modules with ILOs		-	78% courses of all programmes													4.4

3.2 Objective: To align programmes to meet the market requirements

STRATEGY		ACTION		KPI	Responsibility for the year 2026	Ast. Bud. 2026	Perform. Target 2026	Time Frame												SDG Goal/ Target
								J	F	M	A	M	J	J	A	S	O	N	D	
3.2.1	Update curricula to meet the market requirement	3.2.1.1	Periodic review of Postgraduate and Bachelors programme curricula	No. of programmes reviewed	Dr. UW Udayakumara Mr. KDN Hewage	1M	2													4.4, 8.5
				No. of effective discussions/meetings conducted with industry			2													8.5
				No. of effective discussions/meetings conducted with graduates/alumni			2													4.4
3.2.2	Enhance the quality of Diploma and Certificate courses	3.2.2.1	Reviewing of curricula of Diploma & Certificate Programmes	No. of programmes reviewed	Ms. KPS Sandamali Ms. K Vanideepan Ms. WDN Asangika	0.3M	2													4.4
		3.2.2.2	Updating teaching materials	No. of teaching materials updated (text books/ manuals/ study packs)		0.7M	2													4.4

3.3 Objective: To maintain quality standard measurements in education.

STRATEGY		ACTION		KPI	Responsibility for the year 2026	Ast. Bud. 2026	Perform. Target 2026	Time Frame												SDG Goal/ Target
								J	F	M	A	M	J	J	A	S	O	N	D	
3.3.1	Adhere to the national quality assurance framework	3.3.1.1	Conducting peer evaluation of teaching	No. of peer evaluation conducted	Prof. WS Chandrasekara Dr. UW Udayakumara Mr. KDN Hewage Ms. KPS Sandamali Ms. WDN Asangika	0.3M	20%													4.3, 4.c
		3.3.1.2	Conducting teacher evaluation by students	No. of teacher evaluation conducted			80% each programmes													4.c
		3.3.1.3	Conducting student satisfaction surveys	No. of student surveys conducted			6													4.3

GOAL 04: DEVELOP HUMAN TALENTS, ADMINISTRATIVE PROCESSES AND SYSTEMS

4.1 Objective: To enhance human capital

STRATEGY		ACTION		KPI	Responsibility for the year 2026	Ast. Bud. 2026	Perform. Target 2026	Time Frame												SDG Goal/ Target
								J	F	M	A	M	J	J	A	S	O	N	D	
4.1.1	Implement training programme/s workshops to enhance skills of staff	4.1.1.1	Conducting training programmes/ workshops for staff	No. of training programmes / workshops conducted	Ms. SS Samarathunga Ms. JSVNT Soysa	2M	2													4.c
				No. of staff trained per year		-	All Staff													

STRATEGY		ACTION		KPI	Responsibility for the year 2026	Ast. Bud. 2026	Perform. Target 2026	Time Frame												SDG Goal/Target
								J	F	M	A	M	J	J	A	S	O	N	D	
4.1.1	Implement training programme/s workshops to enhance skills of staff	4.1.1.2	Facilitating professional development programmes	No. of programmes facilitated	Ms. SS Samarathunga Ms. JSVNT Soysa	1M	As per the requests received from staff													4.c
		4.1.1.3	Facilitating academic development programmes	No. of Receipt		1.5M	1													4.c
4.1.2	Enhance employee welfare	4.1.2.1	Strengthening staff welfare	Percentage of allocation from Development Account	Ms. SS Samarathunga Mr. DGCN Bandara	0.7M	100%													3.8
4.1.3	Improve health and safety mechanism	4.1.3.1	Continuing and Strengthening health care insurance scheme	Percentage of fund utilized		4M	100%													3.8
		4.1.3.2	Making aware of safety measures to avoid industrial accidents	No. of awareness programmes conducted		0.2M	1													8.8

4.2 Objective: To improve administrative process within the Institute

STRATEGY		ACTION		KPI	Responsibility for the year 2026	Ast. Bud. 2026	Perform. Target 2026	Time Frame												SDG Goal/Target
								J	F	M	A	M	J	J	A	S	O	N	D	
4.2.1	Create virtual workplace	4.2.1.1	Improving facilities for virtual workplace for employees	Percentage of utilizing virtual systems	Ms. SS Samarathunga Ms. PAAM Perera	4M	50%													9.c
		4.2.1.2	Establishing Slip Payment System	Percentage of Completion	Mr. DGCN Bandara	0.8M	All programmes													16.6
		4.2.1.3	Establishing online system for student examination process	Percentage of Completion	Ms. Nilanthi Matharaarachchi	0.8M	All programmes													9.c, 16.6
		4.2.1.4	Developping Human Resource Information Management System	Percentage of Completion	Ms. SS Samarathunga	0.5M	60%													16.6

4.3 Objective: To Provide an excellent library service

STRATEGY		ACTION		KPI	Responsibility for the year 2026	Ast. Bud. 2026	Perform. Target 2026	Time Frame												SDG Goal/Target
								J	F	M	A	M	J	J	A	S	O	N	D	
4.3.1	Improve e-resource facilities	4.3.1.1	Strengthening e-repository collection	Percentage of completion	Ms. RMSN Ratnayake	0.5M	100%													9.c, 4.3
4.3.2	Automation of library	4.3.2.1	Maintaining library automation system	Percentage of completion		-	100%													9.c
4.3.3	Linking with e-data bases of university system	4.3.3.1	Conducting Awareness Programmes for students	No. of programmes conducted		-	5													4.4
4.3.4	Provide reader friendly environment within the library	4.3.4.1	Maintaining user-friendly environment	No. of actions taken		-	90%													4.a

GOAL 05: IMPROVE PHYSICAL AND VIRTUAL INFRASTRUCTURE

5.1 Objective: To expand physical and virtual facilities to provide better academic environment

STRATEGY		ACTION		KPI	Responsibility for the year 2026	Ast. Bud. 2026	Perform. Target 2026	Time Frame												SDG Goal/Target
								J	F	M	A	M	J	J	A	S	O	N	D	
5.1.1	Improve infrastructure for institutional Activities	5.1.1.1	Initiations for acquire a land	No. of initiations	Director Ms. SS Samarathunga Mr. DGCN Bandara	-	50%													9.1
		5.1.1.2	Rehabilitating of the existing building	Percentage of Completion		15M	80%													9.1, 11.3
		5.1.1.3	Improving facilities for work-place	Percentage of Completion		5M	80%													8.5, 9.1

STRATEGY		ACTION		KPI	Responsibility for the year 2026	Ast. Bud. 2026	Perform. Target 2026	Time Frame												SDG Goal/ Target	
								J	F	M	A	M	J	J	A	S	O	N	D		
5.1.2	Provide effective and efficient virtual facilities	5.1.2.1	Establishing a Smart Classroom	Percentage of completion		Director Ms. SS Samarathunga Mr. DGCN Bandara	3.5M	25%													9.c, 4.3

5.2 Objective: To develop a pleasant atmosphere with conservation of nature

STRATEGY		ACTION		KPI	Responsibility for the year 2026	Ast. Bud. 2026	Perform. Target 2026	Time Frame												SDG Goal/Target		
								J	F	M	A	M	J	J	A	S	O	N	D			
5.2.1	Create Eco-friendly environment	5.2.1.1	Promoting green and sustainable initiatives	No. of green initiatives/ activities introduced	Ms. SS Samarathunga Mr. DGCN Bandara	0.5M	80%															13.3, 11.6
5.2.2	Implement polythene/Plastic free environment within the	5.2.2.1	Reducing the use of polythene/ plastics within the institute	No. of initiations taken		0.25M	80%															

GOAL 06: ENSURE INCLUSIVENESS AND SOCIAL SUSTAINABILITY

6.1 Objective: To share and utilize the academic knowledge and experiences for the community

STRATEGY		ACTION		KPI	Responsibility for the year 2026	Ast. Bud. 2026	Perform. Target 2026	Time Frame												SDG Goal/Target		
								J	F	M	A	M	J	J	A	S	O	N	D			
6.1.1	Diversify education at regional level	6.1.1.1	Introducing fee-levying Bachelor's degrees	No. of fee-levying bachelor's degree	Prof. WS Chandrasekara	0.8M	1															4.3
		6.1.1.2	Organizing awareness Programmes at regional level	No. of programmes conducted	Dr. UW Udayakumara Ms. KPS Sandamali	0.3M	1															4.5
6.1.2	Establish initiations for social sustainability	6.1.2.1	Involving in community engagement programmes	No. of engagements		Director Prof. WS Chandrasekara	0.5M	1														
		6.1.2.2	Establishing networks with social sustainblty related institutes	No. of discussions held	-		1															17.16, 17.17

6.2 Objective: To enhance efficiency in all key processes and to minimize the cost of delivery of the programmes

STRATEGY		ACTION		KPI	Responsibility for the year 2026	Ast. Bud. 2026	Perform. Target 2026	Time Frame												SDG Goal/Target			
								J	F	M	A	M	J	J	A	S	O	N	D				
6.2.1	Contribution for new fee leaving programs and other activities	6.2.1.1	Increasing No. fee levying programmes	No. of Programmes introduced	Dr. UW Udayakumara	-	2																4.3, 8.3

GOAL 07: ENSURE STAKEHOLDERS SATISFACTION AND GLOBAL PRECENCE

7.1 Objective: To achieve growth and excellence by building mutually satisfying partnerships

STRATEGY		ACTION		KPI	Responsibility for the year 2026	Ast. Bud. 2026	Perform. Target 2026	Time Frame												SDG Goal/Target		
								J	F	M	A	M	J	J	A	S	O	N	D			
7.1.1	Measure stakeholder satisfaction levels and addressing gaps in stakeholder satisfaction	7.1.1.1	Conducting stakeholder satisfaction surveys	No. of surveys conducted	Ms. WDN Asangika	0.1M	2															16.6, 4.3
		7.1.1.2	Ensuring the smooth process of open communication with stakeholders	No. of suggestions Addressed	Ms. SS Samarathunga, Ms. PAAM Perera	-	ongoing															16.1

STRATEGY		ACTION		KPI	Responsibility for the year 2026	Ast. Bud. 2026	Perform. Target 2026	Time Frame												SDG Goal/ Target
								J	F	M	A	M	J	J	A	S	O	N	D	
7.1.2	Enhance globe presence	7.1.2.1	Identifying local and global collaborative opportunities	Number of collaborative seminar/ conferences conducted	Ms. KPS Sandamali	0.5M	1													17.17
				Number of MOU/ MOA	Ms. KPS Sandamali	-	1													
		7.1.2.2	Participating in educational fairs and promotional activities	No. of activities completed	Ms. KPS Sandamali, Mr. Bandara	0.7M	1													17.16, 17.17
		7.1.2.3	Maintaining website with global visibility	No. of actions taken	Ms. PAAM Perera															
7.2.1	Strengthen stakeholder relationships	7.2.1.1	Maintaining programme-wise alumina associations	No. of Associations	Director/ Programme Coordinators	-	1													17.17
		7.2.1.2	Establishing IHRA alumina association	Alumina association		-	1													17.17