

**Anjalai Ammal Mahalingam
Engineering College
Kovilvanni, Tamil Nadu**

FEEL Employable Semester Course

23 through 26 February 2006

**A
Project Completion Report**

Conducted by

CLHRD

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FEEL Employable Semester Course 23 through 26 February 2006

Introduction

Anjalai Ammal Mahalingam Engineering College, Kovilvenni, Tamil Nadu, had organised a four day 'FEEL Employable' Learning And Development Intervention for the students of the college from 23 through 26 February 2006 in continuation of the three day programme of August 2005. The programme was conducted by CLHRD, AIM INSIGHTS, the HRD Group, Valencia Circle, Mangalore. The four day intervention was designed to clarify concepts on Leader Effectiveness, Group Discussions, Communication Skills, Interviews, Public Speaking, Mind Skill Development, Building Self-Esteem, Written Communication, Self-Confidence, Self-Discovery, Expressing Confidence, Non-Verbal Communication, Listening to Feelings, Problem Solving and Social Skills.

Daily evaluations were conducted on all the four days of the programme and a course end evaluation was conducted on the final day of the programme. Results of the compilation done have been presented in this Project Completion Report (PCR).

CARAT (College for Action Research And Training) an independent unit of AIM INSIGHTS (Academy for Intense Motivation for Identifying Natural Skills, Independent Growth, Humane Thoughts and Strategies) has done the Action Research that has lead to this Project Completion Report.

The Concept

'FEEL' is the brand name of the capsules of training programmes of AIM INSIGHTS, the HRD Group, Mangalore. 'FEEL Employable' deals with four major concepts - sharpening the intellect, socialising the individual, schooling the mind and self-regulating emotions. It has themes like effective interpersonal communication, building confidence through developing self-esteem, mind skill development, participating in group discussions, making committee presentations and facing interviews.

The Conduct

CLHRD, AIM INSIGHTS, the HRD Group, Mangalore conducted the programme. The resource materials used were from its Intellectual Property Bank. The resource team was led by Prof. Sunney Tharappan, Director, AIM INSIGHTS. The Facilitators included Master Facilitators of AIM INSIGHTS. The participation of the students was certified.

Participation

Participation of the students has been rated 'Excellent' by the Facilitators with the participants taking keen interest in learning the concepts presented and the skills identified for development. The sessions were from 09.30 am to 05.00 pm on all the four days of the programme with two breaks of 15 minutes duration each for refreshments and an hour's break for lunch every day.

The Methodology

206 students registered for the programme. The students were divided into five groups. Every group was looked after by one Master Facilitator. Each group was also divided into different teams according to the type of activity that was being conducted. Each student was individually observed and feedback given on his or her participation in group discussions. Every student who participated also went through a mock interview after which the Facilitator offered a feedback to him or her. The themes were elaborated upon through short-term interventions.

The Research Results

I. Daily Evaluations - A Report

A daily evaluation was conducted on all the four days of the programme on a rating scale of one to nine with '1' as 'Very Poor' and with '9' as 'Excellent', to provide an opportunity for the participants to record their level of satisfaction.

Daily Evaluations: Satisfaction levels in percentages

	1	2	3	4	5	6	7	8	9	NR	Total	%
Day One	-	01	06	07	31	38	61	34	24	-	202	74.0
Day Two	04	02	02	07	26	33	54	47	23	-	198	74.7
Day Three	05	-	07	04	16	28	68	46	25	-	199	75.9
Day Four	-	-	02	01	05	15	53	79	44	-	199	85.1
Average												77.4

An analysis of the responses that have been compiled reveals that there has been a shift in the satisfaction level from the entry point to the exit point to the extent of 11.1 % (74% on the first day to 85.1% on the final day). Equally important is to note that the average satisfaction level itself is 77.4%.

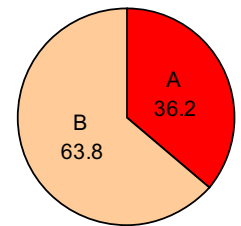
II. Course-End Evaluation - A Few Highlights

A course end evaluation was conducted through the administration of a questionnaire to all the participants. The questionnaire had nine questions. Five of the questions had the options of 'Excellent', 'Satisfactory', 'Not Satisfactory' and 'Very Unsatisfactory' to choose from. One was a 'Yes' or 'No' question, two were open ended questions, and the last question had the rating scale of one to nine for the participants to express their satisfaction level.

1. Satisfaction rating of 'FEEL Employable' programme

All the participants expressed positive response out of which 36.2% considered the programme 'Excellent' and 63.8% of the participants opted for the rating of 'Satisfactory'.

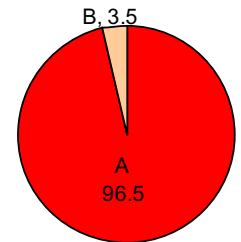
Excellent (A)	Satisfactory (B)	Not Satisfactory (C)	Very Unsatisfactory (D)
36.2	63.8	-	-



2. Willingness to attend a similar programme

96.5% of the participants expressed their desire to attend if a similar programme is organised in future. 3.5% of the participants did not want to attend.

Yes (A)	No (B)
96.5	3.5



3. The Area liked best in comparison

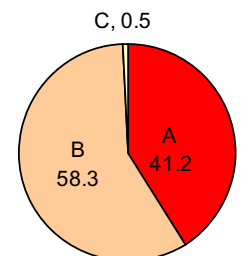
Out of the fifteen areas that were taken up during the course of the programme, 'Interviews' were opted for by 60.8% of the participants to give it the highest 'Excellent' rating. The concept of 'Self-Confidence' received the second highest 'Excellent' rating of 59.3% and Group Discussions received the third highest 'Excellent' rating of 58.8%.

Areas	Excellent (A)	Satisfactory (B)	Not Satisfactory (C)	Very Unsatisfactory (D)	No Response (E)
1. Leader Effectiveness	32.7	64.8	2.0	-	0.5
2. Group Discussions	58.8	34.7	4.0	1.5	1.0
3. Communication Skills	54.3	39.2	5.5	-	1.0
4. Interviews	60.8	34.2	4.0	1.0	-
5. Public Speaking	39.2	50.3	8.0	2.0	0.5
6. Mind Skill Development	47.8	47.2	4.0	1.0	-
7. Building Self-Esteem	36.2	52.3	10.0	0.5	1.0
8. Written Communication	21.1	58.3	17.6	2.0	1.0
9. Self-Confidence	59.3	34.2	3.0	2.0	1.5
10. Self-Discovery	39.7	47.2	9.6	2.0	1.5
11. Expressing Confidence	46.8	43.2	7.0	1.0	2.0
12. Non-Verbal Communication	43.2	44.2	10.6	1.5	0.5
13. Listening to Feelings	45.7	45.3	7.0	1.5	0.5
14. Problem Solving	34.2	49.7	12.6	3.5	-
15. Social Skills	39.2	51.3	8.5	1.0	-

4. Appreciation for methodology

99.5% of the participants indicated a positive response out of which 42.1% considered the methodology used as 'Excellent'. 0.5% of the participants were not satisfied.

Excellent (A)	Satisfactory (B)	Not Satisfactory (C)	Very Unsatisfactory (D)
42.1	58.3	0.5	-



5. Rating of the Resource Person

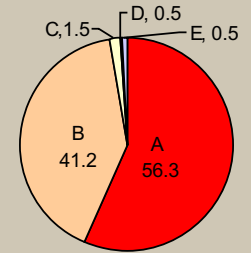
61.3% of the participants rated the Facilitators' work as 'Excellent', followed by 35.2% expressing it as 'Satisfactory'. A total of 3.5% of the participants were not satisfied.

Excellent (A)	Satisfactory (B)	Not Satisfactory (C)	Very Unsatisfactory (D)
61.3	35.2	1.5	2.0



6. Appreciation for the design and structure of the programme

97.5% of the participants expressed positive opinions with 56.3% considering it 'Excellent'. A total of 2% of the participants were not satisfied with the design and structure of the programme whereas 0.5% of the participants did not respond to the question.



Excellent (A)	Satisfactory (B)	Not Satisfactory (C)	Very Unsatisfactory (D)	No Response (E)
56.3	41.2	1.5	0.5	0.5

7. The question, what is it that they had found difficult to comprehend or participate in elicited different responses from the participants. Some of them are:

- ♦ Facing Interviews
- ♦ Written Communication
- ♦ Participating in Group Discussions
- ♦ Public Speaking
- ♦ Non-Verbal Communication

8. When asked for suggestions towards the improvement of the programme, the following suggestions were given by the participants:

- ♦ To have more number of Group Discussions and Social Skills
- ♦ To give more time for interview sessions
- ♦ To conduct more number of programme of such kind
- ♦ To extend the duration of the programme
- ♦ To include more number of Mind Skill Development exercises
- ♦ To add exercises on English grammar

FEELings

The programme is very much effective and it helps the students to discover themselves and to be confident. It helps us to identify our qualities too and to improve our communication skills, which is very important for our future. It would be better if the programme is conducted for all the years.
Sujatha C., CSE

First I felt shy and scared to speak to other students in English. But once I attended the programme, I felt that my English is good and I too could communicate with other students fluently. This programme gave me that confidence. Thanks for conducting such a good programme. I feel happy that I have attended such a good programme.
J. Anbharasi, IT

We find this programme very useful for our future. This programme has to be organised every year so as to improve the students' capabilities and competencies. This programme is not only for facing interviews while going through the selection processes but also for facing life.
Sakthi Doss G., CSE

The 'FEEL Employable' programme was excellent. It was conducted in a nice manner. It helps everyone to improve their communication skills. This helps everyone to face interviews in the future without failure. I am very satisfied and proud to have participated in this programme.
R. Senthil Kumar, ECE

I liked this programme very much because the way the Facilitators guided us and the way of teaching was very good. The concepts of social skills, mind skills and language skills were also very good. If this programme is done in future, I will definitely attend it once again so that I can be a good, self confident engineer.
K. Kannadasan, Chemical Engineering

I came to this programme with a lot of expectations and at this moment, I have got all of which I had expected. It should be very useful for my career.
R. Kasiraj, EEE

The programme is very good. It gives us an opportunity to eliminate our fear and shyness. It gives us an opportunity to interact with others. It creates a friendly relationship among all the participants.
V. Sakthi Priya, ECE

This programme developed my communication skills, social skills and mind skills. How to tackle group discussions, develop listening abilities and to improve our personal effectiveness, leader effectiveness and resource effectiveness has been imparted very well in this programme.
S. Senthil Kumar, Mechanical Engineering

Methods used to improve our communication skills are excellent. I have developed social skills and mind skills through this programme. Interview practice is also very good.
S. Vijaya Priya, CSE

We got knowledge about self-confidence and self-esteem. Now, we know how to face an interview, how to recognise other's feelings, how to give solutions and the importance of team work.
P.A. Justin Amala, EEE

Even though engineering students are technically skilled, there is some lagging in developing social skills and leadership. This programme has helped us to have deep insight of self-esteem and communication skills.
B. Rosaline Kavitha, ECE