

Bapuji Institute of Engineering and Technology
Davangere

FEEL Employable

01 through 03 April 2006

A

Project Completion Report



Conducted by

CLHRD

College for Leadership and Human Resource Development

AIM INSIGHTS, The HRD Group, Valencia Circle, Mangalore - 575 002.

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FEEL Employable

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Introduction

Bapuji Institute of Engineering and Technology, Davangere, had organised a three day 'FEEL Employable' Learning and Development Intervention for the students of the college from 01 through 03 April 2006. The programme was conducted by CLHRD, AIM INSIGHTS, the HRD Group, Valencia Circle, Mangalore. The three day intervention was designed to clarify concepts on building self-esteem, discovering breakthrough, influencing to change, effective criticism for desired changes in behaviour, mind skills development, public speaking skills, drafting applications, preparing bio-data, facing interviews and participating in group discussions.

Daily evaluations were conducted on all the three days of the training 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 led 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, drafting applications, preparing bio-data, 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. Master Facilitators of AIM INSIGHTS assisted the Director in the conduct of programme. The participation of the students was certified.

Participation

182 students registered for the programme. 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 09.00 am to 05.00 pm on all the three days of the programme with two breaks of 15 minutes duration each for refreshments and a 50 minutes break for lunch every day.

The Methodology

The participants were divided into four 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 three 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	09	16	29	44	52	30	01	182	78.6
Day Two	01	-	02	08	12	23	44	52	33	-	175	80.0
Day Three	-	-	-	01	04	12	44	75	41	-	177	86.2
Average											81.6	

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 7.6% (78.6% on the first day to 86.2% on the third day) which is a very high level of shift of opinion. Equally important is to note that the average satisfaction level itself is 81.6%.

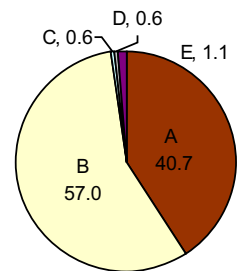


II. Course-End Evaluation - A Few Highlights

A course end evaluation was conducted through the administration of a questionnaire to all the participants. The questionnaire had ten questions. Four of the questions had the options of 'Excellent', 'Satisfactory', 'Not Satisfactory' and 'Very Unsatisfactory' to choose from. One was a 'Yes' or 'No' question, three were open ended questions, one was a multiple choice question 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

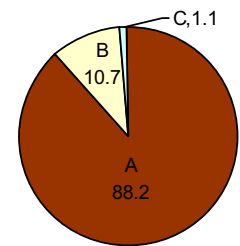
97.7% of the participants indicated a positive response out of which 40.7% considered the programme 'Excellent', 57.0% of the participants considered it 'Satisfactory'. 0.6% each of the participants were not satisfied with the programme and 1.1% of the participants did not respond to the question.



Excellent (A)	Satisfactory (B)	Not Satisfactory (C)	Very Unsatisfactory (D)	No Response (E)
40.7	57.0	0.6	0.6	1.1

2. Willingness to attend a similar programme

88.2% of the participants expressed their desire to attend if a similar programme is organised in future. 10.7% did not want to attend. 1.1% did not respond to the question.

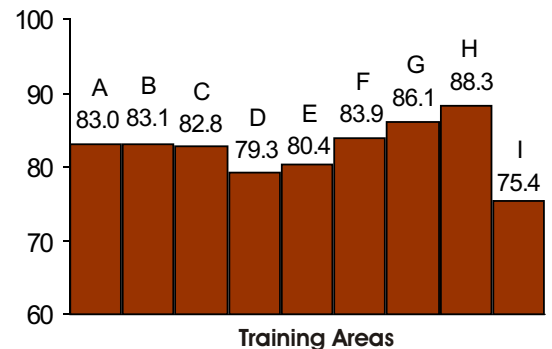


Yes (A)	No (B)	No Response (C)
88.2	10.7	1.1

3. The Area liked best in comparison

The participants were asked to rate each area of training on a scale of one to nine with one as 'Poor' and nine as 'Excellent'. The following responses were expressed by the participants.

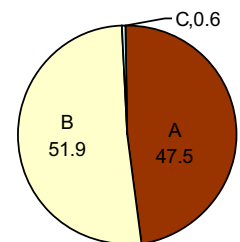
Training Areas	Percentage
A. Group Discussions	83.0
B. Interviews	83.1
C. Building Self-Esteem	82.8
D. Communication Skills	79.3
E. Human Relationship	80.4
F. Public Speaking	83.9
G. Team Building	86.1
H. Mind Skill Development	88.3
I. Written Communication	75.4



4. Appreciation for methodology

A total of 99.4% of the participants gave a positive feedback for the methodology used to impart the concepts, out of which 47.5% considered it 'Excellent', 51.9% considered it 'Satisfactory' and 0.6% were not satisfied.

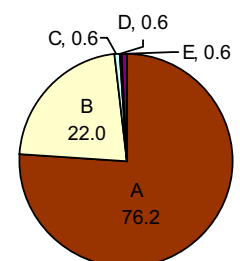
Excellent (A)	Satisfactory (B)	Not Satisfactory (C)	Very Unsatisfactory (D)
47.5	51.9	0.6	-



5. Rating of the Resource Person

The highest 'Excellent' rating was for the Resource Person's work with 76.2% stating the same. While 22% of the participants expressed their satisfaction, 0.6% each of the participants were not satisfied. 0.6% did not respond to the question.

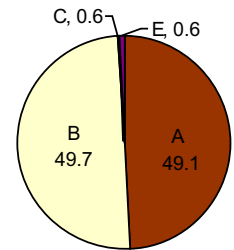
Excellent (A)	Satisfactory (B)	Not Satisfactory (C)	Very Unsatisfactory (D)	No Response (E)
76.2	22.0	0.6	0.6	0.6



6. *Appreciation for the design and structure of the programme*

98.8% of the participants expressed positive opinions with 49.1% considering it 'Excellent' and 49.7% considering it 'Satisfactory'. 0.6% each of the participants were not satisfied and did not respond to the question.

Excellent (A)	Satisfactory (B)	Not Satisfactory (C)	Very Unsatisfactory (D)	No Response (E)
49.1	49.7	0.6	-	0.6



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
- ♦ Mind Skill Exercises
- ♦ Team building Exercises
- ♦ Participating in Group Discussions

8. *The following responses were given by the participants to the question, what do you think is the reason for some students being absent for the training programme:*

- ♦ Health problems
- ♦ Hectic Schedule
- ♦ Lack of confidence
- ♦ Lack of Interest
- ♦ Personal reasons
- ♦ Don't realize the importance of the programme

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

- ♦ To extend the programme for more number of days
- ♦ To give individual attention
- ♦ To include more number of facilitators
- ♦ To suggest both positive & negative feedback of interviews
- ♦ To have longer duration of interviews & group discussions
- ♦ To make use of audio visual aids

FEELINGS

The programme was awesome and I'm glad that I have participated in it. I have learnt a lot. It has invoked new skills in my mind to tackle the future interviews with utmost confidence.

Sukrit Varlint

The programme was really excellent. We got to learn many new things which we were not aware of. The Interview and the Group Discussion gave me a lot of confidence. The programme was perfect and does not require any changes or improvements.

Sandhya Sah

It was an amazing and awesome experience for me. I made a lot of friends here. I never had realised that I had such confidence in myself. I lost stage fear after attending the programme. I would just love to attend such programmes in my life because I have gained a lot of knowledge, confidence, about myself and about others.

Ashwathi G. Nair

This is the first time I am attending this kind of a programme. I thoroughly enjoyed it. I can already sense in myself the change and improvement this programme has produced. I liked all the aspects of this programme.

Avinash V. Girigoudar

This programme was the most happening thing in my college life. If such programmes are conducted, I don't think any of the students will be searching for jobs. I felt bad that the programme was conducted for only three days. I feel it should be extended to a week or so.

Lakshmi Bhaskar

Previously I did not have an idea of facing interviews. I learnt about it. I also learnt about writing an application and bio-data. Overall, the programme was very up to the mark. I am very contented about the programme.

Santhosh Y. Kulkarni

FEEL 'Employable' programme has boosted up my confidence by which I no longer have fear of talking to any person about anything. The interview sessions and group discussion sessions were some of the most wonderful sessions.

Nemade Nikhil

It was an excellent programme I have ever attended. What I liked the most is that everyone was given equal opportunity to participate.

Tabassum R.M.

I liked the interview sessions very much. I enjoyed each and every moment and learnt a lot in these three days.

Naveen S.K.

The programme was very interactive. It really enhanced our communication skills. It made us comfortable to work in a group. The best part was the methods which were adopted for the programme.

Saket

The programme is excellent. It developed my communication skills. Got to know a lot of things about effective building up of personality. The idea we got about writing bio-data and writing an application was very interactive and the directions given for facing interviews was good.

Karishma Pant

I liked each and every part of the programme because it exposed us to whatever is required to be employed and also to improve our social and covenant relationships.

Shagufta Parveen

I liked the concept of having grouped with different people every time. The tasks given were innovative and fun. The backup given was really appreciable. Time management was good.

B. Anusha