



J T Mahajan College of Engineering
Faizpur, Maharashtra

FEEL Employable
Semester Course

21 through 24 January 2006

A
Project Completion Report

Conducted by

CLHRD

College for Leadership and Human Resource Development

An ISO 9001:2000 certified institution)

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

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FEEL Employable Semester Course
Third Year Students
21 through 24 January 2006

Introduction

JT Mahajan College of Engineering, Faizpur, Maharashtra, had organised a four day 'FEEL Employable' Learning And Development Intervention for the third year students of the college from 21 through 24 January 2006. This was in continuation of a three day developmental intervention that had been taken up in the month of July 2005 from 27 through 29. The four day intervention was designed to clarify concepts on Values and Influences, Conflict Management, Assertion and Aggression, Group Discussions, Presentation Skills, Team Building, Mind Skill Development and Problem Solving.

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 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, 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.

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

119 students registered for the programme. The students 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 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	05	06	11	03	-	-	26	70.9
Day Two	-	01	01	01	02	05	07	05	-	-	22	69.7
Day Three	-	01	-	01	-	06	18	14	04	-	44	79.8
Day Four	-	-	-	-	-	02	01	09	03	-	15	87.4
Average											77.0	

From the chart above it is evident that a maximum of forty four students have participated in the four day intervention though the number registered was 119. Despite the fact that only the interested have attended, the satisfaction level has dipped on Day Two only to raise again on Day Three and Day Four. The fifteen participants who have attended on the fourth and final day of the programme have opted for scores of six and above in the process taking the percentage of satisfaction level to 87.4%. This attitude of theirs is also indicated in the expression of their opinions for other areas of the developmental intervention too where most of the areas have received a 100% positive responses.



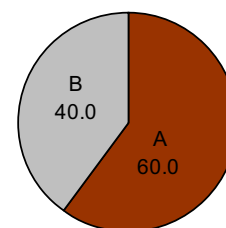
II. Course-End Evaluation - A Few Highlights

A course end evaluation was conducted through the administration of a questionnaire to all the participants. The questionnaire had nine questions. 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, two 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

All the participants indicated a positive response out of which 60.0% considered the programme 'Excellent' and 40% the participants considered the programme 'Satisfactory'.

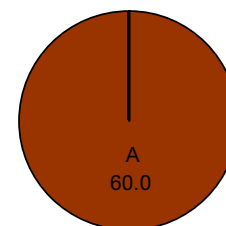
Excellent (A)	Satisfactory (B)	Not Satisfactory (C)	Very Unsatisfactory (D)
60.0	40.0	-	-



2. Willingness to attend a similar programme

100% positive responses have been expressed by the participant to attend a similar programme if it is organised in future.

Yes (A)	No (B)
100	-



3. The Area liked best in comparison

Overall a total of fifteen areas were covered during the course of seven days of the programme. Seven areas had been taken up during the first phase of the intervention and remaining eight were taken up during the second phase. Their satisfaction level of each of these fifteen areas were taken and the results have been presented in the chart below.

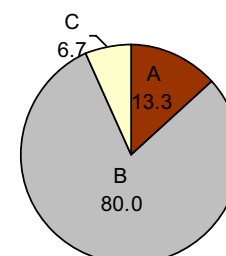
	Excellent (A)	Satisfactory (B)	Not Satisfactory (C)	Very Unsatisfactory (D)	No Response (E)
1. Resource Effectiveness	06.7	86.7	-	-	6.6
2. Thinking and Feeling	60.0	40.0	-	-	-
3. Language of Communication	66.7	33.3	-	-	-
4. Written Communication	33.3	46.7	20.0	-	-
5. Facing Interviews	33.3	66.7	-	-	-
6. Attention to Detail	46.7	53.3	-	-	-
7. Leadership Skills	60.0	33.3	6.7	-	-
8. Values and Influences	40.0	60.0	-	-	-
9. Conflict Management	46.7	53.3	-	-	-
10. Assertion and Aggression	40.0	60.0	-	-	-
11. Group Discussions	60.0	26.7	13.3	-	-
12. Presentation Skills	33.4	53.3	13.3	-	-
13. Team Building	53.3	33.4	13.3	-	-
14. Mind Skill Development	40.0	60.0	-	-	-
15. Problem Solving	46.7	53.3	-	-	-

It is depicted in the chart above that the Language of Communication has beenthe most by the participants with 66.7% of them opting to give it the highest 'Excellent' rating followed by the concepts of Thinking and Feeling , Leadership Skills and Group Discussions, each of which received 60% 'Excellent' rating.

4. Appreciation for methodology

93.3% of the participants indicated a positive response out of which 13.3% considered the programme 'Excellent'. 6.7% of the of the participants were not satisfied.

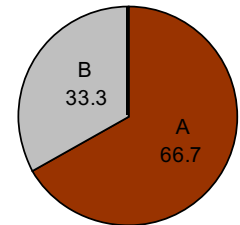
Excellent (A)	Satisfactory (B)	Not Satisfactory (C)	Very Unsatisfactory (D)
13.3	80.0	6.7	-



5. Rating of the Resource Person

The highest 'Excellent' rating was for the Resource Person's work with 66.7% stating the same while 33.3% of the participants expressed their satisfaction.

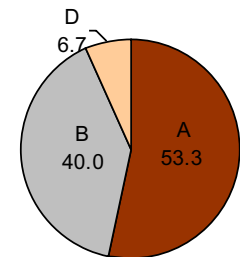
Excellent (A)	Satisfactory (B)	Not Satisfactory (C)	Very Unsatisfactory (D)
66.7	33.3	-	-



6. Appreciation for the design and structure of the programme

77% of the participants expressed positive opinions with 27% considering it 'Excellent'. 6.8% of the participants were not satisfied and 16.2 were very unsatisfied with the design and structure of the programme.

Excellent (A)	Satisfactory (B)	Not Satisfactory (C)	Very Unsatisfactory (D)
53.3	40.0	-	6.7



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:

- ♦ Reading Paper and Tests
- ♦ Participating in Group Discussions
- ♦ Problem Solving
- ♦ Facing Interviews
- ♦ Communicating in English

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

- ♦ To add visual aids
- ♦ To have more number of interviews
- ♦ To have lesser number of hours per day of the training programme

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CLHRD College for Leadership and Human Resource Development

Offers BHRD (Basics in Human Resource Development), a three year composite graduate course, trimester course in HRD with a degree in BBM. It is the only one of its kind in the country. Students who have completed their higher secondary or pre-university course are eligible for admission. It also offers PGAP in HRD (Post Graduate Apprenticeship Programme in Human Resource Development), a one year diploma course. Students who have completed their post graduate course are eligible for admission.

CARAT College for Action Research And Training

Offers Facilitator Certification in HRD and other resource development training programmes for educational institutions, NGOs and corporate organisations, and conducts action research on cure, rehabilitation and development of human resource of students, teachers, parents and executives.

CDCE College for Distance and Continuing Education

Offers short-term correspondence courses such as Certificate and Diploma Courses in HRD and Certificate and Diploma Courses in Panetics (study of human suffering), which are specially designed for those who are interested in becoming more resourceful and effective.

CFHS College for FEEL Holiday Studies

Offers Programme Extension Centres (PECs) in different parts of the country to administer FEEL Holiday Schools in five streams, FEEL Primer (Stds.V and VI) FEEL Junior (Stds.VII and VIII), FEEL Senior (Stds.IX and X), FEEL Major (Stds.XI and XII) and FEEL Resource Effectiveness.