

**J T Mahajan College of Engineering**  
Faizpur, Maharashtra

**FEEL Employable Semester Course**  
14 through 20 January 2006

**A**  
**Project Completion Report**



*Conducted by*

**CLHRD**

**College for Leadership and Human Resource Development**

(Affiliated to Mangalore University and an ISO 9001:2000 certified Institution)

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

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**FEEL Employable Semester Course  
14 through 20 January 2006**

**Introduction**

J T Mahajan College of Engineering, Faizpur, Maharashtra, had organised a seven day 'FEEL Employable' Learning And Development Intervention for the second year students of the college from 14 through 20 January 2006. The programme was conducted by CLHRD, AIM INSIGHTS, the HRD Group, Valencia Circle, Mangalore. The seven day intervention was designed to clarify concepts on Leader Effectiveness, Group Discussions, Communication Skills, Interviews, Public Speaking, Mind Skill Development, Building Self-Esteem, Attention to Detail, Written Communication, Thinking Patterns, Self-Confidence, Self-Discovery, Expressing Confidence, Non-Verbal Communication, Competence, Listening to Feelings, Interest, Problem Solving, Social Skills and Body System

Daily evaluations were conducted on all the seven 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 seven 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**

..... students registered for the programme. The students were divided into .....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 seven 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        | -  | -  | 02 | 02 | 04 | 10 | 11 | 09 | 03 | -  | 41          | 73.2 |
| Day Two        | -  | 01 | -  | -  | 02 | 03 | 05 | 04 | 01 | 01 | 17          | 69.3 |
| Day Three      | -  | -  | 04 | 02 | 05 | 09 | 08 | 09 | 03 | 01 | 41          | 68.8 |
| Day Four       | 01 | -  | 01 | 02 | 04 | 06 | 08 | 11 | 01 | -  | 34          | 72.2 |
| Day Five       | -  | -  | -  | 01 | 01 | 01 | 09 | 08 | 03 | -  | 23          | 81.6 |
| Day Six        | -  | -  | 01 | -  | 01 | 01 | 02 | 04 | 02 | -  | 11          | 78.8 |
| Day Seven      | -  | -  | 01 | 02 | 02 | 03 | 14 | 15 | 02 | -  | 39          | 78.3 |
| <b>Average</b> |    |    |    |    |    |    |    |    |    |    | <b>74.6</b> |      |

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 5.1 % (73.2% on the first day to 78.37% on the final day). Equally important is to note that the average satisfaction level itself is 74.6%.



## 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 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

94.9% of the participants expressed a positive response out of which 20.5% considered the programme 'Excellent'. 5.1% of the participants were not satisfied.

| Excellent (A) | Satisfactory (B) | Not Satisfactory (C) | Very Unsatisfactory (D) |
|---------------|------------------|----------------------|-------------------------|
| 20.5          | 74.4             | 5.1                  | -                       |

### 2. Willingness to attend a similar programme

94.9% of the participants expressed their desire to attend if a similar programme is organised in future while 5.1% of the participants are not willing to attend a similar programme.

| Yes (A) | No (B) |
|---------|--------|
| 94.9    | 5.1    |

### 3. The Area liked best in comparison

Out of the twenty areas that were taken up during the course of seven days of the programme, the participants opted for Interviews with a highest 'Excellent' rating of 68.4% for the same. Thinking and Feeling, Assertion and Aggression and Problem Solving received the second highest rating of 57.9%.

|                              | Excellent (A) | Satisfactory (B) | Not Satisfactory (C) | Very Unsatisfactory (D) | No Response (E) |
|------------------------------|---------------|------------------|----------------------|-------------------------|-----------------|
| 1. Leader Effectiveness      | 30.8          | 66.7             | 02.5                 | -                       | -               |
| 2. Group Discussions         | 30.8          | 61.5             | 07.7                 | -                       | -               |
| 3. Communication Skills      | 43.6          | 51.2             | 02.6                 | -                       | 2.6             |
| 4. Interviews                | 48.7          | 35.9             | 15.4                 | -                       | -               |
| 5. Public Speaking           | 41.0          | 41.0             | 12.9                 | -                       | 5.1             |
| 6. Mind Skill Development    | 35.9          | 51.3             | 12.8                 | -                       | -               |
| 7. Building Self-Esteem      | 23.1          | 61.5             | 15.4                 | -                       | -               |
| 8. Attention to Detail       | 17.9          | 56.4             | 23.1                 | -                       | 2.6             |
| 9. Written Communication     | 28.2          | 56.4             | 15.4                 | -                       | -               |
| 10. Thinking Patterns        | 30.7          | 51.3             | 15.4                 | -                       | 2.6             |
| 11. Self-Confidence          | 46.2          | 46.2             | 05.0                 | -                       | 2.6             |
| 12. Self-Discovery           | 23.1          | 53.8             | 20.5                 | -                       | 2.6             |
| 13. Expressing Confidence    | 41.0          | 53.9             | 05.1                 | -                       | -               |
| 14. Non-Verbal Communication | 25.6          | 59.0             | 12.8                 | -                       | 2.6             |
| 15. Competence               | 23.1          | 58.9             | 15.4                 | -                       | 2.6             |
| 16. Listening to Feelings    | 30.8          | 46.1             | 20.5                 | -                       | 2.6             |
| 17. Interests                | 38.5          | 43.6             | 17.9                 | -                       | -               |
| 18. Problem Solving          | 23.1          | 51.2             | 23.1                 | -                       | 2.6             |
| 19. Social Skills            | 35.9          | 48.7             | 15.4                 | -                       | -               |
| 20. Body System              | 15.4          | 76.9             | 07.7                 | -                       | -               |

### 4. Appreciation for methodology

92.3% of the participants indicated a positive response out of which 38.5% considered the programme 'Excellent'. 7.7% of the participants were not satisfied.

| Excellent (A) | Satisfactory (B) | Not Satisfactory (C) | Very Unsatisfactory (D) |
|---------------|------------------|----------------------|-------------------------|
| 38.5          | 53.8             | 7.7                  | -                       |



**5. Rating of the Resource Persons**

A total of 94.9% of the participants gave the positive response out of which 38.5% of the participants rated the Facilitators' work as 'Excellent', followed by 56.4% expressing it as 'Satisfactory'. 5.1% of the participants were expressed 'Not Satisfactory' rating.

| Excellent (A) | Satisfactory (B) | Not Satisfactory (C) | Very Unsatisfactory (D) |
|---------------|------------------|----------------------|-------------------------|
| 38.5          | 56.4             | 5.1                  | -                       |

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

17.9% of the participants expressed the rating 'Excellent' out of the total 87.1% who expressed positive opinions. 12.9% of the participants were not satisfied with the design and structure of the programme.

| Excellent (A) | Satisfactory (B) | Not Satisfactory (C) | Very Unsatisfactory (D) |
|---------------|------------------|----------------------|-------------------------|
| 17.9          | 69.2             | 10.3                 | 2.6                     |

**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:**

- ♦ Group Discussions
- ♦ Facing Interviews
- ♦ Exercises on Thinking Patterns
- ♦ Communicating in English
- ♦ Public Speaking
- ♦

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

- ♦ To have more number of model interviews
- ♦ To increase the duration of the programme
- ♦ To have more number of Facilitators
- ♦ To reduce the number of hours of the programme

## FEELings