

NMAM Institute of Technology

Nitte

FEEL Employable

16 through 18 February 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)

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Introduction

'FEEL Employable' Learning And Development intervention for the sixth semester students of NMAMIT, Nitte was conducted in two batches as the number of students who had registered for the programme had exceeded 300. The programme for the first batch of students was conducted from 27 through 29 October 2005 while for the second batch it was conducted from 16 through 18 February 2006.

192 students had registered for the first batch and 104 students registered for the second batch.

A comparative study of the results of the daily and course end evaluations done of both these programmes have been presented in this Project Completion Report.

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, a unit of 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. Facilitators who assisted the Director in the conduct of the programme were 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 09.00 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 three 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

Batch One - 27 through 29 October 2005

	1	2	3	4	5	6	7	8	9	NR	Total	%
Day One	-	01	-	04	12	29	75	60	09	01	191	77.8
Day Two	01	-	01	02	14	37	77	46	10	01	189	76.5
Day Three	-	-	01	02	07	16	54	78	29	-	187	83.5
Average											79.3	

Batch Two - 16 through 18 February 2006

	1	2	3	4	5	6	7	8	9	NR	Total	%
Day One	02	-	01	02	15	23	34	16	10	-	103	73.6
Day Two	-	-	-	-	10	19	35	26	10	-	100	78.6
Day Three	-	-	-	-	04	12	27	42	14	-	99	83.4
Average											78.5	

The comparison of the results of daily evaluations as is presented above shows that the average satisfaction level of both the groups is almost similar with 79.3% for Batch One and 78.5% for Batch Two. This is despite the dip in the satisfaction level on Day Two for Batch One. In fact Day Three results of both the batches show almost the same figures of 83.5% and 83.4%. This trend has also been seen in the expression of the participants of their opinions for most of the areas of the developmental intervention.

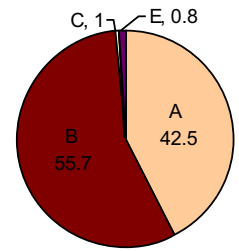
II. Course-End Evaluation - A Few Highlights

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

On an average a total of 98.2% of the participants indicated a positive response out of which 42.5% considered the programme 'Excellent', 55.7% of the participants expressed rating of 'Satisfactory'. 1% of the participants were not satisfied with the programme and 0.8% did not respond to the question.

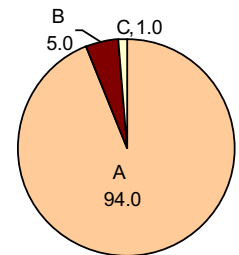
	Excellent (A)	Satisfactory (B)	Not Satisfactory (C)	Very Unsatisfactory (D)	No Response (E)
Batch One	45.5	52.9	1.1	-	0.5
Batch Two	39.4	58.6	1.0	-	1.0
Average	42.5	55.7	1.0	-	0.8



2. Willingness to attend a similar programme

An average of 94% of the participants expressed their desire to attend if a similar programme is organised in future. 5% of the participants did not want to attend whereas 1% did not respond to the question.

	Yes (A)	No (B)	No Response (C)
Batch One	89.9	8.0	2.1
Batch Two	98.0	2.0	-
Average	94.0	5.0	1.0



3. The Area liked best in comparison

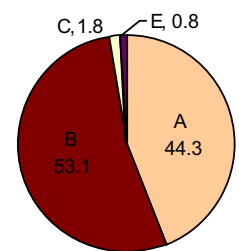
The participants were asked to rate each area of the programme on a scale of one to nine with one as 'Poor' and nine as 'Excellent'. On an average the responses expressed show that the concept of 'Team Building' has been liked the most with 84.5% rating followed by concepts of Human Relationship and Communication Skills with 83.2% and 82.5% rating respectively.

Training Areas	Batch One	Batch Two	Average
A. Group Discussions	82.5	81.8	82.2
B. Communication Skills	83.0	81.9	82.5
C. Interviews	76.8	80.0	78.4
D. Public Speaking	74.6	79.3	77.0
E. Mind Skill Development	77.2	78.6	77.9
F. Building Self-Esteem	78.7	80.5	79.6
G. Human Relationship	82.9	83.4	83.2
H. Team Building	83.4	85.6	84.5
I. Written Communication	73.4	77.2	75.3

4. Appreciation for methodology

An average of 44.3% of the participants gave 'Excellent' rating for the methodology used to impart the concepts. 53.1% opted for the rating of 'Satisfactory'. 1.8% were not satisfied and 0.8% did not respond.

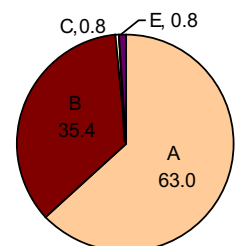
	Excellent (A)	Satisfactory (B)	Not Satisfactory (C)	Very Unsatisfactory (D)	No Response (E)
Batch One	49.2	47.6	2.7	-	0.5
Batch Two	39.4	58.6	1.0	-	1.0
Average	44.3	53.1	1.8	-	0.8



5. Rating of the Resource Person

On an average the highest 'Excellent' rating was for the Resource Persons' work with 63% stating the same. While 35.4% of the participants expressed their satisfaction. 0.8% of the participants were not satisfied. 0.8% did not respond to the question.

	Excellent (A)	Satisfactory (B)	Not Satisfactory (C)	Very Unsatisfactory (D)	No Response (E)
Batch One	86.7	12.3	0.5	-	0.5
Batch Two	39.4	58.6	1.0	-	1.0
Average	63.0	35.4	0.8	-	0.8

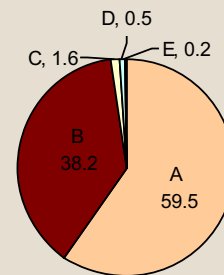


One exception in the otherwise almost similar results of the feedback received from both the batches of participants is the difference in the percentage level given for the performance of the Resource Person. While Batch One has given a very high rating of 86.7% 'Excellent' only 39.4% of Batch Two have opted to do the same.

6. Appreciation for the design and structure of the programme

A total of 97.7% of the participants expressed positive opinions with 59.5% of the participants considering it 'Excellent' and 38.2% of the participants 'Satisfactory'. A total of 2.1% were not satisfied with the design and structure of the programme. 0.2% of the participants refused to respond.

	Excellent (A)	Satisfactory (B)	Not Satisfactory (C)	Very Unsatisfactory (D)	No Response (E)
Batch One	59.6	37.4	2.0	1.0	-
Batch Two	59.4	39.0	1.1	-	0.5
Average	59.5	38.2	1.6	0.5	0.2



Appreciation for design and structure of the programme, not very surprisingly, in continuation of the earlier trend, has received almost the same results from both the batches of participants.

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:

Batch One - 27 through 29 October 2005

- ♦ Mind Skill Exercises
- ♦ Team building Exercises
- ♦ Facing Interviews
- ♦ Participating in Group Discussions
- ♦ Public Speaking

Batch Two - 16 through 18 February 2006

- ♦ Mind Skill exercises
- ♦ Team Building exercises
- ♦ Facing Interviews
- ♦ Public Speaking
- ♦ 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 programme:

Batch One - 27 through 29 October 2005

- ♦ Lack of Interest
- ♦ Hectic Schedule
- ♦ Personal reasons
- ♦ Lack of confidence
- ♦ Over confidence
- ♦ Regular classes
- ♦ Not being aware of the training programme
- ♦ Do not know the importance of the training programme

Batch Two - 16 through 18 February 2006

- ♦ Programme was conducted during vacation
- ♦ Lack of Interest
- ♦ Personal reasons
- ♦ Lack of confidence
- ♦ Irresponsible
- ♦ Not being aware of the importance of the programme
- ♦ Negligence
- ♦ Health problem

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

Batch One - 27 through 29 October 2005

- ♦ To increase the duration of the training programme
- ♦ To give individual attention
- ♦ To include aptitude test
- ♦ To provide negative feedback of interviews
- ♦ To include more number of facilitators
- ♦ To include more number of public speaking sessions
- ♦ To have longer duration of interviews
- ♦ To conduct the programme during holidays.
- ♦ To add more number of Interviews and Group Discussions
- ♦ To give feedback after the Group Discussion sessions

Batch One - 27 through 29 October 2005

- ♦ To increase the duration of the programme
- ♦ To give more time for interview sessions
- ♦ To include more exercises on Mind Skill Development
- ♦ To have more number of Group Discussions & Interviews
- ♦ To have longer duration of interviews

FEELings

Enjoyed a lot here. Got a chance to interact with students whom we otherwise don't meet or talk to. Learnt a lot of new things and got to know my strengths and my capabilities.

Chitra Borkar, E&E

I appreciated the fact that most of us who are generally afraid to speak out had to do so in this programme and hence it was a good confidence building measure. I am sure it helped many come out of their shells. The personal interviews were also a very good experience.

Sindhu S. Igoor, Biotechnology

Learning while having fun was the most important part of the programme. We enjoyed it as we got to interact with more people.

Swathi Joshi M., Computer Science

A nice programme, well organised. I liked the way the time was being managed as was given in the time table. It can be of greater use if it is done right from first year; done more than once, if possible once in every semester; increasing number of days of the programme; making it compulsory for everyone, that is even for those below 60% also.

Sharath Bhat, Mechanical Engineering

I think your programme was excellent and everything was systematically conducted. I came to know many of my batch mates whom we had never seen. Group Discussions and team work has increased my confidence in my abilities.

Ramya Nayak, Biotechnology

This is an excellent coaching offered to us. I really liked the way you made us communicate with others.

Sunil G. Mechanical Engineering

The best thing about the programme was that by the end of the third day, I felt more confident and free to communicate with people.

Namrith Raj, E&E