



SMAYAN FOUNDATION®

New Beginnings, Endless Possibilities!

TRAINING PROGRAM REOPORT

Name of Training Program	Pre Placement training
Venue	Vijaya Degree College RV Road, Basavanagudi Bengaluru- 560004
Dates	27 th Feb to 12 th Mar, 2019
Participants	Final Semester Students of BBA, BCA, B.Com, B.Sc



About Smayan Foundation

Smayan Foundation is a registered NGO which was founded in May 2017. It aims to bring positive changes in the society, by providing necessary support to the students by means of updated technology and intensive trainings. Our flagship programs include Nurturing talented students in the field of Sports and Arts, Placement Trainings, Language Classes, Conducting Literary, Cultural and Sports fests in schools and colleges.

Introduction

The document on hand is a narration of the details of the events and proceedings of the workshop on “**Pre Placement Training**” that was conducted by **Smayan Foundation** for the final semester students of various backgrounds from **Vijaya College**, RV Road Bengaluru -04. The training was conducted in the Vijaya College premises and the whole session lasted for 6 hours. Nine such sessions were conducted for students from BBA, BCA, BCom and B.Sc branches.

Specific Objective of the Training

The main objective of the training program is to expose students to the Corporate Culture and explain them the processes followed there and to make them comfortable when they are exposed to it.

- To make them realise the importance of a Resume and build one.
- To help them understand the nuances of Group Discussions theoretically and practically.

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- To take out the fear of Personal Interviews in them and help them attend Interviews more confidently.
- To help them understand Corporate Culture and Grooming Etiquettes.
- To assess their team Skills with the help of Case studies and help them enhance their Team and Presentation techniques.

Time Schedule

This One day workshop was in turn divided into 3 sessions of 2 hours each. The First Session focused on Resume Building, followed by introduction to Group Discussions. The Second session started with students discussing various Generic, Specific and Abstract topics. It was followed by assessments and detailed procedures to approach different topics of GD.

After lunch, the students presented the case studies, followed by Personal Interviews of few students and later techniques to face interviews were shared along with assessments.

Workshop Content

This workshop was designed exclusively for those students who haven't attended any soft-skill workshop previously and also to ease them their immediate uphill task of attending interviews.

- Resume Building
- E-mail Writing
- Group Discussions
- Personal Interviews
- Case Studies*

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Facilitation Techniques Used (Training Methodology)

There were several facilitation techniques used by the trainers which included question and answer, brainstorming, group discussions, case study discussions. The multitude of training methodologies were utilized in order to make sure all the participants are involved and grasp the whole concepts and practice what they learn. Only listening will be soon forgotten, but trainees practically using the concepts will remain in their memories. Majority of the students actively participated in the training. The students also gave online feedback which is shared in the Summary section.

Conclusion

The training program was conducted successfully and majority of the participants took active part in all the three sessions of the training. As per our observations, we could find conflicting students. Some of them were quite good at the receiving end while others weren't. Few professors were friendly and actively participated in the sessions. They helped us in persuading the students to actively participate in the activities.

Special thanks to K S Shailaja ma'am and H S Balakrishna Sir for their constant support. Kudos to the helping staff and all others who helped us in setting up the classrooms and making it Presentation ready. Last but not the least, it would be dishonouring on our side if we do not mention about those timely High Tea beverages and snacks. Overall, we had a wonderful experience by enlightening the students about the corporate world ethics. Not to forget, even we got to learn so much from them.

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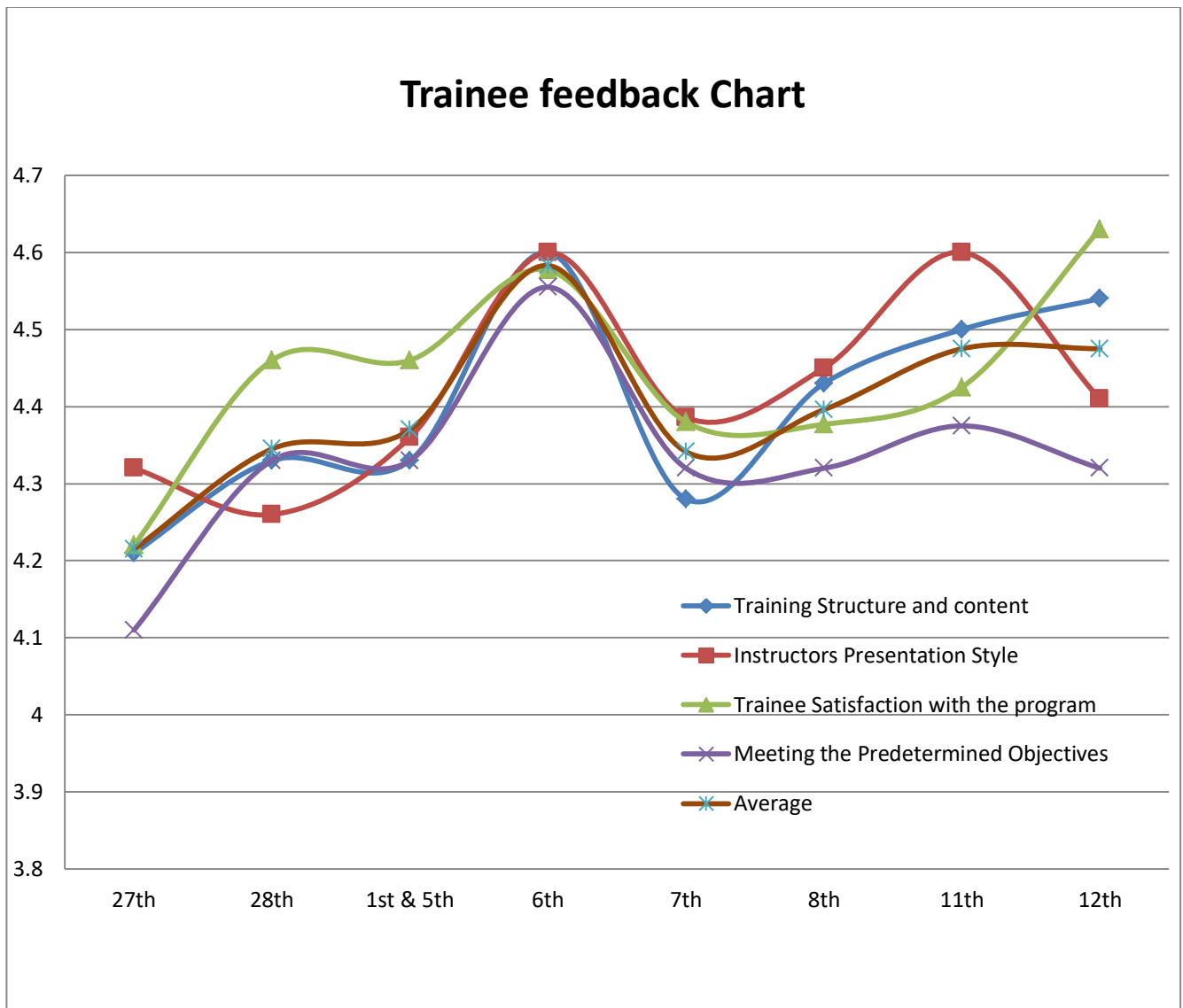
Learnings & Future Recommendations

- Majority of students are still unsure about getting into the corporate world. Such students require proper guidance either from their teachers or from their peers.
- Professors should encourage students for Industrial exposure such as Article ships and Internships would establish some sense of direction in their professional lives.
- We suggest Lecturers to involve more with the students' community and encourage them more and more to participate in Co-Curricular activities.
- We recommend conducting professional skills training from first semester along with aptitude and verbal sessions.
- We recommend lecturers to regularly motivate their students in the lecture hours with the help of inspiring stories and experiences.
- During workshop we came across a lot of students who need psychological support and mentoring sessions. So we recommend setting up a “**Centre for Counselling and related services**” for students.
- Special importance should be given to Physical Education (Example: Yoga & meditation sessions).
- We recommend “Design thinking” approach for teaching as it is a new technology and attract students.

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Summaries



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