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
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 Online through WebEx Platform. Each of the sessions lasted for 4 hours. Seven such sessions were conducted for students from different 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 and apply them during mock discussions.
- 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.

Time Schedule

This workshop was in turn divided into 3 sessions. 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. This was followed by blend of live mock Personal Interviews and sharing of techniques to face interviews 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
- Group Discussions
- Personal Interviews

Facilitation Techniques Used (Training Methodology)

There were several facilitation techniques used by our trainers which included question and answer, brainstorming, group discussions, case studies. 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. At the end of each session, quiz on the presented topics was held and the winner was rewarded. We identified the most active participant after each session and he/she received a gift hamper. 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.

Special thanks to K S Shailaja ma'am and H S Balakrishna Sir for believing in us and for their constant support. We also thank Dr. Govind, Sundareshan Sir, helping staff and all others who helped us in setting up the classrooms and making it Presentation ready. 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.

Learnings & Future Recommendations

- Majority of students are unsure about getting into the corporate world. Such students require proper guidance from their teachers and their peers regularly. This can be done by conducting personal counselling sessions by trusted mentors on timely basis.
- We recommend to set up an independent "**Placement Cell**" for the college and sub committees for Commerce and Science departments.
- We suggest to introduce placement scores for students. This should magnify the need for them to show case their skills appropriately. For example, we can assign a percentage weightage to different factors and assign them the score.

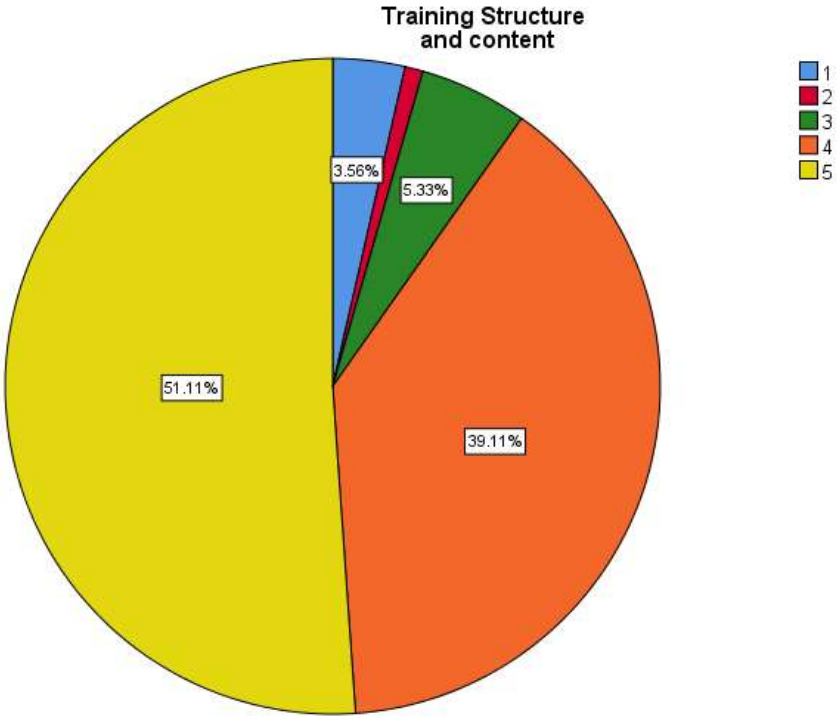
Sl. No	Particulars	Weightage
1	UG Grades	50%
2	Certifications	15%
3	Trainings Attended	15%
4	College Attendance	10%
5	Extracurricular Activities {Sports, Art, Music, Participation in various fests, Organising, Volunteering etc}	10%

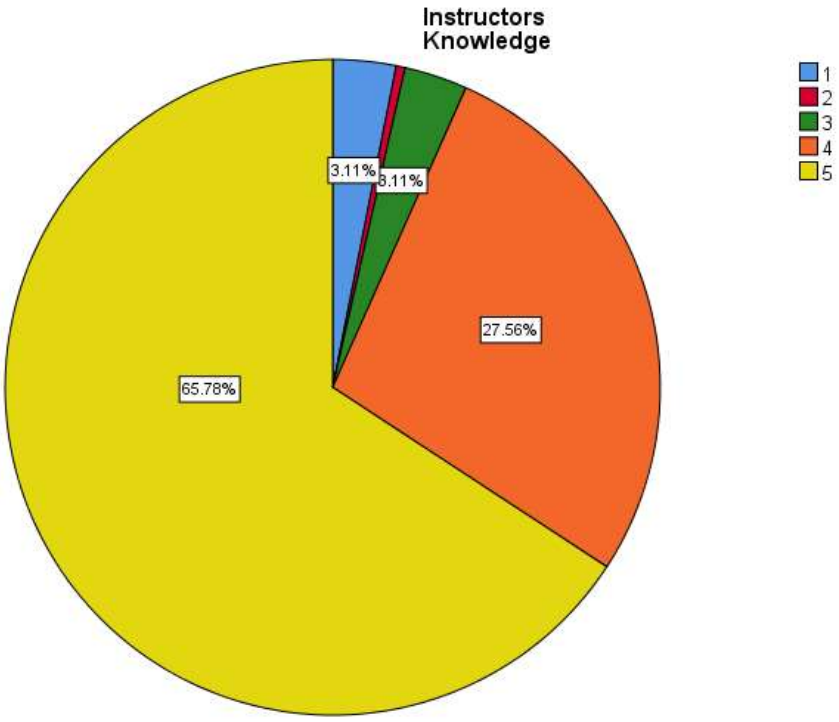
- We recommend conducting professional skills training from first semester and Aptitude and Verbal sessions for final semesters.

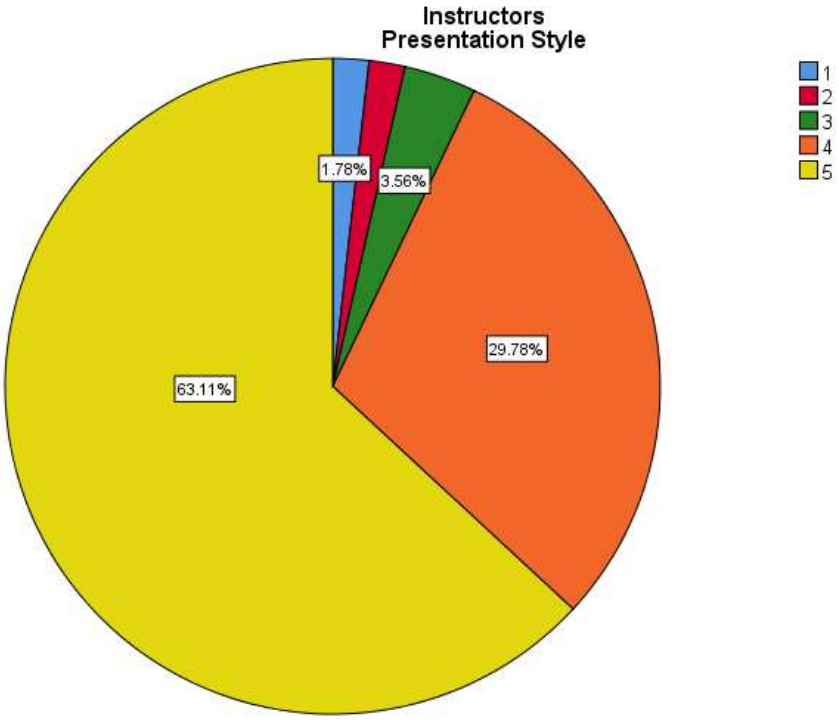
- Motivation is an important aspect of one's life. We observe the lack of motivation in students due to various personal and societal aspects. We believe, teachers can bring out the best from students with close observation and empathy.
- We recommend "Design thinking" approach for teaching as it is a new technology and attract students.
- We recommend to make it mandatory for students to take up at least 2 months internship before their final semester examinations.
- We suggest all students should get certified with at least one online course on platforms like Coursera, EdX, Udemy, LinkedIn Learning etc. every semester.

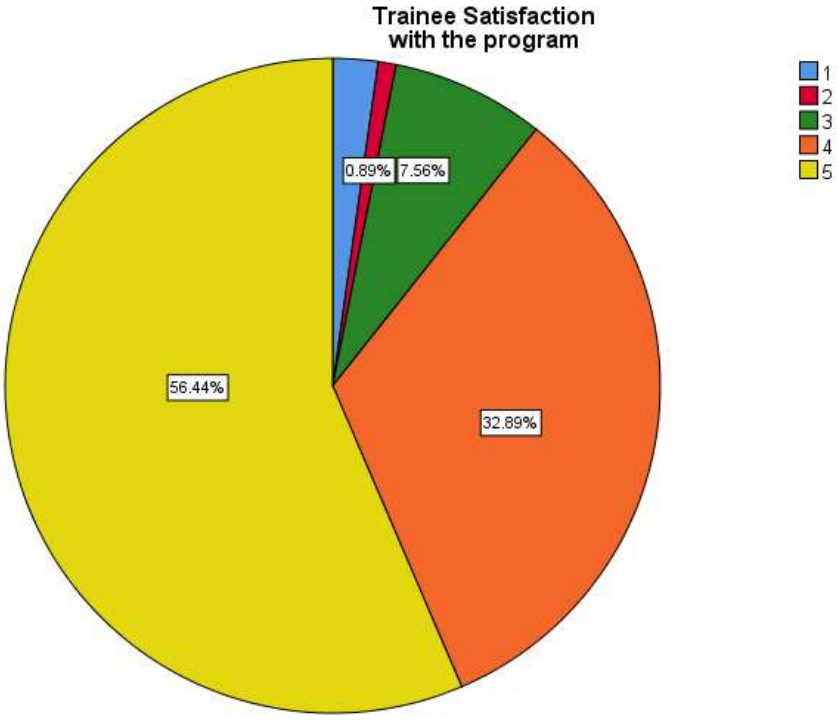
Summaries

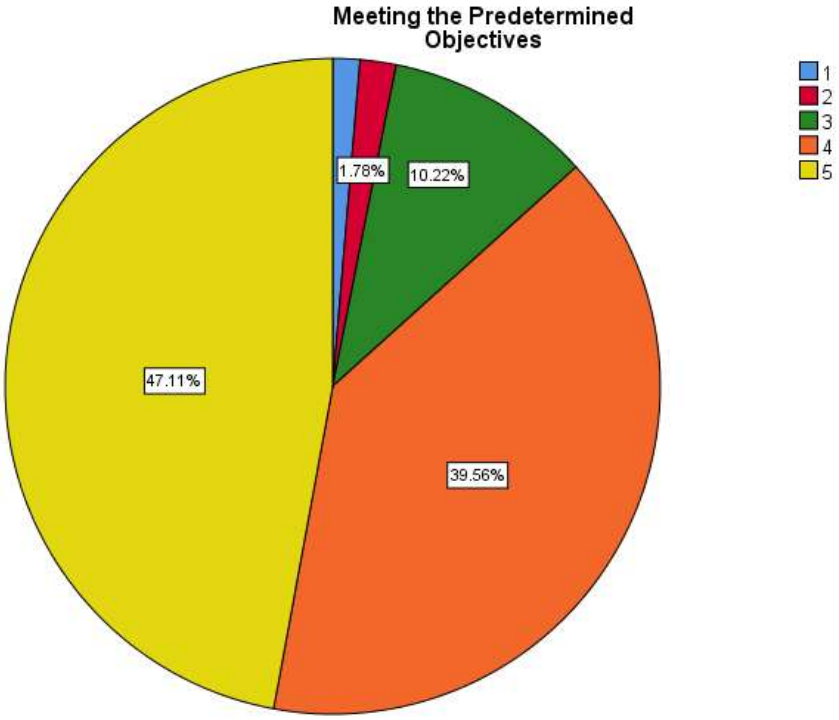
Statistical Report	Training Structure & Content	Instructors Knowledge	Instructors Presentation Style	Trainee Satisfaction with the program	Meeting the Predetermined Objectives
Total Feedback responses	225	225	225	225	225
Mean	**4.33**	**4.52**	**4.51**	**4.4**	**4.29**
Std. Deviation	0.901	0.845	0.802	0.846	0.825
Variance	0.813	0.715	0.644	0.715	0.681
Minimum Score	1	1	1	1	1
Maximum Score	5	5	5	5	5
Sum of Scores	975	1018	1014	991	966
Maximum Score	1125	1125	1125	1125	1125


Training Structure
and content
1
2
3
4
5
3.56%
5.33%
51.11%
39.11%


Instructors
Knowledge
1
2
3
4
5
3.11%
3.11%
27.56%
65.78%


Instructors
Presentation Style
1
2
3
4
5
1.78%
3.56%
29.78%
63.11%


Trainee Satisfaction
with the program
1
2
3
4
5
0.89%
7.56%
56.44%
32.89%


Meeting the Predetermined Objectives
1
2
3
4
5
1.78%
10.22%
47.11%
39.56%

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