

## 6.2.1 Example of activity successfully implemented based on the strategic plan

### Student Training Program (STP)

#### Introduction:

It is a known fact that there is a wide gap between what the corporate world expects from management graduates and what they get. As thousands of MBA's graduate each year, competition gets tougher and it is clearly not only "survival of the fittest" but "employ the best". Keeping this in mind, STES has developed a student training program (STP) which in general aims to improve the "employability" of students. This program has the following objectives:

- Improve communication skills,
- Develop a fulgurous personality,
- Instill a sense of discipline,
- Create an exposure to the realities in the corporate world, and
- Improve analytical skills.

#### Program Details:

This training program, the duration of which is 96 hours that spread over 3 semesters, is to be undertaken by the student from the start of the first year of the MBA program. The details of the program are mentioned in Table 1.

#### Unique Features:

The unique features of this program are mentioned below.

- STP is incorporated into the curriculum to help prepare and evaluate the students.
- Training provided is based on the need of the student.
- As a part of STP, video CVs are recorder by students on K Point platform.
- A good blend of class room and hands on training is provided by expert faculty.
- Training need and outcome are assessed using AMCAT, a job test preferred by many industries.
- Interview Prep, an artificial intelligence and machine learning based tool is used for assessment of interview preparation.
- Communication skills are assessed using Writex and Svar, corporate approved assessment tools.
- Job portal presence is provided for a period of a two year, inclusive of one year after graduation.



**Table 1: Semester wise program details, Student Training Program**

**Duration of Program: 96 Hours**

**Semester I – 32 Hours**

- Reading Skills: How to read (tips to effective reading, to learn to emphasize on pause, words & phrases), Reading progression (to improve vocabulary), Fluency development and pronunciation; 8 Hours
- Writing Skills: Types of Writing, Keys to effective writing (to make effective use of vocabulary, to improve sentence and paragraph construction), Grammar; 8 Hours
- Group Discussion & Personal Interview: Training and practice of GD & PI by corporate trainers; 8 Hours
- General Knowledge Quiz: To improvise GK of current, national and international affairs; 4 Hours
- Case Study Presentation: To discuss cases to cover management fundamentals like Peter Principle & Rational Manager; 2 Hours
- Assessment of writing skills using the Writex module of AMCAT; 1 Hour
- Assessment of speaking skills using the Svar module of AMCAT; 0.5 Hours
- Assessment of interview preparation using Mock Interview module of AMCAT; 0.5 Hours

**Semester II – 29 Hours**

- Case Study Presentation: To discuss cases to cover management specialties (Marketing, HR, Finance, OR); 6 Hours
- Simulation Exercises: To practice how to react to a work place situation; 4 Hours
- Personality Development: To learn etiquettes and manners, to develop personality; 4 Hours
- Preparation of Slide Sets: To learn to create case presentations 4 Hours
- Sources and use of Power: To, observe, comprehend and practice ethics & morals through real life case simulations for career development; 4 Hours
- Problem Solving Skills: Interactive sessions for learning how to resolve day to day conflicts; 2 Hours
- Self Analysis: To learn to answer-who am I? where do I want to be? how do I get there? 2 Hours
- Assessment of, English, Personality, Quantitative & Logical Ability, Excel Skills using AMCAT; 3 Hours

**Semester III – 35 Hours**

- Advanced Reading Skills: Reading facts, summarizing, drawing inferences, preparing judgment; 8 Hours
- Advanced Writing Skills: Writing etiquettes, Letter writing, email writing, Do's & Dont's in writing; 8 Hours
- General Knowledge Quiz: To improvise GK of current, national and international affairs; 4 Hours
- Practice of Group Discussion & Personal Interview; 8 Hours
- Assessment of writing skills using the Writex module of AMCAT; 1 Hour
- Assessment of speaking skills using the Svar module of AMCAT; 0.5 Hours
- Assessment of interview preparation using Mock Interview module of AMCAT; 0.5 Hours
- Assessment of, English, Personality, Quantitative & Logical Ability, Excel Skills and domain MBA module using AMCAT; 3 Hours
- Preparation of video CV using K Point platform; 2 Hours



**STP Calender & Checklist (MBA Semester II)**

<b>Institute Name:</b>					
<b>Name of STP Coordinator:</b>			<b>Div.:</b>		
<b>Month &amp; Week</b>	<b>STP Activity</b>	<b>Status (To be Ticked on the date of conduction )</b>	<b>Date of Conduction</b>	<b>Name of the faculty / Expert Invited</b>	<b>Data submission date (Data means scores or names o3f students whichever is applicable)</b>
Jan 2016 Week I (04 – 09 Jan 2016)	Specialisation Orientation Program				
Jan 2016 Week II (11-16 Jan 2016)	Sinhgad Karandak 2016				
Jan 2016 Week III (18-23 Jan 2016)	STP Cycle 1 - Aptitude Test 1 GD I				
	Management Quiz – Level 1				
	Management Quiz – Level2				
Jan 2016 Week IV (25-30 Jan 2016)	Weekly Test Round 1 - Aptitude Test 1 Domain Test 1				25 Jan 2016 (STP Activities of Jan Week III)



	<b>Management Quiz – Inter Institute Competition</b>				
<b>Feb 2016 Week I (01-06 Feb 2016)</b>					01 Feb 2016 (STP Activities of Jan Week IV)
	<b>Commencement and Allocation of themes - Company Simulation Level I</b>				
	<b>SPECTRUM 2016</b>				
<b>Feb 2016 Week II (08-13 Feb 2016)</b>	<b>STP Cycle 1 - PI 1 HBR 1</b>				
	<b>Commencement of Foundation Course</b>				
	<b>Commencement of Project Competition Level 1</b>				
	<b>Company Simulation Competition – Level 1 Intra Class</b>				
<b>Feb 2016 Week III (15 - 20 Feb</b>	<b>STP Cycle 1 - SSQ 1 PEST (1 -10 Quiz to be</b>				15 Feb 2016 (STP Activities of Feb - Week II)



				<i>Student Training Programme</i>
<b>2016)</b>	completed)			
	<b>Weekly Test Round 1 - GK &amp; CA 1</b>			
	<b>Allocation of Company simulation themes for Level II</b>			
	<b>Foundation Course</b>			
<b>Feb 2016 Week IV (22-27 Feb 2016)</b>	<b>Start of STP cycle 2 Aptitude test 2</b>			22 Feb 2016 (STP Activities of Feb - Week III)
	<b>Company simulation Inter Institute Competition</b>			
	<b>Foundation Course</b>			
<b>March 2016 Week I (01-05 March 2016)</b>	<b>STP Cycle 2 SSQ 2</b>			1 March 2016 (STP Activities of Feb - Week IV)
	<b>Weekly Test Round 2 GK &amp; CA 2</b>			
	<b>Foundation Course</b>			
	<b>Evaluation of Project Competition Level 1</b>			



*Student Training Programme*

<b>March 2016</b> <b>Week II</b> <b>(07-12 March 2016)</b>	<b>Weekly Test Round 2</b> Domain Test 2 Aptitude Test 2				07 March 2016 (STP Activities of March - Week I)
	<b>STP Cycle 2</b> HBR 2				
	<b>Foundation Course</b>				
<b>March 2016</b> <b>Week III</b> <b>(14 – 19 March 2016)</b>	<b>STP Cycle 2</b> PI 2				14 March 2016 (STP Activities of March - Week II)
	<b>Foundation Course</b>				
<b>March 2015</b> <b>Week IV</b> <b>(21-26 March 2016)</b>	<b>STP Cycle 2</b> GD 2 PEST (11 -20 Quiz to be completed)				21 March 2016 (STP Activities of March - Week III)
	<b>Foundation Course</b>				
	<b>Project Competition Inter</b>				



					<i>Student Training Programme</i>
<b>Institute</b>					
					28 March 2015 (STP Activities of Oct- Week IV)

STP calendar of other STP components like Student Grooming Program (including communication & presentation skills and CV preparation) and Certification Program to be offered will be communicated soon.



# Sinhgad Institutes

## **STP - DOMAIN DOYENS**

### **(Domain Challenge for MBA Semester III)**

- *Group Presentation by a group of 07 or 08 students.*
- *Group should be formed on the basis of Specialization.*
- *Presentation in each level will consist of 03 Sections - Sector, Company and Job Profile.*

<b><i>Section 1 : Sector Scions</i></b>	<b><i>Section 2 : Company Crusaders</i></b>	<b><i>Section 3: Prolific Profilers</i></b>
<ul style="list-style-type: none"><li>• <i>Introduction</i></li><li>• <i>Major players present in the sector</i></li><li>• <i>Indian &amp; global context of the sector</i></li><li>• <i>Industry analysis (SWOT)</i></li><li>• <i>Govt. policies &amp; its impact</i></li><li>• <i>Future prospects</i></li></ul>	<ul style="list-style-type: none"><li>• <i>Company analysis - SWOT</i></li><li>• <i>Company management</i></li><li>• <i>Product &amp; services offered</i></li><li>• <i>Financial details- last 03 yrs.</i></li><li>• <i>Clients</i></li><li>• <i>Competitors</i></li><li>• <i>Future plans</i></li></ul>	<ul style="list-style-type: none"><li>• <i>My job profile</i></li><li>• <i>Skill sets required</i></li><li>• <i>Responsibilities</i></li><li>• <i>Challenges</i></li><li>• <i>Career growth</i></li></ul>

- *Presentation will have minimum 10 slides. Every student of group has to present some part of the presentation.*
- *Time duration for the presentation would be as per below:  
20 Minutes Presentation and 10 Minutes Questions & Answers.*
- *Total group evaluation will be out of 50 Marks.*
- *Out of 50, 30 marks will be for 'Group Evaluation' based on the 'Quality of Content of Presentation' of 03 sections with 10 marks for each section.*
- *Each student will be evaluated individually for 20 marks based on two parameters (communication skills and ability to answer questions) with 10 marks for each parameter.*



- The average of the individual marks obtained by all students will be calculated. This average will be out of 20 (Average Individual Marks = Sum of Individual Marks / Group Size i.e. 07 or 08 as applicable).
- The total group score will be the marks obtained by group out of 30 plus average marks of individual students out of 20. This is being proposed to ensure both group and individual evaluation.

### Evaluation Sheet

<b>MBA Semester III Specialization:</b>								
<b>Div-</b>								
			<b>Group Evaluation</b>			<b>Individual Evaluation</b>		<b>Total Group Score Out of 50</b>
<b>Sr. No.</b>	<b>Roll No.</b>	<b>Name of Student</b>	<b>Content Quality - Section 1 (Sector) Out of 10</b>	<b>Content Quality – Section 2 (Company) Out of 10</b>	<b>Content Quality – Section 3 (Job Profile ) Out of 10</b>	<b>Communication Skills Out of 10</b>	<b>Ability to Answer Questions Out of 10</b>	
1								
2								
3								
4								
5								
6								
7								
8								
<b>Content Quality</b>			<b>Content Development, Depth of Analysis, Accuracy, Sources of Data</b>					
<b>Communication Skills</b>			<b>Delivery of Presentation , Clarity of Articulation</b>					
<b>Ability to Answer Questions</b>			<b>Involvement and knowledge of individual while handling questions</b>					

<b>Evaluator's Name</b>	<b>1</b>	<b>2</b>
<b>Signature of Evaluator</b>		

**SKN SINHGAD SCHOOL OF BUSINESS MANAGEMENT**  
**STP EVALUATION SHEET FOR THE YEAR 2015-16 (MBA-SEM 1)**

Roll No	Div	Student Name	Cycle I						Total (Out of 120)
			Aptitude Test (Out of 20)	GD (Out of 20)	PI (Out of 20)	HBR Test (Out of 20)	SSQ (Out of 20)	PEST (Out of 20)	
A-1	A	BELVALKAR SEJAL SANDEEP	10	12	0	4	13	12	51
A-2	A	BHAMARE POOJA RAVINDRA	0	0	0	0	2	0	2
A-3	A	BHANGE SHRADHA KISHORE (Cancelled)	0	0	0	0	0	0	0
A-4	A	BHUSARI DHANANJAY MAHADEO	10	10	14	17	9	10	70
A-5	A	BODELA ATUL VIJAY	4	12	0	4	2	6	28
A-6	A	BOTIKAR ISHWAR BALAJIRAO	3	4	0	0	5	9	21
A-7	A	CHAKANE SUMIT ARUN	13	14	15	10	9	8	69
A-8	A	CHANDNI YADAV	4	3	15	4	6	7	39
A-9	A	CHANDRA AMIT GIRISH	14	16	17	19	12	12	90
A-10	A	CHINUKE SWAPNIL	13	14	15	13	9	14	78
A-11	A	CHOTHE ABHILASH KUMAR	10	12	16	4	11	12	65
A-12	A	DABHADE RAMESHWAR KESHV	0	0	0	11	9	10	30
A-13	A	DHARMENDRA KUMAR	10	14	15	14	6	13	72
A-14	A	DIGE SNEHAL	2	3	0	0	0	0	5
A-15	A	DOUTULWAR OMKAR ASHOK	14	10	0	4	12	14	54
A-16	A	GAIKWAD ROHIT BALASAHEB	9	12	0	4	5	10	40
A-17	A	GANESHAR KIRAN PRABHAKAR	10	12	16	11	12	10	71
A-18	A	GRISHMA AGRAWAL	3	14	0	4	5	12	38
A-19	A	GULRAJANI RUSHALI VALLABHDAS	10	12	18	4	12	11	67
A-20	A	GUPTA SHUBHAM DAUDAYAL	4	16	0	4	4	0	28
A-21	A	HARPALE ANIKET AVADHUT	4	5	0	8	7	9	33