

Personality Development Program

Goals & Objectives:

To help students develop skills and attributes necessary for successful transition in to professional life, to Develop a curriculum that will make students more competitive in handling the processes of Campus Selections.

Major Areas of Focus:

1. Identify areas of weaknesses of different student groups.
2. Prepare training module to cater to the different levels of needs.
3. Identify and build a team of committed faculty to prepare training modules specific to the purpose.

Background:

During the processes of Campus selections (2004) , it was felt that our students lacked basic skills/abilities to do well at such tests. Poor communication skills of the B. Tech graduates, especially from WBUT, have received wide publicity in both print and electronic media.

Some efforts were initiated through a training session during the summer vacation (2004) for 3rd year students. Attendances at these classes were very encouraging and measures towards continuance of such classes were discussed. A team of Basic Science, CS/IT and English faculty were formed and regular classes initiated. The programme included setting up of question papers in line with aptitude tests at Campus selections, conduct of tests, GD / Ex-tempore sessions, & Mock Interviews. A very moderate remuneration for the faculty were borne from MSIT funds.

An ' optional' fee for CDP has been introduced this year making it imperative to install a suitable developmental programme as part of the College curriculum. It should, ideally, be integrated into the regular routines.

Recent Measures:

1. An English ' lab' has been built and awaits final stages of completion.
2. A team of faculty to cover most topics has been selected.
3. In-house gradation of all new students for English language skills have been conducted.
4. A psychometric test for all new students have been done through Indian Psychometric Association.

Issues for Consideration:

CDP has now two important and different aspects:

1. Planning & delivery of the programme for the 1st year students who have paid for it - a matter of accountability against their hopes & expectations.
2. Continuance of the programme for 3rd year students who will appear at Campus selections early next year – A matter of necessity for the retention of MSIT' s position amongst Techno India Group and aspiring Engg. Students next year.

Suggestions:

1. Visible management support and encouragement.
2. Training programme for the faculty at the earliest and subsequent planned re-training to upgrade skills and modules.
3. Early installation of sound equipments, projector and chairs in the English Lab.

In Conclusion:

Techno India Group has provided its Colleges with every opportunity to find employment by bringing in large number of Companies for Campus selection of students. Every well known employer from the IT industry have been a regular at our Campuses. So far, this year 24 Companies have visited.

The performances of students and subsequent net outcomes have not been the best. The trend cannot be changed until we acknowledge the necessity of bringing into fore some basic facts:

1. Extremely poor communication skills in general.
2. Poor thinking and analytical skills.
3. Lack of comprehension abilities.
4. Inadequacy of knowledge in areas of current affairs and, in general, ill informed.

The college has, over the years, developed its own programme to facilitate students in handling their processes of transition in to their professional lives. The students are given training and practices in the following areas:

1. Handling of Aptitude tests at Campus selections.
2. Communication skills in spoken/written English.
3. Presentation skills.
4. Group Discussions/ Debates.
5. Mock Interviews.