



SINHGAD TECHNICAL EDUCATION SOCIETY'S
SINHGAD INSTITUTE OF BUSINESS ADMINISTRATION & RESEARCH

(Approved by AICTE, Recognized by Government of Maharashtra, Affiliated to Savitribai Phule Pune University)
Near PMC Octroi Post, Kondhwa - Saswad Road, Kondhwa (Bk), Pune - 411048 Phone : 020 - 67571101 / 02
Email: director_sibar@sinhgad.edu Web: www.sinhgad.edu



Prof. M. N. Navale
M. E. (Elect.), MIE, MBA
FOUNDER PRESIDENT

Dr. (Mrs.) Sunanda M. Navale
B. A., MPM, Ph. D.
FOUNDER SECRETARY

Dr. Dhananjay T. Mandlik
Ph.D. M.Phil., MBA, MCA, MCM, M.COM,
M.A (Psychology), D.L.L. & L.W, DTL
DIRECTOR

7.2 BEST PRACTICES

Best Practice 1

1. Title of the Best Practice

Psychometric Test & Competency Mapping for identifying ability & trait.

2. Objectives of the Practice

SIBAR is determined to ensure all its stakeholders are benefitted through its actions. Psychometric Tests are conducted by employers to assess intelligence, abilities, potential and personality.

The objective of the competency mapping was to identify gaps in existing and desired competencies and proficiency levels and address these inadequacies by offering goal focussed learning, upskilling, and training support to the students to help them secure their choice of specialisation

3. The Context

Psychometric tests are assessment tools used to objectively measure an individual's personality traits, aptitude, intelligence, abilities and behavioral style. Psychometric assessments are widely used in career guidance and employment to match a person's abilities and personality to a suitable career or role.

With a strong understanding of the importance of competency mapping and its relevance to industry needs, SIBAR introduced a comprehensive way of understanding competencies of the students.

4. The Practice

The Psychometric Test conducted was administered after an in-depth briefing on what it is and how it will benefit them. The test administered comprised of tests such as – Firo B, Learning Style Inventory, MBTI, Abstract Reasoning, etc.

The competency mapping was done in two stages:

1. Competency Test
2. Personal Interviews

Attributes like communication skill (verbal and non-verbal, speaking ability), Creativity and Problem Solving, Innovation, Leadership, Adaptability, High emotional stamina, Time management, Data Analysis and Analytics, technology know how, Decision making

skill, Data visualization, numeral ability etc. were checked during the interview.

5. Evidence of Success

Students attempted the Test and also appeared for the Competency based mapping session.

6. Problems Encountered and Resources Required

The problem encountered remains more or less the same as last year, which is to instill faith among students that these test would serve as an indicator to identifying their traits and abilities. It is challenging to get students value the outcomes of these tests which in turn affects the seriousness in filling out the questionnaire in the designed set of tests. Resource requirement is majorly a concern wherein we need experts for the counselling of specific students.

Best Practice 2

1. Title of the Best Practice

STP – Student Training Programme.

2. Objectives of the Practice

Enabling students to be better individuals is the core. The whole purpose of the STP is to enhance the employability skill of the students by providing all round grooming.

To inculcate professional manners & etiquettes

To inculcate decent communication skills

To develop their aptitude in various domains.

To develop technical skills

To hone their skills and help them develop those required to be good managers.

3. The Context

SIBAR has realised that over a period of time, especially post the pandemic it has become imperative to work on the overall grooming of the students. The students require to have a sense of dressing, behaving and also handling situations maturely and effectively. Employable graduate is one who may not be excellent at academics but has the right attitude. The STP attempts in building this framework of a positive attitude among students.

4. The Practice

STP is a well structure program designed at the Corporate office level by experts from the Institutes, Placement Cell Representatives etc. A formal 45-hour module is chalked out each semester to cover various areas of training needed for the skill building of students. Various activities are undertaken as per the Execution Plan prepared at institute level. The execution plan is shared with faculty members and students for conduct of the same. The activity thus conducted is recorded and maintained by each STP faculty. Students are apprised on areas of improvements and several practice sessions are conducted.

5. Evidence of Success

Students at SIBAR are gradually benefitting from these trainings as a result of which we have seen good placements for several students. They are placed in companies such as Cybage, Persistent Systems, ICICI Bank, State Street HCL etc.

6. Problems Encountered and Resources Required

One of the challenges of STP program is the commitment of students for their own development. They fail to understand the time value and feel that they can manage to hone their skills in a short span of time, as and when required.

As for resources SIBAR is well equipped both with hard and soft infrastructure, that aids in the conduct of all such activities.



Scores of Psychometric Testing Conducted on 24th November, 2022

Sr. No	NAME	LEARNING STYLE					FIRO-B					PERSONAL STYLE INVENTORY-MBTI												AR
		CE	RO	AC	AE	(AC-CE) - Y	(AE-RO) - X	Learning Style	IE	IW	CE	CW	AE	A	TYPE	I	E	N	S	T	F	P	J	
1	Dipak Garde	23	30	31	35	8	5	Accommodator	5	4	6	4	3	5	ESTP	15	25	29	11	22	18	19	21	11
2	Aaksh Godwe	24	32	35	29	11	-3	Accommodator	6	8	6	5	2	3	ESTP	15	25	19	21	29	11	23	17	13
3	Vaibhav Raut	26	27	28	31	2	4	Diverger	3	2	3	3	2	5	ESTP/ESTJ	18	22	13	27	21	19	20	17	17
4	Rutvik Bhogale	29	27	31	33	2	6	Diverger	4	4	5	3	2	5	ISTJ	24	16	13	27	21	19	17	23	23
5	Prashant Chahude	31	28	26	35	-5	7	Diverger	7	4	3	0	6	4	ESTP	18	22	18	22	24	16	27	13	16
6	Uttung Walunjkar	32	29	22	37	-10	8	Accommodator	6	1	2	6	1	1	ISTJ/ESTJ	20	10	30	29	11	15	25	19	19
7	Shaikh Moin	35	30	27	25	-8	-5	Diverger	5	5	4	5	4	2	ENTP/ENFP	19	21	23	17	20	20	26	14	14
8	Rushikesh Khandale	32	25	34	29	2	4	Diverger	7	3	2	3	2	1	ISTJ	22	18	18	22	25	15	17	23	17
9	Vijuram Dhiwan	23	13	36	28	13	15	Converging	6	8	5	3	3	6	INTP	26	14	24	16	21	19	24	16	16
10	Manesh vitrao	32	25	30	33	-2	8	Accommodator	5	8	7	1	3	4	ESTJ	10	30	12	28	30	5	17	23	16
11	Sahil Hande	29	34	35	25	6	-9	Diverger	5	4	9	5	11	28	ESFJ	17	23	17	23	15	25	11	29	19
12	Abhishek Shivatri	31	26	35	30	4	4	Diverger	5	9	0	2	3	1	INFP	27	13	24	16	16	24	12	28	10
13	Tikkam Motwani	31	22	34	32	3	10	assimilator	3	0	1	1	0	0	IETP	22	18	17	23	25	15	21	19	17
14	Atul Singh	25	24	35	36	10	12	Converging	4	6	7	0	3	2	ISTP/ESTP	22	18	16	24	20	20	22	18	16
15	Rajet vishwakarma	35	27	29	33	-6	6	Diverger	5	7	1	3	2	5	ESTJ	16	24	16	24	28	12	17	23	17
16	Prasad Nagwade	38	33	37	36	-1	3	Diverger	5	2	3	4	6	5	IEFI	30	10	15	25	19	21	11	29	16
17	Rushikesh Rananware	33	31	23	36	-10	5	Diverger	2	1	4	2	3	2	ESFJ	13	27	12	28	16	24	17	23	17
18	Payal shyale	30	25	34	31	4	6	Diverger	6	6	3	0	1	1	ENTP	14	26	14	26	20	20	18	22	22
19	Farhin shaikh	31	26	36	27	5	1	Diverger	3	4	3	3	4	7	ENFJ/ISFJ/E	20	20	20	20	10	30	12	28	17
20	Ranjan bhujbal	24	25	39	37	15	12	Converging	6	6	8	4	4	6	INFPJ	19	21	19	20	20	20	18	22	20
21	Sonam singh	29	24	31	36	2	12	Accommodator	6	0	4	2	2	1	INFP	22	18	26	14	10	30	25	15	26
22	Minjali Parwani	25	30	35	29	10	-1	assimilator	10	14	17	3	12	19	ISTP	25	15	16	24	21	19	21	19	18
23	Muskan Thadani	22	26	39	34	17	8	Converging	11	8	3	3	8	17	IETP	21	19	18	22	21	19	24	16	14
24	Salaman Taboli	30	29	28	33	-2	4	Diverger	3	1	3	4	5	5	ISFJ	26	14	19	21	14	26	21	19	15
25	Pranay Markar	27	29	34	30	7	1	Diverger	6	6	5	1	7	5	ESTP	18	22	15	25	29	11	25	15	17
26	Prakash gupta	30	26	33	28	3	2	Diverger	2	4	4	4	3	0	INFP	22	18	26	14	15	25	20	20	10
27	Shradha benkanhili	28	30	29	33	1	3	Diverger	7	4	4	0	1	0	ESTJ	14	26	18	22	23	17	22	18	18
28	Balaji Madan Munjaji	30	32	37	21	7	-11	Accommodator	6	8	6	6	8	5	ESTJ	18	22	19	21	25	15	19	21	21
29	Aditya Thikare	26	34	30	30	4	-4	Diverger	6	8	5	6	1	1	ESTP	18	22	12	28	25	15	25	15	17
30	Shradha Gaikwad	26	25	34	35	8	10	Converging	7	6	2	1	4	7	ESTJ	19	21	14	26	23	17	23	17	17
31	Abhijit Tambe	30	24	34	32	4	8	assimilator	5	5	0	3	3	8	ESTJ	10	30	18	22	24	16	15	25	22
32	Kunbhar Mahendra	32	28	31	29	-1	1	Diverger	3	0	0	1	3	3	ESFJ	16	24	17	23	15	25	18	22	18
33	Ajinkya Solanki	32	32	26	31	-6	-1	Diverger	3	3	4	4	3	2	IITJ	24	16	23	17	32	18	18	21	16
34	Chandrashekar Zungare	29	22	36	33	7	11	Converging	5	3	7	3	4	3	ESTP	18	22	16	24	24	8	22	18	25
35	Siddhant Kshirsagar	31	28	34	27	3	-1	Diverger	4	0	6	2	4	1	ISTJ	28	12	19	21	20	20	19	21	16
36	Suyog Shinde	34	37	37	34	3	-3	Diverger	4	3	4	1	3	4	ISTJ	25	15	18	22	25	15	15	25	18
37	Aaksh more	30	26	31	33	1	7	Accommodator	7	7	6	6	5	4	ESTJ	16	24	16	24	16	17	23	23	20
38	Bhagwat Ajinkya	36	25	21	38	-15	13	assimilator	4	3	7	5	3	3	ESTP	18	22	17	20	21	19	26	14	8
39	Rahul Jadhav	32	24	35	29	3	5	Diverger	4	0	4	3	3	4	ESTP	17	23	17	23	24	16	21	19	17
40	Rushikesh Kolabe	32	29	36	29	4	0	Diverger	5	2	6	4	2	3	ESP/INSTF	14	16	20	20	20	20	19	21	24
41	Amey Mhaske	30	32	29	29	-1	-3	Diverger	5	7	4	1	4	5	EFJ	22	18	19	21	18	22	15	25	15

42	Ritesh Dhavale	29	31	30	32	1	1	Diverger	1	0	5	2	0	0	ISTJ	26	14	18	22	21	13	14	26	18
43	Manesh Wagh	29	28	27	25	-2	-3	Diverger	7	5	7	8	6	5	ISTJ	24	16	17	23	24	16	18	22	23
44	Akash Khandekar	30	37	28	28	-2	-9	Diverger	5	6	2	8	3	4	ISTJ/ISTP	21	19	14	26	21	19	20	20	23
45	Vishal Bhatar	27	29	32	21	5	-8	Diverger	8	6	7	8	6	5	ISTP	26	14	15	25	22	18	21	19	38
46	Vaishnavi Patil	39	38	45	33	6	-5	Diverger	4	0	1	0	2	0	ISFP	29	11	15	25	17	23	24	16	18
47	Appova Patil	36	31	27	26	-9	-5	Diverger	4	9	4	9	6	5	INFP/ISFP	21	19	20	20	17	23	35	15	18
48	Sayali Barse	27	27	30	38	3	11	assimilator	5	2	5	4	2	2	IETJ	24	16	6	34	22	18	12	28	19
49	Sakshi Folke	34	27	25	34	-9	7	Accommidator	4	5	3	4	2	2	ISFJ	23	17	18	22	16	24	16	24	18
50	Vaibhav Chopde	35	31	27	27	-8	-4	Diverger	5	3	0	3	2	3	ENFP	16	24	25	15	13	27	29	11	17
51	Rutu Khengare	34	36	35	34	1	-2	Diverger	7	9	3	2	2	4	ISTJ	20	20	11	29	25	15	14	26	18
52	Shrutika Chudegar	33	26	32	28	-1	2	Diverger	5	1	2	2	0	2	ESTP	19	21	17	23	23	17	22	18	17
53	Sara Deshmukh	30	29	33	24	3	-5	Diverger	5	2	1	2	2	3	INTJ	19	21	19	21	26	14	18	22	17
54	Aanshika sonawane	36	27	29	28	-7	1	Diverger	5	0	2	2	5	2	INTJ	25	15	23	17	23	17	17	23	19
55	Rohit Barbole	27	21	32	39	5	18	Accommidator	7	8	6	6	3	2	INFP/ENFP	20	20	22	18	16	29	20	20	15
56	Shivani Khopde	31	16	37	36	6	20	Accommidator	7	6	6	2	2	5	ESFJ	14	26	19	21	16	24	29	11	26
57	Swapnil Ahire	27	28	31	34	4	6	Diverger	4	4	3	4	5	4	ISFJ	21	19	19	21	13	27	15	25	33
58	Krushna Rathore	26	25	36	33	10	8	Converging	6	2	2	0	8	20	ESTJ	18	26	21	31	27	20	28	32	14
59	Sarthak Pingale	36	34	20	35	-16	1	Diverger	7	3	3	4	4	6	ESTP	14	26	16	29	21	19	23	17	20
60	Kiran Kanke	27	20	32	39	5	19	assimilator	5	0	0	2	2	1	ESTP	14	26	16	24	21	19	23	17	15
61	Kiran Kolpe	26	39	34	32	8	-7	Accommidator	5	1	3	3	3	4	ENTJ	19	21	21	19	25	15	14	26	16
62	Nikita Shinde	28	27	28	38	0	11	Accommidator	5	7	7	6	1	5	ESFJ	12	28	19	21	17	23	16	24	20
63	Omkar Kundhley	22	33	34	32	12	-1	Accommidator	7	6	6	2	6	6	ESFP	15	25	16	24	19	21	21	19	21
64	Vilas Khandekar	33	27	28	32	-5	5	Diverger	2	0	8	7	0	1	INTJ	21	19	20	20	20	20	17	23	13
65	Saurabh J	37	29	32	35	-5	6	Diverger	4	4	6	1	3	2	ISFJ	23	17	18	22	13	27	17	23	10
66	Parag Nagpure	41	41	39	34	-2	-7	Diverger	2	1	2	5	0	0	ISTJ	25	15	18	22	27	13	20	20	19
67	Megha Pujari	26	29	34	27	8	-2	Accommidator	7	7	6	5	4	4	ESTJ	17	23	11	29	25	15	15	25	20
68	Rushikesh Yadav	29	29	28	34	-1	5	Diverger	4	5	3	2	4	4	INTP	21	19	20	20	25	15	25	15	15
69	Shubham Kakde	35	38	33	25	-2	-13	Diverger	6	1	5	6	7	3	ISTP	23	17	19	21	24	16	21	19	16
70	Tushar Pawar	30	30	29	32	-1	2	Diverger	6	3	6	6	7	4	ENFP	16	24	20	20	18	22	22	18	13
71	Shinde Kishore	35	36	39	33	4	-3	Diverger	4	2	5	4	4	4	ENTP	16	24	22	18	22	18	26	14	14
72	Shivaji Thakre	28	34	31	28	3	-6	Diverger	7	2	7	6	4	2	EMFP	15	25	21	19	18	22	21	19	15
73	Akshay Pisal	30	25	37	27	7	2	Diverger	5	8	7	5	6	4	ESFJ	14	26	13	27	18	22	19	21	18
74	Aditya Bhegade	30	32	27	30	-3	-2	Diverger	5	5	2	2	1	1	ISTJ	21	19	18	22	22	18	17	23	15
75	Abhijeet sawant	38	32	28	22	-10	-10	Diverger	5	2	5	1	2	1	ESTJ	18	28	14	26	27	13	15	25	15
76	Vharun Deshpande	29	30	35	26	6	-4	Diverger	1	0	3	1	0	0	ISTP	25	15	18	22	31	9	21	19	16
77	Saurabh Nahar	28	31	27	34	-1	3	Diverger	6	7	2	4	4	3	ESTP	15	25	11	29	22	18	20	20	17
78	Nupoor Dhar	30	24	37	31	7	7	Accommidator	6	3	3	5	5	1	ESFP	19	25	17	23	16	24	26	17	16
79	Sabha Shaikh	43	26	27	30	-16	4	Diverger	5	4	3	3	2	1	ISFP	25	15	17	23	15	25	23	17	18
80	Mrunali Raut	27	25	33	35	6	10	Accommidator	2	0	3	2	1	1	ESFP	18	22	17	23	14	26	22	18	20
81	Shivani Tanwais	33	20	37	30	4	10	Accommidator	5	2	2	1	1	1	ENFP	19	21	24	16	16	24	23	17	16
82	Bhushree Sharma	29	30	30	31	1	1	Diverger	0	0	3	3	0	2	ISFP	31	9	19	21	16	24	24	16	15
83	Shrutii Karad	33	25	28	33	-5	8	Diverger	5	4	5	1	1	3	ESTP	12	28	12	28	30	10	22	18	18
84	Shinde Shushma	36	26	32	31	-4	5	Diverger	7	6	7	8	4	4	ISFP	22	18	17	23	16	24	27	13	19
85	Gauri Nalawade	26	28	36	30	10	2	assimilator	6	3	2	0	3	5	ESTJ	20	20	16	24	28	12	20	20	12
86	Ankita Meshram	25	24	35	36	10	12	Converging	4	0	2	0	1	3	ISTP	21	19	11	29	23	17	28	12	22
87	Vaishnavi Deshmukh	35	23	26	35	-9	12	Accommidator	5	8	8	2	6	2	ESTP	18	22	16	24	23	17	21	19	18
88	Rupali Jain	35	24	34	27	-1	3	Diverger	5	0	1	1	2	1	ISFP	22	18	16	24	19	21	23	17	14
89	Prachi Bhatn	28	25	30	36	2	11	assimilator	6	6	3	4	2	1	ENFP	14	26	21	19	17	23	17	23	14
90	Pawar Bhakti	32	25	33	33	1	8	assimilator	7	9	9	5	6	4	INTJ	19	21	20	28	28	12	18	22	13
91	Nambolta Bishwas	43	31	36	37	-7	6	Diverger	8	7	2	2	2	2	ESTP	17	23	18	22	28	12	23	17	12

92	Harshada Bhalerao	33	27	28	35	-5	8	Accommodator	5	3	3	3	3	3	2	ESTP	19	21	16	24	22	18	22	18	10
93	Sayali Pandale	31	33	21	33	-10	0	Diverger	2	5	4	3	6	3	ESFP	18	22	17	23	18	22	23	17	20	
94	Pooja Joshi	32	24	33	31	1	7	Accommodator	6	7	6	3	3	4	ENTP	13	27	26	14	25	15	22	18	17	
95	Shikha Sancheti	29	24	33	34	4	10	assimilator	6	4	0	3	6	3	ISTJ	22	18	14	26	27	13	14	26	18	
96	Prasanna D	21	37	26	36	5	-1	Diverger	7	9	5	9	9	5	ELFP	19	21	24	16	11	11	29	21	19	
97	Umnati Pandey	37	26	31	25	-6	-1	Diverger	5	4	2	2	3	2	ESFP	12	28	19	21	16	24	25	15	21	



**SINHGAD TECHNICAL EDUCATION SOCIETY'S
SINHGAD INSTITUTE OF BUSINESS ADMINISTRATION & RESEARCH**

(Approved by AICTE, Recognized by Government of Maharashtra, Affiliated to Savitribai Phule Pune University)
Near PMC Octroi Post, Kondhwa - Saswad Road, Kondhwa (Bk), Pune - 411048 Phone : 020 - 67571101 / 02
Email: director_sibar@sinhgad.edu Web: www.sinhgad.edu



Prof. M. N. Navale
M. E. (Elect.), MIE, MBA
FOUNDER PRESIDENT

Dr. (Mrs.) Sunanda M. Navale
B. A., MPM, Ph. D.
FOUNDER SECRETARY

Dr. Dhananjay T. Mandlik
Ph.D., M.Phil., MBA, MCA, MCM, M.COM,
M.A (Psychology), D.L.L. & L.W, DTL
DIRECTOR

EXECUTION PLAN FOR STP (MBA Semester II & IV)

Second Half of Academic Year 2022-23

Hours	Date of Conduct	Session No.	STP Module	Deadline	Activity Team with Leader names in Bold				Collator name & his/her Deadline	
2	13-Apr-23	1	Aptitude 1 (Solving)		Dr. Dhananjay Mandlik				NA	
2	21-Apr-23	2	GD (India & Other Countries)		All STP Faculty				NA	
2	28-Apr-23	3	Mock Interviews	21-Apr-23	ZA				NA	
2	5-May-23	4	Caselets & Situational problems	28-Apr-23	AP					
2	12-May-23	5	General Awareness	5-May-23	Sports VM	Awards/Books PM	First in India / World - K	Orgn & HQs AC	Important Days / Dates - RP	AP 8 May 23
2	19-May-23	6	Aptitude 2 (Solving)	12-May-23	Percentage RP	Profit & Loss AC	Compound Interest - AP	Time, Speed & Distance - K	Data Interpret. VM & PM	ZA 15 May 23
2	26-May-23	7	Contemporary issues / Emerging Trends across Domains	19-May-23	HR K	Fin VM	Mktg AP/RP	Ops RP/AP		PM 22 May 23
2	2-Jun-23	8	Domain Doyens (Test to be conducted)	26-May-23	HR VD/PM/RR/K	Fin UN/ShK/VM	Mktg ZA/PS/AP	Ops PK/RP		RP Collab. & Check
2	9-Jun-23	9	CAPP Session 1 (MS Excel)	2-Jun-23	VM as Lead					
2	16-Jun-23	10	CAPP Session 2 (Power BI)	9-Jun-23	K as Lead					
2	23-Jun-23	11	Debate on Current Affairs	16-Jun-23	Topics AC					
2	30-Jun-23	12	Buffer Week							

Prof. (Dr.) Dhananjay Mandlik
Director - SIBAR

Dr. Zamarrud Ansari
STP Faculty Coordinator