

7.3 - Institutional Distinctiveness:

List of Activities:

Sr.No	Type of Activity	Date	Page.No
1	Preparatory Process: Competency Mapping Work Shop	17 to 25 Nov 2022	1-13
2	Competency Mapping results sent through Mail	02-Feb-2023	14-69
3	Outcomes of Competency Mapping	14-Feb-2023	70-75




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S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



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Preparatory Process: Competency Mapping through Workshop



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Information Notice to all Faculties about Competency Mapping Workshop Schedule
Date: 15/11/2022

NOTICE

All the faculties are hereby informed that **Workshop on Competency Mapping and Assessment** for the academic year 2022-2023 is scheduled on the following dates

17th November 2022, 18th November 2022, 24th November 2022 & 25th November 2022

Faculty Coordinator: Prof. Mayuri Yadav

Venue: Seminar Hall SKNSSBM

Time: 9.00 a.m. onwards

Director

Dr. Prachi Pargaonkar



Director

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Information Notice to all Students about Competency Mapping Workshop Schedule
Date: 15/11/2022

NOTICE

All the MBA-I and MBA-II Students are hereby informed that **Workshop on Competency Mapping and Assessment** for the academic year 2022-2023 is scheduled on the following dates

17th November 2022, 18th November 2022, 24th November 2022 & 25th November 2022

Faculty Coordinator: Prof. Mayuri Yadav

Venue: Seminar Hall SKNSSBM

Time: 9.00 a.m. onwards

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Dr. Prachi Pargaonkar



Prachi Pargaonkar
Director

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Workshop on COMPETENCY MAPPING AND ASSESSMENT

Sinhgad Technical Education Society's	
S.K.N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT,PUNE	
REPORT OF " Workshop on COMPETENCY MAPPING AND ASSESSMENT"	
Duration :	30 Hours
Date :	Thursday 17th November 2022, Friday 18th November 2022, Thursday 24th November 2022, Friday 25th November 2022
Time:	Thursday 17th November 2022 (Time- 12.00pm to 6.00pm) Friday 18th November 2022 (Time – 9.00 am to 1.00pm & 2.00pm to 6.00pm) Thursday 24th November 2022(Time – 9.00 am to 1.00pm & 2.00pm to 6.00pm) Friday 25th November 2022 (Time – 9.00 am to 1.00pm & 2.00pm to 6.00pm)
Mode of Delivery :	Offline
Topic :	Competency Mapping and Assessment
Faculty trainer:	Prof.Mayuri Yadav
TOTAL NUMBER OF PARTICIPANTS:	14
CLASS :	MBA I

S.K.N. Sinhgad School of Business Management has conducted a Workshop on COMPETENCY MAPPING AND ASSESSMENT on Thursday 17th November 2022, Friday 18th November 2022, Thursday 24th November 2022, Friday 25th November 2022 total for 30 hrs.

Learning Objectives:

The course is designed to achieve following objectives:

To develop an understanding of Competency based HR practices

- To equip participant with the technique of identifying and mapping competencies
- To understand process of competency mapping
- To learn art of developing competency model
- To understand how to find out skill gap



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Learning Outcomes:

On successful Completion of course participant will be able to:

Plan Competency based study

- Identify and develop Competency dictionary
- Map competencies according to organization role, function and task
- Design Competency model

1. Competency mapping Conceptual Framework-

Day 1- Date: Thursday 17th November 2022 (Time- 12.00pm to 6.00pm)

Following points were discussed and some activities also conducted.

- Competency mapping and assessment- Conceptual Framework
- Competency Based Study
- Techniques of identifying mapping competency
- Using competency based approaches in different HR practices.
- Demonstration of developed competency mapping model.
- Case study discussion
- Shadowing of Interviewers

2. Conduction of Attribution test and Interviews for MBA-I year students

Day 2- Date: Friday 18th November 2022 (Time – 9.00 am to 1.00pm & 2.00pm to 6.00pm)

3. Conduction of Attribution test and Interviews for MBA-I year students

Day 3- Date: Thursday 24th November 2022 (Time – 9.00 am to 1.00pm & 2.00pm to 6.00pm)

4. Preparation of Competency Mapping Results

Day 4- Date: Friday 25th November 2022 (Time – 9.00 am to 1.00pm & 2.00pm to 6.00pm)

The session provided the students with a comprehensive working knowledge of Competency mapping in a simplified manner to improve them & help them to take better decisions in their organization. Overall the Program was successful and feedback received for Training program was excellent.



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Photos of activity:



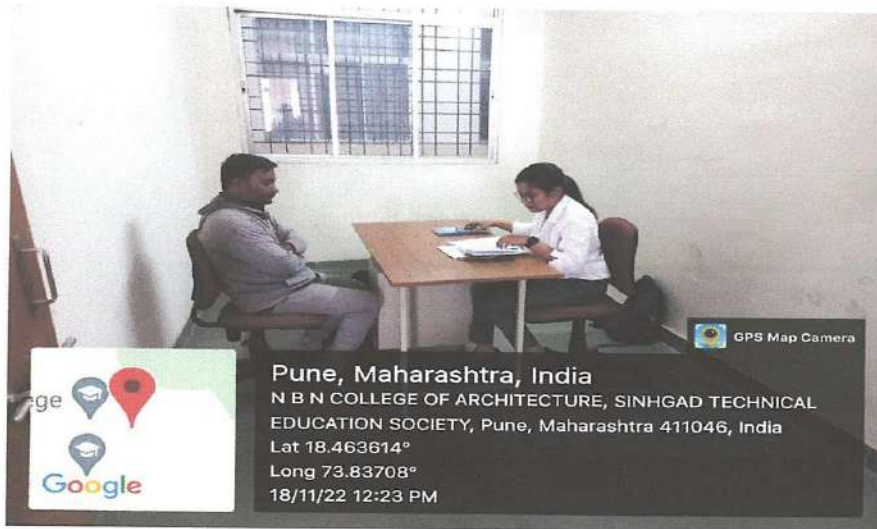

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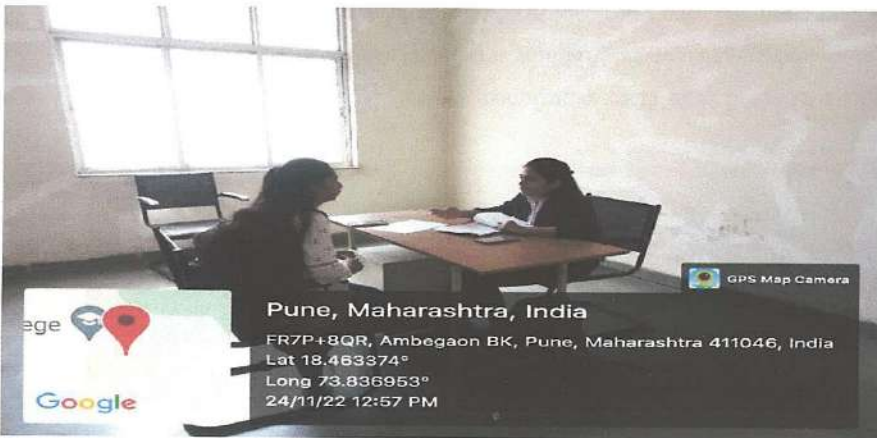
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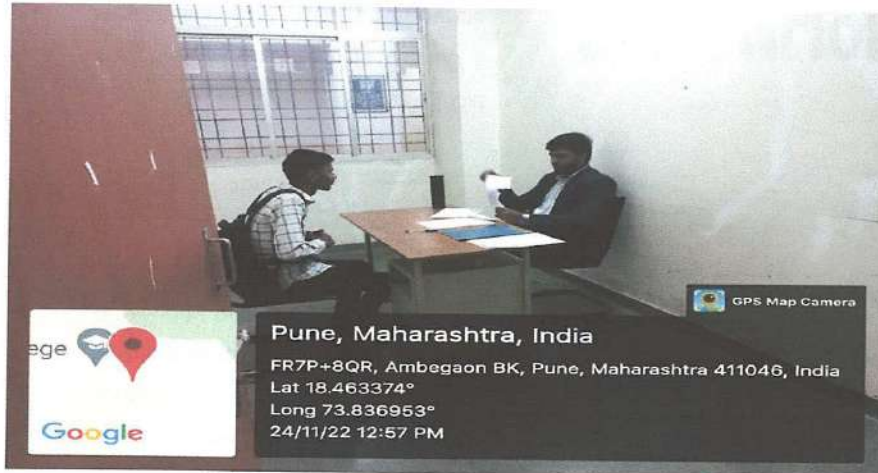


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Dr. Prachi Pargaonkar

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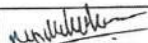
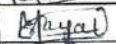
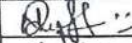
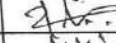
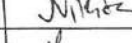

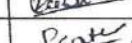
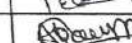
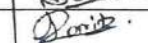

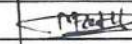



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Students were felicitated with Certificates:



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Workshop Attendance:

SKN Sinhgad School of Business Management Ambegaon (Bk) Pune		
Attendance Sheet -Competency Mapping (Training of MBA IInd Year Students Day- Thursday Date -17/11/2022		
Sr. No	Name of the student	Sign
1 ✓	Mujjammil Ramjan Makandar	
2 ✓	Maishneri Payal Pankaj	
3 ✓	Nandini Bindopant Bujurkar	
4 ✓	Rutuja Wankhede	
5 ✓	Nikita Gullapelli	
6 ✓	Shivani Shinde	
7 ✓	Vaishnavi Jtkar	
8 ✓	Peethamesh Hingalaje	
9 ✓	Akshaykumar Tiwari	
10 ✓	Savita Shanamwad.	
11 ✓	Rutuja Jadhav	
12 ✓	Manali Patil	
13	Minal Borade	
14	Sachin Kanke.	
15		


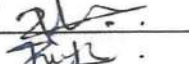
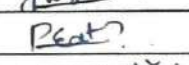






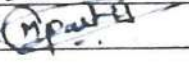



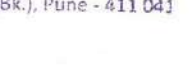



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Pune

Attendance Sheet -Competency Mapping (Evaluator-MBA-II
year Student)
Day- Friday
Date -18/11/2022

Sr. No	Name of the student	Sign
1	Mujjammil Makandkar	
2	Rutuja Wankhede	
3	Rutuja Jadhav	
4	Peethamesh Hingalaje	
5	Akshaykumar Triwari	
6	Vaishnavi Jtkar	
7	Minal Borade	
8	Payal Maisheri	
9	Savita Sanamwad.	
10	Sachin kunke	
11	Nandini Rajarkar	
12	Shirani Ghinde	
13	Niketa Gullapelli	
14	Manali Patil	
15		




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Competency Mapping Activity		
Day : Thursday Date: 24/11/2022		
Evaluator (MBA-II Students) Attendance Sheet		
Sr. No	Name of the Student	Sign
1	Peethamesh Hingalaje	Peeth.
2	Akshaykumar Tiwari	Akshant.
3	Nandini Rajurkar	Nandini
4	Rutuja Jadhav	Rutuja
5	Rutuja Wankhede	Rutuja
6	Mujjammil Makandar	Mujjammil
7	Vaishnavi Itkar	Vaishnavi
8	Minal Borade	Minal
9	Manali Patil	Manali
10	Sachin kunte	Kunte
11	Niketa Gullapelli	Niketa
12	Payal Maisheri	Payal
13	Sarita shanmwad.	Sarita
14	Shirani shinde	Shirani
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**Competency Mapping at SKN Sinhgad School of Business
Management**

Competency Mapping Booklet



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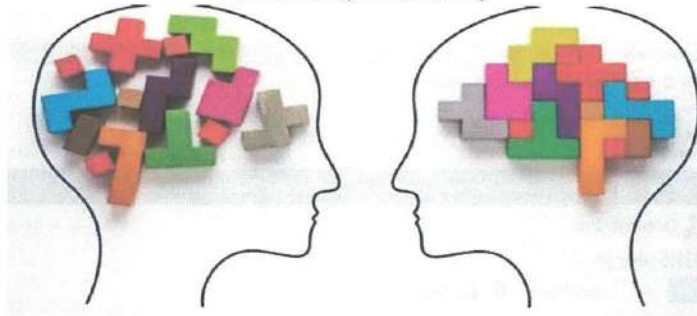
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Competency Mapping of MBA Students

Sinhgad Technical Education Society's

**SKN Sinhgad School of Business Management
Ambegaon (Bk) Pune**

**Competency Mapping of MBA
Students(Semester-I)**



Faculty Resource - Prof. Mayuri Yadav

Under the Guidance of- Dr. Prachi Pargaonkar (Director SKNSSBM)



Prachi Pargaonkar
Director

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Competency Mapping of MBA Students

What is Competency Mapping?

Every individual is unique

We as a teacher need to identify key skills present in our student because of which they can easily select specialization which is best suitable for them and they can easily succeed in ever- changing environment in market.

Competency mapping is one such powerful tool that makes use of more systematic and organized approach to define key skills, abilities and behaviors that leads to better understand himself or herself and to point out where career development efforts need to be directed.

Competence and Competency:

Competence: Ability to do something successfully or efficiently
Competency: is something you need to be able to do well in specific job role.

Competency is a process of identification of key attribute and skills for individual person for performing well.

For working well or to achieve desired goal in career in each specialization students require set of skill, attributes and behaviors these are the components of competency

Competency Model:

A competency model includes both inherent and acquired aspects. It is essentially a pyramid built on the foundation of inherent talents, including the types of skills and knowledge that can be acquired through learning effort and experience. At the top of the pyramid is a specific set of behaviors that are the manifestation of all innate and acquired abilities.



Competency Pyramid Model




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Competency Mapping of MBA Students

Component of Competency:

Skills: Capabilities acquired through practice Knowledge: Understanding acquired through learning

Personal Attributes: the traits you naturally have that make you unique and can determine your effectiveness

Behaviors: The observable demonstration of all above attributed to excellent performance so competency is set of skills, knowledge, personal attributes and behaviors of person.

Objectives of Competency Mapping:

- It provides a list of behaviors and skills that must be developed to maintain satisfactory levels of performance in respective specialization
- To identify the competencies required for different specialization.
- It will help students to choose correct specialization which fit with their competencies
- It will help students to match their competencies with available career options.
- It helps to identify strengths and weakness of students



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Competency Mapping of MBA Students

Process of Competency mapping of Semester-I Students:

Identification of skills, knowledge and abilities required for each specialization.

↓

Preparation of questionnaires' according to skills, knowledge and abilities identified in each specialization

↓

Attribution Test

↓

Evaluation of student according to result of attribution test

↓

Competency mapping Interview

↓

Evaluation of students according to Interview

↓

Suggest Specialization




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Competency Mapping of MBA Students

Identification of skills, knowledge and abilities required for each specialization.

Competencies Required for Marketing Specialization Students:

Skills

Communication

At its core, marketing is about communicating to an audience, so it's no surprise that communication is the top skill those in the field need to have! Being able to express yourself and convey concepts to others in a clear, engaging way will be essential to your work as a marketer.

Creativity and Problem-Solving

Marketing is all about cutting through the noise and delivering a message that resonates with your target customer. Creativity and thinking outside the box to find new ways of doing things is one of the trademarks of a successful marketing professional. Even if you're not someone who thinks of themselves as creative (for example, if you're more of a data person), marketing still requires the ability to tackle problems from new angles and come up with innovative solutions to rising challenges.

Attention to Detail

As a marketer, your work will be seen by many eyes, whether it's a blog post, a social media graphic, or a printed piece of promotional material. Accuracy is essential - both to ensure your company's image is maintained, and so that your customers are getting the right information.

Interpersonal Skills

Working in marketing often means working closely with a broader marketing team, colleagues in other departments, clients, and/or vendors. Given that you'll be interacting frequently with all kinds of different people, it's important that you have good interpersonal skills and can build strong working relationships with others.

Leadership



Competency Mapping of MBA Students

While your first marketing role probably won't be in management, leadership is still an important skill to build and develop over time, and can be put into use at any point in your career. Depending on your role, this could mean taking charge on a specific project, acting as a point person for a vendor or client, or helping junior members of the team in their work.

Adaptability

Marketing is a fast-changing field, with new best practices, tools, and standards emerging constantly. Additionally, marketing teams often have to work under tight deadlines and may be assigned last-minute projects or find priorities shifting with little notice. A successful marketer will enjoy this kind of fast-paced environment, and will be able to adapt to changing circumstances with ease.

Ability:

Data Analysis & Analytics

Marketing is nothing without measurement: you need to be able to calculate the success and ROI of your marketing efforts. Being comfortable working with data from a variety of sources and campaigns, understanding what's relevant and what's not, and using your analysis to inform future actions will be a key part of your role as a marketer.

Know Your Audience

Organizations and marketing teams all have different areas of specialization so the majority of your marketing could either be targeted towards B2B or B2C.

When it comes to B2C there are core commercial skills to develop. Understanding consumer behavior, sociodemographic targeting and profiling is fundamental. Increasingly important is the need to keep up with legislation and regulation, especially in regard to digital data. When marketing products and services to other businesses and with such fierce competition out there, you're most likely to increase your brand's recognition when you follow a high-quality B2B SEO strategy with help from professional experts.

Commercial Skills and Awareness

Because you need to understand the requirements of customers, when working at an agency, market research is all-important.

Know your/their products/services and key staff, their company history and industry issues. Read trade publications and company press releases, and watch the financial markets. Also follow them on social media - Twitter, LinkedIn and



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Competency Mapping of MBA Students

Facebook feeds can all reveal a great deal, as well as subtly demonstrating your genuine interest in their affairs. Knowledge is, of course, not really synonymous with power, but it helps.

Knowledge

Technical Skills and Awareness

You can use the latest technology to collate and present market data in new ways, offering gains in efficiency and new potential insights. The analysis of customer data can provide the information needed to make vital decisions; but most importantly technology will provide ever-changing channels for future campaigns.

Know how New Technology will Change the Market

New user-friendly apps and relationship-building tools are constantly changing markets and strategies: best find out about them from their IT innovators rather than from rival companies. Remember, the tools you're using every day today probably seemed like science fiction only a couple of years ago. In another two years – or just two months – they might appear positively prehistoric.

Personal Attributes:

Critical and Creative Skills

Critical thinking is well worth studying because it encourages the development of the tools you need to approach problems systematically, and ultimately enables you to consider the justification for your own assumptions, values and beliefs. Once you're thinking critically, you can then respond to any situation in a creative manner – and contribute to a solution.

Know how to Tell a Great Story

Building on this creative platform, you next need to attract the attention of a customer with a good story. Any marketing campaign needs to appeal on an emotional level, engaging your audience in way that they will be unable to resist. If you know your customer's needs, you can create a story that they will find compelling – and persuade them to take action.

Interpersonal and Communication Skills

You need to build empathy for the way other people feel, and learn to communicate thoughtfully and effectively as part of a team. Treat colleagues old and new with the same respect and awareness. Every marketing campaign involves working closely with others, and needs to be perfectly coordinated to ensure effective results.



Competency Mapping of MBA Students

Know how to Listen and Learn

Take on board all the advice and ideas of a respected marketing manager, but don't be afraid to think for yourself and offer a strategic contribution.

Competencies Required for Finance Specialization Students:

Skills

Verbal and Non-verbal Communication:

Ability to effectively communicate in intercultural at workplace, in technology mediated environments, and Body language.

Mathematical aptitude:

Mathematical Aptitude is a way to identify the basic mathematical skill of the candidates. Candidate must understand basic mathematical skills for numerical ability like calculation, analysis, grading, percentage, etc.

Knowledge

General Knowledge of finance:

Banking, Stock Market, Negotiable Instrument, Financial services etc.

Ability

Problem Solving & Innovation- Ability to Identify, formulate and provide innovative solution frameworks to real world complex business and social problems by systematically applying modern quantitative and qualitative problem solving tools and techniques.



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Competency Mapping of MBA Students

Competencies Required for IIR Specialization Students:

Skills:

Communication skills:

Communication is essential in Human Resource Management, as the HR professional is the link between the business and the employee. On the one hand, they are an activist for employees, and on the other hand, they represent the employer.

Advising Skill

One of the key HR skills is advising different stakeholders. You need to be able to advise employees, line managers, and senior managers on personnel issues.

These issues can be operational, for example creating a reintegration plan for an employee or helping a senior manager with the formulation of an email to the department. More tactical issues are the organization of and advising in restructuring efforts. Strategic advice involves the alignment of HR practices to align more with the business.

Problem-solving Skills:

Anticipating problem-inviting ideas, distinguishing symptoms from causes, modifying proposals and implementing solutions.

Presentation Skills:

Ability to communicate to large and small groups, establish rapport with the group, articulate delivery of ideas, read group cues, effectively use vital aids and maintain a commanding presence

Ability:

Mental Ability:

Ability to deal with multiple issues and details, alertness and learning capacity

Divergent Thinking:

Ability to see and think beyond the obvious and formulate original solutions

Speaking Ability:

The ability to speak in front of a crowd is a key HR skill for a successful HR



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Competency Mapping of MBA Students

Professional. In fact this skill can probably do more for you career than almost any other.

Knowledge:

Basic Knowledge of HRM:

Personnel and Human Resources - Knowledge of principles and procedures for personnel recruitment, selection, training, compensation and benefits, labor relations

Psychology:

Knowledge of human behavior and performance; individual differences in ability, personality, and interests; learning and motivation.

Personal Attributes:

Assertiveness

Ability to take command during face-to-face situations while displaying appropriate tact and diplomacy

Ability

High Emotional Intelligence:

Ability to maintain focus and effectiveness under stressful and frustrating situations

High Energy Level

Ability to establish and maintain a fast pace and tempo

Competencies Required for OSCM Specialization Students:

Skills:

Communication skills

Operations managers must have exceptional communication skills to interact with colleagues, staff and other individuals every day. You may frequently need to use your written communication skills to transcribe technical data, create reports and communicate throughout your organization. It's also important to develop your listening skills, presentation skills and negotiation skills, as these traits are extremely important for encouraging team feedback, leading meetings and discussing business contracts.



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Competency Mapping of MBA Students

Organizational skills

Organization and attention to detail can positively influence your success as an operations manager. In your role, you may need to keep track of project files, employee paperwork, budgets, project schedules and other important details surrounding company processes. Your ability to notice changes and significant details can allow you to better identify factors affecting production so you can implement strategies that keep teams and operations on track.

Decision-making skills

Decision-making skills are critical in operations management. You need to be able to discern pertinent information and analyze how different factors can affect the success of your business's operations. Your ability to consider different perspectives, alternative outcomes or varying strategies can help you make sound decisions on the job.

Problem-solving skills

Conflicts can arise in operations management, such as conflict between staff, challenges to completing projects on time and other issues that affect overall success. Problem-solving skills allow you to weigh options and implement solutions that help overcome problems in the workplace. Conflict resolution skills are another part of your problem-solving capabilities that are necessary to adapt to changing situations.

Time management

Scheduling deadlines, monitoring important production milestones and ensuring teams finish projects within specific deadlines are several responsibilities that depend on your time management skills. You may also be in charge of organizing your teams' schedules, which requires you to be aware of working hours and the time it takes to complete different tasks.

Presentation Skills:

Ability to communicate to large and small groups, establish rapport with the group, articulate delivery of ideas, read group cues, effectively use vital aids and maintain a commanding presence

Ability:

Proactive Approach:

A proactive approach focuses on eliminating problems before they have a chance to appear

Quickly learner:

A quick learner is someone who is capable of understanding new information at a



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Competency Mapping of MBA Students

rapid pace.

Adaptable to situation:

The ability to be Adaptable too new situations and Technological developments

Knowledge:

Basic Domain Knowledge of OSCM:

Operations and Supply chain - Sound conceptual knowledge of Supply Chain Management, Logistics, Facility Management, Inventory Management, Manufacturing facility, Service industry, Quality Management.

Administration and Management -

Knowledge of business and management principles involved in strategic planning, resource allocation, leadership technique, production methods, and coordination of people and resources.

MS Office - Word, Excel, PowerPoint

Knowledge of Word, Excel, and PowerPoint is must for working in technical fields.

Personal Attributes:

Creative

Relating to or involving the use of the imagination or original ideas to create something.

Analytical

If you are analytical, you are good at taking a problem or task and breaking it down into smaller elements in order to solve the problem or complete the task.

Self-motivated

Self-motivation is the force that keeps pushing us to go on - it's our internal drive to achieve, produce, develop, and keep moving forward.

Perseverance

Continued effort to do or achieve something despite difficulties, failure, or opposition



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Competency Mapping of MBA Students

Competencies Required for BA Specialization Students:

Skills

Communication Skill:

Business Analysis Professionals must have exceptional communication skills to interact with colleagues, staff and other individuals every day. You may frequently need to use your written communication skills to transcribe technical data, create reports and communicate throughout your organization. It's also important to develop your **listening skills, presentation skills and negotiation skills**, as these traits are extremely important for encouraging team feedback, leading meetings and discussing business contracts.

Analytical Thinking and Problem Solving skills

Skills are required for business analysts to analyze problems and opportunities effectively, identify which changes may deliver the most value, and work with stakeholders to understand the impact of those changes.

Decision-making skills

Decision-making skills are critical in business analysis. You need to be able to discern pertinent information and analyze how different factors can affect the success of your business. Your ability to consider different perspectives, alternative outcomes or varying strategies can help you make sound decisions on the job.

Tools and Technology:

Business analysts use a variety of software applications to support communication and collaboration, create and maintain requirements artifacts, model concepts, track issues, and increase overall productivity.

Knowledge

Data Analysis & Analytics

Being comfortable working with data from a variety of sources and campaigns,



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Competency Mapping of MBA Students

understanding what's relevant and what's not, and using your analysis to inform future actions will be a key part of your role as a business analyst.

Statistical Analysis

Statistical analysis refers to the collection, organization, analysis, and interpretation of numerical data. As a business analyst they require basic knowledge of Statistical analysis

Business Knowledge

Business Knowledge is required for the business analyst to perform effectively within their business, industry, organization, solution, and methodology. Business knowledge enables the business analyst to better understand the overarching concepts that govern the structure, benefits, and value of the situation as it relates to a change or a need.

Business Analysis Planning and Monitoring:

This knowledge area describes the tasks that business analysis professionals perform to organize and coordinate the efforts of business analysis professionals and stakeholders.

Strategy Analysis:

This knowledge area describes the business analysis work that must be performed to collaborate with the stakeholders in order to: Identify a need of strategic or tactical importance (the business need) Enable the enterprise to address the business need align the resulting strategy for the change with higher- and lower-level strategies.

MS Office – Word, Excel, PowerPoint

Knowledge of Word, Excel, PowerPoint is must for working in technical fields.

Abilities

Proactive Approach:

A proactive approach focuses on eliminating problems before they have a chance to appear

Quickly learner:

A quick learner is someone who is capable of understanding new information at a rapid pace.



Competency Mapping of MBA Students

Adaptable to situation:

The ability to be Adaptable too new situations and Technological developments

Personal Attribute

Behavioral Characteristics have been found to increase personal effectiveness in the practice of business analysis. These characteristics exist at the core of every business analyst's skill set. Each behavioral characteristic e.g. ethics, personal accountability, trustworthiness, organization and time management and adaptability, can impact the outcome of the practitioner's efforts.



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Competency Mapping of MBA Students

Specialization -wise Competency Framework

SKNSSBM faculty members identified and defined competencies for each specialization which is given as below:

Marketing	Finance	HR	OSCM	BA
<p><u>Skill</u></p> <ul style="list-style-type: none"> • Communication • Creativity and Problem Solving • Attention to Detail • Interpersonal Skills • Leadership • Adaptability <p><u>Ability:</u></p> <ul style="list-style-type: none"> • Data Analysis & Analytics • Know Your Audience • Commercial Skills and Awareness <p><u>Knowledge</u></p> <ul style="list-style-type: none"> • Technical Skills and Awareness • Know how New Technology will Change the Market <p><u>Personal Attributes:</u></p> <ul style="list-style-type: none"> • Critical and Creative thinking • Know how to Tell a Great Story • Interpersonal and Communication Skills • Know how to Listen and Learn 	<p><u>Skill</u></p> <ul style="list-style-type: none"> • Verbal and Non-verbal Communication: • Mathematical aptitude <p><u>Ability:</u></p> <ul style="list-style-type: none"> • Problem Solving & Innovation <p><u>Knowledge</u></p> <ul style="list-style-type: none"> • General Knowledge of finance 	<p><u>Skill</u></p> <ul style="list-style-type: none"> • Communication skills: • Advising skill • Problem solving • Presentation skill <p><u>Ability:</u></p> <ul style="list-style-type: none"> • Mental Ability • Divergent thinking • Speaking Ability <p><u>Knowledge</u></p> <ul style="list-style-type: none"> • Basic Knowledge of HRM • Psychology <p><u>Personal Attributes</u></p> <ul style="list-style-type: none"> • Assertiveness • High Emotional Intelligence • High Energy Level 	<p><u>Skill</u></p> <ul style="list-style-type: none"> • Communication Skill • Organization skill • Decision Making skill • Problem solving skill • Time Management • Presentation skill <p><u>Ability:</u></p> <ul style="list-style-type: none"> • Proactive Approach • Quick learner • Adaptable with situation <p><u>Knowledge</u></p> <ul style="list-style-type: none"> • Basic Domain Knowledge of OSCM • Administration and Management • MS Office – Word, Excel, PowerPoint <p><u>Personal Attributes</u></p> <ul style="list-style-type: none"> • Creative • Analytical • Self-motivated • Perseverance 	<p><u>Skill</u></p> <ul style="list-style-type: none"> • Communication Skill • Analytical Thinking and Problem Solving skills • Decision-making skills • Tools and Technology <p><u>Ability:</u></p> <ul style="list-style-type: none"> • Proactive Approach: • Quick learner • Adaptable with situation <p><u>Knowledge</u></p> <ul style="list-style-type: none"> • Data Analysis & Analytics • Statistical Analysis • Business Knowledge • Business Analysis Planning and Monitoring • Strategy Analysis • MS Office – Word, Excel, PowerPoint <p><u>Personal Attribute</u></p> <ul style="list-style-type: none"> • Ethics, personal accountability, trustworthiness



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Competency Mapping of MBA Students

Common Competencies Identified:

- Communication (Verbal and Non-verbal Communication, Speaking Ability)
- Creativity and Problem-Solving (Problem Solving & Innovation)
- Leadership
- Adaptability
- High Emotional Intelligence
- Time Management
- Data Analysis & Analytics

Specialization wise competencies:

Marketing:

- Know how New Technology will Change the Market

Finance:

- Mathematical aptitude
- General Knowledge of finance

HRM:

- Basic Knowledge of HRM

OSCM

- Basic Domain Knowledge of OSCM

BA

- Statistical Analysis
- Business Analysis Planning, Monitoring and Strategy Analysis



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Competency Mapping of MBA Students

Evaluation sheet (for Attribution Test):

The 5-level scale defined to assess the Competencies.

0 - None; 1 - Basic; 2 - Proficient; 3 - Advanced; 4 - Expert

The competency assessment process is based on the proficiency level description.

The following scale is used to rate the level of achievement as it occurs in the workplace, classroom or daily life.

0 - None: You are aware of information; ideas and situations related to this competency but have not yet had an opportunity to practice it.

1 - Basic: You've demonstrated this competency and think about how to develop it further. You engage in conversations with others about how you can best contribute and how this competency is important.

2 - Proficient: Your actions usually meet the expectations of yourself and others. You look for opportunities to apply this competency in other areas of your life.

3 - Advanced: You've reached your overall goals and often think about opportunities to use and practice this competency. You consistently meet the expectations of yourself and others. You consider your learning and appreciate the significance of this competency in relationship to your experiences. You demonstrate high quality work that has a positive impact.

4 - Expert: You have an overall mastery of this competency. You understand and demonstrate it in all areas of your life. You are considered to be a role model by others and regularly exceed expectations. Your work is of a very high or exceptional quality and has significant impact.



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Competency Mapping of MBA Students

Sr. No.	Competency Parameters	Kindly mark the appropriate box as you assess yourself (None To Expert)				
		0	1	2	3	4
1	Communication Skill (Verbal and Non-verbal Communication, Speaking Ability)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Creativity and Problem-Solving (Problem Solving & Innovation)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Adaptability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	High Emotional Stamina	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	Time Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Data Analysis & Analytics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	Know how New Technology will Change the Market	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	Mathematical aptitude	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	General Knowledge of finance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	Basic Knowledge of HR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	Basic Domain Knowledge of OSCM	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13	Statistical Analysis I	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14	Business Analysis Planning, Monitoring and Strategy Analysis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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Competency Mapping of MBA Students

Skills to be considered while Suggesting Specialization (For Attribution Test)

Marketing:

- i) Communication Skill
- ii) Creativity and Problem-Solving (Problem Solving & Innovation)
- iii) Leadership
- iv) Adaptability
- v) Know how New Technology will Change the Market

Finance:

- i) Creativity and Problem-Solving (Problem Solving & Innovation)
- ii) Data Analysis & Analytics
- iii) Adaptability
- iv) Mathematical aptitude
- v) General Knowledge of finance

Human Resource Management

- i) Communication Skill
- ii) Leadership
- iii) Adaptability
- iv) High Emotional Intelligence
- v) Basic Knowledge of HR

Operations and Supply Chain Management

- i) Communication Skill
- ii) Creativity and Problem solving skills
- iii) Time Management
- iv) Adaptability
- v) Basic Domain Knowledge of OSCM

Business Analytics

- i) Communication Skill
- ii) Creativity and Problem solving skills
- iii) Data Analysis & Analytics
- iv) Statistical Analysis
- v) Business Analysis Planning, Monitoring and Strategy Analysis



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Competency Mapping of MBA Students

Evaluation Sheet for Competency Mapping Interview

The 5-level scale defined to assess the Competencies.

0 - None; 1 - Basic; 2 - Proficient; 3 - Advanced; 4 - Expert

The competency assessment process is based on the proficiency level description.

The following scale is used to rate the level of achievement as it occurs in the workplace, classroom or daily life.

0 - None: You are aware of information; ideas and situations related to this competency but have not yet had an opportunity to practice it.

1- Basic: You've demonstrated this competency and think about how to develop it further. You engage in conversations with others about how you can best contribute and how this competency is important.

5- Proficient: Your actions usually meet the expectations of yourself and others. You look for opportunities to apply this competency in other areas of your life.

6- Advanced: You've reached your overall goals and often think about opportunities to use and practice this competency. You consistently meet the expectations of yourself and others. You consider your learning and appreciate the significance of this competency in relationship to your experiences. You demonstrate high quality work that has a positive impact.

7- Expert: You have an overall mastery of this competency. You understand and demonstrate it in all areas of your life. You are considered to be a role model by others and regularly exceed expectations. Your work is of a very high or exceptional quality and has significant impact.



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Competency Mapping of MBA Students

Sr. No.	Competency Parameters	Kindly mark the appropriate box as you assess yourself (None To Expert)				
		0	1	2	3	4
1	Communication Skill (Verbal and Non-verbal Communication, Speaking Ability)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Creativity and Problem-Solving (Problem Solving & Innovation)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Adaptability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	High Emotional Stamina	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	Time Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Analytical Skill	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	Decision Making Skill	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	Data Visualization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	Affinity towards Numbers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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Competency Mapping of MBA Students

Skills to be considered while Suggesting Specialization (For Interview)

Marketing:

- i) Communication Skill
- ii) Creativity and Problem-Solving (Problem Solving & Innovation)
- iii) Leadership
- iv) Adaptability

Finance:

- i) Creativity and Problem-Solving (Problem Solving & Innovation)
- ii) Analytical Skill
- iii) Affinity towards Numbers
- iv) Decision Making Skill

Human Resource Management

- i) Communication Skill
- ii) Leadership
- iii) Adaptability
- iv) Emotional Intelligence
- v) Decision Making Skill

Operations and Supply Chain Management

- i) Communication Skill
- ii) Creativity and Problem solving skills



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Competency Mapping of MBA Students

- iii) Time Management
- iv) Adaptability
- v) Analytical Skills

Business Analytics

- i) Communication Skill
- ii) Creativity and Problem solving skills
- iii) Adaptability
- iv) Analytical Skill
- v) Affinity towards Numbers
- vi) Data Visualization

Competency Mapping Interview Guidelines:

1. Stay accessible, committed, and engaged when conducting competency mapping interview
2. Listen well
3. Provide open and candid feedback
4. Evaluate students for each competency by using 5 level scales 0 - None; 1 - Basic; 2 - Proficient; 3 - Advanced; 4 - Expert
5. For evaluating students for each competency consider written answers of questions given for that competency as well as for the same question try to get answer from student by interview then rate the student
6. Discuss result of competency mapping with student and advice best suited specialization for them according competency mapping result.
7. Give proper feedback, opinion and direction to the student with the help of competency mapping result



Competency Mapping of MBA Students

Competency Mapping Result

S.K.N Sinhgad School of Business Management Ambegaon (Bk) Pune
Competency Mapping Result

Name of student:

Name of Mentor:

Significant traits based on Attribution test:

Significant traits based on Interview:

Suggested specialization:

Prof. Mayuri Yadav
Faculty Resource

Dr. Prachi Pargaonkar
Director
SKNSSBM




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Competency Mapping of MBA Students

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- www.indianautomobiles.com



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Students appeared for Competency Mapping Test during induction Program

S.K.N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT		
MBA PRE- INDUCTION PROGRAM-2022		
DAY 6 - 18th November 2022, Friday		
Time : 11.15am-1.00pm		
Venue-Seminar Hall		
Activity - Competency Mapping-Prof. Mayuri Yadav		
Sr. No	Name of the Student	Signature
1	Shivam Appasaheb Deshmukh	[Signature]
2	Pavan Ramadhar Chhug	[Signature]
3	Manan Patel	[Signature]
4	Mali Sagar Jankar	[Signature]
5	Chetan Ashok Gunde	[Signature]
6	Hajare Yash Anil	[Signature]
7	Saurabh Ramrao Kolhe	[Signature]
8	Sanket Arun Patil	[Signature]
9	Dhruvraj Dhanraj Sunde	[Signature]
10	Dhale Shekhar B.	[Signature]
11	Hrushikesh Suresh Jayle	[Signature]
12	Shitole Shubham Rajendra	[Signature]
13	Jadhav Hrushikesh Jitendra	[Signature]
14	Hrushikesh C. Patil	[Signature]
15	Himanshu A. Tagar	[Signature]
16	Shivam Salunke	[Signature]
17	Yash Anandhar Jitende	[Signature]
18	Aniket G. Shelar	[Signature]
19	Rohit S. Kawade	[Signature]
20	Akshay Ravindra Nime	[Signature]
21	Kapil J. Kailas Chharg	[Signature]
22	Krushna Ganeshrao Dhurankar	[Signature]
23	Sanket Shashikant Devanankar	[Signature]
24	Saurabh Pradipkumar Mahite	[Signature]
25	Patil Satish Shivaji	[Signature]
26	Sanket Mahan Sawant	[Signature]
27	Abhishek Dattatraya Grikwad	[Signature]
28	Yash Gopichand Wajande	[Signature]
29	Shreyas Vijaykumar Jashi	[Signature]
30	Anand B. Bhandave	[Signature]
31	Iskhare Abhishek Anand	[Signature]
32	Patil Abhishek Babasaheb	[Signature]
33	Patil Vithal Vishnu	[Signature]
34	Patil Kisan Vijaykumar	[Signature]
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S.K.N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT		
MBA PRE- INDUCTION PROGRAM-2022		
DAY 6 - 18th November 2022, Friday		
Time : 11.15am-1.00pm		
Venue-Seminar Hall		
Activity - Competency Mapping-Prof. Mayuri Yadav		
Sr. No	Name of the Student	Signature
1	Ankita Kainule	Ankita
2	Tejas D. Sutar	Tejas
3	Lukesh M. Hanichale	Lukesh
4	Onkar Shivraj Mainale	Onkar
5	Mahesh Dnyaneshwar Birajdar	Mahesh
6	Visave B. Sudhakar	Visave
7	Manan Patel	Manan
8	Prakash Krishna Pawale	Prakash
9	Ramesh Raut	Ramesh
10	Jayesh D. Chikate	Jayesh
11	Saurabh S. Chavan	Saurabh
12	Bhandal N. Anand	N.A. Bhandal
13	Vinay Parule	Vinay
14	Balaji M. Lavhale	Balaji
15	Himanshu A. Tagore	Himanshu
16	Yash A. Potode	Yash
17	Jauntet Anandare	Jauntet
18	Anup Kaldate	Anup
19	Biradar Bhim Saubhaji	Biradar
20	Nitin Mukund Badganchi	Nitin
21	AKASH MASHA	Akash
22	Omkar Gudam Pise	Omkar
23	Ryush Kulkarni	Ryush
24	Kallesh B. Patil	Kallesh
25	Roshan Hemraj Patil	Roshan
26	Sumit Ramdas Jadhav	Sumit
27	Aditya Balakrishna Anand	Aditya
28	Alpe Shubham Dnyaneshwar	Alpe
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MBA PRE- INDUCTION PROGRAM-2022		
DAY 6 - 18th November 2022, Friday		
Time : 11.15am-1.00pm		
Venue-Seminar Hall		
Activity - Competency Mapping-Prof. Mayuri Yadav		
Sr. No	Name of the Student	Signature
1	Ashwini Sutha	
2	Nishigandha G. Datar	
3	Varsha Anjum Pawale	
4	Rutuja Balasa Saste	
5	Ganesh Pranesh Phosale	
6	Pragati Sunil Ugale	
7	Awoghade Shree Shreya vijay	
8	Ashlesha Zalte	
9	Tulsi Mandhane	
10	Kalyani Labhade	
11	Sujata Katade	
12	Shital Sambhaj Chavhan	
13	Madhura Sagar Ghete	
14	Rutuja Vilas Dalvi	
15	Komal Sirvi	
16	Sharvati Ajay Ghate	
17	Vishalcha Vijay Ghete	
18	Sakshi Anil Umathe	
19	Anuja Subhash Gadgilani	
20	Pranav Kumar Ashok Dhatre	
21	Chubham Dhirajji Pawar	
22	Sachin Shaantaramlaty	
23	Jayantsi Vasude.	
24	Ashish Shankarasa Tandale	
25	Pruthviraj Mahadev Patil	
26	Sarat Prashant Bhujbal	
27	Rophane Ashwini Balasaheb	
28	Sumit Diliprao Wakkar	
29	Pratik Prakash Chougule	
30	Jayalaxmi Satish Hanbhush	
31	Saigade Ashok Hanbham	
32	Chaitanya Ajay Bhosale	
33	Dhruval Chetan Satish	
34	Prathamesh Santosh Gund	
35		




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**S.K.N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT
 MBA PRE- INDUCTION PROGRAM-2022**

DAY 6 - 18th November 2022, Friday

Time : 9. 00 am -11.00am.

Venue-Seminar Hall

Activity - Competency Mapping-Prof. Mayuri Yadav

Sr. No	Name of the Student	Signature
1	Gayatri Anil Kokadwar	[Signature]
2	Sushmita Kamalleshwar Varma	[Signature]
3	Ankita Anil Salve	[Signature]
4	Kanade Divya Ranynath	[Signature]
5	Nalagude Vaishnavi Laxman	[Signature]
6	Sakshi Rajendra Dhoke	[Signature]
7	Sakshi Ankar Nalawade	[Signature]
8	Vinaya Yogesh Aphale	[Signature]
9	Dhanu Shivani Bhausaheb	[Signature]
10	Trivethi Ganuj Tekade	[Signature]
11	Tanuja Ankush Shingankar	[Signature]
12	Kiran Gajanan Adalgule	[Signature]
13	Adul Pravita Pravin	[Signature]
14	Jagtap Vaishnavi Dattatray	[Signature]
15	Anjali Arameshwar Pawar	[Signature]
16	Vaishnavi Udayan Patalkar	[Signature]
17	Lokesh Sanjay Pawar	[Signature]
18	Anshiksh Perushottam Ingle	[Signature]
19	Sanket Chandrakant Sutar	[Signature]
20	Chaitanyan Sachin Mayekar	[Signature]
21	Jagdish Navinrao Chaudhan	[Signature]
22	Mayura Gopal Tayde	[Signature]
23	Manasi Madhukar Patil	[Signature]
24	Aditi Vilas Shingankar	[Signature]
25	Patil Yojesh Jitendra	[Signature]
26	Metkar Bhusban Hemant	[Signature]
27	Chavan Gaurav Sitaram	[Signature]
28	Aditya Sanjay Takavade	[Signature]
29	Vaibhav Anand Landge	[Signature]
30	potham T. patil	[Signature]
31	Pranav P. Ingle	[Signature]
32	Shubham Jawar	[Signature]
33	Wimode Ankita	[Signature]
34		
35		



[Handwritten Signature]
 Director

S.K.N. Sinhgad School of Business Management
 No. 10/1, Ambegaon (Bk.), Pune - 411 041

Competency Mapping 2022

Name of Interviewer → Rutuja S. Wankhede. Date → 18/11/22

Name of Student	Signature	Remarks
1) Ankita Anil Salve	<u>Ankita</u>	—
2) Sanket Arun Patil 7517801300	<u>Sanket</u>	—
3) Sagar Ashok Kumbhar 9975424031	<u>Kumbhar</u>	—
4) Saksh Anil Umrathe 7507693055	<u>Umrathe</u>	—
5) Premkumar Ashok Dhatre 7218424747	<u>Dhatre</u>	—
6) Balaji M Lavhale 8208692910	<u>Lavhale</u>	—
7) Aniket G. Shelar 9057088073	<u>Shelar</u>	—
8) Antariksh P. Ingle	<u>Ingle</u>	—
9) Nishtha M. Katade 7822930752	<u>Katade</u>	—
10) Sanket Deygaonkar 9860802251	<u>Sanket</u>	—
11) Pragati Sunil Ugale 9881487000	<u>Ugale</u>	—



Wankhede
Director

S.K.N. Sinhgad School of Business Management
No. 10/1, Ambegaon (Bk.), Pune - 411 041

Name of evaluator - Rutuja Jadhav.

15/11/22

Competency mapping Interview.

Name of student
Anade Divya Rangnath
Chougale Pratik Prakash
Gulsi Rohulkumar Mandhone
Jadhav Gaurav Sitoram
Lokesh Murlidhrrao Wankhade
Manan Patil
Sangale Sandesh
Rohit Sutehadev Kawade
Sakshi Rajendra Dhoke
Shreya Vijay Awaghade.
Kapil Kailey Dharak
Ashwini Balasaheb Gophane

sign

~~Prashant~~

~~Pratik~~

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Director

K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



Sinhgad Technical Education Society's
S.K.N Sinhgad School of Business Management

S. No. 10/1, Ambegaon (Bk.), Pune - 411 041, Phone: 020 - 24354036, Fax: 020-24354036
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Mentee's results of competency were sent to all mentors and IQAC Head

10/15/23, 1:52 PM

Sinhgad Technical Education Society Mail - Fwd: Mentor wise Competency Mapping Results of MBA-I Sem - I students (Bat...



Dr Ram Kolhe <ramkolhe.sknsbm@sinhgad.edu>

Fwd: Mentor wise Competency Mapping Results of MBA-I Sem - I students (Batch 2022-24)

1 message

Dr. Prachi Pargaonkar <director_sknsbm@sinhgad.edu>
To: FacultySKNSSBM <facultysknsbm@sinhgad.edu>

2 February 2023 at 15:26

Dear all,

I am forwarding you competency mapping results of your mentees. See to it that while counselling for their specialization, this card is used as a base. Also, I am going to conduct a special session of these students on how to use this scorecard early next semester. So, please ensure that you all use it at the time of mentor-mentee meeting.

Thanks and Regards,
Dr. Prachi Pargaonkar
Director,
S.K.N. Sinhgad School of Business Management
S.No.10, Ambegaon (Bk.), Pune-411041
Ph. (020)24354036 Cell No.+91-8975769599
E-Mail-director_sknsbm@sinhgad.edu

Before printing, think of its impact on the Environment/ Please do not print this email unless it is absolutely necessary. Save paper- Save Environment.

----- Forwarded message -----

From: Mayuri Yadav <mayuriyadav.sknsbm@sinhgad.edu>
Date: Tue, Jan 31, 2023 at 11:56 AM
Subject: Mentor wise Competency Mapping Results of MBA-I Sem - I students (Batch 2022-24)
To: Dr. Prachi Pargaonkar <director_sknsbm@sinhgad.edu>

Dear madam,

Please find attached Mentor wise Competency Mapping Results of MBA-I Sem - I students (Batch 2022-24)

Regards,
Mayuri Yadav

Sinhgad Technical Education Society | www.sinhgad.edu

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Director

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S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

10/15/23, 1:52 PM

Sinhgad Technical Education Society Mail - Fwd: Mentor wise Competency Mapping Results of MBA-I Sem - I students (Bal...

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To view this discussion on the web visit https://groups.google.com/a/sinhgad.edu/d/msgid/facultyknssbm/CAAhDvuquBSnVTckGqNCLXs2BvVzEYlrtrw-lcccQ_-S3b%2B2u5Q%40mail.gmail.com.

16 attachments

-  **Dr. D.P. Rane (2).pdf**
192K
-  **Dr. Sadhana Ogale (1).pdf**
108K
-  **Dr. Shalaka Sakhrekar (3).pdf**
105K
-  **Dr. Ganesh Yadav (3) (1).pdf**
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Competency Mapping Results Specimen Copy

S.K.N Sinhgad School of Business Management Ambegaon (Bk) Pune
Competency Mapping Result

Name of the student: Tejas Thakare
Name of the Mentor: Dr. Roza Parashar

Significant traits based on Attribution test: Communication skill, Creativity & problem solving, Leadership, Adaptability, High Emotional Intelligence, Data analysis & analytics, Know how new technology will change the market.

Significant traits based on Interview: Communication skill, Creativity & problem solving, Leadership, Adaptability, High Emotional Intelligence, Analytical skill, Decision making skill.

Suggested specialization: HR

Conducted By
 Prof. Mayuri Yadav

Conceptualized By
 Dr. Prachi Pargaonkar
 Director SKNSSBM

S.K.N Sinhgad School of Business Management Ambegaon (Bk) Pune
Competency Mapping Result

Name of the Student: Tejas Sanjayrao Waghmare
Name of the Mentor: Dr. Yatin Bokil

Significant traits based on Attribution test: Creativity and Problem-Solving, Adaptability, High Emotional Stamina, Time Management, Data Analysis & Analytics, Statistical Analysis, know how new technology will change the market, General knowledge of finance.

Significant traits based on Interview: Creativity and Problem-Solving, Adaptability, Time Management, Decision making skill, Affinity towards numbers, Mathematical Aptitude.

Suggested specialization: Finance /Marketing

Skill Gap (if any): No skill gap observed.

Conducted By
 Prof. Mayuri Yadav

Conceptualized By
 Dr. Prachi Pargaonkar
 Director SKNSSBM




 Director
 S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

Name - Nikita .R. Gullapelli.

Roll no - HR-19

Div - E

DOMS	Page No.
Date 27 / 12 / 2022	

Feedback for competency mapping interviews.

We came to know about the competency mapping interviews which we were supposed to take of our junior 1st year MBA students, and we were curious to know what exactly we will be doing. Mayuri Mam conducted an interview in which she trained us each and everything that is what is competency mapping, how we are supposed to conduct the interviews what factors are need to be considered, how to examine the student their behaviour. Mam gave us proper training with the 2 live interviews.

It was something new for us.

After conducting the interviews we understood the very first thing is how to study a student, how to analyze the behaviour, body language, thinking & many more concepts. It was a very great experience for all of us. This training & this experience taught me to boost my confidence, to be bold, and also it trained me very well for my future. Overall the experience was very best.

Suggestions -

- 1) Attribution test should be conducted in classrooms with supervision & on written papers.
- 2) Before the induction this competency mapping interviews need to done should




Director

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Outcomes of Competency Mapping:

No. of Students Benefitted Through This Activities:

Table:

Academic year	No of students appeared for Competency mapping Attribution test and Interview
2022-2023	207

No. of Student Selected Specialization as Per Suggestion.

Table:

Academic year	No of students appeared for Competency mapping Attribution test and Interview	No. of students selected specialization as per suggestion
2022-2023	207	186

Following Students well trained competency mapping skills and acquired jobs in reputed companies.

Sr.No	Students name	Organisation	Annual Pkg
1	Miss. Nandini Rajurkar	Persistent	1.8 LPA (Probation)
2	Mr. Akshay Anil Prasad Tiwari	HCL	2.4 LPA
3	Miss. Rutuja Suryakant Wankhede	Dassult System	6 LPA



Wah!
 Director

S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



Reference: Persistent/Academic Intern/2163434/0.2

Internship Offer Letter
Confidential

14th February 2023

Miss Nandini Rajurkar
2nd Last House, 1st Lane From KGN Ayurvedic Clinic, Near Stanza Living, CNG Pumpbehind Katraj dairy
near narayani dham mandir , Katraj pune, Shriram Nagar, Dhankawadi, Pune, Maharashtra 411046, India
Pune 411046

Dear Nandini,

Subject: Your engagement as an Academic Intern with Persistent

With reference to your application for industrial training with us, and the subsequent selection process, we are pleased to inform you that you have been selected as an **Academic Intern** at grade 0.2 with Persistent Systems (Company). This offer is made to you as part of your Academic Curriculum.

The duration of the internship will be for a period from February 15, 2023 to August 14, 2023.

During the internship period you will be paid a consolidated monthly stipend of Rs. 15,000 per month. You will also be eligible for benefits such as free lunch, snacks, tea and coffee during your internship period.

All terms and conditions in this document, read with any other document specifically referred herein and incorporated hereto by such reference, collectively shall constitute the entire understanding between the Academic Intern and the Company.

Company does not assure you or commit (a) any extension of this internship beyond the period stipulated under this letter and/or offer you employment with Company and/or absorb you as an employee of the Company in future. Unless otherwise specifically agreed in writing by Company, there shall be no employee-employer relationship between you and Company.

1. Working days

Normal working days for Company are Monday through Friday. Company observes Sunday as a compulsory weekly off and Saturday as the other weekly off day. The normal working hours are forty five hours per week.

2. Holidays and Leaves

You will not be eligible for any leave or compensatory off during internship period.




Director

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S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



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State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC220008

Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Block 2, No.33, Old Mahabalespuram Road, Madhav Vilas and Panchsheel, 71/2 Koppal Parkway Union, Chengalpattu Taluk, Kancheepuram Dist, Chennai - 600 103, India

Worksite Coimbatore : Block 1-3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Old Anaromara Post, Coimbatore-641 014, India.

Worksite Pune 1 : Cornerstone, 1-2 & 4th Floor in Building 1, Survey No. 144 & 145, Ganesh Ashoka Path, Opposite to Airport Road, Vande, Pune - 411 003, India.

Registered Office : 806, Siddhant, V6, Netru Place, New Delhi - 110 019, India.

Date: April 17, 2023

Private & Confidential

Akshaykumar Anilprasad Tiwari

B2 Flat 606 Sneha Vihar Society,
Dangat patil nagar ,Shivane,411023,
Pune,
Maharashtra,
India - 411023
Document ID - bbb2e530-9be9-4978-a979-75843cd6950b

Dear Akshaykumar Anilprasad ,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer –cum - appointment with **State Street HCL Services (India) Private Limited** ("SSHS" or "HCLTech" or "Company") as **Analyst**. You are required to report on April 19, 2023 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Mekong 3F-7F,EmbassyTechZone-SS.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter's email id- sagardo@hcl.com , failing which the offer will stand null and void.
- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when it is required, as per the Company Policies/ client requirement.

1

SIGNATURE OF EMPLOYEE

HCLTech



Waj
Director

S.K.N. Sinhgad School of Business Management
No. 10/1, Ambegaon (Bk.), Pune - 411 041



Sinhgad Technical Education Society's
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Ref: 3DSINDIALAB/HRD/2022-23/6045

01-Sep-23

To,
Name: Ms. Rutuja Suryakant Wankhede
Address: Pune

Offer Letter: Apprenticeship

Dear Rutuja,

This is with reference to your application and letter from your college for the Apprenticeship, we are pleased to offer you an educational Apprenticeship with Dassault Systemes Solutions Lab Pvt. Ltd. (Formerly Known as 3D PLM Software Solutions Pvt Ltd.) Red Fort Bldg, Plot No. 4, Phase 1, Pune Infotech Park, M.I.D.C, Hinjawadi, Pune - 411057 on the following terms and conditions

1. Your Apprenticeship will commence from 4-Sep-23 to 3-Sep-24 and you will be based at our Pune establishment
2. As an Apprentice you will not be the company employee hence you will not be entitled to salary and or benefits that the permanent company employee receive
3. During your Apprenticeship, you will be paid INR. 50,000 (Fifty Thousand) per month as stipend. Upon completion of your Apprenticeship period, you will be issued a certificate based on your performance and conduct during this period.
4. You will be required to sign a Confidentiality and IPR Agreement, as applicable effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during the course of your Apprenticeship. A copy of the Confidentiality and IPR Agreement can be provided to you as applicable, if you so request.
5. Your Apprenticeship may be terminated by the Company at any time without assigning reasons by giving by 30 days' notice. Similarly, you are also require to give 30 days' Apprenticeship termination notice.
6. During your Apprenticeship, as per the Company policy, you will be entitled to the benefits as applicable to the Apprentice.
7. Your breach of any of the terms of this letter or any other agreement signed by you with the company, or your breach of the Company code of conduct, policies, rules, regulations and procedures, or The company finds your performance unsatisfactory during any period of Apprenticeship in the discharge of duties assigned to you, or any act or omission by you that may have the effect of injuring the reputation or business of the company or causing loss to the company, or your failure to comply with the instructions specified in Annexure A hereto,

Dassault Systemes Solutions Lab Private Limited (Formerly known as 3D PLM Software Solutions Pvt. Ltd.)
Regd. Office: Plot No. 15B | Pune Infotech Park | M.I.D.C. | Phase-1, Hinjawadi | Taluka Mulshi | Pune MH-411
057 | India | Tel. no.: +91 (20) 6793 6600 | Fax no.: +91 (20) 6675 9827
CIN: U72900PN2001PTC190769 | www.3ds.com



Director

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