



SINHGAD TECHNICAL EDUCATION SOCIETY'S

# S.K.N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

(Approved by AICTE, Recognized by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University,

Accredited by NAAC) S. No. 10/1, Ambegaon (Bk.), Pune – 411041. Phone: + 91 20 24354036

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**Prof. M. N. Navale**

M.E. (Elect), MIE, MBA

**Founder President**

**Dr. (Mrs.) Sunanda M. Navale**

B.A., M.P.M., Ph.D

**Founder Secretary**

**CA Dr. Priya Agashe**

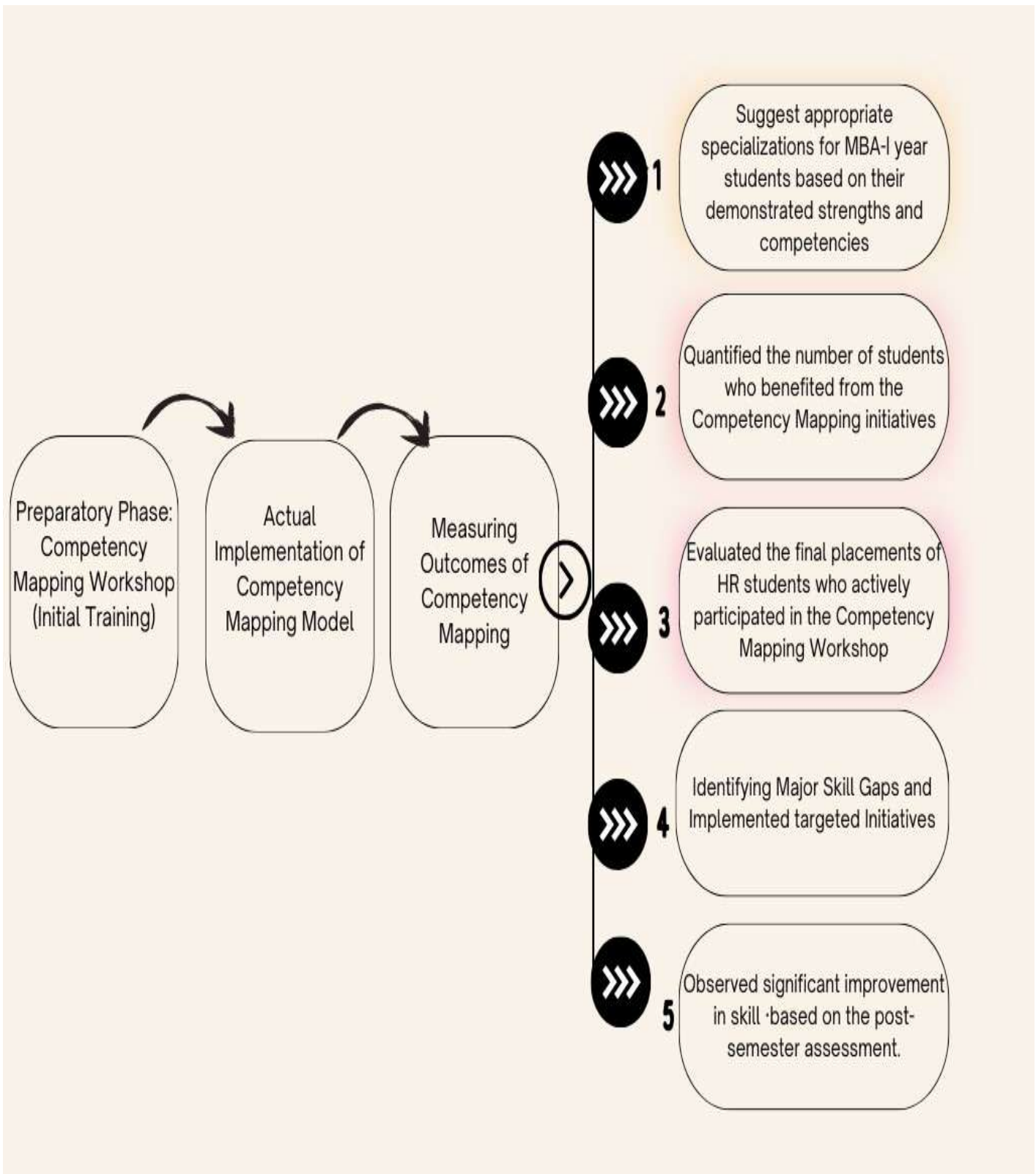
M.Com., Ph.D., FCA

**Director**

## 7.3 - Institutional Distinctiveness

<b>Sr. No</b>	<b>Documents</b>
<b>1</b>	Diagrammatic Representation of Activity
<b>2</b>	Competency Mapping Training Workshop Conducted for MBA-II year students (Academic Year 2023-2024)
<b>3</b>	Attribution Test Result (Academic Year 2023-2024)
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<b>6</b>	Graphical Representation of No. of Student Selected Specialization as Per Suggestion. (Academic Year 2023-2024)
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<b>8</b>	Sample Final Placement Proofs of Students involved in Competency mapping Workshop (Academic Year 2023-2024)
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## 1. Diagrammatic Representation of Activity



# **Competency Mapping Training Workshop**

**Conducted for MBA-II year students**

**(Academic Year 2023-2024)**

Date:28/08/2023

To,  
The Director  
SKNSSBM, Ambegaon (BK.),  
Pune

**Subject:** Application for organizing 4 Days Workshop on "Strategies in Competency Mapping: Shaping Tomorrow's Workforce" for the academic year 2023-2024.

Respected Madam,

We faculty of SKNSSBM would like to organize 4 Days Workshop on "Strategies in Competency Mapping: Shaping Tomorrow's Workforce" for the academic Year 2023-2024 on Wednesday 30th August 2023, Thursday 31st August 2023, Thursday 7th September 2023 & Friday 8th September 2023.

Kindly give permission to organize the workshop.

Regards,

Faculty Coordinator:  
Prof. Mayuri Yadav



*Wal*  
Approved/Not approved  
Dr. Prachi Pargaonkar  
Director SKNSSBM

Sinhgad Technical Education Society's

**SKN Sinhgad School of Business Management**

(Approved by AKTE, Affiliated to Savitribai Phule Pune University & Accredited by NAAC)

**4 Days Workshop on  
"Strategies in Competency Mapping: Shaping Tomorrow's Workforce"**



**Day and Dates-**

1. Wednesday 30<sup>th</sup> August 2023
2. Thursday 31<sup>st</sup> August 2023
3. Thursday 7<sup>th</sup> September 2023
4. Friday 8<sup>th</sup> September 2023

**Time:** Wednesday 30<sup>th</sup> August 2023 (Time- 12.00pm to 6.00pm)  
Thursday 31<sup>st</sup> August 2023 (Time – 9.00 am to 1.00pm & 2.00pm to 6.00pm)  
Thursday 7<sup>th</sup> September 2023 (Time – 9.00 am to 1.00pm & 2.00pm to 6.00pm)  
Friday 8<sup>th</sup> September 2023 (Time – 9.00 am to 1.00pm & 2.00pm to 6.00pm)

**Total Hours:** 30 hrs.

**Venue:**

1. MBA-I Div. E Classroom (Wednesday 30<sup>th</sup> August 2023 (Time- 12.00pm to 6.00pm)
2. Seminar Hall, SKN Sinhgad School of Business Management (Thursday 31<sup>st</sup> August 2023 ,Time – 9.00 am to 1.00pm)
3. Interview Room, Third Floor SKN Sinhgad School of Business Management (Thursday 31<sup>st</sup> August 2023, Time- 2.00pm to 6.00pm)
4. Interview Room, Third Floor SKN Sinhgad School of Business Management (Friday 8th September 2023 (Time – 9.00 am to 1.00pm & 2.00pm to 6.00pm)

**Introduction:**

Remaining competitive in the dynamic business world requires a deep understanding of competencies at various organizational levels. This workshop on Competency Mapping and Assessment is designed to help participants grasp the intricacies of assessing and identifying competencies within an organization. Competency mapping plays a crucial role in job evaluation, training, recruitment, and overall learning and development processes.

**Learning Objectives:**

Upon successful completion, participants will be able to:

- Plan a competency-based study.
- Identify and develop a competency dictionary.
- Map competencies according to organizational roles, functions, and tasks.
- Design a competency model.

**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

**Day 1 - Wednesday 30th August 2023 (Time- 12.00pm to 6.00pm)**

- 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.

**Day 2- Thursday 31<sup>st</sup> August 2023 (Time – 9.00 am to 1.00pm & 2.00pm to 6.00pm)**

- Actual Implementation of Developed Model - Conduction of Attribution Test and Interviews.

**Day 3- Thursday 7<sup>th</sup> September 2023 (Time – 9.00 am to 1.00pm & 2.00pm to 6.00pm)**

- Assessment of On the basis of Interview

**Day 4 - Friday 8<sup>th</sup> September 2023 (Time – 9.00 am to 1.00pm & 2.00pm to 6.00pm)**

- Preparation of Competency Mapping Results

**Pedagogy:**

Pedagogy Consist of following elements

- Lecture
- Cases
- Exercises

- Shadowing of Interviewers
- Group work
- Interviews
- Experiential learning Exercises

**Who can participate?**

- MBA-II students who have selected HR as major or minor specialization

**Criteria for Getting Certificate:**

- Attendance all the 4 days sessions and activities
- Timely submission of competency mapping results of assigned students

**Faculty Coordinator-**

Prof. Mayuri Yadav (9850511775)



**Dr. Prachi Pargaonkar**

**Director SKNSSBM**





<b>Sinhgad Technical Education Society's</b>	
<b>S.K.N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT,PUNE</b>	
<b>REPORT OF "Strategies in Competency Mapping: Shaping Tomorrow's Workforce"</b>	
<b>Duration :</b>	30 Hours
<b>Date :</b>	1. Wednesday 30th August 2023 2. Thursday 31st August 2023 3. Thursday 7th September 2023 4. Friday 8th September 2023
<b>Time:</b>	1. Wednesday 30th August 2023 (Time- 12.00pm to 6.00pm)  2. Thursday 31st August 2023 (Time – 9.00 am to 1.00pm & 2.00pm to 6.00pm)  3. Thursday 7th September 2023 (Time – 9.00 am to 1.00pm & 2.00pm to 6.00pm)  4. Friday 8th September 2023 (Time – 9.00 am to 1.00pm & 2.00pm to 6.00pm)
<b>Mode of Delivery :</b>	Offline
<b>Topic :</b>	Competency Mapping and Assessment
<b>Faculty trainer:</b>	Prof.Mayuri Yadav
<b>TOTAL NUMBER OF PARTICIPANTS:</b>	20
<b>CLASS :</b>	MBA II

S.K.N. Sinhgad School of Business Management has conducted a Workshop on “Strategies in Competency Mapping: Shaping Tomorrow’s Workforce” on Wednesday 30th August 2023, Thursday 31st August 2023 , Thursday 7th September 2023, Friday 8th September 2023. The workshop spanned a total of 30 hours.

**Learning Objectives:**

The course aims to accomplish the following objectives:

- Foster an understanding of Competency-based HR practices.
- Provide participants with techniques for identifying and mapping competencies.
- Enhance comprehension of the competency mapping process.
- Facilitate learning the art of developing a competency model.
- Provide insights into understanding how to identify skill gaps effectively.

**Learning Outcomes:**

Upon successful completion of the course, participants will gain the ability to:

- Strategically plan a Competency-based study.
- Proficiently identify and develop a Competency dictionary.
- Skillfully map competencies in alignment with organizational roles, functions, and tasks.
- Effectively design a comprehensive Competency model.

**Day 1 - Wednesday 30th August 2023 (Time- 12.00pm to 6.00pm)**

Competency mapping Conceptual Framework- 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

**Day 2- Thursday 31st August 2023 (Time – 9.00 am to 1.00pm & 2.00pm to 6.00pm)**

Following activity conducted:

Actual implementation of developed model- Conduction of Attribution test and Interviews for MBA-I year students

**Day 3- Thursday 7th September 2023 (Time – 9.00 am to 1.00pm & 2.00pm to 6.00pm)**

Following activity conducted:

Assessment of On the basis of Interview: On the basis of Interview conducted how to asses candidate for each skill set

**Day 4 - Friday 8<sup>th</sup> September 2023 (Time – 9.00 am to 1.00pm & 2.00pm to 6.00pm)**

Following activity conducted:

Preparation of Competency Mapping Results: Preparing Competency Mapping Results involved providing training to students on utilizing Evaluation sheets to identify strengths and weaknesses. The training covered effective methods for recognizing skill gaps and imparted the skills needed to prepare comprehensive results.

The session delivered a thorough and simplified understanding of Competency Mapping to empower students and enhance their decision-making capabilities within their organizations. The overall program was a success, receiving excellent feedback for its training content and delivery.

**Photos of activity:**





 GPS Map Camera  
Pune, Maharashtra, India  
101/B, Ambegaon Budruk, Pune, Maharashtra 411046, India  
Lat 18.463152°  
Long 73.836512°  
30/08/23 04:41 PM GMT +05:30



 GPS Map Camera  
Pune, Maharashtra, India  
Sai Aamral Block-B, Sai Aamral, Behind Ashok Leyland, Ambegaon Budruk,  
Pune, Maharashtra 411046, India  
Lat 18.468553°  
Long 73.834253°  
31/08/23 10:36 AM GMT +05:30



**Pune, Maharashtra, India**  
Sai Aamrai Block-B, Sai Aamrai, Behind Ashok Leyland, Ambegaon Budruk,  
Pune, Maharashtra 411046, India  
Lat 18.458553°  
Long 73.834253°  
31/08/23 10:38 AM GMT +05:30



**Pune, Maharashtra, India**  
Sai Aamrai Block-B, Sai Aamrai, Behind Ashok Leyland, Ambegaon Budruk,  
Pune, Maharashtra 411046, India  
Lat 18.458553°  
Long 73.834253°  
31/08/23 10:35 AM GMT +05:30









Dr. Prachi Pargaonkar

Director

SKN Sinhgad School of Business Management



**Workshop on Competency Mapping and Assessment  
Training session**

Day: Wed.

Date: 30/08/23

Sr No	Name of the Student	Sign
1	Mukta P. Kengom	
2	Roshan Salpute	
3	Kaetiki Mahajan	
4	Peathamesh Hingalaje	
5	Prachi S. Kamble	
6	Shraddha S. Budhalkar	
7	Manasi Pandav	
8	Sushmita K. Varma	
9	pallavi D. Hajari	
10	Adul Pranita Pawar	
11	Khushi R. Sawansorkar	
12	Pankaj C. Patil	
13	Jyeshth Hegde	
14	sonali Mali	
15	Gayatri U. Mahalle	
16	Shreya V. Awaghade	
17	Kalyani Labhade	
18	Omkar S. Pise	
19	Renuka A. Marudkar	
20	Shreyas V. Joshi	

**Workshop on Competency Mapping and Assessment  
Training session**

Day: Thursday Date: 31<sup>st</sup> Aug 2023

Sr No	Name of the Student	Sign
1.	Sanket C. Sutar	
2.	Jash Hegare	
3.	Shreya Awagade	
4.	Sonali Mali	
5.	Pallavi Hajeri	
6.	Ankita S. Pise	
7.	Sushmita K. Varma	
8.	Gayatri V. Mahalle	
9.	Renuka A. Marudkar	
10.	Subodh. G. Konde	
11.	Abhishek J. Paleykar	
12.	Prathamesh P. Hingalaje	
13.	Manasi B. Pandav	
14.	Adul Pranita Pravin	
15.	Divya Rangnath Karmale	
16.	Khushi R. Sawaisankamle	
17.	Prachi S. Kamble	
18.	Mukta P. Kenger	
19.	Roshan J. Sathpute	
20.	Kalyani Labhade	

**Workshop on Competency Mapping and Assessment  
Training session**

Day: Thursday Date: 7th Sep 23

Sr No	Name of the Student	Sign
1.	Yash Hajare	
2.	Roshan J. Satpute	
3.	Mukta Kaugn	
4.	Prachi Kamble	
5.	Manasi Pandav	
5.	Gavatri Mahalik	
7.	Renuka Masudkar	
8.	Adul Pranita Pravin	
9.	Omkar S. Pise	
10.	Sushmita K. Vorma	
11.	Khushi R. Sawaisankamde	
12.	Sanket Kutar	
13.	Yash Hajare	
14.	Sonali Mali	
15.	Gopa Shrya V. Awaghade	
16.	Kalyani Labhade	
17.	Shradhka S. Badhalkar	
18.	Kaetiki Mahajan	
19.	Subodh Kande	
20.	Abhijeet Palaspagar	





## feedback

Name:

khushi Rana Sawaisankarble

The things were start with the full of enthusiasms and energy. Juniors / students were quite nervous and scared as they think we are going to ask them very difficult ~~situat~~ questions but it was a task to make them comfortable and clear at that situation, but eventually they get comfortable.

Juniors / student is having tremendous energy and it gives me energy to interact with them. As everyone is not similar, they all with different energy, different family background and different graduation. Asking their questions and evaluating their answers was not easy but an learning to how to evaluate people as everyone gives different answers. It was a practice and knowledgeable gain for me as a HR student to evaluate the juniors / student and ~~having~~ gaining more knowledge about how to conduct interviews, how an HR should have to ask the questions during interview process, how to check the patience level of the interviewee, how to do cross questioning, if interviewee questioning back then how to handel that scenario, etc. It was an totally knowledgeable and so much gaining experience for me. It was my fortune to be part of this process and ofcourse it was fun..

31/08/23

### Feedback

First of all thank you for conducting competency mapping session. It is an honour to be a part of this activity it will help us to improve our analytical skills & interpersonal skills. This will benefit students to taking appropriate decision while choosing the specialization. Thank you Dr. Prachi Pargaonkar Madam and Prof. Mayuri Yadav Ma'am for giving this opportunity.

Thank you  
Mukta Kengor

F

Sushmita Varma.

First of all thank you Dr. Prachi Pargaontkar, Madam and Prof. Mayuri Yadav Mam, for giving me this opportunity of competency mapping activity. It is very unique activity which is conducted in our institute. From this activity I get to know about the strength and weakness of the students. The results of the competency mapping will help to students in deciding their future goals. It was good experience with my juniors.

Thank you.

Omkar Pise

It was very fruitful activity for institute and for students, we get to know about different personalities, opinions, attributes of the students. It will help us in future to understand the human behaviour and competencies.

I'm thankful to Dr. Prachi Sargaonkar Madam and Prof. Mayuri Yadav Mam for giving me this opportunity.

Thank You,



**Attribution Test Result**  
**(Academic Year 2023-2024)**

**Attribution Test Scores**  
**(Batch 2023-2025) Academic Year 2023-2024**

Timestamp	Username	Total score	Name of Student
2023/08/30	saurabhpatole2002@gmail.co	13.00 / 56	Patole saurabh Rajendra
2023/08/30	mitkarianuja678@gmail.com	30.00 / 56	Anuja Mitkari
2023/08/30	pbkalpabde10@gmail.com	13.00 / 56	Prajwal Kalpande
2023/08/30	sakshipatil63163@gmail.com	26.00 / 56	Sakshi Sunil patil
2023/08/30	siddhantjagtap442@gmail.com	31.00 / 56	Siddhant jagtap
2023/08/30	rushikeshkhadse100@gmail.co	32.00 / 56	Rushikesh ghanshyam khadse
2023/08/30	shantnaunhvale7@gmail.com	20.00 / 56	Shantnu Anil nhavale
2023/08/30	prasadgunjal494@gmail.com	24.00 / 56	Prasad Rajendra Gunjal
2023/08/30	krushnaphalke5996@gmail.co	24.00 / 56	Krushna Kakasaheb Phalke
2023/08/30	shubhamghede383@gmail.com	27.00 / 56	Shubham Parmeshwar Ghede
2023/08/30	joshiisha1911@gmail.com	32.00 / 56	Isha Ajay Joshi
2023/08/30	pratikekatpure01@gmail.com	27.00 / 56	Pratik Umesh Ekatpure
2023/08/30	tanayasankpal2001@gmail.co	31.00 / 56	Tanaya Santosh Sankpal
2023/08/30	sejalgujar1303@gmail.com	24.00 / 56	Sejal Rajesh Gujar
2023/08/30	harnesukhada01@gmail.com	24.00 / 56	Sukhada shrikant harne
2023/08/30	patilprem99796@gmail.com	39.00 / 56	Premraj Sarang Patil
2023/08/30	yeshkarankal1222@gmail.com	25.00 / 56	Yash Anil Karankal
2023/08/30	anjaliPhalke8861@gmail.com	21.00 / 56	Anjali kakasaheb Phalke
2023/08/30	vikrantkarale783@gmail.com	17.00 / 56	Vikrant karale
2023/08/30	ghanshyambhoi8@gmail.com	28.00 / 56	Ghanshyam Subhash Bhoi
2023/08/30	prathmeshnalat07@gmail.com	35.00 / 56	PRATHMESH DNYANESHWAR NALAT
2023/08/30	raonitin9637@gmail.com	26.00 / 56	Nitin rajendra rao
2023/08/30	mahangade.pooja1@gmail.co	30.00 / 56	Pooja Sharad Mahangade
2023/08/30	sandeshghan123@gmail.com	21.00 / 56	Sandesh Pramod Ghanbahadur
2023/08/30	truptidhavale6@gmail.com	20.00 / 56	Trupti dhavale
2023/08/30	shubhamkarde622@gmail.com	25.00 / 56	Shubham karde
2023/08/30	kalpeshhinge11@gmail.com	33.00 / 56	Kalpesh Nanasaheb Hinge
2023/08/30	mayureshb06@gmail.com	31.00 / 56	Mayuresh Ramesh Bhosale
2023/08/30	gourav26borse@gmail.com	21.00 / 56	Gaurav Rajkumar borse
2023/08/30	biradarsushma24@gmail.com	25.00 / 56	Biradar Sushma Balaji
2023/08/30	pavanmandawar764@gmail.co	22.00 / 56	Pavan ramkrushna mandawar
2023/08/30	juikadam37@gmail.com	25.00 / 56	Kadam Jui Kaluram
2023/08/30	dnyanumundhe08@gmail.com	27.00 / 56	Dnyaneshwar Mahadev Munde
2023/08/30	atharvagorde@gmail.com	38.00 / 56	Atharva Gorde
2023/08/30	rushikeshsapkal7@gmail.com	31.00 / 56	Rushikesh Sapkal
2023/08/30	pawarmayur4972@gmail.com	23.00 / 56	Mayur dilip pawar
2023/08/30	yojanayelage@gmail.com	28.00 / 56	Yelage Yojana Malappa
2023/08/30	sushantm910@gmail.com	32.00 / 56	Sushant
2023/08/30	devenfulari2511@gmail.com	27.00 / 56	Deven Prabhudas Fulari
2023/08/30	sachinshindemms@gmail.com	29.00 / 56	Shinde shubham govindrao
2023/08/30	sakshithakre104@gmail.com	19.00 / 56	sakshi Thakre
2023/08/30	omjeur1@gmail.com	24.00 / 56	Somesh Mahantesh Jeur
2023/08/30	priyapawage3030@gmail.com	34.00 / 56	Priyadarshani lahu pawage
2023/08/30	tejaswaghmare222@gmail.co	38.00 / 56	Tejas Sanjayrao Waghmare

2023/08/30	lingeshraddha2000@gmail.com	20.00 / 56	Shraddha Nilkanth Linge
2023/08/30	sunilwakde249@gmail.com	29.00 / 56	Sunil Vijay Wakde
2023/08/30	rasikatihile2081@gmail.com	26.00 / 56	Rasika Rajesh Tihile
2023/08/30	rautgauri1908@gmail.com	34.00 / 56	Gauri santosh Raut
2023/08/30	deepalisomani18@gmail.com	24.00 / 56	Deepali satynarayan somani
2023/08/30	rishiwankhade77@gmail.com	20.00 / 56	Rushikesh Shyam Wankhade
2023/08/30	abhishekhissal@gmail.com	16.00 / 56	Abhishek Hissal
2023/08/30	prasannaingle007@gmail.com	30.00 / 56	Prasanna Pralhad Ingle
2023/08/30	tejaswagh2500@gmail.com	23.00 / 56	Tejas Wagh
2023/08/30	omkar.d.maske@gmail.com	42.00 / 56	ONKAR DHULBARAO MASKE
2023/08/30	masaniunnati@gmail.com	32.00 / 56	Unnati Masani
2023/08/30	vrushabhapkaje1999@gmail.com	30.00 / 56	Vrushabh Vinod Apkaje
2023/08/30	rutujabondre16@gmail.com	25.00 / 56	Rutuja Wasudeo Bondre
2023/08/30	piyushwankhade303@gmail.com	26.00 / 56	PIYUSH BABURAO WANKHADE
2023/08/30	abhishekundarkar916@gmail.com	20.00 / 56	Abhishek Dharmaraj Undarkar
2023/08/30	pranav.11da@gmail.com	24.00 / 56	Pranav Rajendra Dharmale
2023/08/30	devanshudogne@gmail.com	33.00 / 56	Devanshu dogne
2023/08/30	vivekjadhav7620@gmail.com	30.00 / 56	Vivek vitthalrao jadhav
2023/08/30	pratikhmaske70@gmail.com	39.00 / 56	Pratik Dipal Mhaske
2023/08/30	rathodshubham1760@gmail.com	21.00 / 56	Shubham Rathod
2023/08/30	nikhilbahetwar2000@gmail.com	23.00 / 56	Nikhil Damodhar Bahetwar
2023/08/30	bhandshivani23@gmail.com	36.00 / 56	Shivani Anil Bhand
2023/08/30	natekarohit13@gmail.com	31.00 / 56	Rohit Natekar
2023/08/30	abhinay3007@gmail.com	41.00 / 56	Abhinay Dattatray Garud
2023/08/30	narendrabande111@gmail.com	21.00 / 56	Narendra chandrakant bande
2023/08/30	rohinikuwar6@gmail.com	35.00 / 56	Rohini Mukund kuwar
2023/08/30	sidhantgaikwad35@gmail.com	36.00 / 56	Gaikwad Sidhant Pravin
2023/08/30	tejassatre2002@gmail.com	29.00 / 56	Satre Tejas Mansing
2023/08/30	nikitawankhade2016@gmail.com	42.00 / 56	Nikita Dnyaneshwar Wankhade
2023/08/30	2000kgingle@gmail.com	37.00 / 56	Komal Gulabrao Ingle
2023/08/30	ravirajbhilare16@gmail.com	24.00 / 56	Raviraj bhilare
2023/08/30	prathameshrathod95@gmail.com	31.00 / 56	Prathamesh Rathod
2023/08/30	chavansharvari7@gmail.com	41.00 / 56	Sharvari chavan
2023/08/30	apurvapanse25@gmail.com	35.00 / 56	Apurva Laxman Panse
2023/08/30	vahadanesaurabh111@gmail.com	36.00 / 56	Saurabh Vahadane
2023/08/30	dumbreatharv@gmail.com	23.00 / 56	Atharv ravindre dumbre
2023/08/31	sushankbansode123@gmail.com	41.00 / 56	Sushank s. Bansode
2023/08/31	joshisujit2020@gmail.com	22.00 / 56	Sujit joshi
2023/08/31	girishdhawas2002@gmail.com	17.00 / 56	Girish Dhawas
2023/08/31	nileshbandwaldar06@gmail.com	35.00 / 56	Nilesh Bhandwaldar
2023/08/31	shrutikasorte21@gmail.com	30.00 / 56	Shrutika Rajan Sorte
2023/08/31	siddharthpawar914@gmail.com	22.00 / 56	Siddharth Sharad Pawar
2023/08/31	iyotikamble2000iyotik@gmail.com	22.00 / 56	Jyoti kamble
2023/08/31	rasikapatil9949@gmail.com	36.00 / 56	Rasika Bajirao Patil
2023/08/31	abhinay08012001@gmail.com	30.00 / 56	Abhinay Jaykumar Gosavi
2023/08/31	abhaysinhdhale@gmail.com	26.00 / 56	Dhale Abhaysinh Krushnath
2023/08/31	salunkeprasann@gmail.com	20.00 / 56	Prasanna Dashrath Salunkhe
2023/08/31	nehacharate381@gmail.com	15.00 / 56	Neha Bhimrao Charate
2023/08/31	sakshiaglawe78@gmail.com	32.00 / 56	Sakshi Gopalrao Aglawe
2023/08/31	sharduljagdale878@gmail.com	34.00 / 56	Shardul Atmaram Jagdale

2023/08/31	nirajawate0009@gmail.com	34.00 / 56	Niraj Sunil Awate
2023/08/31	nehadhanawade17@gmail.com	32.00 / 56	Dhanawade Neha Santosh
2023/08/31	chawlearpita10@gmail.com	31.00 / 56	Arpita Rajesh chawle
2023/08/31	pranavdhobale07@gmail.com	41.00 / 56	Pranav Ravindra Dhobale
2023/08/31	dedgekalyani@gmail.com	28.00 / 56	Kalyani Sandeep Dedge
2023/08/31	dighe5594@gmail.com	15.00 / 56	Dighe pooja Rajendra
2023/08/31	bhosaleunnati0017@email.co	36.00 / 56	Unnati Bhosale
2023/08/31	vaishnaviauti124@gmail.com	42.00 / 56	Auti Vaishnavi Nitin
2023/08/31	rahateaditi07@gmail.com	30.00 / 56	Aditi Diliprao Rahate
2023/08/31	gauravsaundane@gmail.com	45.00 / 56	Gaurav Gopal Saundane
2023/08/31	poojasantoshjadhav26@gmail	29.00 / 56	Pooja Santosh Jadhav
2023/09/01	kotuleabhi02@gmail.com	31.00 / 56	Kotule Abhishek Namdev
2023/09/01	wneha145@gmail.com	45.00 / 56	Neha Harish Waghmare
2023/09/01	sunnychimade01@gmail.com	25.00 / 56	CHIMADE SUNNY MAHADEV
2023/09/02	sakshikute789@gmail.com	17.00 / 56	Kute Sakshi Balasaheb
2023/09/05	adityajade10@gmail.com	30.00 / 56	Aditya Sanjay Jade
2023/09/05	rajumunde26@gmail.com	46.00 / 56	Shridhar Venkatrao Munde
2023/09/07	apurvasonawane123@gmail.c	15.00 / 56	Apurva Ravindra Sonawane
2023/09/07	viraj.patil2808@gmail.com	37.00 / 56	Viraj Balaso Patil
2023/09/07	nehamane798@gmail.com	37.00 / 56	Neha Mane
2023/09/07	suryawanshishivani1312@gma	25.00 / 56	Suryawanshi Shivani Satish
2023/09/07	krantikumbhar54@gmail.com	23.00 / 56	Kranti Arun Kumbhar
2023/09/08	rushijagdale01@gmail.com	19.00 / 56	Rushikesh Eknath Jagdale
2023/09/08	pankajvanve12032000@gmail	14.00 / 56	Pankaj pandurang Vanve
2023/09/08	nagpure.sachin523@gmail.com	16.00 / 56	Sachin Nagpure
2023/09/08	kundanshirke1970@gmail.com	30.00 / 56	Shirke Kundan Dattatray
2023/09/08	guravmadhur@gmail.com	21.00 / 56	Madhura Gurav
2023/09/08	divyagawande46@gmail.com	29.00 / 56	Divya Kailash Gawande
2023/09/08	ankitaghodeswar3608@gmail.	30.00 / 56	Ankita Sunil Ghodeswar
2023/09/08	nileshbhosale9230@gmail.com	16.00 / 56	Nilesh Kisan Bhosale
2023/09/08	tejaswinirajane8@gmail.com	26.00 / 56	Tejaswini Rajane
2023/09/08	radhepathak32@gmail.com	15.00 / 56	Radheshyam Surendra Pathak
2023/09/08	Shitalminkikar2001@gmail.com	13.00 / 56	Shital minkikar
2023/09/08	ganeshchaudhari9373@gmail.	21.00 / 56	Ganesh dnyaneshwar Chaudhari
2023/09/08	somnathdhavle89@gmail.com	18.00 / 56	Somnath Dhawale
2023/09/08	darshanpatil4601@gmail.com	13.00 / 56	Darshan Ambadas Patil
2023/09/08	avhadsuyog538@gmail.com	16.00 / 56	Avhad Suyog Balu
2023/09/08	mpshriveda1255@gmail.com	23.00 / 56	Mudhalwadkar Shriveda Prashant
2023/09/08	anilavhad5604@gmail.com	29.00 / 56	Anil Pandurang Avhad
2023/09/08	sanskarsawarkar30@gmail.com	23.00 / 56	Sanskar yogeshrao sawarkar
2023/09/08	pranavsukale7620@gmail.com	26.00 / 56	Sukale Pranav Prabhakar
2023/09/08	rodgevishal67@gemil.com	35.00 / 56	Rodge Vishal Ganeshrao
2023/09/08	dhirajbadgujar101@gamil.com	11.00 / 56	Dhiraj vikas Badgujar
2023/09/08	tusharkumbhar162@gmail.com	20.00 / 56	Tushar Dadasaheb kumbhar
2023/09/08	tejaskirve4@gmail.com	21.00 / 56	Tejas kalicharan kirve
2023/09/08	khatpesiddhi05@gmail.com	28.00 / 56	Siddhi Narayan khatpe
2023/09/08	vinayakwarghade4738@gmail	22.00 / 56	Vinayak Arun Warghade
2023/09/08	chetan.sakhare123@gmail.com	33.00 / 56	Chetan Rajesh Sakhare
2023/09/08	shirinchaikikar@gmail.com	28.00 / 56	Shirin Sharad Chaukiker
2023/09/08	rutujadalavi60@gmail.com	21.00 / 56	Rutuja Pandurang dalavi

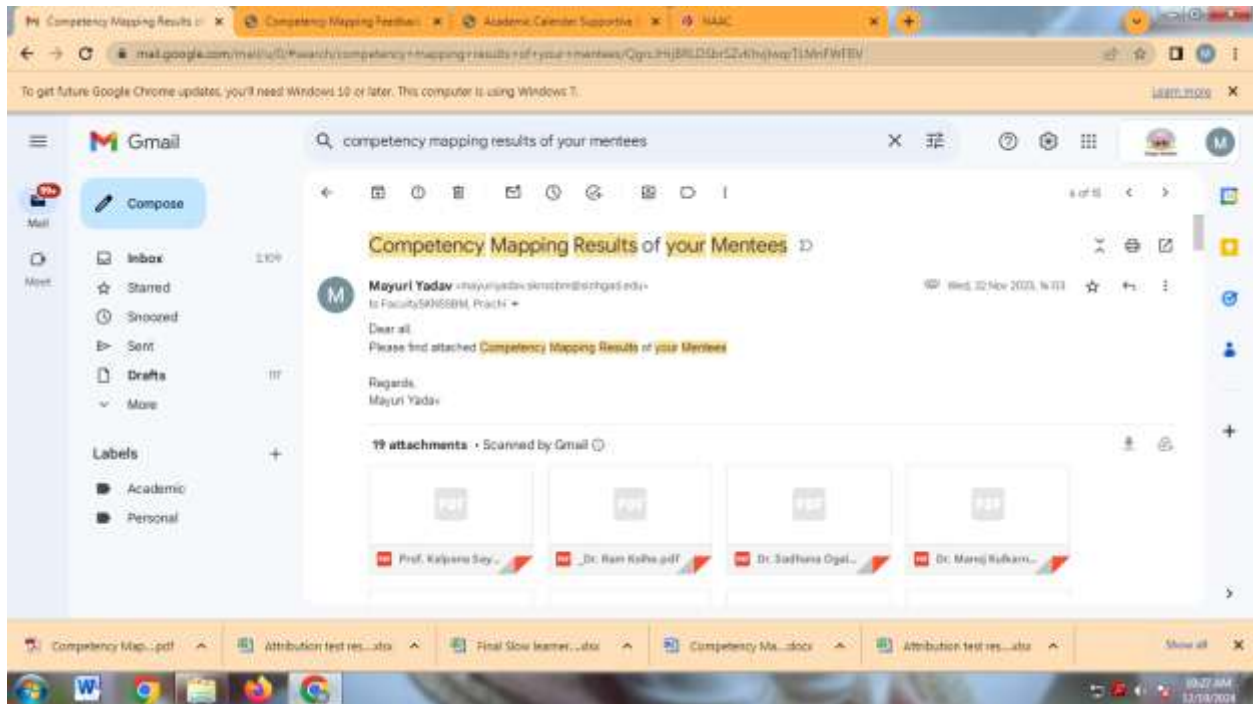
2023/09/08	simrankudale095@gmail.com	31.00 / 56	Kudale simran
2023/09/08	ranjitjadhavrj9@gmail.com	28.00 / 56	Ranjit Sahebrao Jadhav
2023/09/08	sharayuchavan9040@gmail.co	27.00 / 56	Sharayu Atul Chavan
2023/09/08	abhimankare03@gmail.com	20.00 / 56	Kare Abhiman Navnath
2023/09/08	saurabhgaikwad8055@gmail.c	28.00 / 56	Saurabh Sanjay Gaikwad
2023/09/08	akshaytidke1212@gmail.com	41.00 / 56	Akshay Tidke
2023/09/08	aakashwaghmare07218@gma	16.00 / 56	Akash Vitthal Waghmare
2023/09/08	pardeshiamol1905@gmail.com	28.00 / 56	Pardeshi Amol Jeevan
2023/09/08	rodgevijay600@gmail.com	29.00 / 56	Vijay Rajendra Rodge
2023/09/08	omkar0762123@gmail.com	27.00 / 56	Shinde Omkar Balajirao
2023/09/08	sagarnaigaonkar2000@gmail.c	27.00 / 56	Sagar Santosh Naigaonkar
2023/09/08	sufiyantamboli1000@gmail.co	13.00 / 56	Sufiyan Tamboli
2023/09/08	rutujakatariya0608@gmail.co	23.00 / 56	Rutuja Shashikant Katariya
2023/09/08	shravanizambre1006@gmail.c	34.00 / 56	Shrawani madhukar Zambre
2023/09/08	shubhamdkadam01@gmail.co	20.00 / 56	Shubham kadam
2023/09/08	aakankshananotkar@gmail.co	31.00 / 56	Aakanksha Nanotkar
2023/09/08	ritheprajakta19@gmail.com	31.00 / 56	Prajakta sanjay Rithe
2023/09/08	more17032003@gmail.com	36.00 / 56	Sakshi D More
2023/09/08	leenadethe1129@gmail.com	35.00 / 56	Leena Rambhau Dethe
2023/09/08	shrutikasuralkar1402@gmail.c	34.00 / 56	Shrutika Sanjay Suralkar
2023/09/08	nathesneha111@gmail.com	36.00 / 56	Sneha Shyam Nathe
2023/09/08	satputesatej@gmail.com	42.00 / 56	Satej Satpute
2023/09/08	mrunalkundaram19@gmail.co	22.00 / 56	Mrunal Devendra Kundaram
2023/09/08	pranitbaad@gmail.com	25.00 / 56	Pranit Prabhakar Baad
2023/09/08	samikshawagh2310@gmial.co	24.00 / 56	Wagh samiksha suryakant
2023/09/08	tejassagane279@gmail.com	25.00 / 56	Tejas Sagane
2023/09/08	vaishuraut370@gmail.com	14.00 / 56	vaishnavi vinayak raut
2023/09/08	tejashreechaudhari789@gmai	38.00 / 56	Tejashree Madhukar chaudhari
2023/09/08	aparnadhane123@gmail.com	40.00 / 56	Aparna Omprakash Dhone
2023/09/08	hulepratik148@gmail.com	24.00 / 56	Pratik hule
2023/09/08	vaishnavipawar3010@gmail.co	23.00 / 56	Vaishnavi Ramesh Rao Pawar
2023/09/08	seemaantapurkar2@gmail.co	28.00 / 56	Bhoiwar Seema Malhari
2023/09/08	rushiwagh555@gmail.com	36.00 / 56	Rushikesh Shrikrushna Wagh
2023/09/08	purisandesh602@gmail.com	16.00 / 56	Sandesh Puri
2023/09/09	bhavanagarad1130@gmail.co	36.00 / 56	Bhavana Mohanrao Gharad
2023/09/13	gautampise50@gmail.com	25.00 / 56	Gautam Vikram Pise
2023/09/13	sagarpise91@gmail.com	22.00 / 56	Sagar Vikram Pise
2023/11/23	kalyandeshmukh4389@gmail.	19.00 / 56	Kalyan Balasaheb Deshmukh
2023/11/23	yashdyash0241@gmail.com	37.00 / 56	Yash mahesh dandawate
2023/11/25	radhikadarunte4043@gmail.co	12.00 / 56	Radhika
2023/12/05	dhamansurepooja@gmail.com	37.00 / 56	Dhamansure Pooja Pandharinath

**Mail Communication with faculty mentors**

**Regarding competency mapping results**

**(Academic Year 2023-2024)**

## Mail communication with Faculty Mentors regarding their mentees Competency mapping Results:



**Sample Competency Mapping  
Evaluation Sheets and Results 2023-  
2024**



**S.K.N Sinhgad School of Business Management Ambegaon (Bk) Pune**

**Competency Mapping Result**

**Name of the Student:** Tanaya Santosh Sankpal

**Name of the Mentor:** Dr. Shalaka Sakharekar

**Significant traits based on Attribution test:** Communication Skill, Creativity and Problem-Solving skill, Adaptability, High Emotional Stamina, Time Management and Statistical Analysis.

**Significant traits based on Interview:** Communication Skill, Creativity and Problem-Solving skill, Adaptability, High Emotional Stamina, Time Management, Decision Making Skills with Data Visualization.

**Suggested specialization:** HR

**Conducted by**

**Prof. Mayuri Yadav**

**Conceptualized by**

**Dr. Prachi Pargaonkar**

**Director SKNSSBM**

SKN Sinhgad School of Business Management Ambegaon (Bk) Pune

Competency Mapping – Attribution Test Evaluation Sheet

Name of Student- Tanya Santosh Sankgal.

Contact No-

Division-

Roll No-

Name of Mentor- Dr. Ghalaka Sakhtekar

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

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SKN Sinhgad School of Business Management Ambegaon (Bk) Pune

Competency Mapping - Interview Evaluation Sheet

Name of Student- Tanaya Sanlash Sankpal

Contact No-

Division-

Roll No-

Name of Mentor- Dr. Ghalaki Sakhekar.

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

Suggested Specialization: HR

Reason:

5/13/24, 10:07 AM

Sinhgad Technical Education Society Mail - Internship - Batch 2023-25 - Selection & Whats App group to join - The Outlook ...



Dr.Prachi Pargaonkar <sknssbm.placement@sinhgad.edu>

## Internship - Batch 2023-25 - Selection & Whats App group to join - The Outlook Group - Young Leadership Programme.

Director CPC <placementmba@sinhgad.edu>  
Bcc: sknssbm.placement@sinhgad.edu

28 February 2024 at 14:30

Students who will not join, misbehave and leave the internship in between will be debarred from placements.

Students once selected will not be allowed to register and sit for any other Company process henceforth.

Students have to join the internship program. No excuses will be allowed and entertained.

Dear All,

We congratulate the students (list attached) for getting selected for an internship in **The Outlook Group**. These selected students have to join the WhatsApp group by joining the link mentioned in the attachment today by 5:00 PM.

Kindly inform the students,

-----  
Best Wishes,  
Team CPC  
Sinhgad Institutes

Sinhgad Technical Education Society | [www.sinhgad.edu](http://www.sinhgad.edu)

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Internship Selection - The Outlook Group - Young Leadership Programme.xls  
102K

Students Personal Details					
S.No.	College Name	Full name of the students ( First middle)	Email ID (Valid id to mention)	P.R.N. No.	Major Specialization
1	SIDM	Abhishek Vinayak Dixit	abhshkdixit184@gmail.com	2052300814	Finance
2	SIDM	Anjali Rajendra Sahre	anjairb78@gmail.com	2052300291	Finance
3	SIDM	Aishwini Anuram Kadurkar	aishwikadurkar208@gmail.com	2052302804	Finance
4	RMOSSOMS	Darshini Manojkar Agare	darshinagare08@gmail.com		Finance
5	RMOSSOMS	Ganesh Dattatray Phule	ganeshphule100@gmail.com		Finance
6	SKNCCCE	Mangesh Sanjay Belokar	mangeshbelokar7@gmail.com	2052300426	Finance
7	SCOE	Monika Raor	monikaraor99@gmail.com		Finance
8	RMOSSOMS	Neha Dhanshyam Kulkarni	nehag20103@gmail.com		Finance
9	SIDM	Pratiksha Dipal Dahake	pratikshadahake1@gmail.com	57148	Finance
10	SIDM	Priyanka Sachin Dhutte	priyankadhutte4@gmail.com	2052502814	FINANCE
11	SCOE	Priyanshu Sahu	priyanshu88sahu@gmail.com		FINANCE
12	SCOE	Rishi Rajkumar Parde	rishirajparde12@gmail.com		Finance
13	SKNSSBM	Rushkesh Shivchhans Wagh	rushkeshwagh555@gmail.com	2052309098	Finance
14	SBI	Sakshi Radheshyam Solanki	sakshisolanki1421@gmail.com		Finance
15	RMOSSOMS	Tushar Dattatray Shinde	tusharshinde456@gmail.com		Finance
16	SIDM	Vedant Narendra Harad	vedantnarad2001@gmail.com		Finance
17	SIDM	Vyankatesh Kshor Iwan	vyankateshiwan7317@gmail.com	2052300780	Finance
18	RMOSSOMS	Vyankatesh Yashraj Keshkar	vyankatesh1999@gmail.com	2052300467	Finance
19	SKNSSBM	Aparna Omprakash Dhore	aparna_mjw22@untpgd.edu		Finance
20	SKNCCCE	Atharva Vinayak Chamanekar	atharvachamanekar121@gmail.com	2052309610	Finance
21	SRMCA	Omkar Manoj Pawar	omkarpawar0305@gmail.com	2052303198	Finance
22	SKNSSBM	PRATHAMESH SANTOSH BATHOD	prathamesh.yrkgc23@untpgd.edu	2052300257	FINANCE
23	SIMCA	Aditi Udaykumar Tamhetti	adititam2002@gmail.com		Finance
24	SIMCA	Anyan Rashtrapal Bhambhanekar	ecan@rashtrapal200274@gmail.com		Finance
25	SIMCA	Om Subhash Wagh	omwagh283@gmail.com	2052304016	Finance
26	SIMCA	Prakruti Ramnagar Bane	prakruti0617@gmail.com	2052304028	Finance
27	SRMCA	Rutuja Dattatray Shendkar	rshendkarutuja@gmail.com	2052304045	Finance
1	SKNSSBM	Niam Shivaji ghate	niamshivaji24@gmail.com		
2	SIDM	Anjali sunesh shinde	shindeanjali7038@gmail.com	2052302441	Business Analytics
3	SIDM	Sanskriti Sanjay Ningshot	sanskritiningshot@gmail.com	2052300489	Business Analytics
4	RMOSSOMS	Kanade Senka Vhanajras	kanadekanade9557@gmail.com		Business Analytics
5	SIMCA	Vinayak Viharanesh Kashid	vinayakkashid99@gmail.com	2052305984	Business Analytics
1	SIDM	Aashli Rakesh Kulkarni	aashlikulkarni201@gmail.com	2052300798	HR
2	SIDM	Pradnya Yuvraj Waghve	pradnyawaghve1211@gmail.com	2052300788	HR
3	SKNSSBM	Priyadarsini Lahu Pawar	priyadarsini0300@gmail.com	2052308158	HR
4	SIDM	Rekha Ravindra Shirsalkar	rekhashrirastri7777@gmail.com	2052300828	HR
5	SIDM	Shelal Satish Deshmare	shelal7058@gmail.com	2052300516	HR
6	SKNSSBM	Tanaya Santosh Sanjpal	tanayasansal2001@gmail.com	2052308791	HR
7	SIDM	Vishwas Kishor Aithare	vishwasvishwas125@gmail.com	NA	HR
8	SCOE	Jaspreet Kaur	jaspreetkaur28@gmail.com		HR
9	SIMCA	Shradha Manohar Dhambanekar	shradhadhambanekar@gmail.com	2052304028	HR
10	SRMCA	Shrutu Patilare	shrutapatilare2003@gmail.com	2052303558	HR
1	SIDM	Aditya Yogendra Patil	adityapatil0510@gmail.com	2052300482	Marketing
2	SIDM	Aakash Prakash Minde	akashminde36@gmail.com	2052302827	Marketing
3	SIDM	Chinmay Arun Avkole	avkolechinmay@gmail.com	2052301207	Marketing
4	RMOSSOMS	Gireesh Suresh Sangawar	gireshsangawar3@gmail.com	NA	Marketing
5	SCOE	Gauri Hemant Tawli	gauritawli34@gmail.com		Marketing
6	RMOSSOMS	Kamesh Arun Bagul	kameshbagul6@gmail.com		Marketing
7	SKNSSBM	Manasi Deepak Patilkar	manasipatilkar999@gmail.com	2052306512	Marketing
8	SIDM	MUMDHE PUJA RAMRAO	pujaramdhe456@gmail.com	2052301792	Marketing
9	SIDM	Nikita Sutantran Gadge	nikitagadge21@gmail.com	2052301574	Marketing
10	RMOSSOMS	Prajwal Prakash Ratnaparkhi	prajwalratnaparkhi420@gmail.com		Marketing
11	SIMCA	Prenav Gajanan Dhole	sholeprenav5@gmail.com	2052303343	MARKETING
12	RMOSSOMS	PRATIKSHA RAVINDRA WADE	pratikshawade02@gmail.com	NA	MARKETING
13	RMOSSOMS	Prishu Suresh Shinde	prishushinde1011@gmail.com		Marketing
14	SKNCCCE	Rajesh Jaykish Marjode	rajeshmarjode@gmail.com	2052305606	Marketing
15	SIDM	Rushabh Sanjayhan Kalki	rushabhkalki00@gmail.com	2052300807	Marketing
16	SIDM	Sakshi Netaji Munde	sakshimunde8@gmail.com	2052300945	Marketing
17	SKNSSBM	Saurabh Sanjay Galwad	saurabhgalwad8055@gmail.com		Marketing

**S.K.N Sinhgad School of Business Management Ambegaon (Bk) Pune**

**Competency Mapping Result**

**Name of the Student:** Priyadarshini Pawage

**Name of the Mentor:** Dr. Sadhana Ogale

**Significant traits based on Attribution test:** Communication skill, Creativity and Problem-Solving, Adaptability, High Emotional Stamina, Time Management, know how New Technology will Change the Market & Basic Knowledge of HR

**Significant traits based on Interview:** Communication skill, Creativity and Problem-Solving, Decision making skill, analytical thinking, Time Management & Data visualization.

**Suggested specialization:** HR/Marketing

**Skill Gap (if any):** Need to improve Leadership Qualities

**Conducted by**

Prof. Mayuri Yadav

**Conceptualized by**

Dr. Prachi Pargaonkar

Director SKNSSBM



SKN Sinhgad School of Business Management Ambegaon (Bk) Pune

Competency Mapping – Attribution Test Evaluation Sheet

Name of Student- Priyadarshini Pawage

Contact No-

Division-

Roll No-

Name of Mentor- Dr. Sadhana Ogale

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

Total score- 34

SKN Sinhgad School of Business Management Ambegaon (Bk) Pune

Competency Mapping - Interview Evaluation Sheet

Name of Student- *Priyadarshini Pawar*

Contact No-

Division-

Roll No-

Name of Mentor- *Dr. Sadhana Ogale*

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

Suggested Specialization: *HR*

Reason:



5/13/24, 10:07 AM

Sinhgad Technical Education Society Mail - Internship - Batch 2023-25 - Selection & Whats App group to join - The Outlook ...



Dr.Prachi Pargaonkar <sknssbm.placement@sinhgad.edu>

## Internship - Batch 2023-25 - Selection & Whats App group to join - The Outlook Group - Young Leadership Programme.

Director CPC <placementmba@sinhgad.edu>  
Bcc: sknssbm.placement@sinhgad.edu

28 February 2024 at 14:30

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Kindly inform the students.

-----  
Best Wishes,  
Team CPC  
Sinhgad Institutes

Sinhgad Technical Education Society | [www.sinhgad.edu](http://www.sinhgad.edu)

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102K

Students Personal Details					
S.No.	College Name	Full name of the students ( First middle)	Email ID (Valid id to mention)	F.R.N. No.	Major Specialization
1	SIOM	Abhishek Vinayak Dixit	abhishek11184@gmail.com	2052300834	Finance
2	SIOM	Anjali Rajendra Babine	anjali78@gmail.com	2052300201	Finance
3	SIOM	Ashwini Aniram Kadurkar	ashwinikadurkar208@gmail.com	2052302804	Finance
4	RMDSSOMS	Darshani Manohar Agare	darshanagare28@gmail.com		Finance
5	RMDSSOMS	Ganesh Dadasaheb Phule	ganeshphule100@gmail.com		Finance
6	SKNCOE	Mangesh Sanjay Baicker	mangeshbaicker7@gmail.com	2052305626	Finance
7	SCOE	Monika Bhat	monikabhat99@gmail.com		Finance
8	RMDSSOMS	Neha Chancham Kulkarni	nehagi90109@gmail.com		Finance
9	SIOM	Pratiksha Gopal Dehate	pratikshadehate5@gmail.com	57148	Finance
10	SIOM	Priyanka Sachin Ghatake	priyankaghatake4@gmail.com	2052302814	Finance
11	SCOE	Priyanshu Sahu	priyanshusahu@gmail.com		FINANCE
12	SCOE	Rishi Rajkumar Parde	rishirajr19@gmail.com		Finance
13	SKNSSBM	Rushikesh Shrikishna Wagh	rushikesh555@gmail.com	2052309098	Finance
14	SBS	Sakshi Radheshyam Solanki	sakshisolanki1423@gmail.com		Finance
15	RMDSSOMS	Tushar Dattatray Shirde	tusharshirde4546@gmail.com		Finance
16	SIOM	Vedant Narendra Narad	vedantnarad2001@gmail.com	2052300780	Finance
17	SIOM	Vyanktesh Kishor Joshi	vyankteshjoshi7361@gmail.com	2052300467	Finance
18	RMDSSOMS	Yugajitree Yusrai Khedkar	yugajitree1999@gmail.com		Finance
19	SKNSSBM	Aparna Omprakash Dhore	aparna.mg.v.v.2@sinhgad.edu		Finance
20	SKNCOE	Atharva Vinayak Dharmekar	atharvadharmaekar121@gmail.com	2052305610	Finance
21	SIWCA	Omkar Manoj Pawar	omkarpawar0103@gmail.com	2052301198	FINANCE
22	SKNSSBM	PRATHAMESH SANTOSH RATHOD	prathamesh.vinay23@sinhgad.edu	2052306252	FINANCE
23	SIWCA	Aditi Udaykumar Tamhete	aditisam2002@gmail.com		Finance
24	SIWCA	Aryan Rashtrapal Bharamkar	aryanrashtrapal200274@gmail.com		Finance
25	SIWCA	Omi Subhash Wagh	omiwagh183@gmail.com	2052304018	Finance
26	SIWCA	Prakruti Ramnagar Bala	prakruti18e7@gmail.com	2052304028	Finance
27	SIWCA	Rishika Dattatray Shendkar	rshendkar121@gmail.com	2052304045	Finance
1	SKNSSBM	Nilam Shrawi phate	nilamnyadav124@gmail.com		Business Analytics
2	SIOM	Anjali suresh shinde	shindeanjali7036@gmail.com	2052302441	Business Analytics
3	SIOM	Sanskriti Sanjay Ningshot	sanskritiningshot@gmail.com	2052300489	Business Analytics
4	RMDSSOMS	Kanode Tanika Vhanajirao	tanikananode2637@gmail.com		Business Analytics
5	SIWCA	Vinayak Vihawanath Kashid	vinayakvishid99@gmail.com	2052303584	Business Analytics
1	SIOM	Achal Balesh Kulsange	achalkulsange0201@gmail.com	2052300708	HR
2	SIOM	Pradnya Yuvraj Wanare	pradnyawanare1232@gmail.com	2052300799	HR
3	SKNSSBM	Priyadarshini Lahu Pawaga	priyadpawaga1013@gmail.com	2052306158	HR
4	SIOM	Rakha Ravindra Shirsath	rakhashirsath7777@gmail.com	2052300826	HR
5	SIOM	Snehal Aashu deahmane	snehal7056@gmail.com	2052300336	HR
6	SKNSSBM	Tanaya Santosh Sankpal	tanayasankpal2001@gmail.com	2052308781	HR
7	SIOM	Vaishnavi Kishor Akhare	akharevaishnavi28@gmail.com	NA	HR
8	SCOE	Jaspreet Kaur	jaspreetkaur128@gmail.com		HR
9	SIWCA	Shradha Manohar Dharmarekar	shradhamanohardharmarekar@gmail.com	2052304018	HR
10	SIWCA	Shrutu Pathare	shrutupathare2003@gmail.com	2052303856	HR
1	SIOM	Aditya Yogendra Patil	adityapatil0510@gmail.com	2052302482	Marketing
2	SIOM	Akash Prakash Minde	akashminde96@gmail.com	2052303827	Marketing
3	SIOM	Chinmay Arun Avkale	avkalechinmay@gmail.com	2052301207	Marketing
4	RMDSSOMS	Gireesh Suresh Bengekar	gireeshbengekar9@gmail.com	NA	Marketing
5	SCOE	Roun Hemant Tanti	gourantanti34@gmail.com		Marketing
6	RMDSSOMS	Kamesh Arun Bagul	kameshbagul6@gmail.com		Marketing
7	SKNSSBM	Manasi Deepali Pasalkar	manasipasalkar1999@gmail.com	2052308512	Marketing
8	SIOM	MUNDHE PUJA RAMRAO	pujaramundhe056@gmail.com	2052301762	Marketing
9	SIOM	Nikita Sudarshan Gadge	nikitagadge21@gmail.com	2052301174	Marketing
10	RMDSSOMS	Prayal Prakash Ratnaparkhi	prayalratnaparkhi420@gmail.com		Marketing
11	SIWCA	Pratik Gajanan Dhole	dholepratik95@gmail.com	2052303343	MARKETING
12	RMDSSOMS	PRATISHA RAVINDRA WAJE	pratishawaje01@gmail.com	NA	MARKETING
13	RMDSSOMS	Pritesh Suresh Shirde	priteshsirde1012@gmail.com		Marketing
14	SKNCOE	Rajesh Jayasing Morjya	rajeshmorjya7@gmail.com	2052305608	Marketing
15	SIOM	Rushikesh Samadhan Kadij	rushikeshkadij50@gmail.com	2052300807	Marketing
16	SIOM	Sakshi Pratik Munde	sakshimunde9@gmail.com	2052300943	Marketing
17	SKNSSBM	Saurabh Sanjay Galwad	saurabhgalwad8055@gmail.com		Marketing

**S.K.N Sinhgad School of Business Management Ambegaon (Bk) Pune**

**Competency Mapping Result**

**Name of the Student:** Rushikesh Wagh

**Name of the Mentor:** Dr. Yatin Bokil

**Significant traits based on Attribution test:** Mathematical Aptitude, Basic Domain Knowledge of OSCM & Statistical Analysis.

**Significant traits based on Interview:** Creativity and Problem-Solving, Leadership, Decision Making Skills, Data Visualization & affinity towards numbers.

**Suggested specialization:** Finance

**Skill Gap (if any):** Need to improve English communication

**Conducted by**

**Prof. Mayuri Yadav**

**Conceptualized by**

**Dr. Prachi Pargaonkar**

**Director SKNSSBM**

SKN Sinhgad School of Business Management Ambegaon (Bk) Pune

Competency Mapping – Attribution Test Evaluation Sheet

Name of Student- Ruskikesh Wagh

Contact No-

Division-

Roll No-

Name of Mentor- Dr. Yatin Bokil

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

SKN Sinhgad School of Business Management Ambegaon (Bk) Pune

Competency Mapping - Interview Evaluation Sheet

Name of Student- Ruslikesh Hagh

Contact No-

Division-

Roll No-

Name of Mentor- Dr. Yatin Bokil

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

Suggested Specialization: Finance.

Reason:



5/13/24, 10:07 AM

Sinhgad Technical Education Society Mail - Internship - Batch 2023-25 - Selection & Whats App group to join - The Outlook ...



Dr.Prachi Pargaonkar <sknssbm.placement@sinhgad.edu>

## Internship - Batch 2023-25 - Selection & Whats App group to join - The Outlook Group - Young Leadership Programme.

Director CPC <placementmba@sinhgad.edu>  
Bcc: sknssbm.placement@sinhgad.edu

28 February 2024 at 14:30

Students who will not join, misbehave and leave the internship in between will be debarred from placements.

Students once selected will not be allowed to register and sit for any other Company process henceforth.

Students have to join the internship program. No excuses will be allowed and entertained.

Dear All,

We congratulate the students (list attached) for getting selected for an internship in **The Outlook Group**. These selected students have to join the WhatsApp group by joining the link mentioned in the attachment today by 5:00 PM.

Kindly inform the students.

-----  
Best Wishes,  
Team CPC  
Sinhgad Institutes

Sinhgad Technical Education Society | [www.sinhgad.edu](http://www.sinhgad.edu)

Confidential Information. The information contained in or attached to this e-mail may be confidential information subject to protection by law or terms of applicable confidentiality agreements, and is intended only for the use of the individual or entity named above. If the reader of this message is not the intended recipient, or the employee or agent responsible to deliver it to the intended recipient, you are hereby notified that any dissemination, distribution, or copying of this communication is strictly prohibited. If you are not the addressee indicated in this message (or responsible for delivery of the message to such person), you should destroy this message and notify the sender by reply email.

Internship Selection - The Outlook Group - Young Leadership Programme.xls  
102K

Students Personal Details					
S.No.	College Name	Full name of the students ( First middle)	Email ID (Valid id to mention)	P.R.N. No.	Major Specialization
1	SICM	Akhilek Vinayak Dixit	akhilekdixit184@gmail.com		
2	SICM	Arjun Rajendra Bahire	arjunrb76@gmail.com	2052300514	Finance
3	SICM	Ashwin Aniram Kadutar	ashwinkadutar208@gmail.com	2052300291	Finance
4	RMDSSOMS	Darshan Manohar Agare	darshanagare09@gmail.com	2052301804	Finance
5	RMDSSOMS	Ganesh Dadasaheb Punde	ganeshpunde100@gmail.com		Finance
6	SKNCOE	Mangesh Sanjay Bhalokar	mangeshbhalokar7@gmail.com		Finance
7	SCOE	Monika Raju	monikaraju99@gmail.com	2052303628	Finance
8	RMDSSOMS	Neel Ghantham Kulkarni	neelgk30309@gmail.com		Finance
9	SICM	Pratiksha Gopal Dahake	pratikshadahake5@gmail.com		Finance
10	SICM	Priyanka Sachin Ghatake	priyankagatake4@gmail.com	37148	Finance
11	SCOE	Priyanka Sahu	priyankasahu@gmail.com	2052302814	Finance
12	SCOE	Rishi Rajkumar Pande	rishipande2012@gmail.com		FINANCE
13	SKNSBAM	Rushikash Shrikrushna Wagh	rushiwagh355@gmail.com	2052309058	Finance
14	SBI	Sakshi Radheshyam Solanki	sakshisolanki1473@gmail.com		Finance
15	RMDSSOMS	Tushar Dattatray Shinde	tusharshinde4545@gmail.com		Finance
16	SICM	Vidant Narendra Narad	vidantnarad2001@gmail.com		Finance
17	SICM	Vyanktesh Kishor Inwan	vyankteshinwan7361@gmail.com	2052300780	Finance
18	RMDSSOMS	Vijaykumar Yuvraj Khedkar	vijaykumar1909@gmail.com	2052300467	Finance
19	SKNSBAM	Aparna Omprakash Dhore	aparna.mpcw22@sinhged.edu		Finance
20	SKNCOE	Atharva Vinayak Dhamankar	atharvadamankar121@gmail.com		Finance
21	SIMCA	Ankur Manoj Pawar	ankurpawar3003@gmail.com	2052305610	Finance
22	SKNSBAM	PRATHAMESH SANJOSH SATHOD	prathamesh.sing22@sinhged.edu	2052303188	Finance
23	SIMCA	Aditi Udaykumar Tamohetti	aditotamohetti@gmail.com	2052306252	FINANCE
24	SIMCA	Aryam Rashtrapal Bhanshanke	aryamrashtrapal2002@gmail.com		Finance
25	SIMCA	Om Subhash Wagh	omwagh288@gmail.com	2052304016	Finance
26	SIMCA	Prakruti Ramnagar Bele	prakrutibele7@gmail.com	2052304028	Finance
27	SIMCA	Rutuja Dattatray Shendkar	rshendkarutuja@gmail.com	2052306045	Finance
1	SKNSBAM	Niam Shivaji Phate	niamshivaji124@gmail.com		
2	SICM	Anjali Suresh Shinde	anjalisinde1038@gmail.com		Business Analytics
3	SICM	Sankrut Sanjay Ningshot	sankrutningshot@gmail.com	2052302441	Business Analytics
4	RMDSSOMS	Kanode Tarika Viharajrab	kanodecode9657@gmail.com	2052300488	Business Analytics
5	SIMCA	Vinayak Vishwanath Kashid	vinayakcashid8@gmail.com	2052303384	Business Analytics
1	SICM	Aachal Rakesh Kulsange	aachalkulsange0201@gmail.com	2052300798	HR
2	SICM	Pradnya Yuvraj Wanave	pradnyawanave1233@gmail.com	2052300785	HR
3	SKNSBAM	Prayashchani Lahu Pawage	prayashpawage3030@gmail.com	2052306158	HR
4	SICM	Rakha Rasendra Shirsath	rakhashirsath7777@gmail.com	2052300826	HR
5	SICM	Shreel Satish Deshmare	shreel7038@gmail.com	2052300318	HR
6	SKNSBAM	Tanaya Santosh Sankpal	tanayasankpal3201@gmail.com	2052308761	HR
7	SICM	Yashraj Kishor Akhare	akhareyashraj125@gmail.com	NA	HR
8	SCOE	Jaspreet Kaur	jaspreetkaurwal28@gmail.com		HR
9	SIMCA	Shradha Manohar Dhamankar	shradhadhamankar1radha@gmail.com	2052304018	HR
10	SIMCA	Shruti Pathare	shrutipathare2003@gmail.com	2052303556	HR
1	SICM	Aditya Yagendra Patil	adityapatil0010@gmail.com	2052302462	Marketing
2	SICM	Akash Prakash Minde	akashminde36@gmail.com	2052302877	Marketing
3	SICM	Chiranjay Arun Awale	chiranjayawale@gmail.com	2052301207	Marketing
4	RMDSSOMS	Ganesh Suresh Sangekar	ganeshsangekar5@gmail.com	NA	Marketing
5	SCOE	Gouri Hemant Tawri	gouritawri134@gmail.com		Marketing
6	RMDSSOMS	Kamesh Anun Bagul	kameshbagul4@gmail.com		Marketing
7	SKNSBAM	Manasi Deepak Pasalikar	manasipalikar999@gmail.com	2052306512	Marketing
8	SICM	MUNDE PUJA RAMRAO	mundepjura@gmail.com	2052301792	Marketing
9	SICM	Nilota Satarshan Gadge	nilotagadge21@gmail.com	2052301174	Marketing
10	RMDSSOMS	Prajwal Prakash Ratnaparkhi	prajwalratnaparkhi420@gmail.com		Marketing
11	SIMCA	Pratiksha Gajanan Dhore	pratikshadhore5@gmail.com	2052309345	MARKETING
12	RMDSSOMS	PRATIKSHA RAVINDRA WAJE	pratikshawaje02@gmail.com	NA	MARKETING
13	RMDSSOMS	Prizeek Suresh Shinde	prizeekshinde1013@gmail.com		Marketing
14	SKNCOE	Rajesh Ajaykumar Modykar	rajeshmodykar@gmail.com	2052306626	Marketing
15	SICM	Rudresh Samadhan Kalkij	rudreshkalkij60@gmail.com	2052300807	Marketing
16	SICM	Sakshi Natraj Munde	sakshimunde8@gmail.com	2052300945	Marketing
17	SKNSBAM	Saurabh Sanjay Galkwad	saurabhgalkwad8055@gmail.com		Marketing

**Graphical Representation of No. of Student Selected**

**Specialization as Per Suggestion.**

**(Academic Year 2023-2024)**

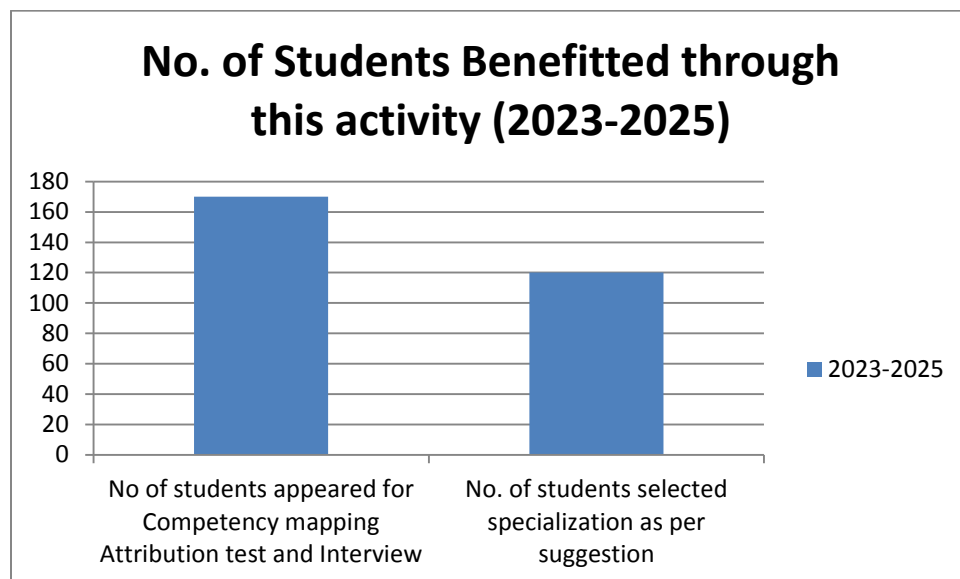


### Graphical Representation of No. of Student Selected Specialization as Per Suggestion.

Table:

Batch	No of students appeared for Competency mapping Attribution test and Interview	No. of students selected specialization as per suggestion
2023-2025	170	120

Graph:



**Slow learner- Fast Learner Sheet**  
**(Academic Year 2023-2024)**

## Slow Learner Fast Learner Sheet 2023-2024)

Student Name	Type of Learner	Mentor Name	Communication skill (Attribute)	Communication skill (Intelligence)	Creativity and Problem Solving (Problem)	Creativity and Problem Solving (Problem Solving)	Analytical Skill (Marks)	Data Visualization (Marks)	Total (out of 24)	Learner Type
Bhavana Garad	Slow Learner	Prof. Kalpana	2	1	2	1	1	1	8	Slow Learner
Siddhant Gaikwad	Slow Learner	Prof. Kalpana	2	1	2	1	1	1	8	Slow Learner
Pratik Ektapure	Slow Learner	Prof. Kalpana	0	1	2	2	1	1	7	Slow Learner
Sandesh Ghanbar	Slow Learner	Prof. Kalpana	0	1	2	2	1	1	7	Slow Learner
Ankita Sunil Ghosh	Fast Learner	Prof. Kalpana	3	3	3	2	2	2	15	Fast Learner
Abhinay Garud	Fast Learner	Prof. Kalpana	3	4	4	3	3	3	20	Fast Learner
Deven Prabhudatta	Fast Learner	Prof. Kalpana	3	2	3	3	2	2	15	Fast Learner
Divya Gawande	Fast Learner	Prof. Kalpana	3	3	3	2	2	2	15	Fast Learner
Atharv Gorde	Fast Learner	Prof. Kalpana	3	4	3	3	3	3	19	Fast Learner
Rushikesh Jagdale	Slow Learner	Dr. Ram Kulkarni	1	1	0	1	1	1	5	Slow Learner
Sujit Joshi	Slow Learner	Dr. Ram Kulkarni	1	1	2	2	1	1	8	Slow Learner
Vivek Jadhav	Slow Learner	Dr. Ram Kulkarni	2	2	2	2	1	1	10	Slow Learner
Shardul Jagdale	Slow Learner	Dr. Ram Kulkarni	2	1	2	2	2	1	10	Slow Learner
Ranjit Jadhav	Slow Learner	Dr. Ram Kulkarni	0	1	3	2	2	1	9	Slow Learner

Adinath Jamale	Fast Learner	Dr. Ram Kolk	3	2	3	2	2	1	13	Fast Learner
Somesh Jeur	Fast Learner	Dr. Ram Kolk	2	2	3	3	2	1	13	Fast Learner
Isha Joshi	Fast Learner	Dr. Ram Kolk	2	2	3	3	2	1	13	Fast Learner
Anjali Phalke	Slow Learner	Dr. Sadhana	0	1	1	2	1	1	6	Slow Learner
Sakshi Patil	Slow Learner	Dr. Sadhana	1	2	3	2	1	1	10	Slow Learner
Siddharth Pawar	Slow Learner	Dr. Sadhana	0	2	3	2	1	1	9	Slow Learner
Vaishnavi Pawar	Slow Learner	Dr. Sadhana	1	1	2	1	1	1	7	Slow Learner
Mayur Pawar	Slow Learner	Dr. Sadhana	1	1	2	1	1	1	7	Slow Learner
Krushna Phalke	Slow Learner	Dr. Sadhana	2	2	1	2	2	1	10	Slow Learner
Priyadarshini Patil	Fast Learner	Dr. Sadhana	2	2	3	3	3	3	16	Fast Learner
Viraj Patil	Fast Learner	Dr. Sadhana	2	2	3	3	2	2	14	Fast Learner
Pankaj Vanave	Slow Learner	Dr. Manoj Kulkarni	1	1	2	1	1	1	7	Slow Learner
Shubham Tilekar	Slow Learner	Dr. Manoj Kulkarni	1	2	2	2	2	1	10	Slow Learner
Shivani Suryawade	Fast Learner	Dr. Manoj Kulkarni	0	2	3	3	2	2	12	Fast Learner
Saurabh Vahadur	Slow Learner	Dr. Manoj Kulkarni	2	2	2	2	1	1	10	Slow Learner
Akshay Tidke.	Fast Learner	Dr. Manoj Kulkarni	3	2	4	3	2	2	16	Fast Learner

Rasika Tihile	Fast Learner	Dr. Manoj K	1	3	4	2	1	1	12	Fast Learner
Darshan Patil	Slow Learner	Dr. Prapti Dh	0	1	1	2	1	1	6	Slow Learner
Amol Pardeshi	Slow Learner	Dr. Prapti Dh	2	2	3	1	1	1	10	Slow Learner
Radheshyam Patil	Slow Learner	Dr. Prapti Dh	0	1	2	1	1	1	6	Slow Learner
Premraj Patil	Fast Learner	Dr. Prapti Dh	2	2	4	3	2	1	14	Fast Learner
Rasika Patil	Fast Learner	Dr. Prapti Dh	3	3	3	3	2	1	15	Fast Learner
Apurva Laxman	Fast Learner	Dr. Prapti Dh	2	2	3	3	2	1	13	Fast Learner
Abhishek Kumav	Slow Learner	Dr. Roza Par	0	2	0	2	1	1	6	Slow Learner
Priyanka Kumav	Slow Learner	Dr. Roza Par	0	2	0	2	1	1	6	Slow Learner
Siddhi Khatpe	Slow Learner	Dr. Roza Par	1	1	3	2	1	1	9	Slow Learner
Tushar Kumbhar	Slow Learner	Dr. Roza Par	1	1	1	2	1	1	7	Slow Learner
Tejas Kirve	Slow Learner	Dr. Roza Par	1	2	2	2	1	1	9	Slow Learner
Kudale Simran B	Fast Learner	Dr. Roza Par	2	2	3	2	2	1	12	Fast Learner
Kranti Kumbhar	Fast Learner	Dr. Roza Par	2	2	3	2	2	1	12	Fast Learner
Mrunal Kundara	Fast Learner	Dr. Roza Par	2	2	3	2	2	1	12	Fast Learner
Gauri Raut	Slow Learner	Dr. Mrunalin	1	1	2	1	1	1	7	Slow Learner

Tejaswini Rajane	Slow Learner	Dr. Mrunalini	2	1	2	2	1	1	9	Slow Learner
Chaitanya Kadam	Slow Learner	Dr. Sangita G	0	1	0	2	2	1	6	Slow Learner
Abhiman Kare	Slow Learner	Dr. Sangita G	1	1	3	2	2	1	10	Slow Learner
Rushikesh Khada	Slow Learner	Dr. Sangita G	1	1	3	2	1	1	9	Slow Learner
Rutuja Katariya	Slow Learner	Dr. Sangita G	0	1	2	1	1	1	6	Slow Learner
Shubham Kadam	Slow Learner	Dr. Sangita G	2	2	1	2	2	1	10	Slow Learner
Jyoti Kamble	Fast Learner	Dr. Sangita G	1	2	3	2	2	1	11	Fast Learner
Jui Kadam	Slow Learner	Dr. Sangita G	1	1	2	1	1	1	7	Slow Learner
Prassna Salunkhe	Slow Learner	Dr. Shalakha	0	1	1	1	1	1	5	Slow Learner
Tejas Sagane	Slow Learner	Dr. Shalakha	1	1	1	1	1	1	6	Slow Learner
Tejas Satre	Slow Learner	Dr. Shalakha	1	1	2	2	2	1	9	Slow Learner
Prajakta Rithe	Slow Learner	Dr. Shalakha	0	1	3	2	2	1	9	Slow Learner
Gaurav Saundha	Slow Learner	Dr. Shalakha	2	1	3	2	1	1	10	Slow Learner
Tanaya Santosh	Fast Learner	Dr. Shalakha	2	2	3	2	2	3	14	Fast Learner
Satej Satpute	Fast Learner	Dr. Shalakha	3	2	4	3	2	1	15	Fast Learner
Rodge Vishal Ga	Fast Learner	Dr. Shalakha	2	2	4	3	2	2	15	Fast Learner

Chetan Rajesh S	Fast Learner	Dr. Shalakha	2	3	4	3	2	1	15	Fast Learner
Vijay Rodge.	Slow Learner	Dr. Shalakha	1	2	1	2	1	1	8	Slow Learner
Hrushikesh Wan	Slow Learner	Dr. Yatin Bok	0	1	3	2	1	1	8	Slow Learner
Nikita Wankhade	Slow Learner	Dr. Yatin Bok	2	2	2	2	1	1	10	Slow Learner
Rushikesh Wagh	Fast Learner	Dr. Yatin Bok	2	2	3	3	2	3	15	Fast Learner
Sunil Wakade	Slow Learner	Dr. Yatin Bok	0	1	3	2	1	1	8	Slow Learner
Tejas Wagh	Slow Learner	Dr. Yatin Bok	2	2	2	2	1	1	10	Slow Learner
Aakash Wakhma	Slow Learner	Dr. Yatin Bok	0	1	1	2	1	1	6	Slow Learner
Piyush B. Wankh	Fast Learner	Dr. Yatin Bok	0	2	3	3	2	1	11	Fast Learner
Tejas Waghmare	Fast Learner	Dr. Yatin Bok	4	3	4	3	3	2	19	Fast Learner
Wagh samiksha	Fast Learner	Dr. Yatin Bok	0	2	3	3	2	2	12	Fast Learner
Sharawani Zamb	Fast Learner	Dr. Ganesh Y	1	2	4	3	3	3	16	Fast Learner
Vinayak Warhad	Slow Learner	Dr. Ganesh Y	1	1	2	1	1	1	7	Slow Learner
Sufiyan Sanket T	Slow Learner	Dr. Ganesh Y	1	2	2	1	1	1	8	Slow Learner
Yojana Yelage	Fast Learner	Dr. Ganesh Y	1	2	3	3	2	1	12	Fast Learner
Pavan Mandawa	Slow Learner	Prof. Manjul	0	2	3	2	1	1	9	Slow Learner



Sushant Mane	Slow Learner	Prof. Manjul	0	2	0	1	1	1	5	Slow Learner
Neha Manik Ma	Fast Learner	Prof. Manjul	2	2	2	2	2	1	11	Fast Learner
Unnati Masani	Fast Learner	Prof. Manjul	2	3	4	3	2	1	15	Fast Learner
Pooja Mehengad	Fast Learner	Prof. Manjul	2	3	4	3	2	1	15	Fast Learner
Sharayu Chavan	Slow Learner	Prof. Niketa	0	1	2	1	1	1	6	Slow Learner
Sharvari Chavan	Slow Learner	Prof. Niketa	2	2	2	2	1	1	10	Slow Learner
Ganesh Choudha	Slow Learner	Prof. Niketa	1	1	2	1	1	1	7	Slow Learner
Arpita Rajesh Ch	Fast Learner	Prof. Niketa	1	2	3	3	2	1	12	Fast Learner
Shirin Chaukikar	Fast Learner	Prof. Niketa	3	3	4	3	3	2	18	Fast Learner
Gaurav Rajkuma	Fast Learner	Prof. Niketa	2	2	2	3	2	1	12	Fast Learner
Neha Charate	Slow Learner	Prof. Niketa	1	2	2	2	2	1	10	Slow Learner
Tejashree Chaud	Fast Learner	Prof. Niketa	4	2	3	3	2	1	15	Fast Learner
Rutuja Pandurang	Fast Learner	Prof. Niketa	2	2	2	3	2	1	12	Fast Learner
Sejal Gujar	Slow Learner	Prof. Mayuri	0	1	3	2	1	1	8	Slow Learner
Prasad Gunjal	Slow Learner	Prof. Mayuri	0	1	2	2	1	1	7	Slow Learner
Abhishek Hissal	Fast Learner	Prof. Mayuri	1	1	2	3	3	1	11	Fast Learner

Abhinav Gosavi	Fast Learner	Prof. Mayuri	1	2	2	3	2	1	11	Fast Learner
Aditya Sanjay Jadhav	Fast Learner	Prof. Mayuri	2	2	4	3	2	1	14	Fast Learner
Kalpesh Hinge	Fast Learner	Prof. Mayuri	1	2	4	3	2	1	13	Fast Learner
Prasanna Ingle	Fast Learner	Prof. Mayuri	2	2	4	3	2	2	15	Fast Learner
Pratik Hule	Slow Learner	Prof. Mayuri	0	1	1	2	1	1	6	Slow Learner
Madhura Gurav	Fast Learner	Prof. Mayuri	0	2	3	3	2	1	11	Fast Learner
Kalyani Dedge	Slow Learner	Prof. Mruna	2	2	2	2	1	1	10	Slow Learner
Pranav Dhobale	Slow Learner	Prof. Mruna	2	1	3	2	1	1	10	Slow Learner
Shreyas Dhakane	Slow Learner	Prof. Mruna	0	1	0	2	1	1	5	Slow Learner
Pranav Dharmal	Slow Learner	Prof. Mruna	0	1	2	1	1	1	6	Slow Learner
Neha Dhanvade	Fast Learner	Prof. Mruna	2	2	2	2	2	1	11	Fast Learner
Girish Dhawas	Fast Learner	Prof. Mruna	2	3	2	3	2	1	13	Fast Learner
Pooja Rajendra Patil	Slow Learner	Prof. Mruna	1	2	1	2	1	1	8	Slow Learner
Somnath Dhawa	Slow Learner	Prof. Mruna	1	2	2	2	1	1	9	Slow Learner
Trupti Dashrath	Fast Learner	Prof. Mruna	2	2	2	3	1	1	11	Fast Learner
Aparna Dhone	Fast Learner	Prof. Mruna	3	2	2	2	1	1	11	Fast Learner

Leena Dethe.	Fast Learner	Prof. Mruna	2	2	2	2	2	1	11	Fast Learner
Neeraj Awate	Slow Learner	Prof. Pritam	2	2	2	2	1	1	10	Slow Learner
Narendra Bhand	Slow Learner	Prof. Pritam	1	1	2	2	1	1	8	Slow Learner
Suyog Avhad	Slow Learner	Prof. Pritam	0	1	2	1	1	1	6	Slow Learner
Sakshi Aglawe	Slow Learner	Prof. Pritam	1	2	3	2	1	1	10	Slow Learner
Pranit Baad	Slow Learner	Prof. Pritam	1	1	1	1	1	1	6	Slow Learner
Dhiraj Badgular	Slow Learner	Prof. Pritam	2	2	0	2	1	1	8	Slow Learner
Vrushabh Apkaje	Fast Learner	Prof. Pritam	2	2	3	2	2	1	12	Fast Learner
Vaishnavi Nitin A	Fast Learner	Prof. Pritam	2	2	3	3	2	1	13	Fast Learner
Anil Avhad	Fast Learner	Prof. Pritam	3	2	3	3	2	2	15	Fast Learner
Anuja Mitkari	Slow Learner	Prof. Sheeta	1	2	2	2	1	1	9	Slow Learner
Dnyaneshwar M	Slow Learner	Prof. Sheeta	1	1	2	2	1	1	8	Slow Learner
Omkar Maske	Fast Learner	Prof. Sheeta	2	2	4	3	2	1	14	Fast Learner
Prathmesh Nalat	Fast Learner	Prof. Sheeta	3	2	4	2	1	1	13	Fast Learner
Shital Minkikar	Slow Learner	Prof. Sheeta	0	1	3	2	1	1	8	Slow Learner
Sneha Nathe	Slow Learner	Prof. Sheeta	0	1	3	3	2	1	10	Slow Learner

Sagar Naigaokar	Slow Learner	Prof. Sheeta	1	1	3	2	2	1	10	Slow Learner
Sachin Nagpure	Slow Learner	Prof. Sheeta	1	1	1	1	1	1	6	Slow Learner
: Mudhalwarkar	Fast Learner	Prof. Sheeta	1	2	4	3	3	2	15	Fast Learner
Shantanu Navha	Fast Learner	Prof. Sheeta	2	3	3	2	2	1	13	Fast Learner
Sakshi More	Fast Learner	Prof. Sheeta	1	2	4	3	2	1	13	Fast Learner
Mayuresh Bhosale	Fast Learner	Prof. Suraj P	1	2	4	3	2	1	13	Fast Learner
Unnati Bhosale	Fast Learner	Prof. Suraj P	3	2	4	3	2	1	15	Fast Learner
Rutuja Bondre	Slow Learner	Prof. Suraj P	0	1	2	2	1	1	7	Slow Learner
Shivani Bhand	Fast Learner	Prof. Suraj P	2	2	4	3	2	1	14	Fast Learner
Raviraj Bhilare	Slow Learner	Prof. Suraj P	2	1	0	1	1	1	6	Slow Learner
Bhosale Nilesh K	Slow Learner	Prof. Suraj P	0	2	1	2	1	1	7	Slow Learner
Ghanshyam Bho	Fast Learner	Prof. Suraj P	1	2	3	2	2	1	11	Fast Learner
Omkar Shinde	Slow Learner	Dr. DP Rane	1	1	3	2	1	1	9	Slow Learner
Sukale Pranav Pr	fast learner	Dr. DP Rane	1	2	2	3	2	1	11	fast learner
Shrutika Suralka	Slow Learner	Dr. DP Rane	2	2	1	2	1	1	9	Slow Learner
Kundan Shirke	Slow Learner	Dr. DP Rane	0	1	3	2	1	1	8	Slow Learner
Shubham Shinde	Slow Learner	Dr. DP Rane	1	1	3	2	1	1	9	Slow Learner

Dipali Somani	fast learner	Dr. DP Rane	2	2	3	2	2	1	12	fast learner
Apurva Ravindra	Slow Learner	Dr. DP Rane	1	2	1	2	2	1	9	Slow Learner

<b>Slow l</b>	80	
<b>Fast L</b>	65	145

**Sample Final Placement Proofs of Students involved in  
Competency mapping Workshop  
(Academic Year 2023-2024)**



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Asian Paints Limited  
Asian Paints House  
6A, Shantinagar,  
Santacruz (East)  
Mumbai 400 055  
T : (022) 62181000  
F : (022) 62181111  
www.asianpaints.com

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18 June 2024

Mr. Omkar Sudam Pise,  
B-1/101 vighnaharta Co.op Housing Society,  
Yashodhan Nagar Lokmanya Nagar Pada no.2,Thane - 400606.

Dear Mr. Omkar Sudam Pise,

We are pleased to inform you that we are hereby making an offer of appointment to you, and are outlining terms and conditions in relation to your employment with us. Your date of joining with Asian Paints Ltd will be 22 June 2024. This offer may be withdrawn by the Company in case of your inability to join on the Joining Date and any delay shall not be accommodated.

DESIGNATION : EXECUTIVE I - RETAIL SALES

GRADE : N/T3

REMUNERATION : The salary details applicable to you will be:

Headings	Amount (INR)
Basic	21000
HRA *	11000
Interim Allowance	2500
Education Allowance	200
Consolidated Allowance	1120
Conveyance Allowance	27900
Monthly Gross	63720
Gratuity	1010
Employer's contribution towards PF	2520
CTC per month	67250
LTA (per annum)	8000
Bonus (per annum)	39000
CTC per annum	854000

\*HRA for Mumbai/ Delhi – 11000; Bengaluru, Hyderabad, Secunderabad, Pune, Chennai, Kolkata – 10500;Others - 10000

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A list indicating the privileges, benefits and the terms and conditions governing your compensation mentioned above is enclosed in the Annexure shared with you along with the offer. The contents of this annexure as amended from time to time shall be deemed to form part of the terms of your employment. It would be deemed that you have read, understood and accepted the same as part of the terms of your employment.

The Company has policies and procedures in respect of holidays, leave, benefits, maternity, disciplinary, capability and grievance etc which are applicable to you. All policies and circulars of the Company as amended from time to time shall be deemed to form part of the terms of your employment.

The aforementioned annexure mentioning the privileges, benefits and terms and conditions governing your compensation as well as all company policies, circulars are accessible in specific groups on the internal company portal for the employees.

## 1) **POSTING AND FUTURE TRANSFER**

- 1.1 Your joining location will be MULUND
- 1.2 You may be posted at/ transferred to any other place of business of the Company, at the sole discretion of the management. Such place of business may be outside the city or state of your immediate or subsequent posting/s and could be at any plant, branch depot, or office, existing or new. You shall not be entitled to any monetary benefit or compensation by virtue of such transfer.

## 2) **TIMINGS**

You will adhere to the timings prevalent in the place of business where your services are made use of.

## 3) **PROBATION**

You will have a period of probation which is six months ("**Probation Period**"), starting from the Joining Date. This Probation period may be extended to a further three months period ("**Extended Probation Period**") based on your performance during the Probation Period, as assessed by the management. It is an express condition of service that unless you are confirmed in writing at the end of Probation period or Extended Probation period, as the case may be, your services will stand automatically terminated.

## 4) **MEDICAL FITNESS**

Your probationary appointment, confirmation as well as continued employment in the services of the company are subject to medical fitness to be certified by the Company's medical Consultant.

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## 5) BACKGROUND VERIFICATION CHECK

Your probationary appointment, confirmation as well as continued employment in the services of the Company are subject to submission of correct details to the company during the application process and clearance of background verification check done by the Company. Your employment into the services of the company is contingent upon completion of graduation/post-graduation degree with minimum 50% marks overall.

## 6) RESIGNATION / TERMINATION OF SERVICES

- 6.1 During the Probation Period or Extended Probation Period, as the case may be, this appointment may be terminated by either party by giving 15 days written notice or 15 days gross salary in lieu of such notice.
- 6.2 Subsequent to the confirmation of your employment, this appointment may be terminated by either party by giving three months notice (“**Notice Period**”) in writing to the other party (“**Notice of Termination**”). In the event you resign to join organisation/s conducting business in products and services similar to that of the Company and/or its group companies, you are required to inform the same in the said Notice of Termination.
- 6.3 Should you desire an early exit and not serve the entire Notice Period, you may submit a request in writing for the same along with proper justification to VP / GM – HR and by undertaking to make payment of the amount equivalent to the gross salary for such unexpired Notice Period. The Company may consider such a request for approval at its sole discretion. Receipt of payment in lieu of the unexpired Notice Period as aforementioned from you shall be a prerequisite for issuing a waiver of the unexpired Notice Period in writing by the company.
- 6.4 In the event of cessation of employment due to any reason whatsoever within twelve months from the Joining Date, the employee, during the notice period, agrees and undertakes to repay any notice pay buyout (if any) along with applicable tax provided by the Company and any other taxes applicable on such recovery as per prevailing laws. In the event the employee for any reason whatsoever fails to repay such notice pay buyout to the Company during the Notice Period, then the Company shall, from the employees’ outstanding dues at the time of full and final settlement, adjust the notice pay buy out (if any) along with the applicable tax provided by the Company and any other taxes applicable on such recovery as per prevailing laws

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- 6.5 Notwithstanding anything contained herein, this letter of appointment shall stand terminated with immediate effect without notice and no salary or any other amount or other benefits will be paid to the employee, if the Company is of the opinion that the employee has
- (i) Committed a fraud, embezzlement or misconduct;
  - (ii) Engaged in unethical business conduct;
  - (iii) breached any statutory duty or conducted any act or omission adversely affecting the goodwill, reputation, credit, operations, or business of the Company;
  - (iv) neglected or materially breached his/her duties as an employee or been disobedient;
  - (v) unauthorised disclosure of any confidential information of the Company; or
  - (vi) violated Company's rules or Company's code of conduct or Company's policy.
  - (vii) submitted false details in the employment application

The Company's decision in this regard shall be final and the employee agrees to pay damages to the Company for such acts or omissions committed by him / her.

- 6.6 If an employee absents himself / herself without prior written permission from duty for more than ten consecutive days then the Company shall have the option to treat the employee to have resigned. In such a scenario, if the Company exercises such an option then it shall be presumed that the employee has provided three months' notice of termination (which the Company shall be entitled to waive, fully or partly, at its sole discretion). Upon the expiry of the three months' notice (unless waived by the Company) the services of the employee would be deemed to be terminated, and exit formalities will be initiated. Should you desire an early exit, the procedure as laid down in clause 6.3 needs to be followed
- 6.7 The employee shall return to the Company, upon request and in any event, at cessation of the employment or notice thereof, all documents, security pass, keys, computer hardware and software, storage disks, notes and minutes of meetings, client/supplier/dealer/vendor lists, diaries, address books, computer prints, plans, projections, documentation in whatever form and other tangible items in his/her possession or control which belong to the Company or which contain or refer to any Proprietary and Confidential Information (as defined below) together with any property belonging to the Company.

## 7) RETIREMENT

You will retire from the services of the Company on attaining the age of 58 years.

## 8) DISCIPLINE

- 8.1 It is an express condition of services that you shall wholly devote your time to the Company's business. Attending to or pursuing in any other way, during the office hours, any personal or private

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business unconnected with your employment in this Company or engaging in any part time business, allied, similar, connected or incidental to the Company's business is strictly forbidden.

All formal academic pursuits like attendance at colleges, courses, etc. shall require the prior written consent of the management. Breach of this condition shall be treated as misconduct liable to disciplinary action which may inter alia include dismissal / termination of your services without any compensation.

- 8.2 You shall be governed by and shall be subject to the code of conduct and such other rules, regulations and guidelines applicable to your category of employees and as prevailing at time of your Joining Date or as subsequently modified or amended or replaced and in force from time to time.
- 8.3 You will not, at any time during the employment with the Company, enter into any service, either directly or indirectly as an employee, agent, consultant, advisor, proprietor, partner, officer or otherwise engage in or take up employment with any other organization.
- 8.4 You will not, at any time during the employment with the Company, either directly or indirectly on your account or in conjunction with or on behalf of any other person or entity, solicit or entice away or attempt to solicit or entice away:
- (i) any client, supplier, vendor or partner of the Company and/or its associated or subsidiary companies;
  - (ii) any employee from the Company and/or its associated or subsidiary companies.
- 8.5 You will not, for a period of six months after the cessation of your employment with the Company, either directly or indirectly on your account or in conjunction with or on behalf of any other person or entity, solicit or entice away or attempt to solicit or entice away:
- (i) any client, supplier, vendor or partner of the Company and/or its associated or subsidiary companies;
  - (ii) any employee from the Company and/or its associated or subsidiary companies.
- 8.6 You shall not, after the termination of your employment with the Company, use in any manner whatsoever on behalf of yourself or any other individual, firm, company or body corporate, your knowledge of or influence over or contact with any of the customers, suppliers or contractors of the Company, or its associated or subsidiary companies or utilize any information which may have been obtained by you during your employment with the Company.
- 8.7 Each of the provisions in Clauses 8.1 to 8.6 shall be construed as a separate and independent provision and if one or more provisions is found to be void or unenforceable, the validity of the remaining restrictions shall not be affected.

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## 9) CONFIDENTIALITY

9.1 You acknowledge that in the ordinary course of your employment you will be exposed to information about the Company's business, clients and suppliers which amounts to a trade secret,

is confidential or is commercially sensitive and may not be readily available to others engaged in a similar business to that of the Company, or to the general public and which, if disclosed, would be likely to cause significant harm to the Company. You therefore agree that the provisions of clause 9.2 are necessary and reasonable to protect the legitimate interests of the Company.

9.2 You shall not, during the continuance of your employment with the Company, or at any time thereafter, disclose to any individual, firm, company, or body corporate, or authority or any one any information or knowledge with regard to the business, dealings, activities, trade secrets, transactions or affairs ("**Proprietary and Confidential Information**") of the Company or its associated or subsidiary companies, except as, may be required in connection with your employment hereunder or as may be consented to by the Company in writing. The term "Proprietary and Confidential Information" shall without limitation include any know how, formulae, any technical, financial, statistical, marketing, designs, layouts, graphics, product information, competitors data, pricelist, vendor data, vendors list, dealers data, business plans or any other data or information of the Company whether expressly designated as confidential or not. This obligation shall survive termination of your services by any means whatsoever.

## 10) INTELLECTUAL PROPERTY

### 10.1 Patents

(i) During the course of your employment, the Company may have made available or shared with you, intellectual property of the Company or its licensor, including materials with Company's trade name, trademarks, service marks, copyrights, brand, label, shape of goods, packaging, get-up, colour-scheme and any combination thereof, formulations, equipment, machinery, technical drawings, techniques, works of authorship, analysis, designs, developments, devices, methods, methods of doing business etc, which you acknowledge and agree that these shall remain the exclusive property of the Company.

(ii) In the event you invent, acquire or patent a product whether then manufactured by the Company or not, or is associated with a product or process invented or acquired by the

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Company during the course of your employment with the Company, all the rights to exploit such invention during the term of the patent and its renewals without payment or royalty shall vest with and be vested solely in the Company as if such invention is and/or was a property of the Company. You shall, whenever requested so to do by the Company whether during or after the termination of employment hereunder, execute all required applications, assignments documents, and agreements and shall do all things which the Company may deem necessary for this purpose. The patent for such invention shall be taken in the name of the Company or its nominee/s. The Company shall have all rights without any interruption to exploit the patent and to grant licenses to any person, firm or company on such terms and for such period as the Company as the employer may consider necessary.

- (iii) You shall give full information as to the exact mode of working and usage of all the inventions, and also all such explanation and instructions to the employees identified by the Company. You hereby irrevocably appoint the Company to be your attorney in your name and on your behalf to execute documents, to use your name and to do all things which may be necessary or desirable for the Company to obtain for itself or its nominees the full benefit of the provisions of clause 10.1.(ii) and a certificate in writing, signed by any director or the secretary of the Company, that any instrument or act which falls within the authority hereby conferred shall be conclusive evidence that such is the case so far as any third party is concerned.

## 10.2 Copyright & Designs

- (i) You will promptly disclose to the Company and no-one else all copyright works or designs originated, conceived, written or made by you alone or with others during your employment under this contract except only those works originated, conceived, written or made by you wholly outside your normal working hours and which are wholly unconnected with your employment and will hold them on trust for the Company until such rights are fully and absolutely vested in the Company.
- (ii) You hereby assign to the Company, by way of future assignment, all copyright, design right and other proprietary rights (if any) in perpetuity or for the full terms thereof throughout the world in respect of all copyright works and designs originated, conceived, written or made by you during your employment under this contract except only those works or designs originated, conceived, written or made by you wholly outside your normal working hours and which are wholly unconnected with your employment.
- (iii) You hereby irrevocably and unconditionally waive in favour of the Company any and all moral rights conferred on you under any law for any work in which copyright or design is vested in the Company whether by clause 10.2.(ii) or otherwise.

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- (iv) You will, at the request and expense of the Company, do all things necessary or desirable to substantiate the rights of the Company under clauses 10.2.(ii) and 10.2.(iii)

10.3 All works executed by you in the course of discharging your duties and the intellectual properties subsisting therein, shall remain the sole property of the Company and the same shall constitute “works made for hire”.

10.4 You shall not without the previous consent of the Company in writing, at any time during the continuance of your employment or thereafter, publish or cause to be published any book, booklet, leaflet, brochure, or pamphlet or contribute any article or review to any newspaper, magazine or other publication, whether for remuneration or otherwise where such publication concerns your area of work activity with the Company.

## 11) DATA PROTECTION

11.1 You consent to the Company and any and/or its associated or subsidiary companies:

- (i) collecting and processing your personal data as defined in the data protection laws for any purpose relating to your employment with the Company and for compliance with applicable laws, regulations and procedures;
- (ii) transferring, storing and processing of personal data in and outside of India for the above purposes;
- (iii) disclosing any personal data to (a) third party service providers, contractors, agents and consultants who provide administrative or other services to the Company for any of the abovementioned purposes and we shall be obliged to observe similar confidentiality duties as required by the Company; and (b) law enforcement agencies pursuant to any applicable legal requirement.

11.2 Your personal data will be kept confidential.

11.3 You may request access to and correction of your personal data by contacting your [manager or HR representative].

## 12) GOVERNING LAW

This letter of appointment shall be governed by the laws of India.

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Santacruz (East)  
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[www.asianpaints.com](http://www.asianpaints.com)

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### 13) JURISDICTION

This letter of appointment is subject to the exclusive jurisdiction of the Courts in Mumbai.

If the above terms and conditions are acceptable to you, then please sign below at the place provided and share a copy of this letter with the HR team. The same shall then constitute a valid and binding contract of employment.

We take this opportunity to welcome you to our organization and trust your association with us will be mutually beneficial.

Yours truly,  
For **Asian Paints Limited**

**Sachin Singh**  
**General Manager - Human Resources**

Name: Omkar Sudam Pise

Signature:

Date:

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08 Aug 2024

**Offer / Appointment letter**

**Dear Khushi Rama Sawaisankamble,**

We are pleased to extend an offer of employment in **Dexian India Technologies Pvt Ltd**, as **Talent Specialist (G1)** at our **Pune** office on **19 Aug 2024**. Kindly refer "Annexure 1" for your compensation structure.

This offer of employment to you shall be valid only until **19 Aug 2024**.

As part of the company policy, procedures, and guidelines you are required to abide by its prevailing code of conduct, related to your personal and professional conduct that are communicated to you from time to time. This offer confirmation is subject to Dexian receiving feedback clearance on your reference check. An overview of current policies is indicated in Annexure- 2 for your reference.

Kindly refer to Annexure 3 for a list of documents to be submitted along with your acceptance of the offer.

Dexian reserves the right to withdraw this offer at its sole discretion if any information supplied by you is found to be inaccurate or misleading.

The information pertaining to compensation and benefits is personal and confidential in nature you should maintain confidentiality of your compensation details and any increment.

We wish you a rewarding career at Dexian and look forward to having you as part of our Dexian family.

Thanking you,

Sincerely,

For **Dexian India Technologies Pvt Ltd**.

**KOIKALET** Digitally signed  
by **KOIKALETHU**  
**HU ABY** /BY THOMAS  
**THOMAS** Date: 2024.08.08  
22:32:44 +05'30'  
**Human Resources**

Ms. Kalyani Labhade

Date: 8<sup>th</sup> July 2024

Pune

**Subject: Employment Offer Letter**

Dear Kalyani,

Pertaining to the interviews and discussions you have had with us; we are pleased to inform you that you have been selected for employment with Innovative Techhub Pvt. Ltd. as “**HR Executive**” at Pune Location.

We are pleased to inform you that your Annual CTC has been fixed at INR **2,54,772/-** Per Annum. The CTC is inclusive of all statutory deductions – including the Employee and Employer Share which are applicable to the company from time to time. The detailed Pay Structure which is indicative of breakup is given below. Actual Figures may vary depending on various factors.

Earnings	Monthly	Annually
Basic + Dearness Allowance	15826	189912
House Rent Allowance	791	9492
Interim Bonus @ 8.33%	1318	15816
<b>Gross Salary (A)</b>	<b>17935</b>	<b>215220</b>
PF - Employer	1950	23400
ESIC - Employer	585	7020
Gratuity	761	9132
<b>Employer Contribution (B)</b>	<b>3296</b>	<b>39552</b>
PF Employee	1800	21600
ESIC Employee	135	1620
<b>Net In Hand Salary (C)</b>	<b>16000</b>	<b>192000</b>
<b>Total CTC (A+B)</b>	<b>21231</b>	<b>254772</b>

**\*\*Professional Tax for all the month is Rs. 200/, Except than Feb, where it is 300/- \*\*\* Income Tax (TDS) would be deducted as applicable additionally.**

Work days are Monday to Saturday in case you are working from ITHPL locations where as if you are deployed at a customer location then you will be following the client calendar and work day structure.

Either party can terminate this employment agreement by providing a written / email notice. The notice period shall be of 60 days. Innovative Techhub Pvt. Ltd. reserves the right to withhold your clearance documents / pending dues if the notice period is not served.

This employment offer is subject to your reference check clearance (Background Verification). Your retention in the company's employment will be subject to your continued medical fitness. Innovative Techhub Pvt. Ltd. reserves the right to ask you to undergo a medical examination as and when required.

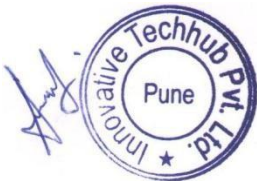
You are requested to report to duty on **8<sup>th</sup> July 2024** at 10:00 AM. **Innovative House, Pune.** On joining you will have to submit all the below-mentioned documents:

1. Photocopy of your Identity Proof. (Aadhar and Pan Card)
2. Photocopy of your Residence Proof.
3. Passport Size Photos – 3 Nos.
4. Reference Details of your previous employer.
5. The latest 3 months' Pay Slip of your previous employment.

Please return the acceptance copy after affixing your full signature as a token of acceptance of this offer. We take this opportunity to welcome you into the Innovative Techhub family and look forward to a very fruitful association with you.

On your acceptance of this offer letter and successful joining you will have to get an employment agreement processed which will consist of detailed employment terms and conditions

For Innovative Techhub Pvt. Ltd.



Authorized Signatory



Tro Realmarks

[Contact@trorealmarks.com](mailto:Contact@trorealmarks.com) [www.trorealmarks.com](http://www.trorealmarks.com)

Office No B 404 4<sup>th</sup> Floor Highway Height,

Near RMD Collage Warje Pune 411058.

9226876625/ 7875590900

## **Job Confirmation Letter**

**Date: 28/07/2024**

To,

**Shraddha Budhalkar**

**Subject: Job Confirmation Letter for the Position of “HR Executive”.**

**Dear Shraddha Budhalkar,**

**Following your performance during the probation period from 1<sup>st</sup> April 2024 to 30<sup>th</sup> June 2024, we are delighted to notify you that your employment is now confirm for the role of “HR Executive”, entailing all the company benefits mentioned in the offer letter.**

**Furthermore, we are pleased to announced that your annual wage will be elevated to 2.4 LPA (20k per month), commencing from 1<sup>st</sup> July 2024.**

**To signify your acceptance, we kindly request you to sign this Confirmation Letter. Your dedication and hard work are greatly appreciated, and we are thankful to have you as a valued member of Tro Realmarks Team.**

**Sincerely,**

**HR Shraddha**

**Tro Realmarks.**



**Signature: \_\_\_\_\_**

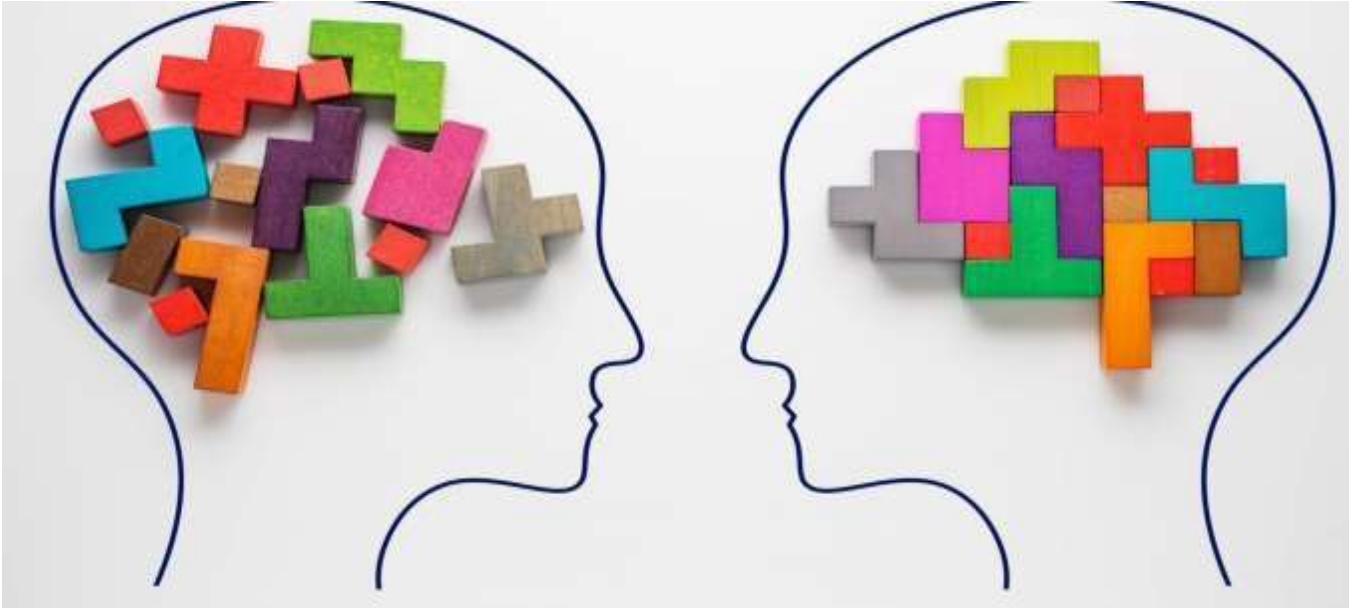
**Date: \_\_\_/\_\_\_/\_\_\_**

## **Booklet – Competency Mapping Activity**

**SKN Sinhgad School of Business Management**

**Ambegoan (Bk) Pune**

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



**Faculty Resource - Prof. Mayuri Yadav**

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



## 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:

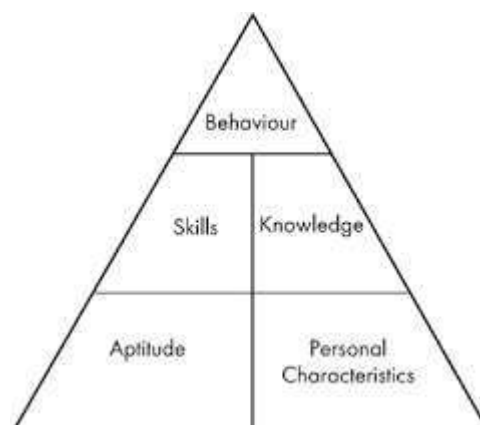
Competence: Ability to do something successfully or efficiently  
Competency: is something you need to be able to do well in specific job role.

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**

**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

**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**

## **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**

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

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.

**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 innovativesolution frameworks to real world complex business and social problems by systematically applying modern quantitative and qualitative problem solving tools and techniques.

## **Competencies Required for HR 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



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.

### **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

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

## **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,

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.

**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.

## Specialization -wise Competency Framework

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

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

**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



## Objective Type Questions for Attribution Test

### Communication Skill

#### 1. Read the passage carefully and answer the questions given below it.

Many great inventions are greeted with ridicule and disbelief. The invention of the airplane was no exception. Although many people who heard about the first powered flight on December 17, 1903, were excited and impressed, others reacted with peals of laughter. The idea of flying an aircraft was repulsive to some people. Such people called Wilbur and Orville Wright, the inventors of the first flying machine, impulsive fools. Negative reactions, however, did not stop the Wrights. Impelled by their desire to succeed, they continued their experiments in aviation. Orville and Wilbur Wright had always had a compelling interest in aeronautics and mechanics. As young boys they earned money by making and selling kites and mechanical toys. Later, they designed a newspaper-folding machine, built a printing press, and operated a bicycle-repair shop. In 1896, when they read about the death of Otto Lilienthal, the brother's interest in flight grew into a compulsion. Lilienthal, a pioneer in hang-gliding, had controlled his gliders by shifting his body in the desired direction. This idea was repellent to the Wright brothers, however, and they searched for more efficient methods to control the balance of airborne vehicles. In 1900 and 1901, the Wrights tested numerous gliders and developed control techniques. The brothers' inability to obtain enough lift power for the gliders almost led them to abandon their efforts. After further study, the Wright brothers concluded that the published tables of air pressure on curved surfaces must be wrong. They set up a wind tunnel and began a series of experiments with model wings. Because of their efforts, the old tables were repealed in time and replaced by the first reliable figures for air pressure on curved surfaces. This work, in turn, made it possible for them to design a machine that would fly. In 1903 the Wrights built their first airplane, which cost less than one thousand dollars. They even designed and built their own source of propulsion- a lightweight gasoline engine. When they started the engine on December 17, the airplane pulsed wildly before taking off. The plane managed to stay aloft for twelve seconds, however, and it flew one hundred twenty feet. By 1905 the Wrights had perfected the first airplane that could turn, circle, and remain airborne for half an hour at a time. Others had flown in balloons or in hang gliders, but the Wright brothers were the first to build a full-size machine that could fly under its own power. As the contributors of one of the most outstanding engineering achievements in history, the Wright brothers are accurately called the fathers of aviation.

i) The idea of flying an aircraft was \_\_\_\_\_ to some people.

- A. boring
- B. distasteful
- C. exciting
- D. needless
- E. answer not available

Ans: B

ii) People thought that the Wright brothers had \_\_\_\_\_.

- A. acted without thinking
- B. been negatively influenced
- C. been too cautious
- D. had not given enough thought
- E. acted in a negative way

Ans- A

iii). The Wright's interest in flight grew into a \_\_\_\_\_.

- A. financial empire
- B. plan
- C. need to act
- D. foolish thought
- E. answer not in article

Ans: C

2. Which one of following is correct structure of the letter?

- A. Address, date, body, subject, signature, enclosure
- B. Address of applicant, date, salutation, subject, body, signature, enclosure
- C. Address, salutation. date, body, subject, enclosure, signature
- B. Address, date, subject, body, salutation, enclosure, signature

Ans: B

### **Creativity and Problem-Solving (Problem Solving & Innovation)**

3. To enhance your creativity, you should...

- A. Not be willing to take risks
- B. Be insecure in your abilities
- C. None of these
- D. All of these

Ans: C

4. Creativity Traits Needed in an Entrepreneur are...

- A. Seeing Problems as Interesting and Acceptable
- B. Seeing Hurdles as leading to improvements and solutions
- C. Neither

D. Both a and b

Ans: D

5. View \_\_\_\_\_ as \_\_\_\_\_ that offer the opportunity to innovate.

A. problems; challenges

B. customers; problems

C. challenges; problems

D. none of these

Ans: A

6. To develop your creativity, you should...

A. Commit Yourself to Developing Your Creativity

B. Reward Your Curiosity

C. Be Willing to Take Risks

D. All of these will develop creativity.

Ans: D

### **Leadership**

7. \_\_\_\_\_ is increasing Leadership rapidly:

A. Strategy

B. Command

C. Control

D. Getting others to follow

Ans: D

8. Regarding leadership, which statement is false?

A. Leadership does not necessarily take place within a hierarchical structure of an organisation

B. When people operate as leaders their role is always clearly established and defined

C. Not every leader is a manager

D. All of the above

Ans: B

9. An individual's motivation is dependent on:

A. Whether path-goal relationships are clarified

B. Expectations that increased effort to achieve an improved level of performance will be successful

- C. Their effective performance
  - D. The necessary direction, guidance, training and support is provided
- Ans: B

10. Why is effective communication important in managing personnel?

- A. It fosters influence and power
- B. It promotes independence and collaboration
- C. It motivates personnel to do their jobs well
- D. All of the above

Ans: D

### **Adaptability**

11. Ability to deal with new situations.

- A. dependability
- B. Adaptability
- C. cooperativeness
- D. seniority

Ans: B

12. A person's ability to change in order to fit circumstances that may arrive

- A. Adaptability Skills
- B. Basic Skills
- C. Employability Skills
- D. Career Choices

Ans: A

13. Which of the following actions describe the first trait of adaptability?

- A. Sticking with what you know you can do well.
- B. Seeing change as an opportunity to grow instead of being intimidated by it.
- C. Avoiding situations that make you feel uncomfortable.
- D. Being unwilling to learn new skills.
- E. Turning down opportunities because you are afraid you do not have the right skills.

Ans: B

14. You have been working in the bakery of a grocery store for a few months and your boss asks you to consider training as a cashier. What response shows that you are willing to consider this change?

- A. You say no - You're going to have to talk to customers all of the time, which could be very tiring.
- B. You say you will consider it - but only to be polite.
- C. You thank your boss for the opportunity and ask a few questions before deciding if you'll say yes.
- D. You say no - You just mastered how to make croissants and you don't want to let your coworkers down.
- E. You say yes immediately - You know cashiers make more money.

Ans: C

### **High Emotional Stamina**

15. You are in a meeting when a colleague takes credit for work that you have done. What do you do?

- A. Immediately and publicly confront the colleague over the ownership of your work.
- B. After the meeting, take the colleague aside and tell her that you would appreciate in the future that she credits you when speaking about your work.
- C. Nothing, it's not a good idea to embarrass colleagues in public.
- D. After the colleague speaks, publicly thank her for referencing your work and give the group more specific detail about what you were trying to accomplish

Ans:D

16. You are a customer service representative and have just gotten an extremely angry client on the phone. What do you do?

- A. Hang-up. It doesn't pay to take abuse from anyone.
- B. Listen to the client and rephrase what you gather he is feeling.
- C. Explain to the client that he is being unfair, that you are only trying to do your job, and you would appreciate it if he wouldn't get in the way of this.
- D. Tell the client you understand how frustrating this must be for him, and offer a specific thing you can do to help him get his problem resolved.

Ans:D

17. You are a college student who had hoped to get an A in a course that was important for your future career aspirations. You have just found out you got a C on the midterm. What do you do?

- A. Sketch out a specific plan for ways to improve your grade and resolve to follow through.
- B. Decide you do not have what it takes to make it in that career.
- C. Tell yourself it really doesn't matter how much you do in the course; concentrate instead on other classes where your grades are higher.

D. Go see the professor and try to talk her into giving you a better grade.

Ans; A

18. You are a manager in an organization that is trying to encourage respect for racial and ethnic diversity. You overhear someone telling a racist joke. What do you do?

A. Ignore it – the best way to deal with these things is not to react.

B. Call the person into your office and explain that their behavior is inappropriate and is grounds for disciplinary action if repeated.

C. Speak up on the spot, saying that such jokes are inappropriate and will not be tolerated in your organization.

D. Suggest to the person telling the joke he go through a diversity training program.

Ans: C

### **Time Management**

19. Which of the following shows the steps for time management in the correct order?

A. Make a list of everything that you have to do and want to do; Estimate how long each task will take; Make a schedule; Prioritize.

B. Make a schedule; Estimate how long each task will take; Prioritize; Make a list of everything that you have to do and want to do

C. Make a list of everything that you have to do and want to do; Prioritize; Estimate how long each task will take; Make a schedule.

D. Make a list of everything that you have to do and want to do; Estimate how long each task will take; Prioritize: Make a schedule.

Ans:D

20. A way to avoid distraction is to..

A. Start with the unpleasant tasks first

B. Keep the TV on

C. Keep your phone close to you

D. Keep your phone close to you

Ans: A

21. Zeina is following the time management steps. She just made a list of her tasks and estimated how much time they will take. What should she do next?

A. She should take a break and eat a snack.

B. She should organize her tasks alphabetically.

C. She should cross off tasks that she doesn't want to do right away.

D. She should prioritize her tasks, or put them in order of importance.

Ans:D

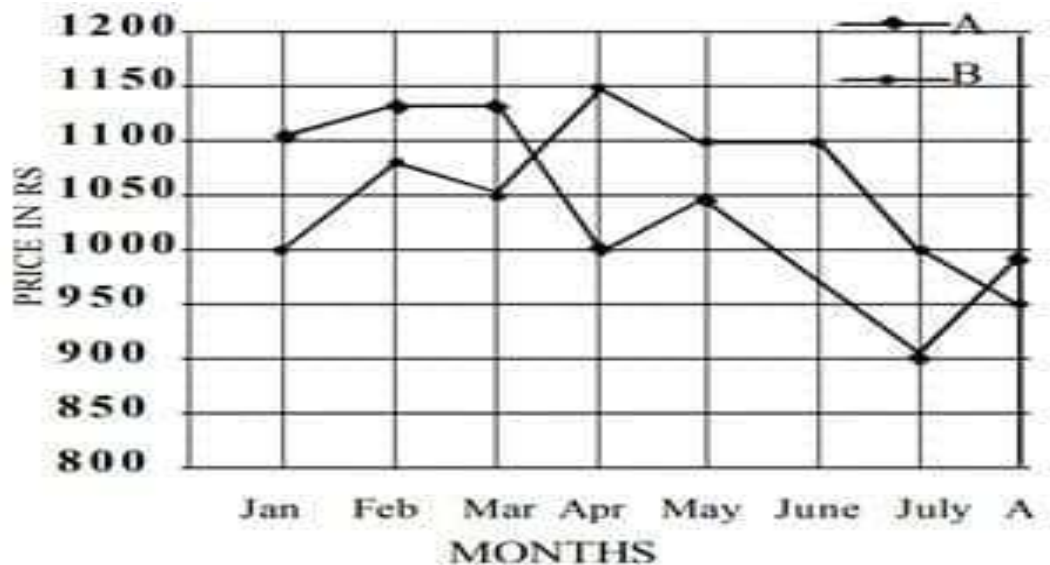
22. Alan has been studying for his math test for an hour. He knows he needs to study for at least another hour, but he is feeling distracted. His phone keeps buzzing with text messages, and he's hungry. What would be the best thing for Alan to do now?

- A. He should keep studying until he falls asleep.
- B. He should talk to his friend, eat a snack and keep studying all at the same time.
- C. He should take a quick break, so he can get a snack and respond to his texts before he goes back to studying.
- D. He should stop studying and make plans to see his friends.

Ans:C

**Data Analysis & Analytics**

23. Study the following graph carefully and answer the question



i) What was the price difference between commodity A and B in the month of April?

- (a) 250
- (b) 150
- (c) 100
- (d) 90

Ans: (b)

ii) What was the difference in average price between commodity A and B from April to August?

- (a) 86
- (b) 75
- (c) 95
- (d) 85

Ans: (b)

24. Study the following table carefully to answer the questions that follow: Number of Employees Promoted to the Post of Manager in Six Different Banks over the Years

Bank / Year	Lucknow Bank	Maharashtra Bank	Nagpur Bank	Orissa Bank	Punjab Bank	Delhi Bank
2010	48	46	52	44	37	39
2011	50	47	50	32	44	46
2012	46	40	50	42	38	35
2013	38	48	36	51	35	39
2014	32	44	46	45	48	40
2015	52	39	47	41	46	43

i) What is the average number of employees promoted by Orissa Bank over all the years together?

- (a) 44
- (b) 39.5
- (c) 35
- (d) 42.5

Ans: (d)

ii) What is the total number of employees who got promoted in all the banks together in the year 2013?

- (a) 234
- (b) 243
- (c) 266
- (d) None

Ans: (d)

### Know how New Technology will Change the Market

25. Marketing is a process which aims at \_\_\_\_\_

- A. Production
- B. Profit-making.



C. The satisfaction of customer needs

D. Selling products

Ans: C

26. Which of these companies uses the tagline “Think Different”?

A. Apple

B. Amazon

C. Facebook

D. Google

Ans: A

27. Effective use of Social media marketing increase conversion rates of

A. Customer to buyers

B. Retailer to customer

C. One buyer to another buyer

D. Direct contact of marketer

Ans: A

28. Digital marketing revolves around these 5Ds

A. digital devices, digital platforms, digital media, digital data, and digital technology

B. dabit, digital platforms, digital media, digital data, and digital technology

C. digital devices, digital platforms, digital media, digital data, and offline technology

D. All of the above

Ans: A

### **Mathematical aptitude**

29. In an election between two candidates, one got 55% of the total valid votes, 20% of the votes were invalid. If the total number of votes was 7500, the number of valid votes that the other candidate got, was:

A. 2700

B. 2900

C. 3000

D. 3100

Answer: A

Solution Number of valid votes = 80% of 7500 = 6000.

∴ Valid votes polled by other candidate = 45% of 6000  
=  $\left( 45 \times 6000 \right) = 2700.$

30. In a factory, there are 40% technicians and 60% non-technicians. If the 60% of the technicians and 40% of non-technicians are permanent employees, then the percentage of workers who are temporary is?

- A. 32%
- B. 42%
- C. 52%
- D. 62%

Answer: C. 52%

Explanation: Total = 100

T = 40, NT = 60

$40 \times (60/100) = 24$ ,  $60 \times (40/100) = 24$

$24 + 24 = 48 \Rightarrow 100 - 48 = 52\%$

31. In a store, the profit is 320% of the cost. If the cost increases by 25% but the selling price remains constant, approximately what percentage of the selling price is the profit?

- A. 30%
- B. 70%
- C. 100%
- D. 250%

Answer: Option B

Explanation:

Let C.P. = Rs. 100. Then, Profit = Rs. 320, S.P. = Rs. 420.

New C.P. = 125% of Rs. 100 = Rs. 125

New S.P. = Rs. 420.

Profit = Rs. (420 - 125) = Rs. 295.

$$\therefore \text{Required percentage} = \left( \frac{295}{420} \times 100 \right) \% = \frac{1475}{21} \% = 70\% \text{ (approximately).}$$

32. A four year Indira Vikas certificate with a maturity value of Rs.700 is purchased for Rs. 500. The rate % p.a. is

- A. 15%
- B.  $7 \frac{1}{2} \%$
- C. 5%
- D. 10%
- E. 7%

Answer: D

Explanation: Interest = 200  $\Rightarrow$   $200 = (500 \times R \times 4)/100 \Rightarrow R = 10 \%$ .

**General Knowledge of finance**

33. The Securities and Exchange Board of India (SEBI) was established in

- A. 1992
- B. 1947
- C. 1990
- D. 1976

Answer: A

34. Which of the following is not a direct tax?

- A. Goods and service tax
- B. Income tax
- C. Wealth tax
- D. Estate duty

Answer: A

35. In India farm credit is regulated by

- A. SBI
- B. RBI
- C. NABARD
- D. Union Government

Answer: C

36. In India, coins and subsidiary coins are issued by

- A. Union Government
- B. Reserve Bank of India
- C. Ministry of Finance
- D. Supreme Court

Answer: C

**Basic Knowledge of HR**

37. Operative functions of HRM includes

- A. Procurement, development, compensation & motivation
- B. Maintenance

C. Integration and emerging trend

D. All of these

Ans: D

38. Human resource management means

A. A method which an organization collects, maintains and reports information on people and jobs

B. The process of integrating the employees' needs and aspirations with organizational needs

C. The process of bringing people and organization together so that the goals of each are achieved

D. The efforts to make life worth living for workers

Ans: C

39. The process of familiarizing the new employees to the organization rules and regulations is known as.....

A. Placement

B. Induction

C. Recruitment

D. Selection

Ans: B

40. Human resource management is amalgam of

A. Job analysis, recruitment and selection

B. Social behaviour and business ethics

C. Organisational behaviour, personal management and industrial relation

D. Employer and employees

Ans: C

### **Basic Domain Knowledge of OSCM**

41. What is the Full form of OSCM?

A. Operations and Service Chain Management

B. Organization and Supply Cost Management

C. Operations and Supply Chain Management

D. Organization and Supply Chain Management

Ans:-C

42. Which one of the following is not a typical question dealt with by an operations manager?

- A. How much capacity will be needed in the months ahead?
- B. What is a satisfactory location for a new facility?
- C. Which products/services should be offered?
- D. All are typical of operations decisions.

Ans:-D

43. A \_\_\_\_\_ encompasses all activities associated with the flow and transformation of goods from the raw material stage, through to the end user, as well as the associated information flows.

- A. production line
- B. supply chain
- C. marketing channel
- D. warehouse

Ans:-B

44. Which of the following is not a key activity of an operations manager?

- A. Understanding the needs of customer
- B. Continually learning
- C. Managing cash flows
- D. Exploiting technology to produce goods and services

Ans: C

### **Statistical Analysis**

45. Statistical techniques that summarize and organize the data are classified as:

- A. Population statistics
- B. Sample statistics
- C. Descriptive statistics
- D. Inferential statistics

Ans- C

46. The median is always:

- A. The most frequently occurring score in a data set
- B. The middle score when results are ranked in order of magnitude
- C. The same as the mean
- D. The difference between the maximum and minimum scores.

Ans-B

47. What is the mean for the following scores: 2, 5, 4, 1, 8?

- A. 3
- B. 4
- C. 5
- D. 20

Ans-B

48. A set of scores is presented in a histogram. The histogram shows a series of bars that tend to decrease in height from left to right. What is the shape of the distribution?

- A. Leptokurtic
- B. Positively skewed
- C. Negativity skewed
- D. Normal

Ans-B

### **Business Analysis Planning, Monitoring and Strategy Analysis**

49. A small independent photography company has a business goal of providing a scanning and enhancement service to produce premium quality prints from customers' oldprinted photographs, negatives and slides.

The business analyst has decomposed this goal into the following potential sub-goals.

- i. Buy professional scanner.
- ii. Produce prints from customers' old photographs.
- iii. Install scanner
- iv. Provide photographic enhancement service.
- v. Produce prints from customers' photographic negatives.

Which of these are valid sub-goals?

- A. i and iii only.
- B. ii, iii and v only.
- C. ii and v only.
- D. i, iii and iv only.

Ans-C

50. Which one of these is NOT a good habit of successful Business Analysts?

- A. Communicate with stakeholders only once during Business Analysis
- B. Work collaboratively with Project Managers
- C. Are clear about their roles and responsibilities
- D. Integrate creativity and critical thinking in their work

Ans- A

51. A Business Analyst's job in quality assurance is to analyze the process but he or she does not analyze the document.

- A. True
- B. False

Ans- B

52. Primary objective of a business analyst is to help businesses implement.

- A. Business systems
- B. Business solutions
- C. Technology systems
- D. Technology solutions

Ans: D

**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.



Competency Mapping of MBA Students

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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 Analysis1	<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"/>

**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

## **Competency Mapping Interview**

### **Questions for Competency Mapping Interview**

1. Tell us about your family background.
2. What is your graduation?
3. Why did you choose that graduation? / Who helped you to choose? (Try to correlate with specialization)
4. Do you regret choosing your graduation course?
5. From where you completed your graduation?
6. Which specialization you want to take?
7. Why you want to take this specialization?
8. What is your strength? (Correlate with specialization skill)
9. What is your Weakness? (Try to correlate with specialization)
10. What Is Your Biggest Achievement? (Correlate with specialization skill)
11. How do you cope up with adverse situation? (Adaptability, creativity and Problem solving Skill)
12. Who is your favorite leader? Why? (Leadership skill)
13. How do you monitor the performance of the people that you have to lead? (Leadership skill)
14. How do you prioritize tasks? (Time management)
15. How do you limit distractions? (Time management)
16. Who inspires you? Why? (Emotional Intelligence)
17. What's something you're really proud of? Why? (Emotional Intelligence)
18. Describe a problem that you had to solve but where you lacked important information. What did you do? (Analytical Skill, Data visualization)
19. If you are allowed to change two things in your life, what would they be? Why? (Decision Making Skill, Analytical Skill)

## 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**

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

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**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.

Competency Mapping of MBA Students

---

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

**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

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 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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- [www. hrm.com](http://www.hrm.com)
- [www. tatamotors.com](http://www.tatamotors.com)
- [www.indianautomobiles.com](http://www.indianautomobiles.com)

