



SINHGAD TECHNICAL EDUCATION SOCIETY'S®

S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

Sinhgad Institutes (Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036

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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

Dr. Prachi Pargaonkar
M.Com., Ph.D., FCA
Director

Self-Study Report (SSR) CRITERION: VII Institutional Values & Best Practices

7.3 Institutional Distinctiveness

SUMMARY SHEET OF DOCUMENTS RELATED TO

Metric No 7.3.1

Portray the performance of the Institution in one area distinctive to its priority and thrust





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Response:

The initiative undertaken by SKN Sinhgad School of Business Management represents a pioneering effort in advancing the educational landscape, particularly in the realm of competency mapping for MBA program enhancement. The Institute's commitment to holistic student development is evident through its foundational principle, which centers around a holistic strategy emphasizing personalized guidance and meticulous competency mapping evaluations for MBA-I-year students. By seamlessly aligning students' career aspirations with their demonstrated strengths, the Institute establishes a robust foundation for their academic and professional journey.

The initiation of this comprehensive competency mapping program at SKN Sinhgad School of Business Management stems from a recognition of a common challenge faced by students – the confusion surrounding the selection of the right specialization. Acknowledging the pivotal role that specialization plays in shaping students' academic and professional trajectories, the Institute has undertaken this initiative to provide a structured and supportive framework for students to make informed decisions.

Previously, the observed confusion among students about specialization choices highlighted a need for intervention. To address this, the Institute has implemented a multi-faceted approach. The competency mapping results for MBA-I-year students serve as a foundational element in this initiative. By evaluating and understanding the strengths and competencies demonstrated by students, the program aims to offer personalized guidance that aligns with individual career aspirations. This strategic alignment ensures that students are equipped with the necessary insights to navigate the often-complex process of specialization selection.

One standout feature of Institute's initiative is the empowerment of MBA_II-year students through specialized training, uniquely positioning them as facilitators. This distinctive approach fosters a peer-to-peer learning environment, not only enhancing the competency mapping skills of the facilitators but also ensuring that competency mapping activities for MBA-I-year students are conducted with a nuanced understanding of their individual needs and aspirations.

Moreover, the initiative goes beyond mere evaluation, actively identifying and addressing major skill gaps among MBA-I-year students, with a specific focus on communication skills for the academic batch spanning



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2022-2024. The implementation of targeted initiatives, such as Verbal Communication Lab sessions, Rubicon, and GTT training showcases the Institute's dedication to addressing identified skill gaps. The success of these initiatives, measured through post-semester evaluations, reflects commitment to a continuous improvement cycle in its educational program.

The structured approach of the initiative unfolds through distinct phases, starting with a preparatory phase that involves a specialized competency mapping workshop for HR students in MBA_II year. This workshop not only imparts foundational knowledge but also specifically trains MBA_II-year students to conduct competency mapping activities for their counterparts in MBA-I year. The collaboration between faculty coordinator and MBA_II-year students during the actual implementation phase, executing attribution tests and interviews for MBA-I-year students, demonstrates a cohesive and coordinated effort. These activities, guided by faculty coordinators, culminate in the preparation of comprehensive competency mapping results, focusing on significant traits observed during the mapping process.

Institute's commitment to assessing outcomes is evident in its post-semester evaluations. Gathering feedback from MBA-I-year students provides valuable insights into the impact of competency mapping activities on their overall development. Quantifying the number of students benefiting from these initiatives and evaluating the final placements of HR students who actively participated in the competency mapping workshop add a practical dimension to the assessment. The identification of major skill gaps, especially in communication, serves as a baseline for targeted initiatives, and the subsequent measurements of improvement become key indicators of the initiative's success.

Furthermore, Institute's initiative extends its impact beyond the immediate educational setting by fostering an environment of research and internship contributions. Both students and faculty actively engage in producing valuable research, with collaborative efforts resulting in research papers centered around competency mapping and its practical applications. The Summer Internship Projects, a tangible outcome of the initiative, focus on the implementation and refinement of competency mapping methodologies, providing students with hands-on experience that bridges the gap between theory and practical application.

A notable achievement is the publication of a patent by faculty members, showcasing the innovative strides made in competency mapping within the MBA program. This patent, specifically focusing on competency



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mapping of MBA students, marks a significant milestone in the Institute's commitment to pioneering advancements in HR education. It not only enriches the academic discourse but also establishes Institute's as a hub for cutting-edge insights and innovations in competency mapping.

In essence, Institute's competency mapping initiative emerges as a dynamic hub for cutting-edge insights and advancements in competency mapping, significantly enhancing the overall educational experience of MBA students. The Institute's holistic approach, from personalized guidance to targeted skill development and the production of valuable research contributions, positions it at the forefront of innovation and excellence in HR education. The initiative's success lies not only in its immediate impact but also in Institute's enduring commitment to continuous improvement and the advancement of knowledge in competency mapping. The Institute's innovative practices serve as a model for educational institutions, illustrating how competency mapping can be a transformative tool for student development and program enhancement.



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7.3 Institute Distinctive Practice

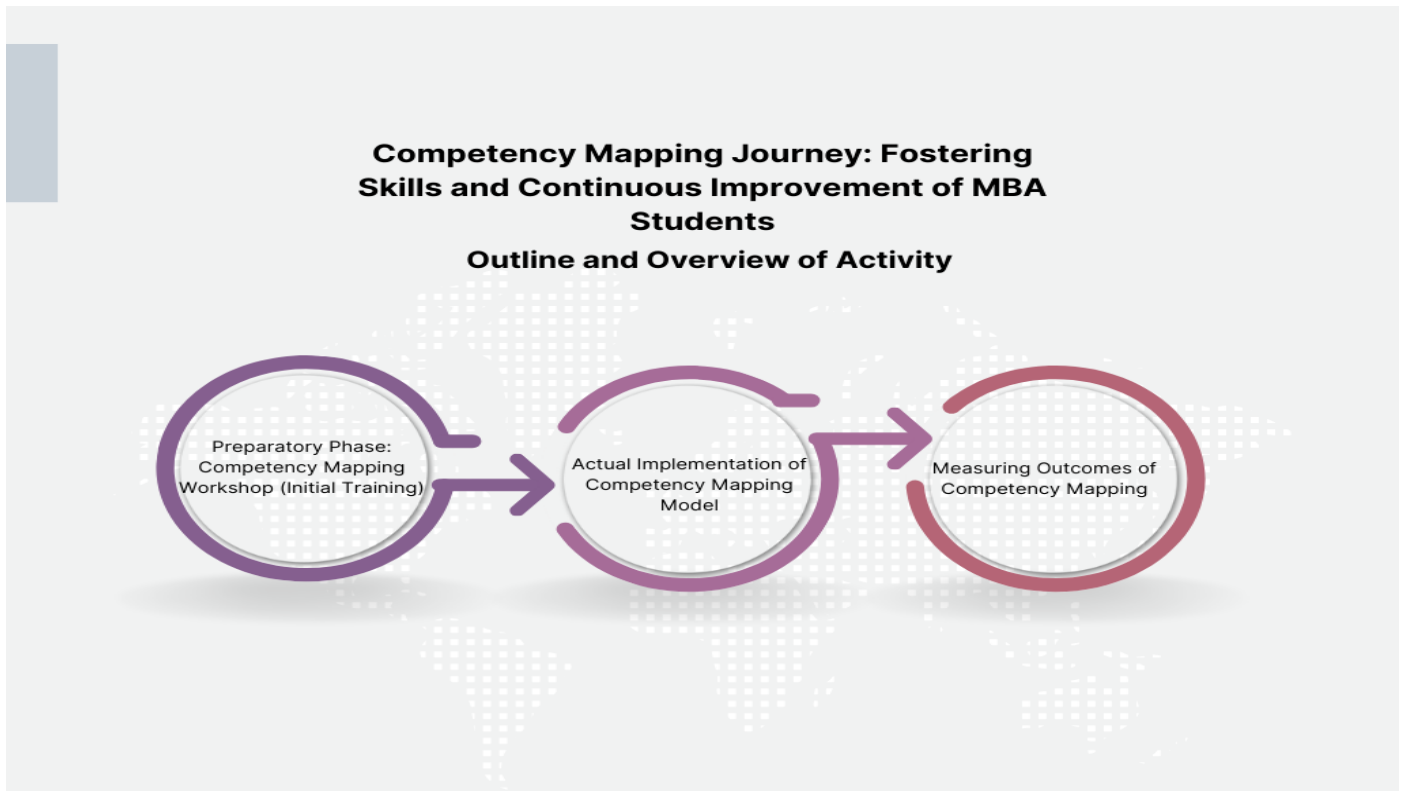
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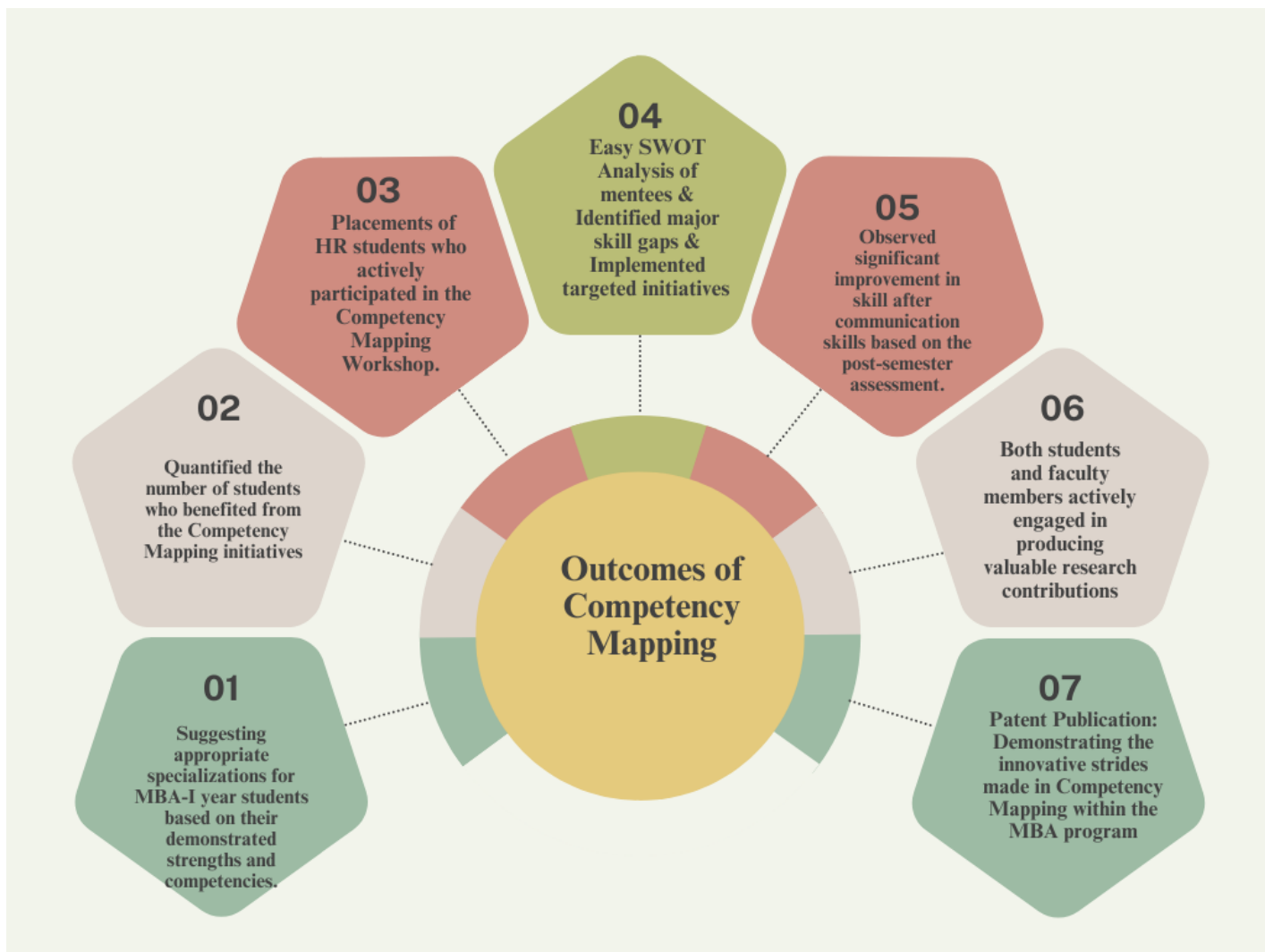
“Competency Mapping Journey: Fostering Skills and Continuous Improvement of MBA students”

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DIAGRAMMATIC REPRESENTATION OF ACTIVITY





OBJECTIVES OF THE ACTIVITY:

- **Specialization Recommendations for MBA-I Year Students:**
 - To evaluate the competency mapping results to suggest appropriate specializations for MBA-I year students based on their demonstrated strengths and competencies.
 - To provide personalized guidance to students, aligning their career aspirations with the competencies identified during the mapping process.
 - To assist MBA-I year students in making informed decisions regarding their specialization, enhancing the relevance and effectiveness of their academic and professional journey.
- **Building Competency Mapping Expertise:**
 - To provide specialized training to HR students in MBA_II year, equipping them with the knowledge and skills necessary for effective Competency Mapping.
- **Empowering Student Facilitators:**
 - To train MBA_II year students to take on the role of facilitators, enabling them to conduct Competency Mapping activities for their peers in MBA-I year.
- **Identification of Skill Gaps, Targeted Initiatives and Continuous Improvement:**
 - To identify major skill gaps among MBA-I year students, with a focus on communication skills for Batch 2022-2024.

- To implement targeted initiatives, such as Verbal Communication Lab sessions, Rubicon, and GTT training, to address the identified skill gaps.
- To observe significant improvement in communication skills based on the post-semester assessment.
- To utilize gathered data to refine future Competency Mapping workshops and initiatives, ensuring a continuous improvement cycle in the educational program.
- **To Facilitate and encourage active participation of students and faculty members in generating meaningful research contributions following the Competency Mapping.**
- **To establish the program as a hub for cutting-edge insights and innovations in Competency Mapping**
- **SWOT Identification:**
- To enable faculty mentors to identify their mentees' Strengths, Weaknesses, Opportunities, and Threats (SWOT) through engagement in Competency Mapping activities.

This comprehensive approach aims to not only develop competency mapping expertise but also to assess the tangible impact on students' skills and contribute to continuous improvement in the educational program.

OUTLINE AND OVERVIEW OF ACTIVITY:

- **Preparatory Phase: Competency Mapping Workshop (Initial Training)**
 - Conducted a specialized workshop for HR students (MBA_II year) to provide training in Competency Mapping.
 - Specifically, trained MBA_II year students to conduct Competency Mapping activities for MBA-I year students.
- **Actual Implementation of Competency Mapping Model**
 - Faculty members prepared a comprehensive Competency Mapping model.
 - MBA_II year students executed Attribution tests and interviews for MBA-I year students as part of the Competency Mapping process.
 - Faculty coordinator conducted one-on-one discussions with MBA_II year students, who acted as evaluators for this activity.
 - Collaboratively prepared Competency Mapping Results for MBA-I year students, focusing on significant traits observed during Attribution tests and interviews.
 - Identified major skill gaps among MBA-I year students, providing a basis for targeted initiatives.

- **Measuring Outcomes of Competency Mapping:**

- **Feedback from MBA-I Year Students:** Gathered feedback from MBA-I year students to assess the impact of Competency Mapping activities.
- Quantified the number of students who benefited from the Competency Mapping initiatives.
- **Feedback from HR Students Involved in the Workshop:** Evaluated the final placements of HR students who actively participated in the Competency Mapping Workshop.
- **Identifying Major Skill Gaps and Implemented Targeted Initiatives:** Identified major skill gaps, with a focus on communication skills for Batch 2022-2024.
- Implemented targeted initiatives to address the communication skills gap, such as Verbal Communication Lab sessions, Rubicon, and GTT training.
- Selected various internal evaluation methods, including presentations and discussion board activities, to enhance communication skills.
- Post completion of Semester-I, conducted a communication skill test to measure the improvement observed in students.
- **Outcome Assessment:** Observed significant improvement in skill after communication skills based on the post-semester assessment.
- Used the data gathered to refine future Competency Mapping workshops and initiatives, ensuring a continuous improvement cycle.
- **Research and Internship Contributions:** As a tangible outcome of the Competency Mapping Workshop, both students and faculty members actively engaged in producing valuable research contributions. Collaborative efforts resulted in the authorship of research papers centered around Competency Mapping and its practical applications. Furthermore, a cohort of students successfully completed Summer Internship Projects focused on the implementation and refinement of Competency Mapping methodologies. These initiatives not only enriched the academic discourse but also provided students with hands-on experience, bridging the gap between theory and practical application.
- **Patent Publication:** Demonstrating the innovative strides made in Competency Mapping within the MBA program, faculty members achieved a significant milestone by publishing a patent. This patent specifically focuses on the Competency Mapping of MBA students, signifying a unique and valuable contribution to the field. The publication of the patent underscores the program's commitment to pioneering advancements in HR education, establishing a foundation for future research and enhancing the program's reputation as a hub for cutting-edge insights and innovations in Competency Mapping.
- **"Empowerment of faculty mentors to tailor their mentorship strategies based on individual mentees' needs and aspirations,"**

Individualized Mentorship:

Tailoring Strategies: The Competency Mapping activities provide faculty mentors with valuable insights into the strengths; weaknesses, opportunities, and threats (SWOT) of their mentees. This comprehensive understanding allows mentors to customize their mentorship strategies based on the unique characteristics and requirements of each mentee.

This structured approach, from preparation to execution and outcome assessment, ensures a comprehensive understanding of competency mapping impact, facilitates targeted skill development, and contributes to continuous enhancement of the educational program.

**PREPARATORY PHASE:
COMPETENCY MAPPING
WORKSHOP (INITIAL TRAINING)**

Permission and NOTICE TO FACULTIES

Date: 14/11/2022

To,

The Director

SKNSSBM, Ambegaon (BK.),

Punc

Subject: Seeking permission for organizing **Workshop on Competency Mapping and Assessment** for the academic year 2022-2023.

Respected Madam,

We faculty of SKNSSBM would like to **Workshop on Competency Mapping and Assessment** for the academic year 2022-2023 on the following dates

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

Kindly give permission to organise **Workshop on Competency Mapping and Assessment**

Regards,



Prof. Mayuri Yadav

Permitted
14/11/22

NOTICE TO FACULTIES

Date: 15/11/2022

NOTICE

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

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



Faculty Coordinator: Prof. Mayuri Yadav

Venue: Seminar Hall SKNSSBM

Time: 9.00 a.m. onwards

Director

Dr. Prachi Pargaonkar

NOTICE TO STUDENTS:



Sinhgad Technical Education Society's
S.K.N Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041, Phone: 020 - 24354036, Fax: 020-24354036
(Approved By AICTE, Recognized by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University, Accredited by NAAC)

NOTICE TO STUDENTS:

Date: 15/11/2022

NOTICE

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

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

Faculty Coordinator: Prof. Mayuri Yadav

Venue: Seminar Hall SKNSSBM

Time: 9.00 a.m. onwards


Director

Dr. Prachi Pargaonkar

REPORT: WORKSHOP ON COMPETENCY MAPPING AND ASSESSMENT

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

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

Learning Objectives:

The course is designed to achieve following objectives:

To develop an understanding of Competency based HR practices

- To equip participant with the technique of identifying and mapping competencies

- To understand process of competency mapping
- To learn art of developing competency model
- To understand how to find out skill gap

Learning Outcomes:

On successful Completion of course participant will be able to:

Plan Competency based study

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

1. Competency mapping Conceptual Framework-

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

Following points were discussed and some activities also conducted.

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

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

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

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

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

4. Preparation of Competency Mapping Results

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

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

PHOTOS OF ACTIVITY:





Pune, Maharashtra, India

shop no 02 s no 10/7/1 Gurukrupa Sadan Apartments, near Kasegaon Education Society, Ambegaon BK, Pune, Maharashtra 411046, India
Lat 18.463315°
Long 73.836915°
18/11/22 12:22 PM



Pune, Maharashtra, India

N B N COLLEGE OF ARCHITECTURE, SINHGAD TECHNICAL EDUCATION SOCIETY, Pune, Maharashtra 411046, India
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Long 73.83708°
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Dr. Prachi Pargaonkar

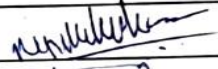
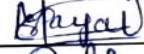

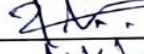
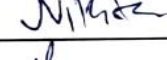

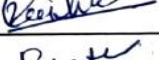
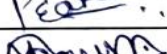

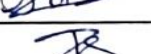
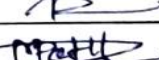


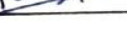
Director

SKN Sinhgad School of Business Management

CERTIFICATES OF THE ACTIVITY:




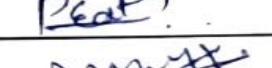
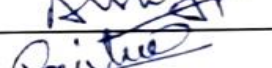











ATTENDANCE OF WORKSHOP:

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

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

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

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

Competency Mapping Activity

Day : Thursday Date: 24/11/2022

Evaluator (MBA-II Students) Attendance Sheet

Sr. No	Name of the Student	Sign
1	Peethamesh Hingalaje	Peeth.
2	Akshaykumar Tiwari	Akshay.
3	Nandini Rajurkar	Nandini
4	Rutuja Jadhav	Rutuja
5	Rutuja Wankhede	Rutuja
6	Mujjammil Makandar	Mujjammil
7	Vaishnavi Itkar	Vaishnavi
8	Minal Borade	Minal
9	Manali Patil	Manali
10	Sachin kunte	Sachin
11	Niketa Gollapelli	Niketa
12	Payal Maisheri	Payal
13	Sarita shanmwad.	Sarita
14	Shirani shinde	Shirani
15		

STUDENT'S FEEDBACK:

Name - Shivani S. Shiude (HR-51)

• Feedback for competency mapping interviews.

In first year of MBA we've learnt about competency based human resource management, Mayuri yadav ma'am was the subject teacher. She explained us and cleared doubt about each and every concept of competency based Human Resource Management.

When we entered in second year of MBA we have strong foundation of knowledge about CBHRM. Ma'am conducted a meeting and revised our knowledge to taught importance of competency mapping, training of competency mapping, How to conduct interviews and which are the ideal questions for mapping, she gave us live example of 2 interviews.

After conducting the interviews the first thing I have understood that non-verbal communication gives us much more information of the candidate; their eye contact, body language, pace of speech. How to reframe the question to get expected answer.

I have learnt many more concepts like an interview is not all about getting right answers it's also about getting right psychological connection.

Name - Nikita .R. Gullapelli.

Roll no - HR-19

Div - E

DOMS

Page No.

Date 27 / 12 / 2022.

Feedback for competency mapping interviews.

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

It was something new for us.

After conducting the interviews ~~we~~ I understood the very first thing is how to study a student, how to analyze the behaviour, body language, thinking & many more concepts.

It was a very great experience for all of us. This training & this experience taught me to boost my confidence, to be bold, and also it trained me very well for my future. Overall the experience was very best.

Suggestions -

1) Attribution test should be conducted in classrooms with supervision & on written papers.

2) Before the induction this competency mapping interviews ~~must~~ should be done.

ACTUAL IMPLEMENTATION OF COMPETENCY MAPPING MODEL

COMPETENCY MAPPING BOOKLET

Competency Mapping of MBA Students

Sinhgad Technical Education Society's

**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)

SKN Sinhgad School of Business Management

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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:

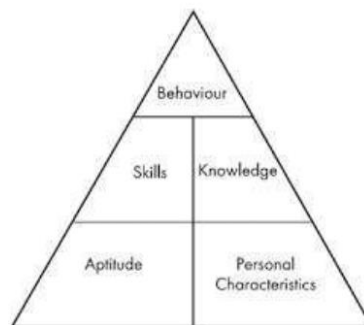
Competence: Ability to do something successfully or efficiently
Competency: is something you need to be able to do well in specific job role.

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 innovative solution 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 visual 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 as below:

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

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

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

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

Competency Mapping of MBA Students

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

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)
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- www.indianautomobiles.com

ATTENDANCE OF STUDENTS APPEARED FOR COMPETENCY MAPPING ACTIVITY

S.R.N.V. SINHGAD SCHOOL OF BUSINESS MANAGEMENT		
MBA PRE- INDUCTION PROGRAM-2022		
DAY 6 - 18th November 2022, Friday		
Time : 11.15am-1.00pm		
Venue-Seminar Hall		
Activity - Competency Mapping-Prof. Mayuri Yadav		
Sr. No	Name of the Student	Signature
1	Shivam Appasaheb Deshmukh	
2	Pavan Parnodhan Chhoge	
3	Manan Patol	
4	Mali Sagar Jayaramant.	
5	Chetan. Ashok. Gawande	
6	Hajare Yash Anil	
7	Saurabh Ramrao Kolhe	
8	Sanket Arun Patil	
9	Dhruvraj Dhananjay Shinde	
10	Dhale Shekhar B.	
11	Hrushikesh Suresh Ingle	
12	Shitole Shubham Rajendra	
13	Jadhav Hrushikesh Santosh	
14	Hrushikesh C Parmar	
15	Himanshu A. Tagare	
16	Shivam Salunke	
17	Yash Anandrao Jitode.	
18	Aniket G. Shelar	
19	Rohit S. Kawade	
20	Akshay Ravindra Hire	
21	Kapil J. Kailas Shirsalkar	
22	Krushna Ganeshrao Dhurmatkar	
23	Sanket Shashikanth Devgaonkar	
24	Sourabh Pradipkumar Mohite.	
25	Daitade Satish Shivaji	
26	Sanket Mohan Sawant	
27	Abhishek Dattatray Gaikwad	
28	Yash Gopichand Kalyande	
29	Shreyas Vijaykumar Jashi	
30	Anand B. Bhandave	
31	Vishal Abhishek Poynder	
32	Satpute Abhishek Babasaheb	
33	Pawar Vilas Vishnu	
34	Patil Kisan Vijaykumar	
35		

S.K.N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

MBA PRE- INDUCTION PROGRAM-2022

DAY 6 - 18th November 2022, Friday

Time : 11.15am-1.00pm

Venue-Seminar Hall

Activity - Competency Mapping-Prof. Mayuri Yadav

Sr. No	Name of the Student	Signature
1	Ankita Kaimule	Ankita
2	Tejas D. Sutar	Tejas
3	Lukesh M Wankhede	Lukesh
4	Onkar Shivaji Mainale	Onkar
5	Mahesh Dnyaneshwar Birajdar	Mahesh
6	Visave B. Sudhakar	Visave
7	Manan Patel	Manan
8	Prakash Krishna Pawale	Prakash
9	Ramesh Raut	Ramesh
10	Jayesh D. Chikate	Jayesh
11	Saurabh S. Chavan	Saurabh
12	Bandal N. Arind	N.A. Bandal
13	Vinay Pardey	Vinay
14	Balaji M Lavhale	Balaji
15	Himanshu A. Tagare	Himanshu
16	Yash A. Potode	Yash
17	Ashutosh Manavare	Ashutosh
18	Anup Kaldate	Anup
19	Biradar Bhim Saubhaji	Biradar
20	Nitin Mukund Badganchi	Nitin
21	AKASH MASHAL	Akash
22	Omkar Gudam Pise	Omkar
23	Rijesh Kulkarni	Rijesh
24	Kalpesh B. Patil	Kalpesh
25	Roshan Hemraj Patil	Roshan
26	Sumit Ramdas Jadhav	Sumit
27	Aditya Balusheb Pawale	Aditya
28	Alpe Shubham Dnyaneshwar	Alpe
29		
30		
31		
32		
33		
34		
35		

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

DAY 6 - 18th November 2022, Friday
Time : 11.15am-1.00pm

Venue-Seminar Hall

Activity - Competency Mapping-Prof. Mayuri Yadav

Sr. No	Name of the Student	Signature
1	Ashwini Suthar	
2	Nishigandha G. Datar	
3	varsha Arjun pawale	
4	Rutuja Balaso Saste	
5	Gnehal Ananesh Phosale	
6	Pragati sunil ugale	
7	Awaghade Shree Shreya vijay	
8	Ashlesha Zatte	
9	Tulsi Mandhane	
10	Kalyani Labhade	
11	Sujata katade	
12	Shital Sambhaji chunche	
13	madhura Sagar Shete	
14	Rutuja vilas Dalvi	
15	Komal Sirvi	
16	Shamvari Ajay Ghade	
17	Vishakha Vijay Bhere	
18	Sakshi Anil Umathe	
19	Anuja Subhash Gaddam	
20	Pran Kumar Ashok Dhatre	
21	Shubham Dhiraaji Pawar	
22	Sachin shantaram Patil	
23	Jayatej Vasude	
24	Ashish shantaram Tandale	
25	Pruthviraj Mahadev Patil	
26	Sanat Prashant Bhujbal	
27	Crophone Ashwini Balasaheb	
28	Sumit Diliprao wakekore	
29	Pratik Prakash Chougule	
30	Jayalaxmi Satish Hanbhar	
31	Sagar Ashok Kambhan	
32	Chaitanya Ajay Bhosale	
33	Dhruval Chetan Sabish	
34	Prathamesh Santosh Gund	
35		

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

MBA PRE- INDUCTION PROGRAM-2022

DAY 6 – 18th November 2022, Friday

Time : 9. 00 am –11.00am.

Venue-Seminar Hall

Activity - Competency Mapping-Prof. Mayuri Yadav

Sr. No	Name of the Student	Signature
1	Gayatri Anil Kokadwar	GA
2	Sushmita Kamalkishor Varma.	SVARMA
3	Ankita Anil Salve	ANKITA
4	kanade divya rangnath	RANGNATH
5	Walgude vaishnavi Laxman	WALGUDE
6	Sakshi Rajendra Dhoke	SADHOKA
7	sakshi dikkar Nalawade	NALAWADE
8	Vinaya Yogesh Aphale	V. Y. Aphale
9	Dange Shivani Bhausahab	Suvani
10	Triveni Manoj Tekade	TEKADE
11	Tanuja Ankush Shingankar	SHINGANKAR
12	Kiran Gajanan Adalgelle	ADALGELLE
13	Adsul Pranita Pravin	PRANITA
14	Jagtap vaishnavi Dattatray	JAGTAP
15	Anjali Rameshwar Gawande	ANJALI
16	Vaishnavi Udayan Palakkal	VAISHNAVI
17	Lokesh Sanjay Pawar.	LOKESH
18	Antariksh Perushottam Ingle.	ANTARIKSH
19	Sanket Chandrakant Sutar	SANKET
20	Changraon sadik Alajeer	CHANGRAON
21	Jagdish Govinda Chaudhari	JAGDISH
22	Mayur Gopal Tayde	MAYUR
23	Manasi Madhukar Patil	MANASI
24	Aditi vilas Shingankar	ADITI
25	Patil Yogesh Jitendra	PATIL
26	Metkar Bhushan Hemant	METKAR
27	Chavan Gaurav Sitarum	CHAVAN
28	Aditya Sanjay Takavade	ADITYA
29	Vaibhav Anand Landge	VAIBHAV
30	poornima T. patil	POORNIMA
31	poonv P. Ingole	POONV
32	Shubham Jawar	SHUBHAM
33	Waimade Ankita	WAIMADE
34		
35		

Competency Mapping 2022 .

Date → 18/11/22

Name of Interviewer → Rutuja S. Wankhede.

Name of Student → DANKITA Anil Salve

2) Sanket Arun Padi
7517801300

3) Sagar Ashok Kumbhar
8975424031

4) Sakshi Anil Umathe
7507693055

5) Premkumar Ashok Dhotre
7218424747

6) Balaji M Lavhale
8208652919

7) Aniket G. Shelar
9067088073

8) Antaeiksh P. Ingle

9) Niritksha M. Kakade.
7822930782

10) Sanket Deygaonkar
9860802251

11) Pragati Sunil Ugale
9881487000

Anita

S.P. Padi

Kumbhar

Sakshi U

Prem

Balaji

Aniket

A. Ingle

Niritksha

Sanket

Pragati

Name of evaluator - Rutuja Jadhav.

18/11/22

Competency mapping Interview.

Name of student

Sign

Anade Divya Rangnath

~~Anade~~

Chougule Pratik Prakash

Pratik

Fulsi Rahul Kumar Mandhane

~~Fulsi~~

Chavan Gaurav Sitarom

Chavan

Likesh Muslidhrrao Wankhade

~~Likesh~~
Manan

Manan Patil

Manan

Jangale Sandesh

~~Jangale~~

Rohit Sukhadev Kawade

Rohit

Sakshi Rajendra Dhoke

~~Sakshi~~

Shreya Vijay Awaghade.

Shreya

Kapil Kailas Pharale

Kapil

Ashwini Balasaheb Gophane

Ashwini

MAIL COMMUNICATION TO MENTOR REGARDING COMPETENCY MAPPING RESULTS

10/15/23, 1:52 PM

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



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

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

1 message

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

2 February 2023 at 15:26

Dear all,

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

Thanks and Regards,

Dr. Prachi Pargaonkar

Director,

S.K.N. Sinhgad School of Business Management

S.No.10, Ambegaon (Bk.), Pune-411041

Ph. (020)24354036 Cell No.+91-8975769599

E-Mail-director_sknsbm@sinhgad.edu

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

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

From: **Mayuri Yadav** <mayuriyadav.sknsbm@sinhgad.edu>

Date: Tue, Jan 31, 2023 at 11:56 AM

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

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

Dear madam,

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

Regards,

Mayuri Yadav

Sinhgad Technical Education Society | www.sinhgad.edu

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<https://mail.google.com/mail/u/0/?ik=a2e38fd6da&view=pt&search=all&permthid=thread-f:1756712743001035984&simpl=msg-f:1756712743001...> 1/2

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You received this message because you are subscribed to the Google Groups "FacultySKNSSBM" group. To unsubscribe from this group and stop receiving emails from it, send an email to facultyknssbm+unsubscribe@sinhgad.edu.

To view this discussion on the web visit https://groups.google.com/a/sinhgad.edu/d/msgid/facultysknssbm/CAAhDvuquqBSnVTckGqNCLXs2BvVzEytrtw-fcecQ_-S3b%2B2u5Q%40mail.gmail.com.

16 attachments

-  **Dr. D.P. Rane (2).pdf**
192K
-  **Dr. Sadhana Ogale (1).pdf**
108K
-  **Dr. Shalaka Sakhrekar (3).pdf**
105K
-  **Dr.Ganesh Yadav (3) (1).pdf**
100K
-  **Dr.Manoj Kulkarnii.pdf**
121K
-  **Dr.Ram Kolhe...pdf**
110K
-  **Dr.Sangeeta Gorde.pdf**
141K
-  **Dr.Yatin Bokil.pdf**
200K
-  **Mrs. Niketa Patil (1).pdf**
102K
-  **Prof. Mayuri Yadav.pdf**
186K
-  **Prof. Mrunali Pathak.pdf**
102K
-  **Prof.Aditya Jangle (1).pdf**
117K
-  **Prof.Manjula Dhulipala.pdf**
214K
-  **Prof.Kalpna Sayankar.pdf**
209K
-  **Prof.Sheetal Samot.pdf**
204K
-  **Prof.Suraj Pariihar.pdf**
113K

SAMPLE COMPETENCY MAPPING RESULTS:

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

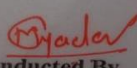
Name of the student: Tejas Thakare

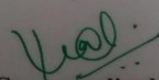
Name of the Mentor: Dr.Roza Parashar

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

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

Suggested specialization: HR


Conducted By
Prof. Mayuri Yadav


Conceptualized By
Dr. Prachi Pargaonkar
Director SKNSSBM

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

Name of the Student: Tejas Sanjayrao Waghmare

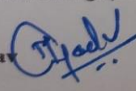
Name of the Mentor: Dr. Yatin Bokil


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

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

Suggested specialization: Finance /Marketing

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

Conducted By
Prof. Mayuri Yadav 

Conceptualized By
Dr. Prachi Pargaonkar
Director SKNSSBM 

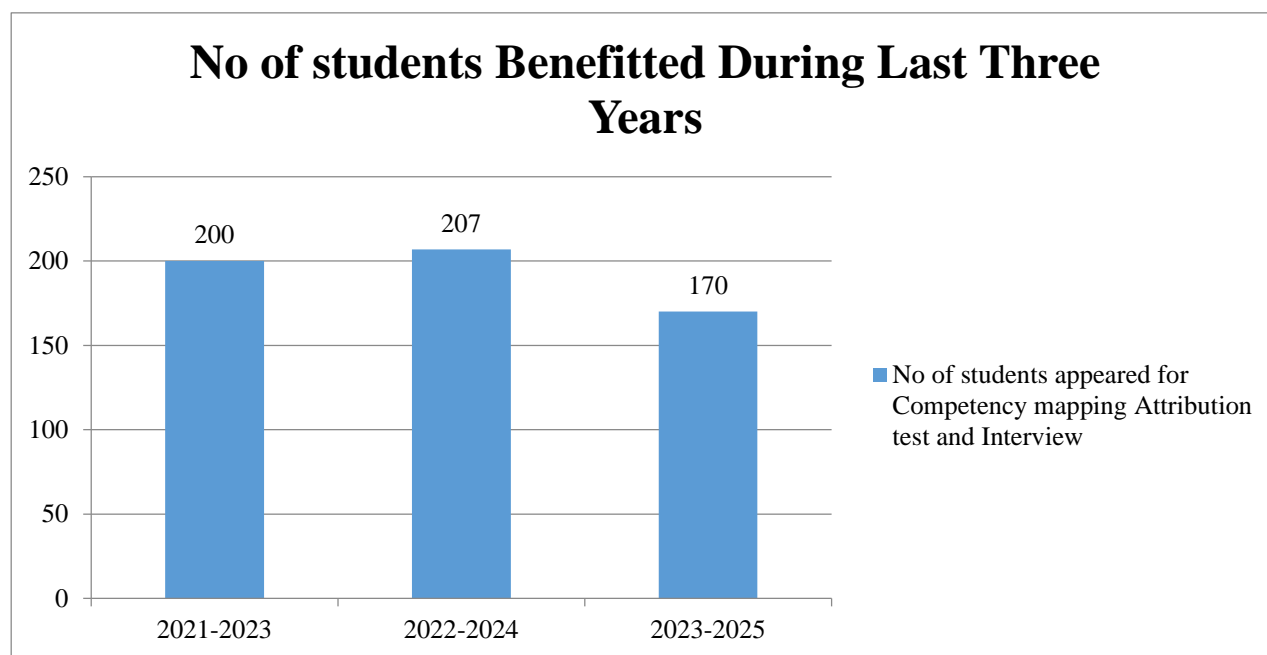
OUTCOMES OF COMPETENCY MAPPING

GRAPHICAL REPRESENTATION OF NO. OF STUDENTS BENEFITTED THROUGH THIS ACTIVITIES

Table:

Batch	No of students appeared for Competency mapping Attribution test and Interview
2021-2023	200
2022-2024	207
2023-2025	170

Graph:

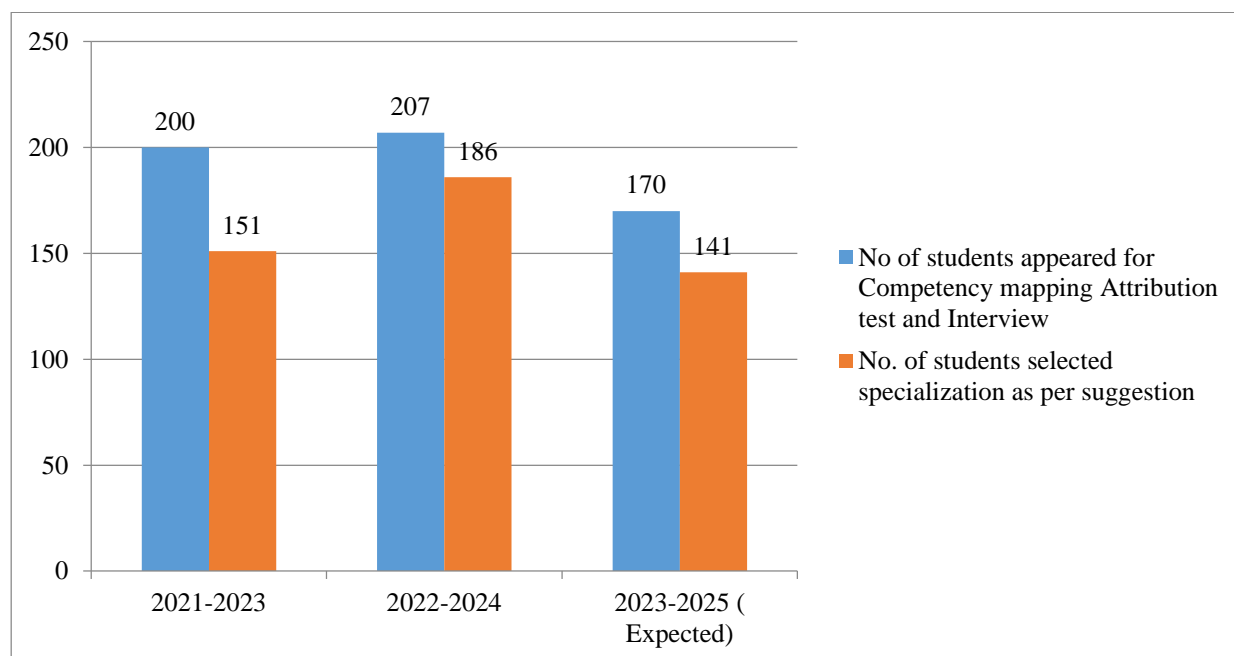


GRAPHICAL REPRESENTATION OF NO. OF STUDENT SELECTED SPECIALIZATION AS PER SUGGESTION.

Table:

Batch	No of students appeared for Competency mapping Attribution test and Interview	No. of students selected specialization as per suggestion
2021-2023	200	151
2022-2024	207	186
2023-2025	170	141

Graph:



PLACEMENT OFFER LETTER OF HR STUDENTS WHICH ARE INVOLVED IN WORKSHOP.

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

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



Reference: Persistent/Academic Intern/2163434/0.2

**Internship Offer Letter
Confidential**

14th February 2023

Miss Nandini Rajurkar

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

Dear Nandini,

Subject:Your engagement as an Academic Intern with Persistent

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

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

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

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

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

1. Working days

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

2. Holidays and Leaves

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

Date: April 17, 2023

Private & Confidential

Akshaykumar Anilprasad Tiwari

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

Dear Akshaykumar Anilprasad ,

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

1

SIGNATURE OF EMPLOYEE

HCLTech



Ref: 3DSINDIALAB/ HRD/2022-23/6045

01-Sep-23

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

Offer Letter: Apprenticeship

Dear Rutuja,

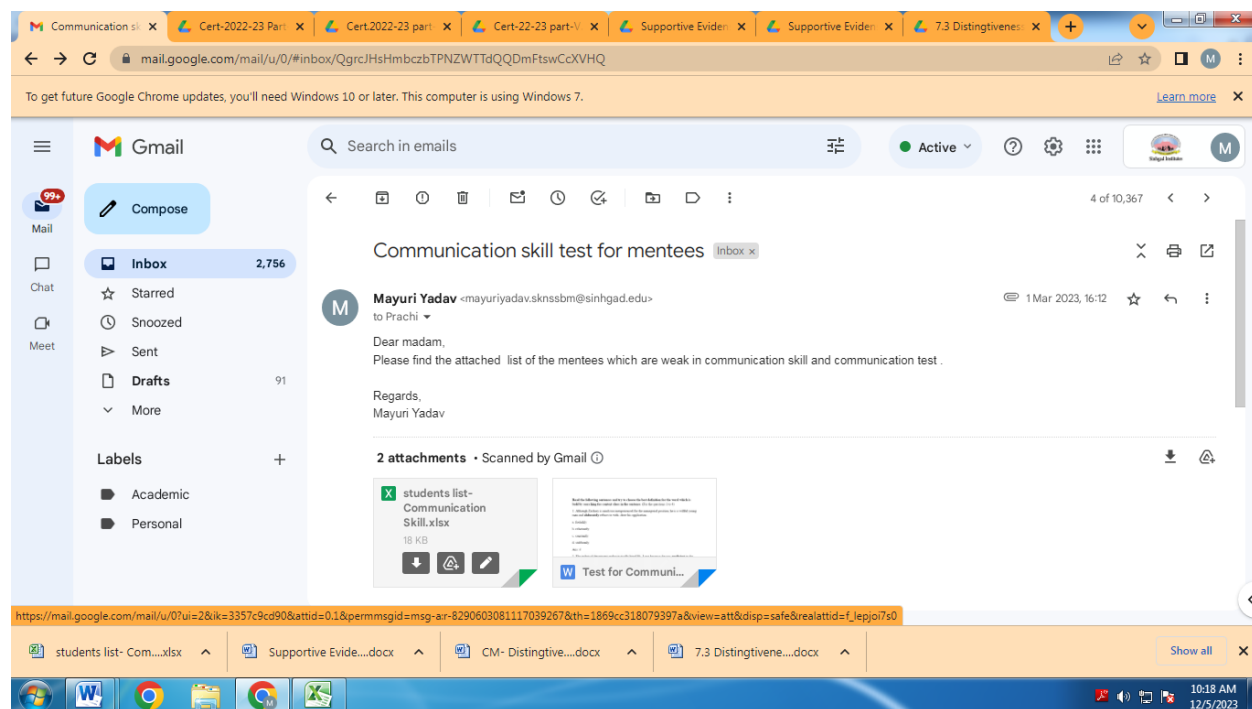
This is with reference to your application and letter from your college for the Apprenticeship, we are pleased to offer you an educational Apprenticeship with **Dassault Systemes Solutions Lab Pvt. Ltd. (Formerly Known as 3D PLM Software Solutions Pvt Ltd.)** Red Fort Bldg, Plot No. 4, Phase 1, Pune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

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

Dassault Systemes Solutions Lab Private Limited (Formerly known as 3D PLM Software Solutions Pvt. Ltd.)
Regd. Office: Plot No. 15B | Pune Infotech Park | M.I.D.C. | Phase-1, Hinjewadi | Taluka Mulshi | Pune MH 411
057 | India | Tel. no.: +91 (20) 6793 6600 | Fax no.: +91 (20) 6675 0827
CIN: [U72900PN2001PTC190769](https://www.3ds.com) | www.3ds.com

IDENTIFICATION OF MAJOR SKILL GAPS AND THE SUPPORTING EVIDENCE FOR THEIR IMPROVEMENT:

Mail:



List of Students Weak in Communication Skill:

List of students Weak in Communication Skill		
Batch 2022-2024		
Sr.No	Name of the student	Name of the Mentor
1	Aditi Shirgaonkar	Dr. D.P. Rane
2	Nishigandha Ganpat Datar	Dr. D.P. Rane
3	Chaitanya Ajay Bhosale	Dr. D. P. Rane
4	Santosh Haribhau Sangale	Dr. D.P. Rane
5	Tushar Mahendra Shinde	Dr. D.P. Rane
6	Aniket Ganesh Shelar	Dr. D.P. Rane
7	Nimisha Veeru Sahani	Dr. D.P. Rane
8	Ganesh Dnyaneshwar Murhekar	Dr. D.P. Rane
9	Akash Baliram Sangvikar	Dr. D.P. Rane
10	Sadhu Ganesh Sagle	Dr. D.P. Rane
11	Shreyas Vijaykumar Joshi	Dr. D.P. Rane
12	Mujawar Akhil Rafik	Dr. D.P.Rane
13	Nikhil Bandal	Dr. Shalaka Sakhrekar
14	Pradnya Jagtap	Dr. Shalaka Sakhrekar
15	Ramesh Suresh Raut	Dr. Shalaka Sakhrekar
16	Nitin Ramesh Dindokar	Dr. Shalaka Sakhrekar
17	Sumit Wadekar	Dr. Shalaka Sakhrekar
18	Lukesh Murlidhar Wankhede	Dr. Shalaka Sakhrekar
19	Premkumar Ashok Dhotre	Dr. Shalaka Sakhrekar
20	Antariksh purushottam ingle	Dr. Shalaka Sakhrekar

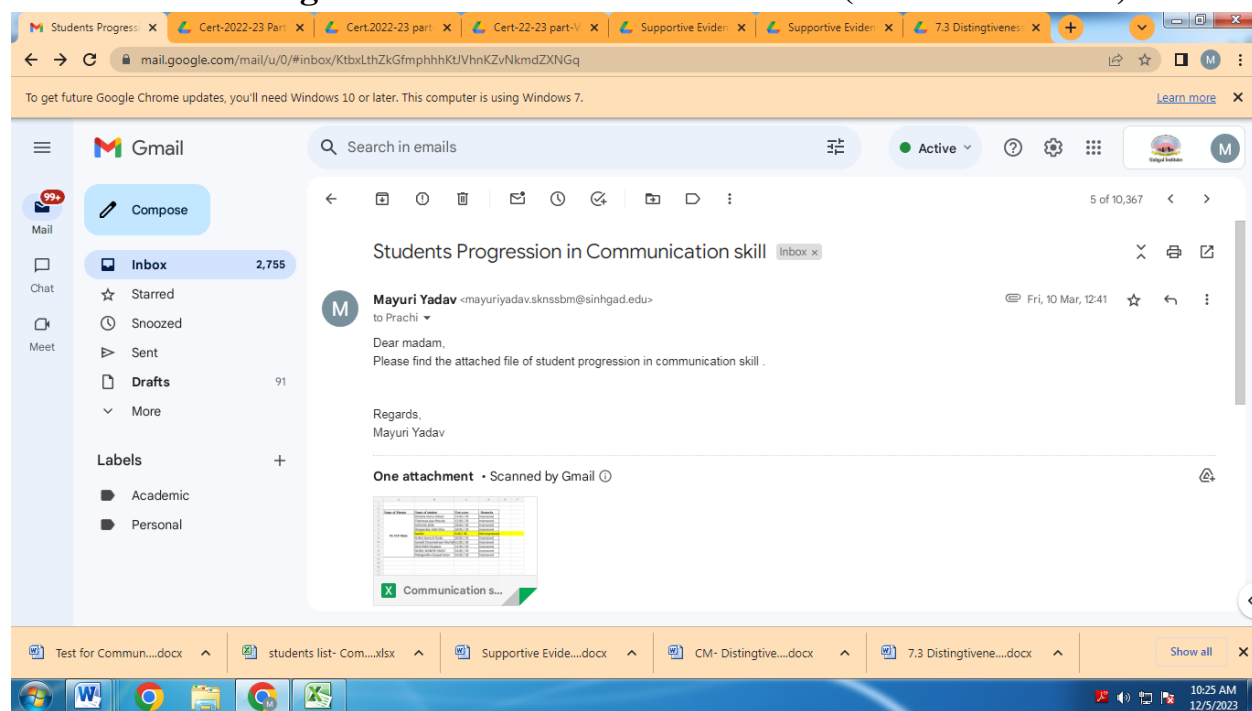
21	Pragati sunil ugale	Dr. Shalaka Sakhrekar
22	Rutuja Saste	Dr. Shalaka Sakhrekar
23	Himanshu anil tagare	Dr. Shalaka Sakhrekar
24	Chetan Ashok Gawande	Mrs. Manjula Dhuliapala
25	Rushikesh Haribhau Khamkar	Mrs. Manjula Dhuliapala
26	Shekhar Balasaheb Dhole	Mrs. Manjula Dhuliapala
27	Manan Paresh Patel	Mrs. Manjula Dhuliapala
28	Shubhangi Ashok Suryavanshi	Mrs. Manjula Dhuliapala
29	Jayesh chikate	Mrs. Manjula Dhuliapala
30	Anjali Gawande	Dr. Roza Parashar
31	shubham shivajirao pawar	Dr. Roza Parashar
32	Anuja Gaddam	Dr. Roza Parashar
33	Mahesh Milind Sutar	Dr. Roza Parashar
34	Priyanka Tukaram Indalkar	Dr. Roza Parashar
35	Shamal Sanjay Chopade	Dr. Roza Parashar
36	Bhushan Hemant Metkat	Dr. Roza Parashar
37	Aditi Arvind Naykawdi	Dr. Roza Parashar
38	Shital Chunche	Dr. Sadhna Ogale
39	Sambhaji Biradarbhim	Dr. Sadhana Ogale
40	Kiran Gajanan Adagale	Dr. Sadhana Ogale
41	Shirgaonkar Tanuja Ankush	Dr. Sadhana Ogale
42	Yash Hajare	Dr. Sadhana Ogale
43	Vishakha Bhare	Dr. Sadhana Ogale
44	Rushikesh Santosh Jadhav	Dr. Sadhana Ogale
45	Rohit Sukhadev Kawade	Dr. Sadhana Ogale
46	Sakshi Anilrao Umathe	Dr. Sadhana Ogale.
47	Vaibhav Angad Kanade	Dr. Sadhana Ogale.
48	Karansingh Wadhwa	Dr. Sadhana Ogale
49	Vaibhav lakade	Dr. Sadhana Ogale
50	Prakash Pawale	Dr. Sangeeta Gorde
51	Mrunali Shinde	Dr. Sangeeta Gorde
52	Vinay pandey	Dr. Sangeeta Gorde
53	Abhishek Dattatray Gaikwad	Dr. Sangeeta Gorde
54	Shubham Dnyaneshwar Alpe	Dr. Sangeeta Gorde
55	Ankita Anil salve	Dr. Sangeeta Gorde
56	Balaji Marotrao Lavhale	Dr. Sangeeta Gorde
57	Kakade Niriksha Manesh	Dr. Sangeeta Gorde
58	Shubhaam Sanjay Katkar	Dr. Sangeeta Gorde
59	Vikas Vishanu Pawar	Dr. Sangeeta Gorde
60	Ashwini Appa Sathe	Dr. Sangeeta Gorde
61	Akshay Ravindra Hire	Mrs. Sheetal sarnot
62	Pallavi Sharad Ghate	Mrs. Sheetal Sarnot
63	Sangram Hanmantrao Mulik	Sheetal Sarnot
64	Ashwini Balasaheb Gophane	Mrs. Sheetal Sarnot

65	Kapil Kailas Dharak	Mrs. Sheetal Sarnot
66	Mihir prem shahu	Mrs. Sheetal Sarnot
67	Sanskar vijay borhade	Mrs. Sheetal Sarnot
68	Prathamesh Sanjay Ahirekar	Mrs. Sheetal Sarnot
69	Kalpesh Bhaskar Patil	Mrs. Sheetal Sarnot
70	Sharad Bhimashankar Banale	Mrs. Kalpana Sayankar
71	Alisha Babasab Beg	Mrs. Kalpana Sayankar
72	Krushna Ganeshrao Dhumatkar	Mrs. Kalpana Sayankar
73	Swapnil Raju Hiwarale	Mrs. Kalpana Sayankar
74	Shubham Sahane Somnath	Mrs. Kalpana Sayankar
75	Tulsi Rahulkumar Mandhane	Mrs. Kalpana Sayankar
76	Mayur Hanmantrao Shere	Mrs. Kalpana Sayankar
77	Sanket Arun Patil	Mrs. Kalpana Sayankar
78	Varsha Arjun Pawale	Mrs. Kalpana Sayankar
79	Nitin Mukund Badganchi	Mrs. Kalpana Sayankar
80	Atul Sopan Nimbalkar	Mrs. Kalpana Sayankar
81	Pasalkar Ganesh Balaso	Mrs. Kalpana Sayankar
82	Ankita Paimode	Dr. Ganesh Yadav
83	Shivam Salunke	Dr. Ganesh Yadav
84	Shreya Vijay Awaghade	Dr. Ganesh Yadav
85	Shivam satish chougule	Dr. Ganesh Yadav
86	Shubham Adhikrao Ingale	Dr. Ganesh Yadav
87	Mainale onkar shivyogi	Dr. Manoj Kulkarni
88	Mahesh Dnyaneshwar Birajdar	Dr. Manoj Kulkarni
89	Shivani Bhausaheb Dange	Dr. Manoj Kulkarni
90	Sachin Patil	Dr. Manoj Kulkarni
91	Lokesh Sanjay Pawar	Dr. Manoj Kulkarni
92	Sagar Ashok Kumbhar	Dr. Manoj Kulkarni
93	Manisha Kailash Mali	Dr. Manoj Kulkarni
94	Roshan Hemraj Patil	Dr. Manoj Kulkarni
95	Pranav Rameshkumar Ingole	Dr. Manoj Kulkarni
96	Mansi Madhukar Patil	Dr. Manoj Kulkarni
97	Sonali Arun Dhaktode	Dr. Manoj Kulkarni
98	Siddhesh Ravindra Patil	Dr. Manoj Kulkarni
99	Monika Rajesh Randive	Dr. Manoj Kulkarni
100	Pranita pravin adsul	Dr. Yatin Bokil
101	Sushmita Varma	Dr. Yatin Bokil
102	Sujata Rajesh Kotade	Dr. Yatin Bokil
103	Aniket Vishvakant Vitkar	Dr. Yatin Bokil
104	Saurabh Sanjay Chavan	Dr. Yatin Bokil
105	Sourabh PradipKumar Mohite	Mrs. Niketa Patil
106	Sahil Deshpande	Mrs. Niketa Patil
107	Pratik Rameshwar Dhandar	Mrs. Niketa Patil
108	DarshanKumar Sanjayrao Ladke	Mrs. Niketa Patil
109	Aditya Sanjay Takavade	Mrs. Niketa Patil
110	Omkar Sudam Pise	Mrs. Niketa Patil

111	Abhishek patil	Mrs.Niketa Patil
112	Dhawane prasad	Mrs.Niketa Patil
113	Trupti Bajrang Mali	Mrs. Mrunal Pathak
114	Vanshika Milind Agrawal	Mrs. Mrunal Pathak
115	Yogita Pundlik Kendre	Mrs. Mrunal Pathak
116	Falguni Mangesh Wanjari	Mrs. Mrunal Pathak
117	Mohini Suresh Jagtap	Mrs. Mrunal Pathak
118	Vaishnavi Dattatray Jagtap	Mrs. Mrunal Pathak
119	Urmila Manaji Shinde	Mrs. Mrunal Pathak
120	Vaishnavi Kishor Garde	Mrs. Mrunal Pathak
121	Rithesh Rajesh shinde	Mr. Suraj Parihar
122	Pratik Hanumant Gorgal	Mr. Suraj Parihar
123	Sakshi Rajendra Dhoke	Mr. Suraj Parihar
124	Supriya Sukhadev Bhosale	Mr. Suraj Parihar
125	Ashish Nandkishor Ambuskar	Mr. Suraj Parihar
126	Gaurav Sudama Ahir	Mr. Suraj Parihar
127	Bhagyashri Balu Deokar	Mr. Suraj Parihar
128	Samruddhi Kalyan Pawal	Mr. Suraj Parihar
129	Yash rameshwar hingane	Mr. Aditya Jangale
130	Satish Shivaji Doifode	Mr. Aditya Jangale
131	Chetan Dhumal	Mr. Aditya Jangale
132	Sakshi Nalawade	Mr. Aditya Jangale
133	Parag Chandrakant Bhalerao	Mr.Aditya Jangale
134	Vinaya Yogesh Aphale	Mr. Aditya Jangale
135	Triveni Manoj Tekade	Mr. Aditya Jangale
136	Vaishnavi ashok gund	Mr.Aditya Jangale
137	Abhidnya Aniruddha Ratnaparkhi	Mr.Aditya Jangale
138	Hrushikesh Suresh Ingle	Mr. Aditya Jangale
139	Onkar Rajesh Kotkar	Dr. Ram Kolhe
140	Deepak Ramesh Patange	Dr. Ram Kolhe
141	Nilesh Dnvandev Harihar	Dr.Ram Kolhe
142	Pratik Prakash Chaugule	Dr. Ram Kolhe
143	Sanket shashikant devgaonkar	Dr. Ram Kolhe
144	Yash Gopichand Waydande	Dr. Ram Kolhe
145	Tejas Mahadev Jadhav	Dr. Ram Kolhe
146	Aniket Anil Karwa	Dr. Ram Kolhe
147	Vaibhav Sanjay Nimsatkar	Mrs. Mayuri Yadav
148	Gaurav Sitaram Chavan	Mrs. Mayuri Yadav
149	Abhishek Vinayak Gawande	Mrs. Mayuri Yadav
150	Anuja Prabhakar Pachpor	Mrs. Mayuri Yadav
151	Shubham Rajendra Shitole	Mrs. Mayuri Yadav
152	Abhijeet J. Palaspagar	Mrs. Mayuri Yadav
153	Sumit Tawhare	Dr. Yogita Kadam
154	Sanket Laxman Katkar	Dr. Yogita Kadam
155	Sanat Prashant Bhujbal	Dr. Yogita Kadam
156	Samiksha Vijay Ingwale	Dr. Yogita Kadam

157	Priyanka Janardhan Kunchalwar	Dr. Yogita Kadam
158	Kajal raju shinde	Dr. Yogita Kadam
159	Aditya Balasaheb Aswale	Dr. Yogita Kadam
160	Anup Dilipkumar Kaldate	Dr. Yogita Kadam
161	Tushar Goraksh Yewale	Dr. Yogita Kadam

Mail: Student Progression in Communication Skill: (After Semester I)



List of Students Improved in Communication skill:

List of students showing Improvement in communication skill after Semester I

Batch- 2022-2024

Name of Mentor	Name of student	Test score	Remarks
Dr. D.P. Rane	Nimisha Veeru Sahani	12.00 / 20	Improved
	Chaitanya ajay bhosale	12.00 / 20	Improved
	Ashlesha Zatte	18.00 / 20	Improved
	Shirgaonkar Aditi Vilas	18.00 / 20	Improved
	Sanket	6.00 / 20	Not Improved
	Aniket Ganesh Shelar	20.00 / 20	Improved
	Ganesh Dnyaneshwar Murhekar	12.00 / 20	Improved
	Akhil Rafik Mujawar	12.00 / 20	Improved
	SADHU GANESH SAGLE	14.00 / 20	Improved
	Nishigandha Ganpat Datar	14.00 / 20	Improved
Dr. Shalaka Sakhrekar	Himanshu anil tagare	20.00 / 20	Improved
	Sumit Diliprao Wakekar	20.00 / 20	Improved
	Antariksh purushottam ingle	14.00 / 20	Improved
	Nitin Ramesh Dindokar	14.00 / 20	Improved
	Pradnya Suryakant Jagtap	16.00 / 20	Improved
	Premkumar Dhotre	20.00 / 20	Improved
	LUKESH MURLIDHARAO WANKHADE	20.00 / 20	Improved

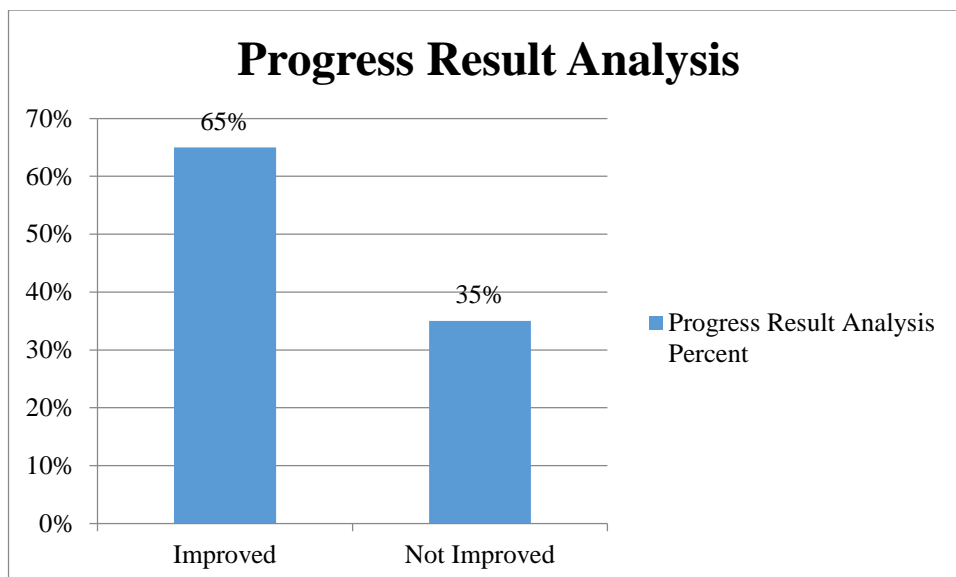
	Rutuja Balaso Saste	18.00 / 20	Improved
	Nikhil Arvind bandal	18.00 / 20	Improved
	Pragati sunil ugale	4.00 / 20	Not Improved
	Raut Ramesh Suresh	18.00 / 20	Improved
	Aniket Vijay Fatkar	6.00 / 20	Not Improved
Mrs.Manjula Dhulipala	Jayesh Devidas Chikate	14.00 / 20	Improved
	Shubhangi Ashok Suryavanshi	14.00 / 20	Improved
	Shekhar Balasaheb Dhole	12.00 / 20	Improved
	Manan patel	12.00 / 20	Improved
	Chetan Ashok Gawande	8.00 / 20	Not Improved
	Rushikesh Haribhau Khamkar	14.00 / 20	Improved
Dr. Roza Parashar	Anjali Rameshwar Gawande	12.00 / 20	Improved
	Bhushan Hemant Metkar	10.00 / 20	Not Improved
	Priyanka Indalkar	10.00 / 20	Not Improved
	Aditi Arvind Naykawdi	10.00 / 20	Not Improved
	Shamal sanjay chopade	10.00 / 20	Not Improved
Dr. Sangeeta Gorde	Alpe Shubham dnyaneshwar	20.00 / 20	Improved
	Vinay pandey	12.00 / 20	Improved
	Mrunali Manoj Shinde	14.00 / 20	Improved
	Ankita anil salve	14.00 / 20	Improved
	Vikas vishanu pawar	14.00 / 20	Improved
	Abhishek D Gaikwad	20.00 / 20	Improved
	Prakash Krishna Pawale	16.00 / 20	Improved
	Shubham Sanjay Katkar	16.00 / 20	Improved
	Niriksha Manesh kakade	8.00 / 20	Not Improved
	Ashwini A Sathe	18.00 / 20	Improved
Dr. Manoj Kulkarni	Pranav Ingole	14.00 / 20	Improved
	Sonali Arun Dhaktode	20.00 / 20	Improved
	onkar shivyogi mainale	8.00 / 20	Not Improved
	Roshan Hemraj Patil	8.00 / 20	Not Improved
	Monika Rajesh Randive	8.00 / 20	Not Improved
	Manisha Kailash Mali	10.00 / 20	Improved
	Mahesh Dnyaneshwar Birajdar	12.00 / 20	Improved
	Shivani Bhausahab Dange	16.00 / 20	Improved
	Sagar Ashok kumbhar	4.00 / 20	Not Improved
	Manasi madhukar patil	20.00 / 20	Improved
	Patil Siddhesh Ravindra	6.00 / 20	Not Improved
Dr. Sadhna Ogale	Kiran Gajanan Adagale	10.00 / 20	Not Improved
	Vishakha vijay bhare	6.00 / 20	Not Improved
	Sakshi Umathe	4.00 / 20	Not Improved
	Shital sambhaji chunche	18.00 / 20	Improved
	Jagdish govinda Chaudhari	4.00 / 20	Not Improved
	Rushikesh Santosh Jadhav	20.00 / 20	Improved
	Arpit bobade	12.00 / 20	Improved
	Pritam Patil	12.00 / 20	Improved
	Vinod Anil Gite	4.00 / 20	Not Improved
	Rohit Sukhadev Kawade	2.00 / 20	Not Improved

	Vaibhav Angad Kanade	20.00 / 20	Improved
	Shubham Shinde	14.00 / 20	Improved
	Kiran Vijaykumar Patil	10.00 / 20	Not Improved
Dr. Yatin Bokil	Aniket Vishvakant vitkar	6.00 / 20	Not Improved
	Pranita pravin adsul	14.00 / 20	Improved
	Saurabh Sanjay Chavan	12.00 / 20	Improved
	Sushmita Varma	18.00 / 20	Improved
	Sujata Rajesh Kotade	12.00 / 20	Improved
Dr. Ganesh Yadav	Ingale Shubham Adhikrav	6.00 / 20	Not Improved
	Awaghade Shreya Vijay	20.00 / 20	Improved
	Shivam salunke	16.00 / 20	Improved
Mr. Aditya Jangale	Shivam kalamkar	8.00 / 20	Not Improved
	Vaishnavi Ashok Gund	14.00 / 20	Improved
	Hrushikesh Suresh Ingle	10.00 / 20	Not Improved
	Sakshi Dinkar Nalawade	10.00 / 20	Not Improved
	Triveni Manoj Tekade	10.00 / 20	Not Improved
	Satish shivaji doifode	14.00 / 20	Improved
	Yash hingane	20.00 / 20	Improved
	Chetan Satish Dhumal	8.00 / 20	Not Improved
	Bhalerao Parag Chandrakant	18.00 / 20	Improved
	Abhidnya Aniruddha Ratnaparkhi	10.00 / 20	Not Improved
	Vinaya Yogesh Aphale	14.00 / 20	Improved
Mr. Suraj Parihar	Gajanan Appasaheb Fasate	12.00 / 20	Improved
	Satyam Aher	18.00 / 20	Improved
	Pratik hanumant gorgal	10.00 / 20	Not Improved
	Ritesh Rajesh Shinde	12.00 / 20	Improved
	Sakshi Rajendra Dhoke	12.00 / 20	Improved
	Supriya Sukhadev Bhosale	14.00 / 20	Improved
	Bhagyashri Balu Deokar	14.00 / 20	Improved
	Samruddhi pawal	12.00 / 20	Improved
Dr. Ram Kolhe	Aniket karwa	4.00 / 20	Not Improved
	Nilesh Dnyandev Harihar	10.00 / 20	Improved
	Deepak Ramesh Patange	14.00 / 20	Improved
	Soham Sunil Ahire	16.00 / 20	Improved
	Krushna bade	8.00 / 20	Not Improved
	Yash Gopichand Waydande	12.00 / 20	Improved
	PIYUSH SURESH GAIKWAD	18.00 / 20	Improved
	Onkar Rajesh Kotkar	4.00 / 20	Not Improved
	Tejas Mahadev Jadhav	12.00 / 20	Improved
	Pratik Prakash Chougule	20.00 / 20	Improved
Prof.Mark Jacob	Tushar Goraksh Yewale	8.00 / 20	Not Improved
	Sumit Ramdas Tawhare	12.00 / 20	Improved
	Shinde kajal	10.00 / 20	Not Improved
	Anup Dilipkumar Kaldate	12.00 / 20	Improved
	Sujit Chandrakant Pagade	16.00 / 20	Improved
Mrs. Kalpana Sayankar	Alisha Babasab Beg	10.00 / 20	Not Improved

	Ganesh Balaso Pasalkar	10.00 / 20	Not Improved
	Tulsi Rahulkumar Mandhane	6.00 / 20	Not Improved
	Nitin Mukund Badganchi	14.00 / 20	Improved
	Sanket chandrakant sutar	16.00 / 20	Improved
	Atul Sopan Nimbalkar	8.00 / 20	Not Improved
	Swapnil Raju Hiwarale	6.00 / 20	Not Improved
	Mayur Hanmantrao shere	12.00 / 20	Improved
	Sanket Arun Patil	18.00 / 20	Improved
	Krushna Ganeshrao Dhumatkar	4.00 / 20	Not Improved
	Shubham sahane	18.00 / 20	Improved
	Sharad Bhimashankar banale	12.00 / 20	Improved
Mrs. Mrunal Pathak	Rutuja N. Kadam	4.00 / 20	Not Improved
	Shweta katkade	4.00 / 20	Not Improved
	Pallavi hajari	20.00 / 20	Improved
	Vaishnavi dattatray jagtap	8.00 / 20	Not Improved
	Prajakta baburao bharate	10.00 / 20	Not Improved
	Vanshika Milind Agrawal	12.00 / 20	Improved
	Trupti Bajrang Mali	14.00 / 20	Improved
	Falguni Mangesh Wanjari	20.00 / 20	Improved
	Vaishnavi Kishor Garde	10.00 / 20	Not Improved
	Kendre Yogita Pundlik	12.00 / 20	Improved
Mrs. Niketa Patil	Aditya Sanjay Takavade	4.00 / 20	Not Improved
	DarshanKumar Sanjay Ladke	8.00 / 20	Not Improved
	Sourabh Pradipkumar Mohite	20.00 / 20	Improved
	Prasad Suresh Dhawane	20.00 / 20	Improved
	Sahil Deshpande	12.00 / 20	Improved
	Pratik dhandar	20.00 / 20	Improved
	Abhishek Prakash Patil	16.00 / 20	Improved
Mrs. Sheetal sarnot	Prasad nagnath ghuge	14.00 / 20	Improved
	Tejas Balasaheb Thorat	10.00 / 20	Not Improved
	Kapil Kailas Dharak	6.00 / 20	Not Improved
	Purvaja sudhakar kale	12.00 / 20	Improved
	Sanket Nanavare	8.00 / 20	Not Improved
	Waghmare Tejas Suresh	10.00 / 20	Not Improved
	Sanskar Vijay Borhade	18.00 / 20	Improved
Mrs. Mayuri Yadav	Abhijeet Palaspagar	14.00 / 20	Improved
	Anuja Prabhakar Pachpor	20.00 / 20	Improved
	Gaurav sitaram chavan	12.00 / 20	Improved
	Vaibhav Sanjay Nimsatkar	20.00 / 20	Improved
	Shubham Shitole	20.00 / 20	Improved
	Abhishek Gawande	8.00 / 20	Not Improved

Progress Result Analysis:

Table : Progress Result Analysis			
Sr.No	Improvement of Candidates	Count	Percent
1	Improved	97	65%
2	Not Improved	53	35%
	Total	150	100%

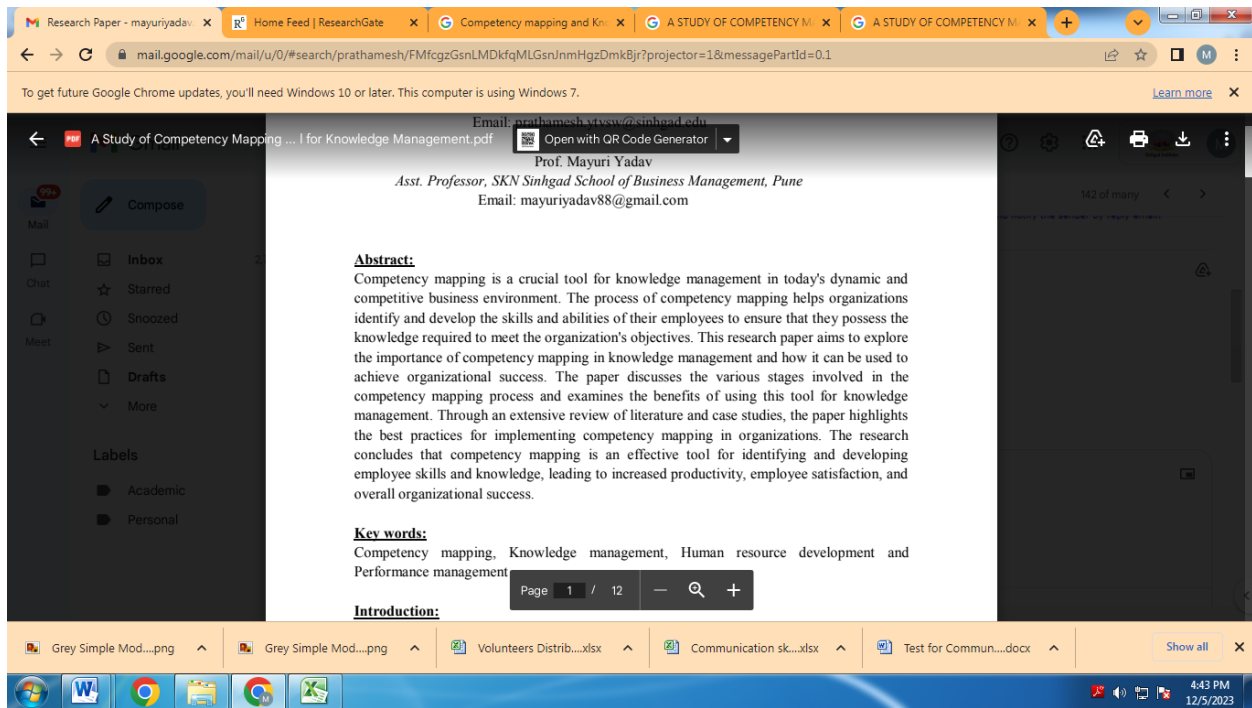
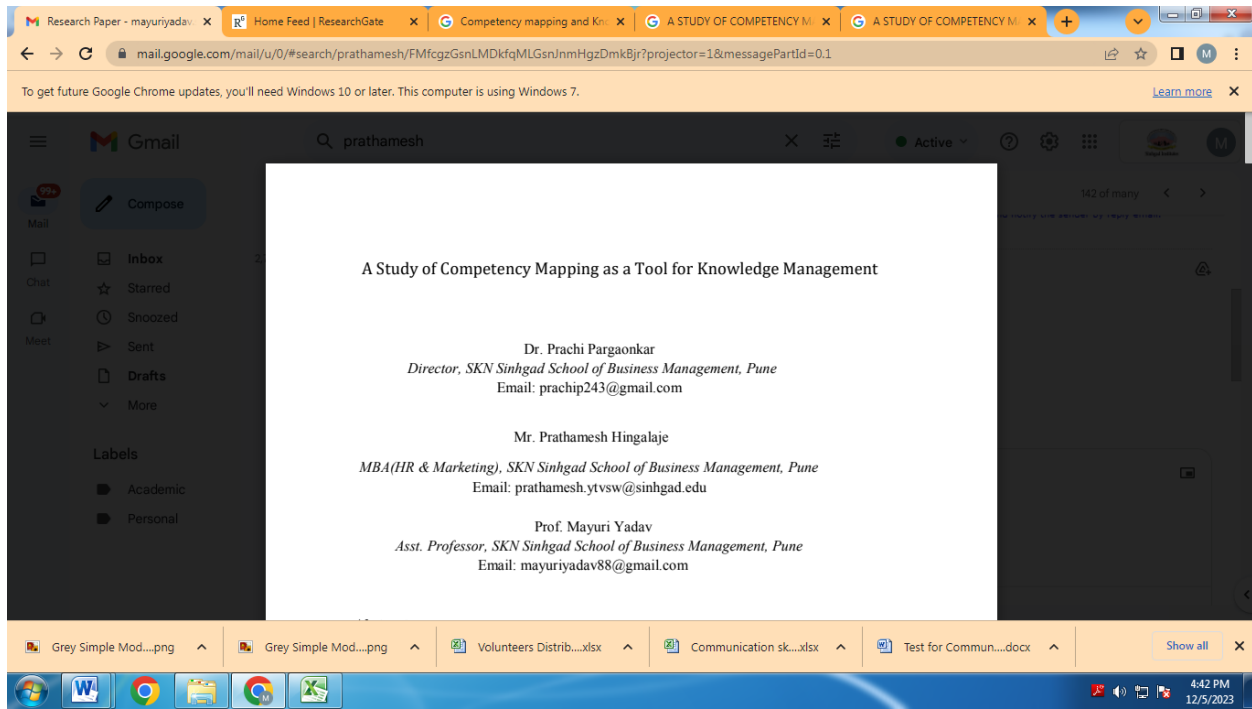


RESEARCH AND INTERNSHIP CONTRIBUTIONS: Research Papers Published:

The screenshot shows the ResearchGate interface for a specific article. At the top, there is a navigation bar with the ResearchGate logo, home, questions, and jobs links, and a search bar. A notification banner asks if the publication is from the user's current lab, with 'Yes' and 'No' buttons. Below this, the article title 'COMPETENCY MAPPING AS A TOOL FOR CAREER PLANNING IN EDUCATION INSTITUTE: LITERATURE REVIEW' is displayed, along with the date 'September 2022' and authors 'Prachi Pargaonkar' and 'Mayuri Yadav'. To the right of the title, a statistics box shows: Research Interest Score (8.2), Citations (1), Recommendations (1), and Reads (1,325). Below the title, there are tabs for Overview, Stats, Comments, Citations (1), References (3), and Related research (10+), along with a 'Share' button. The bottom of the screenshot shows a Windows taskbar with various application icons and a system tray showing the time as 4:35 PM on 12/5/2023.

This screenshot shows the abstract section of the article. The title 'COMPETENCY MAPPING AS A TOOL FOR CAREER PLANNING IN EDUCATION INSTITUTE: LITERATURE REVIEW' is at the top. Below the title, there are tabs for Overview, Stats, Comments, Citations (1), References (3), and Related research (10+), along with a 'Share' button. The abstract text begins with 'This study aims to review the previous studies to highlight the need for competency mapping as a tool for career planning in Education Institute. Further it also reviews various approaches that are currently used by organizations to conduct competency mapping of employees as a tool for career planning. Systematic literature review was used to acknowledge the previous literature of a decade and total 30 studies as a sample were included in this study. From that 24 were research paper, some books, blogs, and thesis also reviewed for this study. The findings reveal that there are many research studies conducted on competency mapping. The researchers studied how different organizations are using competency mapping as a tool to identify skill gap of employees and for efficient recruitment, selection, succession planning and in performance appraisal. This study highlighted gaps present in literature to use Competency mapping as a tool for career planning and its importance in education institute. Introduction: Competency Mapping is a process of identifying skills, abilities, knowledge and personal attribute of employees and the jobs and functions within it. All well managed organizations must have well defined roles and list of competencies required to execute each role effectively. Competency mapping is doing SWOT analysis of an individual that will help him identify his own'. A 'Download' button is visible on the right side of the abstract text. The bottom of the screenshot shows the same Windows taskbar as the previous screenshot, with the time as 4:35 PM on 12/5/2023.

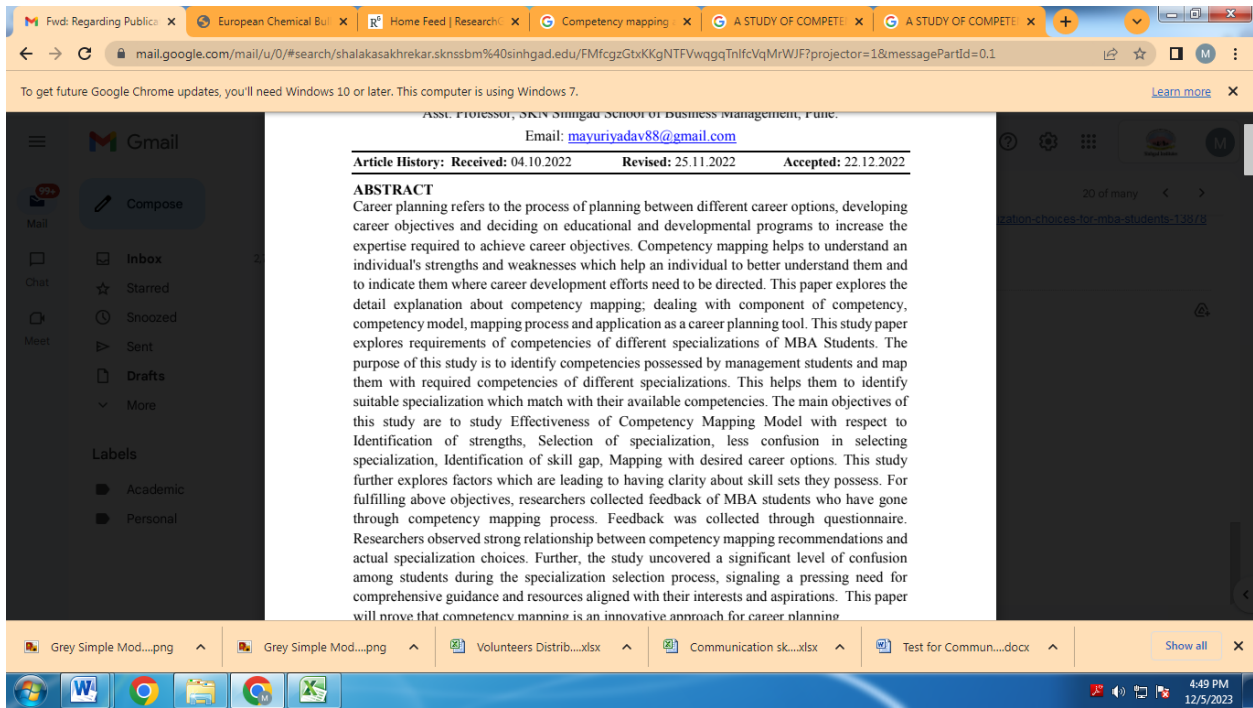
Research with Student:



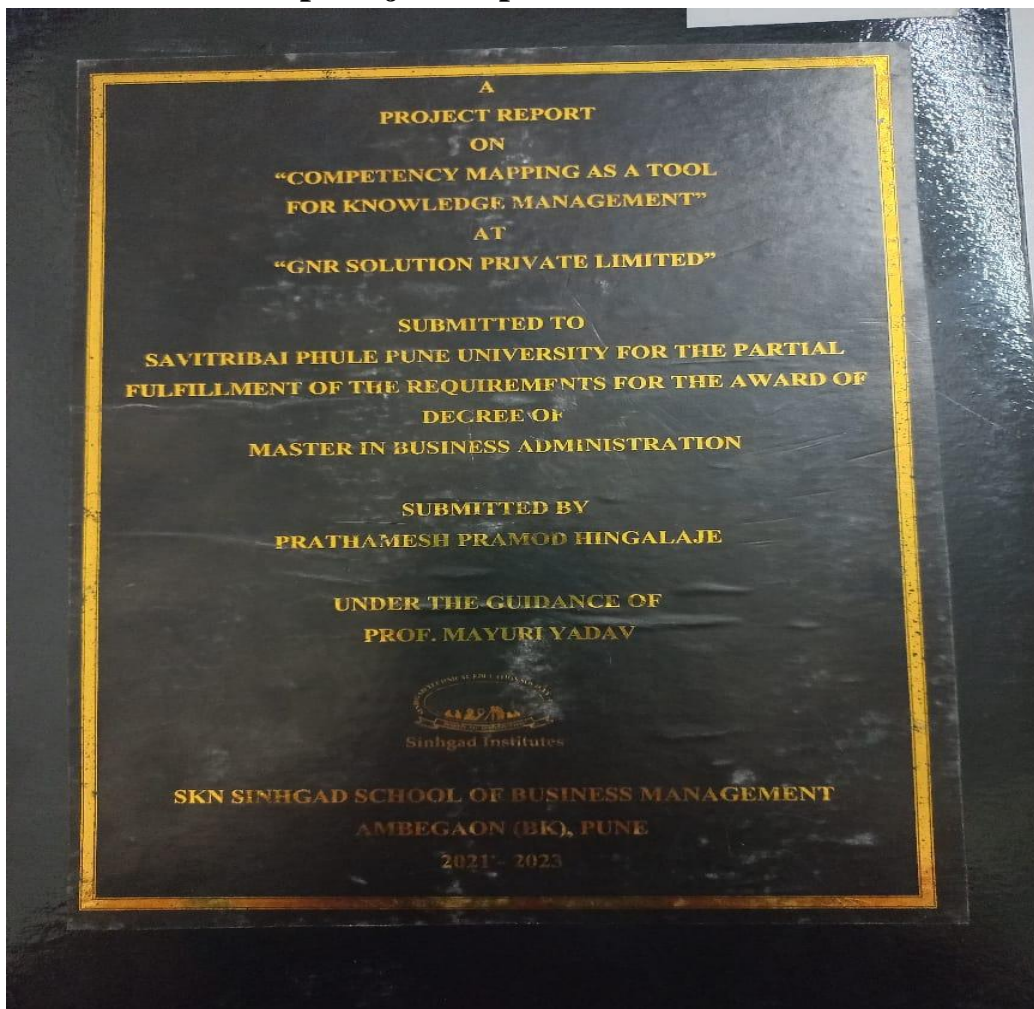
Research Paper Scopus Journal:

The screenshot shows an email interface with a Gmail sidebar on the left. The main content is an email from the European Chemical Bulletin. The email header includes the journal's logo and name, along with a shell and a molecular structure image. The subject is "OFFICIAL ACCEPTANCE OF RESEARCH PAPER". The recipient is Dr. Prachi Pargaonkar and Prof. Mayuri Yadav. The email body states that their manuscript, titled "NAVIGATING CAREER PATHS: THE ROLE OF COMPETENCY MAPPING IN GUIDING SPECIALIZATION CHOICES FOR MBA STUDENTS", has been accepted for publication in the journal (ISSN: 2063-5346) in Volume 12, Special Issue 5, 2023. The email concludes with a thank you for making the journal a vehicle for their research interests.

The screenshot shows the cover page of the research paper. The title is "NAVIGATING CAREER PATHS: THE ROLE OF COMPETENCY MAPPING IN GUIDING SPECIALIZATION CHOICES FOR MBA STUDENTS". The journal name "European Chemical Bulletin" is prominently displayed. The ISSN is 2063-5346. The authors listed are Dr. Prachi Pargaonkar, Professor at SKN Sinhgad School of Business Management, Pune, and Prof. Mayuri Yadav, Asst. Professor at SKN Sinhgad School of Business Management, Pune. The email addresses for both authors are provided. At the bottom, the article history is noted: Received: 04.10.2022, Revised: 25.11.2022, Accepted: 22.12.2022.



Summer Internship Project Report:



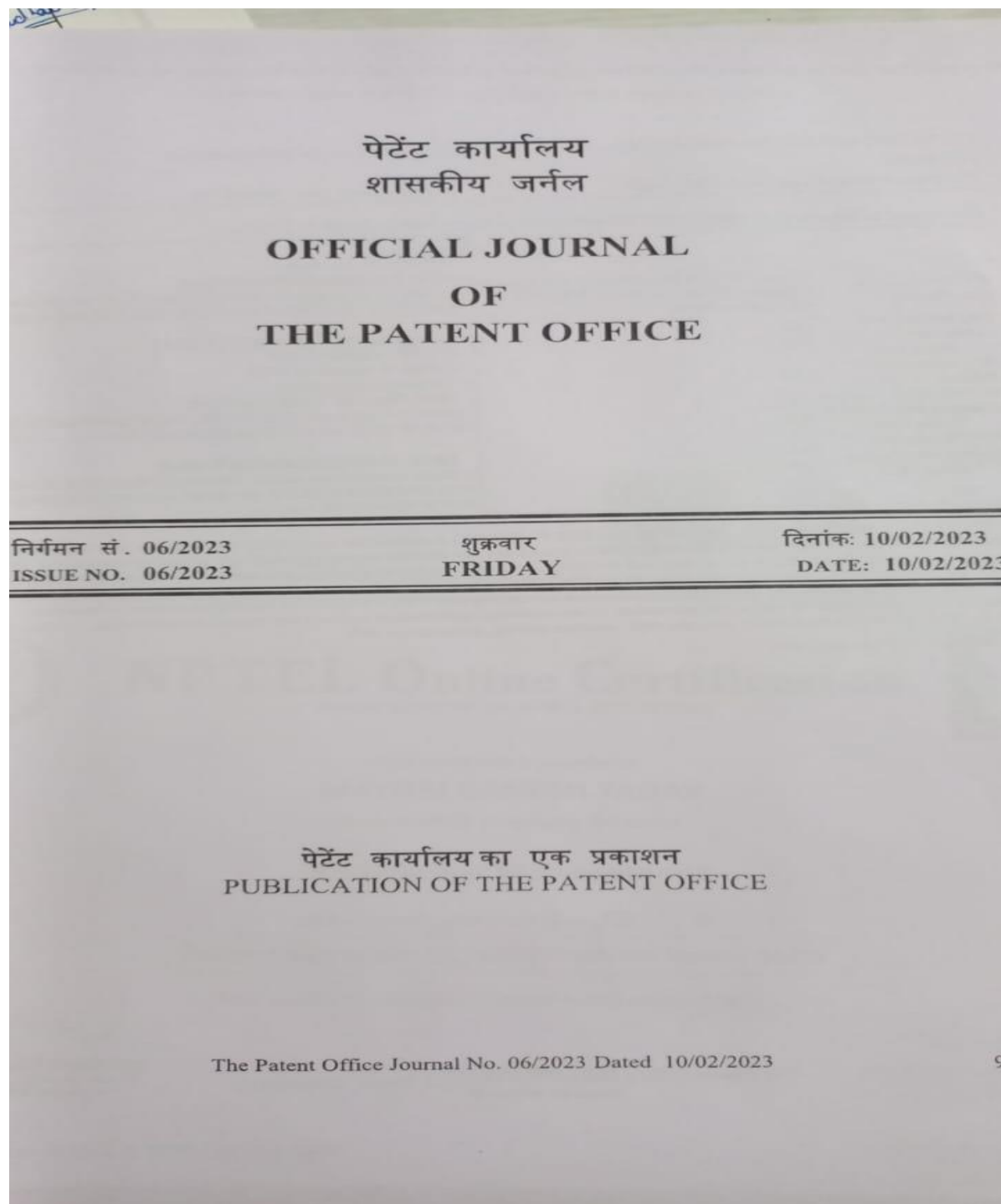
Feedback from Company:

FEEDBACK FORM

(Note : Feedback form should be filled by Company Guide only.)

SN	Category	Options (Tick ✓)
1	Nature of the Work undertaken by the student	A) Research Oriented ✓ B) Operational Assignment
2	Quantum of work (Quantity of work done throughout SIP Period.)	A) 1%-25% B) 26%-50% C) 51%-75% D) 76%-95% E) 96%-100% ✓
3	Effectiveness of student (Responsibility handling, Accountability of his work, Accuracy, Reliability, Efficiency)	A) 1%-25% B) 26%-50% C) 51%-75% D) 76%-95% E) 96%-100% ✓
4	Professionalism (Behavior, Punctuality, Abide by company policies.)	A) 1%-25% B) 26%-50% C) 51%-75% D) 76%-95% E) 96%-100% ✓
5	Key Learning	Competency Mapping & Knowledge Mgmt
6	Utility of the SIP to the organization	Introduction to Competency Mapping
7	Remark (Behavior/ Strengths/ weaknesses)	Prathamesh is very brilliant intern.
	Name of the Company guide Fahimay Sayed	Signature and stamp of the Company guide Fahim

PATENT PUBLISHED:



(12) PATENT APPLICATION PUBLICATION
(19) INDIA
(22) Date of filing of Application : 30/01/2023

(21) Application No. 202321006032 A
(43) Publication Date : 10/02/2023

(54) Title of the invention : COMPETENCY MAPPING AS A TOOL FOR CAREER PLANNING

(51) International classification : G06Q0050200000, G06Q0010060000, G06Q0010100000, G06Q0030020000, G09B0019000000
(86) International Application No : NA
Filing Date : NA
(87) International Publication No : NA
(61) Patent of Addition to Application Number : NA
Filing Date : NA
(62) Divisional to Application Number : NA
Filing Date : NA

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Name of Applicant : NA
Address of Applicant : NA
(72) Name of Inventor :
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Address of Applicant : DIRECTOR, S.K.N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT, PUNE 411041

2) Prof. MAYURI GANESH YADAV
Address of Applicant : ASST. PROFESSOR/ MANAGEMENT SKN SINHGAD SCHOOL OF BUSINESS MANAGEMENT, PUNE/ PIN-411041

(57) Abstract :
COMPETENCY MAPPING AS A TOOL FOR CAREER PLANNING A method for competency mapping as a tool for career planning. The method comprises 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, wherein the marketing skills are communication, creativity and problem-solving, attention to detail, interpersonal skills, leadership, adaptability, evaluation of student according to result of attribution test, competency mapping interview, evaluation of students according to interview, wherein the finance skills are verbal and nonverbal, communication, mathematical aptitude and suggest specialization, wherein the HR skills are communication skills, advising skill, problem solving, presentation skill.

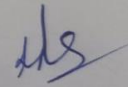
No. of Pages : 14 No. of Claims : 1

The Patent Office Journal No. 06/2023 Dated 10/02/2023

FEEDBACK OF MENTORS:

Feedback on Competency Mapping Activity

“The Competency Mapping activity provided valuable tools and insights that have significantly enriched my mentoring approach. It has broadened my perspective on how to tailor guidance based on individual student needs”.



Dr. Shalaka Sakhrekar

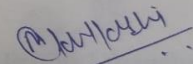
Associate Professor

SKN Sinhgad School of Business Management

Ambegaon(Bk) Pune

Feedback on Competency Mapping Activity

“The Competency Mapping outcomes have been instrumental in tailoring my mentorship strategies. Understanding the unique needs and aspirations of each mentee has allowed for more personalized and effective guidance”.



Dr. Manoj Kulkarni

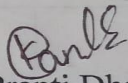
Associate Professor

SKN Sinhgad School of Business Management

Ambegaon(Bk) Pune

Feedback on Competency Mapping Activity

“Competency Mapping has enhanced my ability to offer personalized career guidance. Knowing the career aspirations of my mentees allows me to connect them with opportunities that align with their professional goals”.


Dr. Prapti Dhanshetti

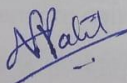
Assistant Professor

SKN Sinhgad School of Business Management

Ambegaon(Bk) Pune

Feedback on Competency Mapping Activity

“The incorporation of SWOT analysis from Competency Mapping has been transformative. It has given me a structured framework to identify and address specific areas for mentorship, resulting in more focused guidance”.


Prof. Niketa Patil

Assistant Professor

SKN Sinhgad School of Business Management

Ambegaon(Bk) Pune