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# **MCC-RSVP- Career Talk Report**

## **Career Talk for Final year BEd and MEd Student**

### **on Personality Assessment Session –MBTI Therapy**

#### **RSVP, Tirupati**

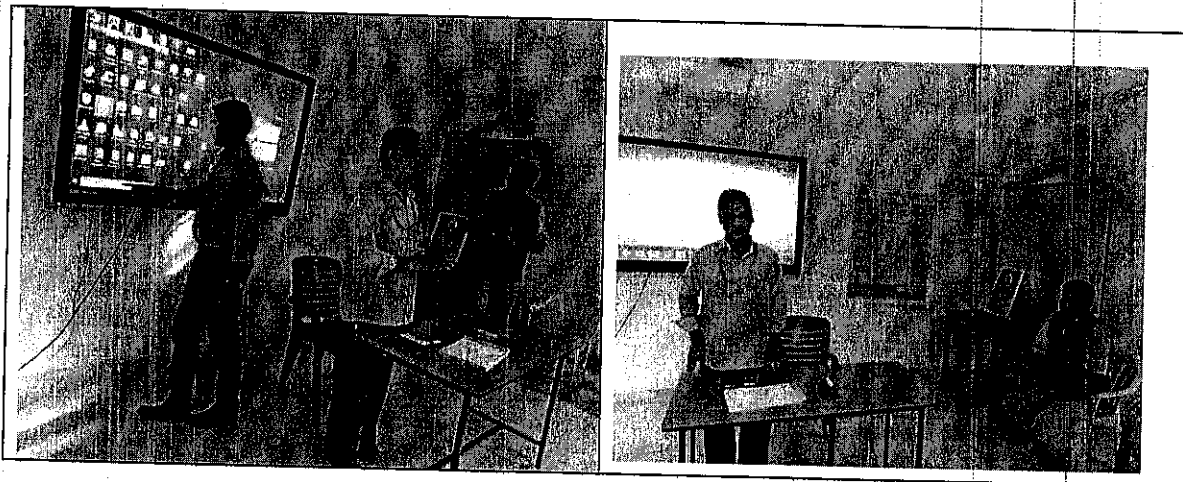
On 12-02-2020, (Wednesday) With the great support and motivation by Dr.V.Ramesh Babu, Centre Manager – MCC-RSVP, the workshop on Career Development and NCS Registration initiated and conducted by Dr.S.Premanand, Young Professional, NCS and Team of MCC, Tirupati. Though good attendance was there by PG and UG students, the involvement was luster. The workshop introduction done by Prof. Prahlad R.Joshi, Dean, Faculty of Education, Professor, Dept. of Education and Dr.Venkat Rao, Head of Department of Education Department. The workshop on Personality Assessment Session –MBTI Therapy is a part of a comprehensive approach to increase the need of hour for final years students in RSVP-Tirupati. Such approach is meet to Perception involves all the ways of becoming aware of things, people, happenings, or ideas. Judgment involves all the ways of coming to conclusions about what has been perceived. If people differ systematically in what they perceive and in how they reach conclusions, then it is only reasonable for them to differ correspondingly in their interests, reactions, values, motivations, and skills. During the workshop 47 Participants Career from final B.Ed and M.Ed of RSVP, Tirupati.

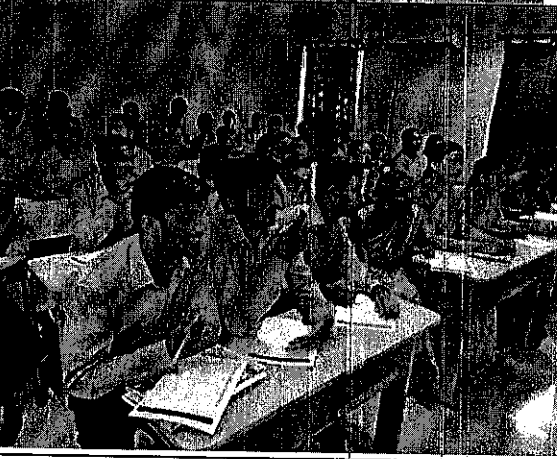
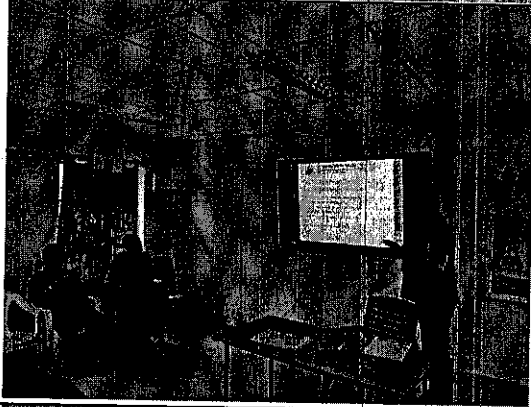
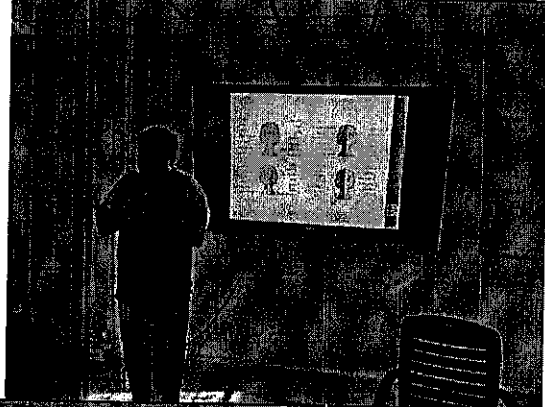
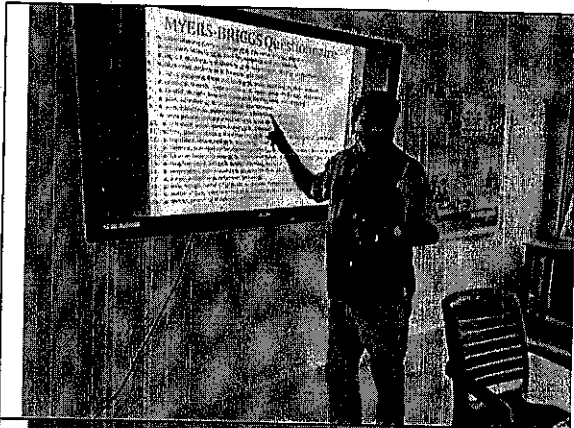
#### **Assessment MODULES:**

- Personality
- Determinants
- Personality Traits
- Personality Structure
- Personality Types
- Person - Job Fits
- Relationships among Occupational Personality Types
- Real time Assessment on MBTI

The purpose of this workshop will be to the human personality influences and impacts the functioning of an individual and organizations. The fact that humans are social is determined by individual as well as collective contexts. Understanding one's own personality and nurturing it well enables one to be a fine human being and an effective professional. It also helps employees stay on track and move forward in their careers.

#### **Glimpses of Career Talk**





**YP PERFORMANCE REVIEW FORM**

(To be filled by YP)

|  |  |
|--|--|
| <b>NAME:</b> B N S R Swamy Kosuru                      | <b>LOCATION:</b> Rashtriya Sanskrit Vidyapeetha, Tirupati  |
| <b>REVIEW PERIOD</b><br>From: April -2019 to June-2019 | <b>START DATE OF MCC:</b><br>April 2017 (Initiation of Civil works)<br>Functional since October 2017 |

(Please fill up the form using a bulleted list rather than narrative)

**1. Major activities undertaken at the MCC:**

- Regular individual and group counseling sessions in the MCC
- Jobseeker registration and awareness about NCS
- Outreach programs in schools and colleges for awareness of NCS
- Publicity about NCS and MCC in the form of news items and news coverage in ETV channel
- Relationship building with various stakeholders like employers and educational institutions for NCS awareness
- Visited **CELKON** Mobile Manufacturing unit , Renigunta to Identify vacancies and NCS awareness.
- Visited **KOBELCO** Constructions, SRICITY to Identify vacancies and NCS awareness.
- Visited **AMARARAJA** , Petamittaa, Chittoor to Identify vacancies and NCS awareness.
- Visited Flextronics Mobile Manufacturing unit , SRICITY to Identify vacancies and NCS awareness.

**2. Please specify the details on KPIs achieved for given NCS related activities:**

| Key KPIs   | April-2019-June-2019 |          |          |          |          |           | Actions taken to achieve the KPI   |
|--|----------------------|----------|----------|----------|----------|-----------|--|
|  | Jan 2019             | Feb 2019 | Mar 2019 | Apr 2019 | May 2019 | June 2019 |  |
| Number of Jobseeker registrations coordinated              |                      |          |          | 0        | 75       | 37        | Registration of jobseekers visiting the MCC as well as through registration camps done at educational institutions |
| Number of Counseling sessions organized                    |                      |          |          | 5        | 5        | 5         |  |
| Number of outreach activities undertaken for NCS Promotion |                      |          |          | 1        | 2        | 1         |  |
| Number of employer/organization registrations coordinated  |                      |          |          | 0        | 0        | 0         |  |
| Number of Vacancy Postings Coordinated                     |                      |          |          | 0        | 0        | 0         |  |

SIGNATURE of YP

DATE

**YP PERFORMANCE REVIEW FORM**

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|                                 |  |  |  |   |   |   |   |
|---------------------------------|--|--|--|---|---|---|---|
| Number of job fairs coordinated |  |  |  | 0 | 0 | 0 | No fund has been released for conducting Job Fairs. Note has been submitted to the MoLE, GoI through Registrar, RSVP. |
|---------------------------------|--|--|--|---|---|---|---|

**Note: Documents supporting above mentioned information must be enclosed (e.g. Job Fair report, MoU with employers, Press Clippings etc.)**

**3. Please share your comments on the following parameters of MCC operations:**

| <b>MCC Operational parameters</b>   | <b>Comments</b>   |
|---|---|
| Status of MCC fund transfer   | 1 <sup>st</sup> installment received and utilized.<br>2 <sup>nd</sup> installment received.<br>3 <sup>rd</sup> installment pending. |
| Infrastructure upgradation activities(minor civil work)                                   | Completed   |
| Procurement and installation of ICT infrastructure  | Completed   |
| Procurement of other assets   | Remaining   |
| Resource Deployment(Deployment of Center manager, counsellors, IT support staff etc.)     | One Center Manager  |
| No of review meetings done with nodal officer for coordination on mcc activities/progress | 3<br>Request letter for Manpower has been submitted to the Nodal Officer, Registrar, RSVP.  |
| YP Salary status-Received/Not Received along with dates for each month                    | April-19 Received<br>May-19 Received<br>June-19 Pending.  |

**4. List new/innovative initiatives taken by you in your MCC**

- Counselling Sessions for prospective job seekers especially at Govt. Hostels, Schools and

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**YP PERFORMANCE REVIEW FORM**

**(To be filled by YP)**

**Colleges**

- Awareness programmes for different competitive exams.
- Mock tests for different competitive exams.
- Bulk SMS system for sending alerts to registered candidates towards latest job Notifications/Events/Job Fairs.

**5. Please list areas of support, within the existing framework, that you require to perform your duties in a better way**

- First and foremost a proper team of qualified staff is required to work in the MCC. This center is not an employment exchange so the option of converting existing staff for MCC is not feasible.
- The MCC doesn't have funds for conduct of job fairs.
- Proper Authentication to visit industries.

**6. What would you recommend to make your model career center better prepared to undertake NCS activities?**

- Just counseling and employment services are not enough in the MCC. A skill provider must also be associated with MCC who can train and impart necessary skills to the jobseeker. The MCC should be a one stop shop for jobseeker needs. A full time trainer should be hired and present in the MCC to make this happen.
- Funds for hiring contractual staff to be engaged in the center.
- Training for nodal officer and center manager in NCS who are engaged in the center.
- Some handholding support by NICS to conduct job fairs.

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**YP PERFORMANCE REVIEW FORM****(To be filled by the Nodal Officer)****NAME (officer to whom the YP is reporting):**  
Prof. G.S.R.Krishna Murthy,**DESIGNATION: Registrar**  
Rashtriya Sanskrit Vidyapeetha, Tirupati**REVIEW PERIOD**

From: April-2019

To: June-2019

This section gives the nodal officer an opportunity to make recommendations that would help in the professional development of the young professional

**1. Whether the officer is in agreement with the statements made by YP in previous section of the Appraisal Form:**

Yes

**2. List areas where the young professional is doing particularly well**

- Working within limited means
- Effective Work
- Relationship with fellow employees
- Coordination between various stakeholders
- Sincerity towards project implementation

**3. Please list areas for improvement (including specific areas which require training), if any for the young professional.**

More trainings in counseling will help him do better

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SIGNATURE OF OFFICER\_\_\_\_\_  
DATE



**YP PERFORMANCE REVIEW FORM**

(To be filled by the Nodal Officer)

4. Please use the scale below to evaluate YP's performance in the following areas  
(Put a tick mark **✓** against the relevant choice)

| <i>Conduct/Responsibilities</i>   | <i>Extremely satisfied</i> | <i>Very satisfied</i> | <i>Somewhat satisfied</i> | <i>Somewhat dissatisfied</i> | <i>Very dissatisfied</i> | <i>Extremely dissatisfied</i> |
|---|----------------------------|-----------------------|---------------------------|------------------------------|--------------------------|-------------------------------|
| <b>WORKPLACE PERFORMANCE</b>  |                            |                       |                           |                              |                          |                               |
| <i>Attendance/Punctuality</i>   | ✓                          |                       |                           |                              |                          |                               |
| <i>Maintains effective work relationship with fellow employees</i>        | ✓                          |                       |                           |                              |                          |                               |
| <i>Managerial skills</i>  | ✓                          |                       |                           |                              |                          |                               |
| <i>Leadership qualities</i>   | ✓                          |                       |                           |                              |                          |                               |
| <b>SPECIFIC JOB ASSIGNMENT PERFORMANCE</b>                                |                            |                       |                           |                              |                          |                               |
| <i>Organizational Skills</i>  |                            | ✓                     |                           |                              |                          |                               |
| <i>Achievement of targets</i>   |                            | ✓                     |                           |                              |                          |                               |
| <i>Knowledge to perform tasks</i>   |                            | ✓                     |                           |                              |                          |                               |
| <i>Completion of tasks within timeframe</i>                               |                            | ✓                     |                           |                              |                          |                               |
| <b>COMMUNICATION</b>  |                            |                       |                           |                              |                          |                               |
| <i>Verbal communication skills</i>  | ✓                          |                       |                           |                              |                          |                               |
| <i>Written communication skills</i>                                       | ✓                          |                       |                           |                              |                          |                               |
| <b>ANALYTICAL SKILLS</b>  |                            |                       |                           |                              |                          |                               |
| <i>Analytical skills (analyses problems and takes appropriate action)</i> |                            | ✓                     |                           |                              |                          |                               |
| <i>Problem solving ability</i>  |                            | ✓                     |                           |                              |                          |                               |
| <i>Uses technical skills required for the position</i>                    |                            | ✓                     |                           |                              |                          |                               |
| <b>INITIATIVE and DECISION MAKING</b>                                     |                            |                       |                           |                              |                          |                               |
| <i>Demonstrates effective and timely decision making abilities</i>        | ✓                          |                       |                           |                              |                          |                               |
| <i>Readiness to undertake tasks and additional responsibilities</i>       | ✓                          |                       |                           |                              |                          |                               |
| <b>GENERAL</b>  |                            |                       |                           |                              |                          |                               |
| <i>Attitude towards internal and external stakeholders</i>                |                            | ✓                     |                           |                              |                          |                               |
| <i>Discipline</i>   |                            | ✓                     |                           |                              |                          |                               |
| <i>Maintenance of official documents, records etc.</i>                    |                            | ✓                     |                           |                              |                          |                               |

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DATE

**YP PERFORMANCE REVIEW FORM**

**(To be filled by the Nodal Officer)**

**5. How would you assess the YP's overall performance based on scale below?**  
(Put a tick mark  against the relevant choice)

|        |                |        |             |   |
|--------|----------------|--------|-------------|---|
| 1=Poor | 2=Satisfactory | 3=Good | 4=Very Good | 5= Excellent<br><input checked="" type="checkbox"/> |
|--------|----------------|--------|-------------|---|

**6. Comments, if any:**

- This center has some limitations in terms of human resource and operational funds.
- However, he has performed well despite the constraints.
- Because of the above mentioned points, I am extremely satisfied with his performance.
- The YP is playing a key role in operationalizing the NCS and MCC.
- This role should be made permanent to sustain the functionality of the program.

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