# Best Practice-2

**Enhancing employability skills through continuous training**

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2. Soft Skill Development
3. Language & Communication Skills
4. Industry Exposure Recruitment Training
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## Best Practice-II

## Enhancing employability skills through continuous training

We at Sri Hari Degree College have been working hard to provide a good opportunity for our students to get a good job in top-rated organizations from the beginning of 2010.

At all stages, our students have been nurtured with the intention of giving them the opportunity to be self-reliant, expressive, and effective. In addition, appropriate surroundings have been provided to help them develop both their verbal and nonverbal abilities.

The school has done a good job of equipping its students with the skills they need to be effective communicators, soft-skill masters, and people who can achieve their goals.

Every effort has been made to identify the students' natural abilities and to motivate them to use them to their fullest potential.

The different areas in which the students have been trained will help them to be better communicators, leaders, and analysts. The students in the science stream have been motivated to develop their research skills and to understand the latest developments in their field. The Commerce students have been trained to have strong business skills, including knowledge of the latest trends and practices.

Quality-based education has been the cornerstone of our performance and this has been evidenced by the high levels of success of our students in top-rated organizations such as IBM, TECH-MAHINDRA, TCS, AXIS BANK, HGS and others.

The main problem with the skills of Indian students who graduate from university is that they are not always well-equipped to find jobs in the modern world. The gap between the skills required in university and the skills that are actually required in the modern world is the main reason for this problem. The curriculum of universities is often theoretical, and doesn't change very much. But the industry expects graduates to

be well-prepared and have the skills needed for the job. Other factors, like good communication skills, personality traits, and technical skills, also play a role in a person's success in the job market. So, an institute has decided to try to bridge the gap between what the industry expects from new graduates and the skills that they actually have. They are teaching communication skills, soft skills, and specific technical skills, depending on the industry. This way, graduates will be better-equipped to find jobs in the modern world.

The institution is trying to improve the employability of its students by focusing on developing specific skills.

1) Technical skill development

2) Soft skill development

3) Language & Communication Skills:

4) Industry Exposure

5) Campus Recruitment Training

Principal
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# 1. Technical Skill Development

The Sri Hari Degree College is offering training to help its students develop their technical skills. The college is aware that having strong technical skills can help someone approach life and work in a positive manner. Technical skills are personal skills that are hardwired to an individual's personality, and they are typically used to perform tasks in the areas of science, the arts, technology, engineering, and math. Technical skills typically require the use of specific tools and the use of technologies required to use those tools.

**Aim**:

Technical Training provides instruction in how to use specific technology skills, applications, products, or services. This can be done through traditional classroom instruction, or through blended learning methods which allow students to use various technologies in the classroom.

**Benefits of Technical Skill Development:**

- There are many ways to improve your job prospects, career opportunities, and overall skillset.
- By doing so, you may be able to land promotions, save time and money, and make smarter purchase decisions.
- Additionally, you may be able to continue to find success in your current field, and explore new opportunities.
- By taking these steps, you can ensure that you remain relevant and future-ready, and open up additional income opportunities.
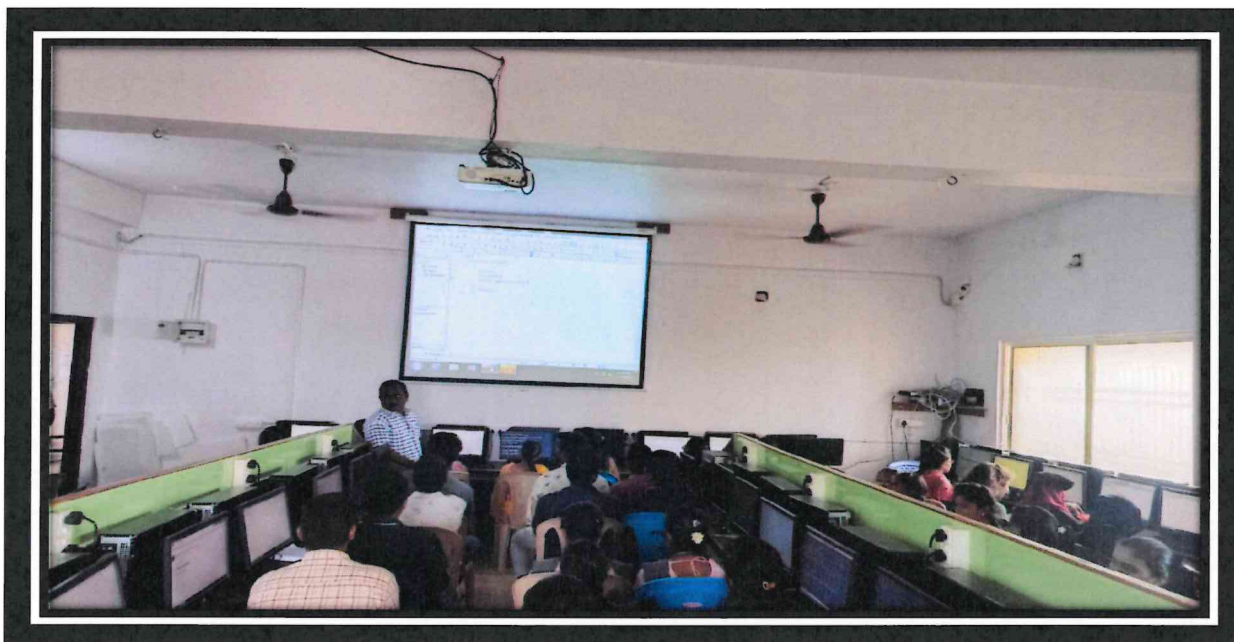
**Technical skill development: -**



Fig: The speaker for this session on technical interviews were Mr.S. Muthar and they discussed how to do effective technical interviews.

The purpose of the program was to teach the students about different interviewing techniques, as well as help them develop a better understanding of what it takes to succeed in a career. In addition, the students participated in a number of practical exercises that would help them gain more experience in the job market.

The speakers for the session on Technical interviews were Mr. S.Muthahar. She specializes in preparing for competitive exams, mock interviews, and training on soft skills. She was able to impart practical knowledge to students regarding the problem of interviews. After the lecture, a question-and-answer session followed. The head of the department offered a vote of thanks to all at the end.
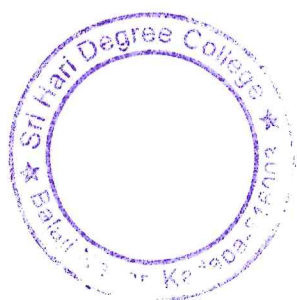
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# 2. Soft Skills Development

Sri Hari Degree College is offering training to help its students develop softer skills. The college is aware that these skills can reflect how a person approaches life and work.

Soft skills are skills that are innate to a person's personality and are important for a successful workplace relationship. These skills include interpersonal skills, such as being able to interact with others successfully, as well as personality skills, such as being able to maintain a positive attitude, and communication abilities, such as being able to effectively convey information.

Employees who want to succeed in any job will need to be able to interact with others effectively. This includes skills that are necessary in both inside and outside of an organization.

The following soft skills are sought after for any workforce:

- Self-motivation
- Teamwork
- Creativity
- Time management
- Organization Flexibility
- Conflict resolution
- Positivity Communication
- Leadership
- Problem-solving
- Critical observation

## Soft skill development: -



Fig: Resource Person explaining to the students about Self-Management and learning skills

Mr.K.Karunakar discussed the importance of self-management skills and how they can be used to determine the strengths and weaknesses of a business, as well as identify opportunities and threats in the market. Mr.K Karunakar used examples to illustrate the strategic importance of self-management skills, as they allow people to control their thoughts, feelings, and actions. If you possess strong self-management skills, you are able to set goals independently and take initiative to achieve them.

Self-management skills allow people to control and regulate their emotions, thoughts, and behavior effectively in different situations. Employees who have strong self-management skills can set their own goals and work hard to achieve them, knowing the importance of controlling their emotions and behavior at work.

Strong self-management skills are desirable in job candidates because they indicate that the individual can control their emotions and behavior. This can lead to better workplace decisions and outcomes.
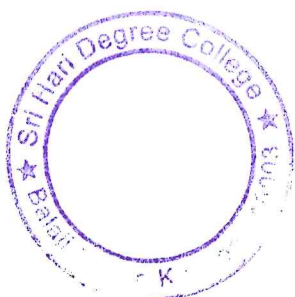
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# 3. Language & Communication Skills:

Sri Hari Degree College has organized a program to teach students how to use digital tools to learn English language and communication skills. The English department at Sri Hari Degree College provides students with the basic skills needed to communicate in English, such as listening, speaking, reading, and writing. This program is an innovative way to learn English and helps students develop new skills and personalities.

The purpose of language is to help people understand what the speaker is trying to say. When an individual is communicating with others, he uses language to share his thoughts and feelings.

Language is an important tool for human connection, and humans are the only species that have developed cognitive language communication. This allows us to share our thoughts and feelings with others, and it has the ability to help build societies as well as tear them down.

The four skills that are most commonly used to communicate are listening, speaking, reading, and writing. If you can learn to master these skills, it will make you a more thoughtful communicator who can understand the needs of others. In the workplace, effective communication is essential for achieving goals.

**Some of the features of Language & Communication Skills are:**

- ❖ This program helps students improve their communication skills.
- ❖ It facilitates teachers with real-time monitoring.
- ❖ This activity builds students' confidence by providing a sense of accomplishment..
- ❖ It is a user-friendly software
- ❖ It helps to improve pronunciation.
- ❖ It helps in grooming overall personality.
- ❖ It is an effective way of learning any language.
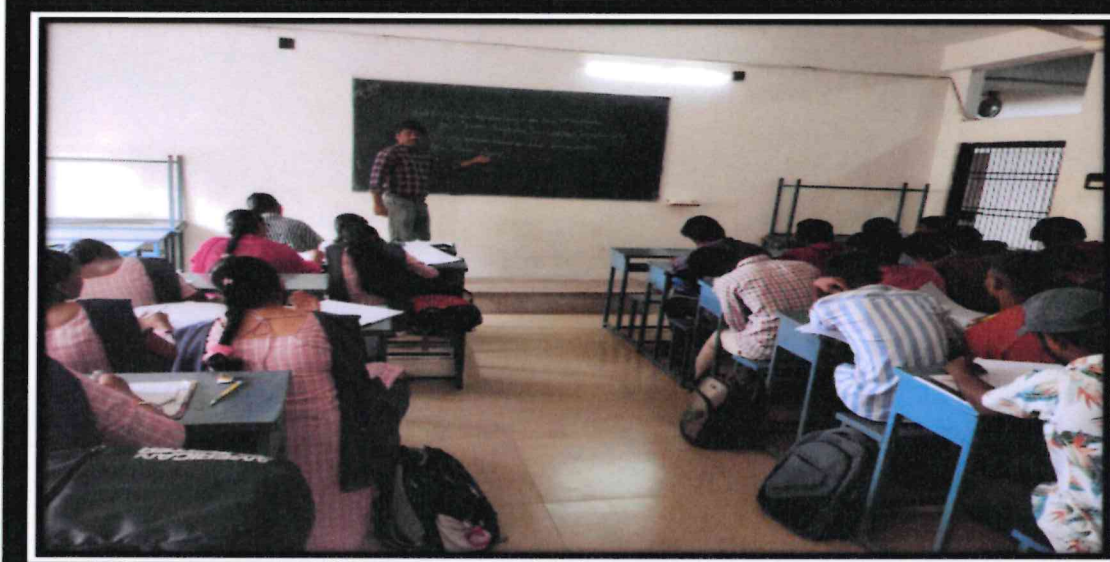- ❖ It removes the fear and hesitation of students.

Fig: Resource Person explaining to the students about Beauty of English language

Mr.K Hari spoke about the strategic importance of English as a language, noting that it can be used to determine the strengths and weaknesses of a business, as well as opportunities and threats in the market. Mr.K Hari then used examples to explain how the sound of English can be varied, and can sound both academic and rustic depending on the use. Additionally, Mr.K Hari discussed the cultural aspect of English, noting that its people, history, and tradition can make it beautiful to many people.



Fig: Resource Person explaining to the students about Life skills (health and hygiene)

Mr.A RAMESH BABU spoke about the importance of having good life skills, such as hygiene, in order to determine the strengths and weaknesses of a business. He used examples to explain how these skills can be used to protect oneself in the market.



Fig: Resource Person explaining to the students about Non-verbal communication

Mr. A Ramesh Babu spoke about the importance of nonverbal communication in business, explaining that it can be used to determine the strengths and weaknesses of a company, as well as the opportunities and threats that exist in the market. He used examples to illustrate his points.

Interpersonal communication is more than just what we say. It includes the explicit meanings o words and the implicit messages that are conveyed through nonverbal behaviors. Nonverbal communication includes facial expressions, voice tone and pitch, body language, and the distance between the speakers. Nonverbal communication is the use of body language, facial expressions, and vocal patterns to communicate ideas and feelings.

Nonverbal communication is the sending and receiving of wordless messages using a wide range of human behaviors; People's actions or traits such as body movements, eye contact, facial expressions, appearance, use of touch and space, and tone of voice that have socially shared significance and stimulate meaning in others.
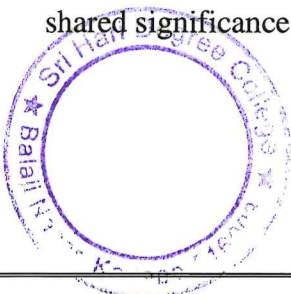
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# 4. Industry Exposure

Industrial visits are arranged by Sri Hari Degree colleges in order to provide students with a functional opportunity in different sectors, such as IT, manufacturing, and services. This helps to combine theoretical knowledge with practical experience, which can be beneficial to students.

Industrial visit has its importance for students whether they are in colleges. Industrial visit is now considered as a part of curriculum activities for the development of the students. Its main aim is to provide students an insight into the internal working of companies in the corporate world. There are various Benefits of Industrial Visits. Students get a chance to learn something outside the college walls.

It provides students a chance to learn practically from theoretical knowledge through interaction, working methods, and employment practices in large industries. It gives exposure to current work practices against possibly theoretical knowledge being taught at school or in colleges. Industrial visits provide a wonderful opportunity to interact with industries and know more about the industrial environment, how the machines are working, and which principles they work for.

Industrial visits are arranged by colleges for the students to provide an opportunity to explore different sectors in which the students are passionate about it, Manufacturing, services, finance, and marketing. Industrial visit helps to mix theoretical knowledge with practical knowledge in a good way. Hence, Industrial realities are opened to the students through industrial visits.

While studying in college before, theoretical classes are so boring; to balance the situation and keep it more interesting practical knowledge has been introduced. Nowadays practical and other curricular activities are included in the part of the syllabus so that students can study more diligently. Similarly, an Industrial visit is a type of practical knowledge that introduces us to the working world. Before proceeding, we need to know what the industrial visit is.

**Benefits of Industrial Visits for Students:**

An industrial visit gives students a brief knowledge about what they are interested in, the students will get to know the working environment in the industries, their processing, how machines are working, interact with the workers, and many more. Industrial visits give greater clarity about current trends in the market, the future scenario of the industry, and the latest technologies, as students now practically experience how these concepts are put into action. Here are 12 benefits of Industrial visits for students.

**Importance of Industrial Visits for Students:**

1. Helps students to understand the functioning of the industry:

2. Provides an insight into the real working environment:

3. Provides an opportunity to plan, organize and engage things:

4. A good opportunity to interact with the experts:

5. Helps to enhance their interpersonal skills:

6. Developed Confidence:

7. Learning Experience:

8. Helps to understand the dos and don'ts of the industrial practice:

9. A Free day from the college:

10. The Industrial visit makes student's choices easier:

11. Learn Management:

12. Enhanced Employability:

# 5. Industry Exposure: -





Fig: Industrial Field visit-Bharathi Cement Manufacture by our students

The main purpose of an industrial visit is to provide students with an exposure to the practical workings of an industrial setting. This provides students with a better understanding of new technologies and how they are implemented in the real world.

The Sri Hari Degree College students were going on an industrial tour as part of their academic curriculum. The Kamalapuram disaster happened while they were on this trip, and the first and second year students were exposed to the robotic production process in the industry and cement manufacturing techniques.

Industrial visits can provide networking opportunities for students with the company's human resources department, which can lead to internships, placements, and other opportunities. Additionally, the students' understanding of the industry and the skills necessary for success in this field are well-known to them.

On this occasion, the college authority Sri.G.Subbareddy garu said that he was glad that the students were able to enjoy the trip. In addition, the college's Principal Narasimhareddy, teachers Veer Subbareddy and Anjaneyulu, and the students themselves participated in making the students successful.

It gives students exposure to various functions in an organization, such as HR, Marketing, Communication, etc.

- It Gives real-world experience.
- Industry visits make contacts.
- The Certificates.
- Industry visits help the student in choosing their field.
- Students meet different work culture.

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# 6. Campus Recruitment Training

The Campus Recruitment Training (CRT) program provides training aimed at improving soft skills which will help students pass recruitment exams. The program is initiated by signing a memorandum of understanding with experts in the field, and participation in sessions, group discussions, debates, and other cultural activities has broadened the horizons of student interaction. Every club formed on campus is interdisciplinary and involves working together quickly. Student Association Chapters have focused on the introversion of students' psychology. The communication and interview skills of students have been the main targets of work.

The Campus Recruitment Training programme is designed specifically for students who are preparing for recruitment in the IT and non-IT sectors.

The aim is to ensure that the students are well-equipped to succeed in the recruitment process, no matter what company they are applying to. This programme starts in November each year and continues until all the students who want to take it have done so. After that, recruitment will be based on the availability of placements.

## Activities of Placement and Training Cell

**First Year Training:**

- ✓ Basic Foundation Training
- ✓ Problem Solving Skill through OPPS
- ✓ Career Awareness and Aptitude Training Programme
- ✓ Personality Development Programme

**Second Year Training:**

IT Services training

Sales Force Training

Product Development Training

Problem Solving Skills through Java, Python, C, C++…. etc.

Campus Recruitment Training

COE Training

Mini Project and internships

**Third Year Training**

- ✓ Company specific and needs based training
- ✓ Top internship opportunities with reputed institutions
- ✓ Pre-joining training for selected students of various companies

**Procedure for Campus Recruitment**

- ✓ Campus recruitment for final year students starts from November onwards every year. Recruitment after passing out of the campus will also be done depending on the availability of non-placed students.
- ✓ Interested recruiters are requested to mail the following details
- ✓ Job Profile
- ✓ Job Location
- ✓ Training Period
- ✓ CTC during & after Training
- ✓ Designation before & after Training
- ✓ Service agreement if any – No. of years & Bond amount if any
- ✓ Degrees & Branches required
- ✓ Eligibility Criteria – Marks (X / XII / Current degree/UG) and Arrear Status
- ✓ Selection Process- Test (Online / Not)/GD/Interview
- ✓ Facilities Required for campus recruitment
- ✓ Preferred dates to visit
- ✓ Based on the above data, students will register at Placement Centre. No. of interested students will be informed to the recruiting company.
- ✓ Based on the no. of interested students, company can fix the venue either at college or at their office. Resumes of the interested students can also be sent to the company for short listing at their end. If the policy of the company is to conduct a pooled campus drive for colleges, we are ready to conduct here in our campus.
- ✓ List of Selected candidates and offer letters shall be given to the Placement Officer at the end of the process. If there is any delay in announcement of results, students will be permitted to attend the next company. If the students get placement in the next

company, they will not be permitted to get the offer from the previous company if get selected.

✓ The recruiters are requested to give feedback of the quality of the students at the end of the selection process and also after the training period. This will help us to improve continuously and offer better numbers than the previous year.

**Stages in Selection Process**

Various stages of the selection process remain, broadly, the same for these companies, with some slight variations. These variations could be in the form of an additional or a smaller number of stages for some companies.

The following are the stages that students normally go through as a part of Campus Recruitment:

✓ **Aptitude Test** – In this Test, they evaluate the student's analytical skills

✓ **Group Discussion** – In this particular round they evaluate students on leadership qualities & communication.

✓ **Communication Skills** – In this round, they evaluate the sentence formation, pronunciation and ability to present themselves.

✓ **Technical Skills** – In this round, they evaluate the students on their core subject especially on basics, subject knowledge & writing skills.

✓ **HR Round** – It is mostly one to one round here they will analyze student's patience and his interest towards the job.

**Eligibility for Recruitment Drives**

✓ 60% throughout academics for companies like CSC, IBM, Wipro, Google, Cap Gemini, HCL, Dell and more.

**Requirements**

✓ Fluent in spoken and written English
✓ Proficiency in using computers
✓ Ability to stay focused on repetitive tasks.

- ✓ Exposure to GIS systems or properties a bonus.
- ✓ Strong work ethic and ability to work with minimal supervision.
- ✓ Logical thinking and independent decision-making skills.
- ✓ Team Player with exceptional interpersonal and solution-oriented attitude

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# Training Awareness



Fig: Career Guidance Program: A Guest lecture by Prospeer Company



Fig: Career Guidance Program: A Guest Lecturer by HR Manager of Bharathi Cement Pvt.Limited

This article describes a professional awareness seminar given by Bharti Cement HR. Marager at Sri Hari Degree College. The seminar was designed to help students develop a career and learn about the importance of professional development. The head of the college, Sri.G.

Subbareddy Garu, said that by conducting such programs, students will develop their skills and knowledge. The principal, Karunakar, and other teaching staff participated in the seminar and made it a success.



Fig: Career Guidance Program: A Guest Lecturer on Digital Marketing for BBA Students by Bangalore digital Kora Technologies

Digital marketing awareness training was given to students of Sri Hari Degree College in Kadapa city. The training was led by Khaleel Basha from Bangalore Digital Kora Technologies, and covered topics such as digital marketing, job opportunities, and how to excel in education.

There are many different ways to pursue a career in digital marketing. You can earn a bachelor's degree in marketing and then pursue masters in digital marketing. You can also get an internship and then follow up with a more formal degree program to build a career in digital marketing. Additionally, there are many online courses and blogs that can help you develop a strong digital marketing career.

Principal Karunakar and teachers Ananth Kumar, Usha, and students participated in the program

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# 7. Outcomes of the Best Practice



Figure-1

The Above Figure-1 Indicates that:40 students studying in the final year of Sri hari Degree College in the city have been selected for jobs, said the placement officer of the college, P. Baskar Reddy, who said that various types of jobs were selected under the auspices of multinational companies such as Wipro, Hinduja, and Global Solutions (HG5). In this, 40 people excelled at various levels and got jobs. Out of these, 18 were selected for Wipro (Bengaluru) and 22 for HGs Chennai. They were awarded by the head of the college, Sri G. Subbareddy.G.Subbareddy. Principal Karunakar congratulated the students.



Figure-2

Sri Hari Degree in Kadapa City Various companies (13 companies) participated in the job fair organized by the college. As part of this, 500 unemployed people attended the job fair. About 125 employees were qualified for this. On this occasion, College Principal Sri.G. Subbareddy said that more job fairs will be organized with the help of the government to encourage the youth. APITA District Manager G. Rajagopal, APSSDC District Manager Sampath Kumar, College Principal Karunakar, Narasimha Reddy, Placement Officer Baskar Reddy, Vishwanath Reddy, and other teaching and non-teaching staff students participated and made the Job Mela a success.



Figure-3

Nine Sri Hari degree college students have been selected to participate in a job fair held at the college campus. The fair was organized by the college placement and Training officer in an effort to find jobs for the students. The college correspondent, Sri.G. Subbareddy and the principal of Mr.K. Karunakar College felicitated the students.



Figure-4

Sri Hari students selected for Infosys

Sri Hari Sri College trained under the state skill of Andhra Pradesh. College Correspondent Kent Subbareddy said that B.Sc. Madhava-year students of the college Aarti Reddy, Rahat Parvan, Rishita Reddy, Nityasantoshini, and Reshma have succeeded in the magic written test conducted by the famous MNC Company Infosys and have been selected for the jobs. The students were felicitated by him along with the college principal, Karunakar, placement officer, Bhaskar Reddy, and the college staff.



Figure-5

Sri Hari students selected for Multi National Corporations (MNC)

Third year students studying at the local Sri Hari Degree College were selected for prestigious Wipro and Infosys institutes, including the B.B.A. student E. Shiva Prakash 4.5 lakh annual salary. and B.SC. (MSCA) K. Chakradhar Reddy: Students selected from B.SC. (Mses) D. Arthireddy 3.22 LPA, Y. Rishita Reddy 3.22 L.P.P., S. Nithya Santoshini 3.22. C.P.A has been appointed on an annual salary. As a part of this, 3.22 L.PA College Correspondent G. Subba Reddygaru said that, besides congratulating the selected students, they will do more programmes that will be useful for the future of the students in an announcement. In which College Principal K. Sarasimha Reddy, Placement Officer P. Bhaska Reddy, and faculty felicitated the students.

The Sri Hari Degree College has worked hard to improve its skills and training, which has resulted in an increase in the number of students who are able to find work.

The Training and Placement Cell functions with the primary aim of placing students in top-notch companies even before they have completed their courses. The Training and Placement cell trains the students to meet the high industry expectations. Our college also has contacts

with companies such as Cognizant, TCS, WIPRO, and L&T InfoTech. These companies have set up their bases on campus. Special trainers from these companies keep visiting the campus to provide top-notch training to students and make them industry-ready." Our focus is on placement centers for creating new approaches to attract the best from the industry to our campus.

The Placement Cell has assisted students in securing employment opportunities in corporations such as Reliance Jio, Cognizant, Tata Consultancy Services, L&T InfoTech, Syntel, and Wipro, Cape Gemini, ICICI Prudential, etc.

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# PLACEMENT STATISTICS

## 1. Placement details in the academic year 2017-18

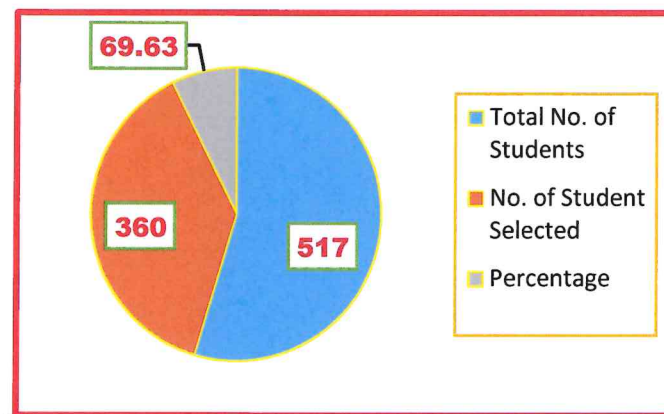| S.No | Total No. of Students | No. of Student Selected | Percentage |
|------|----------------------|-------------------------|------------|
| 1 | 517 | 360 | 69.63 |



**Fig: Pictorial representation of placements during the AY 2017-18**

## 2. Placement details in the academic year 2018-19

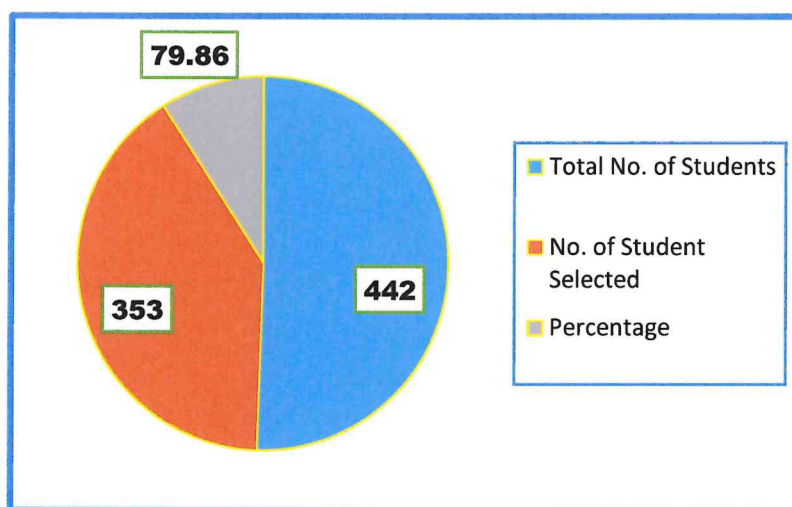| S.No | Total No. of Students | No. of Student Selected | Percentage |
|------|----------------------|-------------------------|------------|
| 1 | 442 | 353 | 79.86 |



**Fig: Pictorial representation of placements during the AY 2018-19**

## 3. Placement details in the academic year 2019-20

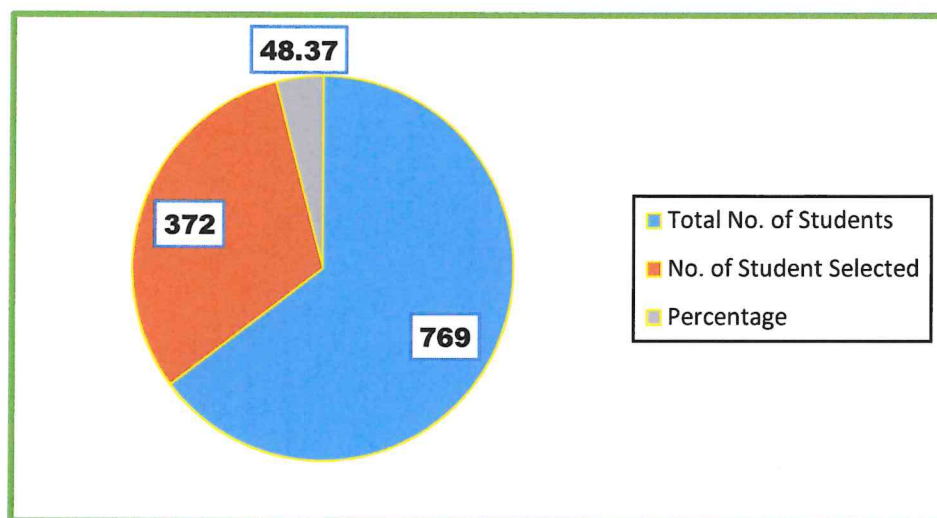| S.No | Total No. of Students | No. of Student Selected | Percentage |
|------|----------------------|-------------------------|------------|
| 1 | 769 | 372 | 48.37 |



**Fig: Pictorial representation of placements during the AY 2019-20**

## 4. Placement details in the academic year 2020-21

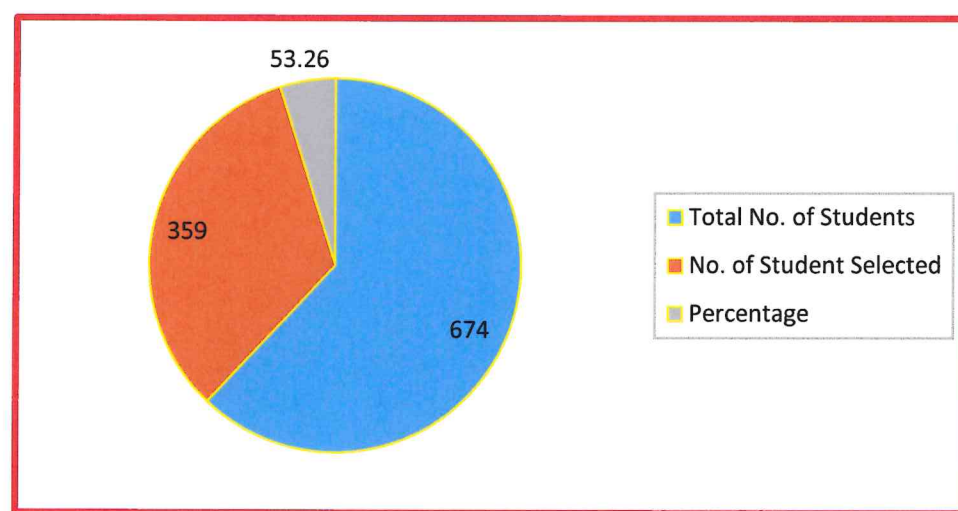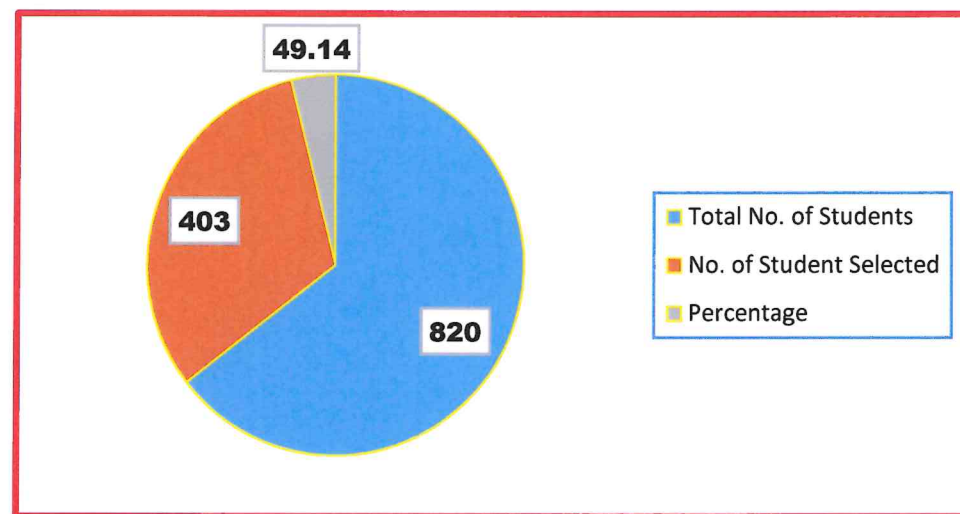| S.No | Total No. of Students | No. of Student Selected | Percentage |
|------|----------------------|-------------------------|------------|
| 1 | 674 | 359 | 53.26 |



**Fig: Pictorial representation of placements during the AY 2020-21**

## 5. Placement details in the academic year 2021-22

| S.No | Total No. of Students | No. of Student Selected | Percentage |
|------|----------------------|------------------------|------------|
| 1 | 820 | 403 | 49.14 |



**Fig: Pictorial representation of placements during the AY 2021-22**

## 6. Percentage of Students Placed in the Academic Year 2017-18 to 2021-22

| S.No | Academic Year | No of Students Selected | Total No of Students | Percentage of Placements |
|------|---------------|-------------------------|----------------------|--------------------------|
| 1 | 2017-2018 | 360 | 517 | 69.63 |
| 2 | 2018-2019 | 353 | 442 | 79.86 |
| 3 | 2019-2020 | 372 | 769 | 48.37 |
| 4 | 2020-2021 | 359 | 674 | 53.26 |
| 5 | 2021-2022 | 403 | 820 | 49.14 |
| **Average Percentage** | | **1847** | **3222** | **60.05** |
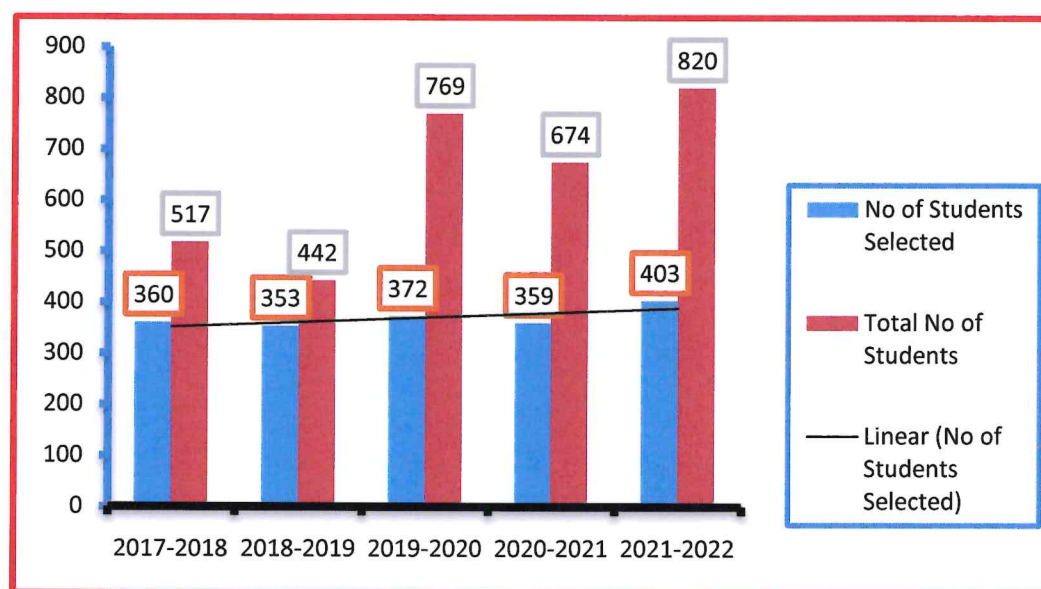


**Figure:** Graphical Representation of Percentage of Students Placed in the Academic Year 2017-18 to 2021-22

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**Summary Report of the Placement Cell:**

Placement Cell activities for 2017-2022 started early in 2008 which comprises of the following.

➢ The placement preparation for the students starts off early in the second year for the undergraduates as the students have to mandatorily undergo a campus recruitment training (CRT course). This course comprises of quantitative aptitude, logical reasoning, verbal ability and soft skills training which ensure that the student is prepared for the 1st round of the placement process.

➢ Career counseling sessions (number of sessions is based on the student's requirement) are provided to students to help them identify their career path and also ensure that they are focused in the right direction with regards to their career based on their caliber, scores, interest areas and long-term forecasting.

➢ Career guidance sessions by the industrial experts which include the senior manager and leaders from the corporate world. The topic covered by the industrial experts range from soft-skills, ten steps to be successful in the corporate world, campus to corporate- A transformational journey, Challenges of the corporate world.

➢ There are also various insightful sessions where the managers meet smaller section of the students which we call the "Coffee with the Manager Program" in order to bridge the gap or break the ice between the campus and corporate.

➢ Placement cell organized job description explanation sessions, resume writing, mock group discussion and mock interviews to enhance the confidence of the students to face the placement process of various companies.

➢ The Institution has provided internship to students who aspire to become entrepreneurs and also an opportunity to meet various managers to get a first-hand understanding about the corporate world/Start-up.

➢ The Placement Cell supported the Companies in presenting their Pre-placement Talks and in conducting tests and interviews in the College Campus.

The Institution gets consistently good feedback on the excellent performance of our students by the companies.

Principal

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