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To

Director

For Kind Approval

Sub: Budget for Workshop on Predictive psychometric assessments in personality

Respected Sir,

A workshop is scheduled on 31-8-2019. Ms. Latha Srinivas, HR Anexi has agreed to conduct the workshop which is facilitated by Dr. Uma Warriar.

The following are the requirements for the same.

Sl	Details	Units	Amount in Rupees
1	Honararium		2000.00
2	Gifts/Momento to the Speaker		
3	Coffee / Tea & Snacks for Faculty Participants		500.00

Total in Words: ---2500.00

Respected Director, your kind approval is requested for conducting the workshop and expected expenses of Rs.2500/- towards the same.

Respected Dean has recommended this proposal.

Kind Regards

Faculty Co-Ordinator

Dean

Director

Approval Authority

Approval Authority

Signature

Signature

Name of the Facilitator: DR. UMA WARRIER

Schedule: 31 8 2019



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Workshop on predictive psychometric assessments in personality course

Date: 31-08-2019

Time: 08- 40am to 11.00 am

Venue: SEMINAR HALL

Participants: SEMESTER: 1st (Section D, E & L) - 119

Faculty Name: DR. UMA WARRIER (Area chair OB & HR)

Guest Name: MS LATHA SRINIVAS

Contact Information: <https://www.linkedin.com/in/latha-s>

Summary: YES

Photos: YES

Scanned Attendance Copy: YES

Posters & Brochures copy (If any): YES

Screen Shots of Important correspondence: YES



Context

The student learning and experience is greatly enhanced when the academic rigor in classrooms is supported by different forms of active learning. Students are introduced to different personality types and its psychometric assessments.

The stated learning outcomes of the predictive psychometric assessments in personality course (offered to 1st Semester Students of section D, E and L) are:

1. To explain the fundamentals of personality.
2. To describe the mechanism of different types of personality.
3. To differentiate the individual behaviors through personality traits.
4. To demonstrate the impact of personality on emotions.
5. To assess the different personality types amongst the students.

It was assessed that offering students an exposure to psychometric assessments in personality would help in understanding the human behavior in different situations.

Resource Person – Latha Srinivas



Fig 1.1: Latha Srinivas, Vice President – HR Anexi conducted a workshop on the theme of Predictive Psychometric Assessments in Personality on 31-08-2019 for CMS Business School MBA students of 2019-2021 batch.

Latha is a Senior Learning and Organizational Development consultant, Facilitator, Assessor, and Coach. She has over 20 years of multi-dimensional experience in the field of Training and Development, HR, Talent Transformation and Sales/Business Development.

She is currently Vice President for HR Anexi Pvt Ltd., a leading strategic one stop Human Capital Consulting Organization. She has had the privilege of working with Companies, Business houses and Educational houses across the country. She has been frequently associated with B-Schools as a Guest Lecturer and has been active in Industry Interaction sessions.

She has a keen interest in counselling, coaching and mentoring and has also been involved as a counsellor and coach in the spheres of Career Mapping, Skill Enhancement, Career Progression, Interpersonal and Industry Readiness skills – in addition to behavioral skills.

Latha has done her PG Diploma in HR from IGNOU after graduating in Commerce from Osmania University. She is certified on 15FQ+ psychometric tool and has also pursued a Diploma in Sales and Marketing from NIS, Chennai and has successfully cleared Intermediate level of the Company Secretaries course from ICSI (Institute of Company Secretaries of India).



Fig 1.2: Latha Srinivas, Vice President – HR Anexi conducted a workshop on the theme of Predictive Psychometric Assessments in Personality on 31-08-2019 for CMS Business School MBA students of 2019-2021 batch.

Participation:

The workshop was conducted for 1st Semester students of section D, E and L.

180 students registered and participated in the workshop. 5 professors from HR & OB and Marketing domain have also attended this workshop.



Fig 1.3: Latha Srinivas, Vice President – HR Anexi conducted a workshop on the theme of Predictive Psychometric Assessments in Personality on 31-08-2019 for CMS Business School MBA students of 2019-2021 batch.



Fig 1.4: Latha Srinivas, Vice President – HR Anexi conducted a workshop on the theme of Predictive Psychometric Assessments in Personality on 31-08-2019 for CMS Business School MBA students of 2019-2021 batch.



Fig 1.5: Latha Srinivas, Vice President – HR Anexi conducted a workshop on the theme of Predictive Psychometric Assessments in Personality on 31-08-2019 for CMS Business School MBA students of 2019-2021 batch.

Summary:

The topic of the workshop was Predictive Psychometric Assessments in Personality.

The main aim of the event was to make the students aware of the personality mechanism and different psychometric assessments.

The workshop started with a welcome speech by Keerthi Priya student of section L.

- After Ms. Latha took over, she made it very clear that it was going to be an interactive session and not a lecture.
- The first point which she covered was “What is personality?” And what do we infer from psychometric assessment?
- The ‘ICEBERG MODEL’ which basically means that how 90% of our “hidden” drivers of behavior can affect our 10% of our behavior (which is video recordable). And from the

age of 5, our characteristics and behavior are formed and starts getting habituated.

- The Psychometric Test is basically the scientific and standard method of used to measure individual's mental capabilities and behavioral style. Helps to measure the unseen skills or the hidden and less obvious traits and attributes.



Fig 1.6: Dr. Uma Warriar giving vote of thanks to Latha Srinivas, Vice President – HR Anexi who conducted a workshop on the theme of Predictive Psychometric Assessments in Personality on 31-08-2019 for CMS Business School MBA students of 2019-2021 batch.

- She suggested three criteria for psychometric test which are as follows
 1. Standardization
 2. Reliability
 3. Validity
- Types of Psychometric Test was also highlighted and discussed
 1. Aptitude and Ability test -Ability or aptitude tests measure an individual's intellectual horsepower and are most commonly used in recruitment and selection. Aptitude measure



abilities such as verbal, numerical, or abstract reasoning. They are always presented in a multiple-choice format and the questions have definite right and wrong answers. They are strictly-timed and to be successful you need to work through them as quickly and accurately as possible.

2. Personality and Aptitude test - **ADEPT-15**

This test measures your personal characteristics and natural tendencies to predict how you will behave given a job position. Specifically, it measures 6 broad work styles and 15 personality traits.

- She also talked about four parameters to success which are as follows
 - K - Knowledge
 - E - Experience
 - C - Competency
 - P – Personality
- The major emphasize was given on the importance of Big 5 Model of personality.

O - Openness (eager to learn new things) – This trait features characteristics such as imagination and insight. 1 People who are high in this trait also tend to have a broad range of interests. They are curious about the world and other people and eager to learn new things and enjoy new experiences. People who are high in this trait tend to be more adventurous and creative. People low in this trait are often much more traditional and may struggle with abstract thinking.

C - Conscientiousness (High thoughtfulness, organized) - Standard features of this dimension include high levels of thoughtfulness, good impulse control, and goal-directed behaviors. Highly conscientious people tend to be organized and mindful of details. They plan ahead, think about how their behavior affects others, and are mindful of deadlines.

E - Extraversion (Sociability, outgoing) - Extraversion (or extroversion) is characterized by excitability, sociability, talkativeness, assertiveness, and high amounts of emotional expressiveness. 1 People who are high in extraversion are outgoing and tend to gain energy in



social situations. Being around other people helps them feel energized and excited. People who are low in extraversion (or introverted) tend to be more reserved and have less energy to expend in social settings. Social events can feel draining and introverts often require a period of solitude and quiet in order to recharge.

A - Agreeableness (Trust, Affection) - This personality dimension includes attributes such as trust, altruism, kindness, affection, and other prosocial behaviors. People who are high in agreeableness tend to be more cooperative while those low in this trait tend to be more competitive and sometimes even manipulative.

N - Neuroticism (Sadness, Stressful) - Neuroticism is a trait characterized by sadness, moodiness, and emotional instability. Individuals who are high in this trait tend to experience mood swings, anxiety, irritability, and sadness. Those low in this trait tend to be more stable and emotionally resilient.

Factors Influencing the Big Five Traits were also discussed:

The guest speaker Ms. Latha told that both biological and environmental influences play a role in shaping our personalities. Speaker told that both nature and nurture play a role in the development of each of the five personality factors. These big five personality traits tend to be relatively stable over the course of adulthood. As per the speaker, personality tended to be stable over a four-year period and displayed little change as a result of adverse life events. Maturation may have an impact on the five traits. As people age, they tend to become less extraverted, less neurotic, and less open to experience. Agreeableness and conscientiousness, on the other hand, tend to increase as people grow older.

Prof. Uma Warriar ma'am also contributed in this guest lecture by speaking on the emotion quotient, emotional intelligence and intelligence quotient. She told that Emotional Intelligence involves, broadly speaking, the capacity to understand and manage emotion. Nowadays companies are using different online tests to evaluate several aspects of their employees' emotional intelligence and providing ways to improve it. Uma ma'am also answered one of the questions asked by a student "can personality be altered?"



Fig 1.7: Latha Srinivas, Vice President – HR Anexi conducted a workshop on the theme of Predictive Psychometric Assessments in Personality on 31-08-2019 for CMS Business School MBA students of 2019-2021 batch.

She told that according to most personality type theories, the individual's type is inborn and does not change. However, individuals can develop traits and habits that differ or even directly contradict the description of their type.



Fig 1.8: Dr. Uma Warriar handing over memento to Latha Srinivas, Vice President – HR Anexi who conducted a workshop on the theme of Predictive Psychometric Assessments in Personality on 31-08-2019 for CMS Business School MBA students of 2019-2021 batch.



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Conclusion:

Ms. HimaAshwath student of section E gave the vote of thanks and invited Prof. Uma Warriar to give the token of gratitude to Ms. Latha. A sapling was given to Ms. Latha by prof. Uma warriar with a special thanks to come and enlighten the students on psychometric assessments of personality.

To conclude, it was a very informative and interactive workshop where various predictive psychometric assessments in personality were discussed conducted by the guest speaker.

Personality traits are the determined characteristics that are exhibited consistently despite changing circumstances. Behavior, on the other hand, is the range of actions in which one conducts oneself to the environment, person, or stimulus.

The workshop on psychometric assessments in personality taught us how to be aware of our traits and behavior when interacting with people from various diverse culture and background.

It was an interactive session in we learnt a lot about how to identify different traits and use it in selecting right people for the right job. It was also learnt that how psychometric tests are useful in emotional intelligence. The real-time scenarios that were discussed was a great learning for students. They were introduced to real-life examples rather than only being restricted to the theoretical concepts.



Fig 1.9: Group photo with Latha Srinivas, Vice President – HR Anexi conducted a workshop on the theme of Predictive Psychometric Assessments in Personality on 31-08-2019 for CMS Business School MBA students of 2019-2021 batch.



Feedback

The workshop overall was well received by the students.

Feedback analysis: 42excellent, 43 good, 34 average total= 119 total

	Wt Score ▶	5	4	3	2	1				
Questions to Map Pos	List of Pos & PSOs	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total	Wt. Score	Max score	%age
The Workshop helped me to learn new / Improve new skill and competency	PO1 PO5 PO7	42	39	13	21	4	119	451	595	76%
The workshops objectives wre clearly stated and achieved	PO1 PO5 PO7	25	41	9	34	10	119	394	595	66%
The workshops content & coverage was relevant	PO5 PO7	49	43	9	9	9	119	471	595	79%
The time was well managed during the workshops		43	51	3	21	1	119	471	595	79%
The facilitator of the workshop was knowledgeable & resourceful	PO1	52	43	12	6	6	119	486	595	82%



Attainment Calculation:

POs	Q1	Q2	Q3	Q4	Q5	Captured By	Total Attainment Score	Level Achieved
PO1	76%	66%			82%	Q1 Q2 Q5	75%	3
PO2								
PO3								
PO4								
PO5	76%	66%	79%			Q1 Q2 Q3	74%	3
PO6								
PO7	76%	66%	79%			Q1 Q2 Q3	74%	3
PSO1								
PSO2								
PSO3								

Feedback:

Out of the total 119 students who attended and filled up the feedback form, 43 of them rated the workshop as good. Their average opinion was that it was a positive session that talked about the importance of psychometric personality tests in modern time. They found it as fun session but in terms of content, it was not up to the mark. Many of the students have asked some questions out of their curiosity which showed their interest and attention level during the lecture.

42 students rated this session as excellent. They found this session very productive, fun, educational. Some of the students have requested for more similar sessions to be conducted in the future.

34 students have rated the session as average. According to them the guest lecture session in morning is so boring. There should have been some inclusion of activity based learning.