

PCET's S. B. Patil Institute of Management



Training and Consultancy Report of Personal Interview's Conducted for Workers of Raunaq Engg. Pvt Ltd. Dated : 16th Aug 2019

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- **Trainees:** Workers of Raunaq Engg. Pvt Ltd.
 - **Training Module:** Session on Change Management and Attitude followed by Personal Interview and interaction.
- Personal Interview was conducted with an objective to understand the mentality, mindset and approach of workers towards their work and organization.
 - In total, 28 workers were interviewed and their responses were evaluated with a well-structured assessment sheet consisting questions and situations based on Leadership, Attitude, Emotional Stability, Team work and critical situations to assess their problem solving abilities.
 - Following individual analysis of workers is drawn based on the responses we received during PI's.

PROFESSIONAL AND PERSONAL ASSESSMENT OF TRAINEES

Name of Worker	Vinay Kumar Singh	
Professional- Traits	Personal- Traits	Areas of improvement
1) Clear Communication and Clear Thoughts 2) Sincere and Positive approach with Learning Attitude 3) Balanced behavior at workplace 4) Expects polite treatment from superiors and colleagues	1) Clarity of thought 2) Logical thought process and behavior 3) Good Interpersonal Relations Personally and Professionally 4) Adaptive attitude 5) Educated and ambitious	1) Professional grooming 2) Self-centered approach in some areas 3) Temper Management
Name of Worker	Pandhurang S. S.	
Professional- Traits	Personal- Traits	Areas of improvement
1) Dedicated worker 2) Flexible to deal with 3) Team Player and Cooperative 4) Expects Respectful Treatment at Workplace	1) Optimistic approach 2) Straight forward	1) Clear Communication 2) Personality grooming 3) Needs improvement in positive attitude building 4) Handling critical situation 5) Need of continuous motivation



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Name of Worker		Amit Kumar	
Professional- Traits	Personal- Traits	Areas of improvement	
1) Low Confidence 2) Poor Technical Knowledge 3) Needs Improvement in Attitude Building	1) Nervous and worried 2) Sensitive 3) Homesick	1) Need guidance 2) Overall Grooming 3) Confidence building 4) Emotional handling 5) Professional and Personal Training	
Name of Worker		Jaihind Raj	
Professional- Traits	Personal- Traits	Areas of improvement	
1) Poor Technical Knowledge 2) Low Self Esteem 3) Poor Communication And Attitude	1) Simple Personality 2) Emotionally Stable Person	1) Technical Training and Guidance 2) Develop Interpersonal Relations 3) Need of continuous motivation	
Name of Worker		Durga Prasad	
Professional- Traits	Personal- Traits	Areas of improvement	
1) Clear Communication 2) Ready to learn attitude 3) Expects Polite Treatment from Superiors and Colleagues	1) Positive approach 2) High emotional stability 3) Good Team Player	1) Professional grooming 2) Need to be handled patiently by Superiors	
Name of Worker		Ram Pratap Yadav	
Professional- Traits	Personal- Traits	Areas of improvement	
1) He needs to be instructed on regular basis to get work done 2) Need to develop other areas of work 3) Average communication 4) Possess learning attitude	1) Optimistic approach 2) Simple person 3) Logical approach 4) Good team player	1) Self responsible approach 2) Professional grooming 3) Interpersonal skills 4) Need of continuous motivation	
Name of Worker		Ram Bule Yadav	
Professional- Traits	Personal- Traits	Areas of improvement	
1) Ready to follow instructions 2) Positive attitude 3) Has Goals 4) Motivated employee 5) Open for new learning 6) Readiness to guide/ teach to juniors 7) Good Leadership skills	1) Soft spoken 2) Good level of patience 3) Logical approach 4) Good Interpersonal Relations	1) Professional grooming 2) Communication skills	
Name of Worker		Rajkumar Yadav	
Professional- Traits	Personal- Traits	Areas of improvement	
1) Positive attitude towards work 2) Good understanding of work and colleagues 3) Technically sound 4) Vast experience 5) Good leadership traits 6) Team player	1) Happy personality 2) Motivated employee 3) Strong will power 4) Self-awareness 5) Development oriented about self and others 6) Sensitive	1) Care about personal grooming and health	



7) Cooperative 8) Loyal employee	7) Aggression for work 8) Helpful	
Name of Worker	Ramesh Yashwant	
Professional- Traits	Personal- Traits	Areas of improvement
1) Neutral person 2) Ready to work if needed 3) Poor Communication 4) Low Interpersonal relations	1) Neutral attitude 2) Low self-motivation 3) No Leadership Qualities	1) Working In Team 2) Cooperation 3) Adaptability 4) Communication Skills 5) Clarity Of Thought Process
Name of Worker	Ram Parvesh Yadav	
Professional- Traits	Personal- Traits	Areas of improvement
1) Good Team Member 2) Need Continuous Instructions 3) Need Monitoring 4) Follows Instructions	1) Low Self-Motivation 2) Low Enthusiasm 3) No Leadership Qualities	1) Leadership 2) Professional Grooming 3) Motivation 4) Communication Skills
Name of Worker	Bigu Yadav	
Professional- Traits	Personal- Traits	Areas of improvement
1) Learning Mentality 2) Poor Communication 3) Low Motivation 4) Low Leadership	1) Cooperative Behavior 2) Helpful 3) Patience	1) Communication Skills 2) Professional Grooming 3) Positive Attitude Building
Name of Worker	Ehsan Ansari	
Professional- Traits	Personal- Traits	Areas of improvement
1) Learning Mentality 2) Positive attitude 3) Low motivation 4) Poor technical skills 5) Needs guidance at work 6) Poor communication	1) Simple personality 2) Emotional 3) Not so focused yet 4) Reserved person	1) Needs technical training 2) Communication Skills 3) Professional Grooming 4) Positive Attitude Building
Name of Worker	Sheraj Ansari	
Professional- Traits	Personal- Traits	Areas of improvement
1) Pessimistic approach 2) Confused about work 3) Low interest in work 4) Less adaptive	1) Needs guidance and professional counseling regarding choice of work 2) Cooperative 3) Reserved person	1) Motivation 2) Professional grooming 3) Positive attitude building 4) Communication skills
Name of Worker	Sai Prakash	
Professional- Traits	Personal- Traits	Areas of improvement
1) Completes work tasks 2) Technically sound 3) Low on Optimism 4) Smart at convincing 5) Low on team cooperation	1) Shrewd 2) Self-centered 3) Inclination towards self-growth 4) Criticizer	1) Self responsible 2) Motivation 3) Team building 4) Loyalty building 5) Bond building



Name of Worker	Gajanand Bangar	
Professional- Traits	Personal- Traits	Areas of improvement
1) Low confidence 2) Willingness to learn if proper guidance given 3) Cooperative 4) Technical knowledge to be upgraded	1) Positive approach 2) Helpful 3) Low on motivation	1) Confidence Building 2) Professional Grooming 3) Communication
Name of Worker	Balaji Bansode	
Professional- Traits	Personal- Traits	Areas of improvement
1) Low confidence 2) Team player 3) Possess learning attitude 4) Positive attitude	1) Simple 2) Genuine 3) Hard working	1) Need Technical Training
Name of Worker	Raju Telang	
Professional- Traits	Personal- Traits	Areas of improvement
1) Leadership qualities 2) Highly Positive attitude towards work 3) Technically sound 4) Good understanding of work and colleagues 5) Team player 6) Cooperative 7) Loyal employee 8) Open Minded 9) Good handling of situation 10) Learning attitude 11) Adaptive and Enthusiastic	1) Optimistic personality 2) Motivated employee 3) Strong will-power 4) Self-Awareness 5) Development oriented about self and others 6) Sensitive 7) Aggression for work 8) Helpful 9) Logical thinking 10) Ambitious	1) Communication skills 2) Care about personal grooming 3) Develop interpersonal relations with all workers
Name of Worker	Bajarao Sable	
Professional- Traits	Personal- Traits	Areas of improvement
1) Low on Technical knowledge 2) Learning abilities 3) Poor Communication	1) Not focused 2) Unclear thought process 3) Reserved 4) Self-motivation	1) Need Technical training 2) Communication skills 3) Develop attitude 4) Interpersonal relations 5) Confidence building
Name of Worker	Imran Ansari	
Professional- Traits	Personal- Traits	Areas of improvement
1) Positive attitude 2) Outspoken 3) Enthusiasm 4) Awareness about surrounding 5) Expects respect and kindness on treatment	1) Simple 2) Straight forward 3) Good Understanding and Motivation level	1) Clarity of thoughts 2) Professional and personal grooming



Name of Worker	Prakash Sonar	
Professional- Traits	Personal- Traits	Areas of improvement
1) Sound Technical knowledge 2) Learning abilities	1) Average personality 2) Low on motivation	1) Confidence building 2) Need Technical training
Name of Worker	Mansingh Yadav	
Professional- Traits	Personal- Traits	Areas of improvement
1) Creative 2) Solution oriented 3) Follow instructions 4) Team player 5) Cooperative 6) Coordinates well 7) Open for learning new things 8) Ability to manage a team	1) Positive 2) Ambitious 3) Emotionally stable 4) Motivated 5) Problem solver	1) Professional grooming 2) Professional communication skills 3) Interpersonal relations
Name of Worker	Rahul Lokhande	
Professional- Traits	Personal- Traits	Areas of improvement
1) Good communication 2) Thinking ability 3) Open to any shifts 4) Ability to communicate workplace requirements 5) Technically sound 6) Possess supervisory skills	1) Straight forward 2) Self motivated 3) Good understanding 4) Ambitious 5) Focused	1) Focus on developing bond with colleagues 2) Interpersonal relation 3) Get along with group
Name of Worker	Bharat Bhalke	
Professional- Traits	Personal- Traits	Areas of improvement
1) Poor technical knowledge 2) Not focused 3) Low of technical knowledge	1) Inclination to complete his B.Sc. degree 2) Morale is low 3) Low On Confidence	1) Technical training and guidance 2) Develop interpersonal relations 3) Need of continuous motivation
Name of Worker	Jiot Chauhan	
Professional- Traits	Personal- Traits	Areas of improvement
1) Professional outlook 2) Poor communication 3) Low on Clarity of thoughts	1) low on motivation 2) Average personality 3) Confused 4) Nervous	1) Interpersonal skills 2) Professional grooming 3) Building Confidence and Motivation
Name of Worker	Upendra Yadav	
Professional- Traits	Personal- Traits	Areas of improvement
1) Positive thinking 2) Poor Decision Making 3) Team Player 4) Hard Worker 5) Ability to Learn 6) Poor Communication	1) Simple personality 2) Emotionally stable person 3) Low on Motivation	1) Communication skills 2) Interpersonal skills 3) Develop decision making skills 4) Technical guidance



Name of Worker	Arvind Yadav	
Professional- Traits	Personal- Traits	Areas of improvement
1) Team player 2) Follows instructions 3) Low on Technical knowledge 4) Learning abilities 5) Poor Communication	1) Average on Emotional stability 2) Optimistic 3) Unclear thought process 4) Reserved 5) Low on Self-motivation	1) Need Technical training 2) Communication skills 3) Develop attitude 4) Interpersonal relations 5) Confidence building
Name of Worker	Deepak Gokak	
Professional- Traits	Personal- Traits	Areas of improvement
1) Positive 2) Team player 3) Assertive Body Language 4) Follows Instructions 5) Good at Work 6) Average communication	1) Optimistic 2) Simple and humble person 3) Good for organization	1) Need Technical guidance 2) Interpersonal relations 3) Professional communication 4) Attitude building
Name of Worker	Jagnarayan	
Professional- Traits	Personal- Traits	Areas of improvement
1) Readiness to work 2) Assertive 3) Team player 4) Efforts to maintain Good relations a workplace 5) Hard Working	1) Emotionally stable 2) Positive approach 3) Expects polite treatment from staff 4) Average confidence	1) Training on attitude 2) Professional Communication skills 3) Technical Training

