

KUVEMPU UNIVERSITY

**SAHYADRI SCIENCE COLLEGE**

**SHIMOGA – 577 203**

# **PATHWAYS PROJECT**



**ANNUAL REPORTS  
OF FAEA SCHOLARS  
2002-03 to 2003-04**

## **WORKSHOP ON H.R.D. SKILLS**

**Venue : C.D.I. Conference Hall**

**Date : 12<sup>th</sup> May to 24<sup>th</sup> May 2003**

A two-week intensive workshop on HRD and Communication Skills was conducted for the FAEA scholar students under the auspices of the Pathways project. The workshop was held from 12<sup>th</sup> May to 24<sup>th</sup> May 2003. The workshop covered the areas like:

Career guidance and opportunities

Emotional Intelligence

Leadership and Personal Effectiveness

English Communication Skills

Transactional Styles (psychological as well as spiritual)

Team Building Exercises

Role Plays

H R D Games

Indian Culture and heritage

Seminars by student participants

Visit to an Industry.

## Inauguration:

**MONDAY, 12<sup>th</sup> MAY 2003, 10.30 a.m.**

Prof. N Diwakar Rao, H.O.D., Department of Management studies, JNNCE, Shimoga, inaugurated the workshop. Prof. T S Hoovaiah Gowda, Principal / Chief Functionary of the project, Sahyadri Science College, Shimoga, presided over the inaugural function. Prof. B C Patil, Programme Officer of the Project welcomed the audience. He briefed about the aims and objectives of the Pathways project and the workshop in particular. The workshop is designed to cover several areas of HRD skills. The morning hours are designed to take up theoretical sessions with demonstration or administering and analysis of a psychological instrument. The post-lunch sessions mainly focus on games on group dynamism, discussion, seminar and role-plays. The idea is to keep the participants physically very active by involving them individually. Besides, the personal involvement would boost their level of confidence.

Prof. Diwakar Rao, delivering the keynote address, analysed the reasons and the relevance of holding the HRD workshop for the benefit of the students. He stated that the changes taking place in the world scenario. The impact of globalization is putting more and more pressure on the service sector. The educational field is not an exception. It is faced with the threat of a demand for quality education all over the world. India has the responsibility to rise to the occasion to meet the new challenges in the face of stiff competition from the developed countries in the world. Empowering each and every student to accept the new challenges and help them win over the situation is very essential in the new scenario. The exposure to the HRD aspect would enable the students to develop that special insight into the nuances of the job market and its requirements. He wished that the other colleges also emulated the precedent set by Sahyadri Science College by taking a leaf out of its experiments in new directions.

Presiding over the function, Prof. Hoovaiah Gowda asked the students to make the best use of this invaluable opportunity provided by the Pathways project. The students should not have to regret that they are losing their precious vacation period. Instead, they should thank the project and learn the new skills that are inaccessible to the rest of the student community in the college. It is a step towards achieving excellence in their life. He asked the students to mentally prepare themselves to tolerate the pressure of hard work during the workshop hours. Arts College Principal, Prof. B M Rudrappa was also present on the occasion and wished success to the workshop. Some members from the teaching and non-teaching staff were present during the inaugural session. All the scholars of the FAEA actively participated with enthusiasm during the session. In fact, the entire programme was arranged by the students themselves. Miss Jamuna sung an invocation song, while Miss Mamatha anchored the programme. D H K Murthy proposed vote of thanks.

**Session – 12-5-2003      Monday:**

The technical session began with a lecture by Prof. Diwakar Rao on "Personality and Career Opportunities". He conducted a test on personality and analysed it to make the students identify their fields of strength and how to choose a career based on the test. In the afternoon session HRD games on Tower Building, Broken Squares and Rope construction were played. The feed back of the students shows that they liked the session very much especially because of the new experience they had.

Kum. M N Prabha opines that the lecture on Career opportunities gave her information about several dimensions of personality. She writes that she liked the ideas and strategies on Chanakya very much.

Kum. Vijayalakshmi H G responds by telling, "Clearly this lecture gave me a picture about the career choices. By working hard, it is possible to change the attitudes".

Kum. Vani A mentions that the lecture helped her in understanding what kind of a job was suitable for her. The games helped them how to boost their intelligence, how to sacrifice for the sake of team source, etc.,

Kum. Jamuna K S writes that among all the lectures in the workshop, she liked Prof. Diwakar Rao's lecture very much. She writes: "this helped me to understand myself in a better way, I came to know that the personality can be changed".

Kum. Savina V Koliwad writes that she intended to be a teacher and the day's experience doubly confirmed that her choice was the right one.

Kum. Mamatha N, another scholar, writes that choosing the right career would give the satisfaction.

Kum. Ambika S writes that she loved the quotation: "Die after achieving but not before".

#### **1. Tuesday - 13-5-2003:**

The second day's session was devoted for the ideas on Self-Esteem by Dr. V G Kulkarni, Former Principal of J S S College, Dharwad. He enlightened the students about the meaning of the word "Self Esteem" and told them how to enhance it. Good goals, right approach, sense of achieving, sense of confidence and a sense of contentment are the factors which raise the Self esteem of any individual. He widely quoted the examples from the Eastern and Western philosophy. He also gave the examples from great people. He said that the curiosity to observe and the skills to document the details are the greatest strengths of the Western society. Thinking philosophically and spiritually is the strength of the East. But both have lessons to learn from each other to strike a balance. Mere materialist

approach would not enhance self-esteem. We have to learn to celebrate the strength in us.

Responding to the lecture, Ambika writes that she came to know about the word "Spiritualism" and its effect for the first time in her life.

Mr. Anil Kumar writes that he came to know how to live in this competitive world.

Shamsia Nazneen liked the idea how powerful the mind of a man is. She liked the words "a conditioned mind cannot find the path in an unconditioned state".

D H K Murthy appreciated Dr. Kulkarni's knowledge and enthusiasm even at the age of 70 plus.

Kum. M N Prabha liked the ideas of cosmic mind and divinity.

Kum. Hamsavi learnt about different states of the mind.

Kum. Savina liked the idea that God lives in all the souls and so one need not have to suffer from low esteem.

Kum. Mamatha appreciated the co-relation between Science, Education and Spirituality and how they contribute to the self-esteem.

Kum. G B Sumalatha liked the idea how the spiritual science can help us to analyse ourselves and to find solutions to our inner problems.

Kum. Ambika loves to incorporate the ideas of Dr. V G Kulkarni in her personal life.

Kum. Jamuna K S. was a bit lost to comprehend the difficult concept of Spirituality V/s Self-Esteem.

In the afternoon session, a synergy exercise called the "Desert Survival" was administered to the students. The exercise was taken from Dr. Udai Pareek's book "Developing Motivation through Experience". The participants enjoyed the game very much. One of them writes that she

was thrilled to undergo the experience. Another one writes, how we can learn so many lessons even while enjoying the experience of the game.

**14-5-2003 Wednesday:**

Dr. V G Kulkarni spoke on the Indian Culture with special reference to the concept of Kundalini as explained in the Indian spiritual heritage. For most of us, it was a new subject. Though we had heard about it, we did not know clearly what it meant. Dr.Kulkarni explained the concept in a very simple language supported by the diagrams and pictures. The participants realized why the West always looks to the East with a sense of awe. For all the participants it was a different experience.

In the afternoon session, a Role-play was administered to the participants. The objective of the Role Play is: -

To sensitize the students to feel, to think and to respond to the situations.

To overcome stage fear.

To think creatively and respond spontaneously to the context.

To co-ordinate with the team members.

The topic given for the Role-play was related to the feelings of an old woman in a house whose existence is totally ignored by all the members of the family. The subject provoked thinking on part of the young students to put themselves into the shoes of an old lady - might be their own grand mother or so. The experience of a Role-play for the participants was totally a new one. They were divided into three groups and each group had to perform the Role-play in a specified time limit of fifteen minutes.

The session was followed by a lecture on "Emotional Management" by Prof. A S Chandrashekar. He highlighted the role of emotions in our life.

## **15-5-2003 Thursday: -**

A lecture was arranged on the scope of "Emerging Careers". Sri Shankar Narayan, Principal of Edurite College, Shimoga, was the speaker for the session. He defined a career and narrated the classifications in careers. He gave a panoramic view of the available careers in the present day context. One should have a clear vision and focus towards a goal. And the goal should be based on our strengths. Hundreds of careers are open to the talented, but unfortunately all of us follow the madding crowd to catch the mirage in white collared professions. We seldom think of the new avenues.

Responding to the lecture Jamuna K S. writes that she learnt a lesson to keep our mind always open and to think of only positive things. She feels that Sri Shankar Narayan has a lot of information on career aspects but at times it was felt that he was trying to cram too many things in a short time.

Ambika feels it was really a wonderful session.

G B Sumalatha understood an ambit of career opportunities.

Suma H K learnt how to locate the strengths and weaknesses.

Jyothi V Asundi found interest in the jobs like call centers providing opportunities to the unemployed.

Mamatha N feels that Sri Shankar Narayan tried to show light even in the darkness of unemployment.

Prabha M N got the idea about call centers and merging careers.

The afternoon session was devoted to the presentation of seminars by the FAEA students. Four students, namely, Savina, Mamatha, Hamsavi and Rachitha presented their papers based on the books they have read. It was a very useful session. The session was designed to make the students to compulsorily read a book from the FAEA library and share their experiences with the fellow participants. Each one of the students was given a book to read and the result was that all the students came to

know what that particular book holds. The participants not only learned how to overcome the stage fear but they also learnt the tricks of the trade of how to make this clear in front of the audience. For most of the students it was the first experience in their life to stand in front of the audience. Some experienced loss of confidence in the initial stages but soon tried to overcome the nervousness and controlled the situation with confidence. They came with the idea that they would not be able to manage the show beyond five minutes, but they were surprised to find that they could stand even beyond half an hour.

**16-5-2003, Friday:**

Prof. Saleha Khayum from the Department of English, Bangurnagar Degree College, Dandeli, was invited to conduct a two-day workshop on "Communicating Skills in English". She tried to concentrate on the simplest aspects of communication like etiquette, along with stress, pronunciation, etc. Handouts were given to the students to follow the instructions and to workout the exercises. The workshop also included learning through games. The response from the students is listed below:

Mr. Anilkumar writes that he did not know how to wish and how to say Goodbye. "The experience helped me to learn the basic things and I shall never forget this in my life".

D H K Murthy writes, "English language is the treasure house of knowledge. I learnt many skills in this programme. It enhanced my confidence".

Hamsavi states she: liked the rule imposed on them by Mrs. Khayum that they should converse in English only. The imposition made us compulsorily to converse in English".

Jyothy writes, "The class was very interesting and informative. This was very helpful to make me speak in English and learn communication skills. Now there is no hesitation in me to speak English".

Sumalatha, at first felt that it was not necessary to teach such skills at the Degree level students. But the experience opened her eyes and made her to understand how poor our knowledge in English is.

**17-5-2003 Saturday:**

The morning session continued with the Learning skills in English. Prof. Saleha continued with the next part that included essay writing and a game called "Attack on Space". The game involved the art of questions and answers.

Another Seminar session was followed in the post-lunch session by a very interesting lecture on the "Joy of Life" by Sri A J Ramachandra Rao, Teacher from the National High School, Shimoga. Joy of life and celebration of the life is one of the very important factors contributing to the Emotional Intelligence. The mechanical way of life in working organizations, monotonous Television culture in the family life has drained the society of its strength to recharge itself automatically or by default. That is the reason why most of the youngsters suffer from psychosis, depression, frustration, etc. The pursuance of short cut approaches to the life's pleasures has made the children to believe that success is easily achievable. Hardship is not the necessary criteria to the success in life. But, on the contrary life has its own pace to follow. Perseverance, perspiration and participation not only add luster to the life but it also gives the stamina to celebrate and enjoy the life. Dr. D V Gundappa, (DVG) a very famous poet and philosopher from Karnataka, was a living embodiment of the joy of life. His life and his achievements were clear instances to prove the theory. Sri A J Ramachandra wonderfully elicited the concept of the joy of life by quoting the anecdotes from the life and works of DVG. It was a very lively lecture and, probably, very timely for the FAEA students.

### **Feedback:**

One of the participants writes that he learnt a great deal in the words "Forget, forgive and do not hate others".

Sumalatha says, how our life style, and the sense of humor puts the enthusiasm in our life. DVG's conviction to stick on to the values even in the face of stark poverty is worth of emulation.

Mamatha felt excited to learn so many things about the celebrated poet and his philosophy that was unknown to her so far.

Savina writes that she learnt a lesson that we should not have to think of ourselves but instead we should feel about every thing around us. Happiness lies in this kind of a approach.

**19-6-2003, Monday:**

### **Attribution for Success and Failure (ASUFA):**

Modern psychologists are giving lot of prominence for the Emotional Intelligence in the achievement of an individual. Daniel Goleman's Book, "Emotional Intelligence", has created waves in the West. The theory of Emotional Intelligence, the definition of emotion, types of emotions, the difference between IQ and EQ and the assessment of IQ were the subject of the morning session. Prof. B C Patil, the Programme Officer of the Pathways Project, was the resource person for the session. ASUFA is one of a very powerful instruments developed by Dr. Udai Pareek and the CDI team. The instrument is basically based on the Emotional Intelligence, but it also looks into many other factors like optimism and pessimism, group directedness and self-directedness, fatalism, etc. The instrument was administered and the results were analysed on the basis of data collected.

Reacting to the session, Hamsavi writes, "ASUFA is a unique personality test. It decides a person's reaction to different situations in the life. I was enlightened by the words:

Patience really pays, Ruminaton ruins and Fatalism is sometimes fatal.

Deepa Bhat writes that, "It was a spectacular lecture and very interesting. I learnt a great deal on the research made in the field of Emotional Intelligence."

Jamuna writes that she came to know about internality and externality, Johari window and personal effectiveness. It was very useful.

D H K Murthy writes: "I learnt to appreciate myself when I am at my best. I am developing genuine self respect and I have decided to work hard with sheer dedication and determination".

Vijayalakshmi writes that she liked Johari Window very much. There is so much to learn from the four aspects of the mind through Johari Window. "This was a very interesting session in the whole workshop".

The afternoon session was devoted for another Role-play based on the Hostel problems and the grievances of the students. FAEA students concluded the day's deliberation with the seminar.

### **20-5-2003, Tuesday:**

The morning session was for understanding the Personality styles. The session was based on the theory of Transactional Styles, by Eric Berne. The CDI team, which has developed an instrument on the Transactional Style Inventory for Students (TSI-S), was administered by Prof. B C Patil. It was to be followed by analysis and explanation by Prof. B N Vishwanathaiah, the following day. The feedback of the students is very much in favor of this test and explanation. The performance-ranking sheet for the theory session shows that the TSI test has attracted maximum number of participants and it has First rank in appraisal.

Continuing the session, Prof. Patil narrated three real life incidents from three great achievers and asked the students to analyse the reasons behind their success. Dream, vision, goal, strategy, management,

feedback, perseverance and strong convictions are generally found functioning behind every great achiever. The concept was discussed in detail. The afternoon session was followed by seminar and discussion by the FAEA scholars.

**21-5-2003, Wednesday:**

Prof. B N Vishwanathaiah took up the morning session and explained the concepts of Transactional Styles and personality. He spoke on the ego states, life positions, functional and dysfunctional styles, etc. Very lively and humourous examples were given to explain the concept. Later, he took up the data collected for analysis and explanation. The Feedback is as follows:

Jyothi Asundi writes: "it helped to me to improve my personality through understanding, the functional and dysfunctional styles."

G B Sumalatha writes that by understanding Transactional styles, we can improve our behavior. The lecture gave us a new dimension to our thinking. It was a very useful lecture for me.

Vijayalakshmi writes that she did not have any idea about the subject called Transactional styles. "I feel very happy to learn the new subject and to adopt it in our life."

D H K Murthy writes that the session helped him to understand inter personal and intra- personal problems.

Hamsavi writes, that through the test, she came to know about the percentage of functional and dysfunctional styles in her.

During the afternoon session, the students were taught to undergo the experience of meditation and stress management. They were introduced about short-term meditation and long-term meditation techniques with a special technique on progressive mediation. The students have given the First rank in the feed back session on the non-theory sessions of the workshop. The session has become an instant hit.

## **22-5-2003 Thursday: Enneagram:**

Prof. B C Patil engaged the session on the Personality Styles, but this time it is with a different dimension – i.e. through the spiritual way of looking at the personalities. Enneagram is one of the very old and ancient methods practiced in Greece and West Asia with mystic knowledge attached to it. The whole mankind is divided into three main types like Head, Heart and Gut types. They are further divided into 9 types of personalities namely:

- |                  |               |
|------------------|---------------|
| 1. Perfectionist | 2. Giver      |
| 3. Performer     | 4. Romantic   |
| 5. Observer      | 6. Questioner |
| 7. Epicurean     | 8. Boss       |
| 9. Mediator      |               |

Each type and its unique qualities were discussed in the session.

The students have opined that this was the second best lecture in the entire workshop.

Hamsavi writes that it was a very interesting session because it was very relevant to us.

D H K Murthy writes that the session gave him both spiritual and intellectual pressure.

M N Prabha writes, "Through Enneagram, we came to know to which group of personality we belong to". Totally, this was an interesting session.

G B Sumalatha says that the session helped her to understand the personality type of others and of herself; which enables her to adjust accordingly in the society.

Jamuna writes that the session was very interesting and she got very excited to learn about the basic qualities of human beings.

In the afternoon session, the students gave a seminar along with a few tips on HRD skills.

**23-5-2003, Friday:**

The morning session was devoted to an open floor discussion with the students. The students were made to open up and interact in groups. Topics like spiritualism, healing process, psychosomatic diseases, memory process, etc. were discussed in the session. The students also wanted to know about many psychological aspects.

In the afternoon, an industrial contact programme was arranged. All the participants were taken to M/s Shantala Ductile and Grey Iron Foundry Ltd., which is located in Industrial estate of Machenahalli, Shimoga. The Managing Director, of the factory Sri Rudregowda and his associates like Sri Halappa, Maheshwarappa, Chandrashekar, etc., took the students to the factory and showed them how an industry works. It was totally a new experience for all the students. No one had visited any factory here before. The students came to know about shifts, the pollution problems, power problems, quality consciousness, sustainability, etc.,

After the visit to the different parts of the factory, the Managing Director had arranged a face-to-face interaction with the students in the conference hall of the factory. He gave a very enlightening lecture on the success of his industry, and the synergy between the employees and the employers. Hard work, commitment to quality, conviction to achieve something and co-operation to help each other are the pillars of success of any industry. All the theory classes held during the workshop were transformed into action in the session. It was a memorable experience for all the participants. The generosity of the Management is admirable.

**Feedback:**

Savina says that she had heard of great personalities, but she had an opportunity to meet one such personality in person. Shri Rudregouda and Shri Halappa shared their gradual success by narrating how a barren land was converted into a fruitful unit. Savina appreciated the patriotic spirit in the MD who has proved that Indian products are no inferiors to any other.

Ambika, says it was her second visit to an industry, but this one was memorable. The owners showed us how true are the words of Milton:

Where there is a Will, there is a way."

Hamsavi likes the idea of how such experiences add to the knowledge bank of students and enhance their confidence.

Vani realized how consistent efforts made by a person lead him to success. Shri Rudregowda is a testimony to the saying: "Failure is a step towards success."

Sumalatha G.B. is convinced and she writes that hard work will be really rewarded.

For Jamuna it was a rare opportunity. Shri Rudregowda and his friends have sacrificed their precious time for our sake. It shows how concerned they are about the younger generation.

Vijayalakshmi feels exhilarated to use the word, Emotional Intelligence – for it is a new jargon for her – to explain the qualities behind the success of an entrepreneur.

Murthy DHK, felt that the earlier sessions were theoretical, whereas this one is a practical one and that too a classical theory of success.

#### **24-5-2003 Saturday:           Valedictory Session:**

After a rigorous workshop for two weeks, it was the day to conclude. The students enthusiastically held the valedictory session. In the morning, they narrated their experiences in the Feedback session. Prof. T S Hoovaiah Gowda, Principal, Sahyadri Science College, Shimoga, presided over the function. The function was held without any formality. It was very informal. The participants were given the freedom to air their experiences freely. Truly, it was their session.

Prof. B C Patil, Programme Officer announced in the session that two prizes would be given to the best report writer from the workshop. All the students are compulsorily made to write a consolidated report on the workshop.

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