

BATCH PERFORMANCE REPORT

Batch Number - 145
Vivekanand College, Kolhapur
Batch Start Date - 28th January 2020

Date: 31st March 2020

Dear Sir/Madam,

As you are aware, CPBFI is a flagship CSR initiative of Bajaj Finserv aimed at enhancing employability of graduates, especially first-generation graduates. We receive strong support from all our partners, mainly college partners, training partners, content partners and assessment partners to make this programme successful.

To measure the impact of the programme on students, we track some key performance indicators for every batch. Please find below a summary of performance for the abovementioned batch.

1. Employability:

A HR Workshop is conducted at the end of every batch, wherein recruiters from Bajaj Finserv and its subsidiaries, interview candidates for specific roles in BFSI industry. The recruiters shortlist candidates based on these interviews and provide us a list of candidates that they believe have a very high chance of being selected in a job interview. This independent assessment by professional recruiters is a good ‘lead’ indicator of employability.

Summary of HR Workshop Result

HR Workshop Date	14-Apr-2020
Total Candidates	14
Of which shortlisted	10
Shortlisting Ratio (%)	71.43
CPBFI All India Average till batch start date (%)	50.01
CPBFI Highest	94.44

2. Assessment Scores:

We conduct an online assessment before and at the end of the batch to gauge improvement in students’ knowledge of the different subjects. The results also provide us good idea of training quality.

Summary of Assessment

Batch	Batch	Batch	Batch	CPBFI Average	CPBFI Average	CPBFI Average	Highest Change CPFBI
Subjects (In %)	Pre-assessment	Post-assessment	Change#	Pre-assessment	Post-assessment	Change#	-
Banking	56.36	45.67	1.43	42.62	58.12	14.91	-
Insurance	45.91	45.33	3.57	32.59	52.46	19.80	-
Communication	49.70	47.11	2.86	46.69	56.30	8.99	-
Total	50.74	45.94	2.60	40.19	55.57	14.97	43.90

#only for candidates that appeared for both pre and post assessments

3. Attendance:

Attendance during the programme is influenced by many factors. Attendance is high when the sessions are interesting, students understand the value of the training, coordinators are effective in monitoring the batch and finally scheduling and timing of the batch (other activities and programmes in college such as traditional day etc. can affect attendance significantly). Attendance has a strong positive correlation with improvement in assessment scores and performance in the HR Workshop.

Summary of attendance

(in %)	Batch	CPBFI Benchmark	CPBFI Average	CPBFI Highest
Overall attendance	84.82	75%	81.33	98.38
Subject-wise				
Banking	87.50	90%	81.58	-
Insurance	78.13	90%	80.98	-
Communication	87.50	75%	81.52	-

4. Feedback from participants:

We seek feedback from students during and at the conclusion of the batch.

The main question in the feedback is “On a scale of 1 to 10, how likely are you to recommend CPBFI to your friends and relatives? (10 being the highest, 1 being the lowest)”. Net promoter score is calculated based on number of promoters (whose answer is 9 or 10) and detractors (whose answer is between 1 and 6). Net promoter score = % of promoters minus % of detractors. A positive score is considered good and a score of above 50% is considered excellent and a score above 70% is considered exceptional.

Participants also provide faculty ratings and self-assessment about improvement in their own attitude, skills and knowledge.

Summary of student feedback

	Feedback after the batch	CPBFI Average	CPBFI Highest NPS Score
Total respondents	12	-	-
Promoters	9	-	-
Detractors	0	-	-
Net Promoter Score	75.00	46.22	100
Faculty Rating (% of Excellent)			
Banking	66.67	54.27	-
Insurance	33.33	54.76	-
Communication	91.67	68.48	-
Feedback (% of Strongly Agree)			
Industry knowledge has improved	58.33	38.65	-
Communication has improved	100	49.53	-
Confidence has improved	58.33	48.38	-
Joining CPBFI was a good decision	91.67	49.19	-

5. Conclusion:

The students of this batch have performed well in the HR Workshop which is a lead employability indicator. The selection ratio in the workshop is higher than CPBFI average selection ratio. The total of post-assessment score is lower than CPBFI average and the comparison between pre to post-assessment scores is only for students who have appeared for both. The overall batch attendance is higher than CPBFI average and the students have dedicatedly attended the sessions. We have also noted the low rating received by the Insurance faculty and the overall feedback on the course has been positive which is reflected in the student feedback.

Overall, the students have taken efforts to complete the programme and we are confident, every one of them has a successful career ahead!