

# THE JAIPURIA COMMUNIQUE

*The official campus newsletter of  
Jaipuria Institute of Management, Noida*

- APPLICATION OF PSYCHOMETRIC TESTS IN ORGANIZATIONS
- COMPETENCY ASSESSMENT THROUGH “PSYCHOMETRIC TOOLS”
- PLASTIC AND E-WASTE COLLECTION DRIVE IN COLLABORATION WITH ALLIED E-WASTE SOLUTION
- KPMG LEAN SIX SIGMA GREEN BELT PROGRAMME
- EXPLORING REVERSE MENTORING: BRIDGING GENERATION SKILL GAPS

# MAJOR HIGHLIGHTS

## APPLICATION OF PSYCHOMETRIC TESTS IN ORGANIZATIONS

A workshop on “Application of psychometric tests in organizations” was conducted on December 8, 2023, for the students of the HR elective course “Competency Mapping and Assessment Centers.” The faculty instructor for the course, **Dr. Pragya Gupta**, welcomed the guest, **Ms. Charu Sharma**, DGM HR at Infogain Ltd., with a green certificate as per the tradition of Jaipuria Institute of Management, Noida.

Charu Sharma's guest talk on psychometric testing was insightful and thorough for PGDM HR students. Displaying her proficiency in many psychometric evaluations, such as DISC, MBTI, 16PF, etc., Ms. Charu proficiently discussed a range of subjects, sailing smoothly from simple to complex ideas regarding psychometric evaluations. The depth of her knowledge was evident as she delved into the subtleties of assorted assessment formats, their real-life uses, and the complex art of understanding their results.

A main point to remember was Ms. Sharma's clear advice on the usage of psychometric assessment by following the process of 5W1H psychometric analysis. She explained when to do the tasks and the details involved. She gave students useful tips about how to use these tests in the HR field. The session was hands-on, as seen by the active participation of students, who asked many questions.

Ms. Charu Sharma, beaming with immense knowledge, answered each question precisely and accurately, providing a detailed understanding of psychometric testing. In general, the talk really stuck with the HR students, giving them useful knowledge and a better respect for the role psychometric evaluations play in human resources.





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## APPLICATION OF PSYCHOMETRIC TESTS IN ORGANIZATIONS



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## “COMPETENCY ASSESSMENT THROUGH “PSYCHOMETRIC TOOLS”

On December 4, 2023, a session on the topic of ‘Competency Assessment through Psychometric Tools’ was organized by **Dr. Pragya Gupta**, the faculty instructor for the course “Competency Mapping and Assessment Centers.” The session was conducted under the faculty exchange program, wherein **Dr. Manisha Seth**, Associate Professor (HR & OB) at Jaipuria Institute of Management, Lucknow Campus, came to deliver the session.

The session was an engaging exploration into the intricate realm of psychometric tests for competency mapping within organizations. It provided students with comprehensive insights into the who, when, why, where, and how these psychometric assessments are used by organizations. Students gained practical insights on leveraging psychometric assessments to optimize team composition and individual potential. Students dove deep into understanding the rationale behind these tests, their timing in organizational processes, their purpose, the methodologies employed, and the significance of competency mapping. The session bridged theoretical knowledge with practical applications, offering a holistic view of how organizations leverage psychometric evaluations to effectively map competencies, align roles, and enhance workforce capabilities.





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## “COMPETENCY ASSESSMENT THROUGH “PSYCHOMETRIC TOOLS”



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## PLASTIC AND E-WASTE COLLECTION DRIVE IN COLLABORATION WITH ALLIED E-WASTE SOLUTION

Disha CSR at Jaipuria Institute collaborated with **Allied E-Waste Solutions** for an impactful environmental initiative. The campaign aimed to reduce plastic waste and raise awareness about gadget lifespans. CSR coordinators strategically placed waste bins across the college, emphasizing responsible disposal. Allied E-Waste Solutions highlighted the crucial role of e-waste management. Symbolizing a green commitment, the initiative encouraged a sustainable ethos within the college. Participants gained insights into gadget lifespans, fostering responsible consumption and disposal habits.

The event concluded with a group picture, capturing the collective commitment to environmental sustainability. Overall, the collaboration aimed to contribute to a greener world by promoting awareness and responsible waste management practices within the college community.





# MAJOR HIGHLIGHTS

## KPMG LEAN SIX SIGMA GREEN BELT PROGRAMME

To enhance the placement preparedness of students, the KPMG Lean Six Sigma Green Belt Programme is being organized at the Noida Campus in face-to-face classroom mode. The 4-day, 32-hour professional training program is a great value addition for all students, irrespective of their specialization choices. A total of 38 first-year students across all PGDM programs enrolled in this professional certification program. The program is being delivered by **Mr. Chirag Pahouri**, a highly experienced and accomplished Black Belt Lean Sigma professional. The program started on 17th Dec'23, Sunday, 9.30 am with a welcome address by **Dr. Keshav Kr Sharma** and would continue till 20th Dec'23, Wednesday.

The program aims to enhance the student participant's current understanding of the business excellence ecosystem, impart knowledge of the Lean Six Sigma quality management system, and provide training in various tools/techniques of Lean Six Sigma. This certification program would not only help students shine as future Lean Six Sigma professionals but also enhance their career prospects in various other job profiles.



# MAJOR HIGHLIGHTS

## EXPLORING REVERSE MENTORING: BRIDGING GENERATION SKILL GAPS

On December 15th, 2023, the International Relations Committee hosted a captivating webinar delving into the realm of “**Reverse Mentoring**” a concept gaining traction in contemporary professional settings. The distinguished keynote speaker for the event was **Dr. Sanghamitra Chaudhuri**, an Associate Professor at Metropolitan State University, Minneapolis, US. The virtual stage was skillfully navigated by **Ms. Avisha Verma**, an alumni of Jaipuria Institute of Management, Noida Campus, and a Technical Recruiter and Operations Consultant at **KWA Analytics Private Limited**. Dr. Sanghamitra Chaudhuri’s session proved to be enlightening, drawing from her extensive knowledge and experience in the field. The focus of the discussion centered around the role of Reverse Mentoring in addressing and bridging the generational skill gaps prevalent in today’s professional landscape. Her insights added a profound dimension to the dialogue, offering attendees valuable perspectives on the intricacies of this innovative mentoring approach.

Throughout the session, Dr. Chaudhuri shed light on various organizations successfully implementing Reverse Mentoring programs to foster cross-generational learning and collaboration. She highlighted examples where younger employees mentored their more experienced counterparts, challenging traditional hierarchies and promoting a culture of continuous learning.

### Reverse Mentoring Defined

- An inverted form of mentoring whereby the seasoned and more experienced workers are paired as mentees with junior employees, who are less experienced
- Reverse mentoring works best when younger, newer, and more junior employees have expertise in a domain and are willingly open to share the knowledge/skill with their more experienced and seasoned senior colleagues





# MAJOR HIGHLIGHTS

## EXPLORING REVERSE MENTORING: BRIDGING GENERATION SKILL GAPS

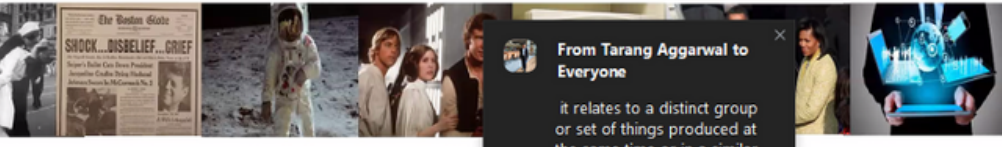
Moreover, Dr. Chaudhuri emphasized the mutual benefits derived from Reverse Mentoring. She illustrated how seasoned professionals gain fresh insights into emerging technologies, digital trends, and contemporary work methodologies from their younger counterparts. Simultaneously, the younger generation benefits from the wisdom, experience, and strategic vision of their senior mentors. This symbiotic exchange not only enhances individual skills but also contributes to a more dynamic and innovative organizational culture.

Ms. Avisha Verma skillfully guided the conversation, posing thought-provoking questions and facilitating a meaningful exchange between Dr. Chaudhuri and the webinar attendees. Her role as a moderator added a personal touch to the session, ensuring that the audience remained engaged and actively participated in the discussion.

As a token of appreciation for her invaluable contributions, Dr. Sanghamitra Chaudhuri was presented with a green certificate by **Ms. Sonali Mulay**, from the International Relations Committee and the Alumni Relations Committee. This gesture underscored the significance of Dr. Chaudhuri's expertise in shedding light on Reverse Mentoring as a strategic tool for addressing generational skill gaps.

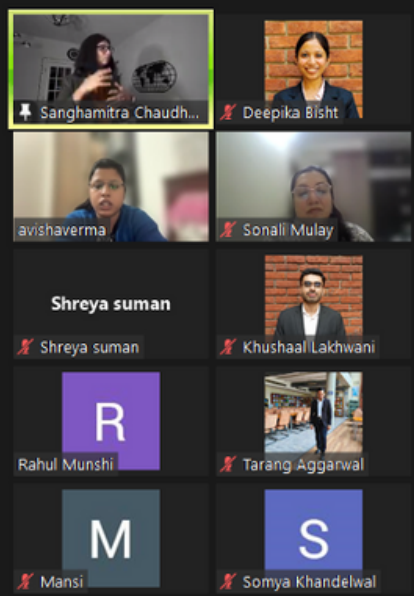
### Generation Defined

- *The events and conditions each of us experiences in our formative years determines who we are and how we see the world.*
- *As a result of these events and conditions, each generation has adopted its own 'generational personality'.*
- Group of individuals based on shared experiences at similar ages.



**From Tarang Aggarwal to Everyone**

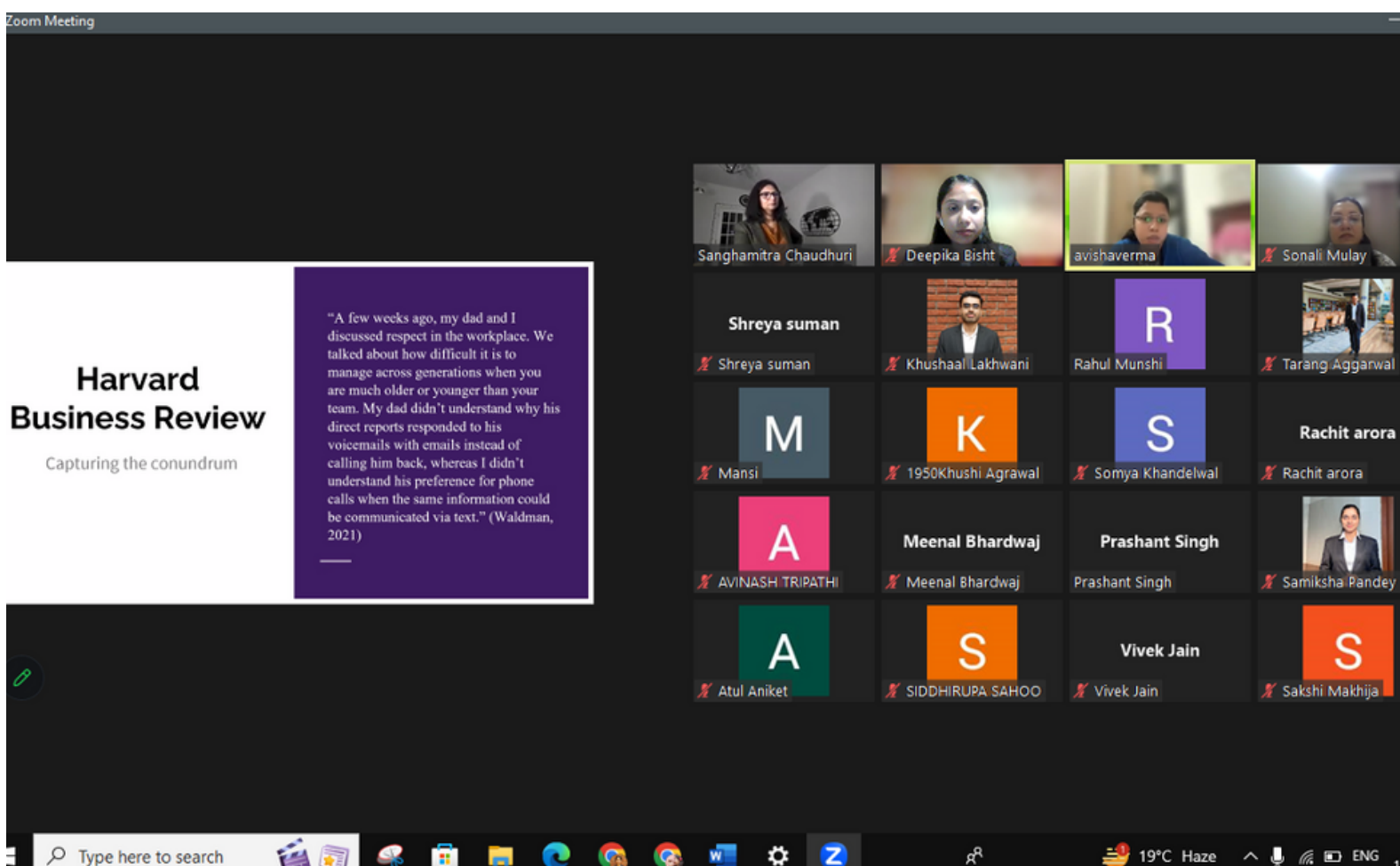
it relates to a distinct group or set of things produced at the same time or in a similar way.



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## EXPLORING REVERSE MENTORING: BRIDGING GENERATION SKILL GAPS

In conclusion, the webinar on Reverse Mentoring proved to be an insightful exploration of a progressive mentoring approach. Dr. Sanghamitra Chaudhuri’s expertise, coupled with Ms. Avisha Verma’s adept moderation created a platform for a robust discussion. The session not only provided a theoretical understanding of Reverse Mentoring but also offered practical examples and tangible benefits for organizations willing to embrace this innovative strategy in their pursuit of bridging generational skill gaps and fostering a culture of continuous learning and collaboration.



This weekly newsletter is an initiative by MRC Noida to present all the events during the preceding week. We welcome your thoughts and suggestions.