

BEST PRACTICES - 1

(Competency Incubator & Assessment Centre)



ASTHA SCHOOL OF MANAGEMENT, BHUBANESWAR

CIAC Model

Academic Year 2022-2023

The CIAC focuses on managerial competences, industry preparedness, entrepreneurial skills, innovation, business acumen, and soft skills, as well as facilitative placement in their preferred profession (chosen specialization and sector based on aptitude). CIAC combines MBA coursework with managerial training. Managers need business skills, domain expertise, creative and analytical thinking, good communication, and other "soft skills." CIAC semester wise course outlines are meticulously planned and designed. Faculty expertise guides training. Based on their assessment and evaluation, students were advised on ways to improve.

CIAC sessions and assessments were successfully completed for all four semesters in the academic year 2022-2023. In this academic year the CIAC sessions started on 04th October 2022 for 1st year students – (1st Semester admission batch 2022-23) and for 2nd year students on 11th September 2022 (3rd Semester admission batch 2022-24). In the beginning of the academic year the newly inducted students completed training sessions on Business Environment Review, Advertisement Review, Business language Comprehension, Soft Skill, Computing Skills, Language lab, and Library in their **1st semester**. The second-year students who were in **3rd** semester completed training sessions on Content Development and GD, Personal Interview, Quantitative Aptitude, Soft Skills, Reasoning and English for Competitive Exams. During the **2nd and 4th semester** the training session started from 26th February 2023 and 15th February 2023 respectively. The training session like Soft Skills, Language Lab, Content Development, and soft skills were included in the **2nd semester** which helped students to prepare themselves for the summer internship interview drives. The sessions like need based one-to-one counseling,

Mock GD and personal interview and soft skills were conducted to make students corporate ready in the **4th Semester**.

It was ensured that at the end of each session in a particular semester the assessments of their progress were done. The objective was to identify the weak areas and guide them for improvements. The assessment sheets are shared with the students after evaluation which facilitates them to trace their weaker zones and provide a direction for improvement. The students are highly benefitted to receive placement offers from companies.

The total CIAC session for the session 2023-24 enabled students to get placed in companies and some who opted for entrepreneurship also could build their capacity for self-employment. The list of companies where the students got placed is separately shown.

This model integrates all the activities and events that develop students' competencies.



FOUR PHASES OF CIAC SESSIONS	
PHASE-1: Foundation Course, Grooming, Language Lab	PHASE-2: Business Management, Soft Skills, Language Lab.
PHASE-3: Specialization, Finisse, Sectorial specific roundup	PHASE-4: Corporate grooming and Placement
Semester: 1 Business Environment Review, Advertisement Review, Business language Comprehension, Soft Skill, Computing Skills, Language lab, and Library	Semester: 3 Content Development and GD, Personal Interview, Quantitative Aptitude, Soft Skills, Reasoning and English for Competitive Exams
Semester: 2 Soft Skills, Language Lab, Content Development, and soft skills	Semester: 4 Mock GD and PI, Need-based one to one counseling, Soft Skills

ASTHA SCHOOL OF MANAGEMENT, BHUBANESWAR

NOTICE

Ref. No.: ASM/7149(2)/22

DATE: 08/12/2022

This is to inform that the CIAC sessions for 1st Semester (Admission batch 2022-24) will commence from **12 December 2022** as per the allocated time and day mentioned in the time-table. The list of courses and concerned faculty names are given below.

Sl. No.	Course Name	Name of the Faculty Members
1.	Business Environment Review	Asst. Prof. Amita Panda Asst. Prof. Bishnu Prasad Kar Asst. Prof. Md. Asif Khan
2.	Advertisement Review	Asst. Prof. Md. Asif Khan Asst. Prof. S.I. Haisnain Dr. Abhijit Mohanty
3.	Business Language Comprehension	Asst. Prof. Abhipsa Mishra Asst. Prof. Rupali Paikaray
4.	Language Lab /Library	Prof. Dr. Sharmila Subramanian Asst. Prof. Bishnu Prasad Kar Asst. Prof. S.I. Haisnain
5.	Soft Skills	Asst. Prof. Tulika Singh Asst. Prof. Abhipsa Mishra Asst. Prof. Nandita Mohapatra

Sharmila

Prof. (Dr.) Sharmila Subramanian
Principal
Astha School of Management
Bhubaneswar

Copy to:

1. Notice Board
2. J.A.O

ASTHA School of Management

1st Semester Class Time Table 2022-23 w.e.f. 12.12.2022

Section- C

DAY	9.45 AM-10.45 AM	10.45 AM-11.45 AM	11.45 AM - 12.45PM	12.45 PM -1.30 PM	1.30 PM-2.45PM	2.45 PM-3.45PM	3.45PM-4.45PM
MON	BL	BC	BEE	L U N C H B R E A K	Advertisement Review	MM	ME
TUE	MP	OB	FAA		Business Language Comprehension	BC	DS
WED	ME	BC	MM		CD/LIBRARY	BEE	BL
THU	DS	FAA	MM		Soft Skills	MP	OB
FRI	ME	BEE	BL		Business Environment Review	DS	PROCTORSHIP (3.45 PM Onwards)
SAT	FAA	MP	OB		CD/LIBRARY	IQAC ACTIVITY	

[Signature]

Principal

ASTHA School of Management

ATTENDANCE SHEET



ASTHA SCHOOL OF MANAGEMENT 1ST SEMESTER (Session: 2022-2023)

Subject : Advertisement Review
Faculty : Dr. Abhijit Mohanty
Section : C

ASTHA SCHOOL OF MANAGEMENT

[illegible]

No	Name of the Student	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	Total No. of Classes	% of Attendance
150	SWETA PRIYADARSHINEE DAS	P	P	P	P	P	P	P															
151	TANKADHAR SABAR	P	P	P	P	P	P	P															
152	TRUPTIMAYEE MAHAL	P	P	P	P	P	P	P															
153	TUSAR KUMAR PANDA	P																					
154	TUSHAR RANJAN SAHOO	P																					
155	ABINASH SWAIN	P	P	P	P	P	P	P	P														
156	PUJARANI SAHOO	P	P	P	P	P	P	P	P														
157	BALARAM SETHY	P																					
158	PRAMODA KUMAR SWAIN	P																					
159	PRIYANKA DASH	P																					
160	BIJAYANANDA DAS	P	P	P	P	P	P	P	P														
161	SAGAR KUMAR NAYAK	P	P	P	P	P	P	P	P														
162	DEBASHISH SAHOO	P	P	P	P	P	P	P	P														
163	DESITI SUNITA	P	P	P	P	P	P	P	P														
164	SONAM CHOUDHURY	P																					
165	JAYA PRAKASH PRADHAN																						
166	AVIJIT SAHOO																						
167	UNMESH DALAI	P	P	P	P	P	P	P	P														
168	NRUSINGHA PRASAD SARANGI	P	P	P	P	P	P	P	P														
169	SUBRAT NAYAK	P	P	P	P	P	P	P	P														
170	DIPTI RANJAN DAS	P	P	P	P	P	P	P	P														
171	MANOJ KUMAR RANA	P	P	P	P	P	P	P	P														
172	PRAMODINI MALLICK	P																					
173	SANDHYA RANI SAHU	P	P	P	P	P	P	P	P														
174	KRUTIKA SAHU	P	P	P	P	P	P	P	P														
175	SUBHASHREE MOHANTY	P	P	P	P	P	P	P	P														
176	AMAR BEHERA	P																					
177	AK BIPLAB DASH																						
178	MANOJ KUMAR BARIK																						
179	YUBRAJ SENDHA																						
180	KISAN KHILLA																						
181	SIBASISH MAHARANA	P																					

Signature with Date

Amr K. Das, 10/10/2022
10/10/2022

BHUBANESWAR

Therapy of
Hypertension
is to
reduce the
cardiac output
and the
peripheral
resistance.

Photos of CIAC Classes

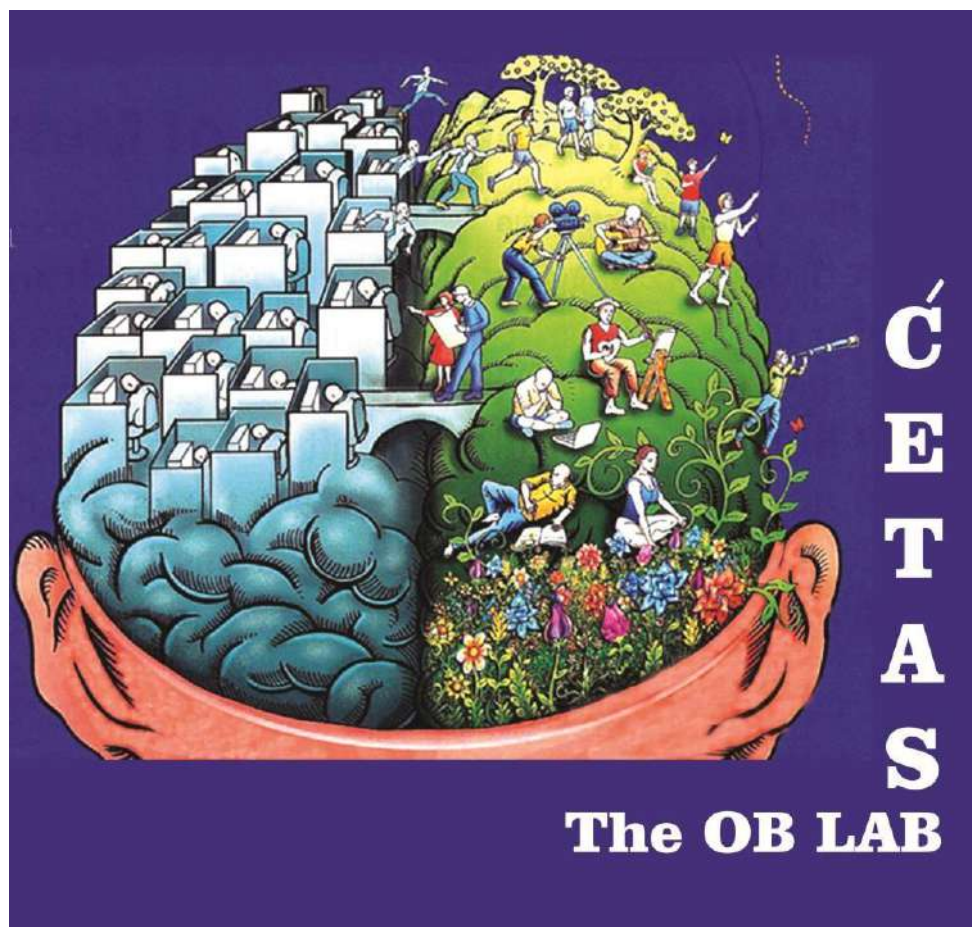




ISO 9001 : 2015

BEST PRACTICES - 2

OB Lab (Çetas)



Çetas - The OB Lab at ASTHA School of Management is one of its kind in the region cementing a wonderful platform for understanding behavioural processes. It is indigenously researched and designed for attitude shaping and personal grooming. It provides the students with the insight required to transform themselves into well groomed individuals global managers and responsible citizens.

Objectives

- To sensitize students about their behavioural traits
- To shape up students attitude
- To bring about behavioural modifications

(b) VARK Learning Styles

ASTHA School of Management VARK Evaluation					
Sl.No.	Name	V	A	R	K
1.	ABHIJIT DAS	4	12	4	4
2.	ABINASH SWAIN	7	6	3	8
3.	AK BIPLAB DASH	8	6	5	4
4.	ALOK KUMAR BEHERA	7	6	7	4
5.	AMAR BEHERA	7	5	5	7
6.	AMIT KUMAR SAHOO	5	13	3	9
7.	ANIL KUMAR ROUT	6	10	3	3
8.	ANIL NAIK	6	9	5	4
9.	ANKIT ROUT	5	6	7	6
10.	ANTARYAMI PANIGRAHI	1	7	8	5
11.	ANYASHA NIBEDITA DAS	6	9	4	5
12.	ARUN KUMAR SWAIN	1	9	2	4
13.	ARYBHANU BEHERA	3	8	3	10
14.	ARYAN	6	7	9	4
15.	ASHALATA SETHI	9	6	5	4
16.	ASHIMA KALYANI JENA	4	5	6	9
17.	ASHIS KUMAR DASH	7	3	10	3
18.	ASITOSH SHARMA	7	6	6	5
19.	AVIJIT SAHOO	2	10	7	12
20.	BABITARANI BEHERA	3	5	6	7
21.	BALARAM SETHY	3	9	7	1
22.	BANDAN MAHAPATRA	4	10	5	7
23.	BASANTA KUMAR JENA	4	8	6	2
24.	BASHISTHA KUMAR ROUT	5	8	8	5
25.	BHANDI BHAGABAT PRASAD	6	9	8	6
26.	BHARATA BARIK	5	2	7	5
27.	BHARGABI SAHOO	5	12	9	6
28.	BIBEKANANDA DAS	8	10	5	3
29.	BIBHUTI BHUSAN MAHAPATRA	5	6	4	3
30.	BIJAYANANDA DAS	5	5	6	8
31.	BISWARANJAN SAHOO	5	7	5	5
32.	CHANDAN KUMAR DANDAPAT	8	4	6	3
33.	CHENNMACHETTI SOUJANYA	6	8	7	3
34.	CHINMAYA PUROHIT	6	8	8	2
35.	DEBADATTA RANJIT	2	7	3	2
36.	DEBASHIS SWAIN	2	7	3	5
37.	DEBASHISH SAHOO	7	5	5	3
38.	DEBASISH SWAIN	3	7	6	3
39.	DEBI PRASAD PANDA	7	5	6	4
40.	DEEPAK KUMAR SWAIN	6	9	4	5
41.	DESITI SUNITA	1	9	2	4
42.	DINESH KUMAR BEHERA	3	8	3	10

43.	DIPANSHI DAS	6	7	9	4
44.	DIPTI RANJAN DAS	9	6	5	4
45.	DUSANTA BEHERA	4	5	6	9
46.	DUSMANTA KUMAR BEHERA	7	3	10	3
47.	GIRIBALA NAYAK	4	12	4	4
48.	GOUTAM BEHERA	7	6	3	8
49.	HARAPRIYA DASH	8	6	5	4
50.	HIMANSHU SARANGI	7	6	7	4
51.	ITINA NAYAK	7	5	5	7
52.	JAYA PRAKASH PRADHAN	5	13	3	9
53.	JAYADEB SAHOO	6	10	3	3
54.	JEEBAN KUMAR NATH	6	9	5	4
55.	JIBAN PATRA	5	6	7	6
56.	JITURANJAN BHOI	1	7	8	5
57.	JYOTI PRAKASH JENA	6	9	4	5
58.	JYOTI SWAIN	1	9	2	4
59.	JYOTIRANJAN RAM	3	8	3	10
60.	KAJAL JENA	6	7	9	4
61.	KARAN BHARDWAJ	9	6	5	4
62.	KISAN KHILLA	4	5	6	9
63.	KRUSHNA CHANDRA SETHI	7	3	10	3
64.	KRUTIKA SAHU	4	12	4	4
65.	KRUTISUNDAR JENA	7	6	3	8
66.	KUMAR ABINASH	8	6	5	4
67.	KUMARI CHINMAYEE PATRA	7	6	7	4
68.	L BRAHMALINGAM ACHARY	7	5	5	7
69.	LAKI ANUDIP BURH	5	13	3	9
70.	LAXMI NARAYAN NAYAK	6	10	3	3
71.	LAXMIKANT MAHARANA	6	9	5	4
72.	LAXMIPRIYA DAS	5	6	7	6
73.	LIZA PRADHAN	1	7	8	5
74.	MAHESH SABAT	6	9	4	5
75.	MAMITA GAGARAI	1	9	2	4
76.	MANAS HIKAKA	3	8	3	10
77.	MANOJ KUMAR BARIK	1	9	2	4
78.	MANOJ KUMAR RANA	3	8	3	10
79.	MIKUN SWAIN	6	7	9	4
80.	NEHA PRAVAKAR NAYAK	9	6	5	4
81.	NIRBENDU DASH	4	5	6	9
82.	NIRMAL SANDHIBIGRAH	7	3	10	3
83.	NRUSINGHA PRASAD SARANGI	1	9	2	4
84.	PADMALOCHAN BADATYA	3	8	3	10
85.	PANKAJ DAS	6	7	9	4
86.	PAPULU BEHERA	9	6	5	4
87.	PRADYUMNA PARIDA	4	5	6	9
88.	PRAJNA PRIYA DAS	7	3	10	3
89.	PRAKASH KUMAR DAS	4	12	4	4
90.	PRAMODA KUMAR SWAIN	7	6	3	8
91.	PRAMODINI MALLICK	8	6	5	4

92.	PRATIK DHAL SAMANTA	7	6	7	4
93.	PRITAM BHOI	7	5	5	7
94.	PRIYADARSHINI CHOUDHURY	5	13	3	9
95.	PRIYANKA DASH	6	10	3	3
96.	PUJARANI PADHY	6	9	5	4
97.	PUJARANI SAHOO	5	6	7	6
98.	RABINARAYAN POLAI	1	7	8	5
99.	RAHBER ALI KHAN	6	9	4	5
100.	RAHUL KUMAR PATRA	1	9	2	4
101.	RAINY JHA	3	8	3	10
102.	RAJA BADATYA	1	9	2	4
103.	RAJESH KUMAR DAS	3	8	3	10
104.	RAJESH MANDAL	5	6	7	6
105.	RAKESH KUMAR HOTA	1	7	8	5
106.	RAKESH KUMAR SETHY	6	9	4	5
107.	RANJEET KUMAR BEHERA	1	9	2	4
108.	RASHMI RANJAN NATH	3	8	3	10
109.	RASMITA BISOI	1	9	2	4
110.	REBATI BEHERA	3	8	3	10
111.	ROHIT KUMAR PARIDA	1	9	2	4
112.	RUDRA NARAYAN BEURA	3	8	3	10
113.	RUPESH MISHRA	6	7	9	4
114.	SACHIN KUMAR SAHOO	9	6	5	4
115.	SAGAR KUMAR NAYAK	4	5	6	9
116.	SAMAPANA SWAIN	7	3	10	3
117.	SAMBIT KUMAR BOITY	1	9	2	4
118.	SANDHYA RANI SAHU	3	8	3	10
119.	SANSKRITI AGARWAL	6	7	9	4
120.	SASMITA BEHERA	9	6	5	4
121.	SASWAT KAR	4	5	6	9
122.	SATYA PRAKASH BAL	7	3	10	3
123.	SATYABRATA JENA	4	12	4	4
124.	SATYABRATA MOHARANA	7	6	3	8
125.	SATYABRATA PALAI	8	6	5	4
126.	SATYAJEET SAHU	7	6	7	4
127.	SATYARANJAN SAHOO	7	5	5	7
128.	SHUBHRAJIT SWAIN	5	13	3	9
129.	SIBASISH MAHARANA	6	10	3	3
130.	SIDHARTHASEKHAR NAYAK	6	9	5	4
131.	SILILATA SAHOO	5	6	7	6
132.	SIPUN KUMAR SETHI	1	7	8	5
133.	SK ABRAR ALI	6	9	4	5
134.	SK MUSTAFA	1	9	2	4
135.	SOHEL KHAN	3	8	3	10
136.	SOMALINI SAHOO	1	9	2	4
137.	SOMANATH PRADHAN	3	8	3	10
138.	SOMANATH SAHOO	1	9	2	4
139.	SOMYA SAMALA	3	8	3	10
140.	SONALI BEHERA	6	7	9	4

141.	SONALI DALAI	9	6	5	4
142.	SONALI DAS	4	5	6	9
143.	SONALI NAYAK	7	3	10	3
144.	SONALI PATTANAIK	4	12	4	4
145.	SONAM CHOUDHURY	7	6	3	8
146.	SOUMYARANJAN PATI	8	6	5	4
147.	SOURAV KUMAR JENA	7	6	7	4
148.	SOURAV NAYAK	7	5	5	7
149.	SOURAV SATAPATHY	5	13	3	9
150.	SRADHA SUMAN SATAPATHY	6	10	3	3
151.	SREETAM SAHU	6	9	5	4
152.	SRIKANT NAYAK	5	6	7	6
153.	SRIMANTA MANDAL	1	7	8	5
154.	SRUSTI PRASAD NATH	6	9	4	5
155.	SRUTI SAHOO	1	9	2	4
156.	SUBHAJIT SANTRA	3	8	3	10
157.	SUBHAKANTA MAHAPATRA	1	9	2	4
158.	SUBHALAXMI DASH	3	8	3	10
159.	SUBHALAXMI PANI	1	9	2	4
160.	SUBHAM TAHTOI	3	8	3	10
161.	SUBHASHREE MOHANTY	6	7	9	4
162.	SUBHRAJIT KUARNR	9	6	5	4
163.	SUBRAT KUMAR JENA	4	5	6	9
164.	SUBRAT MOHARANA	7	3	10	3
165.	SUBRAT NAYAK	4	12	4	4
166.	SUBUDHI MANDIRA	7	6	3	8
167.	SUKANTA KUMAR SATAPATHY	8	6	5	4
168.	SURESH KUMAR BARIK	7	6	7	4
169.	SURYAKANTA BEHERA	7	5	5	7
170.	SURYAKANTA SAHOO	5	13	3	9
171.	SUSHANTA SAHOO	6	10	3	3
172.	SUSMITA DAS	6	9	5	4
173.	SUVRAJIT MOHANTY	5	6	7	6
174.	SWAGATA MUKHERJEE	1	7	8	5
175.	SWETA PRIYADARSHINEE DASH	6	9	4	5
176.	TANKADHAR SABAR	1	9	2	4
177.	TRUPTIMAYEE MAHAL	3	8	3	10
178.	TUSAR KUMAR PANDA	1	9	2	4
179.	TUSHAR RANJAN SAHOO	3	8	3	10
180.	UNMESH DALAI	6	9	4	5
181.	YUBRAJ SENDHA	1	9	2	4

OUTBOUND TRAINING PROGRAM



**ASTHA School of Management
Bhubaneswar**

OB Lab has shaped the personality and attitude of the students in such a way that they have shown commitment and resilience at their work place. Their loyalty and behaviour have impressed the organizations to count on ASTHA School of Management for Recruitment & Selection of Management students.

Alumni with longest stint in their organization

Sl No.	Name & MBA Batch	Company & Designation	Linkedin Profile
1	Fakir Mohan Badatya (2012-14)	Wuerth India (Sales Manager)	https://www.linkedin.com/in/fakir-mohan-badatya-9110771ab?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=android_app
2	Sambit Kumar Bhoi (2015-17)	Muthoot Microfin (Regional Internal Auditor)	https://www.linkedin.com/in/sambit-kumar-bhoi-a60899124?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=android_app
3	Surojit Meghamala (2017-19)	Muthoot Microfin (Deputy Regional Internal Auditor)	https://www.linkedin.com/in/surojit-meghamala-0078a51ab?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=android_app
4	Karishma Saha (2017-19)	Suryoday Amall Finance Bank (Assistant Manager -Talent Acquisition)	https://www.linkedin.com/in/karishma-saha-b5834223a?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=android_app
5	Satyabrata Nayak (2016-18)	ICICI Direct (Branch Manager)	https://www.linkedin.com/in/satyabrata-nayak-b001a1199?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=android_app
6	Kishan Kumar Das (2019-21)	Axis Mutual Fund (Relationship Manager)	https://www.linkedin.com/in/kishan-das?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=android_app
7	Rajashree Rajalaxmi Swain (2019-21)	Flipkart (Senior Executive Hub Operations)	https://www.linkedin.com/in/rajashree-rajalaxmi-swain-345a3b160?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=android_app



**ASTHA School of Management
Bhubaneswar
LIST OF REGULAR RECRUITERS**

Sl. No.	Name of the Company	Logo
1.	Aditya Birla Fashion & Retail	
2.	Flipkart	
3.	Axis Mutual Fund	
4.	Shoppers Stop	
5.	Godrej Appliances	
6.	Muthoot Microfin	
7.	Reliance Digital	
8.	Svatantra Micro Finance	
9.	Axis Bank	
10.	ICICI Securities	
11.	Adhikar India	
12.	HDFC AMC	
13.	Dabur India	
14.	HDB Financial Services	