

Ashoka Education Foundation's
ASHOKA BUSINESS SCHOOL
A Report of Group Discussion Series
Conducted under Student Development



I. Introduction

GD is a common term that is a vital one in the life of the job seekers. Group discussion is a prevalent tactic used as an important tool for personality assessment. This is a commonly used method to evaluate overall personality of candidates. This technique is proved to be highly efficient to gauge the basic traits of the applicants. In this method, a group of applicants is made to sit together, in a way that they can have an interaction and discussion on a given topic.

- Group Discussion (GD) is a comprehensive technique to judge the suitability of an individual for admission, scholarship, job, etc.
- GD assesses a candidate's overall personality ,thoughts, feelings and behavior of an individual in a group; aspects which are critical to a good manager or bad manager.
- A GD is usually of 20-25 minutes wherein a topic is presented to the group members for discussion.

➤ While the discussion is going on, the panelists observe speakers for-

- their leadership quality,
- communication ability,
- clarity of thoughts and
- ability to present an argument convincingly.

These qualities are necessary for an individual to succeed as a manager or an administrator.

➤ **Following are the list of qualities judged during a GD:**

- Communication with other group members
- Behavior and interaction with the other group members
- Open-mindedness
- Flexibility or rigidity in accepting the viewpoints of others in the group
- Leadership skills
- Problem-solving & critical thinking skills
- Time management skills
- Skills at putting forth ideas in an unbiased manner

II. Objectives

The recruiters look out for 'X- factor' in the candidates. GD plays a vital role in enabling the recruiters to identify the inherent skills. Confidence, eloquence and logics are the key to excel in Group Discussion.

➤ The common objectives are:

1. To evaluate certain attributes that can be otherwise difficult or time consuming to ascertain like-
 - Communication skills
 - Knowledge on given topic,
 - Flexibility,
 - Listening skills,
 - Ability to work in a team
 - Leadership qualities
 - Initiative
 - Clarity on concepts
 - Assertiveness
 - Patience

2. To build confidence in the students and encourage them to overcome their shyness.

III. Execution (number of GDs, evaluation and process followed)

1. Number of GDs Conducted – 12

2. Process-

- a. The GDs were scheduled and conducted on every Monday and Saturday at 4pm
- b. The topics for GDs were given by each Mentor a few days in advance so that the students had enough time to prepare for the same.
- c. After the initial introduction and information about what GDs are and their importance by the respective Mentors, the forum was open to all the Mentees for the GD.
- d. The time duration was about 25 to 30 mins.
- e. Expert comments were then made by the Mentors after observing the performances of every Mentee.
- f. Dr. D M Gujarathi, Director, ABS and Mr. Venkitachalam, Counsellor, ABS were also present to hear and counsel the students about their performances.
- g. Reports were made by the resp. Mentor after every GD and were mailed to the Director for his perusal.
- h. The Mentors made their observations about the performances and improvements in the consecutive GDs about their Mentees in the reports.
- i. After all the GD sessions, a list of weak students (**32 in all**) was made. The purpose was to help them improve and try to raise their performances in the GDs.
- j. The respective Mentors conducted Ex-tempore for their weak mentees to encourage and build confidence in them.
- k. An Offline interactive session was also conducted by Director Dr. D M Gujarathi to understand their problems and difficulties. **13** students were present for the same
- l. A zoom session was conducted for the remaining absent weak students and their problems were discussed.

IV. GD Topics taken:

- "2nd wave of Covid spread- Governance failure or lethargy of people?"
- "Online Vs Classroom Learning"
- Who serves the Country best-A Soldier, Doctor, Scientist or Politician?"
- "2nd wave of Covid spread- Governance failure or lethargy of People?"
- Mentees-Should Indian students/Youngsters join Politics?
- "First impression is last impression"
- "Economic growth is more important than ecological protection"
- Teamwork is important in Sports.
- Agriculture in India: Challenges & Problems
- India vs. China: Will India always remain inferior to China?
- Impact of social media on human behavior & society
- Teamwork is important in Sports.
- 'Should Celebrities join Politics?'
- Government jobs and Private Jobs for Long run.
- Does GD really improve grooming?

V. Participants

All the students of MBA-1

VI. Learning Outcomes

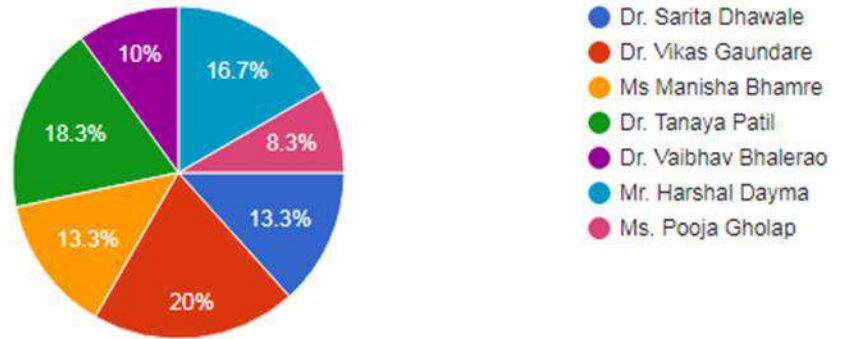
Students shared the following learning outcomes:

- Understood the difference between an Interview and a GD.
- Will not be given a chance or slot to speak – but will have to grab it.
- Realized how to start talking for own self.
- Helped build confidence and overcome shyness.
- Learned to avoid excessive aggression.
- Understood the importance of being a Team player.
- Learned to control anger and not display any negative emotions.
- Understood how not to shout to be heard.
- Understood the importance of reading and staying updated
- The importance of Practice was understood.
- Overcoming the fear of speaking in English or in a group.

VII. Feedback

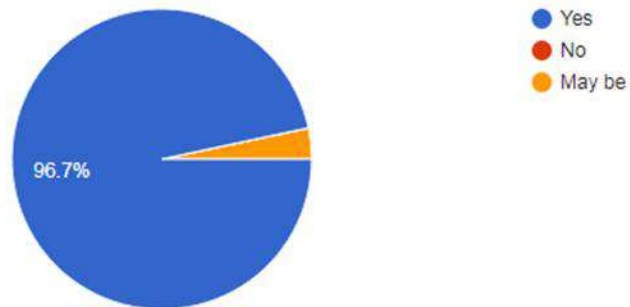
Name of the Mentor.

60 responses

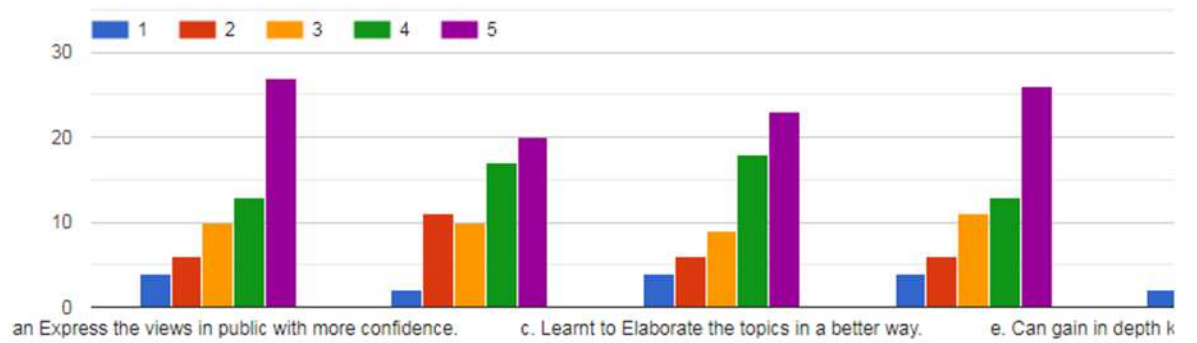


Adequate information was given by the mentor in regards to the basics and rules of GD.

60 responses

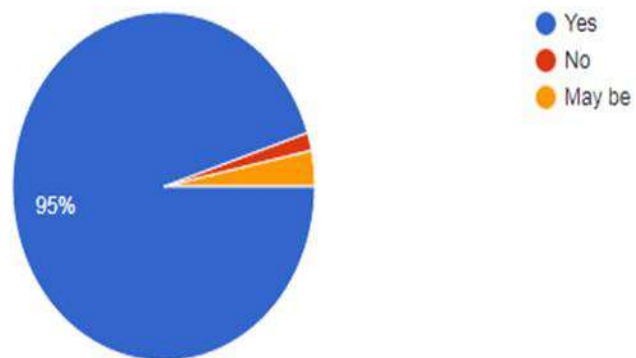


Give your Opinion about the skills that you have developed in you due to these GD Session.

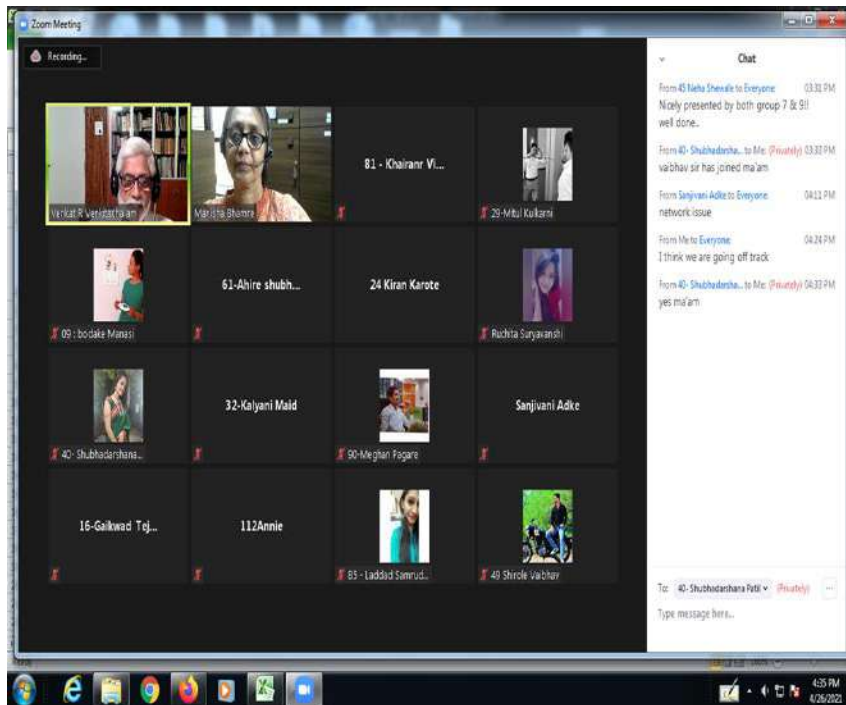
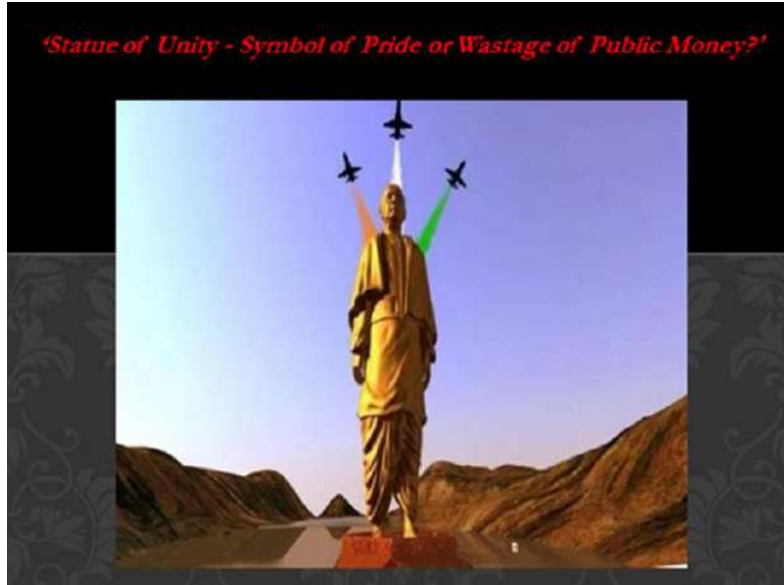


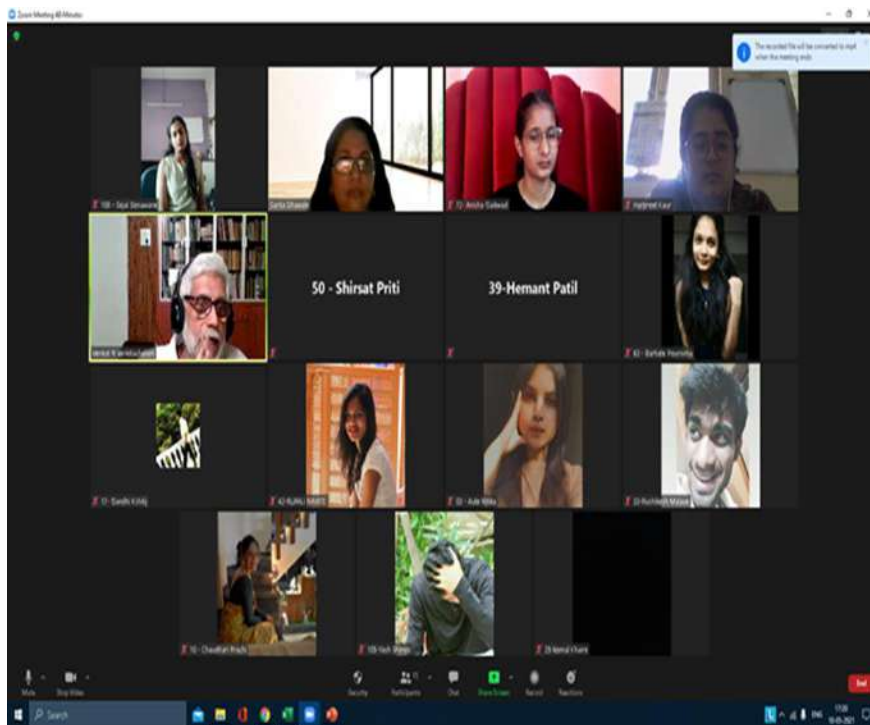
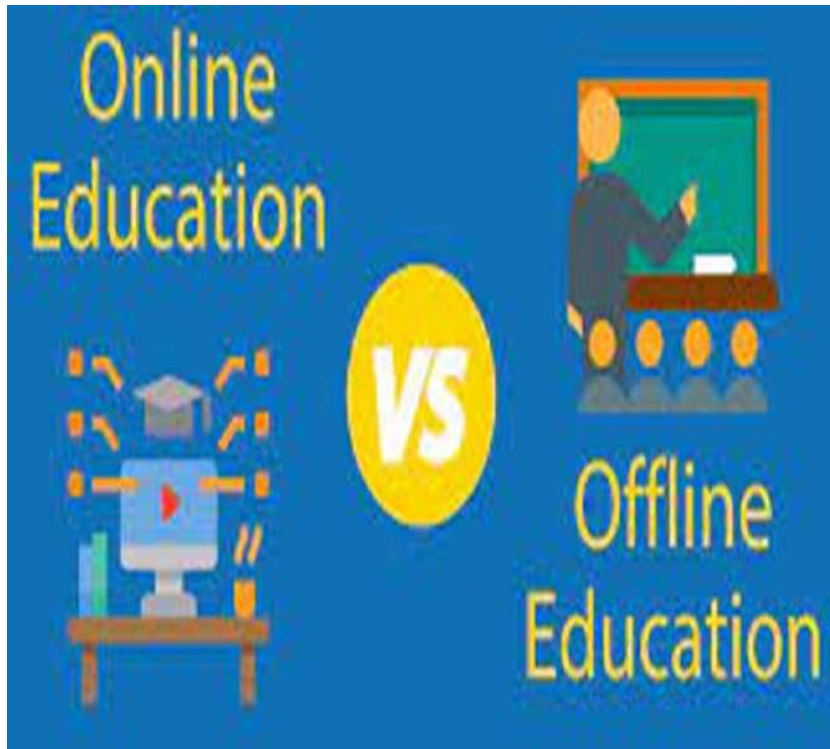
The Group Discussion Activity met your expectations.

60 responses



VIII. Screen shots





GROUP DISCUSSION NO.4

" SHOULD INDIAN STUDENTS/YOUNGSTERS ENTER POLITICS?"



DT: 10/5/21
MENTOR: MANISHA BHAMRE

Zoom Meeting

Recording

Participants (74)

Q. Find a participant

44-Sharma Nik...	Manisha Bhamre	ABS AEF	81 - Vikrant Kha...	Dr.Smita Chavale
Priti Shirsat	99 Neha Shee...	Vinay R Venk...	105-Yash Shimp...	Anisha Galbrao
MANSLJOSHI	Priyanka Shinde	Vaibhav Bhalerao	95-SHIL PATIL	17 - Gandhi K...
Sneha Morade	Neha Thorat	91 - Pai Namitha	46 Chirag Shinde	94-Rupesh Patil
Lubana Raja	Parthesh Triakar	Laddad Samru...	49 Shirole va...	88-Saurabh M...

32-Kalyan Maid
27-Durga Nandurdikar
38-Mahesh Nathe
39 - Hemant Patil
40 - Aishwarya K. Pawar
42-Sheldon Rodrigues
44-Shama Nikta
46 Chirag Shinde
49 Shirole Vaibhav
64 - Bhalekar Sarvesh
74 shivani gangude
81 - Vikrant Khairnar
83 - Kohli Mazan

Invite Unmute Me Raise Hand

3:36 PM 7/23/2021

Mentee Group Discussion

8-5-21



*"WHO SERVES BEST-
A SOLDIER, TEACHER, DOCTOR, SCIENTIST OR
POLITICIAN?"*



IX. Conclusion

Group Discussion is widely used for the recruitment process. It helps panelist to select a few candidates from the group. It also helps them to judge that the candidate is suitable for the organization or not.

The GD activity, an idea put forth by Dr. D. M. Gujarati was truly very motivating for the students in many ways. The fear of speaking in front of a group due to language barrier or low confidence was removed in some way. This was the start of getting to know the students as well as for the students to get to know their capabilities and strengths. The students understood the importance of that X -factor which is determined through the group discussions. They understood how GD plays an important part in letting the recruiters know, identify and acknowledge their skills other than educational degrees only.

This exercise also helped to identify the **weak students** in the sense of those who were –

- Low in confidence,
- Afraid to speak,
- Lacking communication skills and
- Difficulty in speaking English.

A separate meeting of such students was called and the Mentors also conducted an extempore with them to make improve them slowly and steadily.

The Group discussion activity at ABS was the first of the many steps in preparing the students to face interviews and ready them for bright careers after they pass out of the Institute.