

Title of Best Practice:

Inclusion of Alumni as Panellists in Admission Selection Process

Objective: The aim is to be achieving a high fitment ratio to the niche MBA operations Program offered by SIOM and maintain rigor similar to recruitment process. This calls for not only for assessing the abilities of the candidate for the program but also to gauge if the candidate had potential to be molded according to the corporate requirement . This was possible only with involvement of the corporate in the process. This would also give the corporate an idea of the quality of students' intake at SIOM. With strong Alumni network across sectors it made sense to invite Alumni as part of Panelists for the same.

Context: The Admission process at SIOM has the same rigor as the placement process. Inviting corporate representatives from HR and Operations during the admission interview in fact becomes the first test of

The Practice: The Admission process at SIOM is planned to interview around 1200 students in 2 weekend slot. Tapping the Alumni representatives from various sectors, confirming their availability for the same, arranging the logistics and mapping them with the dates and slots suitable to both is the initial task in the process. A list of Alumni base is made and all are contacted to check availability by the Alumni Committee. Depending upon the Industry trends and also the profiles of aspirants, we draw a list of sectors from where Alumni representatives are to be invited for the season. After confirmation from them necessary arrangements are done and the Alumni are placed along with other invited corporates in the Panel for two rounds. Group exercise and Personal Interview of admission process. Another agenda during the process is to get inputs on corporate trends and upcoming requirement so as to proactively plan on many fronts.

Evidence of Success: This is the 4th year of this practice .Alumni representation is growing Alum as we are able to attract a good number now .Apart from this our target to create a fitment between aspirants for admissions and candidates for placements is successfully evident with the Internships placements and final placement figures . We are also able to attract companies where our Alumni are currently working for our students' recruitment. Good brand building and networking among the other corporate representatives who are co panelists is observed.

Problems Encountered and Resources Required: Time constraints and availability of select Alumni for Admission process is the biggest constraint. Mapping their suitability and our process is a daunting task.



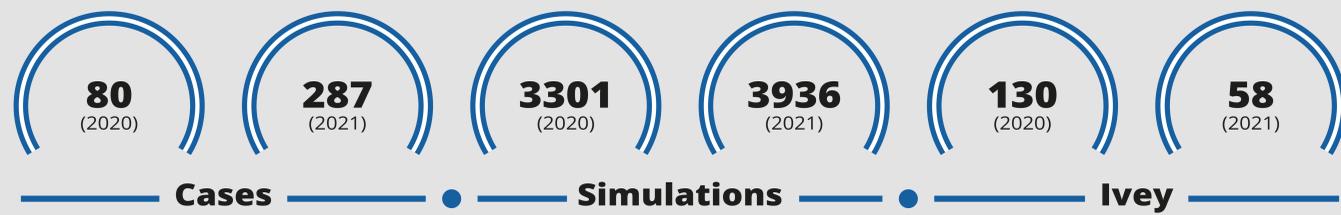
SYMBIOSIS INSTITUTE OF OPERATIONS MANAGEMENT

HBR SIMULATION FOR TEACHING & EVALUATION

OBJECTIVE

To give the students a holistic understanding of business problem and application based learning experience as to how firms apply various strategic tools to come to a decision.

USAGE



EVIDENCE OF SUCCESS

Development of holistic business perspective helped in bagging the best of projects at

- McKinsey & Company
- Siemens
- Huhtamaki
- IBM
- Brakes India Pvt. Ltd.
- ABB
- General Electric
- Li-Circle

Increase in number of B-School competitions won in the simulations category

- Digital Project Expo - ABB (Winner)
- Opsjourney - IIM Trichy (Winner)
- OpsSamadhan - IIM Amritsar (Winner)
- Opssonization - IIM Trichy (Winner)
- Uttardayitva- IIM Raipur (Winner)
- Vishleshan - IIM Kashipur (2nd Place)
- Manthan - IIM Lucknow (3rd Place)
- Ophzeus - IIM Sirmaur (3rd Place)

INSTITUTE BEST PRACTICES

INCLUSION OF ALUMNI AS PANELISTS IN ADMISSION SELECTION PROCESS

OBJECTIVE

To achieve a high fitment ratio to the niche MBA operations Program and maintain rigor similar to FTE/SIP recruitment process, thus assessing the abilities & moldability of the candidate for the program.

ADMISSIONS ALUMNI PANELISTS



Rohit Raghavan
Rohit Springforms Pvt. Ltd.



Rajesh Kumar Gupta
Piramal Enterprises Ltd.



Abhishek Chetty
OYO (Ex - McKinsey & Co.)



Sameer Panda
Microsoft Corp.



Punyadeep Singh
Johnson & Johnson



Amit Kavathekar
KPMG



Nandkishor Boddu
PWC

EVIDENCE OF SUCCESS

ALUMNI ORGANISATIONS



CONVERSION SUCCESS

