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DEPARTMENT OF MANAGEMENT STUDIES AND RESEARCH CENTRE

Report on "Human Values Education : Why ? and How?" Workshop

Five Days Workshop on "Human Values Education: Why? and How?" was conducted from 15th May 2023 to 19th May 2023, by the Department of Management Studies and Research Centre, K S School of Engineering and Management - Bengaluru - 109.

Invitation of the Inaugural Program:


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Cordially invite you for the 5 days workshop on
"Human Values Education : Why ? and How? "
from 15th May, 2023 to 19th May , 2023

RESOURCE PERSON
Mr. Panduranga Bhatta
FORMER PROFESSOR -IIM CALCUTTA

Presided by
Sri. R. Rajagopal Naidu
Hon. President, Kammavari Sangham

Will Grace the occasion
Sri. R. Leela Shankar Rao
Hon. Secretary, Kammavari Sangham

Sri. T. Neerajakshulu Naidu
Hon. Treasurer, Kammavari Sangham

Dr. K.V.A. Balaji
CEO, KSGI

Dr. Shekar H S
HOD-MBA

Dr. K. Rama Narasimha
Principal, KSSEM

Venue : KS Architecture seminar hall
Inauguration Timings : 9.30 AM - 10.30 AM
Session Timings : 11 AM - 3.30 PM



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Invocation	Miss. Pooja Vasanth Raj	9.30 AM - 9.35 AM
Welcome Speech	Dr. Shekar H S	9.36 AM - 9.45 AM
Introduction of Resource Person	Prof. Arundathi K L	9.46 AM - 9.50 AM
Address by Resource Person	Mr. Panduranga Bhatta	9.51 AM - 10.00 AM
Felicitations to Resource Person	Management and other dignitaries	10.01 AM - 10.05 AM
Presidential Remarks	Sri. R. Rajagopal Naidu	10.06 AM - 10.10 AM
Address by Secretary	Sri. R. Leela Shankar Rao	10.11 AM - 10.15 AM
Address by Treasurer	Sri. T. Neerajakshulu Naidu	10.16 AM - 10.20 AM
Address by CEO	Dr. K V A Balaji	10.21 AM - 10.25 AM
Address by Principal	Dr. K Ramanarasimha	10.26 AM - 10.30 AM
Vote of Thanks	Prof. Rajamohan	10.31 AM - 10.35 AM

INAUGURAL PROGRAM DETAILS:

Inauguration Program was held in K S S Architecture seminar hall, at 9.30 am - 10.30 am. The Program was anchored by Ms. Deepa L 1st Semester MBA student. Invocation song by Ms. Pooja Vasanth Raj followed by Welcome Speech by the Head of the Department Dr. Shekar H S. The Resource Person Dr. C Panduranga Bhatt former Professor at Indian Institute of Management–Calcutta was introduced by Prof. Arundathi KL. Followed by a Keynote address by the Resource Person. Thereafter, the CEO Dr. K V A Balaji sir and Principal Dr. K Ramanarasimha Addressed the gathering.



Vote of Thanks was proposed by Prof. S Raja Mohan. The Program was concluded as per the planned schedule. After the inaugural program participants were served refreshments and moved to Aryabhata Seminar Hall for the further sessions.

There were 30 Participants registered from the various institutes. There were 11 Inhouse participants, 8 from K S Institute of Technology, KSSA - 1, KSP - 1, AMC of Engineering - 3, APS College of Engineering - 2, Jyothi Institute of Technology - 2, RV Institute of Technology and Management - 1 and RN Institute of Technology - 1. All the 5 days Sessions were held at Aryabhata Seminar Hall daily in 2 sessions.

Morning Session: 11.00 am to 01.00 pm

Lunch Break: 01.00 pm to 01.45 pm (All the 5 days Lunch was provided)

Afternoon Session: 01.45 pm to 03.30 pm

Dr. C Panduranga Bhatt former Professor at Indian Institute of Management–Calcutta held the hands on session on "Human Values Education: Why ? and How?".

OBJECTIVES OF THE WORKSHOP

Human values education should concentrate on producing socially aware, culturally sensitive, and intellectually cosmopolitan students. Human values such as trust, respect, honesty, dignity, and courtesy are the building blocks of any free and advanced society. Human values centred courses, curricula, seminars, readership, and scholarship are the future of education at all levels in plural societies that are marked by differences which politically, economically, socially, and culturally demand co-existence and hence inclusion.

This workshop focused on human values education and its relevance and methodology highlighting Indian experiments and experiences. It focuses on cases ranging from the ancient Indian king Ashoka to contemporary episodes and exercises to inculcate human values of integration, sharing and inclusion as good practices worth emulating.

Teaching of human values, ideal life led by teachers, and examples of extraordinary personalities cited from the epics, poetry, literature and history—all these are of great help in this regard. Developing actionable insights in the students for attaining a desirable personality is a challenge which is worth accepting. This workshop will help in developing Human Values in the students of higher education.

OUTCOMES OF THE WORKSHOP:

The Workshop facilitated the participants to understand the concepts of Human values education and its varied dimensions. Participants were able to impact the students in developing attributes like:

- Holistic Vision of Life
- Socially Responsible Behaviour
- Environmentally Responsible Work
- Ethical Human Conduct
- Appreciation and Aspiration for Excellence

DETAILS OF THE RESOURCE PERSON

Dr. C Panduranga Bhatta, Former Professor, IIM - CALCUTTA

Dr. C Panduranga Bhatt former Professor at Indian Institute of Management–Calcutta. Sir, has been a prolific Indologist with a career spanning over 4 decades. He has taught at Postgraduate and Doctoral levels at IIM-Calcutta for 2 decades in Leadership, Creativity and Ethics. He was the founder coordinator of Business Ethics & Communication Group, Coordinator of Management Centre for Human Values, and The Editor of the Journal of Human Values published by Sage Publications. He has been a leading consultant and contributor to several research projects undertaken by prestigious Institutions in India and abroad.

There are Books authored by him includes

- o Dice-Play in Sanskrit literature in the year 1985,
- o Origin and Genesis of the Chess in 1994,
- o Contribution of Karnataka to Sanskrit in 1997,
- o Introduction to Sanskrit Poetics in 2020
- o The Art of Leading In Borderless World in 2020,
- o Dice-Play & Origin of Chess in Sanskrit literature in 2022.

He has also published many research articles related to Leadership, Indology, Human Values, Creativity & Innovation, and Organisational Excellence through Leadership in reputed Journals in India and abroad. He has been honoured with a gold medal by The Association of Indian Management Schools for securing the prestigious 'AIMS-ICFAI best teacher' award in 2011. He has been deputed to Indian Council for Cultural relations Chair Professor at Silpakorn University, Bangkok for 2 academic years by the Ministry of External Affairs, Government of India. He holds the position of honorary advisor at smart AI labs.





SESSIONS DETAILS:

Dr. C Panduranga Bhatt former Professor at Indian Institute of Management–Calcutta held the hands-on session on "Human Values Education: Why? and How?". Professor used the following Pedagogy throughout the session.

- Workshop Methodology
- Case Discussion and Exercises
- Best Practices Sharing
- Group Work and Presentations
- Attitudinal Tests and Counselling
- Self-Reflection and Introspective Exercises
- Story Telling

Study material and Details of Insights Sharing, Group Work and Presentations, Open House were shared prior to the session and all the members were instructed to go through the cases and handout materials.

Group members were individually read the cases allotted to their group at their own convenience outside the class and noted down their Insights to be shared with their group members.

Individual members and group members presented their presentations. Participants were encouraged to share the presentation points either through Oral Presentation/ Role Play, PPTs, Videos etc.

Participants were encouraged to give their Individual as well as Department and Institution based Actions plans to implement the Insights. General observations made that most of the Actions plans to implement the Insights were Individual.

Day 1: 15th May 2023 Challenges of Human Values Education

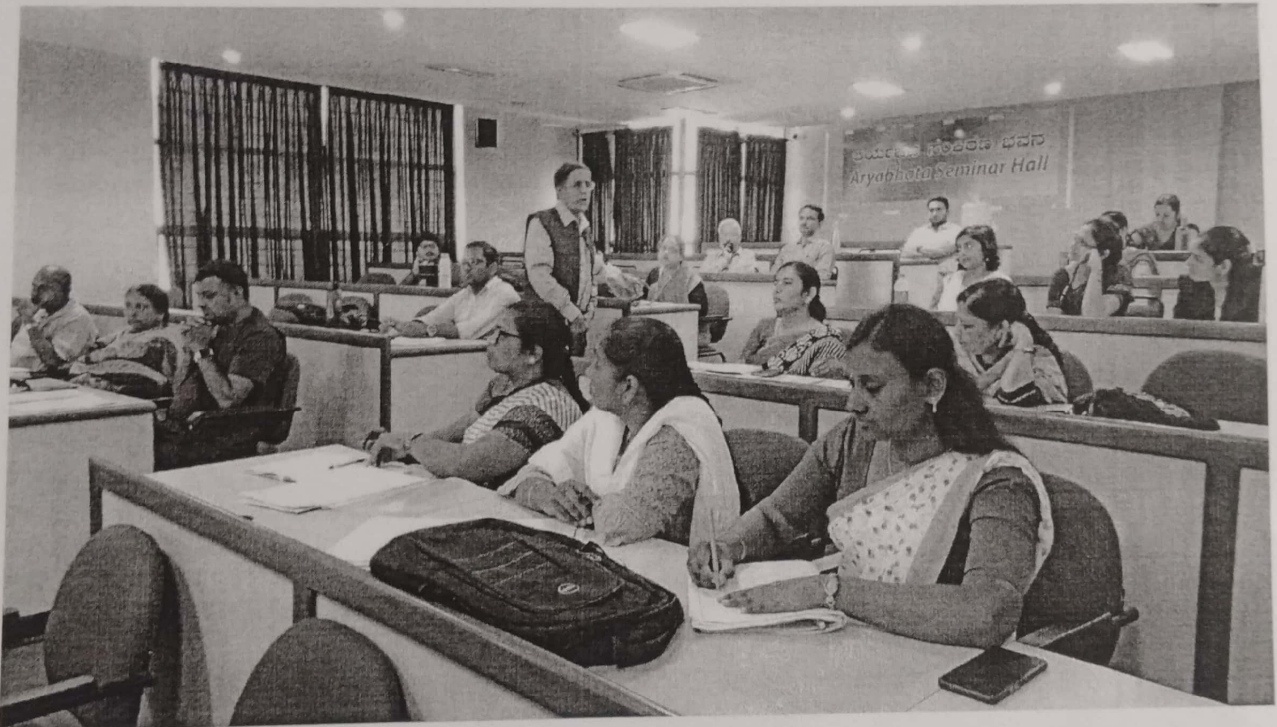
Morning Session: 11.00 am to 01.00 pm

Discussion Points

- Purpose of Education
- Four Pillars of Education
- Five Minds for the Future
- Developing Holistic Personality
- Crisis of Ethics
- MCHV
- Mission Statements of B Schools

Afternoon Session: 01.45 pm to 03.30 pm

10 participants were asked to share human values Insights derived from Select Inscriptions of Ashoka the Great given in the Reading Material Book Pp.136-141. A maximum of 3 minutes will be given to each participant.



Day 2: 16th May 2023 Indian Ethos Education

Morning Session: 11.00 am to 01.00 pm

Major Topics

- What is Indian Ethos?
- Knowledge Management
- Outstanding Contribution
- Theory of Detached Involvement
- Yoga and Ayurveda
- A few Vedantic Concepts for the 21st Century
- Tacit Knowledge and Intuition
- The Art of Leading in a Borderless World



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16/05/23 02:20 PM GMT +05:30



Afternoon Session: 01.45 pm to 03.30 pm

Group Work and Presentation: All the participants were divided into 4 groups and the following Cases are given in the "Reading Material book".

- | | | |
|---------|--------------------------------|---------------------|
| Group-1 | The Exemplar | (Page nos. 146-149) |
| Group-2 | Mahatma Gandhi on Himself | (Page nos. 156-160) |
| Group-3 | I Believe... Swami Vivekananda | (Page nos.165-168) |
| Group-4 | The Exemplar | (Page nos. 146-149) |

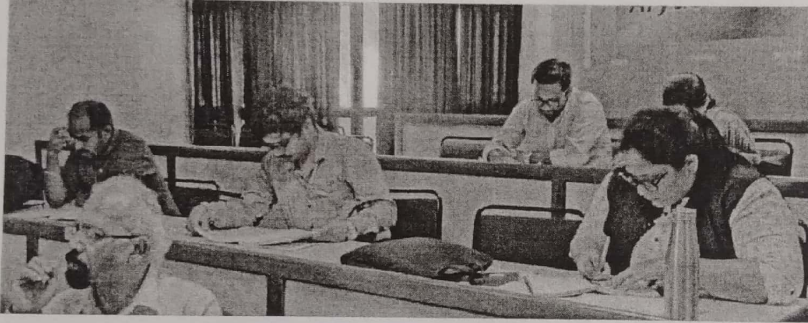
All 4 groups discussed and Individual members shared their Insights along with their group members. Two or three members from each group will narrate human values insights derived in their group during 2.30 pm-3.10 pm. Each group will be given a maximum 10 minutes for sharing their group insights.

Individual as well as Department and Institution based Actions plans to implement the Insights were most welcome. Later the Resource Person also shared the Insights about the cases.

Group - 1



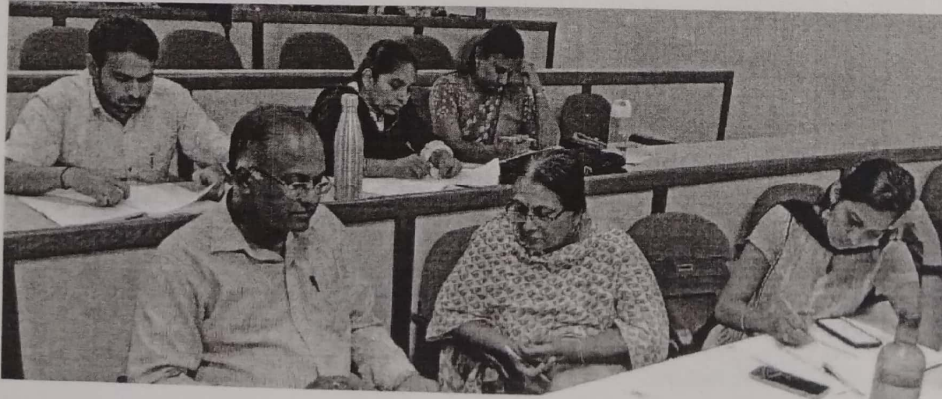
Group - 2



Group - 3



Group - 4



Day 3: 17th May 2023 Human Excellence and Creative Excellence
Morning Session: 11.00 am to 01.00 pm

Human Excellence Discussion Points

- What, Why and How of Excellence
- Benchmarking Vs Path Breaking
- Beyond "Stakeholder Led"
- Competition to Creation
- Creative Excellence

Creative Excellence Discussion Points

- What is Creativity?
- What is Innovation?
- Creativity Vs Innovation
- Creative Thinking
- New Idea Generation Techniques
- Becoming Creative



Afternoon Session: 01.45 pm to 03.30 pm

5 participants will get opportunities to share their human values Insights on each topic. Each participant was given a maximum of 5 minutes. So, there will be opportunities for a total of 15 participants. One person must share his/her experience on One topic only!

Insights were based on the following cases/articles given in the Reading Materials.

1. Institutionalizing Excellence Pp. 80-83
2. Steve Jobs Pp. 142-145
3. The Ordinary Heroes of the Taj Pp 150-155.

participants were requested to connect class learnings wherever possible in presentations. Only oral presentations are encouraged.

Day 4: 18th May 2023 Inclusive Communication and Happiness

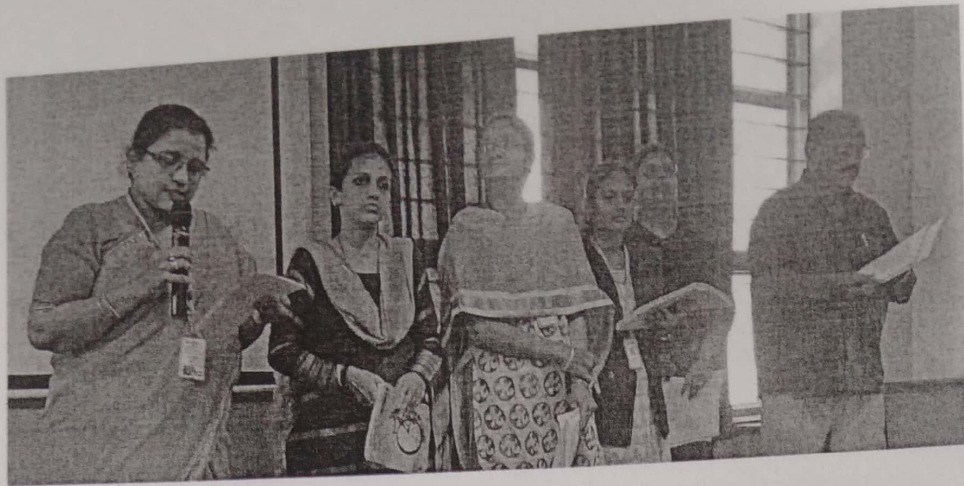
Morning Session: 11.00 am to 01.00 pm

Discussion Points

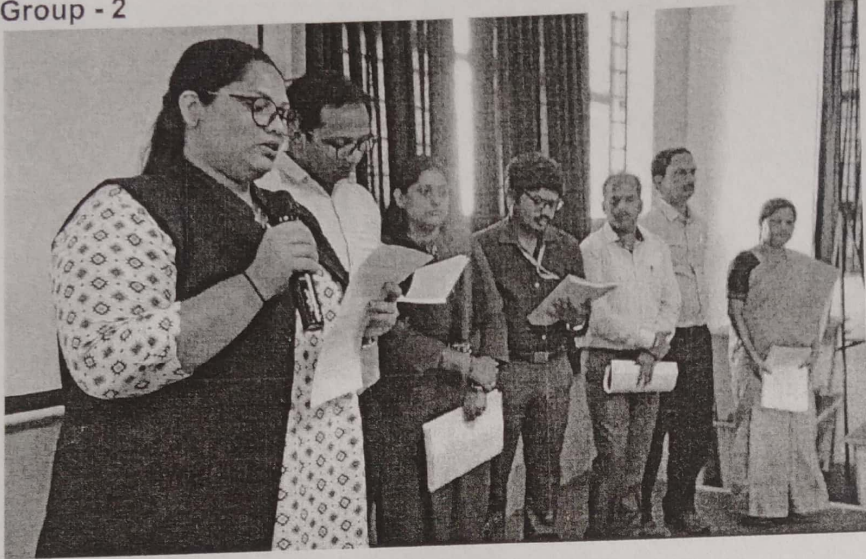
- 3 Pillars of Inclusion
- 5H Programme



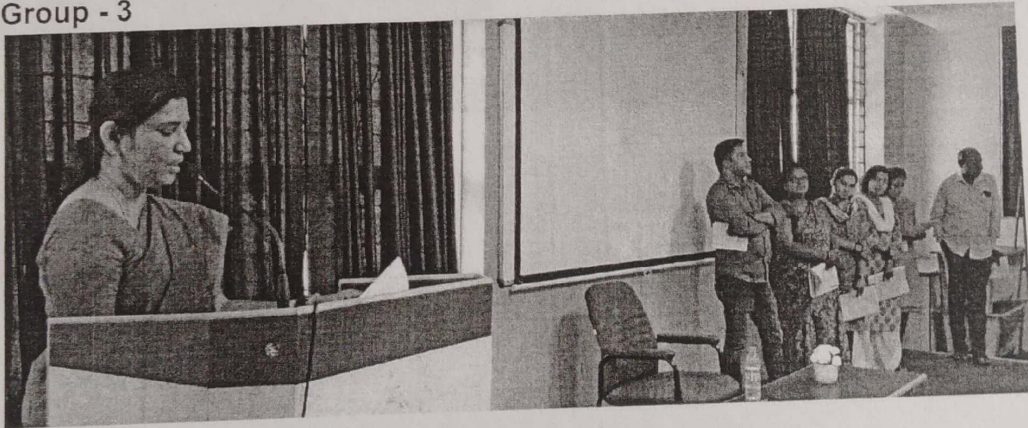
Afternoon Session: 01.45 pm to 03.30 pm
Group - 1



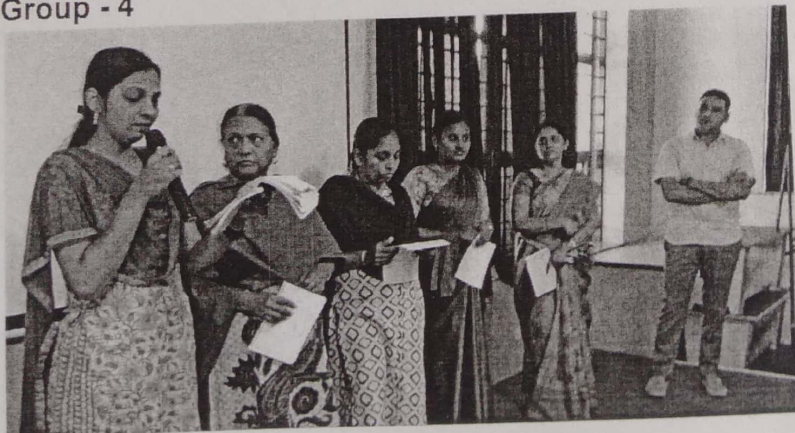
Group - 2



Group - 3



Group - 4



Group Work and Presentations

Cases are given in the "Reading Material Book."

Group-1	Vedanta Today	(Page nos. 31-34)
Group-2	We Need Millions of Mahatmas, but history has given Us Only One	(Page nos. 161-164)
Group -3	Do You Want to be My Friend?	(Page nos. 169-171)
Group-4	Vedanta Today	(Page nos. 31-34)

Timeline:

All 4 groups were discussed and Individual members shared their Insights along with their group members. Two or three members from each group will narrate human values insights derived in their group during 2.30 pm-3.10 pm. Each group will be given a maximum 10 minutes for sharing their group insights.

Individual as well as Department and Institution based Actions plans to implement the Insights were most welcome. Later the Resource Person also shared the Insights about the cases.

Day 5: 20th May 2023 Self-Lotussing & Coping With Stress from Within

Morning Session: 11.00 am to 01.00 pm

Discussion Points

- Exploring IQ, EQ and SQ
- Developing Emotional Competency
- A Model for Self-Understanding
- Coping with Stress from within Causes and Coping
- Time Management - Time Wasters and Time savers

Group photo: All the Participants with Management



Random Picture in the Bus while commuting from the Lunch Hall to College



Afternoon Session: 01.45 pm to 02.50 pm

Open House: 15 participants were given opportunities to share their Insights derived from Universal Welfare Is Business Welfare, Chapter 7 in the Book The Art of Leading in a Borderless World Pp.231-254 only. Each participant was given a maximum of 5 minutes of Oral presentations.

Valedictory Program: 03.00 pm to 03.30 pm

Program started with playing 2 minutes Video of "Glimpse of 5 days' workshop on Human Values Education- How and Why"

VALEDICTORY PROGRAM DETAILS:

The Program was anchored by Prof. Arundathi KL. Invocation song was rendered by Prof. Rupa Chatterjee Das followed by the Welcome Speech, by HOD Dr. Shekar H S. Then Workshop Summary was presented by Prof. V.Vidyashree.

Participants were volunteers and gave Feedback about the workshop. Participants were happy about the topic of the workshop, resource person and thanked the Department of MBA for organising the Workshop. The participants expressed their satisfaction and happiness about the 5 days workshop.

Certificates were distributed to all 30 participants.

The CEO Dr. K V A Balaji sir and Principal Dr. K Ramanarasimha sir addressed the gathering.

Vote of Thanks was proposed by Prof. Sreedhar N.

High Tea and refreshments were arranged for all the participants.



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Cordially Welcome you for Valedictory program
 of the 5 days workshop on
 "Human Values Education : Why ? and How? "
 on 19th May , 2023

RESOURCE PERSON

Dr. C. Panduranga Bhatta
 FORMER PROFESSOR - IIM CALCUTTA

Presided by

Sri. R. Rajagopal Naidu
 Hon. President, Kannavara Sangham

Will Grace the occasion

Sri. R. Leela Shankar Rao
 Hon. Secretary, Kannavara Sangham

Sri. T. Neerajakshulu Naidu
 Hon. Treasurer, Kannavara Sangham

Dr. K.V.A. Balaji
 CEO, KSGI

Dr. Shekar H S
 HOD-MBA

Dr. K. Rama Narasimha
 Principal, K5SEM

Venue : Aryabatta seminar Hall
 Timings : 3.00 - 3.30 PM



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PROGRAM SCHEDULE

Invocation	Prof. Rupa Chatterjee Das
Welcome Speech by HOD	Dr. Shekar H S
Workshop Summary	Prof. V. Vidyashree
Feedback from the Participants	--
Certificate Distribution	--
Presidential Remarks	Sri. R. Rajagopal Naidu
Address by Secretary	Sri. R. Leela Shankar Rao
Address by Treasurer	Sri. T. Neerajakshulu Naidu
Address by CEO	Dr. K V A Balaji
Address by Principal	Dr. K Ramanasimha
Vote of Thanks	Prof. Rajamohan
High Tea	--

Venue : Aryabatta seminar Hall
 Timings : 3.00 - 3.30 PM

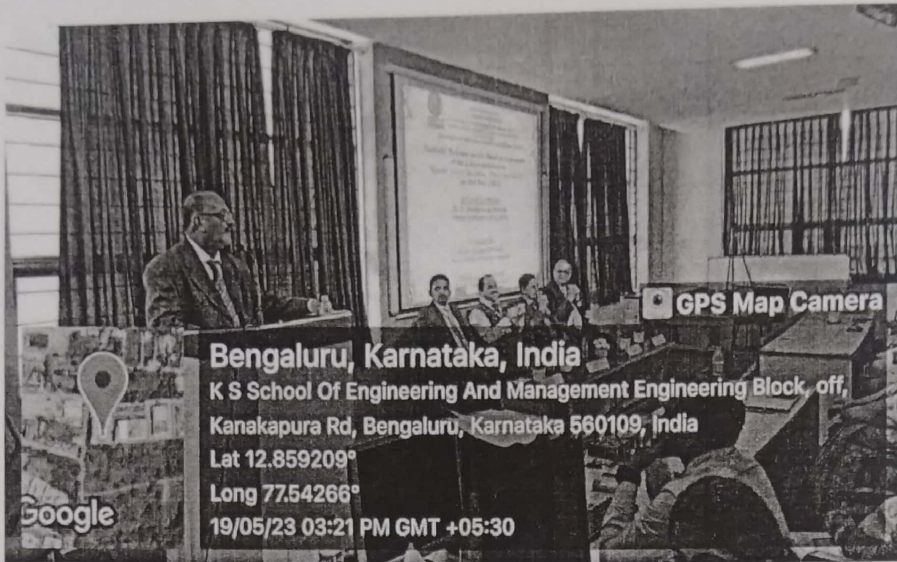


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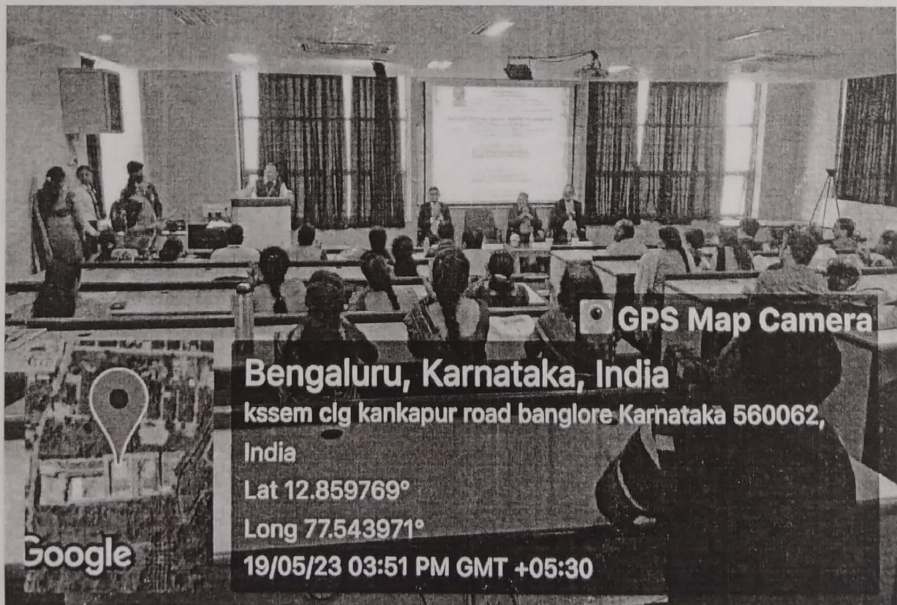
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Arundathi K L
 CO-ORDINATOR
 Mrs. Arundathi K L

Dr. Shekar H S
 HOD-MBA
 Dr. Shekar H S
 Professor & HOD-MBA,
 K.S School of Engineering & management
 #15, Mallasandra, Off. Kanakapura Road
 Bengaluru - 560 109,

Dr. K Ramanarasimha
 PRINCIPAL/DIRECTOR
 Dr. K. RAMANARASIMHA
 Principal/Director
 K S School of Engineering and Management
 Bengaluru - 560 109



K.S. SCHOOL OF ENGINEERING AND MANAGEMENT, BENGALURU-560109

DEPARTMENT OF MANAGEMENT STUDIES AND RESEARCH CENTRE

5 Day Workshop on "Human Values Education: Why ? And How?"

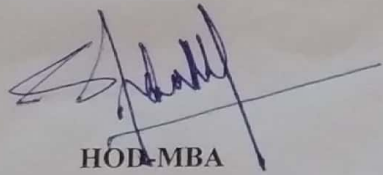
Attendance Sheet

Sl. No	Name	Designation	College	Phone No.	15/05/2023 Day 1		16/05/2023 Day 2		17/05/2023 Day 3		18/05/2023 Day 4		19/05/2023 Day 5	
					Session 1	Session 2	Session 1	Session 2	Session 1	Session 2	Session 1	Session 2	Session 1	Session 2
1	Bindu K P	Asst. Professor	KSSEM	9741033007	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]
2	Nivedita A	Asst. Professor	KSSEM	9731990269	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]
3	Nishchitha A H	Asst. Professor	KSSEM	8618483908	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]
4	Dr.C.Vasudev	Professor & HOD	KSSEM	9448514244	Absent	Absent	Absent	Absent	Absent	Absent	Absent	Absent	Absent	Absent
5	Swati Sarkar	Asst. Professor	KSSEM	8095234493	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]
6	Dr. Arun Kumar M	Asst. Professor	KSSEM	9483892689	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]
7	Dr Lakshmi B	Asst. Professor	KSSEM	9945342974	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]
8	Pavithra J	Asst. Professor	KSSEM	9972182908	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]
9	Dr.H.R.Radha	Asst. Professor	KSSEM	9980096681	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]
10	Dr. Arekal Vijay	Asst. Professor	KSSEM	9663590628	Absent	[Signature]	Absent	Absent	[Signature]	[Signature]	[Signature]	[Signature]	Absent	[Signature]
11	Vishalini Divakar	Asst. Professor	KSIT	9972628755	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	Absent	[Signature]	[Signature]	[Signature]
12	Roopa K	Asst. Professor	KSIT	8197325279	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]
13	Abhilash L Bhat	Asst. Professor	KSIT	9164465694	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]
14	Dr.Nirmala L	Asst. Professor	KSIT	9481425430	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]
15	Dr. Madhavi S	Asst. Professor	KSIT	8792644923	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]
16	Swapna Subhash Banasode	Asst. Professor	KSIT	9620495879	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]	[Signature]

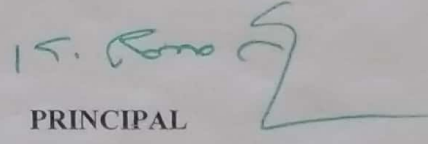
[Handwritten signatures and initials at the bottom of the table]

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17	Satish Kumar B	Asst. Professor	KSIT	9986510512	SP	SP	SP	SP	SP	SP	SP	SP	SP	SP
18	A. Devapraakash	Visiting Faculty	KSSA	9886418700	\$	\$	\$	\$	Absent	Absent	\$	\$	\$	\$
19	Amrutha R	Asst. Professor	KSIT	8722637240	Amrutha	Amrutha	Amrutha	Amrutha	Amrutha	Amrutha	Amrutha	Amrutha	Amrutha	Amrutha
20	Rojarani.V	Senior Lecturer	KSP	9449272760	Rojarani	Rojarani	Rojarani	Rojarani	Rojarani	Rojarani	Rojarani	Rojarani	Rojarani	Rojarani
21	Anupama B S	Asst. Professor	APSCE	9538959876	AS	AS	AS	AS	AS	AS	AS	AS	AS	AS
22	Bommanna K	Asst. Professor	APSCE	7795638919	Bommanna	Bommanna	Bommanna	Bommanna	Bommanna	Bommanna	Bommanna	Bommanna	Bommanna	Bommanna
23	Dr. Mallikarjun H M	Asst. Professor	RNSIT	9743207651	ms	Absent	ms	ms	ms	ms	ms	Absent	ms	ms
24	Dr.R.Aruna	Asst. Professor	AMCEC	9886698834	Ph	Ph	Ph	Ph	Ph	Ph	Ph	Ph	Ph	Ph
25	Mr. Rakesh B K	Asst. Professor	JIT	7899999470	rk	rk	rk	rk	rk	rk	rk	rk	rk	rk
26	Manish Kumar	Asst. Professor	RVITM	8793317917	Manish	Manish	Manish	Manish	Manish	Manish	Manish	Manish	Manish	Manish
27	Umashanker L	Asst. Professor	AMCEC	9986834681	ul	ul	ul	ul	ul	ul	ul	ul	ul	ul
28	Sheethal Jayali	Asst. Professor	AMCEC	9986985759	Absent	\$	\$	\$	\$	\$	\$	\$	\$	\$
29	Bhargavi NG	Asst. Professor	JIT	9620515463	Absent	(P) B	Absent	Absent	\$	\$	\$	\$	\$	\$
30	Dr. Vijayalakshmi Akella	Professor & HOD	KSSEM	9845399068	Absent	wtkelle	wtkelle	wtkelle	wtkelle	Absent	wtkelle	wtkelle	Absent	wtkelle


HOD-MBA

Professor & HOD-MBA,
K.S School of Engineering & management
#15, Mallasandra, Off. Kanakapura Road


PRINCIPAL

Dr. K. RAMA NARASIMHA
Principal/Director
K S School of Engineering and Management
Bangalore - 560 109



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DEPARTMENT OF MANAGEMENT STUDIES AND RESEARCH CENTRE

CERTIFICATE OF PARTICIPATION

*This is to Certify that Dr./Mr./Ms.C:.... Vasudev.....
ofKSSEM..... college has participated in the 5 days
Offline Workshop on "Human Values Education: Why? and
How?" from 15th May, 2023 to 19th May, 2023.*

DR. SHEKAR H S
HOD-MBA

DR. K. RAMA NARASIMHA
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K.S School of Engineering & Management

Workshop
on
Human Values Education: Why and How?
(May 15-19, 2023)

Feedback

Besides ticking the relevant numbers, you are also requested to write your comments/observations in the space provided under each item.

Please Tick

1. Overall Impression

(5) (4) (3) (2) (1)
Excellent Very Good Good Average Not Satisfactory

Much needed topic. A gamut of Human Values covered in a short time.

2. Content and Coverage (Topics covered)

(5) (4) (3) (2) (1)
Excellent Very Good Good Average Not Satisfactory

As times are changing can we stress more on how to handle balance the absolute Human Values with current day values

3. Course Material (Reading Material, Case Studies, Handouts and Video links)

(5) (4) (3) (2) (1)
Excellent Very Good Good Average Not Satisfactory

Much effort is made to prepare and distribute the Material

4. Methodology (Lectures, Discussion, Group Work, Insights Sharing etc.)

(5) (4) (3) (2) (1)
Excellent Very Good Good Average Not Satisfactory

5. Relevance (Learning/New Insights, Value Additions etc.)

(5) (4) (3) (2) (1)
Excellent Very Good Good Average Not Satisfactory

Personally these topics are closely connected to me. more deliberations will encourage the participants to clear
make it
to clear
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1. Overall Impression

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Excellent Very Good Good Average Not Satisfactory

* The way you introduced the values in the society.
* Flow of the session.

2. Content and Coverage (Topics covered)

(5) (4) (3) (2) (1)
Excellent Very Good Good Average Not Satisfactory

* Expected very much clear on how to disseminate this Education @ Students level

3. Course Material (Reading Material, Case Studies, Handouts and Video links)

(5) (4) (3) (2) (1)
Excellent Very Good Good Average Not Satisfactory

* Really well appreciated.

4. Methodology (Lectures, Discussion, Group Work, Insights Sharing etc.)

(5) (4) (3) (2) (1)
Excellent Very Good Good Average Not Satisfactory

* Good to this level of workshop.

5. Relevance (Learning/New Insights, Value Additions etc.)

(5) (4) (3) (2) (1)
Excellent Very Good Good Average Not Satisfactory

* This mainly depends on ^{the way the} individual level of Competency to accept

* I liked the way you noticed few things which wanted to integrate.