

Army Institute of Management and Technology, Greater Noida

Guest Session on “COMPETENCY BASED SELECTION”

18 May 2022

Army Institute of Management & Technology HR Department under IQAC initiative organized a guest session on the topic, “COMPETENCY BASED SELECTION” on 18 May 2022 for MBA 2021-23 Batch Sem II. The session speaker was Ms. Nidhi Sharma, HR Consultant and Business partner Orcalo Holdings United Kingdom. The session was very fruitful for the students as many new ideas and thoughts were discussed and shared which brought insights in HR with special reference to the importance of competencies. The speaker shed light on the concepts of employee life cycle, modern hiring criteria and personal attributes required to be a successful HR personnel.

The concept of competency hiring, and selection was explained with practical examples. Following topics were discussed at length in the session:

- Personal Awareness
- Social Responsibility
- How we can Build First Impression
- Working as a Team
- Creative Thinking

At the end, Ms. Sharma gave shared her life experience as an HR and how can we survive in corporate world with our skills and knowledge.

After which, there was a Question-and-Answer round where the students got answers to their questions and doubts. The session ended with vote of thanks by Dr. Babita Bhati.

Competency Based Hiring



First Impression is the last impression

Candidate looks confident, he/she is nervous, he/she looks overconfident, he/she looks calm....and so on



Gesture

- Handshake – he is not confident
- Eye Contact – he is confident
- Communication – Articulations is good, at least he tried to answer every question



Knowledge/ Skills / Attitude

Candidate understands his domain, There is an aptitude to adapt change, he can learn

That's my feeling and this is what I could gauge about the candidate

Nidhi Sharma (External) ...



Dr.Priyanka S



Nidhi Sharma (...)

