

Training and Screening Future Construction Managers

GICMAR (Global Institute of Construction Management & Research) is a unit of Shanti Education Trust (regd.), New Delhi which is engaged in the area of education (GIMT) & skill development (AVI OF N.I.O.S. UNIVERSITY), distance learning and regular programs for high end value skill addition for Future Construction Managers (FCM). Gicmar has always been on the forefront when it comes to preparing and screening Civil Engineering students for construction industry.



Training

After successfully imparting Distance Learning Programs (DLP), Graduate & Post Graduate Courses in Construction & Infrastructure Management, GICMAR has launched regular industrial training/ skill development programs for 6 weeks, 6 months and 1 year courses especially for summer- training & placement of fresh engineers.

The courses and live case studies are designed by industry stalwarts for improving employability of engineers & Future Construction Managers (FCM).

Many students are looking for summer training essentially as per their course curriculum. But the students have faced the lack of interest shown by the industry in imparting training. Only a handful of students with industry network are able to get training & most of the students just managed to procure a certificate from various Govt/ P.S.U. undertakings for submission purposes. There are some students who do not want to go outstation to learn during training.

Hence, the basic idea of training & exposure to real industry as mooted by A.I.C.T.E/ U.G.C. remained unfulfilled. GICMAR offers specially made training modules, designed & taught by industry-stalwarts with live case studies. By adding skills the FCM gain practical exposure & confidence in facing interviews.

By getting 'The Industry Standard Certifications', Future Construction Managers not only can get better career opportunities but also understand the difference between fat pay jobs and good career opportunities.

"We don't teach what is already covered in the college curriculum but we try to teach skills required by the construction & infrastructure industry from fresh engineers. We also undertake training of trainers & academia/ industry meets," says President of GICMAR, Er. S. K. Grover, B.E. (civil), F.I.E, C.E. (India), Life Member, ICI, Member, American Concrete Institute.

"We want to share our knowledge and wisdom gained through many years of experience with FCM. it really gives immense

happiness & feeling of contribution to be able to give something back to construction industry," says, Brig K. P. Singh, retired Additional Director General Border Roads organisation.

"Course contents & concepts are excellent. Teaching by industry experts & values imparted are the need of the day for future construction managers," says, Mr. Pravin Rao, V.P., Sunil HiTech, Nagpur.

A group of M.D'S/ C.E.O'S of various construction industry/ construction equipment companies have jointly started the institute for recruitments in their companies & many experienced working/ retired field managers are contributing for the cause.

Pre-employment Tests

Pre-employment tests are used to screen job applicants and can include testing of cognitive abilities, knowledge, work skills, physical and motor abilities, personality, emotional intelligence, language proficiency and even integrity. These are used to find the candidates most likely to succeed in the open positions and to screen out those who are unqualified. By helping companies identify the candidates most likely to perform well on the job, pre-employment testing can lead to additional company benefits, such as saving time and cost in the selection process, decreasing turnover, and even improving morale.

According to a new research, taking a test is not just a passive mechanism for assessing how much people know. It actually helps people learn, and it works better than a number of other studying techniques. These tests include number of rounds, which includes basic pen-and-paper Technical and Aptitude based written Multiple Choice Questions (MCQs), Designing and other IT skill tests on computers, Group Discussions and Personal Interviews which help the companies to get an overall assessment of the candidate. This also improves transparency in the selection procedure. Every candidate stands a fair and equal chance to secure a place.

One such test, National Construction Talent Test, is conducted by GICMAR (Global Institute of Construction Management and Research) which is the industry leader in research and industrial problem solving in these areas and has been a pioneering Institute offering post graduate level education in specialised areas like construction management, project engineering and management, real estate management, infrastructure management and allied areas. This year 20 colleges from the length and breadth of this nation participated in this test for various offerings.

Such tests have shown that the



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competitive spirits of the candidates are at a high level and they perform at their best to lead the race. This is definitely a very good sign for the students, colleges and also for the companies. The students get to meet with hundreds of students and compete with them in a just environment. The group discussions and other such activities help boost the confidence level of all the students. It helps them to identify their weaknesses and they can then work on them to benefit themselves. A lot of candidates can not face the heat of the big organisations as soon as they pass out, and that leads to either them getting fired or them resigning beforehand. If the candidates are selected via a standardised testing method, the company knows from the very first day if they are going to be a fit in the workplace or not.

The colleges should always participate in such tests because of the sheer transparency and egalitarianism. But the companies should also make such tests ever evolving; they



should rope in the best testing methods to test the capabilities of a candidate. The companies spend a lot of time and effort in going to an institution and conducting paper-and-pencil tests to check the technical and aptitude skills. Instead of this, they can first conduct an internet based test across the nation. Then the selected candidates via this test can be called for the further rounds at a proper location. Also the companies should go for telephonic interviews, which are a popular method of selection in the developed nations but is still lagging in the third world. Most of the colleges now a days have an internet connection. Organisations can have a face-to-face interview with the candidate right from the comfort of their own office. That way you get to know the candidate and you do not have to spend a single buck to get to him/her. It is a tool that is highly recommend as it is instrumental to each organisation in the selection of world-class employees.



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