CoCubes^{Y-1} REPORT

Skill Gap Analysis Report

Assessed on 31-05-2023

Your training needs across skills and knowledge areas critical for employability

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Vishnu Institute of Technology, Bhimavaram

Region : **Andhra Pradesh**

Job Application Validity : **01 September, 2023**

Your CoCubes^{Y-1} Score, Percentiles, Personality Type and Skill-wise performance snapshot

Excellent

You have a high overall score, which is an indicator of your performance across sections and past academics. You therefore have a good chance of being shortlisted and selected for opportunities across job roles given your sectional scores suffice respective job role criteria.

CoCubes^{Y-1} Score

606

This score is seen as an indicator of your overall profile and performance across different skill aspects

*Score Range : 200 to 800

Percentile

- **You**
- **Institute Topper**

Institute
92

National
97|99

Regional
96|100

Personality Type

ucEsT

Moderately **u**nimaginative | Moderately **c**onscientious | **E**xtrovert | Moderately **s**elf centred | **T**ranquil

Skill-wise Performance

English | Computer Fundamentals | Coding | WET

Analytical | Domain

Quantitative

- 🟢 You will clear the required cut-off score in this skill for more than 80% job opportunities
- 🟡 You will clear the required cut-off score in this skill for more than 50% job opportunities. With some practice you can jump to green
- ⚪ You **need training** on this skill to clear the required cut-off score for most job opportunities
- ❌ You **did not attempt** this section. You need to attempt it to be considered for the job roles which require the associated skill

Scores across CoCubes^{Y-1} sections of Analytical, Quantitative, English, Domain, Computer Fundamentals, Coding & WET

This chart plots your **percentage score across skill dimensions** to display an overall picture along with a comparison with the highest scores obtained nationally and regionally in each of these areas to understand relative gaps.

The **light blue chart** represents **maximum regional scores** obtained in respective competencies. The **purple chart** represents **maximum national scores** obtained in respective competencies. The **yellow chart** represents **your score** in respective competencies.

Radar chart axes: Analytical, Quantitative, English, Domain, Computer Fundamentals, Coding, WET

● Your Score   ● Regional Max   ● National Max

60%	40%	73%	55%
Analytical	**Quantitative**	**English**	**Domain**
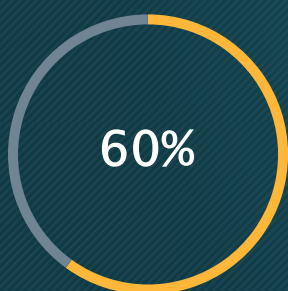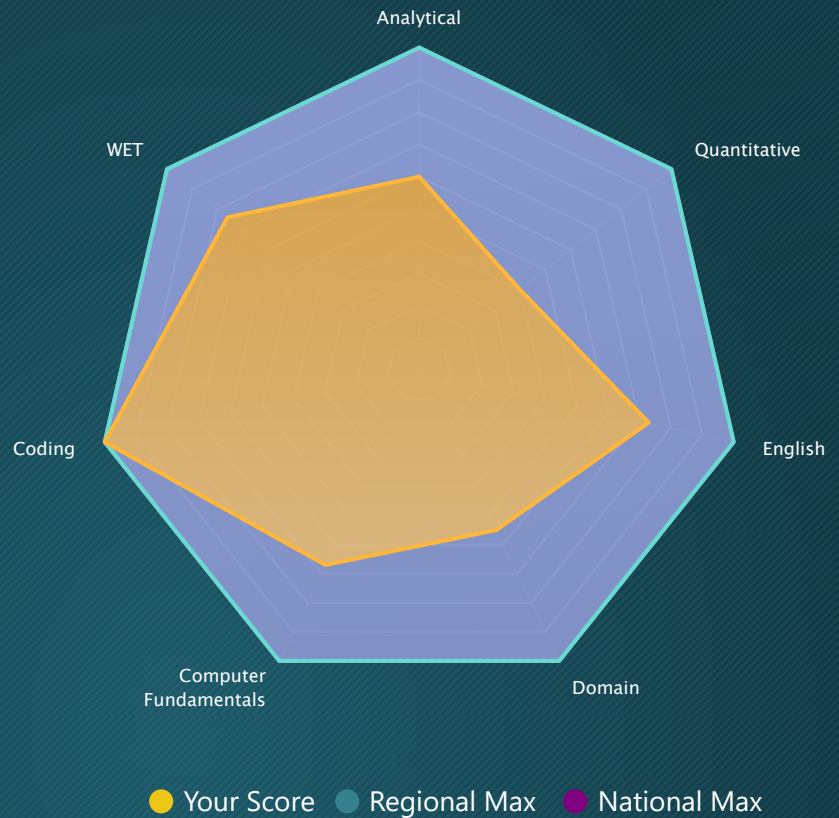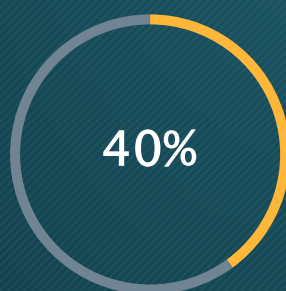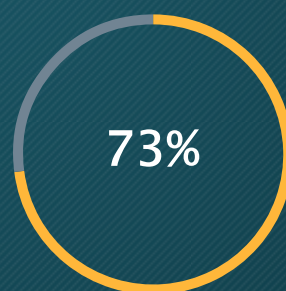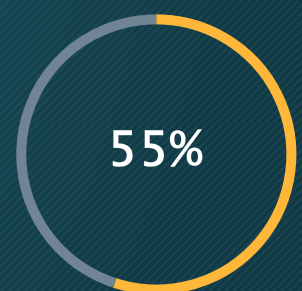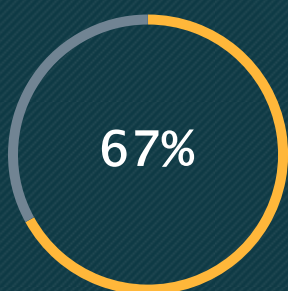
67%	100%	76%
Computer Fundamentals	**Coding**	**WET**

In depth report on each skill aspect with descriptions of your strengths, practice and training needs along with improvement tips

Your Strengths

English

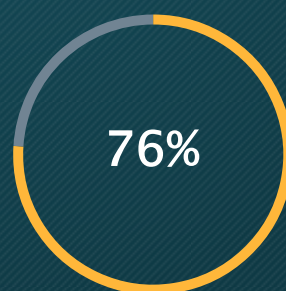| 5 | Need Training | | Need Practice | **Good to go** |

Being able to read and interpret English is necessary for almost all the job roles. In fact, it is a basic requirement today with the language being used globally to transact business. Your score in English is very high which means you are proficient in English usage. Keep practicing by reading and writing on a regular basis.

Helpful Links: **Book: Word Power Made Easy** | **Understanding words in context** | **Understanding RC**

WET

| 5 | Need Training | | Need Practice | **Good to go** |

Being able to communicate well in writing is required in many job roles such as Customer Service, Sales, Analytics as well as Software Engineering. Written English is important for job roles requiring communication between and across teams. It is important to communicate, document ideas clearly and in an easy to understand way depending on the mode and relevant purpose. Your score in Written English Test is very high which means you are proficient in writing in the English language. Keep writing and reading in different contexts to further strengthen your Written English Skills.

Helpful Links: **Book : Word Power Made Easy** | **Improve Writing Skills** | **Check your Grammar** | **Blog you can follow**

Your Strengths

Computer Fundamentals

5

	Need Training		Need Practice	Good to go

Knowledge of Computer Fundamentals is a must have for job roles like Software Engineer, Network Engineer and Software Tester. Basic familiarity with elements of computer hardware and software is a hygiene factor for many job roles today. Your score in Computer Fundamentals section is very high which means that your knowledge of computers is very good. Since many companies look for this, you should keep learning and updating your knowledge about computers.

Helpful Links: **Programming from Coursera**

Coding

5

	Need Training		Need Practice	Good to go

Coding is a must have skill for Software Development roles and it is also required by many organisations in other roles such as Software Engineer, Analyst, etc. It is a valuable skill due to its applicability across multiple sought after technology roles. Your score in coding is very high which means you have a good grasp on basic programming language elements and are also able to use these to logically solve problems. Keep practising by solving more higher level problems and finding more efficient ways to solve existing ones.
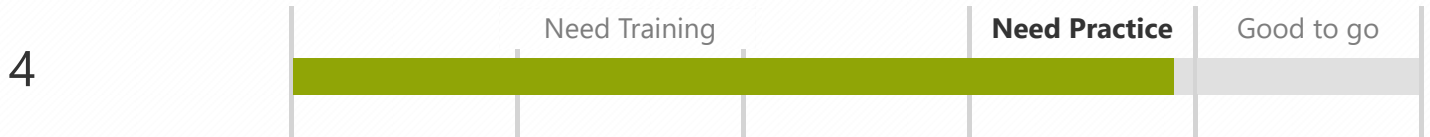
Helpful Links: **Overview of C++** | **Let us C - Yashwant Kanetkar** | **MITs Intro to Programming** | **Programming from Coursera**

Your Practice Needs

Analytical

4

| Need Training | Need Practice | Good to go |

Analytical reasoning is necessary for employability across all job role types as it relates to your ability to use information to solve problems and take decisions. While your score in Analytical Reasoning is above average, you can still improve. You should start by identifying your weak areas, perfecting them and practicing more to get better in this skill.

Helpful Links: **Increase your analytical skills** | **Ace MCQs**

Domain

4

| Need Training | Need Practice | Good to go |
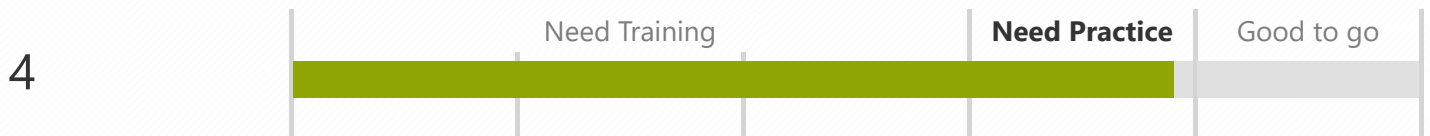
Domain knowledge is a must have for core Engineering job roles like R&D Engineer and Core Plant Engineer. Domain knowledge is also valued by employers as it validates your academic performance during B.Tech. While your score in domain is above average you need to improve your knowledge in specific areas of your engineering domain. You should first identify those areas, start reading about them and their applications. If you are focusing on R&D roles you must focus on use and application of concepts so that you can generate new insights.

Helpful Links: **CSE Courses from NPTEL** | **EE & CSE** | **Programming courses from Coursera**

Your Training Needs

Quantitative

3

	Need Training	Need Practice	Good to go

Being good in Quantitative Ability is necessary for job roles like Analytics, Software Development, Operations amongst others. In fact, being good with numbers has its benefits across all job roles. Your score in Quantitative Ability is average which means you need to improve. You should start by looking at specific topics where you are weak and learning related concepts and their application. You should also keep practising to improve your speed and accuracy levels.

Helpful Links: **Maths Tips** | **Improve Maths Calculation** | **Steps to Improve Math**
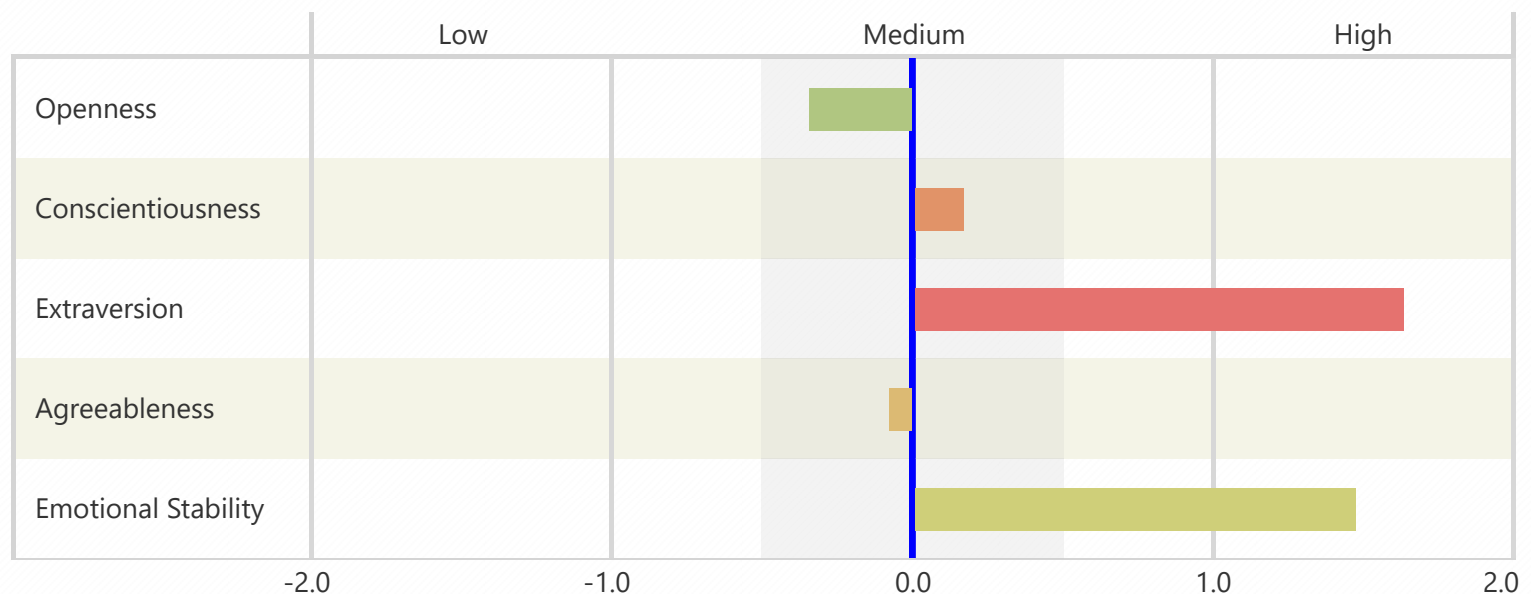
A personality test is a tool to understand **who you are as a person**. This is important for an organisation because people with different personalities approach a given task in different ways.

Below map classifies your personality based on the traits of the **"Big Five"** Model. Remember that a low percentile does not mean bad performance and high percentile does not mean good performance, as there is no concept of performance in personality.

The personality map below shows where your position is relative to the population across different personality traits. Each bar represents your Z-score for a personality trait.

	Low	Medium	High
Openness			
Conscientiousness			
Extraversion			
Agreeableness			
Emotional Stability			

-2.0   -1.0   0.0   1.0   2.0

The Z-Score

For each trait, a Z-score is provided. The Z-score measures the number of standard deviations the score is away from mean of norm. A Z-score more than +0.44 means the candidate is in the top 33%, whereas a Z-score of less than -0.44 represents the candidate is in the lowest 33%.

What does "Low", "Medium" or "High" mean?

The classification above in terms of "Low", "Medium" or "High" is a relative positioning of you as compared to the large sample of entry level candidates that have been assessed. For instance, a person who is high on Extraversion is as extraverted as the top 33% people in the control group .He/She may not still be extraverted enough for a given role or a standard set by another individual.

"Low" does not mean "Bad"

A trait score of HIGH or LOW does not classify someone as GOOD or BAD. Every individual has a unique personality and different people in different kind of jobs need different personality combinations. A person with a given personality profile may be inclined to perform better in a sales job while another with a different personality may be more suitable for a software development role.

Detailed description of your profile on each of the personality aspect

Openness - General appreciation for imagination and variety of experience.

|	Not Attempted	Unimaginative	**Moderately Unimaginative**	Moderately Imaginative	Imaginative
u					
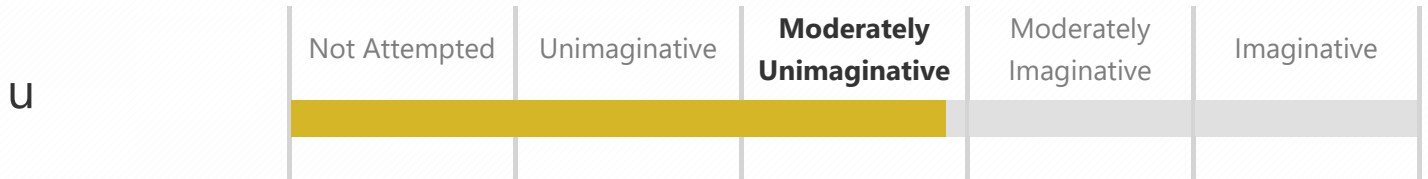
You are likely to have a balanced view towards experimentation and learning. Hence, you are likely to exercise controlled experimentation in problem solving.

Conscientiousness - Tendency to show self-discipline. Planned rather than spontaneous behavior.

	Not Attempted	Disorganized	Moderately Disorganized	**Moderately Conscientious**	Conscientious
C					
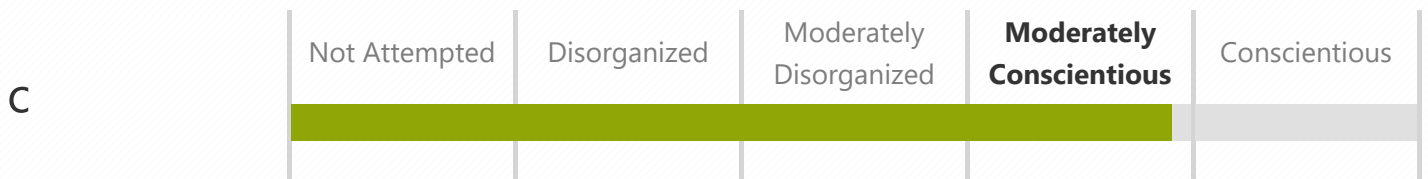
You are likely to have a moderate level of self-discipline. This means that you would generally take a planned approach towards a problem but you are succeptible to being spontaneous and carefare at times.

Extraversion - Characterized by positive emotions. Enjoying company of others.

|	Not Attempted	Introvert	Moderately Introvert	Moderately Extrovert	**Extrovert**
E					
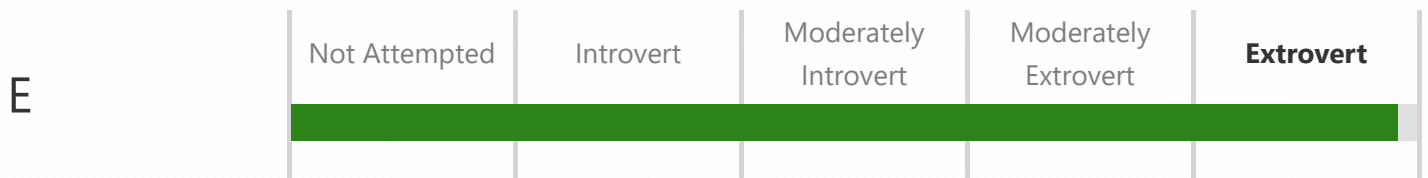
You are likely to be assertive, talkative, cheerful and have a the tendency to seek stimulation in the company of others. Hence, you are likely to be successful in customer/team oriented jobs.

Agreeableness - Tendency to be compassionate and cooperative.

S	Not Attempted	Self Centered	**Moderately Self Centered**	Moderately Agreeable	Agreeable
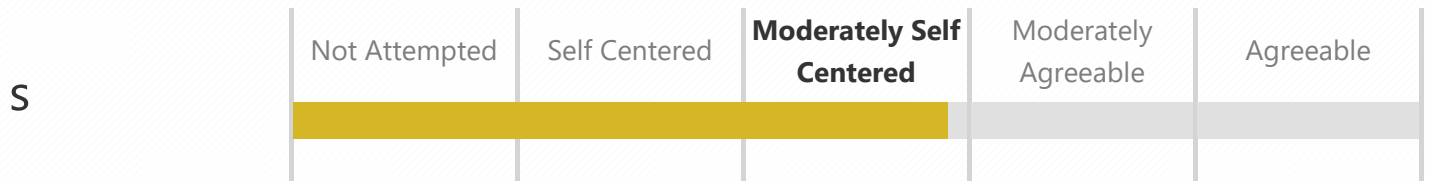
You are likely to have balanced view when it comes to being able to work in teams and giving one's own interests a higher priority. Hence, you come across as an assertive person who also keep people's thought processes in mind.

Emotional Stability - Tendency to remain balanced in ordinary situations. Desirable trait.

T	Not Attempted	Neurotic	Moderately Neurotic	Moderately Tranquil	**Tranquil**
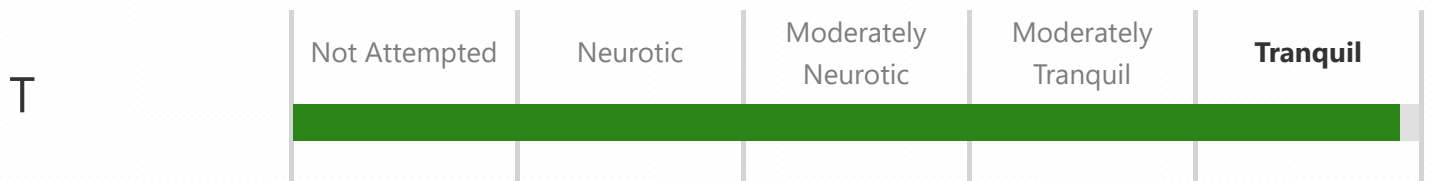
You are likely to be emotionally stable and free from persistent negative feelings. Personality wise you should do well in all roles.

The skill and section combinations required for different job roles are given in the below table. **A row in the table indicates test sections that are important for employability in respective job roles.** For example in order to be considered for an Analyst role a candidate is required to do well on the Analytical, Quantitative, English and WET.

Based on your performance in CoCubes^{Y-1}, an indicative job-fitment snapshot is also given below, which shows a view of your tentative job-fit. **Please note that this is not your final Job Health Card.** You should use this information to practise and improve and check the final year CoCubes report for actual Job Health Card.
Insights from the "Personality Test" are typically used by corporates during the interviews to understand your behaviour and whether your personality is a fit for the corresponding job roles.

Indicative Job Suitability

● Job Suitability is High   ● Job Suitability is Low

Customer Service Executive	Network Engineer	Sales Executive	Software Engineer	Software Tester

Graduate Engineer (Plant)	Operations Executive	Software Developer	Analyst	Graduate Engineer (R&D)

	Analytical	Quantitative	English	Domain	Computer Fundamentals	Coding	WET
Analyst	REQUIRED	REQUIRED	REQUIRED				REQUIRED
Customer Service Executive	REQUIRED		REQUIRED				REQUIRED
Graduate Engineer (Plant)	REQUIRED	REQUIRED	REQUIRED	REQUIRED			
Graduate Engineer (R&D)	REQUIRED	REQUIRED	REQUIRED	REQUIRED			
Network Engineer	REQUIRED				REQUIRED		
Operations Executive	REQUIRED	REQUIRED	REQUIRED				
Sales Executive	REQUIRED	REQUIRED	REQUIRED				REQUIRED
Software Developer	REQUIRED	REQUIRED	REQUIRED			REQUIRED	
Software Engineer	REQUIRED	REQUIRED	REQUIRED		REQUIRED		REQUIRED
Software Tester	REQUIRED	REQUIRED	REQUIRED		REQUIRED		

About the Report

This report is designed to provide insights on overall student performance and their training needs across key employability skills that are critical for building successful careers. CoCubes' 10+ years of experience working with over 600 employers has helped build insights into skill needs of organizations and benchmarks they use for entry level as well as lateral recruitment across all major industries in India. Institute can use these insights to develop training plans, better nurture and engage talent to help student learn effectively and take a positive step towards their long term careers.

About Us

We are India's leading assessment and hiring platform and run assessments to measure employability across all domains - from Programming to Plumbing. We work with 600+ assessments and impact over a million candidates each year running assessments in over 350 cities alongside being a part of the Skill India initiative as well.

Thus, every day we strive to create value for our institutional clients by helping them measure and improve employability and helping candidates move ahead on their career path. Our mission is to ensure that everyone in the country gets an equal opportunity to build a career.

CoCubes is an integral part of Aon plc (NYSE: AON)