REPORT

On Industrial Visit To

VALUE **M** OMENTUM

Deliver Value. Drive Momentum.

Industry Profile

Valuemomentum, Inc. provides information technology services. The Company offers application development and management, systems integration, digital engagement, customer communications management, quality assurance and testing, and cloud-enabled IT operations services. Valuemomentum operates in the United States and India. These include application development and integration, digital engagement, core application implementation & management, customer communications management, quality assurance & testing and cloud-enabled IT operations. We're known for our customer-first approach, industry depth and technology expertise.

Established in 2000, ValueMomentum has proved to be faster growing that any industry peer by the North American IT Service Providers.

At ValueMomentum, we have established partnerships in our drive to better serve our customers. Our software and service offerings across industry verticals are strengthened by our partnerships, while our partners benefit from satisfied customers.

Why ValueMomentum?

ValueMomentum's provides key enabling solution and services to healthcare companies - payers, providers, TPAs and brokers - to establish a product value chain connecting multiple channels and administration systems, while harnessing data with modern data platforms to enable every stakeholder derive rich insights. We are tremendously successful in helping IT improve throughput with solutions to automate service delivery and improve quality of products deployed to consumers and brokers applications.

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Report on conversation with officials of M/s.Value_Momentum
During the industrial visit held on 04-11-19. (11.00AM TO 1.10 PM)

- **Mr. M Sridhar Chakravathi,** Senior Mgr. for Learning and Development Dept.
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This report is the conversation held with officials:

5 6 years back, almost all the industrial people started aligning to business sciences. Now, it is continuous today you have BFS, healthcare, life Science, this is the focus and this is what happening today.

At VM we have product of ourself focuses heavily on insurance. That is our core compitance and that is giving us edge over the big companies. We are able to compite with big companies in all aspects not only in technology, even a startup can say I have so many projects or resources but to do what . that is the problem .

This is the actual problem whether the college can do or not I can't say. Because we dnt know where the student will end up.

We can pick and choose these individuals and position them as per the skill.

If we see big colleges, today they are not giving single CSE, it is like CSE with Data Science, CSe with AI, CSE with ML.. That is already happening. That means dramatically change is not possible.

Earlier we use to have two options are to be chosen. Now here from third or fourth or fifth sem along with core course these additional course are to be added.

Here we get the fundamental challenge is who is going to teach, how to setup the infrastructure.

But it is not a big challenge. if we want full time it becomes a problem , but as we have huge amount of industry professionals working . We can talk to them.

What would be the success of these or outcomes of these?

U r essentially creating an additional edge for these students in terms of technology. How many are going to be recruited from this DS, ML . Here I can help you out in recruiting people from ur college but not in bulk. But based on demand.

Demand changes regularly, but What changes regularly changes. What is our target industry is to clearly understand. Then it will be our challenge. For example, Data science is using statistically used in IT industry. Is it only in IT industry? No is the answer. In every industry Data Science is utilized. What are the additional competences we need to bring in . Because if we need Ds, we need domain knowledge, statistical course, Programming Ability. If we keep domain aside. Do we have any statistically course in curriculum? No.

Today, students after their B.Tech go to Ameerpet and learn few algorithms. But they don't know where it is to be implemented.

People today don't have appreciation for the mathematics. If we see curriculum, is it required teach Fourier series like that . Is it not required to add additional statistical course in their curriculum.

Is Statistics important for CSE, statistics is important in Data Science.

Today is nothing in becoming CSE graduate. It is important to make specialization.
Even with DS, more focus is R , Python , but the people dnt know statistics.
This is about DS

If we see now IOT, is it belonging to CSE or EEE or ECE. It is a big question.
Who should handle it.
Who should setup or own the lab.
Answer is , it cannot be segregated to one faculty. It is inter disciplinary.

If we take Robotics, it is also interdisciplinary.
Until a student figure out this. It is not possible.
Same is with game programing or game development. Why it is important. Recently in a event, I came to know that a youngster started a company and very successful. People asked where he got these all competency. His answer is from game programing, AI. 3d modelling. All exists already. He picked what he need. Then the panel said. Technology

being use in gaming industry is just like pimple on elephant. Applications of those same tech will be in multiple areas and multiple domains.

This gaming course is available only 2 location .VIT Bhopal , and university of petroleum. Dehradun.

One more thing, game programing is different from animation.

So many things are there in games. Including ur psychological study, learning, recently gaming is started for physiotherapy.

This is where the college people need to attend the industry conferences.

College people should not worry a lot. We cant really fine tune. But to fix, look at the overall direction. For example, entire industry is seeing for development and testing service. But today differentiation is gone. Industry is looking for SDETs. (S/w Development Engineer and Tester). Here, It is a combined role with lot of automation testing come in to play. That is only thing to survive.

Almost all industries changed the concept of developer, they are concentrating on SDET. Everything change from manual to automation testing. It is not only testing , so many open source tools available student should be learned with these all too.

There is a problem that other dept. is for testing and cse is for development. But people from other depts. Dnt know what is SDLC. They dnt know how many phases exists. This is another great thing which can be done. Any body who is interesting in Software should have an optional of choosing this subject.

How many are taking from campus. Very little. This is the reason.

This is the start. When a company comes to you. If u can make understand that the student know phased of SDLC, what are the phase's means it will be added advantage to student. That will help the kid.

Now the situation is even the CSE students are also like what is configuration mgmt. what is software what is testing what is design. Like this. They are lost. Because like other dept. nothing is tangible. Everything is intangible. It is everything on screen. In Mechanical u can see u can touch. But here in Software everything is destructive testing only on screen.

Fundamentally, one basic thing which need to be added to students is difference between development and testers is to be removed. It is to be injected.

Today if someone gets a job as tester it is like his life is gone. It is gone. That time is gone. It is SDET.

Due to this, a small problem I will say is people take offer but don't join. It influence all. Why this happen is due to this mind-set. This mindset need to be changed.

Coming to PG side, it is where lot of research has to happen.

Question : even after having good skills , why they are not one step up beside Btech .

Answer1: I tell u how btech think about themselves. I also take people from NIIT, but dnt keep on regular project , we keep them on R & D. That is where these PG students need to concentrate. What is the additional skill PG people have, regular btech thing is already with u. have you gone beyond txt book, have you done any new, have you used any technology where industries are working. If not it is not going to work.

As a industrialist, if iam going to take Mtech and btech , I have to treat them different. Because today or tomorrow they think iam have more age iam having more degree even then iam same. This mindset should be changed.

End of the day he should feel that iam having something more than Btech.

Or atleast he will become a faculty. But successful faculty only can be with passion. Without that no fun.

Question: As u said we will train the students in these aspects. What is possibility of extending ur domain to our students along with regular course.

Answer: these students need to understand and go through a exam from IRDS. At least let them go through the exam. It is very simple. If not our company they can be in any of the companies which work on insurance. At least they will understand hazard, what is risk. This will be a added advantage. Similarly, they should learn what is running in their surroundings, what is manufacturing, what is ERP. Like that

Question: How this ERP can be in our college.

Answer: U dnt have to buy, if you people in college want to start ERP, I will give a contact, he will share the ERP which is cloud based and mainly prepared for institutional educational purpose.

By this this fellow will understand how and what is there in industry. How production mgmt. works, what is HRMs, what happens in HRMS, how compensation benefits are

calculated, what is accounting, it is not like they are in accounting, but they should understand basics.

U can look at these, these all are simple packages, it is about the approach. What is the problem is we are not going beyond what is university gave to issue a certificate. Is this required, is it part of curriculum. It is our mindset. Whether it is UKG or PG. We need to change that. This is the problem. Because our expectation is finally this person should be industry ready.

What is really required to be industry ready, what is change needed in scheme?
Only thing is 2 extra papers, that is latest technology. What is hot today, keep changing it. That's it. Due to this people will know both advanced and basics both.

if we see how the industry see all the associates is how strong they are in basics, while the expectation from fresh graduate is only this , basics.

Once they come in industry whether these basics can be used building blocks, whatever it is basic c, java. But they need to understand the basic principles where this can be implemented in next level of technology. But it should be like learn and understand and implement it.

One more thing u can do in college is , for some reason Microsoft is in industry but in courses jave is thr. But in industry java is 30 % usage for basic principal learning , remaining all is 70% is Microsoft only. In every new graduate program, .Net program we run, in which use huge resources,

This is one thing we can do in the scheme.

So many new flavours are coming in industry in next level. But fundamentally 3 things needed for software employee, it is not just technology, 30 % is technology , another is 30% of domain knowledge. In which industry am I going to work, if iam going to wrk in healthcare, then fundamentals should be understood, like OPD, Generic medicin. Otherwise traditionally what software people use to do will happen. Like tell me I will code. U figure out where and how to use it. But it is stopped now.

Question: Now our college moved into OBE from traditional education. For this we are setting few goals.for this we are finding or we are identifying gaps in the previous paper so that it can be like filling the papers what u said, as our management is kind enough to accept ur resources. And faculty is ready to accept the challenge. Definitely we will incorporate the contents given by u. as u said if UG, and PG are coming, u will pick up UG rather than PG.

so what extra he need to change to be advanced than UG student.>

Answer: where are u teaching these CSE students. Class room

Why do u teach in classroom . for theory.

How much time required for this. That's 10 15 min.

After that immediately u have to go to lab simultaneously like hands on.

Not like next lab next lab

That approach is to be change fundamentally.

Every subject in CSE should be practical. Don't Teach , Every thing should be practical.

No point in teaching, they have to plan for the project . they have to do.

Start with excel . a big tool is not required in initial stage.

Ur lab infrastructure should be changed. It sould not be like meeting AICTE rules. It should be like meeting Industry Rules.

Teach for 15 min , then immediately ask the students to start doing.

These changes if implemented in final year, we are too late because mindsets are changed.

We have to start from second year. We should not leave the three years. These students must feel they should understand that we have to do things. This should be approach of students.

This shift u have to bring in. Very few colleges do this. Basically it is the easiest way to teach. But dangerous way to teach. Because what problem is going to happen when the student start doing. So faculty dnt take risk. So this should be changed.

Don't fix up this is only way. You people have to change.

Only work will change the student.

Biggest problem of current generation is They dnt Learn. They dnt focus on learning. It is like spoon feeding, that u need to change. That mindset we need to make in the student. It will be done only when he works on the technology.

Question: When a student have multiple options , then they are in confusion that what is the growth in this company , what is the future after this company. Like this. So what and how a student should calculate the growth.

Answer: What is the best place to work in industry?

Startup – immediately from start itself u have do 100 things.

Mid-level - 3 months

Big company – minimum 6 to 7 months to enter the project

What is your comfort level?

R u ready to take risk. Then startup.

R u looking nice brand and want to marry and sit aside then it is Big Size.

U want to be productive and have good learning ability and cushion safety then Midsize.

Question: English, communication skills.

How that is going to be changed, at new graduate level his fundamental responsibility is how to program and how to communicate same to others. But this should be from school but this unfortunately not happening in school.

Answer: Make them take Tofel exam.

It includes writing, listing, everything, but clearing it is not easy, they may be qualifies, but they cant communicate.

Now a days all companies are running with agile policy, in this traditional way is applied, every one every day has to speak to the customer.

It is not like only team lead has to talk. This policy is gone now.

How r u making urslef understand and how r u making other understand.
It's not like they dnt know the technology, they know but they can't communicate.

This must be focused. Ability to talk to customer will become a success factor,
Based on this few will be in last bench other will be forward.
This is because, no focus on building a skill. Getting a graduation degree and building a skill is totally different. Then how to build this into ur day to day activity. This can be possible by making them give presentation, creative speaker etc . Question is making these people do the job and making them understanding the importance of building the skill.

Question from Mr. Sridhar. : *as we discussed about Microsoft , can u include our curriculum into ur final year students . so that organization job will reduced. So that this can help a lot to student at the end.*
Answer: Yes.

Question from Institution: for our PG students is it needed to add English communication lab in the initial First Sem as they mostly come from rural background?
Question from Institution: what is the difference as a recruiter you people see in UG vs PG?

Answer: fundamental difference we have to keep is expectation in the aspect of Pay. And if we have to keep this difference, how can they say that they are different from UG. If they can't say that difference then UG is best for us. Even after 2 years of PG, they are saying PG means it is wrong. Instead extended UG will be better word. Having 2 years extra does not mean they have skill. As a consumer, job of PG person is to be considered. It will be like a challenge for us if he don't have specialization different from UG. As a recruiter, it is challenge to u and to your PG student, to utilize the 2 years and build a slight difference. So that they are recognized.

For a UG candidates, you have a opportunity of 4 years to transform these candidates in engineers. Not as engineering graduates. This difference should be understood and accepted by the student and faculty. Then only there is a hope.

Question from Institution: whether the percentage plays a major role in selection?

Answer: Absolutely Yes. But if you are really strong on practically side of the content. Then do you think will he get problem in percentage. If he is able to implement the concept then obviously he can remember and present on paper also.

Curriculum is already with institution, but the way faculty teach is not working. The point you remove the fear of exam from the students. They will Excel. Because they are today only doing for the exam not for the skill.

Hence, start from the first year not in the final year.

For example School-Shloka don't have exam till 8th standard.

Important is building the skill but not getting the score.

Students are smart and brilliant. Because their age is supportive. Only thing is, it is challenging for the faculty. Student need only the direction.

U create environment and u create the opportunity and see how the student will solve the challenge. *Because practical cant be copied, only theoretical can be copied. But creating the multiple practical assignments is hurdle and challenge for the faculty. This increases work for the teacher. How much you as a faculty could be able take the risk.*

Once you start this, this will make a mind in the student that he cant copy. It will not be like your final year project, where one fellow will do and other will gain. Here by this way student mindset first of all will change.

Hence to build the skill in the student, where we will get the person to train these students. Theoretically sounds good but practically to implement these all curriculum should be efficiently changed so that industrial updations can be included in the udated institutional curriculum.

VALUE MOMENTUM,

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Actions to be taken:

- *Students are smart and brilliant. Because their age is supportive. Only thing is, it is challenging for the faculty. Student need only the direction. **Faculty need to create environment and need to create the opportunity and see how the student will solve the challenge.***

- ***Make the students take Tofel exam** for English and communication skills.*

- *The approach of **fundamental teaching in classroom is to be changed.** Every subject in CSE should be practical. Don't Teach , Every thing should be practical. No point in teaching, they have to plan for the project.*

- ***College people need to attend the industry conferences** to know current improvements in technology.*

- ***What is the additional skill PG people have,** regular btech thing is already with u. have you gone beyond txt book, have you done any new, have you used any technology where industries are working.*

Outcome:

- ***Additional skills are to be added for PG scholars.***
- ***Teaching method is to be improved***
- ***Improvement in communications is needed***
- ***Industry Conferences required***