



KAL. YASHODABAI DAGADU SARAF CHARITABLE TRUST'S

INSTITUTE OF MANAGEMENT AND SCIENCE

(Approved by AICTE Govt. of Maharashtra &
Affiliated to North Maharashtra University Jalgaon)

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Mr. Pandurang D. Saraf

President

Mr. Sanjay P. Ingale

Jt. Secretary

Ref. No. : IOMS / /

Date :

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

Attainment of the COs can be measured directly and indirectly. Direct attainment displays the student's knowledge and skills from their performance. It can be determined from the performance of the students in all the relevant assessment instruments like internal assessments, assignments, quiz and final examinations. These methods provide a sampling of what students know and/or can do and provide strong evidence of student learning.

Indirect methods such as Course End Surveys ask the students to reflect on their learning. They access opinions or thoughts about the graduate's knowledge or skills. Indirect measures can provide information about graduate's perception of their learning and how this learning is valued by different stakeholders. The entire assessment process is depicted in the following Figure



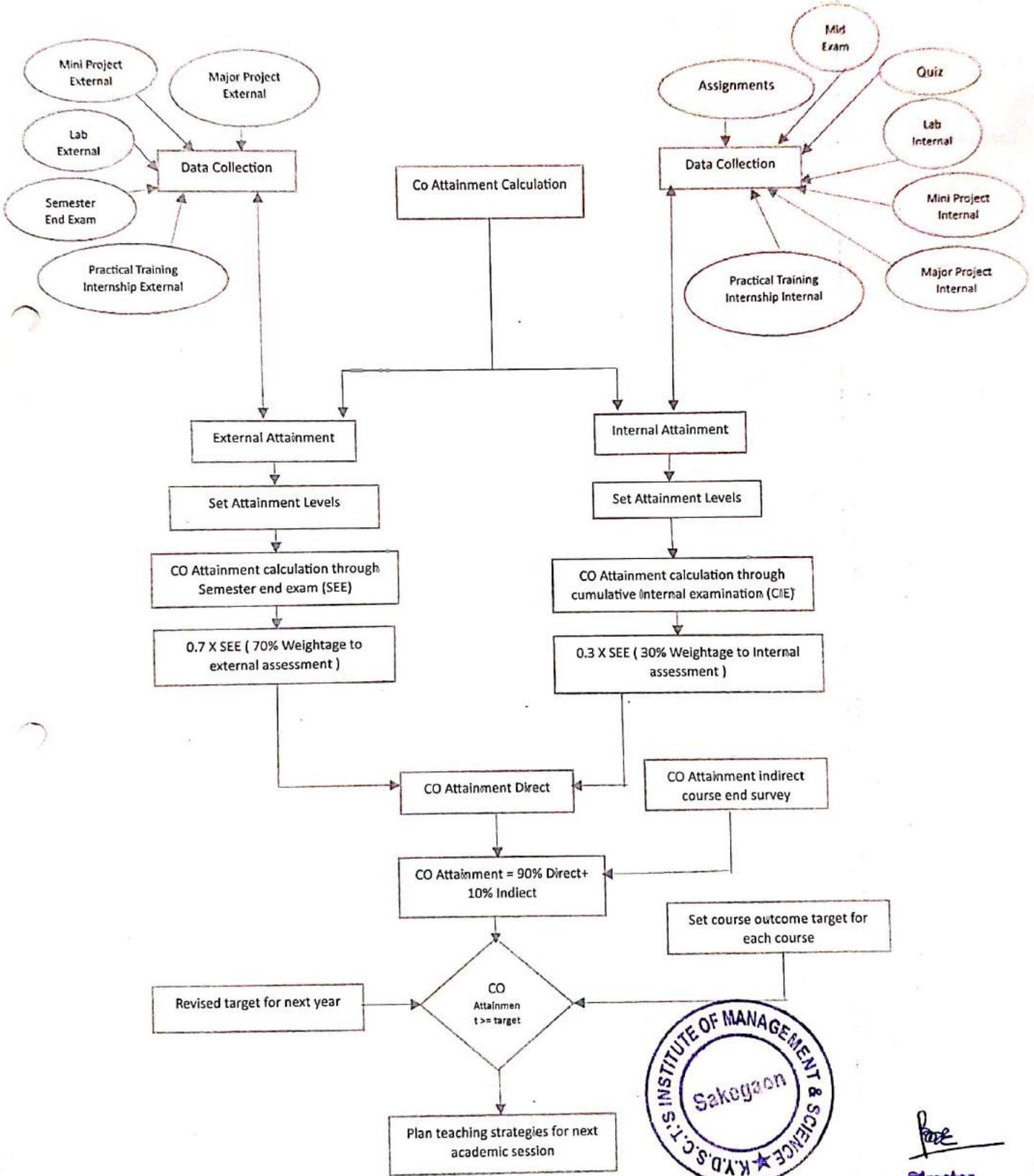
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The Entire Assessment Process




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CO Attainment Calculation Process:

Assessment Process for CO Attainment:

For the evaluation and assessment of CO's and PO's, rubrics are used. The rubrics considered here are given below:

Course Outcome is evaluated based on the performance of students in internal assessments and in End examination of a course. Internal assessment contributes 10% and End examinations assessment contributes 90% to the total attainment of a CO.

After measuring CO attainment for a course, CO-PO mapping table will give Program Outcome attainment levels.

MBA Program Outcomes

PO1. Apply knowledge of management theories and practices to solve business problems.

PO2. Foster Analytical and critical thinking abilities for data-based decision making.

PO3. Ability to develop Value based Leadership ability.

PO4. Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business.

PO5. Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.



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MBA Program Specific Outcomes A - Financial Management

PSO1 Understand the Fundamentals of Banking & Investment Management and to apply the theories of investment Management in practical situations

PSO2 Apply the provisions of Direct tax law in practice and fundamental understanding of provisions of GST

PSO3 Enable students to understand importance of strategies such as Merger, takeover, Joint Venture etc. that enhance the firms competitive strengths.

PSO4 Develop the skills of Tally & Advanced Excel in order to perform complex business calculations and preparation of Financial Reports

PSO5 Understand the various derivative instruments and the strategies of trading in derivatives market
PSO6 Develop the understanding of international environment in which the business operates and enable to understand the alternatives of the Exchange rate risk management

PSO7 Demonstrate thorough knowledge of the subject and develop financial decision making abilities in order to maximize the value of the firm.

MBA Program Specific Outcomes B - Marketing Management

PSO1. Apply knowledge of Marketing management theories and practices to Solve marketing related problems.




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- PSO2. Foster Analytical and critical thinking abilities to enhance decision making in marketing.
- PSO3. Possess the knowledge Marketing Research.
- PSO4. Understand consumer behaviour.
- PSO5. Formulate various marketing and sales policies and apply them.
- PSO6 Possess the skills required to become good marketing personnel.

MBA Program Specific Outcomes C - Human Resource Management

- PSO1. Apply knowledge of Human resource management theories and practices to Solve business related problems.
- PSO2. Foster Analytical and critical thinking abilities to enhance decision making.
- PSO3. Possess the knowledge of various labour laws applicable to Industry.
- PSO4. Ability to foster teamwork and leadership in organisations to accomplish organizational goals and objectives
- PSO5. Formulate various HR policies and apply them.
- PSO6 Possess the skills required to integrate Human resources in the organisations



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MBA Program Specific Outcomes D - Production and Operations Management

PSO1. Apply knowledge of Production and Operations management theories and practices to Solve production related problems.

PSO2. Foster Analytical and critical thinking abilities to enhance decision making in Production and Operations.

PSO3. Ability to Enhance Quality of production to accomplish organizational goals and objectives

PSO4. Understand and apply Operations Research.

PSO5 Possess the skills required to improve Productivity in the organisations

PSO6 Study and identify Logistic & Supply Chain Management requirements.

PSO7 Able to Manage rapidly changing Technology

MBA Program Specific Outcomes G - Information Technology and Systems Management

PSO1 Apply knowledge of Information Technology and Systems Management practices to enhance decision making and business related problems

PSO2 Develop project management skills with a strong emphasis on issues and problems associated with delivering successful IT projects.

PSO3 Gain web programming skills

PSO4 Adopt the knowledge of emerging trends in Information technology

PSO5 Understand the flow of data & how data is organized & manipulated

PSO6 Plan, organize and implement an information systems development project.




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Process involved in CO-PO Mapping

The role of CO-PO mapping will be assigned to the faculty as per hierarchy. After the course (subject) allotment from the management course. It should be narrower and measurable statements. By using the action verbs of learning levels, CO's will be designed. CO statements should describe what the students are expected to know and able to do at the end of each course, which are related to the skills, knowledge and behaviour that students will acquire through the course.

After writing the CO statements, CO will be mapped with PO of the institute. If the institute is having more than one section in a year or the same course is available for more than one program of the same institute in a semester, the subject expert will be nominated as course coordinator of the corresponding course. The role of the course coordinator is to review the CO statements and the CO-PO mapping which has been done by course in-charge. The year wise coordinator has to consolidate the CO's of the respective year and maintain the documentation of the CO attainment level of the respective year courses as well as documentation of the individual students extra-curricular and co-curricular activities. These details will hand over to the program coordinator in order to evaluate PO attainment of the individual student as well as individual course at the end of the eighth semester. The Program coordinator has to evaluate the PO attainment of individual student through direct and indirect method after the student completing their program. All these works have to be done under the guidance of Department Advisory Committee (DAC).




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Following are the different methods for Assessment, Evaluation and Measurement of POs/PSOs

1. Direct Assessment methods
2. Indirect Assessment methods

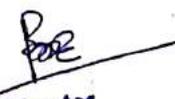
1. **Direct Assessment methods:**

- i. **Continuous Assessment:** COs are assessed through Sessional & Assignment Examinations and Lab records. The COs are mapped against each question and CO analysis is carried out by faculty for each course and documented. The contribution of COs are assessed in high, moderate and low levels, towards the attainment of POs/PSOs.
- ii. **Semester-end Theory Examinations:** The questions in semester-end examinations are tested pertaining to all COs, in varying Blooms Taxonomy Levels.

2. **Indirect Assessment Methods:**

- i. **Programme – Exit survey:** This survey taken from the final year students at the completion of their MBA programme, stands as the comprehensive feedback for the PO/PSO assessment
- ii. **Alumni Survey:** This survey is conducted annually through Google link or mail with the Alumni to obtain the inputs and suggestions on PO attainment in the real time societal environment
- iii. **Employer Survey:** This survey is taken from the employer to measure the PO attainments.




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External Examination Assessment Process:

Rubrics:

If 50% of the students crossed 50% of the marks: Attainment Level 1

If 60% of the students crossed 50% of the marks: Attainment Level 2

If 70% of the students crossed 50% of the marks: Attainment Level 3

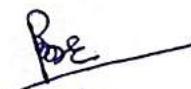
External Examination Assessment

1. Enter the question wise marks
2. Identify the CO of each question.
3. Calculate 50% of maximum marks of each question
4. Find the number of students crossed 50% of maximum marks for each question.
5. Find percentage of students crossed 50% of maximum marks for each question.
6. Find the attainment level of each question as per the above rubrics.
7. Find number of times each CO is repeated.
8. Find average attainment level for each CO.

Internal Examination Assessment

1. Enter the question wise marks for mid examinations, assignments and quiz.
2. Identify the CO of each question.
3. Calculate the maximum marks of each CO allotted in mid exam, assignment and quiz.
4. Calculate the CO wise marks obtained by each student.
5. Calculate the 50% maximum marks of each CO.




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6. Find number of students crossed 50% of maximum marks for each CO.
7. Find percentage of students crossed 50% of maximum marks for each CO.
8. Find the attainment level of each CO as per the Rubrics.

CO Attainment

1. Copy the direct CO attainment level (Internal) and direct CO attainment level (external) from the pervious sheets and then find the direct CO attainment level.
2. Find direct CO attainment level using the formula
$$\text{CO attainment level (Internal)} * 30\% + \text{CO attainment level (external)} * 70\%$$
3. Calculate Indirect CO Attainment level from course exit survey.
4. Find the CO attainment level using the formula:
$$\text{Direct CO attainment level} * 90\% + \text{Indirect CO attainment level} * 10\%$$



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