

**Sinhgad Technical Education Society's  
SKN Sinhgad School of Business Management**

**Supportive Evidences of Course File**

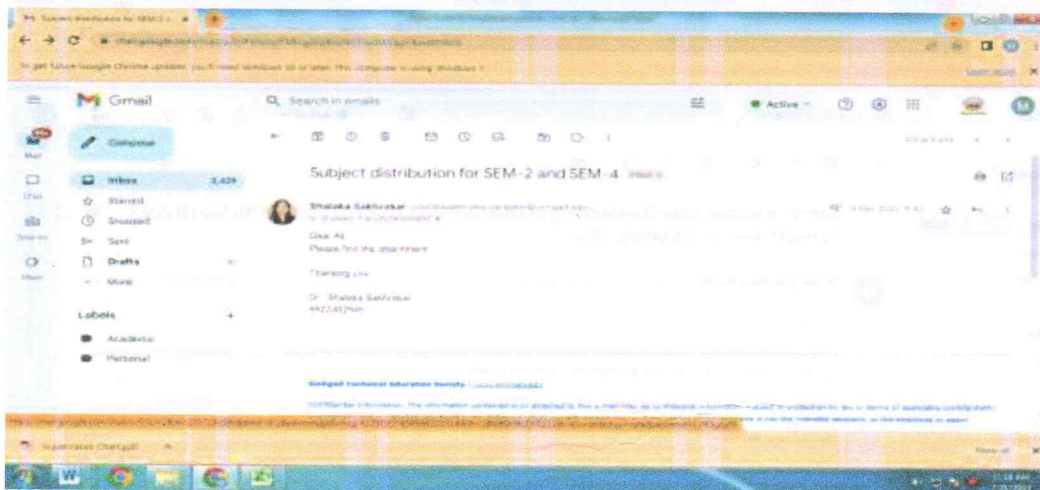
**Subject: Competency Based Human Resource  
Management**

6<sup>th</sup> March: Subject preference form Distribution for Sem-II

**S.K.N. Sinhgad School Of Business Management**  
Subject Preference Form  
Academic year: 2022-23, AYBA-SEM-2  
Name of the Faculty: Dr. Theyal Verma

Sl. No.	Subject Name	Preference
202	Marketing Management	
203	Financial Management	
204	Human Resource Management	✓
205	Operations and Chain Management	
206	Working Capital	
207	Financial Markets and Banking (Start-up)	
208	Comprehensive Business Research Management	✓
209	Business Analytics, Data Analytics & Data Science Applications	
210	Customer Analytics	
211	Financial & Managerial Planning	
212	Employee Motivation & Labour Relations	
213	Supply Chain Management	
214	Value Education	
215	Geography & World Economic Systems	
216	Start-Up and New Venture Management	
217	Innovation Research Methods	
218	Industry Analysis - Desk Research	
219	Integrated Marketing Communications	
220	Strategic Management & Portfolio Management	
221	Labour Welfare	
222	Planning and Control of Operations	
223	Methodology of Financial Services - I	
224	Globalisation	
225	Labour Recruitment and Selection	
226	Productivity Management	✓
227	Human Capital	
228	Labour Security	

14<sup>th</sup> March: Subject Distribution for Semester II and IV



*Wal*

**Director**  
S.K.N. Sinhgad School of Business Management  
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

Director  
S.K.N. Sinhgad School of Business Management  
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

Sl. No.	Subject Title	Professor	SEM I	SEM II	SEM III	SEM IV	SEM V	SEM VI	SEM VII	SEM VIII	SEM IX	SEM X	SEM XI	SEM XII
201	Marketing Mgmt	Dr. M. S. Joshi	16	11	11	11	11	11	11	11	11	11	11	11
202	Fin. Mgmt	Dr. M. S. Joshi	16	11	11	11	11	11	11	11	11	11	11	11
203	HR Mgmt	Dr. M. S. Joshi	16	11	11	11	11	11	11	11	11	11	11	11
204	Operations and Chain Mgmt	Dr. M. S. Joshi	16	11	11	11	11	11	11	11	11	11	11	11
205	Marketing Research	Dr. M. S. Joshi	16	11	11	11	11	11	11	11	11	11	11	11
206	International Business	Dr. M. S. Joshi	16	11	11	11	11	11	11	11	11	11	11	11
207	Business Law	Dr. M. S. Joshi	16	11	11	11	11	11	11	11	11	11	11	11
208	Business Statistics	Dr. M. S. Joshi	16	11	11	11	11	11	11	11	11	11	11	11
209	Business Mathematics	Dr. M. S. Joshi	16	11	11	11	11	11	11	11	11	11	11	11
210	Business Economics	Dr. M. S. Joshi	16	11	11	11	11	11	11	11	11	11	11	11
211	Business Communication	Dr. M. S. Joshi	16	11	11	11	11	11	11	11	11	11	11	11
212	Business Ethics	Dr. M. S. Joshi	16	11	11	11	11	11	11	11	11	11	11	11
213	Business Environment	Dr. M. S. Joshi	16	11	11	11	11	11	11	11	11	11	11	11
214	Business Law	Dr. M. S. Joshi	16	11	11	11	11	11	11	11	11	11	11	11
215	Business Law	Dr. M. S. Joshi	16	11	11	11	11	11	11	11	11	11	11	11
216	Business Law	Dr. M. S. Joshi	16	11	11	11	11	11	11	11	11	11	11	11
217	Business Law	Dr. M. S. Joshi	16	11	11	11	11	11	11	11	11	11	11	11
218	Business Law	Dr. M. S. Joshi	16	11	11	11	11	11	11	11	11	11	11	11
219	Business Law	Dr. M. S. Joshi	16	11	11	11	11	11	11	11	11	11	11	11
220	Business Law	Dr. M. S. Joshi	16	11	11	11	11	11	11	11	11	11	11	11

**17<sup>th</sup> March to 3<sup>rd</sup> April 2023: Entry of Internal marks on SPPU Portal**

**Revised schedule for compilation and inward of Internal Marks on Online Internal Marks System of Savitribai Phule Pune University**

Dear all,

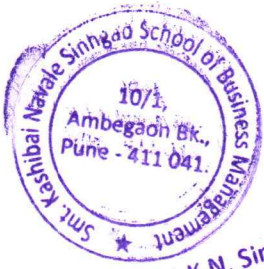
Please find attached herewith the revised schedule for compilation and inward of Internal Marks on Online Internal Marks System of Savitribai Phule Pune University.

In case of any doubts or queries, please contact Dr. Yatin Bokil and Dr. Ganesh Yadav for MBA I and Dr. Sangita Gorde and Prof. Manjula Deshpande for MBA II regarding Internal Examination.

Regards,

Internal Examination Team

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**Director  
S.K.N. Sinhgad School of Business Management  
10/1, Ambegaon (Bk.), Pune - 411 041**



**Mail Attachment:**

**S.K.N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT**

**Revised Schedule for Compilation and Inward of Internal Marks on Online**

**Internal Marks System of Savitribai Phule Pune University**

Sr. No.	Process	Last Date
1	Subject Teachers to send the internal marks to respective MBA I Division Coordinators and MBA II Specialization-wise Coordinators	17.03.2023
2	Faculty Coordinators for MBA I & II to compile internal marks of all the subjects and send the soft copy of compiled marks back to all subject teachers to check the ambiguity, if any	20.03.2023
3	Subject teachers to correct the ambiguity, if any, and send the internal marks to respective MBA I Division Coordinators and MBA II Specialization-wise Coordinators	21.03.2023
4	Faculty Coordinators for MBA I & II to compile internal marks of all the subjects and get the signatures of all the subject teachers on the hard copy of the final compiled internal marks	23.03.2023
5	Hard copy of final compiled internal marks signed by all the subject teachers and the soft copy of the same to be sent by MBA I Division Coordinators to Dr. Yatin Bokil and Dr. Ganesh Yadav and by MBA II Specialization-wise Coordinators to Dr. Sangita Gorde and Prof. Manjula Dhulipala	23.03.2023
6	Compiled marks to be sent by Dr. Yatin Bokil and Dr. Ganesh Yadav to MBA I assigned Internal Examiners (faculty members who will be entering the marks on Online Internal Marks System of SPPU) and by Dr. Sangita Gorde and Prof. Manjula Dhulipala to MBA II assigned Internal Examiners for marks entry in Online Internal Marks System of SPPU	24.03.2023
7	Internal Examiners to send the soft copy of the Preview Report to Dr. Yatin Bokil and Dr. Ganesh Yadav for MBA I and Dr. Sangita Gorde and Prof. Manjula Dhulipala for MBA II for checking	29.03.2023



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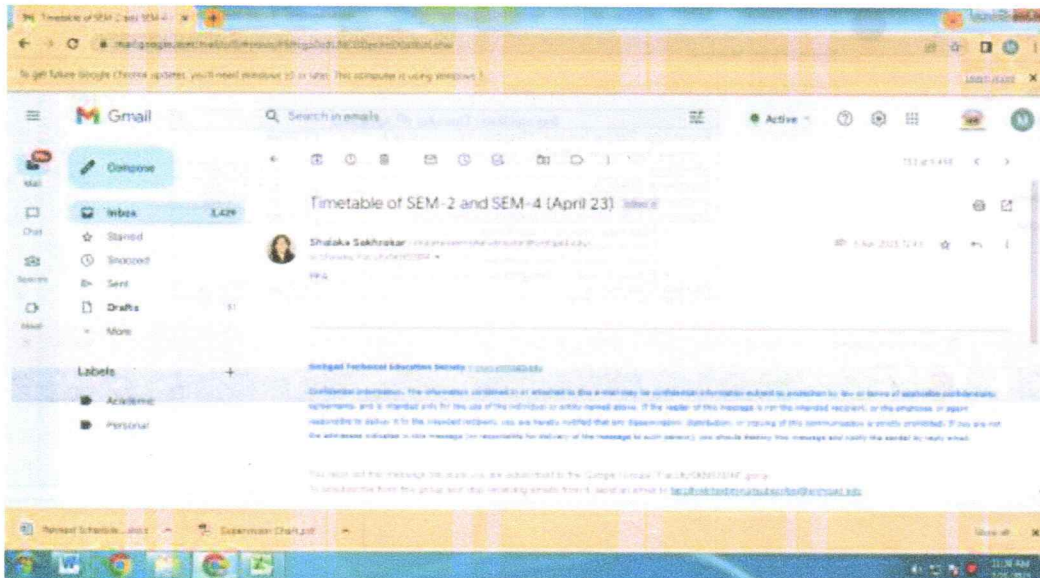
**Director**

**S.K.N. Sinhgad School of Business Management**  
Pune - 411 041

8	Dr. Yatin Bokil and Dr. Ganesh Yadav for MBA I and Dr. Sangita Gorde and Prof. Manjula Dhulipala for MBA II to check the Preview Report to verify whether the marks in preview report are as submitted by subject teachers, Sending email to respective teachers to confirm the marks on the SPPU Online Internal Marks Portal	3.04.2023
9	Internal Examiners to generate Confirmation Report and send the soft copy of the same to Dr. Yatin Bokil and Dr. Ganesh Yadav for MBA I and Dr. Sangita Gorde and Prof. Manjula Dhulipala for MBA II	5.04.2023
10	Dr. Yatin Bokil and Dr. Ganesh Yadav for MBA I and Dr. Sangita Gorde and Prof. Manjula Dhulipala for MBA II to check the Confirmation Report and take the printout of the same and get it signed by the Director	5.04.2023

In case of any doubts or queries, please contact Dr. Yatin Bokil and Dr. Ganesh Yadav for MBA I and Dr. Sangita Gorde and Prof. Manjula Dhulipala for MBA II.

### 5<sup>th</sup> April 2023: Timetable Communication SEM-2 and SEM-4



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**Director**  
S.K.N. Sinhgad School of Business Management  
S. No. 10/1, Ambegaon (Bk.), Pune - 411 047



Date	Activity	Time	Location
06/04/2023	Reporting at SSBG	8:30 am	SSBG
06/04/2023	Attendance	8:30 am to 8:45 am	SSBG
06/04/2023	Breakfast at SSBG	8:45 am to 9:15 am	SSBG
06/04/2023	Reporting for the season in the respective Class rooms	9:30 am	Class Rooms
06/04/2023	1. Marketing Session - Class Room No - 210		
06/04/2023	2. General management (BA and OBCM) Class Room No - 209		
06/04/2023	3. Finance session - Class room no - 208		
06/04/2023	4. Human Resource Management - Class Room No - 207		
06/04/2023	First half of the session	9:30 am to 12:45 pm	Class Rooms

**6<sup>th</sup> April 2023: Faculty Orientation Program at Lonawala campus**

**Schedule of the Faculty Orientation Program 2023**

Dear All Faculty Members,

Following is the schedule of the Faculty Orientation Program 2023

Day and Date: Thursday 6 <sup>th</sup> April 2023	
Reporting at SSBG Institute of Business Administration & Computer Application (SSBGCA) Lonawala	8:30 am
Attendance	8:30 am to 8:45 am
Breakfast at SSBGCA	8:45 am to 9:15 am
Reporting for the season in the respective Class rooms	9:30 am
1. Marketing Session - Class Room No - 210	
2. General management (BA and OBCM) Class Room No - 209	
3. Finance session - Class room no - 208	
4. Human Resource Management - Class Room No - 207	
First half of the session	9:30 am to 12:45 pm

Director  
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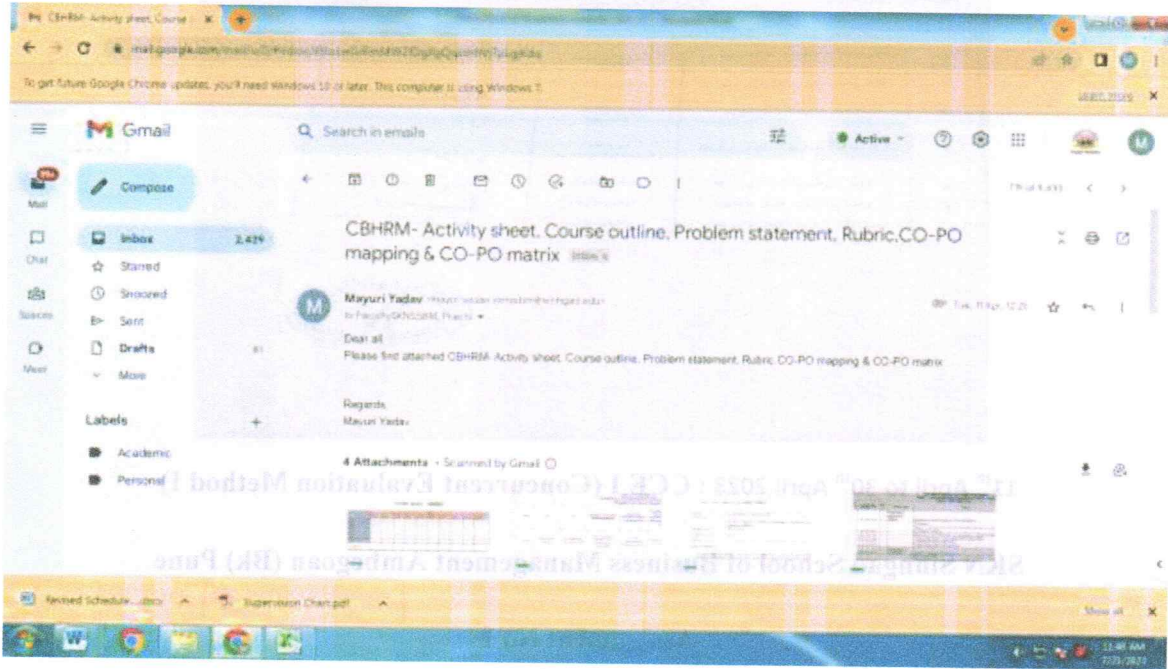


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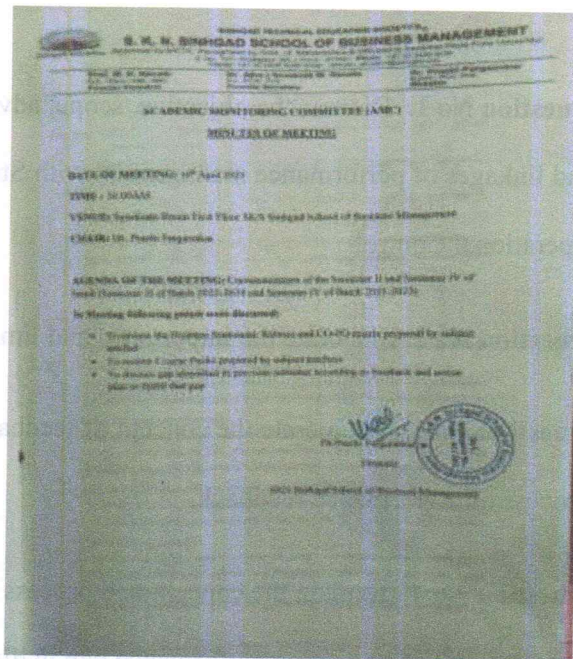
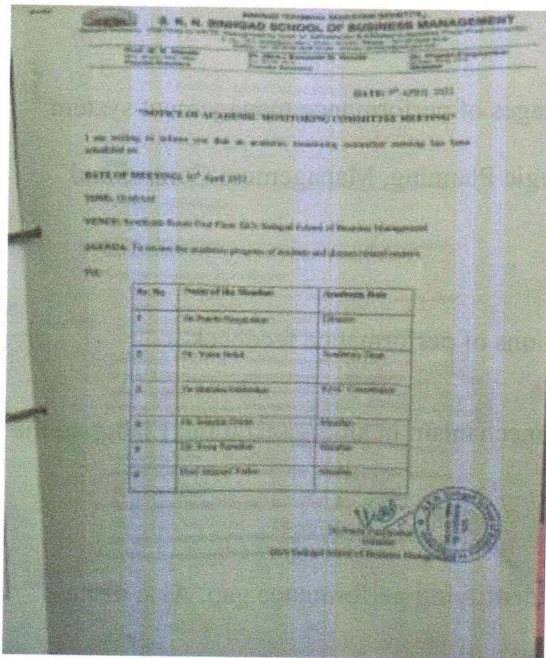
**Director**  
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 S. No. 10/1, Ambegaon (Bk.), Pune - 411 001



7<sup>th</sup> April to 10<sup>th</sup> April 2023: Course pack preparation for Sem-II and Sem-IV subjects



10<sup>th</sup> April 2023 : Academic Monitoring Committee Meeting



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Circular stamp of S.K.N. Sinhgad School of Business Management, Pune - 411 041.

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No.	Name of the Member	Signature	Date
1	The Principal	[Signature]	10/4
2	The Vice-Principal	[Signature]	10/4
3	The Assistant Vice-Principal	[Signature]	10/4
4	The Head Teacher	[Signature]	10/4
5	The Head of the Department	[Signature]	10/4
6	The Head of the Section	[Signature]	10/4

11<sup>th</sup> April to 30<sup>th</sup> April 2023 : CCE I (Concurrent Evaluation Method I)

SKN Sinhgad School of Business Management Ambegaon (Bk) Pune

**Assignment No 1**

**Subject- 205 HRM-Competencies Based Human Resource Management**

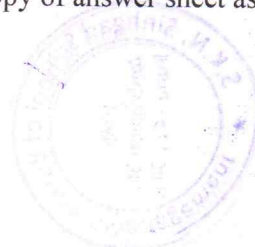
**Question No 1.** Discuss the objective, scope, advantages of performance management system and linkages of performance management with Strategic Planning, Management Control and Operational Control.

**Question No 2.** Elaborate the importance and limitations of performance feedback.

**Question No 3.** Enumerate the concept of feedback mechanism in an organization. Elaborate the process of performance feedback.

**Question No 4** Explain the concept and process of identifying performance gap. Also discuss various ways of correcting performance gap in different areas.

Kindly submit hardcopy of answer sheet assignment on or before 30<sup>th</sup> April 2023.



*Wal*  
**Director**  
 SKN Sinhgad School of Business Management  
 No. 10/1, Ambegaon (Bk.), Pune - 411 041



Regards

Prof. Mayuri Yadav

Assignment submitted by student:-

Assignment - 1

Name - Bhosale Supriya  
Sukhadev  
Class - MBA-I  
Div - E  
Roll No. - 28  
Subject - Competency Based  
Human Resource  
Management

Discuss the objective, scope, advantages of performance management system and linkages of performance management with strategic planning, management control and operational control.

Objective of Performance Management -

- 1) To emphasize on career planning & future growth opportunities for employees.
- 2) It is ensure to raise the efficiency and productivity of employees.
- 3) To encourage belongingness, team spirit, and devotions among employer with job.
- 4) To promote better and high work culture in the organisation
- 5) To foster a positive relationship between manager and employees through a two way communication process.



*Wal.*

Director  
S.K.N. Sinhgad School of Business Management  
No. 10/1, Ambegaon (Pune) - 411 041

1<sup>st</sup> May to 15<sup>th</sup> May: Lectures and CCE II (Concurrent Evaluation Method II)

**SKN Sinhgad School of Business Management Ambegaon (Bk) Pune**

**Notice of Assignment No 2 (Discussion Board Activity)**

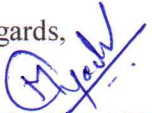
**Subject- 205 HRM-Competencies Based Human Resource Management**

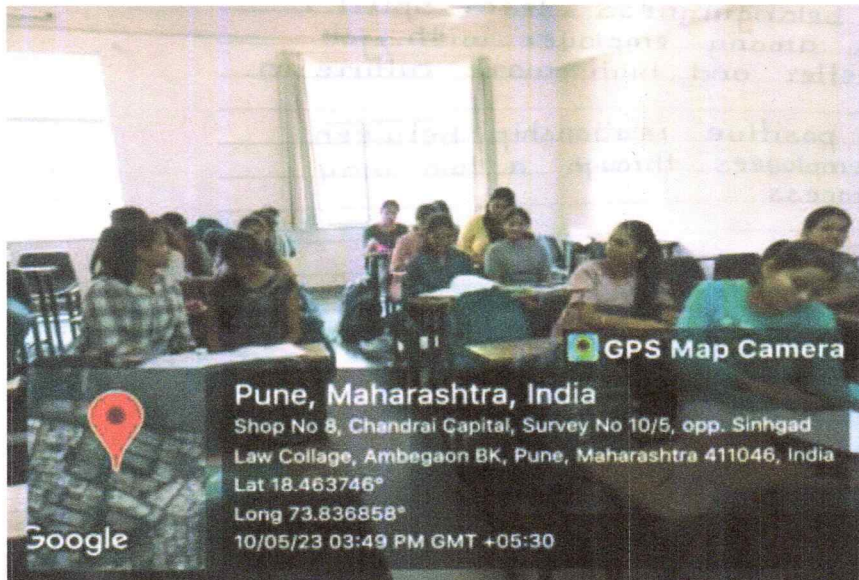
This is to inform all the students of MBA-I Div.-E that Discussion Board activity will be conducted in the classroom on **10<sup>th</sup> May 2023**

**Time: 3.00pm to 4.00pm**

Note that the attendance for this session is compulsory.

Regards,

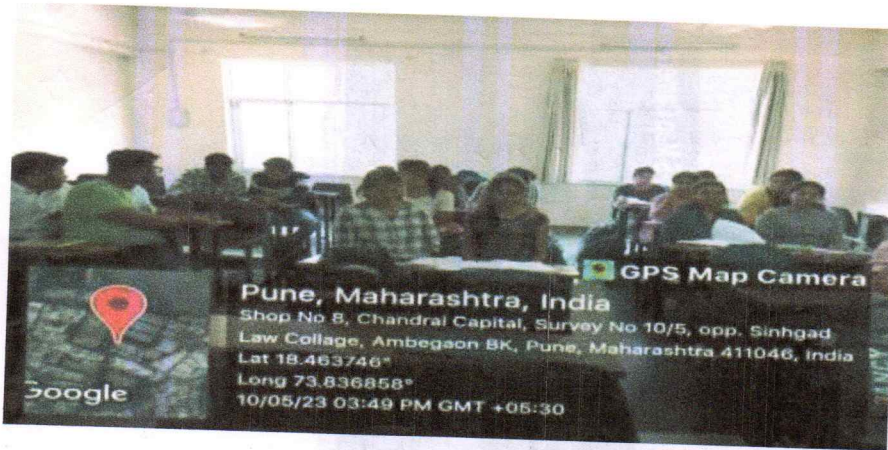
  
Prof. Mayuri Yadav





**Director**  
**S.K.N. Sinhgad School of Business Management**  
**10/1, Ambegaon (Bk.), Pune - 411 041**





**16<sup>th</sup> May to 16<sup>th</sup> June 2023: Lecture and CCE III (Concurrent Evaluation Method III)**

Sample:

**SKN Sinhgad School of Business Management Ambegaon (Bk) Pune**

**Notice of Assignment No 3 (Model Development Activity)**

**Subject- 205 HRM-Competencies Based Human Resource Management**

This is to inform all the students of MBA-I Div.-E that Model development activity will be conducted in the classroom on **5<sup>th</sup> June 2023**

**Time: 10.00am to 11.00am & 2.00pm to 3.00pm**

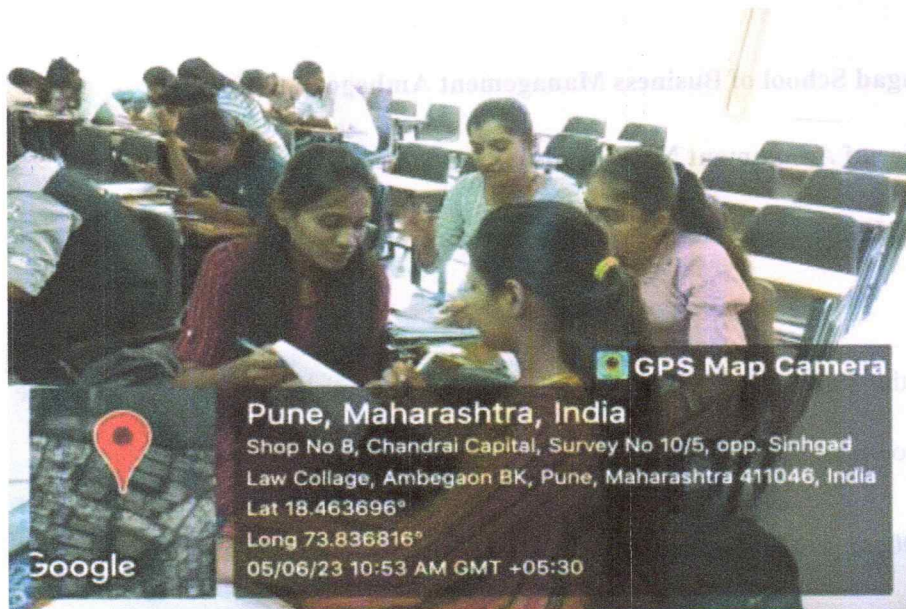
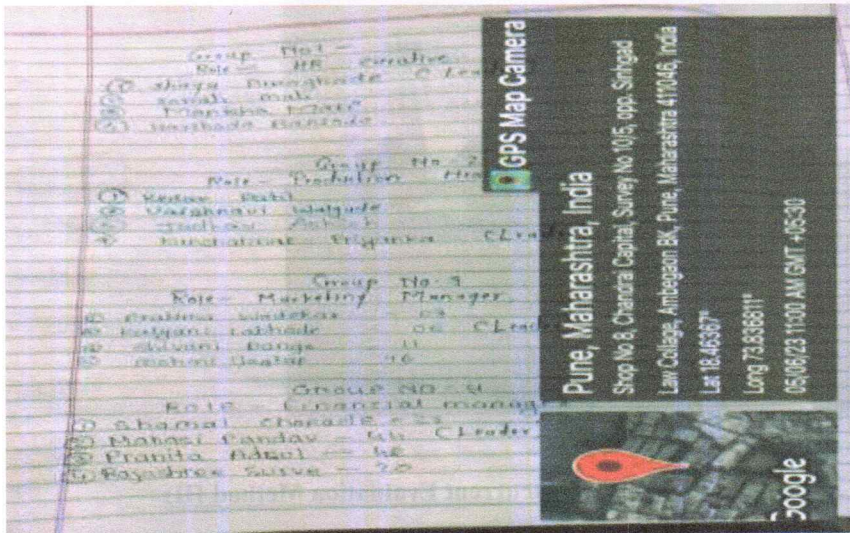
Note that the attendance for this session is compulsory.

Regards,

Prof. Mayuri Yadav



**Director**  
**S.K.N. Sinhgad School of Business Management**  
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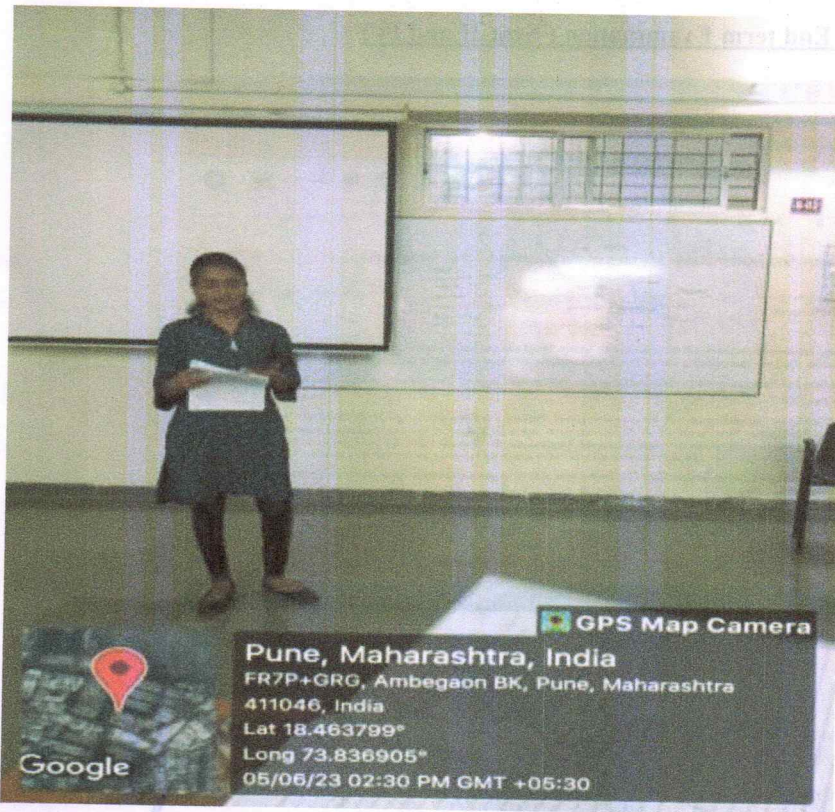
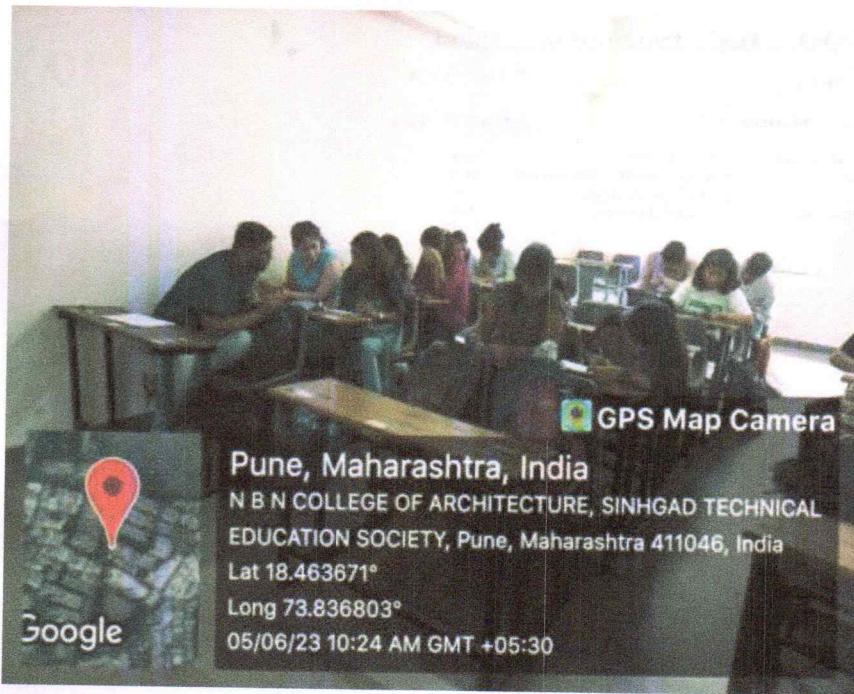


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 Director  
 S.K.M. Sinhgad School of Business Management  
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*Vol.*

Director  
 S.K.N. Sinhgad School of Business Management  
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**Competency Model for Production Head**

(H.S.T. 2023)

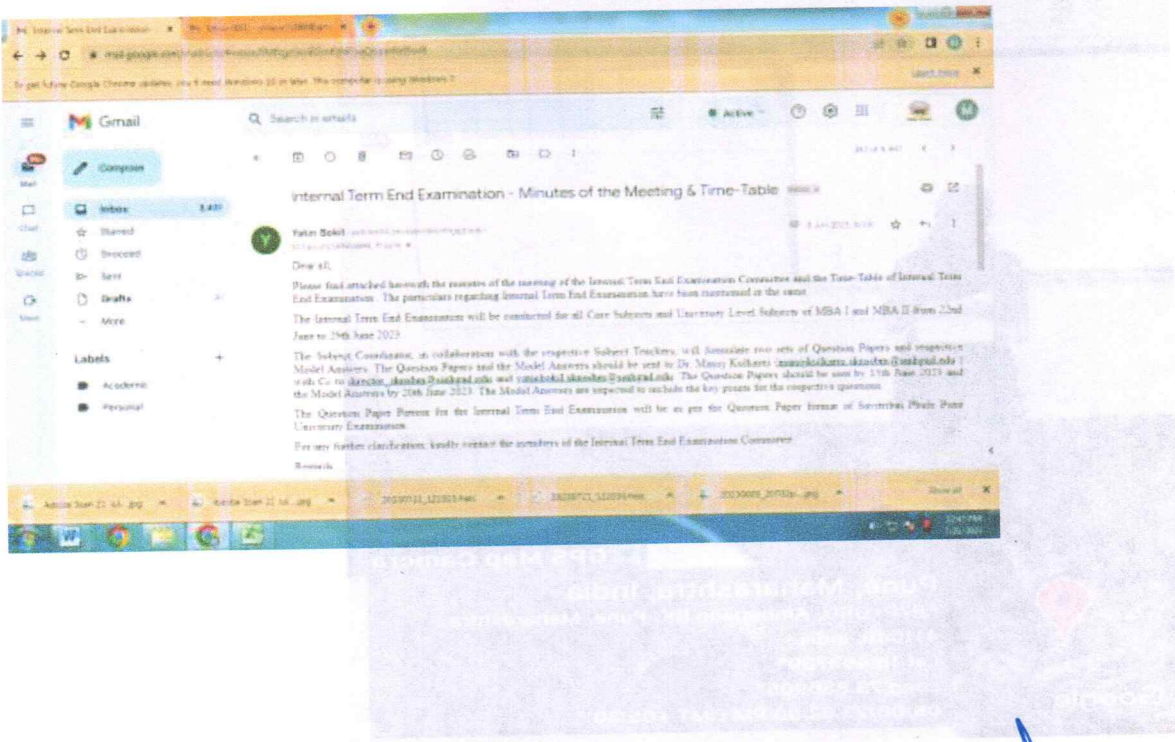
Group	Members	Name	Role	No.
1)	Priyanka	Kunchalakar	- Skills	34
2)	Habib	Jadhav	- Personal attributes	35
3)	Kedar	Patil	- Knowledge	36
4)	Vaishnavi	Walgode	- Abilities	15

Job Role :- Production Head

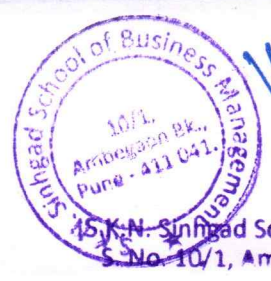
Marks  $\frac{20}{22}$

Pya. W.

**22th June to 29th June 2023: End term Examination ( Sem-II and IV)**



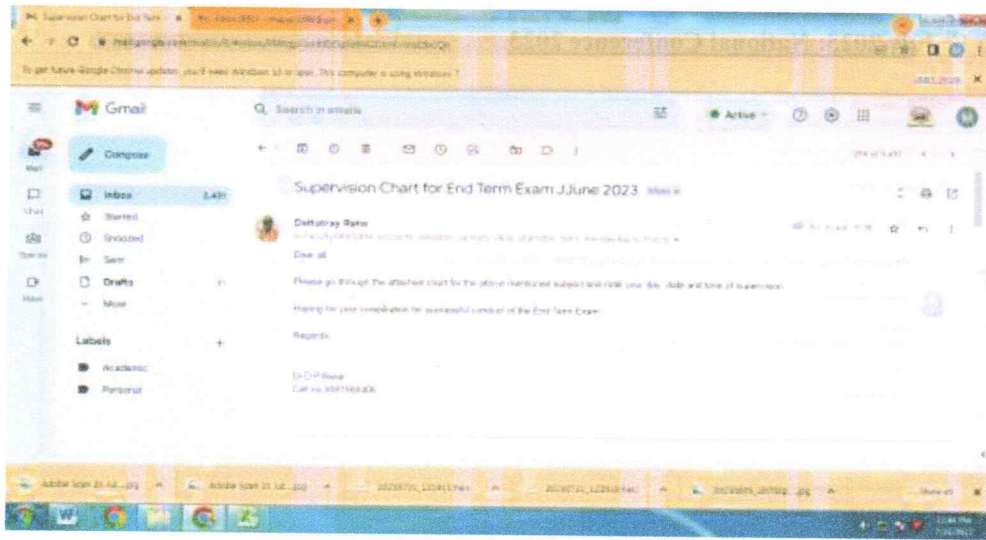
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 S.K.N. Sinhgad School of Business Management  
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*Wol*

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**Solved Sample End term Exam Answer sheet:**

Question No.	1	2	3	4	5	6	7	8	9	10	Total	Signature
Marked	1	1	1	1	1	1	1	1	1	1	10	
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2												
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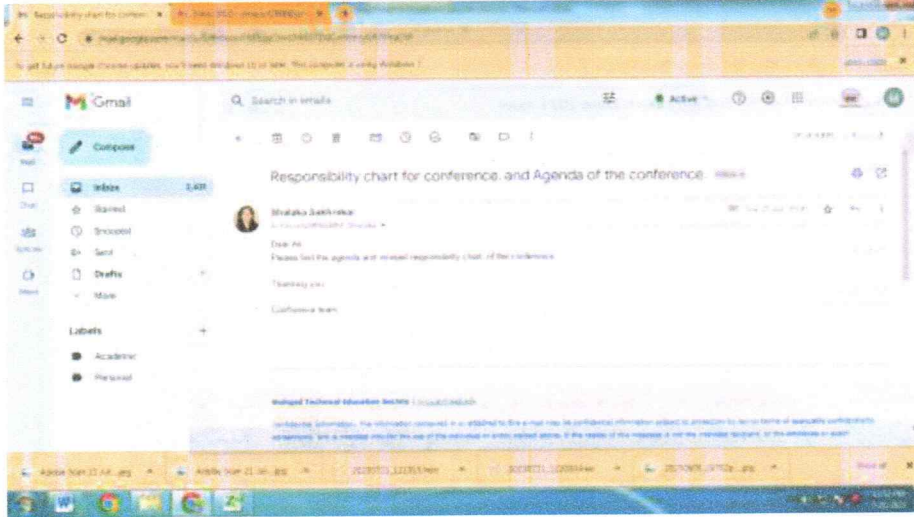
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Director  
S.K.N. Sinhgad School of Business Management  
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

**30<sup>th</sup> June 2023 to 1<sup>st</sup> July 2023: National Conference 2023**



30 <sup>th</sup> June 2023, Friday	10.00 – 11.15	Inauguration Chief Guest : Mr. Rajesh Tulpule, Dr. Prachi Pargaonkar, Director, S.K.N. Sinhgad School of Business Management Dr. Yatin Bokil, Dean, Director, S.K.N. Sinhgad School of Business Management
	11.15 – 11.30	Break
	11.30 – 1.00	Session 1 – Resource Person : Mr. Praveen Desai
	1.00 – 2.00	Lunch Break
	2.00 – 5.00	Technical Track Session (Paper Presentations by Authors) chaired by Experts
	5.00 - 5.15	Tea Break
	5.15 - 6.00	Valedictory Function Dr. Parag Kalkar
1 <sup>st</sup> July 2023 Saturday	10:00 – 1:00	Technical Track Session (Paper Presentations by Authors) chaired by Experts
30 <sup>th</sup> June 2023, Friday	10.00 – 11.15	Inauguration Chief Guest : Mr. Rajesh Tulpule, Dr. Prachi Pargaonkar, Director, S.K.N. Sinhgad School of Business Management Dr. Yatin Bokil, Dean, Director, S.K.N. Sinhgad School of Business Management
	11.15 – 11.30	Break
	11.30 – 1.00	Session 1 – Resource Person : Mr. Praveen Desai
	1.00 – 2.00	Lunch Break
	2.00 – 5.00	Technical Track Session (Paper Presentations by Authors) chaired by Experts
	5.00 - 5.15	Tea Break
	5.15 - 6.00	Valedictory Function Dr. Parag Kalkar



*Wol*

**Director**  
S.K.N. Sinhgad School of Business Management  
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



1 <sup>st</sup> July 2023 Saturday	10:00 – 1:00	Technical Track Session (Paper Presentations by Authors) chaired by Experts
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**3<sup>rd</sup> July 2023: Academic Monitoring Committee Meeting**

**S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT**

**NOTICE OF ACADEMIC MONITORING COMMITTEE MEETING**

DATE: 3<sup>rd</sup> July 2023

I am writing to inform you that an academic monitoring committee meeting has been scheduled as follows:

DATE OF MEETING: 3<sup>rd</sup> July 2023

TIME: 10:00 AM

VENUE: Seminar Room First Floor S.K.N. Sinhgad School of Business Management

AGENDA: To review the academic progress of students and discuss related matters.

Sr. No.	Name of the Member	Academic Role
1	Dr. Prachi Paragwale	Director
2	Dr. Yatin Dhall	Academic Dean
3	Dr. Shashika Subhakar	QAAC Coordinator
4	Dr. Sangita Gadh	Member
5	Dr. Rona Pawar	Member
6	Prof. Mayuri Taha	Member

*Wol*  
Dr. Prachi Paragwale  
Director  
S.K.N. Sinhgad School of Business Management

**S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT**

**ACADEMIC MONITORING COMMITTEE (AMC)**

**MINUTES OF MEETING**

DATE OF MEETING: 3<sup>rd</sup> July 2023

TIME: 10:00 AM

VENUE: Seminar Room First Floor S.K.N. Sinhgad School of Business Management

CHAIR: Dr. Prachi Paragwale

AGENDA OF THE MEETING: End of Semester II and Semester IV of Batch 2022-2023-2023

In Meeting following points were discussed:

- To discuss syllabus completion of Semester II & IV students of Batch 2022-23 & 2023-2023
- To review Continuous Internal Evaluation (CIE) of the semester.
- To discuss whether all the lectures conducted as per the syllabus.
- To discuss activity sheets of all the subject teachers.
- To provide guidelines regarding preparation of course file.
- To provide guidelines regarding Semester II and IV of Batch 2022-23 & 2023-2023.
- To discuss student feedback regarding syllabus.

*Wol*  
Dr. Prachi Paragwale  
Director  
S.K.N. Sinhgad School of Business Management

Sr. No.	Name of the Member	Signature	Date
1	Dr. Prachi Paragwale	<i>Wol</i>	3/7/23
2	Dr. Yatin Dhall	<i>Wol</i>	3/7/23
3	Dr. Shashika Subhakar	<i>Wol</i>	3/7/23
4	Dr. Sangita Gadh	<i>Wol</i>	3/7/23
5	Dr. Rona Pawar	<i>Wol</i>	3/7/23
6	Prof. Mayuri Taha	<i>Wol</i>	3/7/23

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*Wol*  
**Director**  
S.K.N. Sinhgad School of Business Management  
S. No. 10/1, Ambegaon (Bk.), Pune - 411 04







**Course Name: Competency Based HRM (CBHRM)**

Credits	3.0 (50 Marks CCE, 50 Marks ESE)
Course type	SUBJECT CORE (SC) COURSE: Specialization – Human Resource Management (HRM)
Program year and semester	MBA-I Sem-II
Academic Year and Term	2022-23

**Problem Statement:**

A practical, application-oriented course that covers real-life aspects related to the practice of Competency Mapping in organization. This course will develop the personal skill of the student to design various interventions to build a competency-based organization. The exercises and tools in this course will be designed to make it simple and easy for students to understand the concepts and apply it practically in future at their respective workplaces. This course is designed and delivered in the class keeping in mind students who look for a serious career in HR and especially in competency-based assessment centers.

**Student Learning Outcomes.**

After attending this course the student will be able to:

- Conduct competency mapping for organizations
- Develop Competency Models and Framework
- Design and manage Assessment and Development Centers
- Develop Individual Development Plans and give IDP Feedback.

**Text Books and Reading Material**

- Competency-Based Human Resource Management – Srinivas Kandula
- Competency based HRM – Ganesh Shermom
- The handbook of Competency Mapping: Understanding, Designing and Implementing Competency Models in Organizations, Seema Sanghi, Sage Publication Inc.
- The course teacher will provide additional professional and industry-grade application materials in the class.



  
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### CO-PO Matrix

Cos	POs						
	PO1	PO2	PO3	PO4	PO5	PO6	PO7
CO1	1	-	-	-	-	-	-
CO2	3	-	-	2	2	-	-
CO3	-	3	-	2	-	-	-
CO4	-	3	-	-	-	-	-
CO5	-	-	3	-	-	-	-
CO6	-	3	-	2	-	-	-
<b>AVERAGE</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>

**Justification-**

CO3 (Applying), CO4 (Analysing) & CO 6 (Creating) is strongly correlated with PO2 ( Problem Solving and Innovation)as well as CO5 ( Evaluating ) is strongly correlated with PO3 (Critical thinking) because as mentioned in problem satement this is A practical, application-oriented course that covers real-life aspects related to the practice ofCompetency Mapping in organization and main objective of this course is to enable student to apply the concept practically & develop Competency Models and Framework in their future workplace



*Ual.*

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Academic Year 2022-23(Sem-2)  
 Sample Rubric For Competency Based Human Resource Management  
 SKN Sinhgad School of Business Management

Group	CCE	CO	Description of assessment (Brief Concept Note)	Criteria of the assessment (Expected learning outcomes)	Description of what is expected for each assessment component (Expectation from the student)	Team Composition (if applicable)	Format and mode of submission, submission timeliness	Any other Relevant Details
Group A	Written Home Assignment	CO 1 :Remembering CO2:Understanding	Different groupwise question based on remembering and understanding	The Concept Understanding and remembering of concept	Write the Answers in their own Words	Individual	Hardcopy submit within 30 days from the date of assignment given	
Group E	Discussion Boards	CO2:Understanding CO3: Applying CO5 : Evaluating CO6:Creating	Different job description we will give to Student and we will ask students to discuss about competencies required for that particular job	Better understanding of Concept and evaluate students on the basis of how they discuss the concept	Understanding of how to identify competencies required for different jobs and discuss why these competencies are important for that particular job	Team	write up of what they learned by this activity and photos of activity	
Group C	Model Development	CO2:Understanding CO3: Applying CO5 : Evaluating CO6:Creating	In the particular industry we can give single job position to the students and ask them to develop Competency mapping model for that job position	The concept understanding and applying of concept	Understanding of expectation of that job position and by apply that understanding they can develop competency mapping model for that particular job position	Team	Students can present that model as well as submit hard copy	

*Prof. Mayuri Yadav*  
 Signature of Subject Teachers  
 Prof. Mayuri Yadav

*Dr. Pooja Jadhav*  
 Director



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Written Home Assignment \_10 marks)

Roll no	Name of the Student	Seat No.	PO 1 Generic & Domain Knowledge (6)		PO4 Effective communication (4)	Submission (2) ( Given Time-2, late Submission-1)	Marks (out of 10)	CO Wise Marks	
			Subject Knowledge (2) CO 1 Remembering	Conceptual Clarity (4) CO 2 Understanding				CO 1	CO 2
1	Narwadekar Shreyas Sopan		2	2	4	1	8	2	6
2	Onkar Balu Jadhav		2	1	2	1	5	2	3
3	Pratima Mallesh Wadekar		2	3	4	2	9	2	7
4	Kakade Nirksha Manesh		1	1	2	1	4	1	3
5	Gayatri Anil Kokadwar		1	1	1	1	3	1	2
6	Kalyani Karitas Labhade		2	3	4	2	9	2	7
7	Divya Rangnath Kurnade		2	2	3	2	7	2	5
8	Abhishek Dattatray Galkwad		2	2	3	2	7	2	5
9	Pawar Sayali Suresh		2	1	2	2	5	2	3
10	Manisha Kalash Mali		2	2	4	2	8	2	6
11	Sihvanti Bhausaheb Dange		1	1	2	1	4	1	3
12	Harsada Ramechantra Bansode		1	1	2	1	4	1	3
13	Vaishnavi Laxman Walgude		2	1	2	2	5	2	3
14	Renuka Mahalle		2	1	2	2	5	2	3
15	Pranav Rameshkumar Ingole		1	1	1	1	3	1	2
16	Vaibhav Jagannath Lalkade		2	1	2	1	5	2	3
17	Balu Sudhakar Visave		2	1	2	1	5	2	3
18	Sarvesh Suresh Shinde		2	1	2	2	5	2	3
19	Shubhangi Ashok Suryavanshi		2	3	2	2	7	2	5
20	Rajashree Jaywant Surve		2	1	2	2	5	2	3
21	Akshay Manoj Shinde		2	1	2	2	5	2	3
22	Senaji Balaso Mali		2	2	2	2	6	2	4
23	Shamal Sanjay Chopade		2	2	3	2	7	2	5
24	Sawai Shankarble Khushi Rama		2	2	4	2	8	2	6
25	Pratik Humantur Gorgal		2	2	2	2	6	2	4

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**Discussion Board Activity**

Roll no	Name of the Student	PO1 : Generic and Domain Knowledge (3)		PO2 : Problem Solving and Innovation (8)			PO3 Critical Thinking (3)	PO 4 Effective Communication (4)		PO 5 : Leadership and Team Work (2)	Marks Out of 20	CO Wise Marks					
		Subject Knowledge (1) CO 2 (Understand)	Conceptual Clarity (2) CO 2 (Understanding)	Ability to Analyze the situation (2) CO4 : Analyzing	Ability to express their thoughts clearly and coherently (3) CO 3 (Applying)	Ability to identify appropriate competences (3) CO 6 (Creating)	Ability to come up with different perspectives on the topic CO5 (Evaluating)	Writing Skill (2) CO6 : (Creating)	Speaking skill (2) CO 3 (Applying)	Emotional Intelligence (Team work, Leadership, Participative) CO 2 (Understanding)		CO2	CO3	CO4	CO5	CO6	
1	Nawabshir Shirayus Sorjan	1	2	2	3	3	2	1	2	2	18	5	5	2	2	4	
2	Omkar Babu Jadhav	1	1	1	2	2	2	1	1	1	17	3	3	1	2	2	
3	Prerna Mallesh Wadhkar	1	2	2	3	3	3	2	2	2	20	5	5	2	3	3	
4	Kadale Nikhita Mhenech	1	2	2	2	2	2	2	2	2	17	5	4	2	2	2	
5	Gyaur Anil Keshavnar	1	2	2	2	1	1	2	2	2	15	5	4	2	1	1	
6	Kalyani Karim Labode	1	2	2	3	3	3	2	2	2	20	5	5	2	3	3	
7	Divya Ranjith Kinnale	1	2	2	3	3	3	2	2	2	20	5	5	2	3	3	
8	Ashishk Damany Girvanad	1	2	2	2	2	2	2	1	2	16	4	3	2	2	2	
9	Prerav Sanyal Sareek	1	2	2	2	2	2	2	2	2	17	5	4	2	2	2	
10	Manisha Karish Mahi	1	2	2	2	3	3	2	2	2	20	5	5	2	3	3	
11	Shivani Himeshesh Durgae	1	2	2	2	1	1	2	2	2	15	5	4	2	1	1	
12	Hirabha Kamalantika Bhoroo	1	2	2	2	2	1	2	2	2	15	5	4	2	1	1	
13	Vishnavi Laxman Walgude	1	2	2	2	3	2	2	2	2	18	5	5	2	2	3	
14	Ramita Mehalhe	1	2	2	2	1	1	2	2	2	16	5	4	2	1	1	
15	Prerav Kamneshkar Piyote	1	2	2	2	1	1	2	2	2	15	5	4	2	1	1	
16	Vadhar Jagannath Labode	1	1	1	1	1	1	2	2	2	12	4	3	1	1	1	
17	Bash Sureshkar Vase	1	2	2	2	1	1	2	2	2	15	5	4	2	1	1	
18	Sarvesh Suresh Sende	1	2	2	2	1	1	2	2	2	15	5	4	2	1	1	
19	Shobhange Ashok Suryavahit	1	2	2	2	1	1	2	2	2	17	5	4	2	2	2	
20	Rajadheer Jaywant Sarve	1	2	2	2	2	2	2	2	2	17	5	4	2	2	2	
21	Ashay Manoj Shinde	2	1	1	1	1	2	2	2	2	14	5	3	2	1	1	
22	Sanni Babasa Malli	1	2	2	2	2	2	2	2	2	17	5	4	2	2	2	
23	Shamul Sanjay Chougale	1	2	2	2	2	2	2	2	2	17	5	4	2	2	2	
24	Samruddhanibhe Khande Ramn	1	2	2	3	3	3	3	3	2	20	5	5	2	3	3	
25	Pratik Harmanur Kimpal	2	1	1	1	1	1	2	2	2	14	5	3	2	1	1	
26	Pradyo Kisan Mhapat	1	1	2	1	2	2	2	2	2	15	5	3	2	2	2	

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**Model Development Assignment**

Roll no	Name of the Student	PO 1 : Generic and Domain Knowledge (3)		PO2 : Problem Solving and Innovation (10)		PO3 Critical Thinking (3)	PO 4 Effective Communication (4)		PO 5 : Leadership and Team Work (2)	Marks Out of 20	CO Wise Marks					
		Subject Knowledge (1) CO 2 (Understanding)	Conceptual Clarity (2) CO 2 (Understanding)	Multi-dimensional thinking Ability (Out of the box thinking) (2) CO4 : Analyzing	Ability to apply theoretical concept while deciding the competencies (3) CO 3 (Analyzing)	Ability to identify competencies according to job position (3) CO 6 (Creating)	Relevance of evaluating parameters with competencies identified (3) CO5 : Evaluating	Writing Skill (2) CO 6 : Creating	Speaking Skill (2) CO 3 (Applying)		Emotional Intelligence (Team work, Leadership, Participative) (2) CO 2 (Understanding)	CO2	CO3	CO4	CO 5	CO6
1	Nayabur Sheykh Sogun	1	2	2	2	1	1	2	2	2	15	5	4	3	1	3
2	Uzair Raha Jadhav	1	2	1	1	1	1	1	2	2	13	5	3	1	2	2
3	Ferdina Mubeen Wadhkar	1	2	2	2	3	3	2	1	2	19	5	4	2	3	5
4	Komal Nitin Kulkarni	1	2	1	1	1	1	2	1	1	11	4	2	1	1	3
5	Gayatri Anil Kotekar	1	2	1	1	1	1	2	2	2	13	5	2	1	1	3
6	Kalyani Keshi Lakhade	1	2	2	2	3	3	2	1	2	19	5	4	2	3	5
7	Dhara Rangesh Kumbhar	1	2	2	2	2	2	1	2	2	16	5	4	2	3	5
8	Ashishk Dhanraj Galwadi	1	1	2	2	2	2	2	2	2	15	4	4	2	1	4
9	Pooja Savitri Sorech	1	1	2	2	2	2	2	2	2	15	4	4	2	1	4
10	Hemisha Karish Mali	1	1	2	2	2	2	2	2	2	15	4	4	2	1	4
11	Shivani Bhuvanesh Barge	1	2	2	2	3	3	2	1	2	19	5	4	2	3	5
12	Hirshah Ramchandra Hurne	1	1	2	2	2	2	2	2	2	15	4	4	2	1	4
13	Vishwaji Laxman Wajgade	1	2	2	2	3	3	2	1	2	10	4	2	1	1	3
14	Hemika Mohale	1	1	2	2	2	2	2	2	2	19	5	4	2	3	5
15	Pranav Rameshkar Ingle	1	2	1	1	1	1	1	1	1	10	4	2	1	1	2
16	Vaibhav Ajaynath Kaskade	1	1	1	1	1	1	1	1	1	11	3	2	1	1	2
17	Rishi Sureshhar Vise	1	1	1	1	1	1	1	1	1	11	3	2	1	1	2
18	Sarvek Shresh Shinde	1	1	2	2	2	2	2	2	2	14	4	4	1	1	4
19	Shubhang Ashok Suryawade	1	1	2	2	2	2	2	2	2	16	4	4	2	2	4
20	Rajashree Anant Surve	1	1	2	2	2	2	2	2	2	15	4	4	2	1	4
21	Ashay Manoj Shinde	1	1	2	2	1	1	1	1	1	10	3	2	2	1	4
22	Somali Hrishu Mali	1	1	2	2	1	1	1	1	1	10	3	2	2	1	4
23	Samaraj Suraj Choprade	1	1	2	2	2	2	1	1	1	12	3	3	2	1	3
24	Saavanakambe Krunal Har	1	1	2	2	2	2	1	1	1	13	3	3	2	1	3
25	Pratik Harmanjit Gogral	1	2	3	3	3	3	2	1	2	17	5	4	2	1	5
26	Pradya Krunal Meher	1	1	2	2	1	1	1	1	1	10	3	2	2	1	2
27	Sujata Sachinraj Bhosale	1	1	2	2	1	1	1	1	1	10	3	2	2	1	2
28	Sachin Rajendra Dhoke	2	2	2	2	1	1	1	1	1	14	5	2	2	2	4
29	Gayatri Visha Mohale	1	1	2	2	1	1	1	1	1	11	3	2	2	1	2
30	Reshika Arvind Muradkar	2	2	2	2	2	2	2	2	2	13	4	3	2	2	4
31	Aishwariya Babasaheb Bhe	1	1	2	2	1	1	1	1	1	11	3	2	2	1	3

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### CO-PO Attainment

		Max. Marks	2	18	10	4	6	10	50
Div.	R. No.	Student Name	CO1	CO2	CO3	CO4	CO5	CO6	University Marks out of 50
A	1	Nawadkar Shreyas Sopan	2	16	9	4	3	7	27
A	2	Omkar Balu Jadhav	2	11	6	2	4	4	16
A	3	Pratima Mahesh Wadekar	2	17	9	4	6	8	34
A	4	Kakade Niriksha Manesh	1	12	6	3	3	5	27
A	5	Gayatri Anil Kokadwar	1	12	7	3	2	4	21
A	6	Kalyani Kailas Labhade	2	17	9	4	6	8	36
A	7	Divya Rangnath Kamade	2	15	9	4	4	7	24
A	8	Abhishek Dattatray Gaikwad	2	14	7	4	3	6	29
A	9	Pawar Sayali Suresh	2	12	8	4	3	6	37
A	10	Manisha Kailash Mali	2	16	9	4	6	8	37
A	11	Shivani Bhousaheb Dunge	1	12	8	4	2	5	21
A	12	Harshada Ramchandra Bansode	1	12	6	3	2	3	23
A	13	Vaishnavi Laxman Walgude	2	13	9	4	5	8	30
A	14	Renuka Mahalle	2	12	8	4	2	5	38
A	15	Prntav Rameshkumar Ingole	1	11	6	3	2	3	11
A	16	Vaibhav Jagannath Lakade	2	10	5	2	3	4	AA
A	17	Balu Sudhakar Visave	2	12	8	3	2	5	20
A	18	Sarvesh Suresh Shinde	2	12	8	4	3	5	32
A	19	Shubhangi Ashok Suryavanshi	2	14	8	4	3	6	31
A	20	Rajashree Jaywant Surve	2	12	8	4	3	6	27
A	21	Akshay Manaji Shinde	2	11	5	4	2	3	14
A	22	Sonali Balaso Mali	2	12	7	4	3	5	21
A	23	Sharnal Sanjay Chopade	2	13	7	4	3	6	29
A	24	Sawaisankamle Khushi Rama	2	16	9	4	4	8	33
A	25	Pratik Hansant Gorgal	2	12	5	4	2	3	29
A	26	Pradnya Kisan Mupari	2	10	5	4	3	4	26
A	27	Supriya Sukhadev Bhosale	1	10	6	4	3	4	24
A	28	Sakshi Rajendra Dhoke	2	14	6	4	4	5	32
A	29	Gayatri Vilas Mahalle	2	11	6	4	4	5	22
A	30	Renuka Arvind Marudkar	2	16	8	4	6	7	33
A	31	Alisha Babusab Beg	2	11	6	4	3	4	30
A	32	Sanket Laxman Katkar	2	11	6	4	3	4	11
A	33	Priyanka Jnanthan Kunchalwar	2	14	8	4	6	7	24
A	34	Kedar Babasaheb Patil	2	13	7	4	5	6	24
A	35	Sanket Shashikant Devgaonkar	2	14	8	4	3	6	30
A	36	Onkar Rajesh Kotkar	2	10	5	4	2	3	20
A	37	Kokane Aditya Amol	1	12	6	3	2	3	4
A	38	Awaghade Shreya Vijay	2	13	7	4	3	5	24
A	39	Pallavi Dashrathising Hajari	2	14	8	4	5	8	34
A	40	Nancy Prashant Waghmare	2	14	8	4	3	6	29
A	41	Urmila Manaji Shinde	2	14	6	4	2	3	20
A	42	Manasi Babasaheb Pandev	2	17	9	4	5	7	20
A	43	Falguni Mangesh Wanjari	2	16	8	3	6	7	30
A	44	Jagtap Mohini Suresh	2	14	8	4	5	6	30
A	45	Manasi Vijayrao Nakade	2	14	9	4	5	8	35
A	46	Pranita Pravin Adsul	1	12	6	4	2	3	7
		total	46	46	46	46	46	46	45

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No of student Attempted	46	46	46	46	46	46	45
Threshold marks (50%)	1	9	5	2	3	5	25
No of Student secured > Threshold Marks	46	46	46	46	34	31	25
% of student secured > Threshold Marks	100%	100%	100%	100%	74%	67%	56%
Attainment Level (A)	3	3	3	3	2	2	1
External (University) Attainment Level (B)	1	1	1	1	1	1	
Direct Attainment = $0.5 \times A + 0.5 \times B$ (C)	2	2	2	2	1.5	1.5	
Expected CO Attainment Level (D)	3	3	3	3	3	3	
Action plan if C < D	Prepareact	Prepareact	Prepareact	Prepareact	Prepareact	Prepareact	Prepareactionplan
Indirect Attainment level (to be filled by only those students who were awarded internal marks)							
Overall CO attainment (0.9*Direct Attainment + 0.1*Indirect Attainment)	2.72973	2.810811	2.810811	2.837838	2.72973	2.567568	
Average Overall CO Attainment	1.924775						

PO attainment for each subj	PO1	PO2	PO3	PO4	PO5
Actual CO attainment (A)	1.924775	1.924775	1.924775	1.924775	1.924775
Expected CO-PO attainment	2	3	3	2	1
PO attainment result (actual attainment Level) (B)	1.283183	1.924775	1.924775	1.283183	0.641592
Action Plan (if A < B)					

  
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**CO-PO Attainment and Corrective Measures**

**Subject- 205HR Competency Based HRM**

**CO Attainment Subject – Competency Based HRM**

COs	CO1	CO2	CO3	CO4	CO5	CO6
Expected CO Attainment Level	3	3	3	3	3	3
Actual CO attainment	2	2	2	2	1.5	1.5

**Corrective Measures:**

COs	Expected attainment Level ( Average)	Expected attainment Level ( Average)	Actual Attainment Level	Action Plan
CO1: REMEMBERING	DEFINE the key terms related to performance management and competency development..	3	2	We will foster open communication with students. Encourage them to ask questions and provide clarification on any confusing concepts related to performance management and competency development.
CO2: UNDERSTANDING	EXPLAIN various models of competency development.	3	2	We will utilize a variety of teaching resources, such as textbooks, articles, case studies, and real-world examples, to explain different competency development models. This can make the learning experience more engaging and comprehensive.
CO3: APPLYING	PRACTICE competency mapping.	3	2	We will use Incorporate practical examples and case studies into the teaching material. Show how competency mapping is applied in real-world

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				scenarios to make the concept more tangible for students.
CO4: ANALYSING	ANALYSE competencies required for present and potential future job roles at various levels and across variety of organizations	3	2	We will leverage online resources, databases, and technology tools that provide up-to-date information on job roles and competencies. Integrate relevant online platforms into the course to enhance learning.
CO5: EVALUATING	DESIGN and MAP their own competency and plan better and appropriate career for themselves.	3	1.5	We will conduct a skills gap analysis to identify areas where additional training or development is needed. This could include technical skills, soft skills, or specific competencies relevant to the chosen career path.
CO 6 CREATING	DEVELOP a customized competency model in accordance with the corporate requirements.	3	1.5	We will review case studies of successful competency models implemented in corporate settings. Analyze the key components, considerations, and methodologies used in these models for inspiration.

**POs Attainment205 HR CBHRM:**

PO s	PO1	PO2	PO3	PO4	PO5
Average CO attainment	1.924775	1.924775	1.924775	1.924775	1.924775
Expected PO attainment	2	3	3	2	1
PO attainment result (actual attainment Level)	1.283183	1.924775	1.924775	1.283183	0.641592

  
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Corrective Measures:

POs	Expected attainment Level (Average)	Actual Attainment Level	Action Plan
PO1: Generic and Domain Knowledge	2	1.283183	We will offer students concise summaries and study guides that emphasize essential terms, attributes, and factors to facilitate their review. Additionally, we will actively promote students' participation in NPTEL Online certification courses and encourage them to take the certification exams.
PO2: Problem Solving & Innovation	3	1.924775	We will utilize real-life case scenarios that prompt students to identify challenges, analyze the factors involved, and devise creative solutions.
PO3: Critical Thinking	3	1.924775	We will incorporate a variety of complex challenges and case scenarios that encourage students to actively apply critical thinking and analyze information in a systematic manner.
PO4: Effective Communication	2	1.283183	Focus on a range of interactive teaching and learning methods to enhance student communication.
PO5: Leadership and Team Work	1	0.641592	We will design and implement interactive learning activities that encourage teamwork and leadership development. This could include group projects, team-building exercises, or collaborative assignments.



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**SKN SINHGAD SCHOOL OF BUSINESS MANAGEMENT**  
**Subject : Competency Based Human Resource Management System**  
**2022-23 : MBA I SEM 2-DIV-E**

Sr. No	Lecture date (DD-MM-YYYY)	Unit no	Chapter name	Topics	Actual Date	Subject teacher Sign	Director Sign
1	11th April 2023	1	Performance Management System	Introduction of PMS-Definition, Scope, Importance	18/4/2023		
2	13th April 2023	1		Performance Planning – Individual Goal Setting, Linking individual goals to Organization goals, Performance Coaching	20/4/2023		
3	18th April 2023	1		Identification of Training Needs- Job Specification, Identify the Performance Gap	25/4/2023		
4	20th April 2023	1		Training Specification, Choose appropriate training module	27/4/2023		
5	21th April 2023	1		Counselling for Better Performance	28/4/2023		
6	25th April 2023	1		Feedback Mechanism in Organization	05-02-2023		
7	27th April 2023	2	Introduction to Competency:	Definition and History of Competency.	05-04-2023		
8	28th April 2023	2		Basic Components of Competency(Knowledge(K), Skill(S), Attitude(A))	05-05-2023		
9	2nd May 2023	2		Performance Vs Competency, Difference between Competence and Competency,	05-09-2023		
10	4th May 2023	2		Type of Competency- Generic Vs Key Competency,	05-11-2023		
11	5th May 2023	2		Functional and Technical Competency,	05-12-2023		
12	9th May 2023	2		Leadership and managerial Competency,	16/5/2023		
13	11th May 2023	2		Need for Competency Framework, Limitation and Learning from Competency Framework,	18/5/2023		
14	12th May 2023			Myth about Competency	19/5/2023		
15	16th May 2023	2		Discussion Board Activity	23/5/2023		
16	18th May 2023			Discussion Board activity Presentation- Teamwise	25/5/2023		
17	19th May 2023			Competency Development & its Models:	26/5/2023		
18	23rd May 2023	3		Need and Importance of Competency Development,	30/5/2023		

*Prof. Mayur Yadav*

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 S. No. 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100  
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19	25th May 2023	3		Stages in developing Competency Mode	06-01-2023	
20	26th May 2023	3		Types of Competency Model – Core/Generic	06-02-2023	
21	30th May 2023	3		Types of Competency Model- Job Specific, Managerial/Leadership	06-05-2023	
22	1st June 2023	3		Custom Competency Model	06-06-2023	
23	2nd June 2023	3		Development of Personnel Competency Framework –	06-06-2023	
24	6th June 2023	3		Lancaster Model of Competency	06-06-2023	
25	8th June 2023	3		Test	06-06-2023	
26	9th June 2023	3	Competency	Procedures/Steps-Determining objectives and Scope,	06-07-2023	
27	13th June 2023	4	Mapping	clarifying implementation goals and standards, create an action plan, define competency based performance effectiveness (Key Result Area (KRA) & Key Performance Indicators(KPI))	06-07-2023	
28	15th June 2023	4		tools for data collection	06-07-2023	
29	16th June 2023	4		data analysis	06-08-2023	
30	20th June 2023	4		validating competency model,	06-08-2023	
31	22nd June 2023	4		mapping future jobs and single incumbent jobs	06-08-2023	
32	23rd June 2023	4		using competency profile in HR decisions,	06-08-2023	
33	27th June 2023	4		Mapping Competency for Recruitment and Selection,	06-08-2023	
34	29th June 2023	4		Mapping Competency for Training and Development, Performance and Compensation	06-08-2023	
35	30th June 2023	4		Activity session on Model Development	06-09-2023	
36	3rd July 2023	4	Competency		06-09-2023	
37	6th July 2023	5	Driven Career and Culture	Role of Competency in Career Progression	06-12-2023	
38	7th July 2023	5		Transactional Competency	06-12-2023	
39	7th July 2023	5		Evaluation of Career through KSA (Knowledge, Skill and Attitude)	06-12-2023	
40	10th July 2023	5		Competency based Succession planning	06-12-2023	
41	13th July 2023	5		Competency based career planning	14/6/2023	
42	13th July 2023	5		Corporate Competency driven Culture.	14/6/2023	
43	14th July 2023	5		Presentation of Developed model	06-05-2023	
44	14th July 2023					
45	15th July 2023					

Prof. Mayuri Yadav

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S. No. 10/1, Ambegaon (Sh.), Pune - 411 041



Modification in Time table for syllabus Completion

*(Handwritten signatures and initials)*



Course Exit Survey Competency Based Human Resource Management								
		CO1	CO2	CO3	CO4	CO5	CO6	
Timestamp	Name of the Student	On success	On success	On success	On success	On success	On success	Suggestion
2023/07/1	Shreya vijay Awaghade	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	EXCELLENT	GOOD(G)-2	GOOD(G)-2	This course
2023/07/1	Sonali balaso mali	GOOD(G)-2	EXCELLENT	EXCELLENT	GOOD(G)-2	EXCELLENT	GOOD(G)-2	No any
2023/07/1	Mohini Suresh Jagtap	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	no
2023/07/1	Gayatri Anil Kokadwar	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	It was a gre
2023/07/1	LUKESH MURLIDHARRAC	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	Great teach
2023/07/1	Vaishnavi Laxman walgu	EXCELLENT	GOOD(G)-2	EXCELLENT	EXCELLENT	GOOD(G)-2	AVERAGE(	No
2023/07/1	Pratima Mahesh Wadek	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	No
2023/07/1	Aman Rahul Gaikwad	GOOD(G)-2	EXCELLENT	GOOD(G)-2	GOOD(G)-2	EXCELLENT	GOOD(G)-2	No
2023/07/2	Divya Rangnath Kanade	EXCELLENT	EXCELLENT	EXCELLENT	GOOD(G)-2	GOOD(G)-2	EXCELLENT	No
2023/07/2	Kalyani Kailas Labhade	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	No
2023/07/2	Renuka Mahalle	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	..
2023/07/2	Priyanka Janardhan Kunc	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	No
2023/07/1	Nawadkar Shreyas Sopan	GOOD(G)-2	GOOD(G)-3	GOOD(G)-3	EXCELLENT	GOOD(G)-3	GOOD(G)-2	na
2023/07/1	Omkar Balu Jadhav	GOOD(G)-2	EXCELLENT	EXCELLENT	GOOD(G)-3	EXCELLENT	GOOD(G)-2	No any
2023/07/1	Pratima Mahesh Wadekar	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	no
2023/07/1	Kakaade Niriksha Manesh	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	na
2023/07/1	Gayatri Anil Kokadwar	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	NA
2023/07/1	Kalyani Kailas Labhade	EXCELLENT	GOOD(G)-3	EXCELLENT	EXCELLENT	GOOD(G)-3	AVERAGE(	No
2023/07/1	Divya Rangnath Kanade	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	No
2023/07/1	Abhishek Dattatray Gaikwa	GOOD(G)-3	EXCELLENT	GOOD(G)-3	GOOD(G)-3	EXCELLENT	GOOD(G)-3	No
2023/07/2	Pawar Sayali Suresh	EXCELLENT	EXCELLENT	EXCELLENT	GOOD(G)-2	GOOD(G)-3	EXCELLENT	No
2023/07/2	Manisha Kailash Mali	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	No
2023/07/2	Shivani Bhausaheb Dange	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	..
2023/07/2	Harshadn Ramchandra Ban	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	No
2023/07/1	Vaishnavi Laxman Walgud	GOOD(G)-2	GOOD(G)-4	GOOD(G)-4	EXCELLENT	GOOD(G)-4	GOOD(G)-2	This course
2023/07/1	Renuka Mahalle	GOOD(G)-2	EXCELLENT	EXCELLENT	GOOD(G)-4	EXCELLENT	GOOD(G)-2	No any
2023/07/1	Pranav Rameshkumar Ingo	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	no
2023/07/1	Vaibhav Jagannath Lakade	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	NA
2023/07/1	Balu Sudhakar Visave	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	Great teach
2023/07/1	Sarvesh Suresh Shinde	EXCELLENT	GOOD(G)-4	EXCELLENT	EXCELLENT	GOOD(G)-4	AVERAGE(	No
2023/07/1	Shubhangi Ashok Suryavar	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	No
2023/07/1	Rajashree Jaywant Surve	GOOD(G)-4	EXCELLENT	GOOD(G)-4	GOOD(G)-2	EXCELLENT	GOOD(G)-4	No
2023/07/2	Akshay Manaji Shinde	EXCELLENT	EXCELLENT	EXCELLENT	GOOD(G)-2	GOOD(G)-4	EXCELLENT	No
2023/07/2	Sonali Balaso Mali	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	No
2023/07/2	Shamaal Sanjay Chopade	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	..
2023/07/2	Sawaisankambl Khushi R	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	No
	Pratik Hanumant Gorgal	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	EXCELLENT	GOOD(G)-2	GOOD(G)-2	This course

*Uol.*

Director

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