SINHGAD TECHNICAL EDUCATION SOCIETY'S®
S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT
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Process of Attainment of Programme Outcomes and Course Outcomes are evaluated by SKNSSBM

Outcome-based education (OBE) is an educational theory that bases each part of an educational system around outcomes. In the meeting following points were discussed to finalize process of attainment of program outcomes and course outcomes evaluated by SKNSSBM.

Process of Attainment of programme Outcomes and Course Outcomes are Evaluated By SKNSSBM are as follows:

1. Each Specialization team shall define problem statement and course outcome with Bloom's taxonomy.
2. Develop the assessment rubrics to attain **course outcomes** (COs) & **Programme outcomes (**POs).
3. The problem statement gets reflected in the CO-PO mapping and accordingly the weightages are assigned. It also helps the teacher to decide the rubrics and sub-rubrics for their subjects.
4. After this process specialization team analyze the attainment of COs and POs through structured attainment level, monitoring and measurement mechanism.
5. For the outcomes that have attained the desired level of attainments will continue after testing and reinforce existing rubrics.CO-PO matrix is framed by counting number of sub-rubrics for each CO-PO.
6. This analysis will help to find gaps (if any) and also help the subject teachers to know the effectiveness of their deliverables.
7. Attainment will be monitored using direct assessment and indirect assessment.
8. For continuous improvement, Define-Measure-Analyze-Improve-Reinforce (DMAIR) cycle is followed for effective accomplishment of Outcome Based Education in SKNSSBM.

CO-PO Attainment and Corrective Measures

Subject- 102: Organisational Behaviours

CO Attainment Subject - Organizational Behaviours

Divisions	CO1	CO2	CO3	CO 4	CO5	CO6
A	2	2	2	2	1.5	2
B	2	2	2	2	2	2
C	2	2	2	2	2	1.5
D	2	2	2	2	2	2
E	2	2	2	1.5	2	1
Average	2	2	2	1.9	1.9	1.7

COs	CO1	CO2	CO3	CO4	CO5	CO6
Expected CO Attainment Level	3	3	3	3	3	3
Actual CO attainment	2	2	2	1.9	1.9	1.7

Corrective Measures:

COs	Expected attainment Level (Average)	Expected attainment Level (Average)	Actual Attainment Level	Action Plan
CO1: REMEMBERING	Describe complexities of individual and group behavior in the Organizations.	3	2	We will offer study guides, summaries, or concept maps that help students consolidate their understanding and focus on the key points they need to remember.
CO2: UNDERSTANDING	Explain the implications of organizational	3	2	We will incorporate different types of media – visuals, videos, diagrams – to engage multiple senses and enhance

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	behavior from the perspectives of employees, managers, leaders and the organization.			memory retention and overall understanding of the Concept.
CO3: APPLYING	APPLY Theories, Models, Principles and Frameworks of organizational behavior in specific organizational settings	3	2	We will use case lets that mirror real-world situations. This encourages students to analyze and apply their understanding to solve problems that organizations commonly face.
CO4: ANALYSING	ANALYZE human behavioral problems like conflict, low motivational levels, politics, attitudinal issues etc. and develop solutions to these Problems.	3	1.9	We will incorporate detailed case studies that present complex behavioral problems in organizational contexts. These cases should challenge students to analyze the issues and provide solutions.
CO5: EVALUATING	FORMULATE approaches to reorient individual, team, managerial and leadership behavior in order to achieve organizational goals.	3	1.9	We will encourage students to research and present case studies or examples of successful behavior reorientation strategies implemented in real organizations.
CO6: CREATING	DEVELOP strategies for challenges faced during shaping organizational behavior, organizational culture and organizational change.	3	1.7	We will engage students in role-playing scenarios where they must present and defend their strategies for addressing specific challenges. We will use in-depth case studies that present multifaceted challenges in organizational behavior, culture, or change. These should prompt students to develop comprehensive strategies.

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POs Attainment Organizational Behaviours:

Divisions	Overall Average CO attainment
A	1.97
B	2.0525
C	1.95
D	2.05
E	1.82
Average	1.9685

PO s	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO 9	PQ1 0
Average CO attainment	1.96	1.96	1.96	1.96	1.96	1.96	1.96	1.96	1.96	1.9
Expected PO attainment	2.5	1.8	1.3	2	1	0	0	0	0	
PO attainment result (actual attainment Level)	1.633333	1.176	0.849333	1.306667	0.653333	0	0	0	0	

Corrective Measures:

POs	Expected attainment Level (Average)	Actual Attainment Level	Action Plan
PO1: Generic and Domain Knowledge	2.5	1.6	Students are encouraged to enroll NPTEL Online certification Course and to appear for certification Exam
PO2: Problem Solving & Innovation	1.8	1.17	We will use real-world case studies that require students to identify problems, analyze factors, and develop innovative solutions.
PO3: Critical Thinking	1.3	0.84	We will incorporate a variety of complex problems and Case studies scenarios that challenge students to think critically and analyze information.
PO4: Effective Communication	2	1.30	Focus more on different participative teaching learning methods which will enhance communication of student
PO5:	1	0.65	We will assign tasks that require students to

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Leadership and Team Work			make collective decisions, encouraging them to consider different viewpoints.

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CO-PO Attainment and Corrective Measures

Subject- Knowledge Management

CO Attainment Subject – Knowledge Management

COs	CO1	CO2	CO3	CO4	CO5	CO6
Expected CO Attainment Level	3	3	3	3	3	3
Actual CO attainment	1	1	1	1	1	1

Corrective Measures:

COs	Expected attainment Level (Average)	Expected attainment Level (Average)	Actual Attainment Level	Action Plan
CO1: REMEMBERING	DEFINE the key terms and concepts in Knowledge Management Growth.	3	1	We will provide students with summaries, or study guides that highlight the key terms, attributes, and factors for easy review.
CO2: UNDERSTANDING	DESCRIBE the Knowledge Management cycle	3	1	We will ensure that the content provided to students adequately covers the Knowledge Management cycle .We will use visual aids, case lets, or real-world examples, to better facilitate student understanding.
CO3: APPLYING	DISCUSS the types of Knowledge and its implications.	3	1	We will use more real and diverse case lets that challenge students to apply the types of Knowledge and its implications.
CO4: ANALYSING	OUTLINE the importance of capturing knowledge elements and its structures application as a competitive	3	1	We will use a range of case lets involving different capturing knowledge elements and its Structures application as a . competitive advantage to

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	advantage to business			business, prompting student to analyze and compare their potential.
CO5: EVALUATING	EXPLAIN the human and business aspects of knowledge management.	3	1	We will use more case lets that require students to evaluate human and business aspects of knowledge management.

POs Attainment Knowledge Management:

PO s	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO 9	PO
Average CO attainment	1.16	1.16	1.16	1.16	1.16	1.16	1.16	1.16	1.16	1
Expected PO attainment	2	2.6	3	2	0	0	0	0	0	
PO attainment result (actual attainment Level)	0.773333333	1.005333333	1.16	0.773333	0	0	0	0	0	0.7

Corrective Measures:

POs	Expected attainment Level (Average)	Actual Attainment Level	Action Plan
PO1: Generic and Domain Knowledge	2	**0.773333333**	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	2.6	**1.005333333**	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	**1.16**	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.

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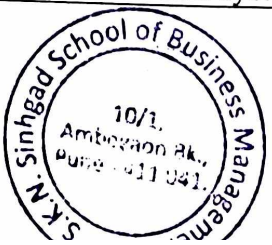

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PO4: Effective Communication	2	**0.773333**	Focus on a range of interactive teaching and learning methods to enhance student communication.
PO10: Lifelong Learning	2	**0.773333**	We will integrate diverse learning formats, including discussions, case scenarios, projects, and guest lectures, to accommodate various learning preferences.

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CO-PO Attainment and Corrective Measures

Subject- 104: Business Research Methods

CO Attainment Subject - Business Research Methods						
Divisions	CO1	CO2	CO3	CO4	CO5	CO6
A	2.5	2.5	2.5	2.5	1.5	1
B	2.5	2.5	2.5	2.5	1.5	1
C	2.5	2.5	2.5	2.5	1.5	1
D	2.5	2.5	1.5	2.5	2.5	1
E	2	2	2	2	2	1.5
Average	2.4	2.4	2.2	2.4	1.8	1.1

COs	CO1	CO2	CO3	CO4	CO5	CO6
Expected CO Attainment Level	3	3	3	3	3	3
Actual CO attainment	2.4	2.4	2.2	2.4	1.8	1.1

Corrective Measures:

Cos	Expected attainment Level (Average)	Expected attainment Level (Average)	Actual Attainment Level	Action Plan
CO1: REMEMBERING	DEFINE various concepts & terms associated with scientific business research.	3	2.4	We will offer study guides, summaries, or concept maps that help students consolidate their understanding and focus on the key points they need to remember.
CO2: UNDERSTANDING	EXPLAIN the terms and concepts used in all aspects of scientific	3	2.4	We will incorporate different types of media – visuals, videos, diagrams – to engage multiple senses and enhance memory retention and overall

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	business research.			understanding of the Concept.
CO3: APPLYING	MAKE USE OF scientific principles of research to SOLVE contemporary business research problems.	3	2.2	We will use small projects that mirror real-world situations. This encourages students to analyze and apply their understanding to solve problems that organizations commonly face.
CO4: ANALYSING	EXAMINE the various facets of a research problem and ILLUSTRATE the relevant aspects of the research process from a data driven decision perspective.	3	2.4	We will discuss different research projects and research papers that present complex behavioral problems in organizational contexts. These activities should challenge students to analyze the issues and provide solutions.
CO5: EVALUATING	EVALUATING : JUDGE the suitability of alternative research designs, sampling designs, data collection instruments and data analysis options in the context of a given real-life business research problem from a data driven decision perspective.	3	1.8	We will encourage students to research and present their research study or any good research paper in the context of a given real-life business research problem from a data driven decision perspective.
CO6: CREATING	FORMULATE alternative research designs, sampling designs, data collection instruments, testable hypotheses, data analysis strategies and research	3	1.1	We will give different scenario to the students and ask them to identify problem, suitable research design and analysis techniques which we can use for solving the problem.

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	reports to address real-life business research problems.			

POs Attainment Business Research Methods:

Divisions	Overall Average CO attainment
A	2.1175
B	2.1175
C	2.1175
D	2.1175
E	1.8175
Average	2.0575

PO s	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
Average CO attainment	2.0575	2.0575	2.0575	2.0575	2.0575	2.0575	2.0575	2.0575	2.0575	2.0575
Expected PO attainment	2	3	1	2	1.5	0	0	0	0	1
PO attainment result (actual attainment Level)	1.371667	2.0575	0.685833	1.371667	1.02875	0	0	0	0	0.685833

Corrective Measures:

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POs	Expected attainment Level (Average)	Actual Attainment Level	Action Plan
PO1: Generic and Domain Knowledge	2	1.371667	Students are encouraged to enroll NPTEL Online certification Course and to appear for certification Exam
PO2: Problem Solving & Innovation	3	2.0575	We will use real-world problems that require students to identify problems, analyze, and find optimum solutions.
PO3: Critical Thinking	1	0.685833	We will incorporate a variety of research problems and different research scenarios that challenge students to think critically and analyze information.
PO4: Effective Communication	2	1.371667	Focus more on different participative teaching learning methods which will enhance communication of student
PO5: Leadership and Team Work	1.5	1.02875	We will assign different tasks that require students to make collective decisions, encouraging them to consider different viewpoints.
PO10: Lifelong Learning	1	0.685833	We will foster the classroom environment which supports the students for getting new field experience that value curiosity and questions. Encourage students to find the optimum solutions for identified problem.

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