



I. Attainment of PO's and CO's

1. INTRODUCTION

Institute evaluates programme outcomes and course outcomes constantly where the CO and PO are given by the affiliating university Savitribai Phule Pune University. To measure the attainment of PO's, PEO's, PSO's and CO's of MBA and MCA Programmes Institute has developed effective mechanism as follows:

Concurrent Evaluation during Semester: Institute follows Concurrent Internal Evaluation (CCE) rigorously where performance of each students is continuously assessed by the respective course faculty. Student's performance is evaluated throughout each semester through the predetermined CCE parameters namely Assignments, Mid Term, End Term, Class Tests, MCQ, Subject Viva and Presentations.

The Mid Term and End Term exam helps the students to understand the theoretical concepts of each subject whereas Practical and Project examinations helps students to gain knowledge about practical implementation of the concepts. Course faculty evaluates student's performance through the CCE parameters during the entire semester.


External University Examination: At the end of every semester affiliated university conducts External Examination. The course outcomes are then evaluated based on the student's performance in internal and university external examination. It gives understanding of attainment of COs of the courses undertaken by the students during the academic year. It also helps in mapping attained CO's with prescribed PO's.

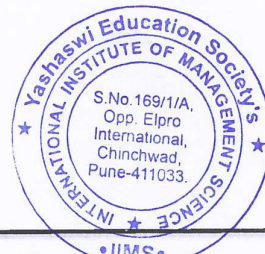
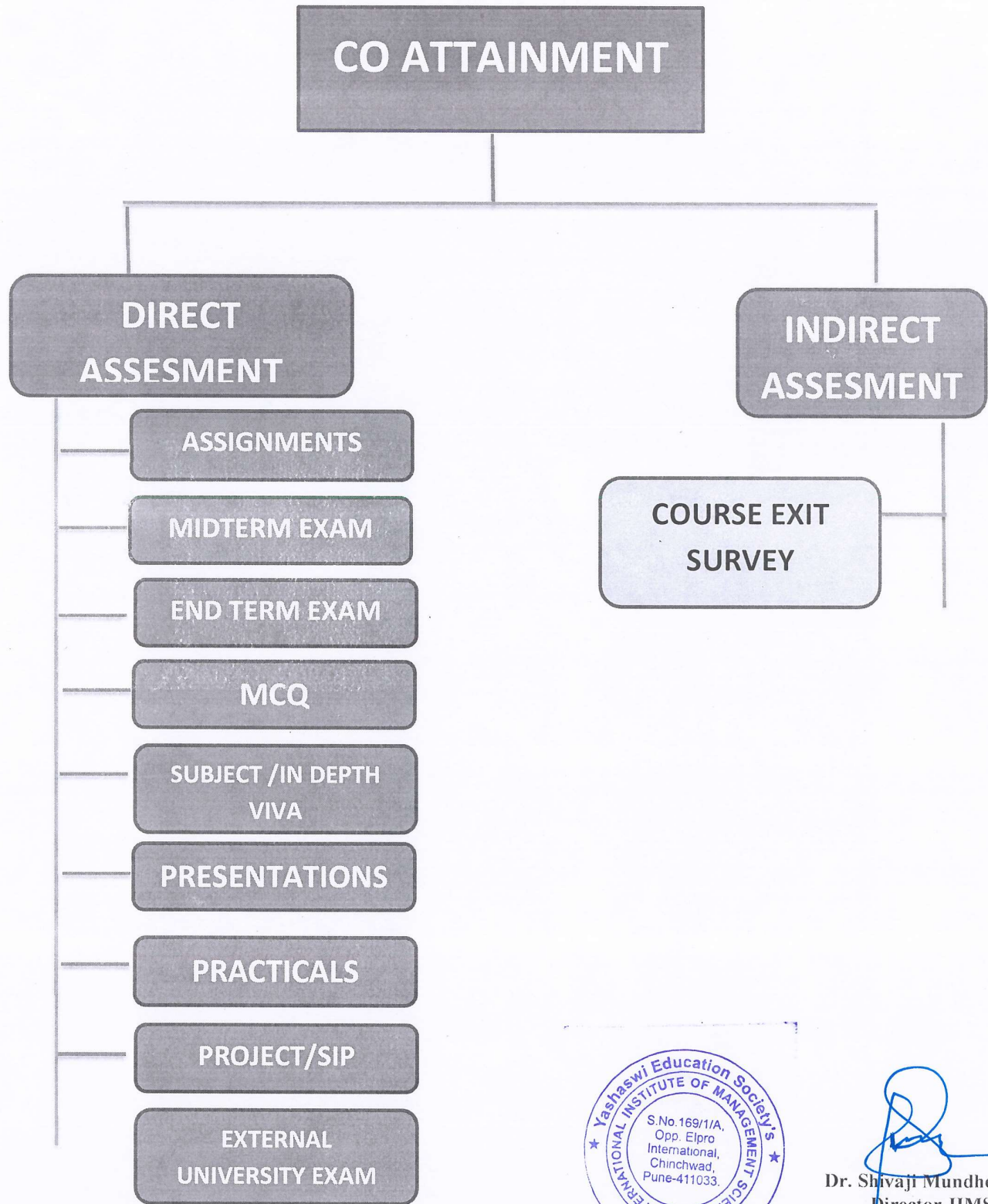
2. CO ATTAINMENT PROCESS:

For each course, following activities are done:

1. Define CO along with Bloom's taxonomy level
2. Define target level of attainment of CO.
3. Set attainment level for each CO by analyzing data.
4. Assign assessment parameters to each CO
5. Calculate CO attainment for direct assessment.
6. Calculate CO attainment for indirect assessment.
7. Calculate final CO attainment.




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3. CO ATTAINMENT METHODS:

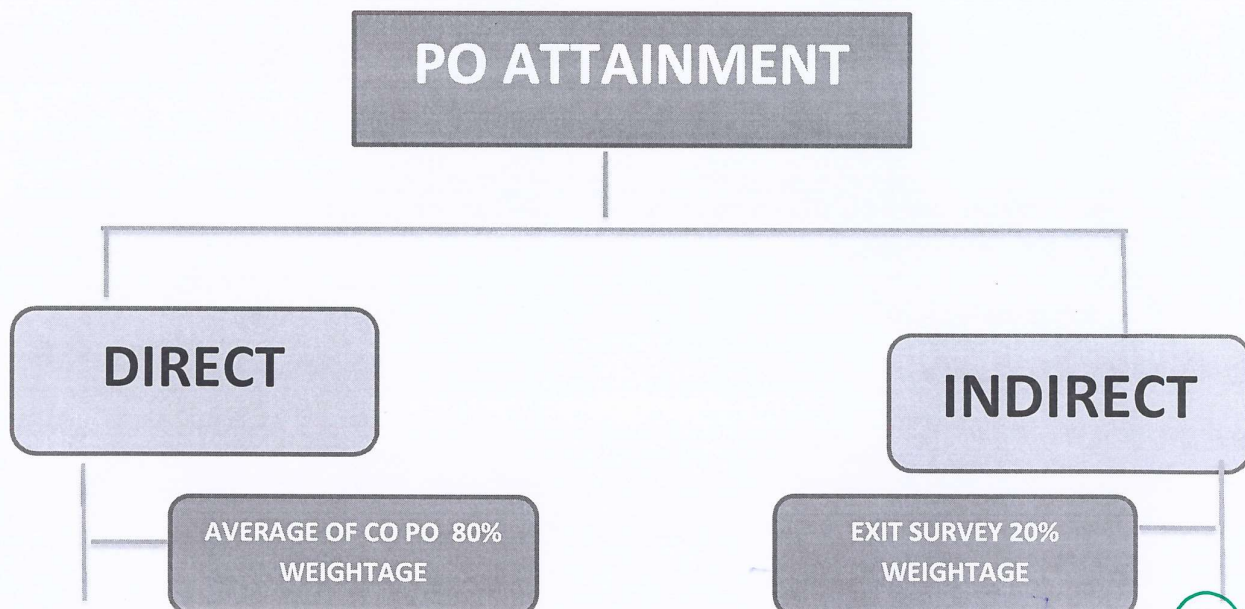
The CO attainment is categorized as *Direct and Indirect Assessments*.

1. **Direct Assessment:** Marks of various modes of Direct Assessment are considered in calculating CO attainment. It consist of two methods :
 - a. **Internal assessments** - These cover Continuous assessment methods such as Mid Term examination, End Term Examination, MCQ, Assignments, Subject Viva and Presentations.
 - b. **External assessment** - University examination conducted at the end of each semester.
2. **Indirect Assessment** - Students assess themselves through course exit surveys conducted at the end of each semester.

In order to summarize, the CO attainment includes direct and indirect assessment components proportion is based on the credit assigned to the course and calculated using the CO attainments for each course at end of each semester.

4. **PO ATTAINMENT PROCESS** - To calculate the level of individual PO attainment, 80% weightage is given to Direct Assessment component and 20% weightage to Indirect Assessment component.

- **Direct Assessment Component** - There is 80 percent weightage for average of CO and PO attainment of all courses throughout the programme.
- **Indirect Assessment Component:** This will be attained on the basis of programme exit survey responses received from the final year students.



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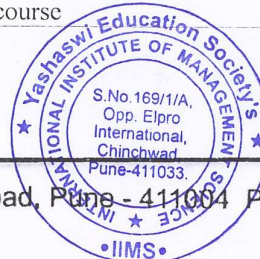
The direct attainment for **MCA (Master of Computer Application)** is done based on the following suggested components for **Concurrent Evaluation (CCE)** by Savitribai Phule Pune University are:

Sr. No.	Particulars
1	Case Study / Situation Analysis – (Group Activity or Individual Activity)
2	Class Test
3	Open Book Test
4	Field Visit / Study tour and report of the same
5	Small Group Project & Internal Viva-Voce
6	Learning Diary
7	Scrap Book
8	Group Discussion
9	Role Play / Story Telling
10	Individual Term Paper / Thematic Presentation
11	Written Home Assignment
12	Industry Analysis – (Group Activity or Individual Activity)
13	Literature Review / Book Review
14	Model Development / Simulation Exercises – (Group Activity or Individual Activity)
15	In-depth Viva
16	Quiz

Institute follows following **concurrent evaluation (CCE)** parameters and university external examination.

CO Assessment Methods

Sr. No.	Assessment Methods	Mode of Assessment	Frequency in Semester	Evaluation of CO
1	Assignments	Direct	3	The questions are mapped with CO of each course
2	Mid Term Examination(30)	Direct	1	The questions are mapped with CO of each course
3	End Term Examination(50)	Direct	1	The questions are mapped with CO of each course
4	MCQ Examination	Direct	1	The questions are mapped with CO of each course
5	Subject Viva	Direct	1	The questions are mapped with CO of each course
6	Practical	Direct	60	The questions are mapped with CO of each course
7	Mini Project (Sem I, II, III) Major Project (Sem IV)	Direct	1	The questions are mapped with CO of each course
8	University External examination	Direct	1	The questions are mapped with CO of each course
9	Course Exit Survey	Indirect	1	The questions are mapped with CO of each course

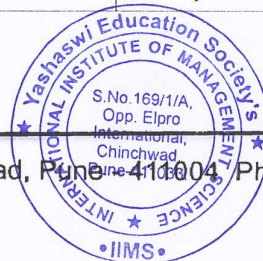


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The direct attainment for **MBA (Master of Business Administration)** is done based on the following concurrent evaluation (CCE) parameters and university external examination.

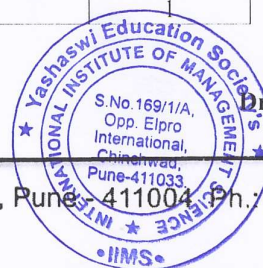
Sr. No.	Particulars	Frequency in Semester
1	Formative Assessment Methods:	
	Group A (Individual Assessment) – Not more than 1 per course	
1	MCQs with multiple correct answers	1
2	Class Test	1
3	Open Book Test	1
4	Written Home Assignment	1
5	In-depth Viva-Voce	1
	Group B (Individual Assessment) – At least 1 per course	
1	Case Study	1
2	Caselet	1
3	Situation Analysis	1
4	Presentations	1
	Group C (Group Assessment) – Not more than 1 per course	
1	Field Visit / Study tour and report of the same	1
2	Small Group Project & Internal Viva-Voce	1
3	Model Development	1
4	Role Play	1
5	Story Telling	1
6	Fish Bowls	1
	Group D (Creative - Individual Assessment) – Not more than 1 per course	
1	Learning Diary	1
2	Scrap Book / Story of the week / Story of the month	1
3	Creating a Quiz	1
4	Designing comic strips / Cartoon strips	1
5	Drama scripts	1
6	Creating Brochures / Bumper Stickers / Fliers	1
7	Creating Crossword Puzzles	1
8	Creating and Presenting Posters	1
9	Writing an Advice Column	1
10	Library Magazines based assessment	1
11	Peer assessment	1
12	Autobiography/Biography	1
13	Writing a Memo	1



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14	Work Portfolio	1
Group E (Use of Literature / Research Publications- Individual Assessment) – Not more than 1 per course		
1	Book Review	1
2	Drafting a Policy Brief	1
3	Drafting an Executive Summary	1
4	Literature Review	1
5	Term Paper	1
6	Thematic Presentation	1
7	Publishing a Research Paper	1
8	Annotated Bibliography	1
9	Creating Taxonomy	1
10	Creating Concept maps	1
Group F (Use of Technology - Individual Assessment) – Not more than 1 per course		
1	E-portfolios	
2	Digital stories	1
3	eNewsletter, eMagazine	1
4	Recorded interviews of stakeholders posted on You Tube	1
5	Simulation Exercises	1
6	Gamification Exercises	1
7	Presentation based on Google Alerts	1
8	Webinar based assessment	1
9	Creating Webpage / Website / Blog	1
10	Creating infographics / infomercial	1
11	Creating podcasts / Newscast	1
12	Discussion Boards	1
2	Rubrics: The course teacher shall design Rubrics for each Formative Assessment.	
1	Linkages of the Formative Assessment to COs.	1
2	A description of the assessment - brief concept note	1
3	Criteria that will be assessed - the expected learning outcomes.	1
4	Descriptions of what is expected for each assessment component - the expectations from the student.	1
5	Substantive description of the expected performance levels indicating mastering of various components - the assessment criteria.	1
6	The team composition, if applicable.	1
7	The format and mode of submission, submission timelines	1




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(Approved by AICTE Ministry of HRD Govt. of India, Recognised by Govt. of Maharashtra and Affiliated to Savitribai Phule Pune University)

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8	Any other relevant details.	1
3	Safeguards for Credibility of Formative Assessment:	
1	Involving faculty members from other management institutes.	1
2	Setting multiple question paper sets and choosing the final question paper in a random manner.	1
3	One of the internal faculty members (other than the course teacher) acting as jury during activity based evaluations.	1
4	Involvement of Industry personnel in evaluating projects / field based assignments.	1
5	Involvement of alumni in evaluating presentations, role plays, etc.	1
6	100% moderation of answer sheets, in exceptional cases.	1
7	Retention of Formative Assessment Documents	1

Institute follows following concurrent evaluation (CCE) parameters and university external examination.

CO Assessment Methods

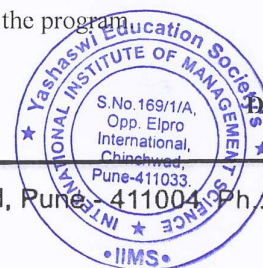
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3	End Term Examination(50)	Direct	1	The questions are mapped with CO of each course
4	Presentation	Direct	1	The questions are mapped with CO of each course
5	In – depth Viva	Direct	1	The questions are mapped with CO of each course
6	Summer Internship Program (SIP) in Semester III	Direct	1	The questions are mapped with CO of each course
7	University External examination	Direct	1	The questions are mapped with CO of each course
8	Course Exit Survey	Indirect	1	The questions are mapped with CO of each course

CO- PO- Attainment Linkage

A correlation is established between COs and POs on the scale of 0 to 3.

ATTAINMENT Level	OUTCOMES
0	no correlation
1	low correlation
2	medium correlation
3	high correlation

A mapping matrix of COs-POs is prepared in this regard for all courses in the program



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Policy on Course Outcome (CO), Programme Outcome (PO) and Attainment

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Savitribai Phule Pune University defined the COs & POs and given in the syllabus of MBA & MCA course. The outcomes of different Programmes are constantly monitored these learning outcomes are also communicated to respective students also.

MBA

Programme Outcomes (POs): Programme Outcomes are a set of narrow statements that describes what students (learners) of the programme are expected to know and be able to perform or attain by the time of graduation.

Programme Specific Outcomes (PSOs): Programme Outcomes are a set of narrow statements that describes what students (learners) of a particular specialization of the programme are expected to know and be able to perform or attain by the time of graduation. PSOs are also a function of the various course combinations offered by the Institute.

Programme Educational Objectives (PEOs):

PEO1: Graduates of the MBA program will successfully integrate core, cross-functional and inter-disciplinary aspects of management theories, models and frameworks with the real world practices and the sector specific nuances to provide solutions to real world business, policy and social issues in a dynamic and complex world.

PEO2: Graduates of the MBA program will possess excellent communication skills, excel in cross-functional, multi-disciplinary, multi-cultural teams, and have an appreciation for local, domestic and global contexts so as to manage continuity, change, risk, ambiguity and complexity.

PEO3: Graduates of the MBA program will be appreciative of the significance of Indian ethos and values in managerial decision making and exhibit value centered leadership.

PEO4: Graduates of the MBA program will be ready to engage in successful career pursuits covering a broad spectrum of areas in corporate, non-profit organizations, public policy, entrepreneurial ventures and engage in life-long learning.

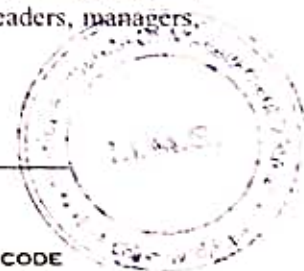
PEO5: Graduates of the MBA program will be recognized in their chosen fields for their managerial competence, creativity & innovation, integrity & sensitivity to local and global issues of social relevance and earn the trust & respect of others as inspiring, effective and ethical leaders, managers, entrepreneurs and change agents.

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Programme Outcomes (POs): At the end of the MBA programme the learner will possess the

1. Generic and Domain Knowledge - Ability to articulate, illustrate, analyze, synthesize and apply the knowledge of principles and frameworks of management and allied domains to the solutions of real-world complex business issues
2. Problem Solving & Innovation - Ability to Identify, formulate and provide innovative solution frameworks to real world complex business and social problems by systematically applying modern quantitative and qualitative problem solving tools and techniques.
3. Critical Thinking - Ability to conduct investigation of multidimensional business problems using research based knowledge and research methods to arrive at data driven decisions
4. Effective Communication - Ability to effectively communicate in cross-cultural settings, in technology mediated environments, especially in the business context and with society at large
5. Leadership and Team Work - Ability to collaborate in an organizational context and across organizational boundaries and lead themselves and others in the achievement of organizational goals and optimize outcomes for all stakeholders.
6. Global Orientation and Cross-Cultural Appreciation: Ability to approach any relevant business issues from a global perspective and exhibit an appreciation of Cross Cultural aspects of business and management.
7. Entrepreneurship - Ability to identify entrepreneurial opportunities and leverage managerial & leadership skills for founding, leading & managing startups as well as professionalizing and growing family businesses.
8. Environment and Sustainability - Ability to demonstrate knowledge of and need for sustainable development and assess the impact of managerial decisions and business priorities on the societal, economic and environmental aspects.
9. Social Responsiveness and Ethics - Ability to exhibit a broad appreciation of the ethical and value underpinnings of managerial choices in a political, cross-cultural, globalized, digitized, socio-economic environment and distinguish between ethical and unethical behaviors & act with integrity.
10. Life Long Learning – Ability to operate independently in new environment, acquire new knowledge and skills and assimilate them into the internalized knowledge and skills.

Programme Specific Outcomes (PSOs): It is expected that Institutes define the PSOs for each specialization / major-minor combination. PSOs shall also vary based upon the customized combination of Generic Core, Generic Elective, Subject Core, Subject Elective, Foundation, Enrichment & Alternative Study Credit Courses that they offer.

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Graduate Attributes (GAs): At the end of the MBA programme the learner shall exhibit:

- GA1: Managerial competence
- GA2: Proficiency in Communication, Collaboration, Teamwork and Leadership
- GA3: Competence in Creativity & Innovation
- GA4: Research Aptitude, Scholarship & Enquiry
- GA5: Global Orientation
- GA6: Proficiency in ICT & Digital Literacy
- GA7: Entrepreneurship & Intrapreneurship Orientation
- GA8: Cross-functional & Inter-disciplinary Orientation
- GA9: Results Orientation
- GA10: Professionalism, Ethical, Values Oriented & Socially Responsible behaviour
- GA11: Life-Long Learning Orientation

MCA

1. Outcome Based Education (OBE) Approach: Outcomes are about performance, and this implies:

- 1.1.1 There must be a performer – the student (learner), not only the teacher
- 1.1.2 There must be something performable (thus demonstrable or assessable) to perform
- 1.1.3 The focus is on the performance, not the activity or task to be performed

1.2 Programme Educational Objectives (PEOs): Programme educational objectives are broad statements that describe the career and professional accomplishments that the programme is preparing graduates to achieve. Programme Educational Objectives are a set of broad future focused learner's performance outcomes that explicitly identify what learners will be able to do with what they have learned, and what they will be like after they leave institution and are living full and productive lives. Thus, PEOs are what the programme is preparing graduates for in their career and professional life (to attain within a few years after graduation).

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1.3 Programme Outcomes (POs): Programme Outcomes are a set of narrow statements that describes what students (learners) of the programme are expected to know and be able to perform or attain by the time of graduation.

1.4 Course Outcomes (COs): Course Outcomes are narrower statements that describe what students are expected to know and be able to do at the end of each course. These relate to the skills, knowledge, and behavior that students acquire in their matriculation through the course.

1.5 Learning Outcomes: A learning outcome is what a student CAN DO because of a learning experience. It describes a specific task that he/she can perform at a given level of competence under a certain situation. The three broad types of learning outcomes are: a) Disciplinary knowledge and skills b) Generic skills c) Attitudes and values

1.6 Teaching and Learning Activities (TLAs): The set of pedagogical tools and techniques or the teaching and learning activities that aim to help students to attain the intended learning outcomes and engage them in these learning activities through the teaching process.

1.7 Assessment and Evaluation: Assessment is one or more processes, carried out by the institution, that identify, collect, and prepare data to evaluate the achievement of programme educational objectives and programme outcomes. Evaluation is one or more processes, done by the evaluation team, for interpreting the data and evidence accumulated through assessment practices. Evaluation

1.8 determines the extent to which programme educational objectives or programme outcomes are being achieved, and results in decisions and actions to improve the programme.

2. MCA Programme Focus:

The basic objective of the Master of Computer Application (MCA) is to provide a steady stream of necessary knowledge, skills and foundation for acquiring a wide range of rewarding careers into rapidly expanding world of Information Technology

2.1 Programme Educational Objectives: PEOs are defined by institution. Following are the guidelines for defining PEOs

2.1.1 PEOs should be assessable and realistic within the context of the committed resources.

2.1.2 The PEOs should be consistent with the mission of the institution.

2.1.3 All the stakeholders should participate in the process of framing PEOs.

2.1.4 The number of PEOs should be manageable.

2.1.5 It should be based on the needs of the stakeholders.

2.1.6 It should be achievable by the programme.

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2.1.7 It should be specific to the programme and not too broad.

2.1.8 It should not be too narrow and similar to the POs.

2.2 MCA Programme Outcomes (POs): At the end of the MCA programme the learner will possess the following Program Outcome:

PO1: Apply knowledge of computing fundamentals, computing specialization, mathematics, and domain knowledge appropriate for the computing specialization to the abstraction and conceptualization of computing models from defined problems and requirements.

PO2: Identify, formulate, research literature, and solve *complex* Computing problems reaching substantiated conclusions using fundamental principles of Mathematics, Computing sciences, and relevant domain disciplines.

PO3: Design and evaluate solutions for complex computing problems, and design and evaluate systems, components, or processes that meet specified needs with appropriate consideration for public health and safety, cultural, societal, and environmental considerations.

PO4: Use research-based knowledge and research methods including design of experiments, analysis and interpretation of data, and synthesis of information to provide valid conclusions.

PO5: Create, select, adapt and apply appropriate techniques, resources, and modern computing tools to complex computing activities, with an understanding of the limitations.

PO6: Understand and commit to professional ethics and cyber regulations, responsibilities, and norms of professional computing practice.

PO7: Recognize the need, and have the ability, to engage in independent learning for continual development as a Computing professional.

PO8: Demonstrate knowledge and understanding of computing and management principles and apply these to one's own work, as a member and leader in a team, to manage projects and in multidisciplinary environments.

PO9: Communicate effectively with the computing community, and with society at large, about complex computing activities by being able to comprehend and write effective reports, design documentation, make effective presentations, and give and understand clear instructions.

PO10: Understand and assess societal, environmental, health, safety, legal, and cultural issues within local and global contexts, and the consequential responsibilities relevant to professional computing practice.

PO11: Function effectively as an individual and as a member or leader in diverse teams and in multidisciplinary environments.

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PO12: Identify a timely opportunity and using innovation to pursue that opportunity to create value and wealth for the betterment of the individual and society at large.

The Institute has developed a system for evaluation of attainment of learning outcomes. The faculty members of respective department have assessed the CO attainment of the students of their respective class as per the following methodology. The record of CO attainment for each course is kept at respective departments.

CO Attainment Methodology:

Both direct and indirect assessment should be taken into consideration while computing CO attainment.

The scale of attainment is depend on the course faculty member

1. "Excellent" \geq 90% attainment level = 3, "Good" \geq 80% attainment level = 2, "Good" \geq 70% attainment level = 1, "Poor" $<$ 60% attainment level = 0.
2. The strength of mapping of COs to the corresponding POs must be taken into account while computing attainment of POs from the attainment of respective COs.

A. Direct attainment

1. Home Assignment
2. Presentation
3. In-depth Viva
4. MCQ
5. Class Test

B. Indirect attainment

Student Exit Survey



The class average of attainment of the batch under consideration needs to be computed.

3. The CO's should be evaluated independently.

4. The departmental report of attainment in prescribed format should be maintained Semester wise.

CO PO Mapping (Example)

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Batch 2021-2023										
Course Outcomes (COs) :	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PO 9	PO 10
CO 1	2	2	2	2	3	3	1	2	3	1
CO 2	1	2	2	2	2	2	3	3	2	2
CO 3	2	2	3	3	3	0	2	2	0	3
CO 4	3	1	2	1	2	1	3	3	3	2
CO 5	0	2	3	1	3	0	1	1	1	3
Average	2	2	2	2	3	1	2	2	2	2

PO Attainment (Example)

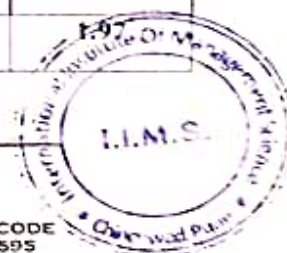
Particulars		Out of 3	Weightage Out of 1	Attainment Level
101 GC – 01 Managerial Accounting	Internal Evaluation	2.48	0.30	0.74
	External Evaluation	1.50	0.50	0.75
	Student Exit Survey	2.38	0.20	0.48
Total		3.00	1.00	

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102 GC – 02 Organizational Behaviour Generic Core	Internal Evaluation	2.5	0.3	0.75
	External Evaluation	1.5	0.5	0.75
	Student Exit Survey	2.38	0.2	0.48
	Total	3.00	1.00	1.98
103 GC – 03 Economic Analysis for Business Decisions	Internal Evaluation	2.2	0.3	0.66
	External Evaluation	1.4	0.5	0.7
	Student Exit Survey	2.3	0.2	0.46
	Total	3.00	1.00	1.82
104 GC – 04 Business Research Methods Generic Core	Internal Evaluation	2.35	0.3	0.7
	External Evaluation	2.0	0.5	1.0
	Student Exit Survey	2.42	0.2	0.48
	Total	3.00	1.00	1.19
105 GC – 05 Basics of Marketing Generic Core	Internal Evaluation	2.46	0.3	0.74
	External Evaluation	1.09	0.5	0.54
	Student Exit Survey	2.38	0.2	0.48
	Total	3.00	1.00	1.76
106 GC – 06 Digital Business Generic Core	Internal Evaluation	2.45	0.3	0.74
	External Evaluation	2.07	0.5	1.03
	Student Exit Survey	2.3	0.2	0.46
	Total	3.00	1.00	2.23

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107 GE – UL - 01 Management Fundamentals	Internal Evaluation	NA	NA	NA
	External Evaluation	2.71	0.8	2.168
	Student Exit Survey	2.1	0.2	0.42
	Total	3.00	1.00	2.588
109 GE – UL - 05 Entrepreneurship Development GE-UL	Internal Evaluation	NA	NA	NA
	External Evaluation	2.4	0.8	1.92
	Student Exit Survey	2.31	0.2	0.462
	Total	3.00	1.00	2.382
111 GE – UL - 03 Legal Aspects of Business	Internal Evaluation	NA	NA	NA
	External Evaluation	2.62	0.8	2.096
	Student Exit Survey	2.83	0.2	0.566
	Total	3.00	1.00	2.662
114 GE – IL - 01 Enterprise Analysis & Desk Research	Internal Evaluation	2.4	0.8	1.92
	External Evaluation	NA	NA	NA
	Student Exit Survey	2.38	0.2	0.476
	Total	3.00	1.00	2.396
115 GE – IL - 03 Selling and Negotiation Lab	Internal Evaluation	2.8	0.8	0.53
	External Evaluation	NA	NA	NA
	Student Exit Survey	2.22	0.2	0.59
	Total	3.00	1.00	

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113 GE – II, - 04 Verbal Communication Lab	Internal Evaluation	2.23	0.8	1.784
	External Evaluation	NA	NA	NA
	Student Exit Survey	2.68	0.2	0.536
	Total	3.00	1.00	2.32
191 SD Human Rights-I	Internal Evaluation	2.9	0.5	1.45
	External Evaluation	NA	NA	NA
	Student Exit Survey	2.37	0.5	0.47
	Total	3.00	1.00	1.92
192 SD Introduction to Cyber Security-I	Internal Evaluation	2.8	0.5	1.45
	External Evaluation	NA	NA	NA
	Student Exit Survey	2.56	0.5	0.47
	Total	3.00	1.00	1.92
MBA (Batch 2019-21) Sem I Attainment Level				
	Internal Evaluation	2.92	0.47	1.17
	External Evaluation	1.07	0.41	0.62
	Student Exit Survey	2.36	0.24	0.47
Courses PO Attainment Level				2.27

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Assessment guidelines:-

The assessment should be in alignment of COs.

The average marks obtained in assessment against each CO will indicate the CO attainment.

Faculty member can set targets for each CO of his/her course.

Attainment gaps can therefore be identified.

Teacher can plan to reduce the attainment gaps or enhance attainment targets.

If the assessment is in alignment with CO's, the performance of students indicates the CO attainment.

Prepared by-

Name	Signature	Date
Dr. Vandana Mohanty IQAC Co-ordinator		28/09/2019

Approved by-

Name	Signature	Date
Dr. Shivaji Mundhe Director		21.12.2019
Mr. Vishwesh Kulkarni President-Yashaswi Group		21.12.2019



IIMS/POLICY-12/CO PO Policy

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