



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

**YASHASWI EDUCATION SOCIETY'S  
INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE**

**DTE CODE  
6775**

AICTE APPROVED | ISO 21001 CERTIFIED | SPPU AFFILIATED | NAAC ACCREDITED  
A: IIMS, OPPOSITE ELPRO, CHINCHWAD, PUNE - 411 033. P: 020 2735 3733  
E: IIMS.INFO@YASHASWIGROUP.IN W: WWW.IIMS.AC.IN

**AISHE CODE  
C - 41595**



Academic Year 2019-24

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.

**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.

**YASHASWI EDUCATION SOCIETY'S  
INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE**



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.

**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

---

**YASHASWI EDUCATION SOCIETY'S  
INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE**

**DTE CODE**  
6775

AICTE APPROVED | ISO 21001 CERTIFIED | SPPU AFFILIATED | NAAC ACCREDITED  
A: IIMS, OPPOSITE ELPRO, CHINCHWAD, PUNE - 411 033. P: 020 2735 3733  
E: IIMS.INFO@YASHASWIGROUP.IN W: WWW.IIMS.AC.IN

**AISHE CODE**  
C - 41595



## **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).

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.

**YASHASWI EDUCATION SOCIETY'S**

**INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE**



- 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.
- 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.
- 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 the following Program Outcomes (POs) to ensure the learning outcomes. The

**INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE**

DTE CODE  
6775

AICTE APPROVED | ISO 21001 CERTIFIED | SPPU AFFILIATED | NAAC ACCREDITED  
A: IIMS, OPPOSITE ELPRO, CHINCHWAD, PUNE - 411 033. P: 020 2735 3733  
E: IIMS.INFO@YASHASWIGROUP.IN W: WWW.IIMS.AC.IN

AISHE CODE  
C - 41595



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)

| Yashaswi Education Society's                  |      |      |      |      |      |      |      |      |      |       |
|---|------|------|------|------|------|------|------|------|------|-------|
| INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE |      |      |      |      |      |      |      |      |      |       |
| 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     |

### YASHASWI EDUCATION SOCIETY'S INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE

DTE CODE  
6775

AICTE APPROVED | ISO 21001 CERTIFIED | SPPU AFFILIATED | NAAC ACCREDITED  
A: IIMS, OPPOSITE ELPRO, CHINCHWAD, PUNE - 411 033. P: 020 2735 3733  
E: IIMS.INFO@YASHASWIGROUP.IN W: WWW.IIMS.AC.IN

AISHE CODE  
C - 41595



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)

| Yashaswi Education Society's                  |      |      |      |      |      |      |      |      |      |       |
|---|------|------|------|------|------|------|------|------|------|-------|
| INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE |      |      |      |      |      |      |      |      |      |       |
| 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     |

**YASHASWI EDUCATION SOCIETY'S**  
**INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE**

DTE CODE  
6775

AICTE APPROVED | ISO 21001 CERTIFIED | SPPU AFFILIATED | NAAC ACCREDITED  
A: IIMS, OPPOSITE ELPRO, CHINCHWAD, PUNE - 411 033. P: 020 2735 3733  
E: IIMS.INFO@YASHASWIGROUP.IN W: WWW.IIMS.AC.IN

AISHE CODE  
C-41595



**PO Attainment (Example)**

| Particulars   |                     | Out of 3    | Weightage<br>Out of 1 | Attainment<br>Level |
|---|---------------------|-------------|-----------------------|---------------------|
| <b>101 GC – 01 Managerial Accounting</b>                    | Internal Evaluation | 2.48        | 0.3                   | 0.74                |
|   | External Evaluation | 1.5         | 0.5                   | 0.75                |
|   | Student Exit Survey | 2.38        | 0.2                   | 0.48                |
|   | <b>Total</b>        | <b>3.00</b> | <b>1.00</b>           | <b>1.97</b>         |
| <b>102 GC – 02 Organizational Behaviour Generic Core</b>    | 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                |
|   | <b>Total</b>        | <b>3.00</b> | <b>1.00</b>           | <b>1.98</b>         |
| <b>103 GC – 03 Economic Analysis for Business Decisions</b> | 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                |
|   | <b>Total</b>        | <b>3.00</b> | <b>1.00</b>           | <b>1.82</b>         |
| <b>104 GC – 04 Business Research Methods Generic Core</b>   | 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                |
|   | <b>Total</b>        | <b>3.00</b> | <b>1.00</b>           | <b>1.19</b>         |
| <b>105 GC – 05 Basics of Marketing Generic Core</b>         | 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                |
|   | <b>Total</b>        | <b>3.00</b> | <b>1.00</b>           | <b>1.76</b>         |
| <b>106 GC – 06 Digital Business Generic Core</b>            | 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                |
|   | <b>Total</b>        | <b>3.00</b> | <b>1.00</b>           | <b>2.23</b>         |
| <b>107 GE – UL - 01 Management Fundamentals</b>             | Internal Evaluation | NA          | NA                    | NA                  |
|   | External Evaluation | 2.71        | 0.8                   | 2.168               |
|   | Student Exit Survey | 2.1         | 0.2                   | 0.42                |

YASHASWI EDUCATION SOCIETY'S

**INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE**

DTE CODE  
6775

AICTE APPROVED | ISO 21001 CERTIFIED | SPPU AFFILIATED | NAAC ACCREDITED  
A: IIMS, OPPOSITE ELPRO, CHINCHWAD, PUNE - 411 033. P: 020 2735 3733  
E: IIMS.INFO@YASHASWIGROUP.IN W: WWW.IIMS.AC.IN

AISHE CODE  
C - 41595





|   | <b>Total</b>                       | <b>3.00</b> | <b>1.00</b> | <b>2.588</b> |
|---|------------------------------------|-------------|-------------|--------------|
| <b>109 GE – UL - 05 Entrepreneurship Development GE-UL</b>      | <b>IIMS</b><br>Internal Evaluation | NA          | NA          | NA           |
|   | External Evaluation                | 2.4         | 0.8         | 1.92         |
|   | Student Exit Survey                | 2.31        | 0.2         | 0.462        |
|   | <b>Total</b>                       | <b>3.00</b> | <b>1.00</b> | <b>2.382</b> |
| <b>111 GE – UL - 03 Legal Aspects of Business</b>               | Internal Evaluation                | NA          | NA          | NA           |
|   | External Evaluation                | 2.62        | 0.8         | 2.096        |
|   | Student Exit Survey                | 2.83        | 0.2         | 0.566        |
|   | <b>Total</b>                       | <b>3.00</b> | <b>1.00</b> | <b>2.662</b> |
| <b>114 GE – IL - 01 Enterprise Analysis &amp; Desk Research</b> | Internal Evaluation                | 2.4         | 0.8         | 1.92         |
|   | External Evaluation                | NA          | NA          | NA           |
|   | Student Exit Survey                | 2.38        | 0.2         | 0.476        |
|   | <b>Total</b>                       | <b>3.00</b> | <b>1.00</b> | <b>2.396</b> |
| <b>115 GE – IL - 03 Selling and Negotiation Lab</b>             | Internal Evaluation                | 2.8         | 0.8         | 0.53         |
|   | External Evaluation                | NA          | NA          | NA           |
|   | Student Exit Survey                | 2.22        | 0.2         | 0.59         |
|   | <b>Total</b>                       | <b>3.00</b> | <b>1.00</b> | <b>1.12</b>  |
| <b>113 GE – IL - 04 Verbal Communication Lab</b>                | Internal Evaluation                | 2.23        | 0.8         | 1.784        |
|   | External Evaluation                | NA          | NA          | NA           |
|   | Student Exit Survey                | 2.68        | 0.2         | 0.536        |
|   | <b>Total</b>                       | <b>3.00</b> | <b>1.00</b> | <b>2.32</b>  |
| <b>191 SD Human Rights-I</b>                                    | Internal Evaluation                | 2.9         | 0.5         | 1.45         |
|   | External Evaluation                | NA          | NA          | NA           |
|   | Student Exit Survey                | 2.37        | 0.5         | 0.47         |
|   | <b>Total</b>                       | <b>3.00</b> | <b>1.00</b> | <b>1.92</b>  |
| <b>192 SD Introduction to Cyber Security-I</b>                  | Internal Evaluation                | 2.8         | 0.5         | 1.45         |
|   | External Evaluation                | NA          | NA          | NA           |
|   | Student Exit Survey                | 2.56        | 0.5         | 0.47         |
|   | <b>Total</b>                       | <b>3.00</b> | <b>1.00</b> | <b>1.92</b>  |

YASHASWI EDUCATION SOCIETY'S

INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE



| 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        |
| <b>Courses PO Attainment Level</b>         |                     |      | <b>3.00</b> | <b>2.27</b> |

#### 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<br>IQAC Co-ordinator |           | 28.09.2019. |

#### Approved by-

| Name  | Signature | Date       |
|---|-----------|------------|
| Dr. Shivaji Mundhe<br>Director                      |           | 28/9/2019  |
| Shri. Vishwesh Kulkarni<br>President-Yashaswi Group |           | 21-12-2019 |

21.12.2019 ↑

### YASHASWI EDUCATION SOCIETY'S INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE

DTE CODE  
6775

AICTE APPROVED | ISO 21001 CERTIFIED | SPPU AFFILIATED | NAAC ACCREDITED  
A: IIMS, OPPOSITE ELPRO, CHINCHWAD, PUNE - 411 033. P: 020 2735 3733  
E: IIMS.INFO@YASHASWIGROUP.IN W: WWW.IIMS.AC.IN

AISHE CODE  
C-41595