



Rajgad Dnyanpeeth's  
**Rajgad Institute of Management Research &  
Development, Pune-43**

Approved by AICTE, Recognized by DTE (Govt. of Maharashtra),  
Affiliated to Savitribai Phule Pune University

<b>PEOs</b>	<b>COs</b>	<b>POs</b>

**PEOs, POs, COs  
Assessment and Attainment Manual  
for  
(OUTCOME BASED EDUCATION)**



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## **VISION**

**“To be an institute of academic excellence fostering quality management education”**

## **MISSION**

**“To transform students into dynamic and professional managers to meet the challenges of the corporate world through value based quality education”**

## **OBJECTIVES**

- **To create student centric learning environment which prepare them to achieve their career goals**
- **To develop professional, entrepreneurial skills and social awareness among students to become good citizen of a country.**
- **To impart students and staff with emerging trends in management education**
- **To organize various co-curricular and extra curricular activities to enhance students' skills and hidden talents**
- **To collaborate with industry, social organizations and academic institutions for the development of students, institute and society at large**





## VALUES

Academic  
Excellence

Inculcating  
Research

Mutual respect  
and care

Healthy  
Environment

Social  
Commitment

### 1) Academic Excellence

Academic excellence is the demonstrated ability to perform, achieve, and/or excel in scholastic activities. Academic excellence has been identified with achieving high grades and good performance.

### 2) Inculcating Research Culture

Institute tries to inculcate research habits among teaching staff and students

### 3) Mutual Respect and Care

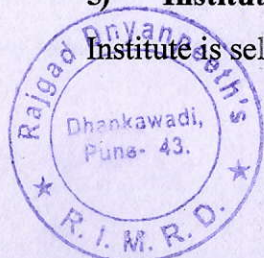
Institute encourages mutual respect and care that helps to reduce stress and conflict.

### 4) Healthy Environment

Institute promotes healthy and safe environment which creates positive energy.

### 5) Institute's Social Commitment

Institute is selflessly committed to the welfare of the society and development of ethical culture.





## DEFINITIONS OF PEO, PO, KSA, CO AND OBE

**Programme Educational Objectives (PEOs):** Programme Educational Objectives are a set of broad future focused student performance outcomes that explicitly identify what students will be able to do with what they have learned, and what they will be like after they leave school and are living full and productive lives. Thus PEOs are what the programme is preparing graduates for in their career and professional life.

**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 post graduation.

**Learning Outcomes:** A learning outcome is what a student CAN DO as a result of a learning experience. It describes a specific task that he/she is able to perform at a given level of competence under a certain situation.

The three broad types of learning outcomes are:

- a) Knowledge
- b) Skills
- c) Attitudes

**Course Outcomes (COs):** A set of specific statements that describes the complex performances a student should be capable of as a result of learning experiences within a course.

**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.

**Outcome Based Assessment (OBA):** An assessment system that asks course teachers to first identify what it is that we expect students to be able to do once they have completed a course or program. It then asks course teachers to provide evidence that they are able to do so.





## OBJECTIVES OF MBA PROGRAMME OF SPPU

1. To equip the students with requisite knowledge, skills & right attitude necessary to provide effective leadership in a global environment.
2. To develop competent management professionals with strong ethical values, capable of assuming a pivotal role in various sectors of the Indian Economy & Society, aligned with the national priorities.
3. To develop proactive thinking so as to perform effectively in the dynamic socio-economic and business ecosystem.
4. To harness entrepreneurial approach and skill sets.





### PROGRAMME OUTCOMES (POs)

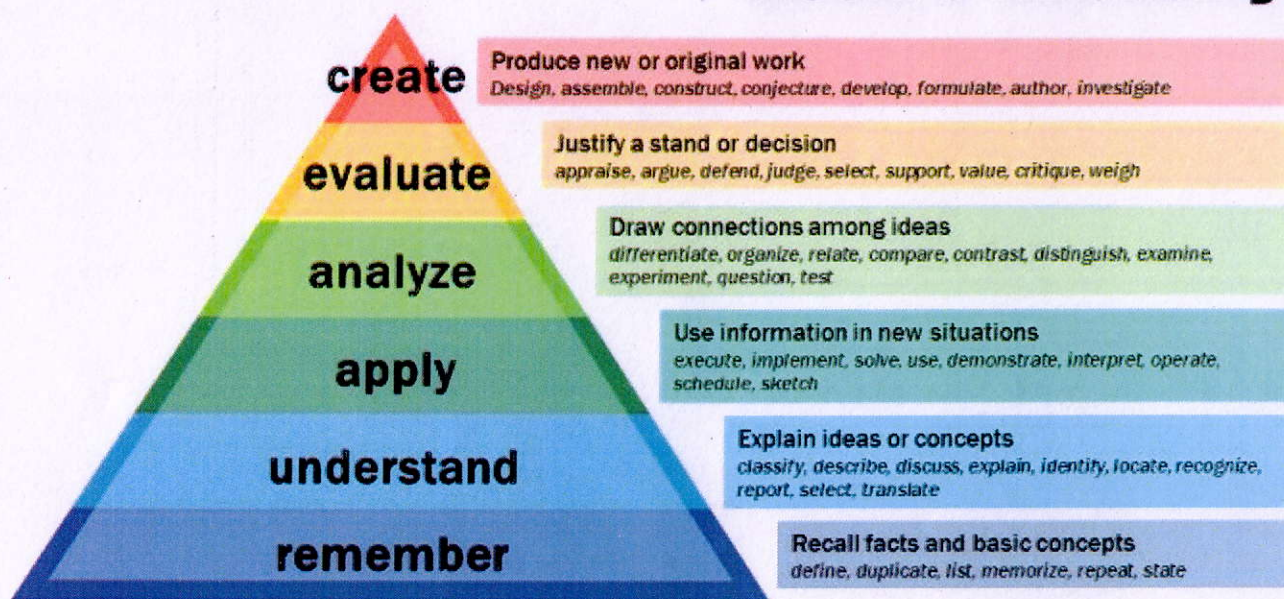
POs	Attribute	Program Outcome
PO1	Ability to apply knowledge, skill attitude to real life business	Apply knowledge, skills and attitude of management theories and practices to solve real business problems.
PO2	Contemporary Tool Usage in business	Learn, create, select, and apply appropriate techniques, resources, modern tools, models and methods in management to complex activities in business
PO3	Environment and Sustainability	Demonstrate ethical, social and environmental responsibilities in business environment for sustainable development.
PO4	Individual and Team Work	Function effectively as an individual, and as a member or leader in teams, and in multidisciplinary settings.
PO5	Communication	Communicate effectively with the business community and with society at large. Be able to comprehend and write effective reports documentation. Make effective presentations, and give and receive clear instructions.
PO6	Life-long knowledge	Demonstrate the ability to apply knowledge gained during MBA to real business situation and retain lifelong learning
PO7	Ability of Understanding and Communication of aspects of Business	Ability to understand, analyze and communicate global, economic, legal, marketing, finance, HR, IT and Operations aspects of business
PO8	Value based managerial Skills & Leadership Abilities	Ability to develop managerial Skills & Leadership Abilities





## BLOOMS TAXONOMY

# Bloom's Taxonomy



Vanderbilt University Center for Teaching

BLOOM'S TAXONOMY DIGITAL PLANNING VERBS					
REMEMBERING	UNDERSTANDING	APPLYING	ANALYZING	EVALUATING	CREATING
Copying	Annotating	Acting out	Calculating	Arguing	Blogging
Defining	Tweeting	Articulate	Categorizing	Validating	Building
Finding	Associating	Reenact	Breaking Down	Testing	Animating
Locating	Tagging	Loading	Correlating	Scoring	Adapting
Quoting	Summarizing	Choosing	Deconstructing	Assessing	Collaborating
Listening	Relating	Determining	Linking	Criticizing	Composing
Googling	Categorizing	Displaying	Mashing	Commenting	Directing
Repeating	Paraphrasing	Judging	Mind-Mapping	Debating	Devising
Retrieving	Predicting	Executing	Organizing	Defending	Podcasting
Outlining	Comparing	Examining	Appraising	Detecting	Wiki Building
Highlighting	Contrasting	Implementing	Advertising	Experimenting	Writing
Memorizing	Commenting	Sketching	Dividing	Grading	Filming
Networking	Journaling	Experimenting	Deducing	Hypothesizing	Programming
Searching	Interpreting	Hacking	Distinguishing	Measuring	Simulating
Identifying	Grouping	Interviewing	Illustrating	Moderating	Role Playing
Selecting	Inferring	Painting	Questioning	Posting	Solving
Tabulating	Estimating	Preparing	Structuring	Predicting	Mixing
Duplicating	Extending	Playing	Integrating	Rating	Facilitating
Matching	Gathering	Integrating	Attributing	Reflecting	Managing
Bookmarking	Exemplifying	Presenting	Estimating	Reviewing	Negotiating
Bullet-pointing	Expressing	Charting	Explaining	Editorializing	Leading





## LEVELS OF OUTCOMES

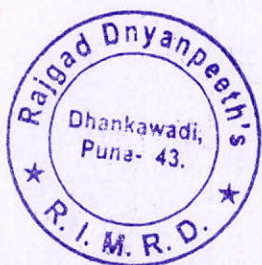
All the courses together must cover all the POs. For a course we map the COs to POs through the CO-PO matrix .

The various correlation levels are:

- “0” indicates there is no correlation.
- “1” – Slight (Low) Correlation
- “2” – Moderate (Medium) Correlation
- “3” – Substantial (High) Correlation

### Vision of Rajgad Dnyanpeeth and Vision of RIMRD Mapping

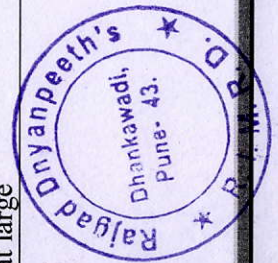
Vision of Rajgad Dnyanpeeth	Vision of RIMRD
	“To be an institute of academic excellence fostering quality management education”
“Prajvalito Dnyanmaya Pradeep”	Yes





## Vision – Mission-Objectives-Values Mapping of RIMRD

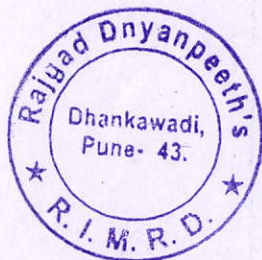
Objectives of RIMRD	Vision of RIMRD	Mission of RIMRD	Values of RIMRD				
			Academic Excellence	Inculcating Research Culture	Mutual Respect and Care	Healthy Environment	Institute's Social Commitment
		“To transform students into dynamic and professional managers to meet the challenges of the corporate world through value based quality education”	Yes	Yes	Yes	Yes	Yes
	“To be an institute of academic excellence fostering quality management education”	Yes	Yes	Yes	Yes	Yes	Yes
To create student centric learning environment which prepare them to achieve their career goals	Yes	Yes	Yes	Yes			
To develop professional, entrepreneurial skills and social awareness among students to become good citizen of a country.	Yes	Yes	Yes		Yes	Yes	Yes
To impart students and staff with emerging trends in management education	Yes	Yes	Yes	Yes			
To organize various co-curricular and extra curricular activities to enhance students' skills and hidden talents	Yes	Yes	Yes		Yes	Yes	
To collaborate with industry, social organizations and academic institutions for the development of students, institute and society at large	Yes	Yes	Yes	Yes	Yes	Yes	Yes





### PEO-Mission Mapping

PEOs	PEOs Description	Mission-To transform students into dynamic and professional managers to meet the challenges of the corporate world through value based quality education
PEO1	To equip the students with requisite knowledge, skills & right attitude necessary to provide effective leadership in a global environment.	Yes
PEO2	To develop competent management professionals with strong ethical values, capable of assuming a pivotal role in various sectors of the Indian Economy & Society, aligned with the national priorities.	Yes
PEO3	To develop proactive thinking so as to perform effectively in the dynamic socio-economic and business ecosystem.	Yes
PEO4	To harness entrepreneurial approach and skill sets.	Yes





### PO-PEO Mechanism of Mapping

POs	POs Description	PEO-1-To equip the students with requisite knowledge, skills & right attitude necessary to provide effective leadership in a global environment.	PEO-2-To develop competent management professionals with strong ethical values, capable of assuming a pivotal role in various sectors of the Indian Economy & Society, aligned with the national priorities.	PEO-3-To develop proactive thinking so as to perform effectively in the dynamic socio-economic and business ecosystem.	PEO-4-To harness entrepreneurial approach and skill sets.
PO1	Ability to apply knowledge, skill attitude to real life business	3	1	1	2
PO2	Contemporary Tool Usage in business	2	2	0	2
PO3	Environment and Sustainability	2	2	3	0
PO4	Individual and Team Work	0	0	0	2
PO5	Communication	1	1	0	2
PO6	Life-long knowledge	3	2	3	3
PO7	Ability of Understanding and Communication of aspects of Business	2	1	3	3
PO8	Value based managerial Skills & Leadership Abilities	2	2	1	2





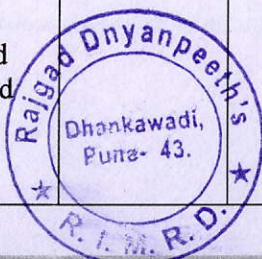
## CO-PO MAPPING

<b>206: Management Information System (MBA-I SEM-I I) A.Y: 2018-19</b>	
<b>List of Course learning Outcomes (COs)</b>	
By the end of the semester student will be able to	
1)	Understand and learn basics of Management Information System
2)	Apply the knowledge of Information system and decision making in designing solution to the system development.
3)	Analyse the system requirement. architecture and design input and output for system development
4)	Identify the need for ,issues in Management
5)	Gain functional area knowledge with case studies

### CO-PO Mapping and Attainment

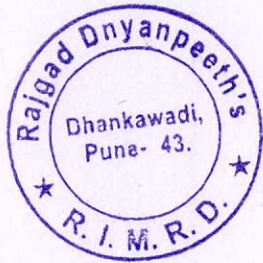
(0-No correlation, 1- Low Correlation, 2-Moderate Correlation, 3-High Correlation)

<b>206: Management Information System (MBA-I SEM-II ) A.Y: 2018-19</b>								
<b>CO-PO Matrix</b>	<b>PO1</b>	<b>PO2</b>	<b>PO3</b>	<b>PO4</b>	<b>PO5</b>	<b>PO6</b>	<b>PO7</b>	<b>PO8</b>
	Ability to apply knowledge, skill attitude to real life business	Contemporary Tool Usage in business	Environment and Sustainability	Individual and Team Work	Communication	Life-long knowledge	Ability of Understanding and Communication of aspects of Business	Value based managerial Skills & Leadership Abilities
Understand and learn basics of Management Information System	0	0	0	0	0	2	3	0
Apply the knowledge of Information system and decision making in designing solution to the system development.	3	2	0	0	0	2	2	1
Analyse the system requirement. architecture and design input and output for system development	3	2	0	0	0	1	1	0



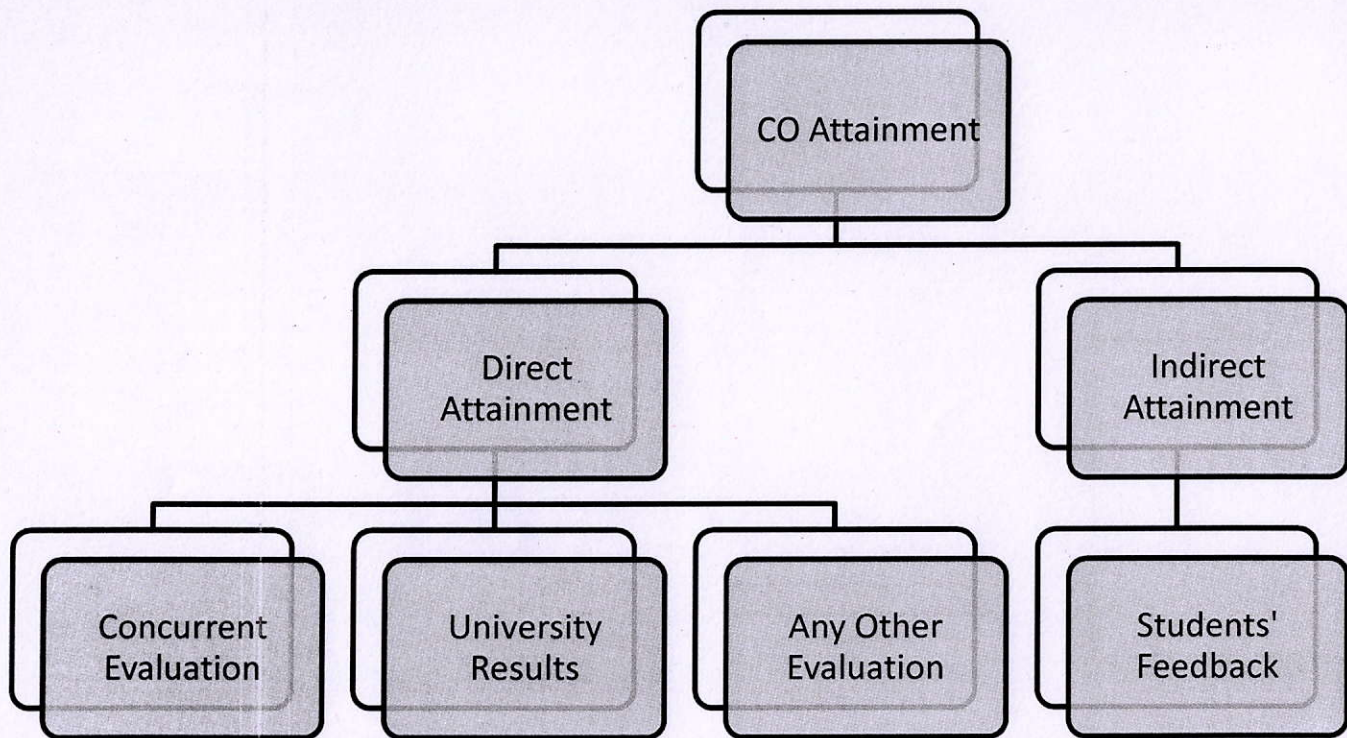


Identify the need and issues in Management	1	1	1	0	0	1	2	1
Gain functional area knowledge with case studies	1	1	0	0	0	1	3	0





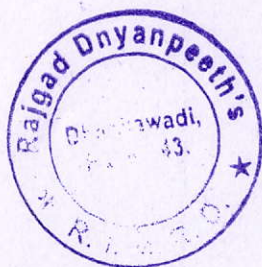
## Mechanism of CO Attainment





### Mechanism of Concurrent Evaluation

Nature of Course	Concurrent Evaluation Criteria	Marks Allotted
Generic Core Courses (Full Credit)	Term End Exam	10
	Home Assignments/MCQs	10
	*Other Concurrent Evaluation	10
	<b>Total Internal Marks</b>	<b>30</b>
	<b>Total Theory Paper (University Evaluation)</b>	<b>50</b>
	<b>Online Examination</b>	<b>20</b>
	<b>Total Marks</b>	<b>100 Marks</b>
Generic Elective Courses (Half Credit)	Term End Exam	25
	Home Assignments/MCQs	15
	*Other Concurrent Evaluation	10
	<b>Total Marks</b>	<b>50 Marks</b>
SIP	Internal Viva	50
	External Viva	50
	<b>Total Marks</b>	<b>100 Marks</b>
Dissertation	Internal Viva	50
	External Viva	50
	<b>Total Marks</b>	<b>100 Marks</b>
Skill Development Courses (Human Rights-I) (Information Security-I)	Term End Exam	15
	MCQs/Viva	10
	<b>Total Marks</b>	<b>25 Marks</b>
Skill Development Courses (Information Security-III) (Skill Development-I)	Term End Exam	15
	MCQs/Viva	10
	<b>Total Marks</b>	<b>25 Marks</b>





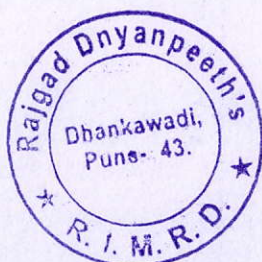
## Credit System for MBA Programme A.Y.2018-19

**Credit System Pattern for 3 Credits (L: T: P) = 3:0:0/ For 2 Credits (L: T: P) = 2:0:0 / For 1 Credits (L: T: P) = 1:0:0 where L = Lecture, T = Tutorial, P = Practical / Project Work**

Credits	Concurrent Evaluation			Total
<b>3 Credits</b>	<b>(External Course)/ Generic Core Courses</b>			
<b>Evaluation Parameters</b>	Internal Term End Examination (2 Hours)	Written Home Assignments (5 Hours)	Presentation / GD / Case Study / Role Play/ Industrial Visit/Field Visit/ Seminar/Guest Lecture /MCQs/Research paper writing/ Viva etc. (3 Hours)	<b>(10 Hours)</b>
<b>Marks</b>	10	10	10	30 Marks

Credits	Concurrent Evaluation			Total
<b>2 Credits</b>	<b>(Internal Course) / Generic Elective Courses</b>			
<b>Evaluation Parameters</b>	Term End Examination (1 Hour)	Assignments/ MCQs (2 Hours)	GD/Presentation / Case study/ Role Play/Student Driven Activities / Industrial Visit / Study Visit/ Viva / Newspaper reading/ Seminar/ Guest lecture etc. (2Hours)	<b>(5 Hours)</b>
<b>Marks</b>	25	15	10	50 Marks

Credits	Concurrent Evaluation		Total
<b>1 Credits</b>	<b>Human Rights Education Programme -I /II Information Security – I /II /III /IV</b>		
<b>Evaluation Parameters</b>	Term End Examination	Hands on /Practical Examination with viva	
<b>Marks</b>	15	10	25 Marks





# Direct CO Attainment Level from Concurrent Evaluation

Academic Year 2017-18

MBA IIInd Year Sem. III Div. A

Subject Code and Name- 305 HR Labour & Social Security Law

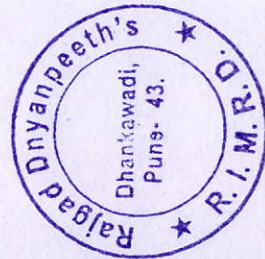
Sr. No.	Roll No.	Student Name	Term End Exam Marks	Assignment Marks	Any other CIE Parameter	Total Internal Marks	CIE Percentage	Overall CIE Attainment Level (1/2/3)
			Marks (10)	Marks (10)	Marks (10)	(Out of 30)		
1	A-1603	Bhargude Vidya Vitthal	8	7	8	23.00	76.67	2
2	A-1613	Deshpande Sayali Ranjan	7	8	9	24.00	80.00	3
3	A-1623	Jadhav Trupti Sunil	8	8	9	25.00	83.33	3
4	B-1605	Lakhe Ranjit Dattatray	7	9	7	23.00	76.67	2
5	B-1607	Mahajan Madhuri Kailas	9	9	6	24.00	80.00	3
6	B-1610	Mandhare Mayur Balasaheb	6	8	8	22.00	73.33	2
7	B-1617	Patil Prashant Shivajirao	9	7	8	24.00	80.00	3
8	B-1624	Shegokar Priti Keshav	7	8	9	24.00	80.00	3
9	B-1626	Shinde Pooja Rajendra	8	8	9	25.00	83.33	3
10	B-1628	Tekale Madhura Mukund	7	9	7	23.00	76.67	2
11	B-1632	Wadkar Snehal Baliram	9	9	8	26.00	86.67	3
12	B-1634	Yewale Nayana Suryakant	6	8	8	22.00	73.33	2
		Average Attainment Marks				23.75		
		Average Attainment Percentage					79.17	
		Average Attainment Level						2





**Result Analysis (Sample)**  
**Savitribai Phule Pune University Examination**

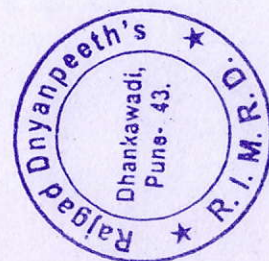
Sr. No.	Roll No.	Student Name	Online	Internal	University	Total	Level of Attainment
1	A-1603	Bhargude Vidya Vitthal	11	20	21	52	2
2	A-1613	Deshpande Sayali Ranjan	11	23	27	61	3
3	A-1623	Jadhav Trupti Sunil	15	23	25	63	3
4	B-1605	Lakhe Ranjit Dattatray	9	11	6	26	0
5	B-1607	Mahajan Madhuri Kailas	10	23	25	58	2
6	B-1610	Mandhare Mayur Balasaheb	12	21	23	56	2
7	B-1617	Patil Prashant Shivajirao	15	21	23	59	2
8	B-1624	Shegokar riti Keshav	12	22	29	63	3
9	B-1626	Shinde Pooja Rajendra	12	23	25	60	2
10	B-1628	Tekale Madhura Mukund	13	24	29	66	3
11	B-1632	Wadkar Snehal Baliram	12	23	25	60	2
12	B-1634	Yewale Nayana Suryakant	14	23	28	65	3





### Indirect Attainment (Sample)

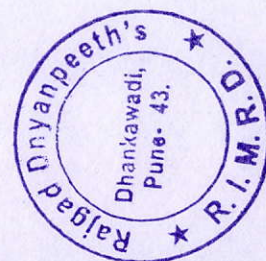
Sr. No.	Roll No.	Student Name	Indirect Attainment (20%)	Level of Attainment
			Student Feedback (Teaching) Average	Average *0.2
1	A-1603	Bhargude Vidya Vitthal	4.76	1
2	A-1613	Deshpande Sayali Ranjan	4.76	1
3	A-1623	Jadhav Trupti Sunil	4.76	1
4	B-1605	Lakhe Ranjit Dattatray	4.76	1
5	B-1607	Mahajan Madhuri Kailas	4.76	1
6	B-1610	Mandhare Mayur Balasaheb	4.76	1
7	B-1617	Patil Prashant Shivajirao	4.76	1
8	B-1624	Shegokar Priti Keshav	4.76	1
9	B-1626	Shinde Pooja Rajendra	4.76	1
10	B-1628	Tekale Madhura Mukund	4.76	1
11	B-1632	Wadkar Snehal Baliram	4.76	1
12	B-1634	Yewale Nayana Suryakant	4.76	1





**FINAL CO ATTAINMENT FOR COURSE (A.Y. 2018-19) (Sample)**

		Class - MBA - I (A)	Subject Code and Name: 305 HR Labour & Social Security Law			
Sr. No.	Roll No.	Student Name	Direct Attainment (80%)		Indirect Attainment (20%)	Total of A+B
			Internal Assessment	University Assessment	Student Average	
			Feedback (Teaching)			Actual CO Attainment Level
1	A-1603	Bhargude Vidya Vitthal	3	2	1	6
2	A-1613	Deshpande Sayali Ranjan	3	3	1	7
3	A-1623	Jadhav Trupti Sunil	3	3	1	7
4	B-1605	Lakhe Ranjit Dattatray	3	0	1	4
5	B-1607	Mahajan Madhuri Kailas	3	2	1	6
6	B-1610	Mandhare Mayur Balasaheb	3	2	1	6
7	B-1617	Patil Prashant Shivajirao	3	2	1	6
8	B-1624	Shegokar Priti Keshav	3	3	1	7
9	B-1626	Shinde Pooja Rajendra	3	2	1	6
10	B-1628	Tekale Madhura Mukund	3	3	1	7
11	B-1632	Wadkar Snehal Baliram	3	2	1	6
12	B-1634	Yewale Nayana Suryakant	3	3	1	7



*H.Bharati*

**Dr.D.B.Bharati**

Director

**Dr. D. B. Bharati**

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