



KASHI INSTITUTE OF TECHNOLOGY

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REPORT OF CO-PO ASSESSMENT AND ATTAINMENT OF FACULTY OF BUSINESS STUDIES

Submitted

By

**DEPARTMENT OF BUSINESS STUDIES
KASHI INSTITUTE OF TECHNOLOGY, VARANASI**



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CO-PO ASSESSMENT & ATTAINMENT

1. INTRODUCTION:

According to John Dewey, an American philosopher, psychologist and educational reformer, "Education is not preparation for life, education is life itself". Education is a form of teaching-learning-practicing in which the knowledge, skills and information are transferred from teachers to students. But the traditional system of education fails to measure the capability of the students. It only assesses the students learning by allowing them to reproduce the exact text presented in the text book as answer for questions. But the real need and demand of twenty first century learning system is the transition from Output Based Education to Outcome Based Education. Outcome Based Education (OBE) system is able to measure what the students are capable of doing. Indian education system has introduced the Outcome Based Education System through National Board of Accreditation (NBA). This is a model which not only gives much better technical knowledge to twenty first century Engineers, but also gives emphasis on the development of affective domain attribute which are needed in workplace, e.g. interpersonal skills, analytical skills, computer skills, organizational skills, leadership skills, self-confidence, creativity, strong work ethics, motivation, initiative, flexibility, adaptability and entrepreneurial skills. This report described the calculation of various courses like Engineering Physics, Engineering Chemistry, Engineering Mathematics-1, Elementary mathematics-1, Soft Skill, Fundamental of Mechanical Engineering & Mechatronics, Basic Electrical Engineering, Emerging Technology, Artificial Intelligence, Programming for Problem Solving, Emerging Domain in Electronics Engineering, etc), delivery methods to attain OBE in these Programs, presents assessment methods, attainment of Course Outcome (CO), Program Outcome (PO) & Program Specific Outcome (PSO). The goal of outcome-based education (OBE) is to have students demonstrate that they **"know and are able to achieve"** whatever they required outputs are by organizing and focusing the resources available in an educational system. OBE assists universities in tracking their students' academic progress and empowering them to master new talents that will set them apart from their peers throughout the world. The curriculum is revised as needed to meet the needs of today's students, rather than being repeated for the following generation of students.

The faculty is encouraged to focus on helping the students build new abilities rather than placing too much emphasis on getting everything done on the syllabus before the end of the semester. Additionally, students are evaluated based on the 'Levels' that track their learning skills rather than their grade. Success for all students and staff is the Outcome Based Education (OBE) principle, as stated by ensuring that every student has the skills, abilities, and qualities required for success after leaving the educational system. Organizing institution is a way that allows for the achievement and maximization of those Outcomes for all students. Institutions adopting OBE attempt to carry changes to the educational program by progressively adapting to the requirements of the various stakeholders like Students, Parents, Industry Personnel and Recruiters. This report described the calculation of various technical and non technical courses. Delivery methods to attain OBE in Engineering Program, presents assessment methods, attainment of course outcome (COs) and program outcome (POs).



2- Institute Vision & Mission

Vision:

To empower young generation for substantial contribution to economical, technological and social progress of the society worldwide.

Mission:

- To contribute to the development of the human resources in the form of professional leaders of global cadre.
- To develop holistic personality of the learners.
- To make this Institute as a Leading Centre of Research.



3- DEPARTMENT OF BUSINESS STUDIES VISION AND MISSION:

VISION:

To nurture the individuals as employable resources and entrepreneurial capital.

MISSION:

Promoting individuals with managerial and leadership skills, entrepreneurial culture and ethical & spiritual values to be employable in dynamic business environment.



4-LEVELS OF OUTCOMES:

Terminology (Abbreviations)

OBE: Outcome-Based Education (OBE) is a student-centric teaching and learning Methodology in which the course delivery, assessment are planned to achieve stated Objectives and Outcomes. It focuses on measuring student performance i.e. outcomes at different levels.

OBE is all about feedback and outcomes. There are four levels of Outcomes from OBE are:

1-Course Outcomes (COs)

2-Program Outcomes (POs)

3-Program Educational Objectives (PEOs)

4-Program Specific Outcomes (PSOs)

Course Outcomes (COs):

Course Outcomes (COs) are what the student should be able to do at the end of a course. The most important aspect of a CO is that it should be observable and measurable form of a set of individually assessable outcomes of the programme. Graduates Attributes (GAs) are the components indicative of the graduate's potential to acquire competence to practice at the appropriate level.

Program Outcomes (POs):

Program outcomes are statements that describe what the knowledge, skills and attitudes students should have at the time of graduation from an engineering program. That means just at the end of 4 years these represent what is the knowledge, skills and attitudes they should have.

Program Educational Objectives (PEOs):

These are broad statements that describe the career and professional accomplishments in four to five years after graduation that the program is preparing the graduates to achieve.



- **Program Specific Outcomes (PSOs):**

Program Specific Outcomes are statements that describe what the students of a specific engineering program should be able to do.

1. Intended outcomes written to help guide instruction for what the students will learn in the course.
2. Course objectives are measurable objectives that the learner is expected to accomplish at the end of an instructional.
3. A statement of an action that a learner should be able to perform after successfully completing the learning material. e.g. course objective of Employee relations and Labour laws

Course objective (Employee relations and labour Laws)

- To provide conceptual frame wok of industrial relation
- To make students aware with the Indian Labour Legislation
- To make students aware with the basic requirement and mandate of Labour legislations
- To help the students to understand the existing framework of Industrial Relation and Labour Legislation



COURSE OUTCOME STATEMENT:**Course Outcomes (COs):**

CO statements indicating what a student can do after the successful completion of a course. Every Course leads to some Course Outcomes. The CO statements are defined by considering the course content covered in each module of a course. For every course there may be 5 or 6 COs. The keywords used to define COs are based on Bloom's Taxonomy. A well written CO facilitates lecturers in measuring the achievement of the CO at the end of the semester. It also helps the lecturers in designing suitable delivery and assessment methods to achieve the designed CO. Graduates Attributes (GAs) are the components indicative of the graduate's potential to acquire competence to practice at the appropriate level. Gas form a set of individually assessable outcomes of the programmed. For e.g. a course such as EMPLOYEE RELATION & LABOR LAW might have the following course outcomes set.



Course Outcomes & CO-PO Matrix of Various Courses

Course Outcomes		
M.B.A.- 2nd Semester		
Course Outcomes		
Course - Business Environment & Legal Aspect of Business		
KMBN201		
S. No.	Course Outcome/ Unit	BL
1	Develop understanding and fundamental knowledge about business environment.	1.2
2	Develop understanding on the concepts of Business Environment and international business environment.	2
3	Develop basic understanding of law of contract	2
4	Understanding of provisions of Companies Act concerning incorporation and regulation of business organizations	2
5	Able to analyze case laws in arriving at conclusions facilitating business decisions.	4.5

Course Outcomes		
Course - Human Resource Management KMBN202		
S. No.	Course Outcome/ Unit	BL
1	Synthesize the role of human resources management as it supports the success of the organization including the effective development of human capital as an agent for organizational change.	6
2	Demonstrate knowledge of laws that impact behavior in relationships between employers and employees that ultimately impact the goals and Strategies of the organization.	2
3	Understand the role of employee benefits and compensation as a critical component of employee performance, productivity and organizational effectiveness.	3
4	Show evidence of the ability to analyze, manage and problem solve to deal with the challenges and complexities of the practice of collective bargaining.	5
5	Demonstrate knowledge of practical application of training and employee development as it impacts organizational strategy and competitive advantage.	2.4



Course Outcomes		BL
Course – Business Research Methods KMBN203		
S. No.	Course Outcome/ Unit	
1	Knowledge of concept / fundamentals for different types of research.	2
2	Applying relevant research techniques.	1.4
3	Understanding relevant scaling & measurement techniques and should use appropriate sampling techniques	3.4
4	Synthesizing different techniques of coding, editing, tabulation and analysis in doing research.	5.6
5	Evaluating statistical analysis which includes ANOVA technique and prepare research report.	6

Course Outcomes		BL
Course - Financial Management & Corporate Finance KMBN204		
S. No.	Course Outcome/ Unit	
1	Understand the different basic concept / Models of Corporate Finance and Governance	2.1
2	Understand the practical application of time value of money and evaluating long term investment decisions	5.6
3	Develop analytical skills to select the best source of capital, structure and leverage.	5.6
4	Understand the use and application of different models for firm's optimum dividend pay-out.	3.4
5	Understand the recent trends of mergers and acquisition and its valuation	3.6

Course Outcomes		BL
Course- Operations Management KMBN205		
S. No.	Course Outcome/ Unit	
1	Understand the role of Operations in overall Business Strategy of the firm - the application of OM policies and techniques to the service sector as well as manufacturing firms.	2,3,1
2	Understand and apply the concepts of Material Management, Supply Chain Management and TQM perspectives.	2,1,4
3	Identify and evaluate the key factors and their inter dependence of these factors in the design of effective operating systems.	3.4
4	Analyze / understand the trends and challenges of Operations Management in the current business environment.	5
5	Apply techniques for effective utilization of operational resources and managing the processes to produce good quality products and services at competitive prices.	5.6



Course Outcomes		BL
Course – Quantitative Techniques For Managers KMBN206		
S. No.	Course Outcome/ Unit	
1	Be able to understand the characteristics of different types of decision-making environments and the appropriate decision making approaches and tools to be used in each type.	2.1
2	To formulate linear programming problem and to find optimal solution by graphical simplex method.	2
3	Be able to build and solve Transportation Models and Assignment Models also to solve game theory problems by understanding pure and mix strategies.	4
4	To assign optimal sequence of difference jobs on different machines and develop understanding of queuing theory concepts.	4
5	To implement replacement of equipment at right time and able to implement project management concepts like CPM, PERT to reduce cost and time.	5.6
Course Outcomes		BL
Course - Digital Marketing& E Commerce KMBN207		
S. No.	Course Outcome/ Unit	
1	Be able to understand the concept of Digital Marketing & E-commerce in today's scenario.	1.2
2	To able to create and maintain a good website and blog posts.	4
3	Be able to understand and apply SEO and Email Marketing in today's modern world.	3.4
4	To apply the Social Media Marketing techniques via various platforms.	4
5	To implement various Analytics tools of online marketing	5.6

Course Outcomes		BL
Course – Management Information Systems KMBN208		
S. No.	Course Outcome/ Unit	
1	Be able to understand the importance of information management in business and management.	2.1
2	To understand and formulate different types of information systems in business.	2
3	Be able to apply the theory and concepts in practical with help of software.	4
4	To apply various security and ethical issues with Information Systems.	4
5	To synthesize applications on Spread sheet and database software.	5.6



Course Outcomes		BL 12
Course – IT Skills Lab-2		
KMBN251		
S. No.	Course Outcome/ Unit	
1	To gain knowledge of pivot table and understand the validating & auditing techniques.	2
2	Learn to use different charting techniques in MS Excel .	4.6
3	Learn to use different formatting techniques in MS Excel.	4.2
Course Outcomes		BL
Course – Mini Project -2		
KMBN252		
S. No.	Course Outcome/ Unit	
1	To gain knowledge of issues challenge of the industry.	2
2	Learn to prepare report on the application of emerging technologies in the selected industry.	4.6
Course Outcomes		BL

Course Outcomes		
M.B.A.- 3rd Semester		
Course Outcomes		BL
Course - Strategic ManagementKMBN301		
S. No.	Course Outcome/ Unit	
1	Formulate organizational vision, mission, goals, and values.	3,2,1
2	Develop strategies and action plans to achieve an organization's vision, mission, and goals.	6,5,4,3,2,1
3	Develop powers of managerial judgment, how to assess business risk, and improve ability to make sound decisions and achieve effective outcomes	4,3,2,1
4	Evaluate and revise programs and procedures in order to achieve organizational goals.	4,3,2,1
5	Consider the ethical dimensions of the strategic management process.	4,3,2,1
Course Outcomes		BL
Course – Innovation And		
EntrepreneurshipKMBN302		
S. No.	Course Outcome/ Unit	
1	Remember and comprehend basic concepts of entrepreneurship.	1,2,3
2	Develop knowledge on Entrepreneurial Finance, Assistance and role of Entrepreneurial Development Agencies	4,5,6
3	Develop understanding of converting an Idea to an opportunity and develop understanding of various funding sources.	5.6
4	Gain in depth knowledge of innovation and its various sources.	1,2,5
5	Develop understanding of various dimensions of innovation along with current trends and general awareness of innovation and startup.	2,5,6

Course - Universal Human Values And Professional Ethics KVE 301		
S. No.	Course Outcome/ Unit	
1	Understand the significance of value inputs in a classroom, distinguish between values and skills, understand the need, basic guidelines, content and process of value education, explore the meaning of happiness and prosperity and do a correct appraisal of the current scenario in the society.	2,3
2	Distinguish between the Self and the Body, understand the meaning of Harmony in the Self the Co- existence of Self and Body	4,2,1
3	Understand the value of harmonious relationship based on trust, respect and other naturally acceptable feelings in human-human relationships and explore their role in ensuring a harmonious society	1,2,3
4	Understand the harmony in nature and existence and work out their mutually fulfilling participation in thenature.	2.4
5	Distinguish between ethical and unethical practices, and start working out the strategy to actualize a harmonious environment wherever they work.	5.4
Course Outcomes		
Course - Talent Management KMBN HR01		
S. No.	Course Outcome/ Unit	BL
1	Knowledge of Talent Management Processes.	1.2
2	Understanding for analysis of the impacts of Talent management in the organization.	1,2,3,4,
3	Competency to implement Talent Management practices.	4,5,6
4	Competency to develop leadership qualities among subordinate.	4.5
5	Knowledge about the reward system to support Talent management.	2.3
Course Outcomes		
Course - Employee Relations And Labor Laws KMBN HR02		
S. No.	Course Outcome/ Unit	BL
1	Knowledge of Industrial Relation framework.	1.2
2	Competency to understand the importance of Employee Relation within the perspective of IndustrialRelation.	1,2,3,4
3	Knowledge about relevant Laws of HR management.	1,2,3
4	Competency to interpreted and implement the Labor Laws within organization.	4.5
5	Competency to use Collective Bargaining and Grievance redressal Mechanism.	1,2,3



Course Outcomes	
Course - Consumer Behaviour and Marketing Communication KMBN MK01	
S. No.	Course Outcome/ Unit
1	Understand the three major influences on customer choice: the process of human decision making in a marketing context; the individual customers make up; the environment in which the customer is embedded.
2	Develop the cognitive skills to enable the application of the above knowledge to marketing decision making and activities .
3	Be able to demonstrate how concepts may be applied to marketing strategy.
4	Apply an IMC approach in the development of an overall advertising and promotional plan.
5	Enhance creativity, critical thinking and analytical ability through developing an integrated marketing communication campaign.

Course Outcomes	
Course - Marketing Analytics KMBN MK02	
S. No.	Course Outcome/ Unit
1	Students will develop the skill in marketing analytics.
2	Students will be acquainted with better understanding of real life marketing data and its analysis.
3	Students will develop analytical skill for effective market decision.
4	Define and apply knowledge of various aspects of managerial decision making related to pricing strategy and tactics.
5	Be able to demonstrate how concepts may be applied to marketing strategy.

Course Outcomes		BL
Course - Investment Analysis And Portfolio Management KMBN FM01		
S. No.	Course Outcome/ Unit	
1	Understand about various investment avenues.	1,2
2	Understand the value of assets and manage investment portfolio.	1,2
3	Understand various Models of Investment and its application.	2,3
4	Understand and create various investment strategies on the basis of various market conditions.	1,2,3
5	Measure riskiness of a stock or a portfolio position.	1,2

Course Outcomes		BL
Course - Financial Planning and Tax Management KMBN FM02		
S. No.	Course Outcome/ Unit	
1	Understand about various tax provision and planning.	1
2	Understand the scope tax planning concerning various business and managerial and strategic activities can be explored.	1,2
3	Have Know about various Tax Dates Rates and Forms.	1,2,3
4	Have Knowledge of Financial Planning and its Process.	1,2,3
5	Have knowledge about asset allocation and retirement planning process.	1,2,3

Course Outcomes	
Course - International Business Management KMBN IB01	
S. No.	Course Outcome/ Unit
1	To get an overview of the key issues and concepts of International Business.
2	Understand how and why the world's countries differ.
3	Understand the monetary framework in which international business transactions are conducted .
4	Understand the role of International Organization sand Regional Trade blocks.
5	Implement the decisions for international operations in a superior manner.

Course Outcomes	
Course - Export Import Documentation KMBN IB02	
S. No.	Course Outcome/ Unit
1	Identify the process of Registration process, Payment terms, Export costing and pricing.
2	Interpret the process of Shipment procedures, & summarize the various documents used in Shipping.
3	Classify the concept of various incentives, benefits& risks involved in shipping process.
4	Discuss the various business planning Import procedures &various export promotion schemes.
5	Demonstrate the various export promotion schemes & types of export houses

Course Outcomes		BL
Course - Data Analytics For Business Decisions KMBN IT01		
S. No.	Course Outcome/ Unit	
1	Understand the basics of business analysis and Data Science.	2
2	Understand data management and handling and Data Science Project Life Cycle.	3
3	Understand the data mining concept and its techniques.	4
4	Understand and Analyzing machine learning concept.	5
5	Understand the application of business analysis in different domain.	4

Course Outcomes		BL
Course - AI and ML for Business KMBN IT02		
S. No.	Course Outcome/ Unit	
1	To understand the need of Machine Learning & Statistics for solving various problems.	1.2
2	To understand the basic concepts of Supervised and Unsupervised learning.	1.3
3	To apply regression analysis on the data available.	2.3
4	To design appropriate machine learning and apply on real world problems.	2.3
5	To optimize different Machine Learning & Deep Learning Techniques.	3

Course Outcomes M.B.A.- 4th Semester		
Course Outcomes Course - Emerging Technologies in Global Business Environment KMBN401		BL
S. No.	Course Outcome/ Unit	
1	To get an overview of the changing context of International Business in the wake of Industry 4.0	4,3,2,1
2	Conceptual understanding of the new technologies that are driving change in business operations and strategy.	4,3,2,1
3	Understand shifts in economic thought and its impact on business decisions.	2.1
4	Understand changing geo politics and analyses its impact on international Business.	4,3,2,1
5	Critically think about issues and challenges in the Global World and find sustainable solutions	3,2,1

Course Outcomes Course – HR Analytics KMBN HR03		
		BL
S. No.	Course Outcome/ Unit	
1	Apply HR Analytical techniques in the areas of HRP, recruitment and selection, Compensation and Benefits and Training etc.	1,2,3
2	Demonstrate HR function in adding value in business terms.	4.5
3	Utilize soft factors in a people management context and convert them into measurable variables.	4,5,6
4	Design a Metrics and Analysis index for recruitment, performance and or a training and development context	4,5,6
5	Predict the issues using the available HR data and formulate the best strategies.	2,6,5



Course Outcomes		BL
Course - Performance And Reward Management KMBN HR04		
S. No.	Course Outcome/ Unit	
1	Knowledge of Performance Management and Performance Appraisal	1.2
2	Competency to understand the importance of importance of Performance Management	1.2
3	Knowledge about the Compensation and Reward Systems	1.2
4	Competency to implement the effective reward systems in the organization	3,4,5
5	Ability to explain the relevance of competency mapping and understanding its linkage with career development.	1,2,3
Course Outcomes		BL
Course - International HRM KMBN HR05		
S. No.	Course Outcome/ Unit	
1	Understanding the Contexts of International HRM	1.2
2	Knowledge about the HR Processes in International Context	1.3
3	Able to evaluate the impacts of Globalization on HRM	4.5
4	Desired level of expertise on organizational	4,5,6
5	Understanding the International culture in SHRM	2.3
Course Outcomes		BL
Course - B2B And Services Marketing KMBN MK03		
S. No.	Course Outcome/ Unit	
1	Understand and nature of B2B marketing	2
2	Ability to create an integrated marketing communications plan which includes promotional strategies	4
3	Define and apply knowledge of various aspects of managerial decision making related to pricing strategy and tactics	3.4
4	Be able to identify critical issues related to service design, such as identifying and managing customer service experience, expectations, perceptions and outcomes.	4
5	Use critical analysis to perceive service shortcomings in reference to ingredients to create service excellence	3



Course Outcomes		BL
Course - Sales And Retail Management KMBN MK04		
S. No.	Course Outcome/ Unit	
1	Students will develop knowledge, understanding and skills in Sales force management	1,2
2	Acquainted with better understanding of implementation of sales management strategies	1,3,4
3	Develop analytical skills for effective decision alternatives in sales management problems	4,5,6
4	Develop the knowledge, understanding and skills in retail management.	2,3
5	Acquainted with better understanding of implementation of retail management strategies and develop analytical skills for effective decision alternatives in retail operations	4,5

Course Outcomes		BL
Course - Social Media And Web Analytics KMBN MK05		
S. No.	Course Outcome/ Unit	
1	Students will develop knowledge, understanding and skills in analysis of Social Media.	1,2
2	Acquainted with better understanding of implementation Web Analytics tool	1,3,4
3	Develop analytical skills for effective decision alternatives in social media problems operations	4,5,6
4	Develop the knowledge, understanding and skills in Face book and Google analytics.	2,3
5	Acquainted with better understanding of implementation of web analytics strategies and develop analytical skills for effective decision alternatives in social media.	4,5

Course Outcomes		BL
Course - Financial Derivatives KMBN FM03		
S. No.	Course Outcome/ Unit	
1	Understand about various derivatives instruments and derivative Market structure	2,1
2	Understand the forward and future pricing mechanism and strategies for hedging using various futures products	2,3,4
3	Understand the option pricing mechanism and using options strategies for mitigating risk	2,3,4
4	Understand the Commodity derivative market	2,3,4
5	Understand the Swaps derivatives and their mechanism	2,3,4



Course Outcomes		BL
Course – Foreign Exchange And Risk Management KMBN FM04		
S. No.	Course Outcome/ Unit	
1	Understand the BOP and evaluation various exchange rate system	1,2,3
2	Understand the theories of exchange rate determination	2,3,4
3	Understand the foreign exchange transactions	2,3,4, 5
4	Understand the exchange dealings	2,3,4
5	Understanding the various foreign exchange risk and its management	2,3,4, 5

Course Outcomes		BL
Course - Financial And Credit Risk Analytics KMBN FM05		
S. No.	Course Outcome/ Unit	
1	Understand about various types of financial credit.	1.2
2	Understand the credit risk and its rating.	1.2
3	Understanding of credit commitments and its application	2.3
4	Understanding of risk management and corporate governance.	1,2,3
5	Measure riskiness of a stock or a portfolio position	2.5

Course Outcomes		BL
Course - International Logistics Management KMBN IB03		
S. No.	Course Outcome/ Unit	
1	Understanding the issues in International Logistics for SCM	3,2,1
2	Knowledge of Processes in Export Sales Contracts.	3,2,1
3	Application of various techniques for Integrated Supply Chain Processes	4,3,2, 1
4	Knowledge of International Transportation	4,3,2, 1
5	Understanding and application Costs factors with International Logistics	3,2,1

Course Outcomes		BL
Course - Cross Cultural Management KMBN IB04		
S. No.	Course Outcome/ Unit	
1	Understand and apply different meanings and dimensions of “culture”	2.3
2	Describe and analyze the impact of culture on business practices	2.4
3	Explain and evaluate the impact of national culture on organizational cultures	5
4	Understand the impact of culture on Human Resource Management	2
5	Explain how leadership differs across cultures	2

Course Outcomes		BL
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Course - International Trade Laws KMBN IB05		
S. No	Course Outcome/ Unit	
1	Understand the objectives and functioning of WTO	1.2
2	Review and apply the various WTO agreements for effective international trade	2.3
3	Analyze the forces that shape the international commercial laws.	4
4	Understand and evaluate the export import policy in India.	2.5
5	Analyze the recent challenges in international trade and role of international institutions	2.4

Course Outcomes Course - Data Base Management System KMBN IT03		BL
S. No.	Course Outcome/ Unit	
1	Knowledge about the DBMS Technology	1.2
2	Understanding the business application of DBMS	1
3	Application of DBMS for business process	2,3,4
4	Knowledge and uses of Data mining techniques	1,2,3
5	Working knowledge of DBMS Software ORACLE	1,2,3

Course Outcomes Course - Cloud Computing For Business KMBN IT04		BL
S. No.	Course Outcome/ Unit	
1	Describes the main concepts, key technologies, strengths and limitations of cloud computing.	2
2	Learn the enabling technologies that help in the development of cloud.	3
3	Develop the ability to understand and use the architecture cloud, service and delivery models	4
4	Explain the core issues of cloud computing like cloud virtualization	5
5	To appreciate the emergence of cloud as the next generation computing paradigm	4

Course Outcomes Course - Business Data Warehousing & Data Mining KMBN IT05		BL
S. No.	Course Outcome/ Unit	
1	Understanding of data warehousing and its functions	1.2
2	To identify the key processes of data warehousing and applications.	3.5
3	To understand data mining basic concepts	4
4	To understand data mining techniques to solve problems in various disciplines	4
5	Compare and evaluate data mining techniques	5.4

CO-PO MATRIX

FACULTY OF BUSINESS STUDIES															
Course : MBA				Semester: III				Academic Year:2021-2022							
Course Code : KMBNMK MK01				Course Name : Consumer behavior and marketing communication											
CO-PO & PSO MAPPING															
	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PO 9	PO1 0	PO1 1	PO1 2	PSO 1	PSO 2	PSO 3
CO 1	2	1	2	2	-	-	2	-	-	1	3	-	3	1	-
CO 2	2	3	-	-	3	-	3	-	3	1	3	-	3	-	-
CO 3	2	-	-	3	-	-	3	-	3	1	-	3	1	-	-
CO 4	2	3	1	-	1	1	-	-	-	-	1	3	-	3	-
CO 5	2	1	1	-	-	-	-	-	-	-	-	-	-	1	-

DEPARTMENT OF Faculty of Business Studies															
Course: MBA				Semester: III				Academic Year:2021-2022							
Course Code: KMBNHR02				Course Name: EMPLOYEE											
RELATION & LABOR LAW															
Name of the Faculty: Dr. KUMAR ABHISHEK SINGH															
CO-PO & PSO MAPPING															
	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PO 9	PO1 0	PO1 1	PO1 2	PSO 1	PSO 2	PSO 3
CO 1	2	2	-	-	-	2	-	-	-	-	-	2	3	1	-
CO 2	2	-	-	2	-	1	-	-	-	-	2	1	3	1	1
CO 3	2	-	1	-	-	-	1	-	-	-	-	-	1	-	-
CO 4	2	-	-	-	-	2	-	-	-	-	-	-	-	1	-
CO 5	2	-	-	-	-	-	-	-	-	-	2	-	-	-	-



DEPARTMENT OF Faculty of Business Studies															
Course: MBA				Semester: IIIrd				Academic Year:2021-2022							
Course Code: KMBNHR01				Course Name: Talent Management											
CO-PO & PSO MAPPING															
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3
CO1	2	2	-	-	-	2	-	-	-	-	-	2	3	1	-
CO2	2	-	-	2	-	1	-	-	-	-	2	1	3	1	1
CO3	2	-	1	-	-	-	1	-	-	-	-	-	1	-	-
CO4	2	-	-	-	-	2	-	-	-	-	-	-	-	1	-
CO5	2	-	-	-	-	-	-	-	-	-	2	-	-	-	-

Faculty of Business Studies															
Course : MBA				Semester: III				Academic Year:2021-2022							
Course Code :KMBN KMB302				Course Name : Innovations and entrepreneurship											
CO-PO & PSO MAPPING															
	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PO 9	PO1 0	PO1 1	PO1 2	PSO 1	PSO 2	PSO3
CO 1	2	1	2	2	-	3	-	-	-	-	-	-	3	1	2
CO 2	2	-	-	2	-	-	1	-	-	-	2	2	3	-	2
CO 3	2	-	-	-	1	-	-	-	-	-	-	-	1	-	-
CO 4	2	2	1	-	-	-	-	-	-	1	-	-	-	2	-
CO 5	2	1	2	-	-	2	-	-	-	-	3	-	-	2	3

Course : MBA				Semester:III				Academic Year:2021-2022							
Course Code : KMBN FM02				Course Name : Financial planning and tax management											
CO-PO & PSO MAPPING															
	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PO 9	PO1 0	PO1 1	PO1 2	PSO 1	PSO 2	PSO 3
CO 1	2	2	-	-	-	2	-	-	-	-	-	2	3	1	-
CO 2	2	-	-	2	-	1	-	-	-	-	2	1	3	1	1
CO 3	2	-	1	-	-	-	1	-	-	-	-	-	1	-	-
CO 4	2	-	-	-	-	2	-	-	-	-	-	-	-	1	-
CO 5	2	-	-	-	-	-	-	-	-	-	2	-	-	-	-

Course : MBA Semester: III Academic Year:2021-2022
 Course Code : KMBN FM01 Course Name : Investment Analysis
 and Portfolio management
 Name of the Faculty : Aishwarya Gupta

CO-PO & PSO MAPPING

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3
CO1	2	2	-	-	-	2	-	-	-	-	-	2	3	2	-
CO2	2	-	-	2	-	1	-	-	-	-	2	1	2	1	1
CO3	2	-	1	-	-	-	1	-	-	-	-	-	1	-	-
CO4	2	-	-	-	-	2	-	-	-	-	-	-	-	1	-
CO5	2	-	-	-	-	-	-	-	-	-	2	-	-	-	-

Faculty of Business Studies

Course : MBA Semester: III Academic Year:2021-2022
 Course Code : KMBN MK02 Course Name :
 Marketing Analytics

CO-PO & PSO MAPPING

	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PO 9	PO1 0	PO1 1	PO1 2	PSO 1	PSO 2	PSO 3
CO 1	2	1	2	2	-	3	-	-	-	-	-	-	2	1	2
CO 2	2	-	-	-	2	-	1	-	-	-	2	2	3	-	2
CO 3	3	2	1	-	-	-	-	-	-	1	-	-	1	-	-
CO 4	2	-	-	2	-	-	-	-	-	-	-	-	-	2	-
CO 5	2	2	2	-	-	2	-	-	-	-	3	-	-	2	2



Faculty of Business Studies															
Course : MBA		Semester : IV				Academic Year: 2021-2022									
Course Code : KMBNMMK MK05		Course Name : Social media and web analytics													
CO, PO & PSO Mapping															
	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PO 9	PO 10	PO1 1	PO1 2			
CO 1	2	1	2	2	-	1	1	1	-	-	2	2	3	1	-
CO 2	2	-	-	-	3	-	-	2	3	1	-	2	3	-	2
CO 3	2	-	1	3	-	1	2	-	1	-	3	2	1	-	2
CO 4	2	3	1	-	3	3	-	2	-	1	-	2	-	3	2
CO 5	2	1	1	-	-	3	-	-	-	-	-	-	-	1	-

Faculty of Business Studies															
Course : MBA		Semester : IV				Academic Year: 2021-2022									
Course Code : KMBN401		Course Name : Emerging technologies in global business environment													
CO, PO & PSO Mapping															
	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PO 9	PO 10	PO1 1	PO1 2			
CO 1	2	2	-	-	-	2	-	-	-	-	-	2	3	1	-
CO 2	2	-	-	2	-	1	-	-	-	-	2	1	3	1	1
CO 3	2	-	1	-	-	-	1	-	-	-	-	-	1	-	-
CO 4	2	-	-	-	-	2	-	-	-	-	-	-	-	1	-
CO 5	2	-	-	-	-	-	-	-	-	-	2	-	-	-	-

Faculty of Business Studies															
Course : MBA		Semester : IV				Academic Year: 2021-2022									
Course Code : KMBN405		Course Name : BPR & service marketing													
CO, PO & PSO Mapping															
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO 1	PSO 2	PSO 3
CO1	2	2	-	-	-	2	-	-	-	-	-	2	3	1	-
CO2	2	-	-	2	-	1	-	-	-	-	2	1	3	1	1
CO3	2	-	1	-	-	-	1	-	-	-	-	-	1	-	-
CO4	2	-	-	-	-	2	-	-	-	-	-	-	-	1	-
CO5	2	-	-	-	-	-	-	-	-	-	2	-	-	-	-

Faculty of Business Studies															
Course: MBA				Semester: IVth				Academic Year:2021-2022							
Course Code: KMBNHR03								Course Name: HR Analytics							
CO-PO & PSO MAPPING															
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3
CO1	2	2	-	-	-	2	-	-	-	-	-	2	3	1	-
CO2	2	-	-	2	-	1	-	-	-	-	2	1	3	1	1
CO3	2	-	1	-	-	-	1	-	-	-	-	-	1	-	-
CO4	2	-	-	-	-	2	-	-	-	-	-	-	-	1	-
CO5	2	-	-	-	-	-	-	-	-	-	2	-	-	-	-

DEPARTMENT OF Faculty of Business Studies															
Course : MBA				Semester: IV				Academic Year:2021-2022							
Course Code:KMBNHR05								Course Name: INTERNATIONAL HUMAN RESOURCE MANAGEMENT							
CO-PO & PSO MAPPING															
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3
CO1	2	2	-	-	-	2	-	-	-	-	-	2	3	1	-
CO2	2	-	-	2	-	1	-	-	-	-	2	1	3	1	1
CO3	2	-	1	-	-	-	1	-	-	-	-	-	1	-	-
CO4	2	-	-	-	-	2	-	-	-	-	-	-	-	1	-
CO5	2	-	-	-	-	-	-	-	-	-	2	-	-	-	-

Faculty of Business Studies															
Course: MBA				Semester: IVth				Academic Year:2021-2022							
Course Code: KMBNHR04								Course Name: Performance and Reward management							
CO-PO & PSO MAPPING															
	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PO 9	PO1 0	PO1 1	PO1 2	PSO 1	PSO 2	PSO 3
CO1	2	2	-	-	-	2	-	-	-	-	-	2	3	1	-
CO2	2	-	-	2	-	1	-	-	-	-	2	1	3	1	1
CO3	2	-	1	-	-	-	1	-	-	-	-	-	1	-	-
CO4	2	-	-	-	-	2	-	-	-	-	-	-	-	1	-
CO5	2	-	-	-	-	-	-	-	-	-	2	-	-	-	-



Course : MBA Semester:IV
 Academic Year:2021-2022
 Course Code : KMBN FM04 Course Name : Foreign
 exchange and Risk Management
 Name of the Faculty : Dr. SaumyaVatsyayan
 Section

CO-PO & PSO MAPPING															
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3
CO1	2	2	-	-	-	2	-	-	-	-	-	2	3	1	-
CO2	2	-	-	2	-	1	-	-	-	-	-	1	3	1	1
CO3	2	-	1	-	-	-	1	-	-	-	-	-	1	-	-
CO4	2	-	-	-	-	2	-	-	-	-	-	-	-	1	-
CO5	2	-	-	-	-	-	-	-	-	-	2	-	-	-	-

Faculty of Business studies

Course : MBA Semester: 4th Academic Year:2021-2022
 Course Code : KMBNFM03 Course Name : Financial Derivatives

CO-PO & PSO MAPPING															
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3
CO1	2	2	2	2	-	-	-	-	-	-	-	-	3	2	-
CO2	2	-	-	-	-	-	-	-	-	-	-	-	2	-	-
CO3	2	-	1	-	2	-	-	-	-	-	-	-	1	-	-
CO4	2	2	1	-	-	-	-	-	-	-	-	-	-	1	-
CO5	2	-	-	-	-	-	-	-	-	-	-	-	-	1	-

Faculty of Business Studies

Course : MBA Semester: IV Academic Year:2021-2022
 Course Code : KMBNFM04 Course Name : Sales and retail Management

CO-PO & PSO MAPPING															
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3
CO1	2	2	2	2	-	-	-	-	-	-	-	-	3	2	-
CO2	2	-	-	-	-	-	-	-	-	-	-	-	2	-	-
CO3	2	-	1	-	2	-	-	-	-	-	-	-	1	-	-
CO4	2	2	1	-	-	-	-	-	-	-	-	-	-	1	-
CO5	2	-	-	-	-	-	-	-	-	-	-	-	-	1	-



FACULTY OF BUSINES STUDIES															
Course : MBA				Semester: IV				Academic Year:2021-2022							
Course Code : KMBNMK FM05				Course Name : FINANCIAL CREDIT AND RISK ANALYSIS											
CO-PO & PSO MAPPING															
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3
CO1	2	1	2	2	-	2	2	2	1	3	-	-	3	1	-
CO2	2	3	2	-	2	2	2	2	-	2	-	3	3	-	-
CO3	2	3	2	-	2	2	2	1	1	1	1	1	1	-	-
CO4	2	3	1	3	0-	1	3	-	3	3	-	3	3	3	-
CO5	2	1	1	-	2	2	3	-	3	-	1	1	-	1	-



 K. M. B. N. M. K. Institute of Technology
 Varanasi
 Director

Program Outcomes (POs):

POs are defined by Accreditation Agencies of the country (NBA in India), which are the statements about the knowledge, skills and attitudes, graduate attributes of a formal engineering program should have.

Graduates Attributes (GAs) are the components indicative of the graduate's potential to acquire competence to practice at the appropriate level. GAs form a set of individually assessable outcomes of the program. The NBA laid down the graduate attributes relating to program outcomes and is to be derived by Program. These are broad and covers a wider area than of COs. 12 ProgramOutcomes, or Graduate Attributes for the sakeof unity and quality assurance.

The Program outcomes reflect the ability of graduates to demonstrate knowledge in fundamentals of Basic Sciences, Humanities and Social Sciences, Engineering Sciences and apply these principles in understanding and practically apply the knowledge in professional core subjects, electives and projects which enables the graduates to be competent at the time of graduation. The graduates must adhere to professional and ethical responsibilities in the pursuit of their careers and also for the benefit of the society. These outcomes also enable the graduate to pursue higher studies and engage in R&D for a successful professional career. The proper definition and the attainment of POs contribute to the attainment of Program Educational Objectives which will help the graduate to perform his/ her duties, professional responsibilities, design, development, production and testing of novel products, ability to deal with finances and project management during his/her early professional career of 3 to 4 years.

Program Outcomes (POs)

- 1-Managerial knowledge:** Ability to apply Management fundamentals in practical world.
- 2-Problem analysis:** An ability to identify, formulate, and solve Managerial problems.
- 3-Design/development of solutions:** Demonstrate abilities such as taking initiative and innovative thinking in their acts.
- 4-Conduct investigations of complex problem:** Use research based knowledge and research methods including design of experiments, analysis and interpretation of data and synthesis of the information to provide valid conclusions.
- 5- Modern tool usage:** Students will be able to decide and apply appropriate managerial tools and techniques in professional world.
- 6-The Manager and Society:** Apply reasoning informed by the contextual knowledge to access societal, health, safety, legal and cultural issues and the consequent responsibilities relevant to the professional practices.
- 7-Environment and sustainability:** Understand the impact of the professional solutions in social and environmental contexts and demonstrate the knowledge need for sustainable development.
- 8-Ethics:** Apply ethical principles and commit to professional ethics and responsibilities and norms of the managerial practices.



9-Individual and team work: Function, effectively as an individual and as a member or leader in diverse teams in multidisciplinary settings.

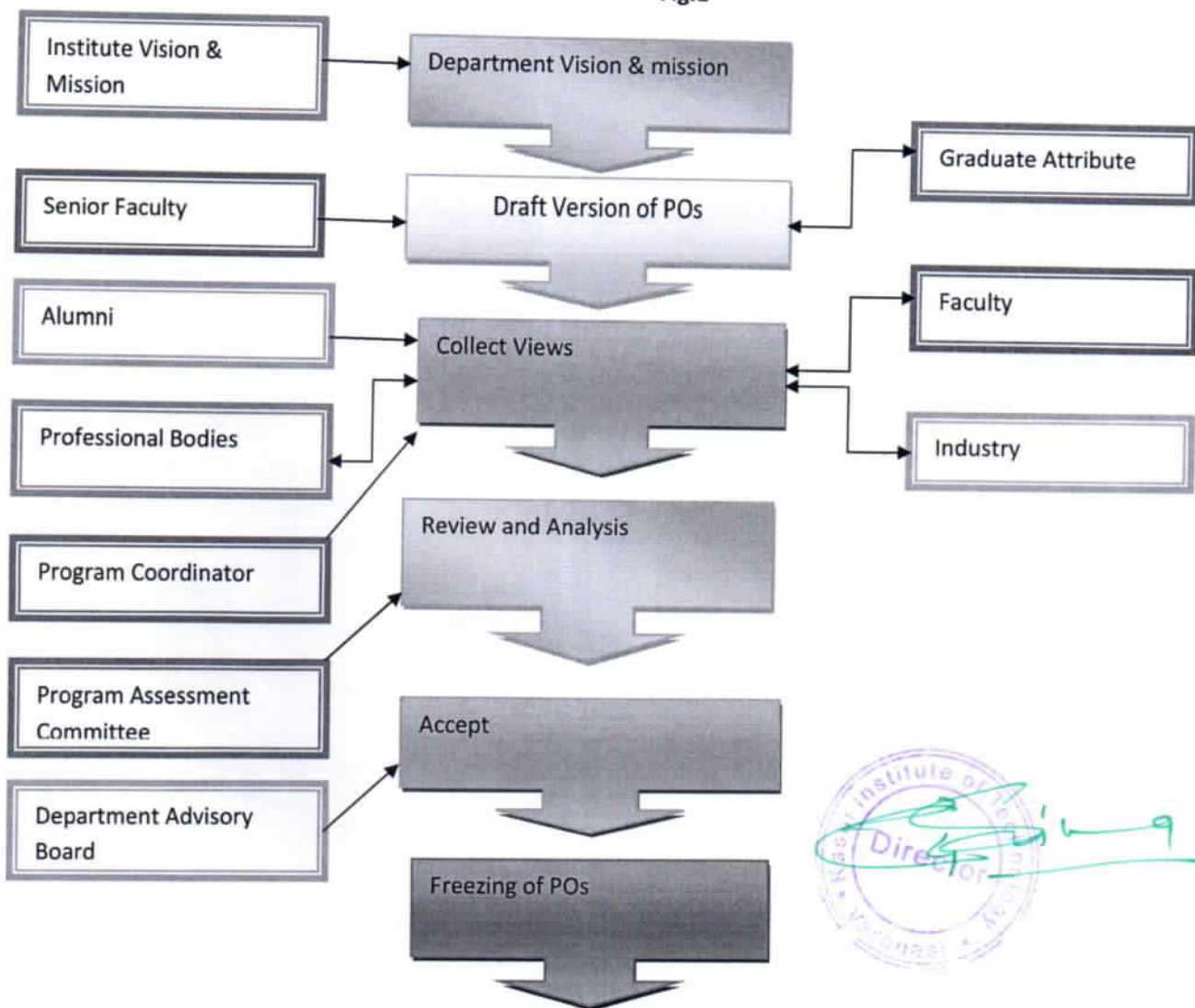
10-Communication: communicate effectively on complex business and professional activities with the management community and with society at large, such as being able to comprehend and write effective reports and design documentation make effective presentation and give and receive clear instructions.

11-Project Management and Finance: Demonstrate knowledge and understanding of Engineering 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.

12- Life -long Learning: Recognize the need for, and have the preparation and ability to engage in independent and life -long learning in the broadest context of technological change

Process to define Program Outcomes (POs) of the department:

Fig.1



Program Educational Objectives (PEOs)

1. To train the students of the Management program for logical and practical approach to problem solving and function effectively as skilled managers who can respond to changing environment in a social and global context.
2. To groom the students to work in multicultural and multidisciplinary teams for effective problem solving and understand the principles of group dynamics, Team work and growth of Management profession.
3. To encourage and train the students as a way that they can pursue higher studies, start independent ventures, thereby contributing to the fields of Education and Business world.



The Process for Establishing the PEO's

The PEOs are established through the following process steps:

STEP 1: Vision and Mission of the Institute & Department are taken into consideration to interact with various stake holders, and establish the PEO's

STEP 2: The Head of the Department, Program Coordinator and other Senior Faculty prepares the draft version of PEOs and POs.

STEP 3: The draft rendition is examined with partners and their perspectives are gathered by the Program co-ordinator

STEP 4 : The Program Assessment Committee surveys and dissects the PEOs and POs and presents its recommendations to the Departmental advisory Board.

STEP 5: The Departmental advisory Board deliberates on the recommendations and freezes the PEOs and POs and submits them to the BOG for final approval. The Program curriculum is planned by integrating inputs from members of Board of Studies and Academic council who are drawn from various academic institutions, R&D associations and industry.

PROGRAM SPECIFIC OUTCOMES (PSOs):

1. **PSO1:** An ability to apply conceptual foundations of management to solve practical decision-making problems.
2. **PSO2:** An ability to adapt to dynamic changes in an environment with an understanding of societal and ecological issues relevant to professional managerial practice through life-long learning.
3. **PSO3:** Excellent adaptability to function in multi-disciplinary work environment, good interpersonal skills as a leader in team, professional ethics and societal responsibilities.

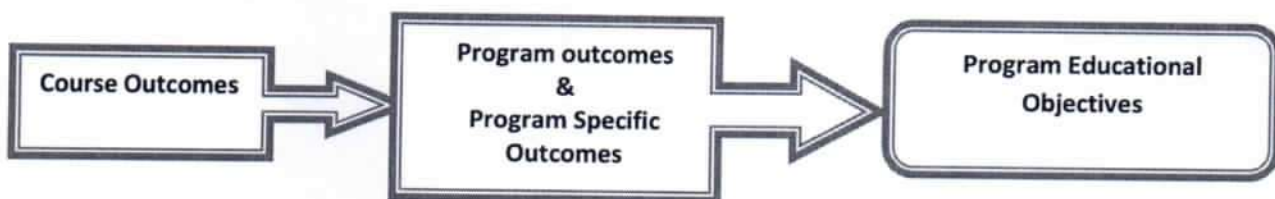


Fig.Relating Outcomes (CO-PO & PSO-PEO)



This figure shows the building block of CO-PO & PSO-PEO Relationship. After CO statements Develop by course in-charge, CO will map with any possible POs based on the relationship exist between them. But all POs are not necessary mapped with one CO and it may be left blank. Anyhow, it is mandatory that all POs should be mapped with any one of PSO and PEO which are specified in the program.

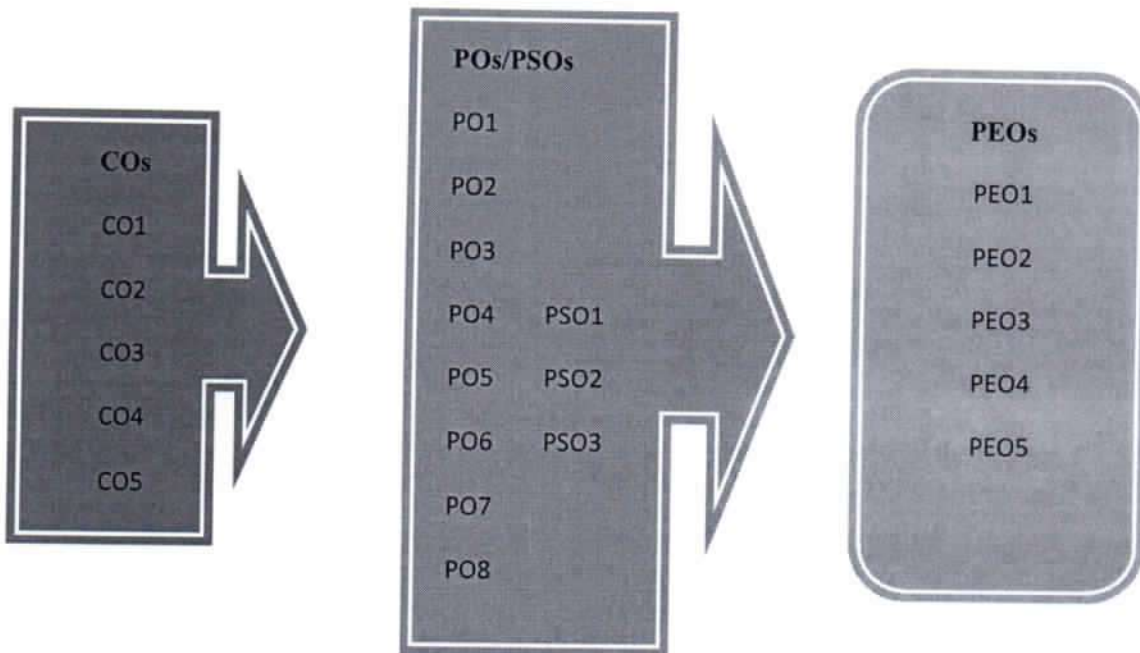


Fig. Relationship between CO, PO, PSO & PEO

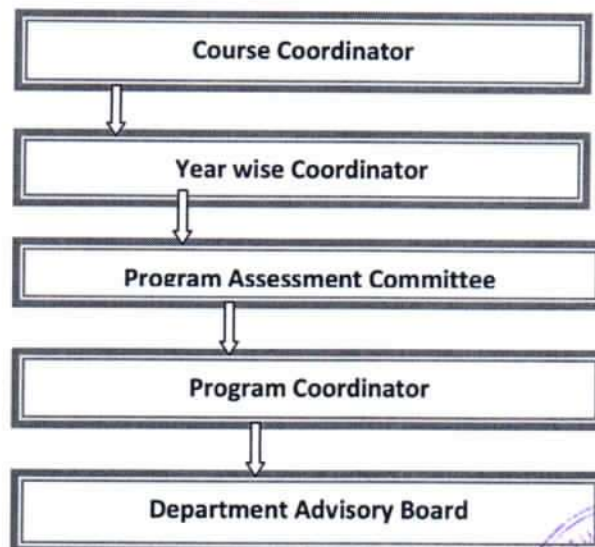


Fig. Hierarchy of Faculty Involvement



- **Course Coordinator:** write appropriate COs and finalize the CO-PO mapping.
- **Year wise Coordinator:** Consolidate the CO attainment of the respective year.
- **Program Assessment Committee:** Consolidate the CO attainment and PO attainment of the respective program.
- **Program Coordinator:** Monitor and Guide the Program Assessment Committee.
- **Department Advisory Board:** All these works mention above have to be done under the supervision of Department Advisory Board.



Vision, Mission & PEO are published & disseminated at following places:

Vision , Mission & PEOs			
Sr. No.	Place of Dissemination	Item	Dissemination Detail
1	College Website	Vision ,Mission, PEO	Permanent
2	Depart Area	Vision ,Mission, PEO	Permanent
3	Laboratory Area	Vision ,Mission, PEO	Permanent
4	Notice Board	Vision, Mission,	Permanent
5	Employer Survey Form	Vision ,Mission, PEO	When Required
6	Bulk SMS	Vision ,Mission,	At New Admission
7	Email	Vision ,Mission,	Footer in Every Mail
8	Home Page of ERP	Vision ,Mission,	Permanent
9	Laboratory Manuals	Vision ,Mission,	Permanent
10	Faculty Meetings	Vision ,Mission, PEO	At regular interval
11	In Alumni Interactions	Vision, Mission, PEO	Alumni Meet
12	Back Grounds of all Computers in the Department	Vision, Mission	Permanent

The Process for Updating Vision and Mission of Department:

The following steps are followed to establish Vision and Mission of Department.

Step 1: The Institute's Vision & Mission serve as the starting point in Step 1.

Step 2: The Department holds faculty discussions about the skill sets required by regional and global employers, industry technological breakthroughs, and R & D. A draft of the Department's vision and mission statements is also created in accordance with suggestions made by the Departmental Planning Committee.

Step 3: The draft version is changed in light of feedback from the Departmental Planning Committee, parents, professional organizations, and industry representatives.

Step 4: To ascertain whether the accepted points of view are congruent with the institute's vision and goal. Should the Central Advisory Committee deem the Vision and Mission to be unsatisfactory move on to step 5.

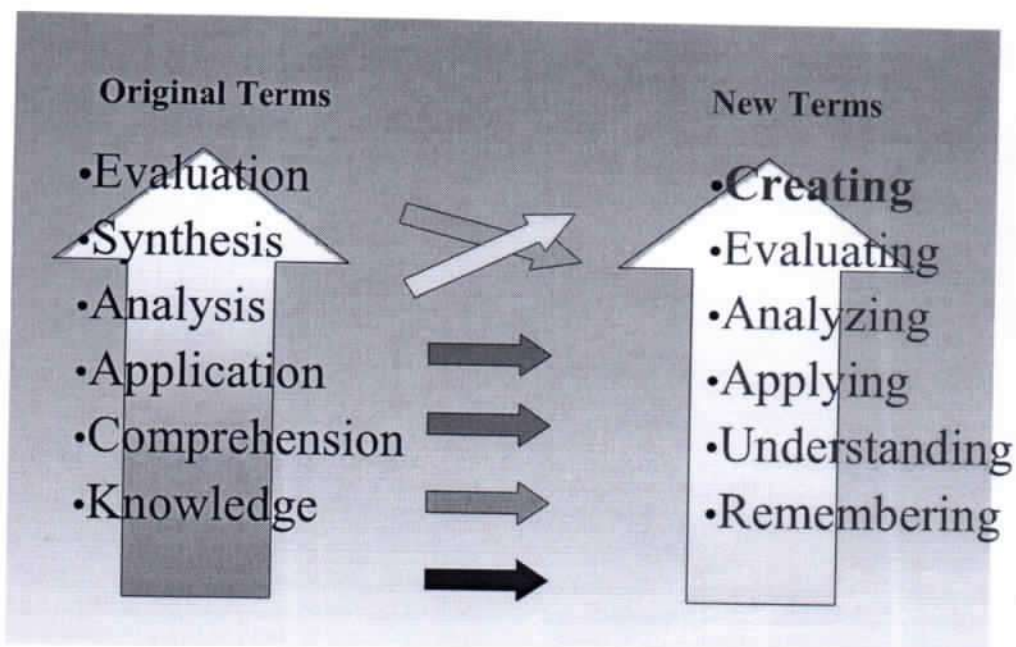
Step 5: The Central Advisory Committee will again request changes from the Departmental Planning Committee if it is not happy with the Vision and Mission.

Step 6: The Vision and Mission are approved and made public among the stakeholders if they meet the requirements of the Central Advisory Committee.



5- Revised Bloom's Taxonomy

Bloom's Taxonomy was created in 1956 under the leadership of educational psychologist Dr Benjamin Bloom in order to promote higher forms of thinking in education, such as analyzing and evaluating concepts, processes, procedures, and principles, rather than just remembering facts. It is most often used when designing educational, training and learning processes.

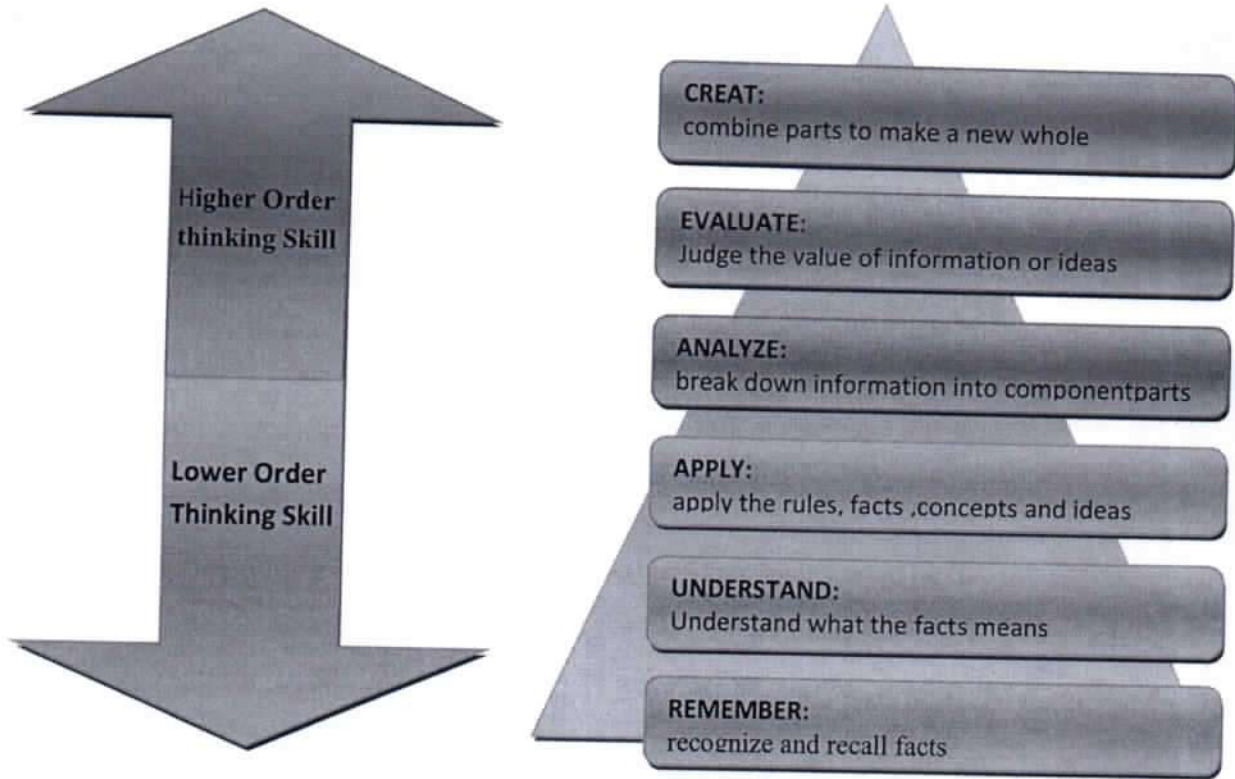


Critical thinking is a skill that you are expected to develop as you progress through University. Critical thinking will become part of your research, your reading, your planning and reflection and of your academic writing. It involves a set of skills and an attitude of mind that you will need to cultivate and practice - it won't necessarily come easily or naturally! If you can develop critical thinking skills in relation to your subject, they will be valuable to you in many other aspects of life (including employment).

Bloom's taxonomy of thinking and learning illustrates forms of thinking, in ascending order of complexity, from lower-order thinking skills (LOTS) to higher-order thinking skills (HOTS). It begins with **remembering** and ends with **creating**. This is used by lecturers to set learning outcomes and assessment criteria for a course or module, you will often find these verbs in your module handbooks. The knowledge about a subject alone, like having access to a range of information, or 'facts', is at the simplest or lowest level. So using only, or mostly, descriptive language in your writing, to communicate what you know about a topic is not likely to generate many marks. Higher and more complex levels include the ability to analyze, synthesize and evaluate information by comparing and contrasting different points of view, sets of information or experiences. This might involve recognizing patterns of behavior, for example, and using them to make predictions.

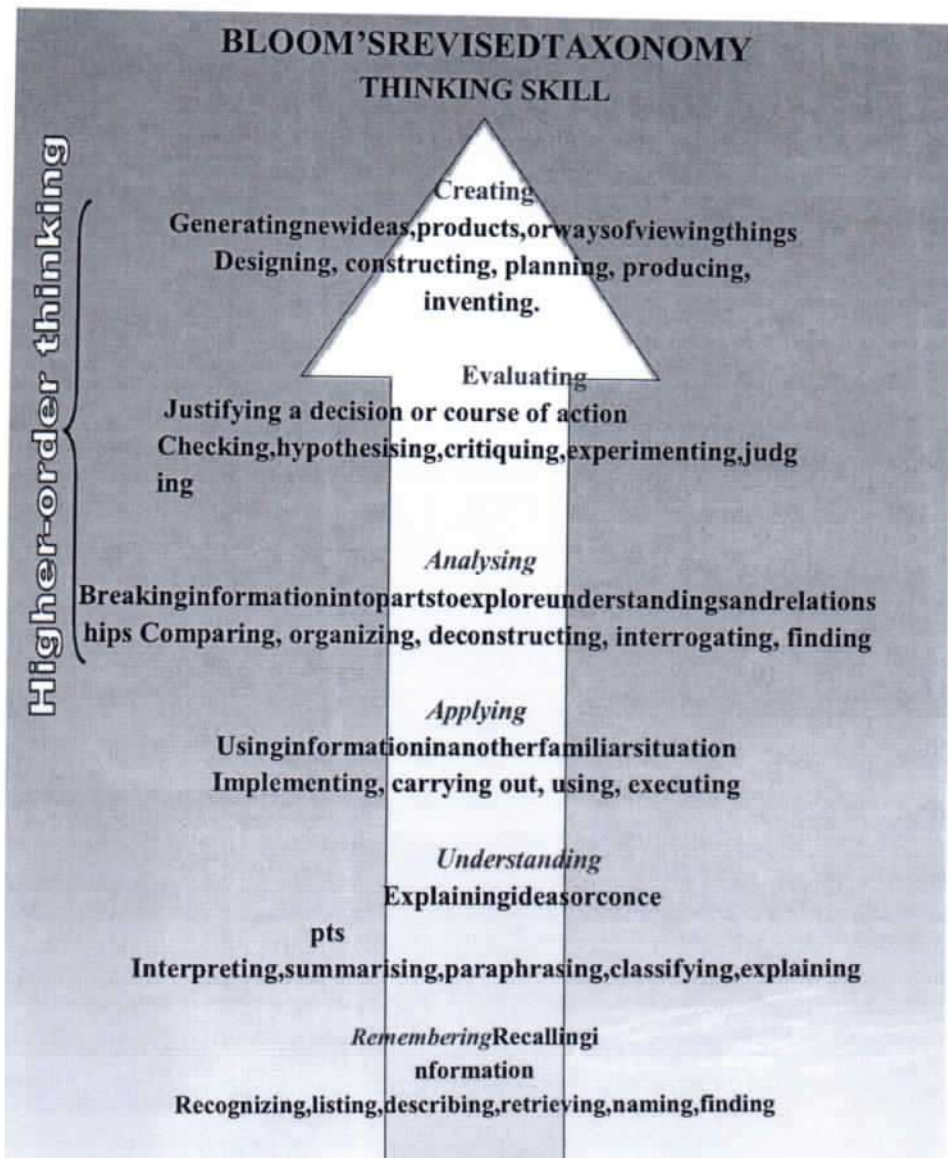


BLOOM'S REVISIED TAXONOMY OF THINKING SKILLS Fig.1



Institute of Technology
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Varanasi

Fig.2



Cognitive Process L1 C1

Categories & Cognitive Processes	Alternative Names	Definition
Remember		Retrieve knowledge from long-term memory
Recognizing	Identifying	Locating knowledge in long-term memory that is consistent with presented material
Recalling	Retrieving	Retrieving relevant knowledge from long-term memory

Level- 2 C2

Categories & Cognitive Processes	Alternative Names	Definition
Understand		Construct meaning from instructional messages, including oral, written, and graphic communication
Interpreting	Clarifying Paraphrasing Representing Translating	Changing from one form of representation to another
Exemplifying	Illustrating Instantiating	Finding a specific example or illustration of a concept or principle
Classifying	Categorizing Subsuming	Determining that something belongs to a category
Summarizing	Abstracting Generalizing	Abstracting a general theme or major point(s)
Inferring	Concluding Extrapolating Interpolating Predicting	Drawing a logical conclusion from presented information
Comparing	Contrasting Mapping Matching	Detecting correspondences between two ideas, objects, and the like
Explaining	Constructing models	Constructing a cause and effect model of a system

Level- 3 C3

Categories & Cognitive Processes	Alternative Names	Definition
Apply		Applying a procedure to a familiar task
Executing	Carrying out	Applying a procedure to a familiar task
Implementing	Using	Applying a procedure to an unfamiliar task



Analyze		Break material into its constituent parts and determine how the parts relate to one another and to an overall structure or purpose
Differentiating	Discriminating Distinguishing Focusing Selecting	Distinguishing relevant from irrelevant parts or important from unimportant parts of presented material
Organizing	Finding coherence Integrating Outlining Parsing Structuring	Determining how elements fit or function within a structure
Attributing	Deconstructing	Determine a point of view, bias, values, or intent underlying presented material

Level- 4 C4

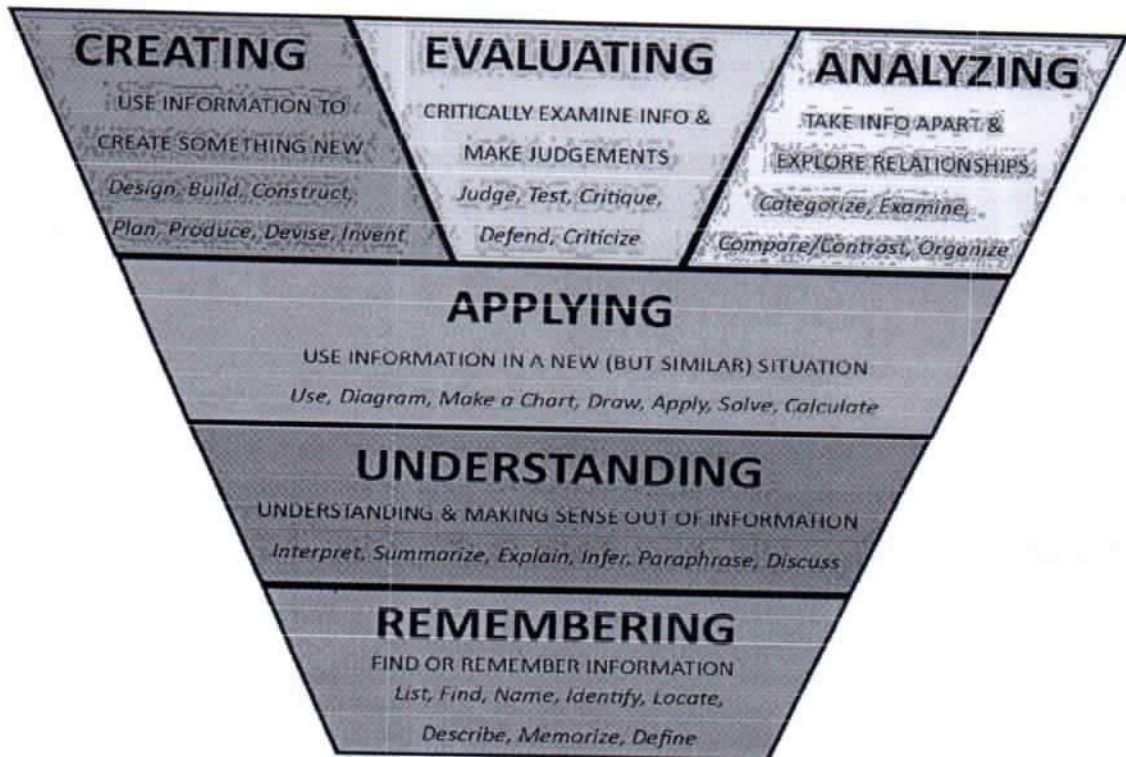
Level- 5 C5

Evaluate		Make judgments based on criteria and standards
Checking	Coordinating Detecting Monitoring Testing	Detecting inconsistencies or fallacies within a process or product; determining whether a process or product has internal consistency; detecting the effectiveness of a procedure as it is being implemented
Critiquing	Judging	Detecting inconsistencies between a product and external criteria; determining whether a product has external consistency; detecting the appropriateness of a procedure for a given problem

Level-6 C6

Categories & Cognitive Processes	Alternative Names	Definition
Create		Put elements together to form a coherent or functional whole; reorganize elements into a new pattern or structure
Generating	Hypothesizing	Coming up with alternative hypotheses based on criteria
Planning	Designing	Devising a procedure for accomplishing some task
Producing	Constructing	Inventing a product





Pictorial representation of Blooms Taxonomy

The Knowledge Dimension

Dimension	Definition
Factual Knowledge	The basic elements students must know to be acquainted with a discipline or solve problems in it
Conceptual Knowledge	The inter relationships among the basic elements within a larger structure that enable them to function together
Procedural Knowledge	How to do something, methods of inquiry, and criteria for using skills, algorithms, techniques, and methods
Met cognitive Knowledge	Knowledge of cognition in general as well as awareness and knowledge of one's own cognition



Cognitive Process 1: To Remember

Remembering consists of recognizing and recalling relevant information from long-term memory.

Verbs associated with this level:

Choose, define, describe, find, identify, label, list, locate, match, name, recall, recite, recognize, record, relate, retrieve, say, select, show, sort and tell

Cognitive Process 2: To understand

Understanding is the ability to make your own meaning from educational material such as reading and teacher explanations. The sub-skills for this process include interpreting, exemplifying, classifying, summarizing, inferring, comparing, and explaining.

Verbs associated with this level:

Categorize, clarify, classify, compare, conclude, construct, contrast, demonstrate, distinguish, explain, illustrate, interpret, match, paraphrase, predict, represent, reorganize, summarize, translate and understand

Cognitive Process 3: To apply

Applying refers to using a learned procedure either in a familiar or new situation.

Verbs associated with this level:

Apply, carry out, construct, develop, display, execute, illustrate, implement, model, solve and use

Cognitive process 4: To Analyze

To analyze is to break material into its constituent parts and determine how the parts relate to one another and to an overall structure or purpose. Students analyze by differentiating, organizing, and attributing.

Assessment Process for Evaluation of Laboratory Courses

Verbs associated with this level: discriminate, dissect, distinguish, divide, examine, experiment, focus, infer, inspect, integrate, investigate, organize, outline, reduce, solve (a problem) and test fo

Cognitive Process 5: To evaluate

To evaluate is to make judgments based on criteria and standards.

Verbs associated with this level:

Appraise, assess, award, check, conclude, convince, coordinate, criticize, critique, defend, detect, discriminate, evaluate, judge, justify, monitor, prioritize, rank, recommend, support, test, value

Cognitive Process 6: To Create

To create is to put elements together to form a coherent or functional whole; reorganize elements into a new pattern or structure; inventing a product. This skill involves putting things together to make something new. To accomplish creating tasks, learners generate, plan, and produce.

Verbs associated with this level:

Adapt, build, compose, construct, create, design, develop, elaborate, extend, formulate, generate, hypothesize, invent, make, modify, plan, produce, originate, refine, transform.



CO – PO AND CO – PSO MAPPING OF COURSES: SAMPLE

Mapping Factor (Correlation Level)

The role of CO-PO mapping will be assigned to the faculty as per hierarchy. The course in-charge is responsible for writing the necessary COs for their corresponding course after receiving the department's course (subject) allocation.. COs will be created utilizing the action verbs of the various learning levels., CO statements that are relevant to the skills, knowledge, and behavior that students will learn during the end of each course should be more specific and quantifiable.

After writing the CO statements, CO will be mapped with PO of the department. If the department is having more than one section in a year or the same course is available for more than one program of the same institute in a semester, the subject expert will be nominated as course coordinator of the corresponding course. The role of the course coordinator is to review the CO statements and the CO-PO mapping which has been done by course in-charge. The year wise coordinator has to consolidate the CO's of the respective year and maintain the documentation of the CO attainment level of the respective year courses as well as documentation of the individual students' extra-curricular and co-curricular activities. These details will hand over to the program coordinator in order to evaluate PO attainment of the individual student as well as individual course at the end of the 8th semester. The Program coordinator has to evaluate the PO attainment of individual student through direct and indirect method after the student completing their program. All these works have to be done under the guidance of Department Advisory Committee (DAC).

CO – PO mapping indicates to what extent a certain component (either assessment method to CO or CO to PO or PO to PEO & PSO are correlated to each other. Course correlation matrix shows the Learning Relationship (level of learning achieved) between COs and POs of a course. This matrix also strongly indicates whether the students are able to achieve the course outcomes/objectives. All the courses together must cover all the POs and PSOs. For a course we map the COs to POs through the CO-PO matrix and to PSOs through the CO-PSO matrix. The matrix can be used for any course and it is good method to evaluate a course syllabus. The various correlation levels are:

* 3- indicates Substantial (high) mapping (high contribution towards attainment)

* **2- indicates Moderate** (medium) mapping (medium contribution towards attainment)

* **1- indicates Slight (low)** mapping (some contribution towards attainment)

* **“-” indicates there is no correlation.**

Procedure followed while assigning the values by Mapping COs to POs:

Judging the importance of the particular COs in relation to the POs.

- If the CO matches strongly with a particular PO criterion then Assign 3.
- If it matches moderately then **Assign 2.**
- If the match is low then **Assign 1.**
- If there is no correlation between any CO with PO else mark with ‘-’ **Symbol**
- If an action verb used in a CO is repeated at multiple Blooms levels, then we need to judge which Blooms level is the best fit for that action verb the first five POs are purely of **technical** in nature, while the other POs are **non-technical.**
- Writing the COs, we need to restrict our self between Blooms Level 1 to Level 4. Again, if it is a programming course, restrict between Blooms Level 1 to Level 3 but for the other courses, we can go up to Blooms Level 4.
- For the laboratory courses, while composing COs, we need to restrict our self between Blooms Level 1 to Level 5.
- Only for Mini-project and Main project, you may extend up to Blooms Level 6 while composing COs.

Note:*The table given below gives information about the action verbs used in the POs and the nature of POs, stating whether the POs are technical or non-technical. we need to understand the intention of each Pos and the Bloom’s level to which each of **Pos** and the Blooms level to which each of these action verbs in the POs correlates to. Once you have understood the **POs** then you can write the COs for a course and see to what extent each of those COs correlate with the POs.



Table : Process for mapping the values for CO-PO Matrix

Type	POs	Action Verb(s) in POs	Bloom's Level(s) for POs	Blooms Level(s) for Cos	Type	Thumb Rule	
Technical	PO1	Apply	L3	Blooms L1 to L4 for Theory Courses	Non Technical	PO7	If Blooms L1 Action Verbs of a CO -> Correlates any of PO7 to PO12 -> then Assign 1
	PO2	Identify	L2				
		Formulate	L6				
	PO3	Review	L2				
		Design	L3,L6				
	PO4	Develop	L3,L6			Blooms L1 to L5 for Laboratory Courses	
		Analyze	L4				
	PO5	Interpret	L2 , L3				
		Design	L6				
	PO6	Create	L6	Blooms L1 to L6 for Mini Project and Major Project			
		Select	L1 , L2 L6				
		Apply	L3				
	PO7	Apply	L3	PO12		If Blooms L4 to L6 Action Verbs of a CO -> Correlates any of PO7 to PO12 -> then Assign 3	
		Assess	L5				

CO-PO & PSO Mapping FOR VARIOUS COURSES OF B.Tech.1st and 2nd



Attainment of Course Outcomes

In the Outcome Based Education (OBE), assessment is done through one or more than one processes, carried out by the department, that identify, collect, and prepare data to evaluate the achievement of course outcomes (CO's).

The process for finding the attainment of Course outcomes uses various tools/methods. These methods are classified into two types:

Assessment Methodology (Direct and Indirect)

Direct methods:

Direct methods display the student's knowledge and skills from their performance in the class assignment test (It is a metric used to continuously assess the student's understanding capabilities), internal assessment tests [the Internal Assessment marks in a theory paper shall be based on two tests, sessional test (mid-1) & pre university test (PUT) mid-2], End semester examinations (theory or practical), seminars, laboratory assignments/experiments (it is a qualitative performance assessment tool designed to assess student's practical knowledge and problem solving skills), mini/major projects, add on courses, certification, presentations (as per the requirement) etc. These methods provide a sampling of what students know and/or can do and provide strong evidence of student learning.

Various methods used in assessment process that periodically documents and demonstrates the degree to which the Course Outcomes are attained.

Indirect methods:

Indirect methods such as course exit survey/assignments of course outcomes by feedback, assignments of mini/major project by external experts, faculty feedback, examiner feedback & others survey to reflect on student's learning. They are used to assess opinions or thoughts about the graduate's knowledge or skills.

Collect variety of information about course outcomes from the students after learning entire course.

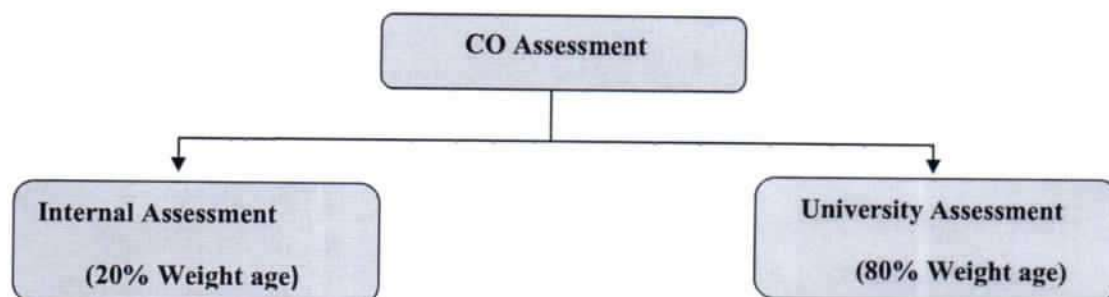
Rubrics are used for both formative and summative assessment of students. Same rubric is used for assessing an outcome so that the faculty is able to assess student progress and maintain the record of the same for each student.

ASSESSMENT PROCESS

Assessment Process for CO Attainment:

For the evaluation and assessment of CO's and PO's, rubrics are used. The rubrics considered here are given below:



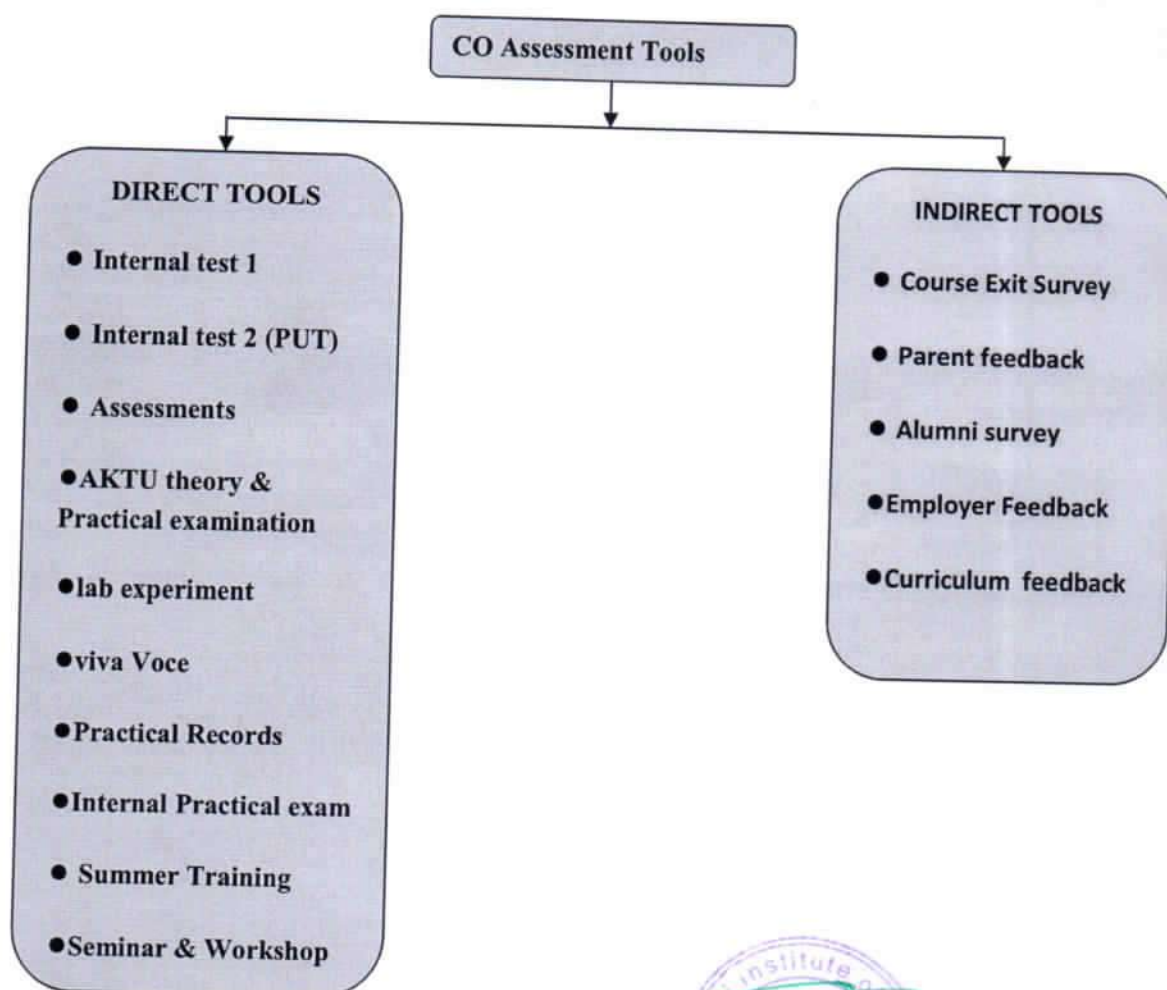
CO Assessment Rubrics:

Course Outcome is evaluated based on the performance of students in internal assessments and in university examination of a course. Internal assessment contributes 20% and university assessment contributes 80% to the total attainment of a CO.

CO Assessment Tools

The description of Assessment tools used for the evaluation of program outcomes is given in Table below. The various assessment tools used to evaluate COs and the frequency with which the assessment processes are carried out are listed in this table. In each course, the level of attainment of each CO is compared with the predefined targets, if it is not, the course coordinator takes necessary steps for the improvement to reach the target. With the help of CO against PO/PSO mapping, the PO/PSO attainment is calculated by program coordinator. Assessment Tools are of two types' direct tools and indirect tools. Which are described below?





Assessment Type	Assessment method	weight age	Assessment Period	Assessment and Reviewed By
Direct	Assessment tool based on Subject nature	80% (80% of AKTU Examination + 20% of the Assessment tools)	Once per Semester	Department Advisory committee
	AKTU Examination		Once per Semester	
Indirect	Current Passing out Students Survey	20%	8 th semester	Department Advisory committee
	Recruiters Survey		Every Placement activity	
	Alumni Survey		Once per Year	

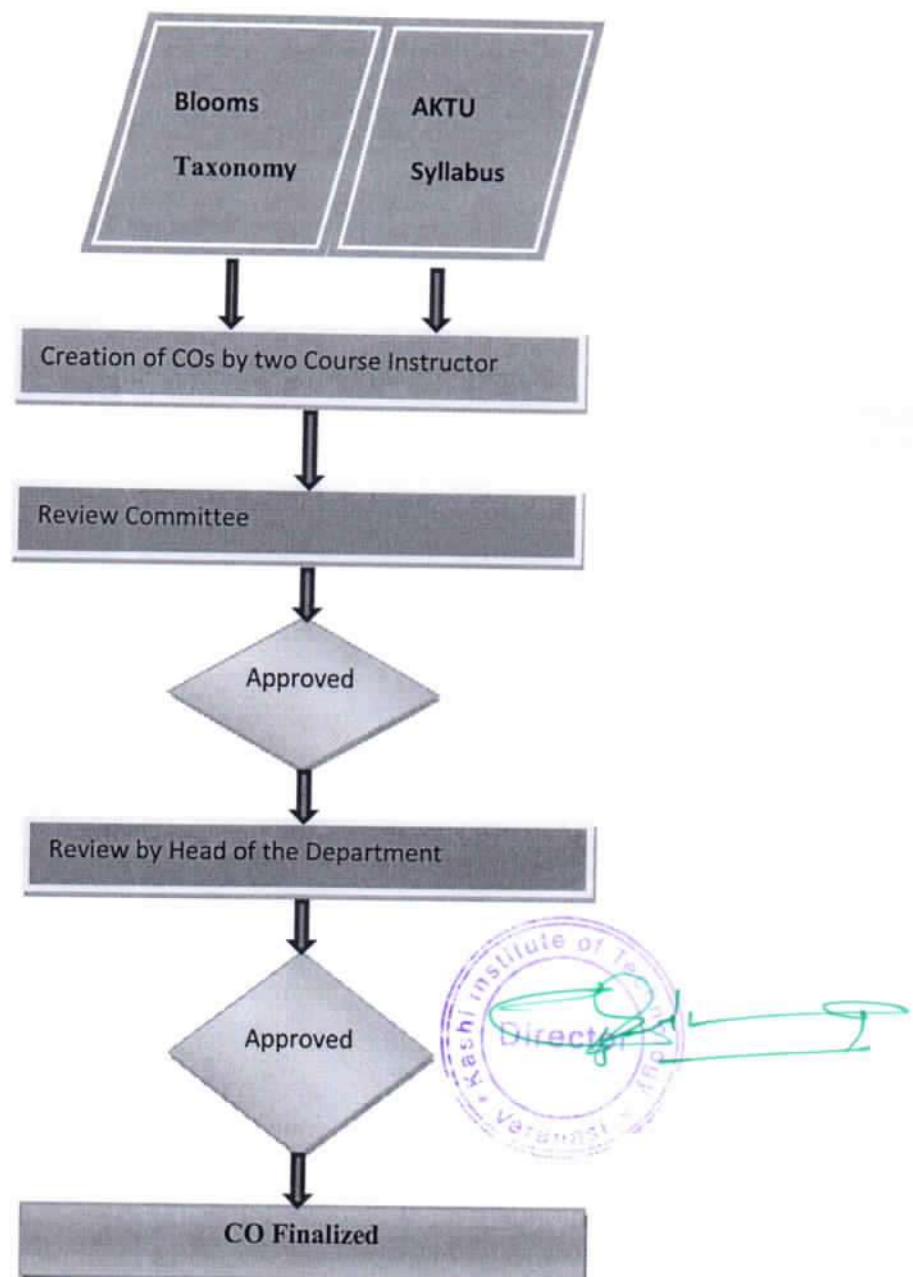
Assessment process for calculating the attainment of POs and PSOs:



Assessment Process for Evaluation of Course Outcomes:

Assessment tools and its frequency, the responsible authority to collect the data and its relevant COs, are tabulated as follows:

Fig.



Assessment Method & Attainment Level :

Step 1: Obtain Course Outcome.

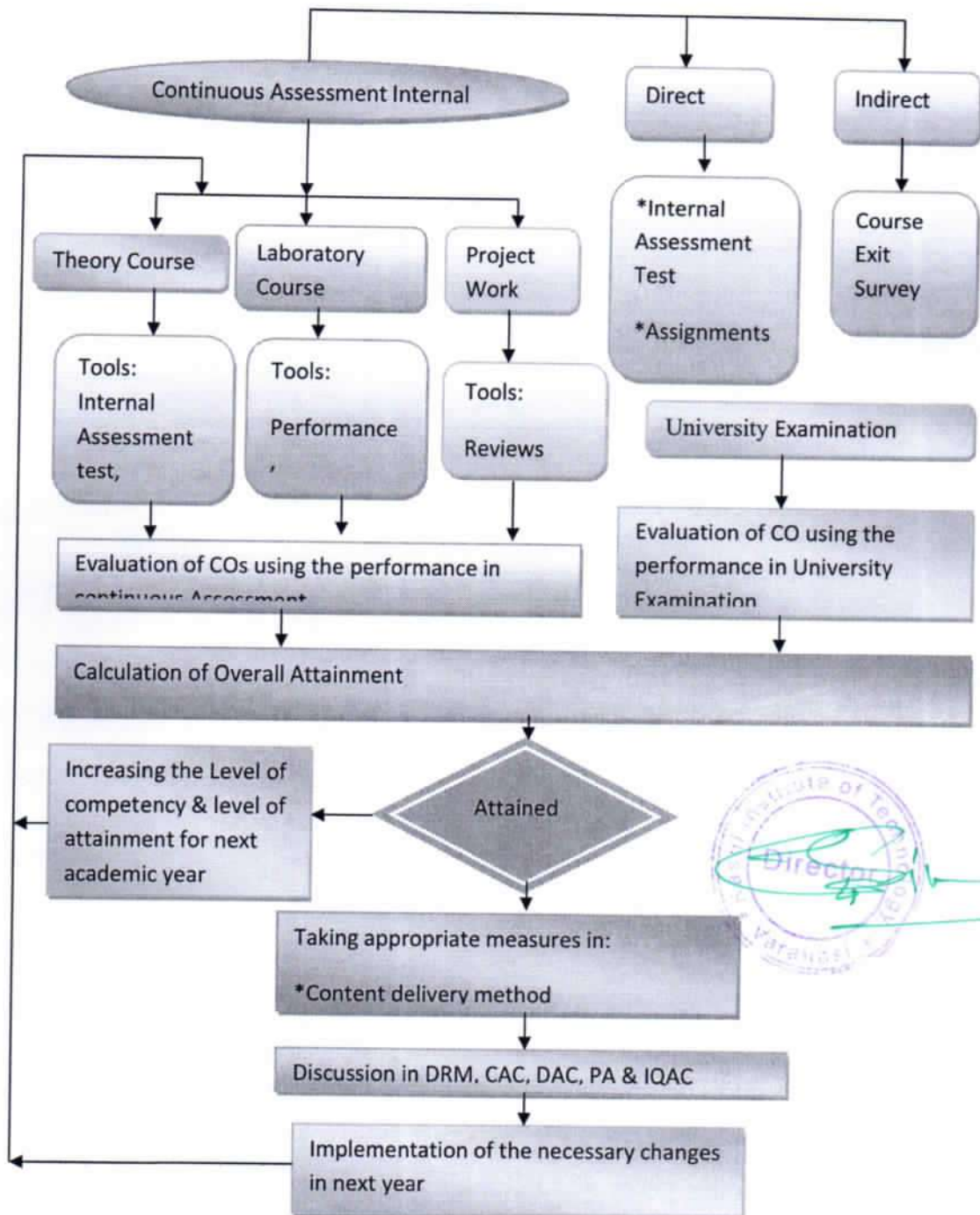
Step 2: Mapping of CO with PO.

Step 3: Setting weight- age for CO assessment.

Step 4: COs measurement through assessment.

Step 5: Obtain PO attainment table through direct and indirect method.

Process for CO Attainment: Fig.



Methodology for Evaluating Course Outcomes (COs) Internal

Concurrent Evaluation Criteria				
Pattern	Nature of Course Full / Half Credit	Concurrent Evaluation	Nature of Exam/Assignments/Others	Converted Marks
1. B. Tech Odd/Even (2021- 22)	1- Generic Core Courses (Full credit)	Internal Test 1 (sessional)	Test 1 Marks-40 (CO1 & CO2- 20 Mark each) Test 2 (PUT) Marks - 60 (CO ₃ , CO4 & CO5 - 20 Marks each)	Test 1: CO1 & CO2 (Objective) = 20 (10 marks each)
		Internal Test 2 (PUT)		Test 2 : CO3,CO4 & CO5 (Descriptive) = 30 (10 marks each)
2. MBA- Odd/Even (2021- 22)	2- Generic Elective courses (Half Credit)	Assignments (Unit wise)	Unit-1 Unit-2 Unit-3 Unit-4 Unit-5	25 (5 Marks Each)
		*Others	Seminar/Presentation/Project (Mini/Major)/Viva/Quiz/Work shop etc.	25 (5 Marks Each)
			Total Marks (Each COs)-	100

Fig .

* Presentation / Case Study / Role Play/ Industrial Visit/Field Visit/ Seminar/Guest Lecture /MCQs/Research paper writing/ Viva etc.



Methodology for Evaluating Course Outcomes (COs) External

COMPUTATION OF SGPA, YGPA & CGPA

The Dr. A.P.J. Abdul Kalam Technical University (APJAKTU), Lucknow adopts absolute grading system wherein the marks are converted to grades and every semester results will be declared with semester grade point average (SGPA). Yearly Grade Point Average (YGPA) shall be calculated at each year by calculating from the formula given in section 14.4 (b) of an academic year. The Cumulative Grade Point Average (CGPA) shall be calculated at the end of last semester of the program. The grading system is with the following letter grades and grade points scale as given below:

CO Attainment for End Semester Examination (AKTU 80%)

Score (Marks) Range	(AKTU Guidelines) Letter Grade	Level	Grade Points
≥ 90	A ⁺	Outstanding	10
<90	A	Excellent	9
<80, ≥ 70	B ⁺	Very Good	8
<70, ≥ 60	B	Good	7
<60, ≥ 50	C	Above Average	6
<50, ≥ 45	D	Average	5
<45, ≥ 40	E	Poor	4



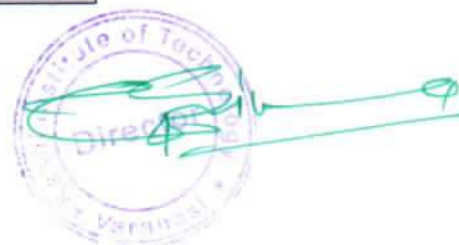
Course : MBA Semester: III Academic Year:2021-2022
 Course Code: KMBNHR02 Course Name: EMPLOYEE RELATION & LABOR LAW
 Name of the Faculty: Dr. KUMAR ABHISHEK SINGH

S.N.	University Roll No.	NAME OF STUDENT	Internal Marks (50)	External Marks (100)	Total Marks (150)	Percentage	Grade Point Obtained	
			Marks Obtained	Marks Obtained				
1	2004280700001	ABHAY KUMAR RAI	46	70	116	77.33	B+	
2	2004280700005	ANAMIKA	44	69	113	75.33	B+	
3	2004280700006	ANANYA GUPTA	49	68	117	78	B+	
4	2004280700007	ANKIT Kumar SHARMA	46	54	100	66.67	B	
5	2004280700009	ANKIT TIWARI	44	45	89	59.33	C	
6	2004280700010	ANSHU SINGH	48	54	102	68	B	
7	2004280700012	ARYA SARKAR	45	51	96	64	B	
8	2004280700016	CHHAVI KUMARI SRIVASTAV	49	55	104	69.33	B	
9	2004280700017	Divyanshu Singh	42	44	86	57.33	C	
10	2004280700018	HARSH MISHRA	44	77	121	80.67	A	
11	2004280700019	ISHA BEIG	49	54	103	68.67	B	
12	2004280700021	KAJAL KUMARI	46	55	101	67.33	B	
13	2004280700024	KRISHNA KUMAR KANAUIA	45	55	100	66.67	B	
14	2004280700029	NIMISHA GAUR	49	65	114	76	B+	
15	2004280700030	NITIN KUMAR SINGH	46	50	96	64	B	
16	2004280700032	PREETI PANDEY	45	52	97	64.67	B	
17	2004280700034	RICHA KIRAN	47	52	99	66	B	
18	2004280700036	SAMIKSHA KESHARI	49	66	115	76.67	B+	
19	2004280700037	SAUMYA SRIVASTAV	44	52	96	64	B	
20	2004280700040	SHALINI UPADHYAY	48	54	102	68	B	
21	2004280700042	SHASHIKANT SHARMA	46	51	97	64.67	B	
22	2004280700045	SHWETABH SINGH	45	28	73	48.67	D	
23	2004280700052	SUNIL SONKAR	42	56	98	65.33	B	
24	2004280700053	TANYA SRIVASTAV	47	54	101	67.33	B	
25	2004280700055	TARUN KUMAR SINGH	45	30	75	50	C	
26	2004280700056	VEDIKA RAI	49	68	117	78	B+	
Total Number Of Student					26			
Number of Students Secured More Than 50 % Marks					25			
% of Students Attained					96.15			
Attainment Level					3			
Gap Analysis								
Achieved Attainment %	Target Attainment %	Target in Level	Attainment Level	Gap = Target in level - Attainment in level				
96.15	Target Attainment >= 50 %	3	3	0				
Action Taken Report								
COs		Action Taken						
CO1, CO2, CO3, CO4, CO5		Attained						



Rationale :			
1- Since question wise students marks are not provided by affiliating university these marks are kept separate. If results are available with question wise marksCOs wise analysis might have been done .			
2- As we expect that each student must at least get 40% marks and he/ she may secure with pass percentage.			
% of Marks Secured in a Subject / Course	Letter Grade (AKTU Guidelines)	LEVEL	Grade Points
≥ 90	A+	(Outstanding)	10
< 90	A	(Excellent)	9
$< 80, \geq 70$	B+	(Very Good)	8
$< 70, \geq 60$	B	(Good)	7
$< 60, \geq 50$	C	(Above Average)	6
$< 50, \geq 45$	D	(Average)	5
$< 45, \geq 40$	E	(Poor)	0
< 40	F	(Fail)	0
Target / Threshold Level & Attainment Level			
If 60% Students Scoring $\geq 50\%$ Marks	If 50% Students Scoring $\geq 50\%$ Marks	If 40% Students Scoring $\geq 50\%$ Marks	
Attainment Level - 3 (H)	Attainment Level - 2 (M)	Attainment Level - 1 (L)	

Action taken for identified Gap
*Students are encouraged to Enroll NPTEL online .certification course and to appear for certification exam.
*Remedial Classes will be conducted.
*Bridge classes for units.
*Assignments for critical topic.
*Solution for university question for unit.



Direct Assessment of COs, POs & PSOs:

(Quality / Relevance of Assessment Process)

Assessment Process for Evaluation of Theory Courses

Assessment Tools and its frequency, the responsible authority to collect the data and its relevant COs, are tabulated in tables.

Assessment Tools	Assessment Period	Assessed By	Reviewed By	Mapping with COs
Class Test -1 Class Test -2 (Pre University Test) (PUT)	Once Per Semester	Course Instructor	Department Advisory committee (DAC)	Relevant CO
Assignments-1	Once Per Semester	Course Instructor	Department Advisory committee (DAC)	CO1
Assignments-2				CO2
Assignments-3				CO3
Assignments-4				CO4
Assignments-5				CO5
Quizzes	Once Per Semester	Course Instructor	Department Advisory committee (DAC)	All COs
University Semester Exam	Once Per Semester	Course Instructor	Department Advisory committee (DAC)	All COs



Assessment Process for Evaluation of Laboratory Courses



Assessment Tools	Assessment Period	Assessed By	Reviewed By	Mapping with Cos
Lab Experiment	Throughout Semester	Course Instructor	Department Advisory committee (DAC)	All COs
Viva Voce	Throughout Semester	Course Instructor		All COs
Practical Record	Throughout Semester	Course Instructor		All COs
Internal Practical Exam	Once Per Semester	Internal Examiners		All COs
University Semester Exam	Once Per Semester	Internal Examiners appointed by the department & External Examiners Appointed by AKTU		All COs



Assessment Tools		Assessed Period	Assessed By	Reviewed By	Mapping with COs	
Topic Approval		7 th Sem	Project Review committee	Department Advisory committee (DAC)	All COs	
Progress Presentation 1	Presentation Skill	7 th Sem			All COs	
	Viva Voce					
	Implementation report					
	Faculty Interaction					
Progress Presentation 2	Presentation Skill	7 th Sem				All COs
	Viva Voce					
	Implementation report					
	Faculty Interaction					
Internal Final Presentation	Presentation Skill	8 th Sem	Internal Examiners appointed by the department & External Examiners Appointed by AKTU	All COs		
	Viva Voce					
	Implementation report					
	Faculty Interaction					
External Presentation	Presentation Skill	8 th Sem			Internal Examiners appointed by the department & External Examiners Appointed by AKTU	All COs
	Viva Voce					
	Implementation report					
	Faculty Interaction					

Assessment Process for Evaluation of Seminar Courses & Industrial Training Courses

Assessment Tools		Assessed Period	Assessed By	Reviewed By	Mapping with Cos
External Presentation	Presentation Skill Viva Voce Implementation report Faculty Interaction	Once Per Semester	Seminar Review committee	Department Advisory committee (DAC)	All Cos

Assessment Process for General Proficiency Course

Assessment Tools	Assessed Period	Assessed By	Reviewed By	Mapping with Cos
Sports Event	Throughout the program	Sports Committee	 Department Advisory Committee (DAC)	CO1
Cultural Events		Cultural Committee		CO2
Technical Events		Technical Committee		CO3
Societal & Environmental Events		Societal & Environmental Committee		CO4
Discipline		Proctorial Board		CO5

CO Attainment Target Level Methods:

There can be several methods. e.g.

- Same target is identified for all the COs of the course i.e. target can be class average marks $\geq 60\%$ marks.
- Target are same for all COs and are set in terms of performance level of different groups of students. While this method classifies students in to different categories, it does not provide any specific clues to plans for improvements of quality of learning. e.g.

Target			
(% of students getting < 50)	(% of students getting >50 and < 65)	(% of students getting >65 and < 80)	(% of students getting ≥ 80)
10	40	40	10

- Targets are set for each CO of a course separately. It does not directly indicate the distribution of performance among the students. However, it has the advantage of finding out the difficulty of specific COs. Fig.

Cos	Target (Class Average)
CO1	70%
CO2	80%
CO3	75%
CO4	65%
CO5	80%



Target Level :

- Targets are quantized in to certain level, 3 being the most common number of levels.
- Level 3: If 70% students scoring $\geq 60\%$ of Marks allocated to CO
- Level 2: If 60% student scoring $\geq 60\%$ of Marks in CO
- Level 1: If 50% student scoring $\geq 60\%$ of Marks in CO
- Level 0: If < 50% student scoring $\geq 60\%$ of Marks in CO

Aim is to attain Level 3

CO Attainment Calculation:

The course outcomes for all the courses are calculated in terms of percentage using the formula.

$$\mathbf{COx\%} = \frac{\text{Marks obtained by the students in COx}}{\text{Maximum marks allotted in COx}} \times 100$$

Where $x = [1 \text{ to } N]$, $N = \text{Number of COs}$

Each course outcome is calculated for all the students based on marks obtained by the students.

$$\mathbf{COxAttainment\%} = \left[\frac{\text{No. of Students scored } \geq 70 \text{ of Marks in COx}}{\text{Total No. of students}} \times 100 \right]$$

Where $x = [1 \text{ to } N]$, $N = \text{Number of COs}$

CO Attainment Level is defined based on the following criteria:

Fig.

Assessment Method	COs Attainment Level	
Internal Assessment	Level 3	If 70% students scoring $\geq 70\%$ of Marks in COs
	Level 2	If 60% student scoring $\geq 70\%$ of Marks in COs
	Level 1	If 50% student scoring $\geq 70\%$ of Marks in COs

After calculating the attainment level of each COs from the performance of Internal Assessment Test 1 & 2, the attainment level of Internal Assessment Test is the COs attained bycalculated with ratio of sum of all total number of COs as shown below:

$$\text{IATAttainmentLevel} = \frac{\text{Sum of all COs attained by students}}{\text{Total Number of COs}}$$

Where IAT = Internal Assessment Test

IAT is calculated as follows:

$$\text{E.g. Internal Assessment Test} = \frac{\text{CO1+CO2+CO3+CO4+}}{5}$$



Based on university grade, the attainment level of COs is calculated. The attainment level is decided on the following criteria.

Fig.

Assessment Method	Cox Attainment Level	
University (External) Assessment	Level 3	If 60% student scoring $\geq 50\%$ of Marks in University Exam
	Level 2	If 50% student scoring $\geq 50\%$ of Marks in University Exam
	Level 1	If 40% student scoring $\geq 50\%$ of Marks in University Exam

The university attainment level is calculated as follows

$$\text{Over all CO Attainment Direct} = \left(\frac{\sum_{i=1}^n \text{CO}_i}{n} \times 0.2 \right) + (\text{UA} \times 0.8)$$

(Where n = Number of course

outcome)

$$\text{Overall Attainment} = \frac{(\text{DTA} + \text{UA}) + \text{IDA}}{2}$$

(Where UA = University Attainment level)

(DTA= Direct Attainment level, IDA = Indirect attainment Level)



KASHI INSTITUTE OF TECHNOLOGY																																				
Faculty of Business Studies																																				
COURSE OUTCOMES ATTAINMENTS BASED ON DIRECT ASSESSMENT TOOLS (INTERNAL 20%)																																				
INTERNAL TEST (IT), ASSIGNMENTS (A) & OTHER (O) (QUIZ / SEMINAR / PROJECT/ LAB EXP./WORKSHOP) MARKS																																				
Course: MBA					Semester: III					Academic Year: 2021-2022																										
Course Code: KMBNHR02										Course Name: EMPLOYEE RELATION & LABOR LAW																										
Name of the Faculty: Dr. KUMAR ABHISHEK SINGH																																				
S. N.	Roll No.	TEST-1 (OBJECTIVE)						TEST-2 (DESCRIPTIVE)																												
		CO1		CO2		CO3			CO4			CO5			TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL																
		IT	A	O	IT	A	O	Original Marks	PUT	A	O	Original Marks	PUT	A	O	Original Marks	PUT	A	O	CO1	% CO1	CO2	% CO2	CO3	% CO3	CO4	% CO4	CO5	% CO5							
10	5	5	10	5	5		10	5	5		10	5	5		10	5	5	20		20		20		20		20										
1	2004280700001	8	4	5	8	3	4	8	4	4	5	5	5	2.5	5	5	6	3	5	5	17	85	13	65	14	70	12.5	62.5	13	65						
2	2004280700005	6	3	4	6	4	3	8	4	4	4	10	5	4	4	12	6	4	4	13	65	13	65	12	60	13	65	14	70							
3	2004280700006	10	5	4	8	4	4	6	3	4	5	5	2.5	3	3	8	4	4	4	19	95	16	80	12	60	8.5	42.5	12	60							
4	2004280700007	8	4	3	6	4	3	0	0	5	4	0	0	5	5	0	0	4	4	15	75	13	65	9	45	10	50	8	40							
5	2004280700009	8	4	4	6	4	3	0	0	5	5	0	0	5	5	0	0	5	5	16	80	13	65	10	50	10	50	10	50							
6	2004280700010	6	3	4	6	4	5	14	7	4	4	6	4	4	4	9	4.5	4	4	13	65	17	85	15	75	12	60	12.5	62.5							
7	2004280700012	8	4	4	6	3	4	0	0	3	3	0	0	4	4	0	0	4	4	16	80	13	65	6	30	8	40	8	40							
8	2004280700016	6	3	3	6	3	4	15	7.5	5	5	13	6.5	4	5	12	6	4	4	12	60	13	65	17.5	87.5	15.5	77.5	14	70							
9	2004280700017	8	4	4	6	3	3	0	0	5	5	0	0	5	5	0	0	5	5	16	80	12	60	10	50	10	50	10	50							
10	2004280700018	8	4	4	6	3	3	0	0	4	4	0	0	4	4	0	0	4	4	16	80	12	60	8	40	8	40	8	40							
11	2004280700019	8	4	4	6	4	4	12	6	4	5	11	5.5	4	5	6	3	4	4	16	80	16	80	15	75	14.5	72.5	11	55							
12	2004280700021	8	4	4	6	3	4	14	7	4	5	13	6.5	5	4	10	5	5	4	16	80	15	75	16	80	15.5	77.5	14	70							
13	2004280700024	6	4	4	6	5	4	9	4.5	5	5	6	3	5	5	9	4.5	5	5	14	70	17	85	14.5	72.5	13	65	14.5	72.5							
14	2004280700029	6	3	4	6	3	4	9	4.5	5	5	5	2.5	5	5	6	3	5	5	13	65	15	75	14.5	72.5	12.5	62.5	13	65							
15	2004280700030	8	3	3	6	3	3	0	0	3	4	0	0	4	5	0	0	4	5	14	70	12	60	7	35	9	45	9	45							
16	2004280700032	8	3	3	6	4	3	0	0	4	3	0	0	4	4	0	0	4	3	14	70	13	65	7	35	8	40	7	35							
17	2004280700034	8	4	3	6	4	4	16	8	4	4	12	6	4	4	10	5	4	4	15	75	16	80	16	80	14	70	13	65							
18	2004280700036	8	3	4	6	4	5	10	5	5	5	14	7	5	5	12	6	5	5	15	75	17	85	15	75	17	85	16	80							
19	2004280700037	6	3	4	6	4	4	0	0	4	3	0	0	4	5	0	0	4	4	13	65	16	80	7	35	9	45	8	40							
20	2004280700040	6	3	4	6	5	3	7	3.5	4	5	10	5	4	4	7	3.5	4	5	13	65	16	80	12.5	62.5	13	65	12.5	62.5							
21	2004280700042	6	3	4	6	5	4	7	3.5	3	4	10	5	5	3	7	3.5	4	4	13	65	15	75	10.5	52.5	13	65	11.5	57.5							
22	2004280700045	6	3	4	6	3	3	4	2	5	5	5	2.5	5	5	4	2	5	5	13	65	12	60	12	60	12.5	62.5	12	60							
23	2004280700052	6	3	4	6	3	4	0	0	4	4	0	0	4	3	0	0	3	4	13	65	13	65	8	40	7	35	7	35							
24	2004280700053	6	4	4	6	3	4	11	5.5	5	4	7	3.5	4	5	9	4.5	4	4	14	70	13	65	14.5	72.5	12.5	62.5	12.5	62.5							
25	2004280700055	6	3	4	6	5	4	0	0	4	4	0	0	4	4	0	0	4	4	13	65	15	75	8	40	8	40	8	40							
26	2004280700056	10	4	5	8	5	5	14	7	5	13	6.5	5	5	10	5	5	5	19	95	18	90	17	85	16.5	82.5	15	75								
Total number of Students																				26	26	26	26	26												
Number of Student Secured >= 70% Marks																				16	13	11	6	6												
% of Students Attained																				62	50	42	23	23												
Attainment Level																				2	2	1	1	1												
CO Attainments																																				
S.N.	COs NO.		ATM Level		CO Attainments %																															
1	CO1		2		61.54																															
2	CO2		2		50.00																															
3	CO3		1		42.31																															
4	CO4		1		23.08																															
5	CO5		1		23.08																															
AVG																				2.00		40.00														

Signature of faculty



If 70% Students Scoring >=70% Marks

ATTAINMENT LEVEL 3

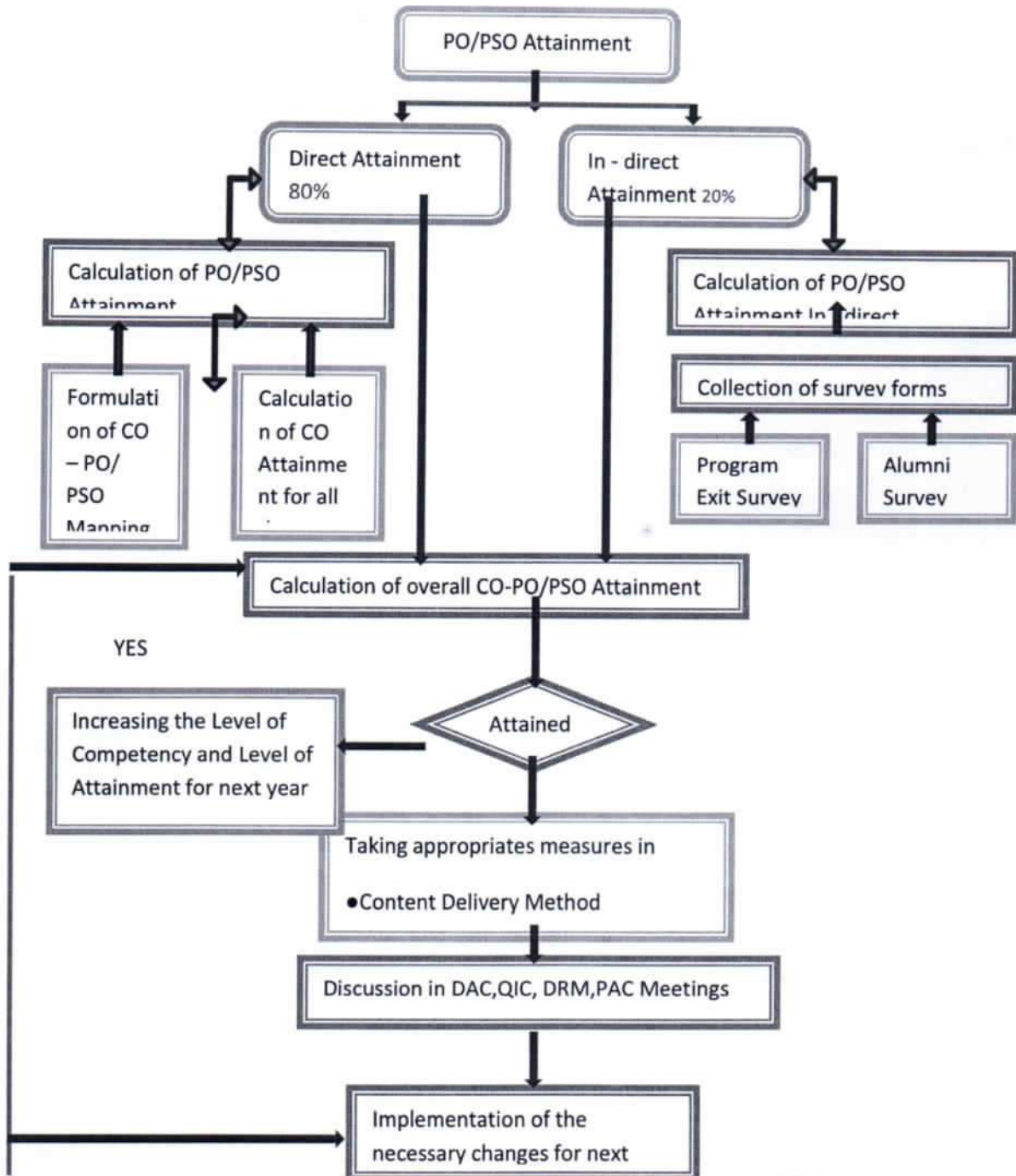
If 60% Students Scoring >=70% Marks

ATTAINMENT LEVEL 2

If 50% Students Scoring >=70% Marks

ATTAINMENT LEVEL 1

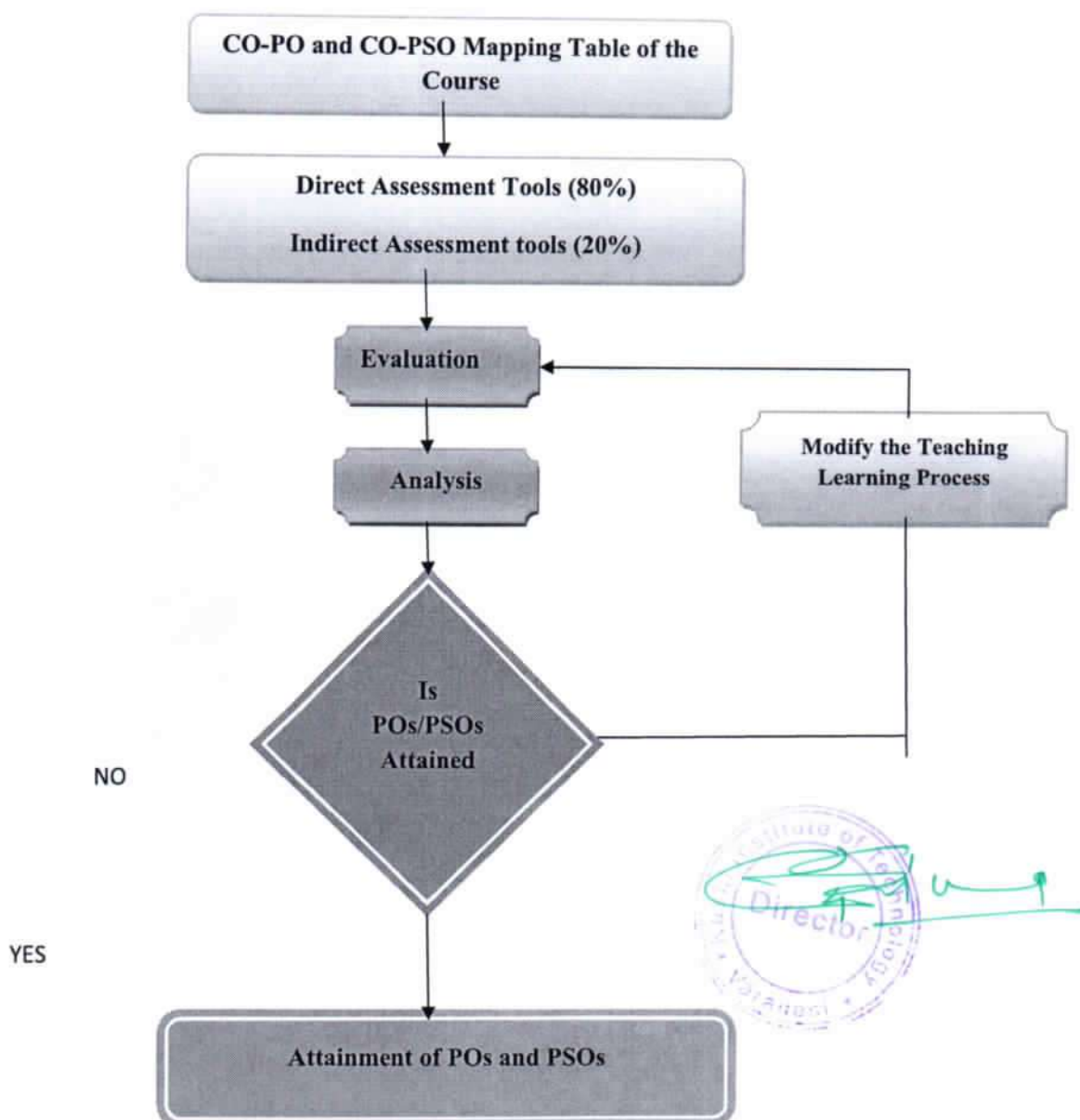
Process for PO/PSO Attainment: Fig:



Assessment tools and processes used for measuring the Attainment of each of the Program Outcomes (POs) and Program Specific Outcomes (PSOs):

Evaluation of attainment of POs and PSOs is based on direct and indirect assessment tools. Direct assessment of POs and PSOs is based on student's performance in continuous assessment and university examination. Indirect assessment is based on Program Exit Survey (Theory & Practical). The various direct and indirect tools and its frequency, the responsible authority to collect data for assessing the attainment of each POs and PSOs are given below table.

Fig.



Course level PO & PSO Attainment Calculation:

The PO & PSO attainment for the course is calculated using following formula

PO Attainment of Course (X)

$$= \text{CO Attainment \% of Course } (X) \times \text{PO}_y \text{ mapping value of course}(x)/100$$

PO Attainment Level of Course (X)

$$= (\text{weighted Average Value of PO} \times \text{CO Attainment Average}) / 3$$

PSO Attainment of Course (X)

$$= \text{CO Attainment \% of Course } (X) \times \text{PSO}_y \text{ mapping value of course}(x)/100$$

(Where, $y = [1 \text{ to } N]$, $N =$ Number of Program Outcomes)

PSO Attainment Level of Course (X)

$$= (\text{weighted Average Value of PSO} \times \text{CO Attainment Average}) / 3$$

(Where, $y = [1 \text{ to } N]$, $N =$ Number of Program Specific Outcomes)



KASHI INSTITUTE OF TECHNOLOGY		DEPARTMENT OF Faculty of Business Studies														
CO-PO ATTAINMENT																
Course: MBA		Semester:					Academic Year: 2021-2022									
Course Code: KMBNED02		Course Name: EMPLOYEE RELATION & LABOR LAW														
CO-PO & PSO MAPPING																
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3	
CO1	2	2	-	-	2	-	-	-	-	-	2	3	1	-	-	
CO2	2	-	2	-	1	-	-	-	-	2	1	3	1	1	-	
CO3	2	-	1	-	-	1	-	-	-	-	-	-	1	-	-	
CO4	2	-	-	-	2	-	-	-	-	-	-	-	-	1	-	
CO5	2	-	-	-	-	-	-	-	-	2	-	-	-	-	-	
CO-PO & PSO COMPUTATION																
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3	
COs	CO Attainment %		P	A	P	A	P	A	P	A	P	A	P	A	P	A
CO1	61.54	2	1.23	2	1.23	-	-	-	-	-	2	1.23	3	1.55	1	0.62
CO2	50.00	2	1.00	-	-	-	2	1.00	-	-	1	0.50	-	-	-	-
CO3	42.31	2	0.85	-	1	0.42	-	-	-	-	1	0.42	-	-	-	-
CO4	23.08	2	0.46	-	-	-	-	-	-	-	2	0.46	-	-	1	0.42
CO5	23.08	2	0.46	-	-	-	-	-	-	-	-	-	-	-	1	0.231
TOTAL	10	4.00	2	1.23	1	0.42	2	1.00	-	5	2.19	1	0.42	-	4	1.46
Attainment %		40		61.54		42.31		50.00			43.8	42.31			36.54	57.69
Attained Level		2		2		2		2		2	2			2	2	2
WEIGHTED AVERAGE VALUE OF POs/PSOs		0.80		1.23		0.42		1.00			0.73	0.42			0.73	0.87
P = PLANNED				A = ATTAINED												

KASHI INSTITUTE OF TECHNOLOGY		FACULTY OF BUSINESS STUDIES														
CO-PO ATTAINMENT																
Course: MBA		Semester: 3rd					Academic Year: 2021-2022									
Course Code: KMBN031001		Course Name: Consumer behavior and marketing communication														
CO-PO & PSO MAPPING																
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3	
CO1	2	1	2	2	-	-	2	-	-	1	3	-	3	1	-	
CO2	2	3	-	3	-	3	-	3	1	3	-	3	-	-	-	
CO3	2	-	3	-	-	3	-	3	1	-	3	1	-	-	-	
CO4	2	3	1	-	1	1	-	-	-	1	3	-	3	-	-	
CO5	2	1	1	-	-	-	-	-	-	-	-	-	-	1	-	
CO-PO & PSO COMPUTATION																
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3	
COs	CO Attainment %		P	A	P	A	P	A	P	A	P	A	P	A	P	A
CO1	57.14	2	1.1	1	0.57	2	1.1	2	1.14	-	-	-	2	1.14	3	1.71
CO2	5.71	2	0.1	3	0.17	-	-	-	3	0.17	-	3	0.17	-	3	0.17
CO3	14.29	2	0.3	-	-	-	-	3	0.43	-	-	-	3	0.43	1	0.14
CO4	8.57	2	0.2	3	0.26	1	0.1	-	1	0.09	1	0.09	-	-	3	0.26
CO5	25.71	2	0.5	1	0.26	1	0.3	-	-	-	-	-	-	-	1	0.26
TOTAL	10	2.2	8	1.26	4	1.5	5	1.57	4	0.26	1	0.09	8	1.74	-	6
Attainment %		22		15.7		37		31.4		6.43	8.57	21.8		10	26	28.2
Attained Level		2		2		2		2		2	2		2	2	2	2
WEIGHTED AVERAGE VALUE OF POs/PSOs		0.45		0.31		0.50		0.79		0.13	0.09	0.58		0.30	0.26	0.66
P = PLANNED				A = ATTAINED												



KASHI INSTITUTE OF TECHNOLOGY		Department of Business Studies																													
CO-PO ATTAINMENT																															
Course: MBA		Semester: III				Academic Year: 2021-2022																									
Course Code: KMBN303H		Course Name: Talent Management																													
CO-PO & PSO MAPPING																															
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3																
CO1	2	2	-	-	2	-	-	-	-	-	-	2	3	1	-																
CO2	2	-	2	-	1	-	-	-	-	2	1	3	1	1	-																
CO3	2	-	1	-	-	1	-	-	-	-	-	1	-	-																	
CO4	2	-	-	-	2	-	-	-	-	-	-	-	-	1	-																
CO5	2	-	-	-	-	-	-	-	-	2	-	-	-	-	-																
CO-PO & PSO COMPUTATION																															
COs	CO Attainment %	PO1		PO2		PO3		PO4		PO5		PO6		PO7		PO8		PO9		PO10		PO11		PO12		PSO1		PSO2		PSO3	
		P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A
CO1	69.23	2	1.38	2	1.38	-	-	-	-	-	-	2	1.38	-	-	-	-	-	-	-	-	2	1.38	3	2.08	1	0.69	-	-	-	-
CO2	80.77	2	1.62	-	-	-	-	2	1.62	-	-	1	0.81	-	-	-	-	-	-	-	2	1.62	1	0.81	3	2.423	1	0.81	1	0.81	-
CO3	15.38	2	0.31	-	-	1	0.15	-	-	-	-	-	-	-	1	0.15	-	-	-	-	-	-	-	-	1	0.15	-	-	-	-	
CO4	19.23	2	0.38	-	-	-	-	-	-	-	-	2	0.38	-	-	-	-	-	-	-	-	-	-	-	-	1	0.192	-	-	-	
CO5	30.77	2	0.62	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	0.62	-	-	-	-	-	-	-	-	
TOTAL	10	4.31	2	1.38	1	0.15	2	1.62	-	-	5	2.58	1	0.15	-	-	-	-	-	4	2.23	3	2.19	7	4.85	3	1.69	1	0.81	-	
Attainment %		43		69.23		15.38		80.77		-		51.5		15.38		-		-		55.77		73.08		66.48		36.41		80.77			
Attained Level		2		2		2		3		-		2		2		-		-		2		3		2		2		3			
WEIGHTED AVERAGE VALUE OF POs/PSOs		0.86		1.38		0.15		1.62		-		0.86		0.15		-		-		1.12		1.10		1.55		0.56		0.81			
P = PLANNED		A = ATTAINED																													

KASHI INSTITUTE OF TECHNOLOGY		Faculty of Business Studies																													
CO-PO ATTAINMENT																															
Course: MBA		Semester: IV				Academic Year: 2021-2022																									
Course Code: KMBN303H		Course Name: B2B service marketing																													
CO-PO & PSO MAPPING																															
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3																
CO1	2	2	-	-	2	-	-	-	-	-	2	3	1	-	-																
CO2	2	-	2	-	1	-	-	-	-	2	1	3	1	1	-																
CO3	2	-	1	-	-	1	-	-	-	-	-	1	-	-																	
CO4	2	-	-	-	2	-	-	-	-	-	-	-	-	1	-																
CO5	2	-	-	-	-	-	-	-	-	2	-	-	-	-	-																
CO-PO & PSO COMPUTATION																															
COs	CO Attainment %	PO1		PO2		PO3		PO4		PO5		PO6		PO7		PO8		PO9		PO10		PO11		PO12		PSO1		PSO2		PSO3	
		P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A
CO1	97.14	2	1.9	2	1.94	-	-	-	-	-	-	2	1.94	-	-	-	-	-	-	-	-	2	1.94	3	2.91	1	0.97	-	-	-	
CO2	100.00	2	2	-	-	-	-	2	2	-	-	1	1	-	-	-	-	-	-	2	2	1	1	3	3	1	1	1	1	1	
CO3	14.29	2	0.3	-	-	1	0.1	-	-	-	-	-	-	1	0.14	-	-	-	-	-	-	-	-	1	0.14	-	-	-	-		
CO4	0.00	2	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-		
CO5	2.86	2	0.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	0.06	-	-	-	-	-	-	-	-		
TOTAL	10	4.3	2	1.94	1	0.1	2	2	-	-	5	2.94	1	0.14	-	-	-	-	4	2.06	3	2.94	7	6.06	3	1.97	1	1	-		
Attainment %		43		97.1		14		100		-		58.9		14.3		-		-		51.4		98.1		86.5		65.7		100			
Attained Level		2		3		2		3		-		2		2		-		-		2		3		3		2		3			
WEIGHTED AVERAGE VALUE OF POs/PSOs		1.07		1.94		0.14		2.00		-		1.47		0.14		-		-		1.03		1.47		2.02		0.99		1.00			
P = PLANNED		A = ATTAINED																													



 Director

[Handwritten Signature]

KASHI INSTITUTE OF TECHNOLOGY																															
FACULTY OF BUSINESS STUDIES																															
CO-PO ATTAINMENT																															
Course : MBA		Semester : 4		Academic Year: 2021-2022																											
Course Code : KIBS01K FMS		Course Name : FINANCIAL CREDIT AND RISK ANALYSIS																													
CO-PO & PSO MAPPING																															
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3																
CO1	2	1	2	2	-	2	2	2	1	3	-	-	3	1	-																
CO2	2	3	2	-	2	2	2	2	-	2	-	3	3	-	-																
CO3	2	3	2	-	2	2	2	1	1	1	1	1	1	-	-																
CO4	2	3	1	3	-	1	3	-	3	3	-	3	3	3	-																
CO5	2	1	1	-	2	2	3	-	3	-	1	1	-	1	-																
CO-PO & PSO COMPUTATION																															
COs	CO Attainment %	PO1		PO2		PO3		PO4		PO5		PO6		PO7		PO8		PO9		PO10		PO11		PO12		PSO1		PSO2		PSO3	
		P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A
CO1	100.00	2	2.00	1	1.00	2	2.00	2	2.00	-	-	2	2.00	2	2.00	2	2.00	1	1.00	3	3.00	-	-	3	3.00	1	1.00	-	-	-	-
CO2	71.43	2	1.43	3	2.14	2	1.43	-	-	2	1.43	2	1.43	2	1.43	2	1.43	-	-	2	1.43	-	-	3	2.14	3	2.14	-	-	-	-
CO3	23.81	2	0.48	3	0.71	2	0.48	-	-	2	0.48	2	0.48	2	0.48	1	0.24	1	0.24	1	0.24	1	0.24	1	0.24	1	0.24	-	-	-	-
CO4	0.00	2	-	3	-	1	-	3	-	-	-	1	-	3	-	3	-	3	-	3	-	3	-	3	-	3	-	3	-	3	-
CO5	28.57	2	0.57	1	0.29	1	0.29	-	-	2	0.57	2	0.57	3	0.86	-	-	3	0.86	-	1	0.29	1	0.29	1	0.29	-	-	1	0.29	-
TOTAL		10	4.48	11	4.14	8	4.19	5	2.00	6	2.48	9	4.48	12	4.76	5	3.67	8	2.10	9	4.67	2	0.52	8	2.67	10	5.38	5	1.29	-	-
Attainment %		44.76		37.06		52		40.00		41.27		49.74		39.68		73.3		26.2		51.85		26.2		33.33		53.81		25.71			
Attained Level		2		2		2		2		2		2		2		3		2		2		2		2		2		2			
WEIGHTED AVERAGE VALUE OF POs/PSOs		1.12		1.04		1.05		2.00		0.83		1.12		1.19		1.22		0.70		1.56		0.26		0.89		1.79		0.64			
P = PLANNED		A = ATTAINED																													

KASHI INSTITUTE OF TECHNOLOGY																															
FACULTY OF BUSINESS STUDIES																															
CO-PO ATTAINMENT																															
Course : MBA		Semester : 4		Academic Year: 2021-2022																											
Course Code : KIBS01K FMS		Course Name : FINANCIAL CREDIT AND RISK ANALYSIS																													
CO-PO & PSO MAPPING																															
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3																
CO1	2	1	2	-	-	-	-	-	-	-	-	-	3	1	-																
CO2	2	1	-	-	-	-	-	-	-	-	-	3	3	-	-																
CO3	2	1	-	-	-	-	-	-	-	-	1	1	1	-	-																
CO4	2	1	-	1	-	-	-	-	-	-	-	3	3	3	-																
CO5	2	1	-	-	-	-	-	-	-	-	-	1	-	1	-																
CO-PO & PSO COMPUTATION																															
COs	CO Attainment %	PO1		PO2		PO3		PO4		PO5		PO6		PO7		PO8		PO9		PO10		PO11		PO12		PSO1		PSO2		PSO3	
		P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A		
CO1	95.45	2	1.91	1	0.95	2	1.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2.86	1	0.95	-	-		
CO2	68.18	2	1.36	1	0.68	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2.05	3	2.05	-	-	-		
CO3	22.73	2	0.45	1	0.23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	0.23	1	0.23	1	0.23	-	-	-		
CO4	0.00	2	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	3	-	3	-	-			
CO5	27.27	2	0.55	1	0.27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	0.27	-	-	1	0.27	-		
TOTAL		10	4.27	5	2.14	2	1.91	1	-	-	-	-	-	-	-	-	-	-	-	-	1	0.23	8	2.55	10	5.14	5	1.23	-		
Attainment %		42.73		42.73		95														22.7		31.82		51.36		24.55					
Attained Level		2		2		2		3												2		2		2		2					
WEIGHTED AVERAGE VALUE OF POs/PSOs		1.07		0.53		1.91														0.23		0.85		1.71		0.61					
P = PLANNED		A = ATTAINED																													





 Director

KASHI INSTITUTE OF TECHNOLOGY		Department of Business Studies																															
CO-PO ATTAINMENT																																	
Course : MBA		Semester : IV				Academic Year:2021-2022																											
Course Code :KJMN2021						Course Name :HR Analysis																											
CO-PO & PSO MAPPING																																	
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12/PSO1	PSO2	PSO3																			
CO1	2	2	-	-	-	2	-	-	-	-	-	2	3	1	-																		
CO2	2	-	-	2	-	1	-	-	-	-	2	1	3	1	1																		
CO3	2	-	1	-	-	-	1	-	-	-	-	-	-	1	-																		
CO4	2	-	-	-	-	2	-	-	-	-	-	-	-	-	1																		
CO5	2	-	-	-	-	-	-	-	-	-	2	-	-	-	-																		
CO-PO & PSO COMPUTATION																																	
	PO1		PO2		PO3		PO4		PO5		PO6		PO7		PO8		PO9		PO10		PO11		PO12		PSO1		PSO2		PSO3				
COs	CO Attainment %		P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A			
CO1	96.15		2	1.92	2	1.92	-	-	-	-	-	2	1.92	-	-	-	-	-	-	-	-	2	1.92	3	2.88	1	0.96	-	-	-	-		
CO2	100.00		2	2.00	-	-	-	2	2.00	-	1	1.00	-	-	-	-	-	-	-	-	2	2.00	1	1.00	3	3	1	1.00	1	1.00	-	-	
CO3	30.77		2	0.62	-	-	1	0.31	-	-	-	-	-	1	0.31	-	-	-	-	-	-	-	-	-	1	0.31	-	-	-	-	-	-	
CO4	30.77		2	0.62	-	-	-	-	-	-	-	2	0.62	-	-	-	-	-	-	-	-	-	-	-	-	1	0.308	-	-	-	-	-	
CO5	26.92		2	0.54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	0.54	-	-	-	-	-	-	-	-	-	-	-
TOTAL	10	5.69	2	1.92	1	0.31	2	2.00	-	5	3.54	1	0.31	-	-	-	-	-	-	4	2.54	3	2.92	7	6.19	3	2.27	1	1.00	-	-	-	
Attainment %	57		96.15		30.77		100.00		-		70.8		30.77		-		-		-		63.46		97.44		88.46		75.84		100.00				
Attained Level	2		3		2		3		-		3		2		-		-		-		2		3		3		3		3				
WEIGHTED AVERAGE VALUE OF POs/PSOs	1.14		1.92		0.31		2.00		-		1.18		0.31		-		-		-		1.27		1.46		2.06		0.76		1.00				
P = PLANNED		A = ATTAINED																															

KASHI INSTITUTE OF TECHNOLOGY		Department of Business Studies																															
CO-PO ATTAINMENT																																	
Course : MBA		Semester : IV				Academic Year:2021-2022																											
Course Code :KJMN2021						Course Name :INTERNATIONAL HUMAN RESOURCE MANAGEMENT																											
CO-PO & PSO MAPPING																																	
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12/PSO1	PSO2	PSO3																			
CO1	2	2	-	-	-	2	-	-	-	-	2	3	1	-																			
CO2	2	-	-	2	-	1	-	-	-	2	1	3	1	1																			
CO3	2	-	1	-	-	-	1	-	-	-	-	-	1	-																			
CO4	2	-	-	-	-	2	-	-	-	-	-	-	-	1	-																		
CO5	2	-	-	-	-	-	-	-	-	2	-	-	-	-																			
CO-PO & PSO COMPUTATION																																	
	PO1		PO2		PO3		PO4		PO5		PO6		PO7		PO8		PO9		PO10		PO11		PO12		PSO1		PSO2		PSO3				
COs	CO Attainment %		P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A			
CO1	100.00		2	2.00	2	2.00	-	-	-	-	2	2.00	-	-	-	-	-	-	-	-	2	2.00	3	3.00	1	1.00	-	-	-	-	-		
CO2	88.46		2	1.77	-	-	-	2	1.77	-	1	0.88	-	-	-	-	-	-	-	-	2	1.77	1	0.88	3	2.65	1	0.88	1	0.88	-	-	
CO3	30.77		2	0.62	-	-	1	0.31	-	-	-	-	-	1	0.31	-	-	-	-	-	-	-	-	-	1	0.31	-	-	-	-	-	-	
CO4	23.08		2	0.46	-	-	-	-	-	-	2	0.46	-	-	-	-	-	-	-	-	-	-	-	-	-	1	0.23	-	-	-	-	-	
CO5	30.77		2	0.62	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	0.62	-	-	-	-	-	-	-	-	-	-	-
TOTAL	10	5.46	2	2.00	1	0.31	2	1.77	-	5	3.35	1	0.31	-	-	-	-	-	-	4	2.38	3	2.88	7	5.96	3	2.12	1	0.88	-	-	-	
Attainment %	55		100.00		30.77		88.46		-		66.92		30.77		-		-		-		59.62		96.15		85.16		70.51		88.46				
Attained Level	2		3		2		3		-		2		2		-		-		-		2		3		3		3		3				
WEIGHTED AVERAGE VALUE OF POs/PSOs	1.09		2.00		0.31		1.77		-		1.12		0.31		-		-		-		1.19		1.44		1.99		0.71		0.88				
P = PLANNED		A = ATTAINED																															



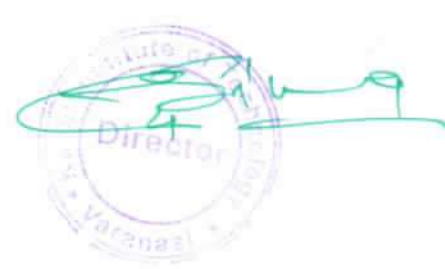
KASHI INSTITUTE OF TECHNOLOGY																																
Department of Business Studies																																
CO-PO ATTAINMENT																																
Course: MBA		Semester: IV		Academic Year: 2021-2022																												
Course Code: KMENB004		Course Name: Performance & Reward Management																														
CO-PO & PSO MAPPING																																
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3																	
CO1	2	2	-	-	-	2	-	-	-	-	-	-	2	3	1	-																
CO2	2	-	-	2	-	1	-	-	-	-	2	1	3	1	1																	
CO3	2	-	1	-	-	-	1	-	-	-	-	-	-	1	-																	
CO4	2	-	-	-	-	2	-	-	-	-	-	-	-	1	-																	
CO5	2	-	-	-	-	-	-	-	-	2	-	-	-	-	-																	
CO-PO & PSO COMPUTATION																																
COs	CO Attainment %		PO1		PO2		PO3		PO4		PO5		PO6		PO7		PO8		PO9		PO10		PO11		PO12		PSO1		PSO2		PSO3	
	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A		
CO1	96.15		2	1.92	2	1.92	-	-	-	-	-	-	2	1.92	-	-	-	-	-	-	-	-	2	1.92	3	2.88	1	0.96	-	-		
CO2	100.00		2	2.00	-	-	-	-	2	2.00	-	-	1	1.00	-	-	-	-	-	-	-	2	2.00	1	1.00	3	3	1	1.00	1	1.00	
CO3	38.46		2	0.77	-	-	1	0.38	-	-	-	-	-	-	1	0.38	-	-	-	-	-	-	-	-	-	1	0.38	-	-	-		
CO4	42.31		2	0.85	-	-	-	-	-	-	-	-	2	0.85	-	-	-	-	-	-	-	-	-	-	-	-	1	0.423	-	-		
CO5	26.92		2	0.54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	0.54	-	-	-	-	1	0.423	-		
TOTAL			10	6.08	2	1.92	1	0.38	2	2.00	-	-	5	3.77	1	0.38	-	-	-	-	-	4	2.54	3	2.92	7	6.27	3	2.38	1	1.00	
Attainment %				60.77		###		38.46		100.00				75.4		###							###		###		###		79.43		###	
Attained Level				2		3		2		3			3		2							2		3		3		3		3		
WEIGHTED AVERAGE VALUE OF POs/PSOs				1.22		1.92		0.38		2.00			1.26		0.38							1.27		1.46		2.09		0.79		1.00		
P = PLANNED		A = ATTAINED																														

KASHI INSTITUTE OF TECHNOLOGY																																
FACULTY OF BUSINESS STUDIES																																
CO-PO ATTAINMENT																																
Course : MBA		Semester : 4		Academic Year: 2021-2022																												
Course Code : KMENBKM05		Course Name : Social media and web analytics																														
CO-PO & PSO MAPPING																																
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3																	
CO1	2	1	2	2	-	-	-	-	-	-	2	2	3	1	-																	
CO2	2	-	-	-	-	-	-	-	-	-	2	3	-	2																		
CO3	2	1	-	-	-	-	-	-	1	-	3	2	1	-	2																	
CO4	2	3	-	-	-	-	-	-	1	-	2	-	3	2																		
CO5	2	1	-	-	-	-	-	-	-	-	-	-	1	-																		
CO-PO & PSO COMPUTATION																																
COs	CO Attainment %		PO1		PO2		PO3		PO4		PO5		PO6		PO7		PO8		PO9		PO10		PO11		PO12		PSO1		PSO2		PSO3	
	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A		
CO1	77.78		2	1.6	1	0.78	2	1.6	2	1.56	-	-	-	-	-	-	-	-	-	-	-	2	1.56	2	1.56	3	2.33	1	0.78	-	-	
CO2	8.33		2	0.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	0.17	3	0.25	-	-	2	0.2	
CO3	0.00		2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	3	-	2	-	1	-	-	2	-		
CO4	11.11		2	0.2	3	0.33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	0.1	-	-	2	0.22	-	3	0.33	2	0.2	
CO5	38.89		2	0.8	1	0.39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	0.39	-	-		
TOTAL			10	2.7	6	1.5	2	1.6	2	1.56	-	-	-	-	-	-	-	1	-	1	0.1	5	1.56	8	1.94	7	2.58	5	1.5	6	0.4	
Attainment %				27		25		78		77.8												11		31.1		24.3		36.9		30		6.5
Attained Level				2		2		2		3												3		2		2		2		2		2
WEIGHTED AVERAGE VALUE OF POs/PSOs				0.68		0.50		1.56		1.56												0.11		1.56		0.65		1.29		0.50		0.19
P = PLANNED		A = ATTAINED																														



KASHI INSTITUTE OF TECHNOLOGY																															
Faculty of Business Studies																															
CO-PO ATTAINMENT																															
Course : MBA			Semester : IV			Academic Year:2021-2022																									
Course Code : KMEN401			Course Name : Emerging technologies in global business environment																												
CO-PO & PSO MAPPING																															
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3																
CO1	2	2	-	-	-	2	-	-	-	-	2	3	1	-	-																
CO2	2	-	-	2	-	1	-	-	-	2	1	3	1	1	-																
CO3	2	-	1	-	-	-	1	-	-	-	-	-	1	-	-																
CO4	2	-	-	-	-	2	-	-	-	-	-	-	-	1	-																
CO5	2	-	-	-	-	-	-	-	-	2	-	-	-	-	-																
CO-PO & PSO COMPUTATION																															
COs	CO Attainment %	PO1		PO2		PO3		PO4		PO5		PO6		PO7		PO8		PO9		PO10		PO11		PO12		PSO1		PSO2		PSO3	
		P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A
CO1	56.52	2	1.1	2	1.13	-	-	-	-	-	-	2	1.13	-	-	-	-	-	-	-	-	-	2	1.13	3	1.7	1	0.57	-	-	
CO2	54.35	2	1.1	-	-	-	-	2	1.09	-	-	1	0.54	-	-	-	-	-	-	2	1.09	1	0.54	3	1.63	1	0.54	1	0.54	1	0.5
CO3	6.52	2	0.1	-	-	1	0.1	-	-	-	-	-	-	-	1	0.07	-	-	-	-	-	-	-	-	1	0.07	-	-	-	-	
CO4	8.70	2	0.2	-	-	-	-	-	-	-	-	2	0.17	-	-	-	-	-	-	-	-	-	-	-	-	-	1	0.09	-	-	
CO5	17.39	2	0.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	0.35	-	-	-	-	-	-	-	-	-	
TOTAL		10	2.9	2	1.13	1	0.1	2	1.09	-	-	5	1.85	1	0.07	-	-	-	-	-	-	4	1.43	3	1.67	7	3.39	3	1.2	1	0.5
Attainment %		29		56.5		6.5		54.3		-		37		6.52		-		-		-		35.9		55.8		48.4		39.9		54	
Attained Level		2		2		2		2		2		2		2		2		2		2		2		2		2		2		2	
WEIGHTED AVERAGE VALUE OF POs/PSOs		0.57		1.13		0.07		1.09		-		0.62		0.07		-		-		-		0.72		0.84		1.13		0.40		0.54	
P = PLANNED		A = ATTAINED																													

KASHI INSTITUTE OF TECHNOLOGY																															
Faculty of Business Studies																															
CO-PO ATTAINMENT																															
Course : MBA			Semester : III			Academic Year:2021-2022																									
Course Code : KMED02			Course Name : Innovation and entrepreneurship																												
CO-PO & PSO MAPPING																															
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3																
CO1	2	1	2	2	-	3	-	-	-	-	-	3	1	2	-																
CO2	2	-	-	2	-	-	1	-	-	-	2	2	3	-	2																
CO3	2	-	-	1	-	-	-	-	-	-	-	-	1	-	-																
CO4	2	2	1	-	-	-	-	-	-	1	-	-	-	2	-																
CO5	2	1	2	-	-	2	-	-	-	3	-	-	2	3	-																
CO-PO & PSO COMPUTATION																															
COs	CO Attainment %	PO1		PO2		PO3		PO4		PO5		PO6		PO7		PO8		PO9		PO10		PO11		PO12		PSO1		PSO2		PSO3	
		P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A		
CO1	100.00	2	2	1	1	2	2	2	2	-	-	3	3	-	-	-	-	-	-	-	-	-	-	3	3	1	1	2	2		
CO2	100.00	2	2	-	-	-	-	2	2	-	-	1	1	-	-	-	-	-	-	2	2	2	2	3	3	-	-	2	2		
CO3	47.83	2	1	-	-	-	-	-	-	1	0.48	-	-	-	-	-	-	-	-	-	-	-	-	-	1	0.48	-	-	-		
CO4	47.83	2	1	2	0.96	1	0.5	-	-	-	-	-	-	-	-	-	-	-	1	0.5	-	-	-	-	-	2	0.96	-	-		
CO5	58.70	2	1.2	1	0.59	2	1.2	-	-	-	-	2	1.17	-	-	-	-	-	-	-	-	3	1.76	-	-	-	2	1.17	3	1.8	
TOTAL		10	7.1	4	2.54	5	3.7	4	4	1	0.48	5	4.17	1	1	-	-	-	-	1	0.5	5	3.76	2	2	7	6.48	5	3.13	7	5.8
Attainment %		71		63.6		73		100		47.8		83.5		100		-		-		48		75.2		100		92.5		62.6		82	
Attained Level		3		2		3		3		2		3		3		-		-		2		3		3		2		3			
WEIGHTED AVERAGE VALUE OF POs/PSOs		1.42		0.85		1.22		2.00		0.48		2.09		1.00		-		-		0.48		1.88		2.00		2.16		1.04		1.92	
P = PLANNED		A = ATTAINED																													



KASHI INSTITUTE OF TECHNOLOGY																													
Faculty of Business Studies																													
CO-PO ATTAINMENT																													
Course : MBA		Semester : IV				Academic Year:2021-2022																							
Course Code : KMBN401		Course Name : Emerging technologies in global business environment																											
CO-PO & PSO MAPPING																													
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3														
CO1	2	2	-	-	2	-	-	-	-	-	2	3	1	-	-														
CO2	2	-	2	-	1	-	-	-	-	2	1	3	1	1	-														
CO3	2	-	1	-	-	1	-	-	-	-	-	-	1	-	-														
CO4	2	-	-	-	2	-	-	-	-	-	-	-	-	1	-														
CO5	2	-	-	-	-	-	-	-	-	2	-	-	-	-	-														
CO-PO & PSO COMPUTATION																													
COs	CO Attainment %	PO1		PO2		PO3		PO4		PO5		PO6		PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3							
		P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A						
CO1	56.52	2	1.1	2	1.13	-	-	-	-	-	-	2	1.1904	-	-	-	-	-	-	2	1.13	1	1.7	1	0.57				
CO2	54.35	2	1.1	-	-	-	-	2	1.09	-	-	1	0.5435	-	-	-	-	-	2	1.09	1	0.54	1	0.54	1	0.543			
CO3	6.52	2	0.1	-	-	1	0.1	-	-	-	-	-	-	1	0.07	-	-	-	-	-	-	1	0.07	-	-				
CO4	8.70	2	0.2	-	-	-	-	-	-	-	-	2	0.1739	-	-	-	-	-	-	-	-	-	1	0.09	-				
CO5	17.39	2	0.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	0.35	-	-	-	-	-				
TOTAL		10	2.9	2	1.13	1	0.1	2	1.09	-	-	5	1.8478	1	0.07	-	-	-	4	1.43	3	1.67	7	3.39	3	1.2	1	0.543	
Attainment %		29	56.5					6.5	54.3				36.957	6.52					35.9	55.8	06.4	39.9	54.35						
Attained Level		2	2					2	2			2	2	2	2				2	2	2	2	2	2	2	2	2	2	2
WEIGHTED AVERAGE VALUE OF PO1/PSO1		0.57	1.13			0.07		1.09				0.62	0.07						0.72	0.84	1.13	0.40	0.54						
P = PLANNED		A = ATTAINED																											

CO Attainments			
S.N.	COs NO.	CO Percentage	CO ATM Level
1	CO1	56.52	2
2	CO2	54.35	2
3	CO3	6.52	1
4	CO4	8.70	1
5	CO5	17.39	1

Action Taken Report	
COs	Action Taken
CO1	Attained
CO2	Attained
CO3	Attained
CO4	Attained
CO5	Attained

Head of the Department
Faculty of Business studies

KASHI INSTITUTE OF TECHNOLOGY																														
Faculty of Business Studies																														
CO-PO ATTAINMENT																														
Course : MBA		Semester : III				Academic Year:2021-2022																								
Course Code : 300390		Course Name : Innovations and entrepreneurship																												
CO-PO & PSO MAPPING																														
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3															
CO1	2	1	2	2	-	3	-	-	-	-	-	-	3	1	2															
CO2	2	-	2	-	-	1	-	-	-	2	2	3	-	-	2															
CO3	2	-	-	1	-	-	-	-	-	-	-	-	1	-	-															
CO4	2	2	1	-	-	-	-	-	-	1	-	-	-	-	2															
CO5	2	1	2	-	-	2	-	-	-	3	-	-	-	2	3															
CO-PO & PSO COMPUTATION																														
COs	CO Attainment %	PO1		PO2		PO3		PO4		PO5		PO6		PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3								
		P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A							
CO1	100.00	2	2	1	1	2	2	2	2	-	-	3	3	-	-	-	-	-	-	-	3	3	1	1	2	2				
CO2	100.00	2	2	-	-	-	-	2	2	-	-	-	-	1	1	-	-	-	-	2	2	2	3	-	2	2				
CO3	47.83	2	0.9565	-	-	-	-	-	-	-	-	1	0.47826	-	-	-	-	-	-	-	-	-	1	0.478	-	-				
CO4	47.83	2	0.9565	2	0.95652	1	0.4783	-	-	-	-	-	-	-	-	-	1	0.4783	-	-	-	-	2	0.957	-					
CO5	58.70	2	1.1739	1	0.58696	2	1.1739	-	-	-	-	2	1.174	-	-	-	-	-	-	3	1.761	-	-	2	1.174	3	1.76			
TOTAL		10	7.067	4	2.54348	5	1.6532	4	4	1	0.47826	5	4.124	1	1	-	-	-	1	0.4783	5	3.761	2	2	7	6.478	5	3.13	7	5.76
Attainment %		70.67	61.567			71.043		100	47.8261	83.48	100		47.826	75.22	100	92.55	62.61	62.3												
Attained Level		3	2			3		3	3			3	3	3	3				2	3	3	3	3	3	3	3	3	3	3	
WEIGHTED AVERAGE VALUE OF PO1/PSO1		1.42	0.85			1.22		2.00	0.48	2.09	1.00		0.48	1.88	2.00	2.16	1.04	1.92												
P = PLANNED		A = ATTAINED																												

CO Attainments			
S.N.	COs NO.	CO Percentage	CO ATM Level
1	CO1	100.00	3
2	CO2	100.00	3
3	CO3	47.83	1
4	CO4	47.83	1
5	CO5	58.70	2

Action Taken Report	
COs	Action Taken
CO1	Attained
CO2	Attained
CO3	Attained
CO4	Attained
CO5	Attained

Head of the Department
Faculty of Business Studies

KASHI INSTITUTE OF TECHNOLOGY	
Faculty of Business Studies	
Course : MBA	Semester:III Academic Year:2021-2022
Course Code : KMBN FMB1	Course Name : Financial planning and tax management
CO-PO & PSO MAPPING	
	PO1 PO2 PO3 PO4 PO5 PO6 PO7 PO8 PO9 PO10 PO11 PO12 PSO1 PSO2 PSO3
CO1	2 2 - - - 2 - - - - 2 3 1 -
CO2	2 - - 2 - 1 - - - - 2 1 3 1 1
CO3	2 - 1 - - - 1 - - - - - 1 - - -
CO4	2 - - - - 2 - - - - - - - 1 - -
CO5	2 - - - - - - - - - 2 - - - -

CO-PO & PSO COMPUTATION																															
COs	CO Attainment %	PO1		PO2		PO3		PO4		PO5		PO6		PO7		PO8		PO9		PO10		PO11		PO12		PSO1		PSO2		PSO3	
		P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A
CO1	100.00	2	2	2	2	-	-	-	-	-	-	2	2	-	-	-	-	-	-	-	-	2	2	3	3	1	1	-	-	-	-
CO2	100.00	2	2	-	-	-	-	-	2	2	-	1	1	-	-	-	-	-	-	-	-	2	2	1	1	3	3	1	1	1	1
CO3	0.00	2	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CO4	4.55	2	-	-	-	-	-	-	-	-	-	2	0.09	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	0.05	-	-
CO5	0.00	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
TOTAL		10	4	2	2	1	-	2	2	-	5	3.09	1	-	-	-	-	-	-	-	4	2	3	3	7	6	3	2.05	1	1	
Attainment %		40		100				100				61.8						50		100		85.7		68.2		100					
Attained Level		2		3		2		3		-		2		3		-		-		2		3		3		2		3			
WEIGHTED AVERAGE VALUE OF POs/PSOs		2.00		2.00				2.00		-		1.03		-		-		-		2.00		1.50		3.00		0.68		1.00			
P = PLANNED		A = ATTAINED																													

CO Attainments			
S.N.	COs NO.	CO Percentage	CO ATM Level
1	CO1	100.00	3
2	CO2	100.00	3
3	CO3	0.00	1
4	CO4	4.55	1
5	CO5	0.00	1

Action Taken Report	
COs	Action Taken
CO1	Attained
CO2	Attained
CO3	Attained
CO4	Attained
CO5	Attained

Head of the Department
Faculty of Business Studies

KASHI INSTITUTE OF TECHNOLOGY	
Faculty of Business Studies	
Course : MBA	Semester: III Academic Year:2021-2022
Course Code : KMBN FMB1	Course Name : Investment Analysis and Portfolio management
Name of the Faculty : Akhwaraj Gupta	
CO-PO & PSO MAPPING	
	PO1 PO2 PO3 PO4 PO5 PO6 PO7 PO8 PO9 PO10 PO11 PO12 PSO1 PSO2 PSO3
CO1	2 2 - - - 2 - - - - 2 3 2 -
CO2	2 - - 2 - 1 - - - - 2 1 2 1 1
CO3	2 - 1 - - - 1 - - - - - 1 - - -
CO4	2 - - - - 2 - - - - - - - 1 - -
CO5	2 - - - - - - - - - 2 - - - -

CO-PO & PSO COMPUTATION																															
COs	CO Attainment %	PO1		PO2		PO3		PO4		PO5		PO6		PO7		PO8		PO9		PO10		PO11		PO12		PSO1		PSO2		PSO3	
		P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A
CO1	100.00	2	2	2	2	-	-	-	-	-	-	2	2	-	-	-	-	-	-	-	-	2	2	3	3	2	2	-	-	-	-
CO2	100.00	2	2	-	0	-	-	2	2	-	1	1	-	-	-	-	-	-	-	-	-	2	2	1	1	2	2	1	1	1	1
CO3	0.00	2	0	-	-	1	0	-	-	-	-	-	-	1	0	-	-	-	-	-	-	-	-	-	-	-	1	0	-	-	-
CO4	0.00	2	0	-	-	-	-	-	-	-	-	2	0	-	-	-	-	-	-	-	-	-	-	-	-	-	1	0	-	-	-
CO5	0.00	2	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	0	-	-	-	-	-	-	-	-
TOTAL		10	4	2	2	1	0	2	2	-	5	3	1	0	-	-	-	-	-	-	4	2	3	3	6	5	4	3	1	0	
Attainment %		40		100		0		100		0		60		0		0		0		0		50		100		83.3		75		0	
Attained Level		2		3		2		3		0		2		2		0		0		0		2		3		3		3		1	
WEIGHTED AVERAGE VALUE OF POs/PSOs		0.80		1.00		0.00		2.00		0.00		1.00		0.00		0.00		0.00		0.00		1.00		1.50		1.67		1.00		1.00	
P = PLANNED		A = ATTAINED																													

CO Attainments			
S.N.	COs NO.	CO Percentage	CO ATM Level
1	CO1	100.00	3
2	CO2	100.00	3
3	CO3	0.00	1
4	CO4	0.00	1
5	CO5	0.00	1

Action Taken Report	
COs	Action Taken
CO1	Attained
CO2	Attained
CO3	Attained
CO4	Attained
CO5	Attained

Head of the Department
Faculty of Business Studies



KASHI INSTITUTE OF TECHNOLOGY	
DEPARTMENT OF MANAGEMENT	
Course : MBA	Semester: 4th
Course Code : KMBNFM3	Academic Year:2021-2022
Course Name : Financial Derivatives	
Name of the Faculty : Aishwarya Gupta	
CO-PO & PSO MAPPING	
	PO1 PO2 PO3 PO4 PO5 PO6 PO7 PO8 PO9 PO10 PO11 PO12 PSO1 PSO2 PSO3
CO1	2 2 2 2 - - - - - - - - 3 2 -
CO2	2 - - - - - - - - - - - - 2 - -
CO3	2 - 1 - 2 - - - - - - - - 1 - -
CO4	2 2 1 - - - - - - - - - - 1 - -
CO5	2 - - - - - - - - - - - - - 1 - -
CO- PO & PSO COMPUTATION	
	PO1 PO2 PO3 PO4 PO5 PO6 PO7 PO8 PO9 PO10 PO11 PO12 PSO1 PSO2 PSO3
COs	CO Attainment %
CO1	100.00
CO2	100.00
CO3	0.00
CO4	0.00
CO5	0.00
TOTAL	10 4 4 2 4 2 2 2 2 2 2 2 2 6 5 4 2 - -
Attainment %	40 50 50 100
Attained Level	2 2 2 2 3 3
WEIGHTED AVERAGE VALUE OF POs/PSOs	0.80 1.00 0.67 2.00
P = PLANNED	A = ATTAINED

CO Attainments			
S.N.	COs NO.	CO Percentage	CO ATM Level
1	CO1	100.00	3
2	CO2	100.00	3
3	CO3	0.00	1
4	CO4	0.00	1
5	CO5	0.00	1

Action Taken Report	
COs	Action Taken
CO1	Attained
CO2	Attained
CO3	Attained
CO4	Attained
CO5	Attained

Head of the Department
Faculty of Business Studies

KASHI INSTITUTE OF TECHNOLOGY	
Faculty of Business Studies	
CO-PO ATTAINMENT	
Course : MBA	Semester: III
Course Code : KAS1021	Academic Year:2021-2022
Course Name : Marketing Analysis	
Name of the Faculty : Prashant Pandey	
CO-PO & PSO MAPPING	
	PO1 PO2 PO3 PO4 PO5 PO6 PO7 PO8 PO9 PO10 PO11 PO12 PSO1 PSO2 PSO3
CO1	2 1 2 2 - 3 - - - - - - 2 1 2
CO2	2 - - - 2 - 1 - - - - - 2 2 3 - 2
CO3	3 2 1 - - - - - - 1 - - 1 - -
CO4	2 - - 2 - - - - - - - - - 2 - -
CO5	2 2 2 - - 2 - - - - 3 - - 2 2
CO- PO & PSO COMPUTATION	
	PO1 PO2 PO3 PO4 PO5 PO6 PO7 PO8 PO9 PO10 PO11 PO12 PSO1 PSO2 PSO3
COs	CO Attainment %
CO1	72.73
CO2	72.73
CO3	45.45
CO4	40.91
CO5	36.36
TOTAL	11 5.8 5 2.36 5 2.6 4 2.27 2 1.45 5 2.91 1 0.73 - - - 1 0.5 5 2.55 2 1.45 6 4.09 5 2.27 6 3.636
Attainment %	53 47.3 53 56.8 72.7 58.2 72.7
Attained Level	2 2 2 2 3 2 3
WEIGHTED AVERAGE VALUE OF POs/PSOs	1.16 0.79 0.66 0.57 1.45 1.45 0.18
P = PLANNED	A = ATTAINED

CO Attainments			
S.N.	COs NO.	CO Percentage	CO ATM Level
1	CO1	72.73	3
2	CO2	72.73	3
3	CO3	45.45	1
4	CO4	40.91	1
5	CO5	36.36	1

Action Taken Report	
COs	Action Taken
CO1	Attained
CO2	Attained
CO3	Attained
CO4	Attained
CO5	Attained

Head of the Department
Faculty of Business Studies

Kashi Institute of Technology
Director

KASHI INSTITUTE OF TECHNOLOGY																																
Faculty of Business Studies																																
CO-PO ATTAINMENT																																
Course : MBA			Semester: IV			Academic Year: 2021-2022																										
Course Code : KSBNNM84			Name of the Faculty : Ujjwal Tiwari			Course Name : Sales and Retail Management																										
CO-PO & PSO MAPPING																																
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3																	
CO1	2	2	2	2	-	-	-	-	-	-	-	-	3	2	-																	
CO2	2	-	-	-	-	-	-	-	-	-	-	-	2	2	-																	
CO3	2	-	1	-	2	-	-	-	-	-	-	-	1	-	-																	
CO4	2	2	1	-	-	-	-	-	-	-	-	-	-	1	-																	
CO5	2	-	-	-	-	-	-	-	-	-	-	-	-	1	-																	
CO- PO & PSO COMPUTATION																																
COs	CO Attainment %	PO1		PO2		PO3		PO4		PO5		PO6		PO7		PO8		PO9		PO10		PO11		PO12		PSO1		PSO2		PSO3		
		P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	
CO1	100.00	2	2	2	2	2	2	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	2	2	-	-
CO2	100.00	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	-	-	-	
CO3	0.00	2	0	-	-	1	0	-	-	2	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	0	-	-	-		
CO4	0.00	2	0	2	0	1	0	-	-	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	0	-	-	
CO5	2.86	2	0	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	0.03	-	-	
TOTAL		10	4.1	4	2	4	2	2	2	2	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	5	4	2.03	-	-
Attainment %		41		50		50		100		0		###	###	###	###	###	###	###	###	###	###	###	###	###	###	###	83.3		50.7		###	
Attained Level		2		2		2		3		1		###	###	###	###	###	###	###	###	###	###	###	###	###	###	3		2		###		
WEIGHTED AVERAGE VALUE OF POs/PSOs		0.81		1.00		0.67		1.00		0.00		###	###	###	###	###	###	###	###	###	###	###	###	###	###	1.67		0.68		###		
P = PLANNED																																
A = ATTAINED																																

CO Attainments			
S.N.	COs NO.	CO Percentage	CO ATM Level
1	CO1	100.00	3
2	CO2	100.00	3
3	CO3	0.00	1
4	CO4	0.00	1
5	CO5	2.86	1

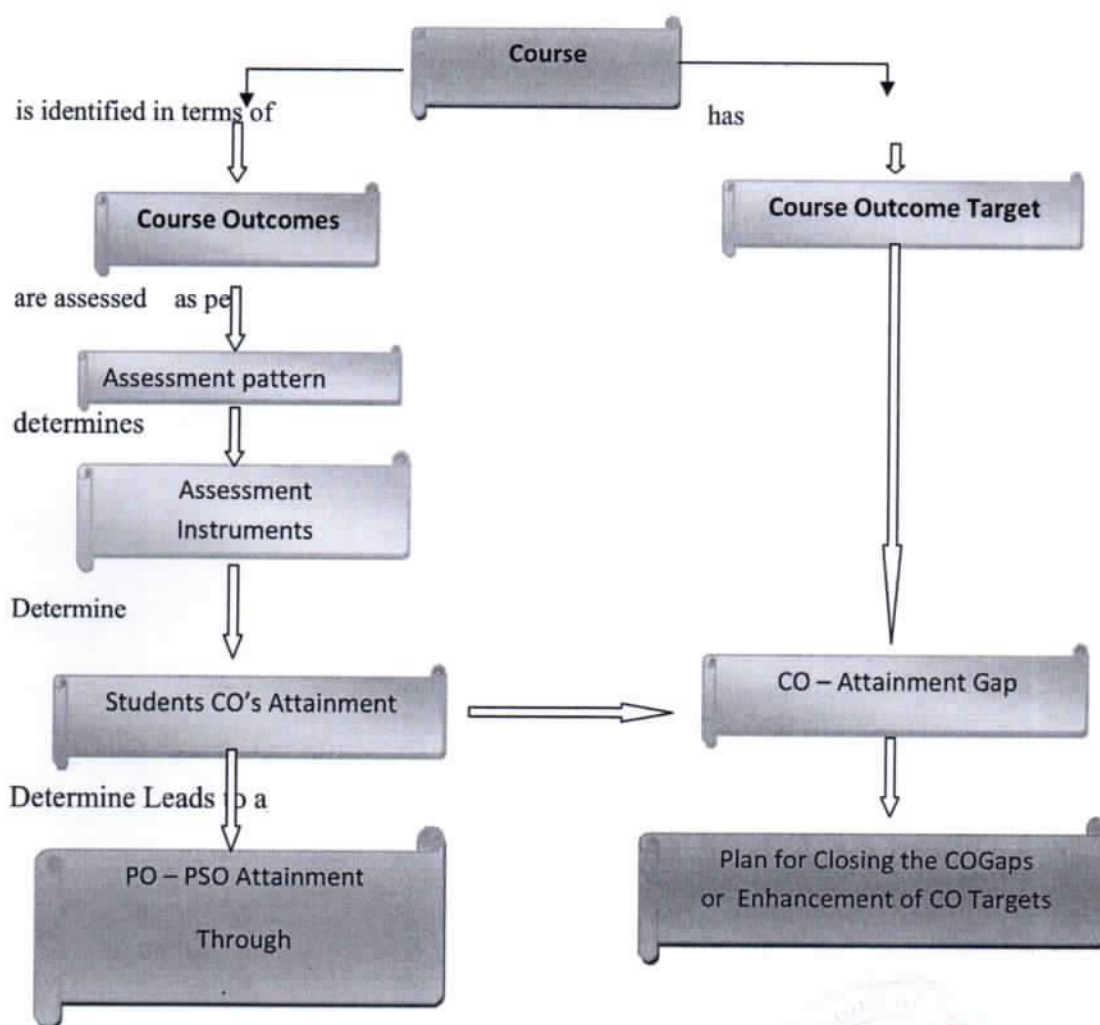
Action Taken Report	
COs	Action Taken
CO1	Attained
CO2	Attained
CO3	Attained
CO4	Attained
CO5	Attained

Head of the Department
Faculty of Business studies

Kashi Institute of Technology
Director
Varanasi

If 70% Students Scoring \geq 70% Marks
ATTAINMENT LEVEL 3
If 60% Students Scoring \geq 70% Marks
ATTAINMENT LEVEL 2
If 50% Students Scoring \geq 70% Marks
ATTAINMENT LEVEL 1

CO attainment and Gap Analysis:



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Following activities are planned to fulfil the identified gap.

while revising the syllabus
 plan to the Board of Studies (BOS). These inputs are taken into consideration by BOS
 Considering the feedback from faculty, PAC committee, students and DAB committee,
 a representation is prepared by the department to convey the gaps and possible action
 Convey the identified gaps to Board of Studies:

Action taken after identifying the gaps:

Head of the Department
 Faculty of Business Studies

Sign of Faculty

KASHI INSTITUTE OF TECHNOLOGY		DEPARTMENT OF Faculty of Business Studies		OVERALL ATTAINMENT	
Course : MBA	Semester: IV	Academic Year:2021-2022	Course Name: Performance & Reward Management	Name of the Faculty: Dr. Kumar Abhishek	Section :
DIRECT ATM LEVEL	AKTU END SEM ATM LEVEL	DT*0.2+AE*0.8	Indirect ATM Level	OVERALL ATM LEVEL	
2	3	2.76	3	2.88	
OVERALL ATM AVG. =		2.88			

Gap = Target in level - Attainment in level

Calculation of Gap Analysis:

Action taken for identified Gap
*Students are encouraged to Enrol NPTEL online certification course and to appear for certification exam.
*Remedial Classes will be conducted.
*Bridge classes for units.
*Assignments for critical topic.
*Solution for university question for unit.


Director
Varanasi