



**Maharashtra Education Society's  
Institute of Management and Career Courses (IMCC), Pune**

**Steps of attainment of POs (2020 Pattern syllabus)**

1. Finding direct assessment values for course outcome
  - a. Due to online mode Target level for each course is consider as 80%
  - b. Calculate CO attainment for each course of internal assessment
    - i. Consolidated for all Assessment methods (Direct & Indirect)
      1. PBA- Practical Based assessment
      2. TBA- Tutorial base assessment
      3. Mid Term
      4. Prelim
      5. Indirect - Course EndSurvey
    - ii. Refer the below table for attainment level

Criteria	Attainment level
50% student scoring more than target	1
60% student scoring more than target	2
70% student scoring more than target	3

- c. Calculate CO attainment for each course of external assessment
2. Assign 34 % weightage to values of 1(b) and 66% weightage to 1(c) then add.
  3. Distribute these values proportionately (Strong – 3, Medium – 2, and Weak-1 ) in CO-PO matrix of the respective course
  4. Calculate final attainment for related PO
    - 1.5 Consider 20 % value of Placement Record
    - 1.6 Calculate final direct attainment value of each PO for each course considering 80% of CO attainment value and 20 % of Placement record
2. The values calculated in 1.5 of each course is added in PO attainment matrix of the program
  3. Calculate final direct assessment value of each PO

CO attainment Process (2020 Pattern)





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4. Calculate indirect assessment values based on Alumni Survey, Student Survey and Employer Survey.

5. Calculate final PO attainment value by considering; Direct Assessment- 70% and Indirect Assessment – 30% (Alumni Survey – 10%, Student Survey – 10% and Employer Survey- 10%)

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CO attainment Process (2020 Pattern)





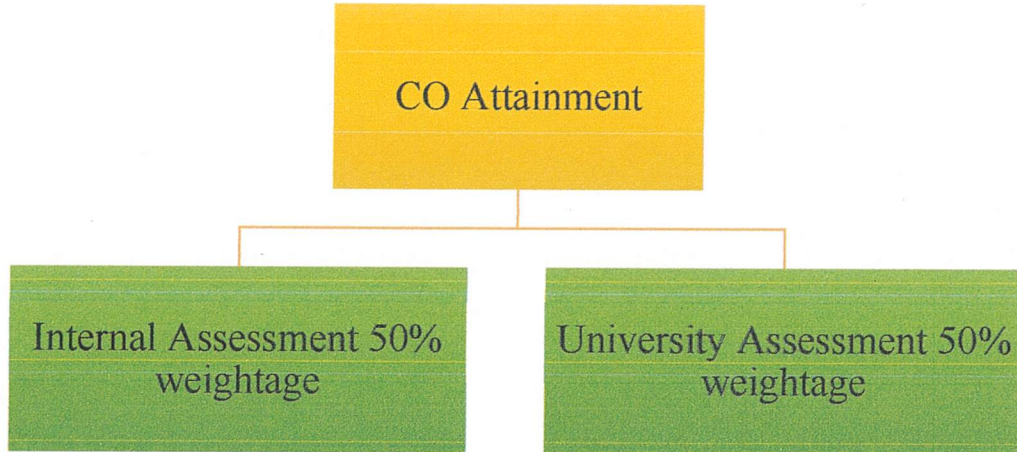
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**CO PO Attainment Policy Document**

**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:

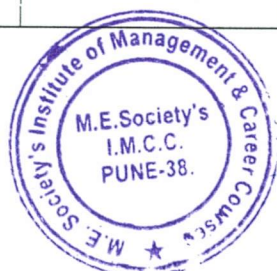
**(i) CO Assessment Rubrics:**



Course Outcome is evaluated based on the performance of students in internal assessments and in university examination of a course. Internal assessment contributes 50% and university assessment contributes 50% to the total attainment of a CO.

**(ii) CO Assessment Tools:**

Mode of Assessment	Assessment Tools	Description	Evaluation of CO	Frequency of Assessment						
Direct	Mid Term Examination	One written / MCQ exam will be conducted	The question is mapped with CO of respective course.	1						
Direct	End Semester Examination	One written / MCQ exam will be conducted	The question are mapped with CO of respective course.	1						
Direct	Evaluation Criteria as per List 01*	<table border="1" style="display: inline-table; vertical-align: middle;"> <tr> <th>GC</th> <th>UL</th> <th>IL</th> </tr> <tr> <td>3</td> <td>0</td> <td>2</td> </tr> </table>	GC	UL	IL	3	0	2	The evaluation criteria's are mapped with CO of respective course.	3/2
GC	UL	IL								
3	0	2								
Direct	University Examination	Per Semester 1 examination	The question is mapped with CO of respective course.	1						
Indirect	Feedback		Feedback is collected after each semester. At the end of the programme exit survey is collected for PO attainment.	1						







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**\*List of Evaluation Criteria's given by Savitribai Phule Pune University.**

<b>Group A (Individual Assessment) – Not more than 1 per course</b>
1. Class Test
2. Open Book Test
3. Written Home Assignment
4. In-depth Viva-Voce
<b>Group B (Individual Assessment) – At least 1 per course</b>
5. Case Study
6. Caselet
7. Situation Analysis
8. Presentations
<b>Group C (Group Assessment) – Not more than 1 per course</b>
9. Field Visit / Study tour and report of the same
10. Small Group Project & Internal Viva-Voce
11. Model Development
12. Role Play
13. Story Telling
14. Fish Bowls
<b>Group D (Creative - Individual Assessment) – Not more than 1 per course</b>
15. Learning Diary
16. Scrap Book / Story of the week / Story of the month
17. Creating a Quiz
18. Designing comic strips
19. Creating Brochures / Bumper Stickers / Fliers
20. Creating Crossword Puzzles
21. Creating and Presenting Posters
22. Writing an Advice Column
23. Library Magazines based assessment
24. Peer assessment
25. Autobiography/Biography
26. Writing a Memo
27. Work Portfolio
<b>Group E (Use of Literature / Research Publications- Individual Assessment) – Not more than 1 per course</b>
28. Book Review
29. Drafting a Policy Brief



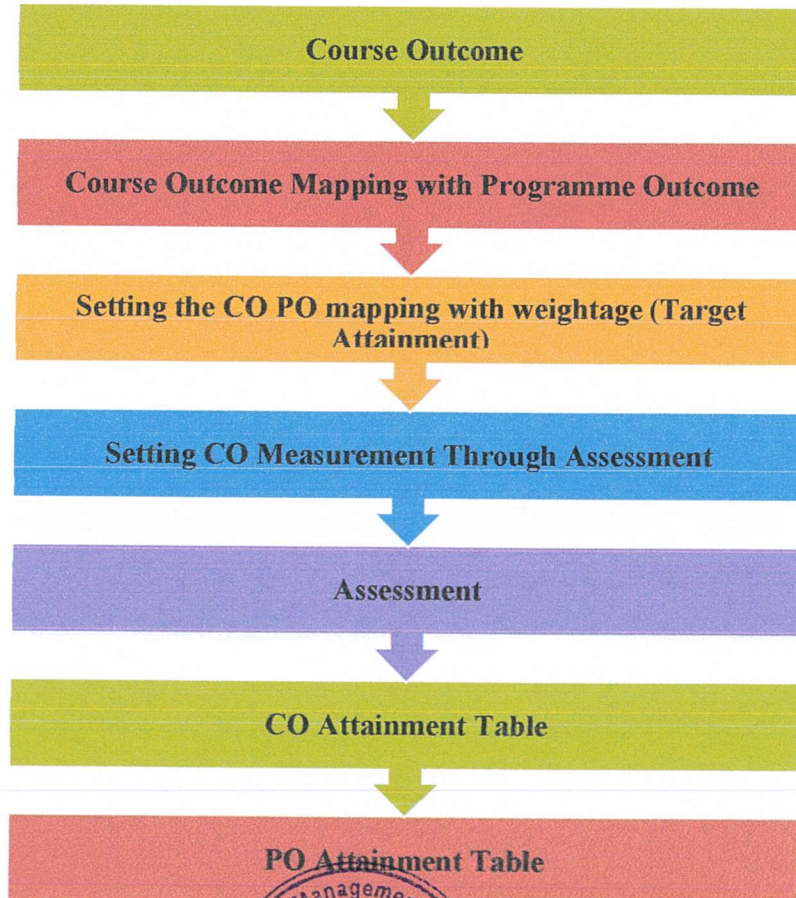


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30. Drafting an Executive Summary
31. Literature Review
32. Term Paper
33. Thematic Presentation
34. Publishing a Research Paper
35. Annotated Bibliography
36. Creating Taxonomy
37. Creating Concept maps
<b>Group F (Use of Technology - Individual Assessment) – Not more than 1 per course</b>
38. Online Exam
39. Simulation Exercises
40. Gamification Exercises
41. Presentation based on Google Alerts
42. Webinar based assessment
43. Creating Webpage / Website / Blog
44. Creating infographics / infomercial
45. Creating podcasts / Newscast
46. Discussion Boards

**List 01**

**(iii) Validation of CO PO mapping**







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**(iv) Assessment and Attainment methods**

Assessment is one or more processes which is carried out by the institution, that identify, collect and prepare data to evaluate the achievement of course outcomes and program outcomes. Attainment is the action or fact of achieving a standard result towards accomplishment of desired goals. Primarily attainment is the standard of academic attainment as observed by test and/or examination result. Assessment methods are categorized into two as direct method and indirect method to access CO's and PO's. The direct methods display the student's knowledge and skills from their performance in the continuous internal assessment tests and supporting activities as per list 01. These methods provide a sampling of what students know and/or can do and provide strong evidence of student learning. The indirect method done through university examinations and feedbacks.

**(v) Procedure for Attainment of Program Outcomes:**

- a) **Attainment Level 1:** 60% of students score more than 40% marks out of the maximum relevant marks.
- b) **Attainment Level 2:** 70% of students score more than 40% marks out of the maximum relevant marks.
- c) **Attainment Level 3:** 80% of students score more than 40% marks out of the maximum relevant marks.

\*\*\*The Target Level of attainment is to be finalized by considering the previous year's attainment and the learning level of students.

**(vi) Overall CO Attainment of Course must be prepared as show below.**

**a) Mapping of CO with PO**

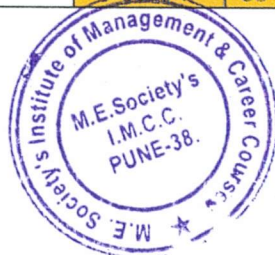
Course Outcomes	Program Outcomes									
	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PO 9	PO 10
CO 1	3	1	1	2	3	2	2	2	0	3
CO 2	3	3	0	0	0	2	0	2	1	1
CO 3	1	2	2	1	0	0	2	1	2	0
CO 4	2	1	3	2	2	0	0	0	1	2
CO 5	1	2	3	0	1	3	1	1	2	0

**b) Distribution of weights for selected concurrent evaluation tools:**

Tools	Case Study	Role Play	Assignment
Marks	30	50	50

**c) Rules for calculating attainment levels of each CO**

Course Outcomes	Target Attainment		
	3	2	1
CO 1	>=60%	60-40%	<40%
CO 2	>=60%	60-40%	<40%
CO 3	>=60%	60-40%	<40%
CO 4	>=60%	60-40%	<40%
CO 5	>=60%	60-40%	<40%







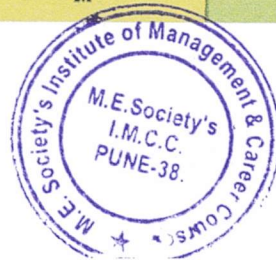
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### d) Rules for calculating Attainment level through SPPU Exam (University exam- UE):

Level of Attainment	Rule for Attainment
3	70% or more students having more than average marks
2	60% or more students having more than average marks
1	less than 50% having more than average marks

### e) Consolidate CO Mapping as per Evaluation Criteria's Selected for Respective Courses.

M.E.S.'s Institute of Management & Career Course IMCC Academic Year 2019-21 Subject: Essential Law Semester - IV CO PO Attainment																																	
Roll No.	Course Outcome	CO1						CO2						CO3						CO4						CO5							
		Case Discussion/Role Play/Assignment						Case Discussion/Role Play/Assignment						Case Discussion/Role Play/Assignment						Case Discussion/Role Play/Assignment						Case Discussion/Role Play/Assignment							
		10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10		
Maximum Marks	Assignment	Case Discussion	Role Play	Total Marks Attempted	Total Marks Obtained	%	Assignment	Case Discussion	Role Play	Total Marks Attempted	Total Marks Obtained	%	Assignment	Case Discussion	Role Play	Total Marks Attempted	Total Marks Obtained	%	Assignment	Case Discussion	Role Play	Total Marks Attempted	Total Marks Obtained	%	Assignment	Case Discussion	Role Play	Total Marks Attempted	Total Marks Obtained	%			
2019001	ABC01	6	4	4	30	14	46.7	1	7	8	6	30	21	70	2	8	7	9	30	28	93.3	3	8	9	30	17	56.7	4	8	8	30	12	40
2019002	ABC02	7	10	10	30	27	90	3	5	9	9	30	23	76.7	3	8	8	9	30	25	83.3	3	10	9	30	19	63.3	3	6	9	30	13	43.3
2019003	ABC03	8	0	0	30	8	26.7	0	6	8	7	30	21	70	2	8	6	9	30	23	77	3	9	9	30	18	60	3	9	9	30	12	40
2019004	ABC04	10	7	7	30	24	80	3	7	7	7	30	21	70	2	9	7	9	30	25	83.3	3	9	9	30	18	60	3	10	7	20	17	85
2019005	ABC05	8	10	10	30	28	93.3	3	6	8	7	30	21	70	2	7	8	9	30	24	80	3	7	9	30	16	53.3	8	5	20	13	65	
2019006	ABC06	7	3	3	30	13	43.3	1	5	7	8	30	20	66.7	2	7	8	4	30	19	63.3	2	9	9	30	18	60	3	3	8	20	11	55
2019007	ABC07	6	10	10	30	26	86.7	3	6	7	8	30	21	70	2	8	9	5	30	22	73.3	3	9	9	30	18	60	3	5	8	20	13	65
2019008	ABC08	6	7	7	30	20	66.7	2	3	8	5	30	16	53.3	2	8	4	8	30	20	67	4	9	9	30	18	60	3	5	7	20	12	60
2019009	ABC09	8	0	5	30	13	43.3	1	5	8	8	30	21	70	2	5	6	0	30	11	37	0	9	9	30	18	60	3	0	5	20	5	25
2019010	ABC10	7	0	5	30	12	40	1	8	8	8	30	28	93.3	2	6	8	7	30	21	70	2	9	9	30	18	60	3	7	3	20	10	50
2019011	ABC11	6	6	6	30	18	60	2	6	8	6	30	20	66.7	2	8	6	8	30	22	73.3	3	9	9	30	18	60	3	6	8	20	14	70
2019012	ABC12	9	6	6	30	21	70	2	4	7	5	30	16	53.3	2	6	6	8	30	20	67	2	9	9	30	18	60	2	9	8	20	17	85
2019013	ABC13	7	5	5	30	17	56.7	2	3	4	4	30	11	36.7	8	5	6	6	30	17	57	2	7	9	30	16	53.3	3	3	9	20	12	60
2019014	ABC14	9	9	9	30	27	90	3	3	5	7	30	15	50	1	8	7	5	30	20	67	2	7	9	30	16	53.3	3	9	7	20	16	80
2019015	ABC15	8	2	2	30	12	40	1	8	8	7	30	23	76.7	3	6	7	8	30	21	70	2	7	9	30	16	53.3	3	2	4	20	6	30
2019016	ABC16	6	3	3	30	12	40	1	5	6	8	30	19	63.3	2	7	7	5	30	19	63.3	2	7	9	30	16	53.3	3	4	6	20	10	50
2019017	ABC17	8	1	1	30	10	33.3	0	5	6	5	30	16	53.3	3	9	7	2	30	23	77	3	7	10	20	17	85	3	5	6	20	11	55
2019018	ABC18	7	5	5	30	17	56.7	2	9	7	5	30	21	70	2	7	9	8	30	24	80	3	7	10	20	17	85	2	7	6	20	13	65
2019019	ABC19	9	5	5	30	19	63.3	2	5	8	7	30	20	66.7	2	5	6	7	30	18	60	2	9	10	20	19	95	3	9	8	20	17	85
2019020	ABC20	5	8	8	30	21	70	2	6	10	10	30	26	86.7	3	8	9	9	30	26	87	3	9	10	20	19	95	3	3	10	20	13	65
2019021	ABC21	10	10	10	30	30	100	3	8	9	9	30	26	86.7	3	8	10	10	30	26	87	3	9	10	20	19	95	3	10	9	20	19	95
2019022	ABC22	10	10	10	30	30	100	2	8	6	6	30	20	66.7	2	8	10	10	30	28	93.3	2	8	10	20	19	95	2	10	8	20	18	90
2019023	ABC23	7	10	10	30	27	90	3	9	7	9	30	25	83.3	3	8	5	6	30	19	63.3	2	8	10	20	16	53.3	3	7	9	20	16	80
2019024	ABC24	7	0	5	30	12	40	1	5	8	8	30	21	70	2	8	7	2	30	22	73.3	8	10	20	18	90	3	2	5	20	7	35	
2019025	ABC25	7	0	5	30	12	40	1	2	8	8	30	18	60	2	6	6	7	30	19	63.3	2	8	10	20	16	53.3	3	7	5	20	12	60
2019026	ABC26	7	9	9	30	23	76.7	3	6	4	5	30	15	50	1	8	8	8	30	24	80	3	9	8	20	17	85	3	7	8	20	13	65
2019027	ABC27	6	0	5	30	11	36.7	0	6	8	7	30	21	70	2	7	8	8	30	23	77	3	9	8	20	17	85	3	4	7	20	11	55
2019028	ABC28	7	5	5	30	17	56.7	2	4	6	8	30	18	60	2	7	7	2	30	21	70	2	9	8	20	17	85	3	7	5	20	12	60
2019029	ABC29	8	1	1	30	10	33.3	0	8	4	8	30	20	66.7	2	5	7	8	30	20	67	2	8	8	20	16	53.3	3	3	8	20	11	55
2019030	ABC30	8	0	5	30	13	43.3	1	7	5	5	30	17	56.7	2	4	8	8	30	19	63.3	2	8	8	20	16	53.3	3	8	8	20	16	80
2019031	ABC31	7	0	5	30	12	40	1	8	7	5	30	20	66.7	2	7	9	8	30	26	87	3	8	9	20	17	85	3	2	8	20	10	50
2019032	ABC32	8	6	6	30	20	66.7	3	4	7	5	30	16	53.3	2	9	8	7	30	24	80	3	5	8	20	14	70	2	8	8	20	16	80
2019033	ABC33	9	10	10	30	29	96.7	3	7	10	10	30	27	90	3	9	7	7	30	23	77	3	8	9	20	17	85	3	9	8	20	17	85
2019034	ABC34	6	3	3	30	12	40	1	4	8	7	30	19	63.3	2	8	6	9	30	23	77	3	8	9	20	17	85	3	6	7	20	13	65
2019035	ABC35	8	10	10	30	28	93.3	3	9	6	6	30	21	70	2	5	8	9	30	22	73.3	3	8	8	20	16	53.3	3	5	5	20	10	50
2019036	ABC36	7	10	10	30	27	90	3	8	9	9	30	26	86.7	3	6	8	7	30	21	70	2	7	8	20	15	50	3	7	9	20	16	80
2019037	ABC37	7	8	8	30	23	76.7	3	6	8	7	30	21	70	2	6	5	30	20	67	2	6	8	20	14	70	2	7	4	20	11	55	
2019038	ABC38	7	7	7	30	21	70	2	6	7	7	30	20	66.7	2	5	8	8	30	21	70	2	7	10	20	17	85	3	7	9	20	16	80
2019039	ABC39	5	3	3	30	11	36.7	0	5	9	6	30	20	66.7	2	5	7	8	30	20	67	2	7	10	20	17	85	3	5	4	20	11	55
2019040	ABC40	5	7	7	30	19	63.3	2	7	9	9	30	25	83.3	3	8	5	8	30	21	70	2	8	7	20	15	50	3	5	9	20	14	70
2019041	ABC41	8	5	5	30	18	60	2	5	8	8	30	21	70	2	3	7	9	30	19	63.3	2	8	10	20	18	90	3	3	5	20	8	40
Total No. of Students		41						41						41						41						41							
Average of CO marks by Students		1.8						2.1						2.44						3						2.1							
If (obj) *100 >= 60, then AL = 3																																	
If (obj) *100 >= 50, then AL = 2		1.8						2.1						2.44						3						2.1							
If (obj) *100 >= 40, then AL = 1																																	



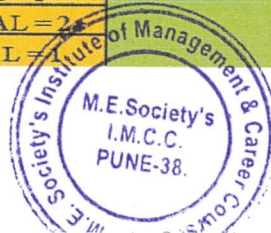




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**f) University Result CO Attainment Level:**

MES's				
Institute of Management & Career Courses MBA				
Academic Year - 2020-21				
Subject- Financial Law				
Semester - IV				
CO Attainment				
Sr. No	Name of the Student	Internal+External		
		Max Marks	Marks Obtained	Percentage
1	Awatade Bahumol	100	75	75.00
2	Bangal Manali	100	78	78.00
3	Borude Pooja	100	65	65.00
4	Chavhan Payal	100	89	89.00
5	Divekar Ankita	100	53	53.00
6	Dube Shubham	100	46	46.15
7	Gade Pushkar	100	23	23.08
8	Hallur Sarang	100	0	0.00
9	Hargane Ganesh	100	60	60.00
10	Jagtap Nikhil	100	65	65.00
11	Joshi Rutuja	100	82	82.00
12	Kalsule Soham	100	56	56.00
13	Kantewar Vaidehi	100	72	72.00
14	Karade Madhuri	100	61	61.00
15	Karan de Radhakrishna	100	45	44.62
16	Kulkarni Vipra	100	65	64.62
17	Lamkanikar Rutuja	100	42	41.54
18	Lihine Disha	100	67	67.00
19	Lulla Soniya	100	77	77.00
20	Magdum Suraj	100	78	77.69
21	Mehta Heena	100	84	83.85
22	More Suraj	100	92	92.31
23	Murhe Anusha	100	87	86.92
24	Nimbalkar Rajesh	100	0	0.00
25	Panmei Thomas	100	15	15.00
26	Panse Prathamesh	100	76	76.15
27	Pasalkar Mayur	100	66	66.00
28	Pathrikar Suyog	100	84	84.00
29	Pawar Saurabh	100	65	65.00
30	Ranaware Gauri	100	0	0.00
31	Raogaonkar Onkar	100	47	47.00
32	Raskar Akash	100	56	56.00
33	Salvi Krutika	100	86	86.15
34	Saraf Pooja	100	62	62.00
35	Singasane Shivani	100	0	0.00
36	Soni Priyanka	100	69	69.23
37	Sonkamble Yash	100	70	70.00
38	Sonkul Aparna	100	67	67.00
39	Waghmare Nikita	100	55	55.00
40	Wanjale Poonam	100	76	76.00
41	Warkhade Namrata	100	52	51.54
<b>Total No. of Students (y)</b>		<b>41</b>		
<b>No of Students who got more than 50% (x)</b>		<b>31</b>		
<b>Total No. of students who got less than 50%</b>		<b>4</b>		
<b>% of attainment (x/y)*100</b>		<b>75.61</b>		
<b>If (x/y)*100 &gt;70, then AL = 3</b>		<b>3</b>		
<b>If (x/y)*100 &gt;= 60, then AL = 2</b>		<b>3</b>		
<b>If (x/y)*100 &gt;= 50, then AL = 1</b>		<b>3</b>		







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**g) CO Attainment Level**

CO Attainment Table						
	CO 1	CO 2	CO 3	CO4	CO5	
Attainment level as per rules set	1.8	2.1	2.44	3	2.1	2.288

CO attainment through University Examination Evaluation	
Average Marks	50%
Number of students scoring more than average marks	31
% students scoring more than average	4
According to rule set, attainment level	3

<b>Final CO attainment = (0.5* Internal assessment)+(0.5*University exam results)</b>	
<b>Final CO Attainment</b>	<b>2.644</b>

**h) CO PO Mapping**

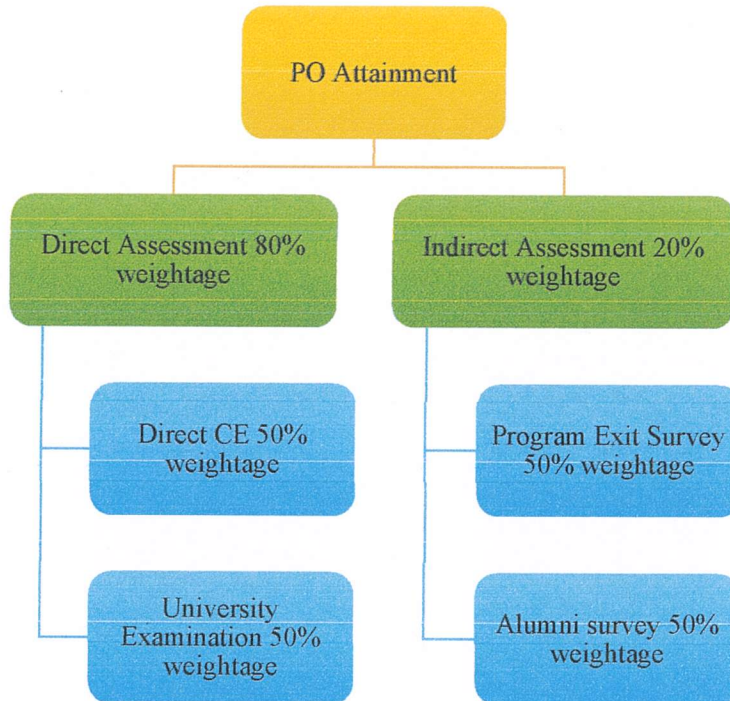
MES's Institute of Management & Career Courses MBA Academic Year - 2020-21 Subject- Financial Law Semester - IV CO Attainment											
<b>Program Outcome:</b>											
1	Generic and Domain Knowledge - Ability to articulate, illustrate, analyze, synthesize and apply the knowledge of principles and frameworks of management and allied domains to the solutions of real-world complex business issues										
2	Problem Solving & Innovation - Ability to identify, formulate and provide innovative solution frameworks to real world complex business and social problems by systematically applying modern quantitative and qualitative problem solving tools and techniques.										
3	Critical Thinking - Ability to conduct investigation of multidimensional business problems using research based knowledge and research methods to arrive at data driven decisions										
4	Effective Communication - Ability to effectively communicate in cross-cultural settings, in technology mediated environments, especially in the business context and with society at large										
5	Leadership and Team Work - Ability to collaborate in an organizational context and across organizational boundaries and lead themselves and others in the achievement of organizational goals and optimize outcomes for all stakeholders.										
6	Global Orientation and Cross-Cultural Appreciation: Ability to approach any relevant business issues from a global perspective and exhibit an appreciation of Cross Cultural aspects of business and management.										
7	Entrepreneurship - Ability to identify entrepreneurial opportunities and leverage managerial & leadership skills for founding, leading & managing startups as well as professionalizing and growing family businesses.										
8	Environment and Sustainability - Ability to demonstrate knowledge of and need for sustainable development and assess the impact of managerial decisions and business priorities on the societal, economic and environmental aspects.										
9	Social Responsiveness and Ethics - Ability to exhibit a broad appreciation of the ethical and value underpinnings of managerial choices in a political, cross-cultural, globalized, digitized, socio-economic environment and distinguish between ethical and unethical behaviors & act with integrity.										
10	Life Long Learning – Ability to operate independently in new environment, acquire new knowledge and skills and assimilate them into the internalized knowledge and skills.										
<b>Course Outcome:</b>											
DESCRIBE the basic concepts related to Accounting, Financial Statements, Cost Accounting, Marginal Costing,											
1	Budgetary Control and Standard Costing										
2	EXPLAIN in detail, all the theoretical concepts taught through the syllabus.										
3	PERFORM all the necessary calculations through the relevant numerical problems.										
4	ANALYSE the situation and decide the key financial as well as non-financial elements involved in the situation.										
5	EVALUATE the financial impact of the decision.										
CO/PO	CO Attained	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PO 9	PO 10
CO 01	1.8	3	1	1	2	3	2	2	2	0	3
CO 02	2.1	3	3	0	0	0	2	0	2	1	1
CO 03	2.44	1	2	2	1	0	0	2	1	2	0
CO 04	3	2	1	3	2	2	0	0	0	1	2
CO 05	2.1	1	2	3	3	3	3	1	1	2	0
PO attainment		2.2	2.2	2.4	2.3	2.3	2.0	2.1	2.1	2.4	2.3





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(vii) Overall PO Attainment Process



PO assessment is done by giving 80% weightage to direct assessment and 20% weightage to indirect assessment. Direct assessment is based on CO attainment, where 80% weightage is given to attainment through university exam and 20% weightage is given to attainment through internal assessments. Indirect assessment is done through exit survey and alumni survey where exit survey and alumni survey is given a weightage of 50% each.








Maharashtra Education Society's  
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Exit Survey

MES		
Institute of Management & Career Courses		
Academic Year:		
Exit Survey		
Name of Student		
Roll No.		
Mail ID		
Kindly rate the following criteria on a scale of 1-5. Your genuine response will be helpful for the continuous quality improvement of our MBA , PG programme in MES IMCC.		
5. Excellent    4. Very Good    3. Good    2. Average    1. Poor		
Sr. No	Criteria Rating	Rating
1	Opinion about PG programme in MES IMCC	
2	Overall Rating for attainment of your PO	
3	Ability acquired to apply Management Skills and Domain centric knowledge	
4	Competence developed to analyse and interpret the business situations and take decisions according to situations.	
5	Skills gained to apply modern business techniques for your organization	
6	Responsibility level acquired by you	
7	Leadership qualities and team spirit inculcate through various student development activities	
8	Zeal to engage in , to resolve the business issues and acquiring lifelong learning	
9	Benefit from MES IMCC within two years	

  
**Dr. Girish Bodhankar**  
Asst. IQAC Coordinator

  
**Dr. Jayashree Patil**  
IQAC Coordinator

  
**Dr. Santosh Deshpande**  
Director

