



Shree Chanakya Education Society's

**INDIRA SCHOOL OF
BUSINESS STUDIES PGDM**

"Empowering Minds to Elevate Lives"



An Autonomous Institution Approved by AICTE
Pune-411033, Maharashtra, INDIA

**WELCOMES
HON'BLE MEMBER(S)**

OF



EXPERT COMMITTEE TEAM

17TH DEC 2021

PGDM GENERAL DEPARTMENT - PRESENTATION OUTLINE

Part I

- Introduction
- Department achievements/Recognitions:
 - Department level
 - Faculty level
 - Student level
- Criteria 1-** Vision, Mission and Program Educational Objectives
- Criteria 2-** Program Curriculum and Teaching – Learning Processes
- Criteria 3 -** Program Outcomes and Course Outcomes
- Criteria 4 -** Students’ Performance
- Criteria 5 -** Faculty Information and Contributions
- Criteria 6 -** Facilities and Technical Support – Teaching Labs and Special Laboratories
- Criteria 7 -** Continuous Improvement

Part II

- OBE Philosophy of the Department: Description of OBE Philosophy followed by the Department in attainment of COs & POs and Assessment methodology

PART I

INDIRA SCHOOL OF BUSINESS STUDIES PGDM

PGDM General Program started in 2006 with an intake of 240 students.

Since AY 2020-21, the program has an intake of 120 students and another 120 students take admissions under PGDM Program.

Highlights

- ❑ **Near 100% admissions** in AY 2018-19, 2019-20 and 2020-21.
- ❑ Over **95%** students undergo internships in reputed organizations via industry connect
- ❑ Over **90%** students have been placed in reputed organizations since 2018.
- ❑ Average package- INR 4.75 lacs (18-19 | 19-20 | 20-21)

DEPARTMENT
ACHIEVEMENT
&
RECOGNITION

DEPARTMENTAL ACHIEVEMENT - FACULTY

Details	Achievements	Faculty Name
Research Paper publications	55 Research publications in reputed journals/ indexed in WoS / SCOPUS since 2018.	Entire PGDM General Department
Patent	Related to Career Planning Template	Dr. Shikha Sindhu (Mann)
Certified Trainer	BFSI, Digital marketing and emotional intelligence, Myres Briggs Type Indicator (MBTI), Strong Interest Inventory (SII) and Temple Index of Functional Fluency (TIFF)	Dr. Abhinav Jog Dr. Kumendra Raheja Dr. Shikha Sindhu (Mann) Prof. Amruta Deshpande
Books Published	Books written on the topics: 1. Understanding Economic Analysis for Business Decisions.	Dr. Dharendra Kumar
UGC NET & SET	Has Cleared NET & SET exam	Dr. Dharendra Kumar Dr. Mangesh Dande Dr. Anagha Bhope Mr. Mahesh Mangaonkar (NET & SET)
National Award (Kaushalacharya Award)	Master Trainer-BFSI from Ministry of Skill Development and Entrepreneurship (MSDE)	Dr. Abhinav Jog
Gold Medal	PGDHRM from IGNOU, New Delhi.	Dr. Mahesh Mangaonkar

DEPARTMENTAL ACHIEVEMENT - STUDENT

Year	Event
2018-19	AIMA Business Simulation Games
	AIMA Presentation Competition
	D.Y. Patil Essay writing competition
	Dewang Mehta Paper Presentation Competition
2019-20	D Y Patil Institute of Management -Essay Writing Competition
	PUMBA's - Dhruv Competition
	Kirloskar Institute of Management Studies - Emblaze Competitions
	Symbiosis Case Study Competition



**Ms. Niharika Pandey,
Best Student -
Marketing**



**Ms. Shreya Hedoo,
Best Student - HR**



**Ms. Kashish Zavar,
Best Student -
Finance**

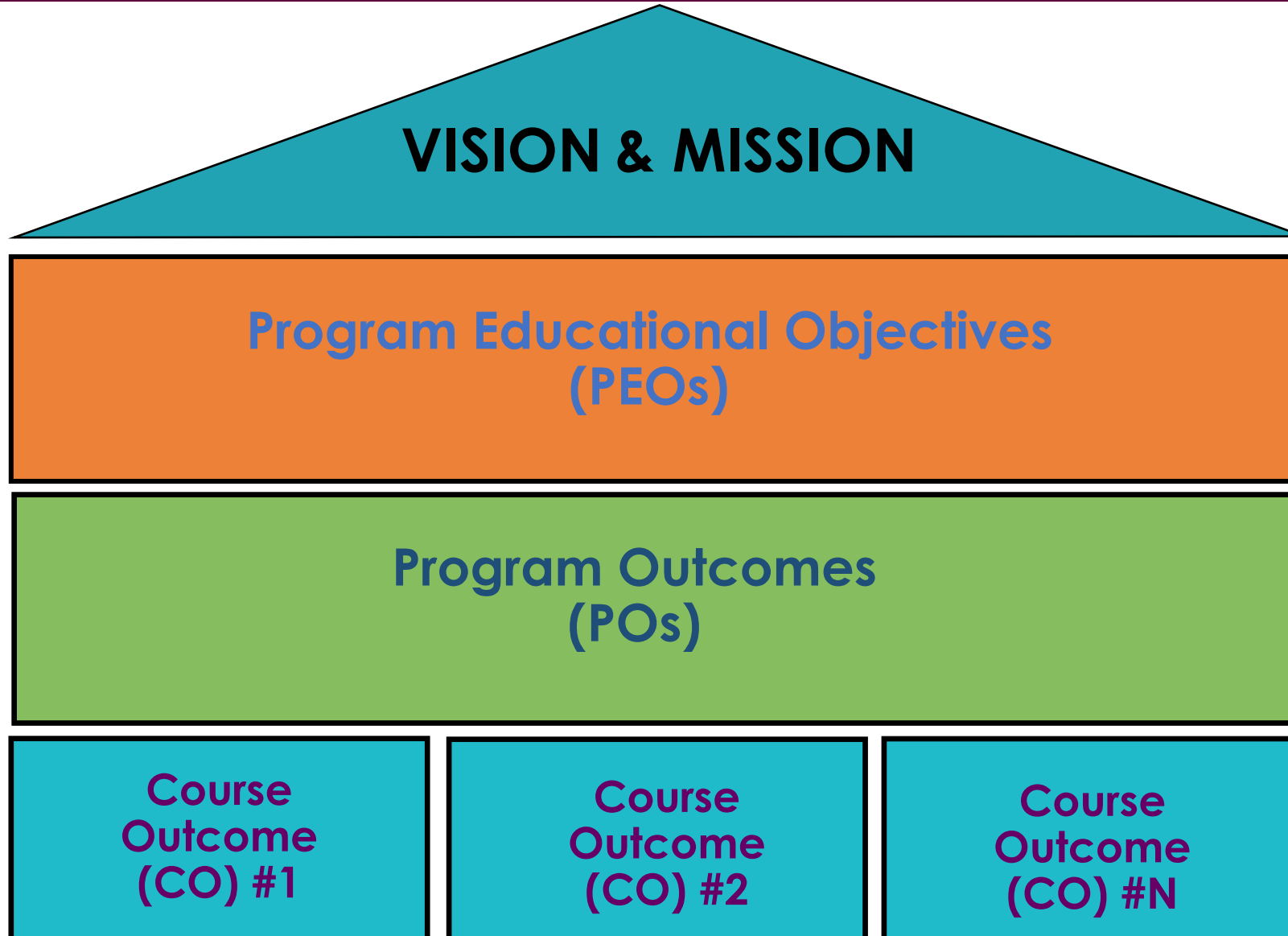
7 research papers published jointly with faculty for various conferences and journals since 2018.

VISION, MISSION & PEO

INDIRA SCHOOL OF BUSINESS STUDIES PGDM



VISION, MISSION AND PROGRAM EDUCATIONAL OBJECTIVES



VISION, MISSION AND PROGRAM EDUCATIONAL OBJECTIVES (PROCESS – FORMULATION & ATTAINMENT)

Vision

To become a Preferred Business School for Students, Faculty and Industry.

Mission



To promote learning environment for students from diverse cultures and engage them in globally relevant knowledge dimensions for future application in Industry, Business and Life.



To provide research-oriented learning environment for faculty.



To foster alliance with industry.



To promote ethical and social values as a basis of humane social order.

Program Educational Objectives

PEO 1: Provide opportunity for application-oriented learning in the field of business management to enhance decision making and leadership skills for managing dynamic business environment.

PEO 2: Engaging faculty in research and training to impart current business trends to students to enhance their analytical and critical thinking.

PEO 3: Forge industry and academic interface for student's exposure to manage dynamics of business management.

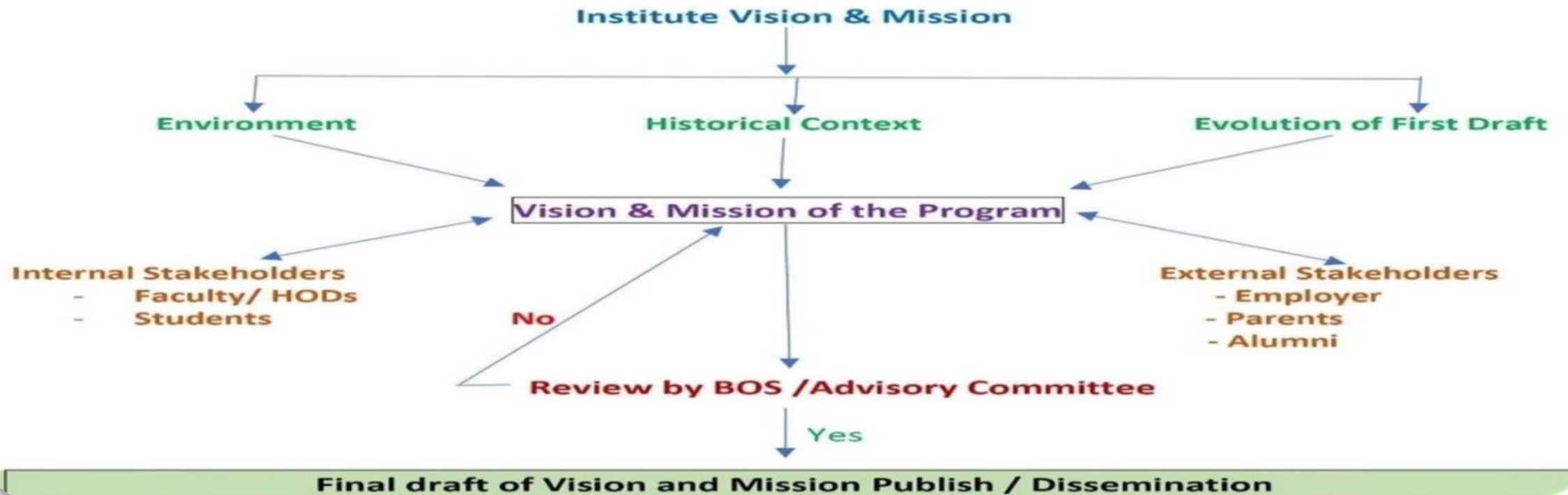
PEO 4: Expose students to various community centric initiatives to foster sensitivity for work ethics and human values.

FORMULATION PROCESS

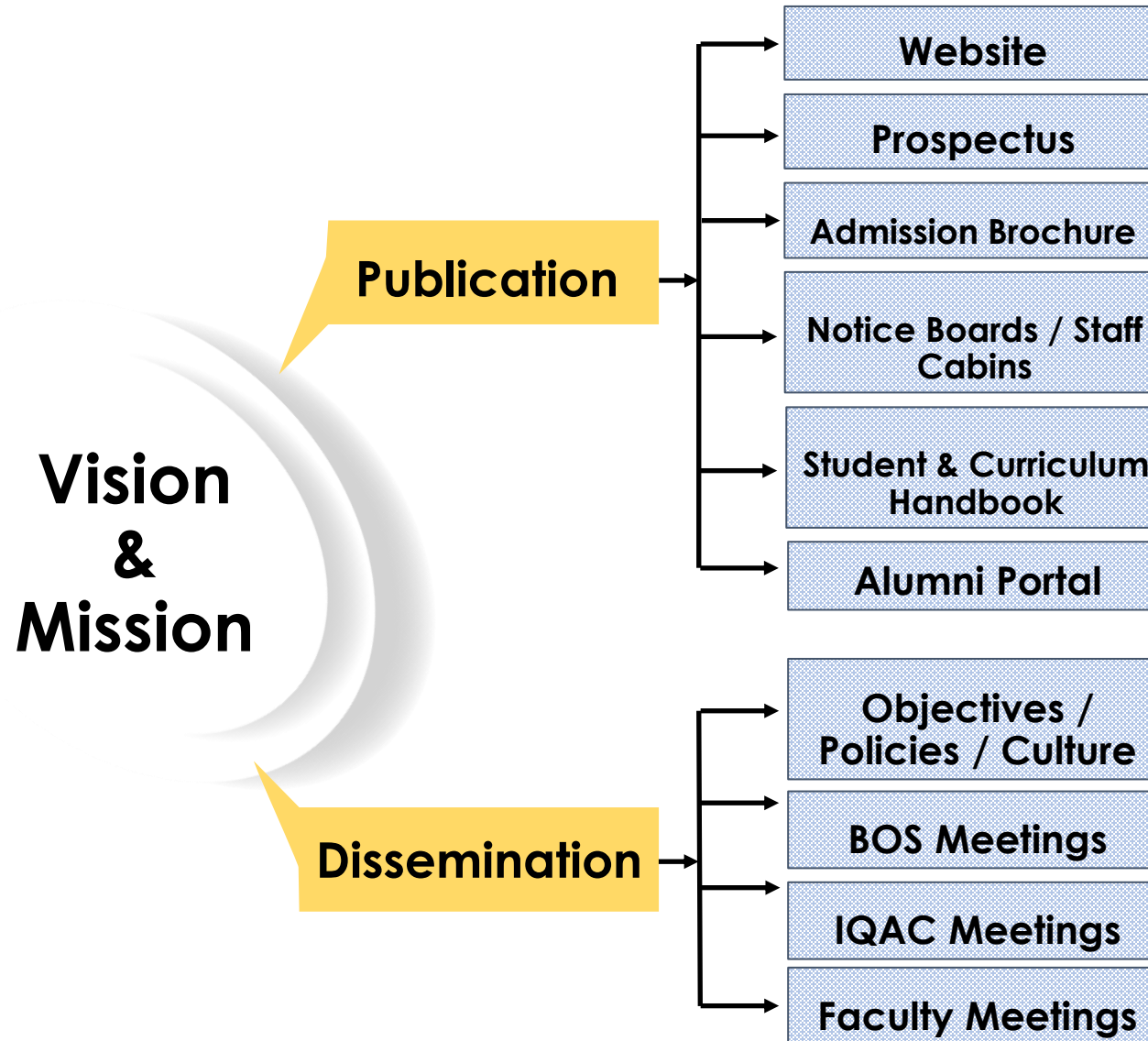


Indira School of Business Studies PGDM



Vision and Mission Formulation Process



DISSEMINATION PROCESS



MISSION AND PEO CONSISTENCY MATRIX

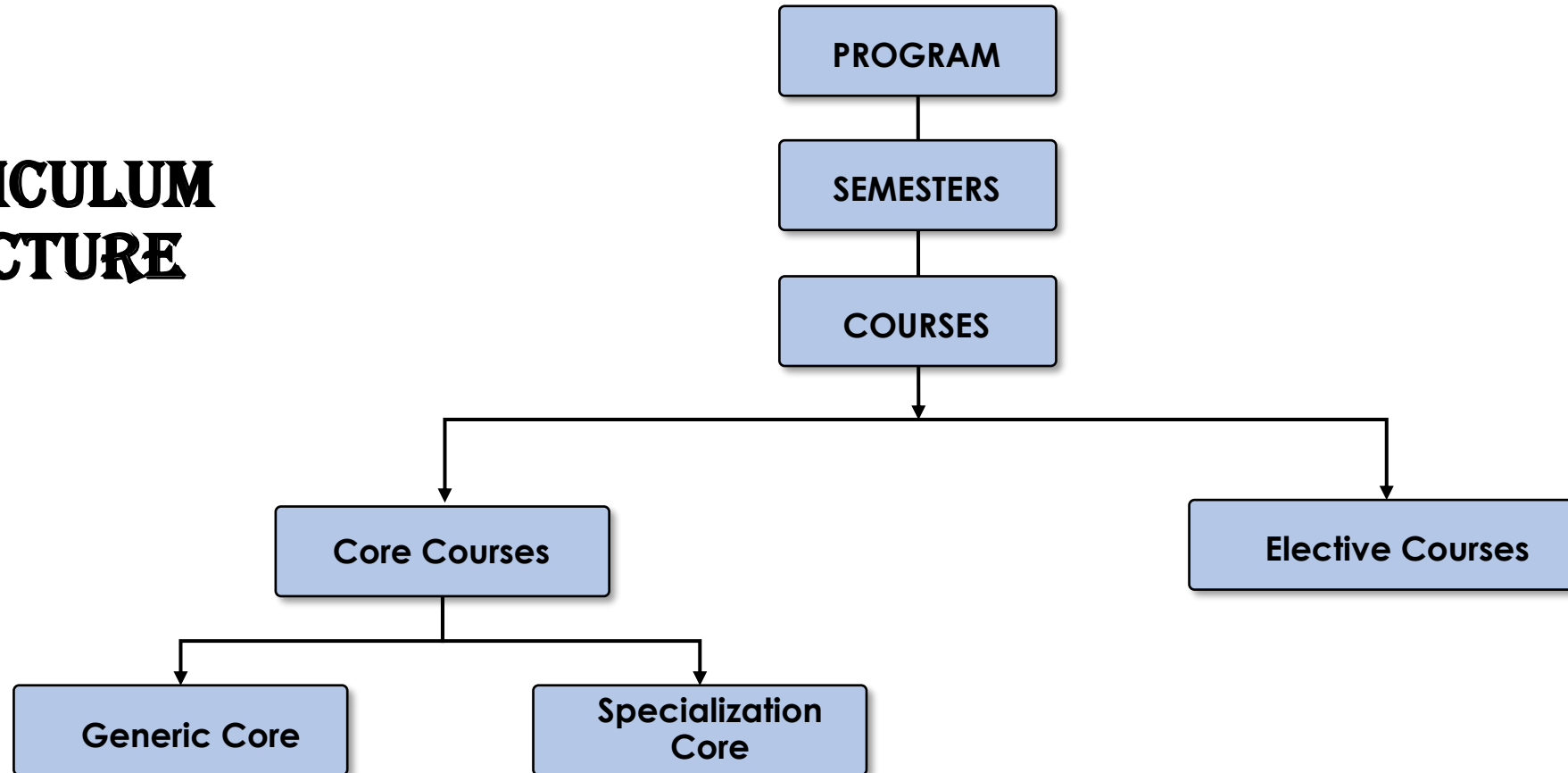
PEO Statements 	Mission Statements 	Learning Environment & Knowledge	Research	Industry Interface	Social & Ethical Values
PEO1: Provide opportunity for application-oriented learning in the field of business management to enhance decision making and leadership skills for managing dynamic business environment.	3	3	3	3	
PEO2: Engaging faculty in research and training to impart current business trends to students to enhance their analytical and critical thinking	3	3	2	3	
PEO3: Forge industry and academic interface for student's exposure to manage dynamics of business Management.	3	3	3	2	
PEO4: Expose students to various community centric initiatives to foster sensitivity for work ethics and human values.	3	2	3	3	

**PROGRAM
CURRICULUM
AND
TEACHING-LEARNING
PROCESSES**

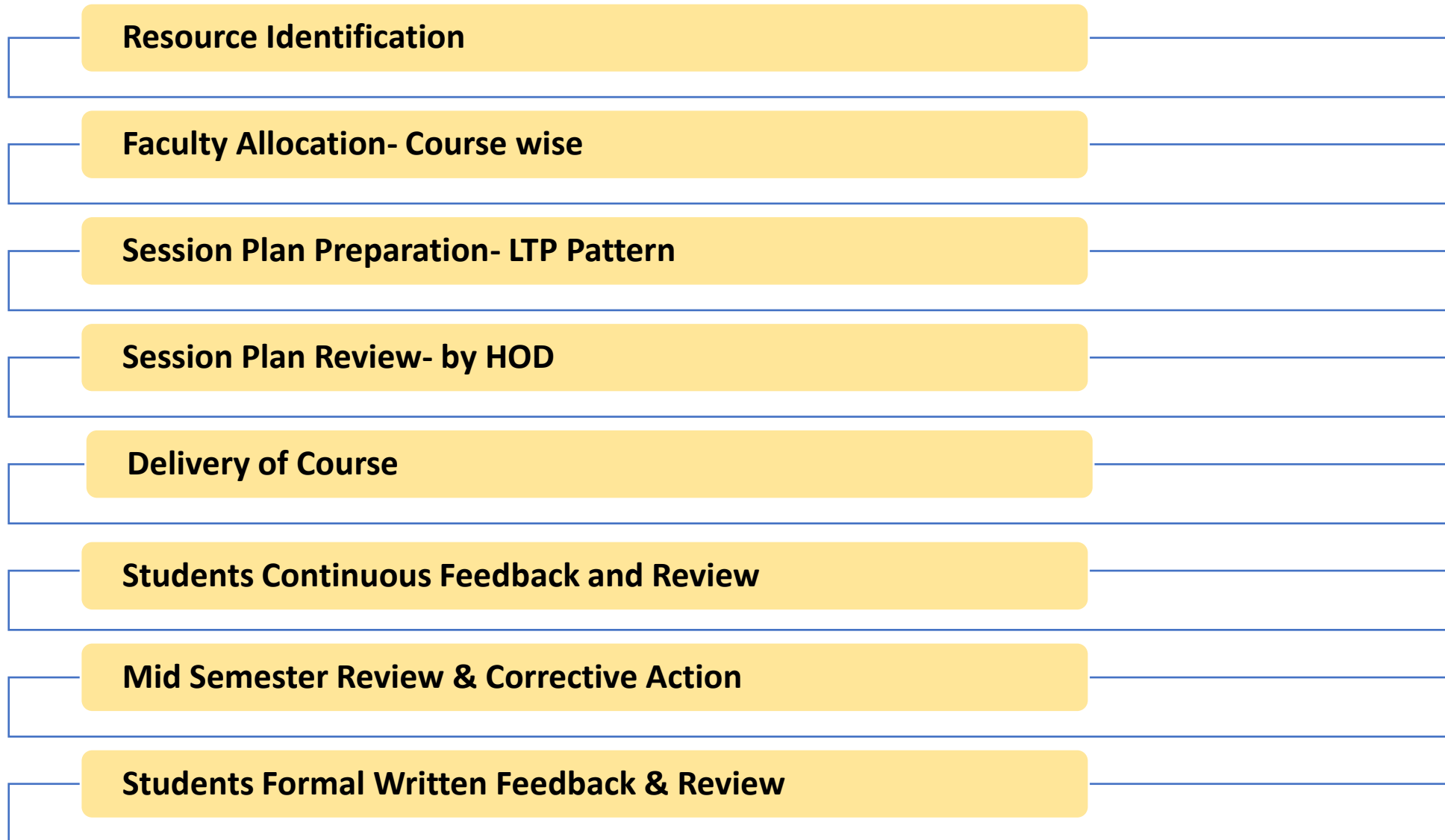
PROGRAM CURRICULUM AND TEACHING-LEARNING PROCESSES

Choice Based Credit and Grading System (CBGS)

CURRICULUM STRUCTURE



CURRICULUM IMPLEMENTATION PROCESS



- Academic Committee prepares the Curriculum Scheme (With Course Title) by referring to:
 - AICTE Guidelines
 - Vision & Mission, PEOs, and POs of Program
 - Current requirements of the Industry
 - Comparing the curriculum with 2 institutes of repute like IIM, XLRI
 - Stakeholders Feedback
- Course Coordinator will define Course Outcomes which will be reviewed by Academic Committee
- Course coordinator will prepare the contents, delivery methods & assessment methods as per Cos.
- Academic Committee reviews the Draft Syllabus & places before **Board of Studies (BoS)**
- BoS finalizes the curriculum
- Academic Council approves the curriculum

Curriculum Revision

Parameters for Revising the Curriculum

- CO attainment value
- PO attainment Value
- Industry/Market Requirements
- Feedbacks from Stakeholders

Curriculum Revision

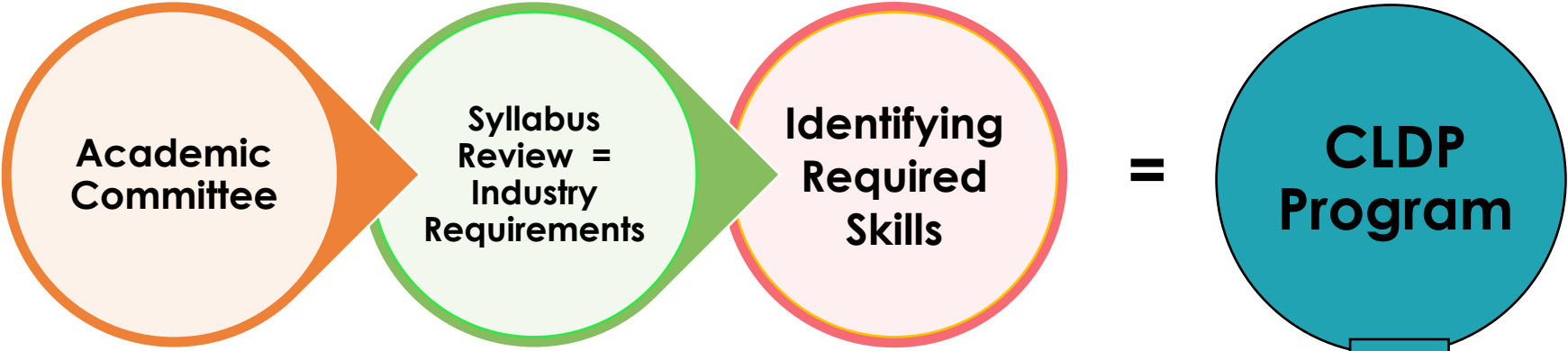
Major Revision – Once in 3 Years

Minor Revision – Every Year

CURRICULUM STRUCTURE (2020-22)

Particulars	Semester I	Semester II	Semester III	Semester IV	Total Number of Subjects	Total Credits	Total Marks
Generic Core	9	5	4	1	19	49	1500
Specialization Core	-	6	4	3	13	39	1300
Electives	-	2	2	2	6	12	300
Total Number of Subjects	9	13	11	6	39	-	-
Total Credits	25	33	26	16	-	100	-
Total Marks	800	1000	800	500	-	-	3100

BRIDGING THE GAP IN CURRICULUM



S. No.	Semester
1	Sem I CLDP mapping on Program Outcomes
2	Sem II CLDP mapping on Program Outcomes
3	Sem III CLDP mapping on Program Outcomes



- JCPs / Certification Workshops
- Conferences
- Aptitude Training
- Personality Development
- Skill Enhancement
- Guest Lectures

PEDAGOGICAL MIX



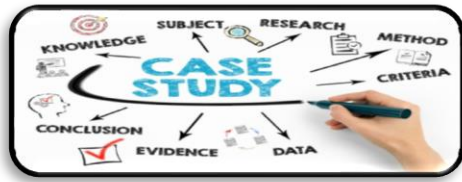
Lectures Interspersed with Discussions



Tutorials



Industrial Visits



Case Study



Seminar



Debates



Workshops/Invited Talks/Webinars



Written Assignments



Internship



Simulation Based Learning



MOOC Based Learning



Group Projects



Research Papers



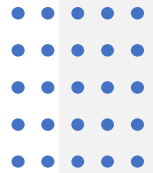
Role Plays



Language Lab

ACADEMIC CALENDAR

ISBS PGDM- Academic calender for year 2020-21			
Sr.no.	Activity	PGDM (2020-22) Sem. I	PGDM (2019-21) Sem. III
1	Induction program	15-07-2020 to 08-08-2020	NA
2	Holiday of Raksha Bandhan	03-08-2020	03-08-2020
3	Commencement of academic sessions	10-08-2020	04-08-2020
4	Holiday of Independence Day	15-08-2020	15-08-2020
5	Holiday of Ganesh Chaturthi	22-08-2020	22-08-2020
6	Holiday of Anant Chaturthi	01-09-2020	01-09-2020
7	Continuous assessment- 1	30-09-2020	30-09-2020
8	Holiday of Gandhi Jayanti	02-10-2020	02-10-2020
9	Indira HR Superachievers' Awards	23-10-2020, 24-10-2020	23-10-2020, 24-10-2020
10	Mid semester examination	02-11-2020 to 10-11-2020	02-11-2020 to 10-11-2020
11	Diwali break	14-11-2020 to 16-11-2020	14-11-2020 to 16-11-2020
12	Indira Brand Slam	27-11-2020, 28-11-2020	27-11-2020, 28-11-2020
13	Continuous assessment- 2	10-12-2020	10-12-2020
14	Christmas break	25-12-2020	25-12-2020
15	End of academic sessions	23-12-2020	23-12-2020
16	Preparatory leaves	24-12-2020 to 03-01-2021	24-12-2020 to 03-01-2021
17	End semester examination	04-01-2021 to 12-01-2021	04-01-2021 to 12-01-2021
18	Commencement of next semester	18-01-2021	18-01-2021
19	Holiday of Republic Day	26-01-2021	26-01-2021
20	Abhinavan International Research Conference	27-01-2021	27-01-2021
21	Holiday of Shivaji Jayanti	19-02-2021	19-02-2021
22	Continuous assessment- 1	25-02-2021	25-02-2021
23	Convocation (Batch 2017-19)	27-02-2021	
24	Holiday of Mahashivratri	11-03-2021	11-03-2021
25	Indiapreneur B- Plan competition	13-03-2021	
26	Mid semester examination	15/03/2021 to 24/03/2021	15/03/2021 to 24/03/2021
27	Holiday of Holi	29-03-2021	29-03-2021
28	Continuous assessment- 2	12-04-2021	12-04-2021
29	Holiday of Gudi Padwa	13-04-2021	13-04-2021
30	Holiday of Dr. Babasaheb Ambedkar Jayanti	14-04-2021	14-04-2021
31	End of academic sessions	25-04-2021	25-04-2021
32	Preparatory leaves	26/04/2021 to 04/05/2021	26/04/2021 to 04/05/2021
33	End semester examination	05/05/2021 to 15/05/2021	05/05/2021 to 15/05/2021



ONLINE INSTRUCTIONAL TOOLS & RESOURCES

Microsoft teams & Zoom
platform for online sessions

Smart Classroom – Impartus
Lecture Capturing

LCD Projector, CPU & Wi-Fi
in Classroom

Use of ICT - File Transfer
Protocol, Shared online
Storage on Institute's
Intranet, One Drive - Hosting
Files in Cloud (Outlook IDs
across IGI)

Learning Management
System – Inpods

ERP for Data Management –
GEMS

PROGRAM OUTCOMES AND COURSE OUTCOMES

PROGRAM OUTCOMES & COURSE OUTCOMES

- ❑ Program Outcomes (POs) are defined by NBA
- ❑ Course Outcomes(COs) are stated by considering POs
- ❑ CO Target
 - Initial Target fixed by ISBS PGDM is 60% students attaining 60% or more marks in overall assessment.
- ❑ PO Target
 - The Expected level of attainment for PO is computed through Course wise CO target.

PROGRAM OUTCOMES

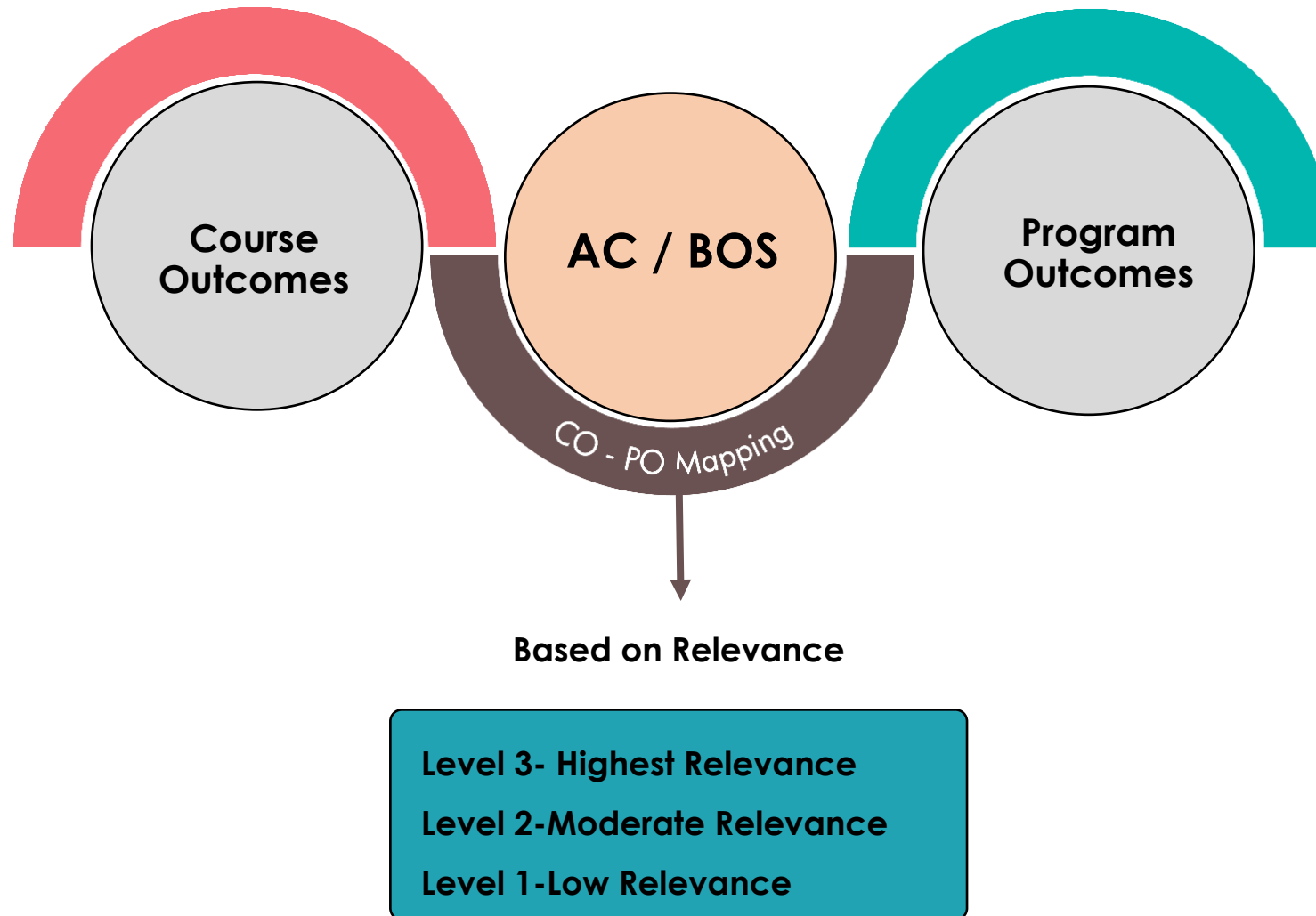
PO1: Apply knowledge of management theories and practices to solve business problems.

PO2: Foster Analytical and critical thinking abilities for data-based decision making.

PO3: Ability to develop Value based Leadership ability.

PO4: Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business.

PO5: Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.



SAMPLE COURSE ARTICULATION MATRIX

Sr. No.	Course Name	Course Type	Course Outcome No.	Course Outcomes	Program Outcomes				
					PO1	PO2	PO3	PO4	PO5
1	Managerial Economics	Generic Core	101.1	To understand and appreciate the concepts of managerial economics in theory and practice.	3	-	-	2	-
			101.2	To understand and apply the concept of economics in marketing strategy formulation & implementation such as pricing, costs, production, demand analysis & forecasting.	3	-	-	2	2
			101.3	To understand how the cost of environmental degradation is taken into account for national income accounting.	2	2	-	2	-

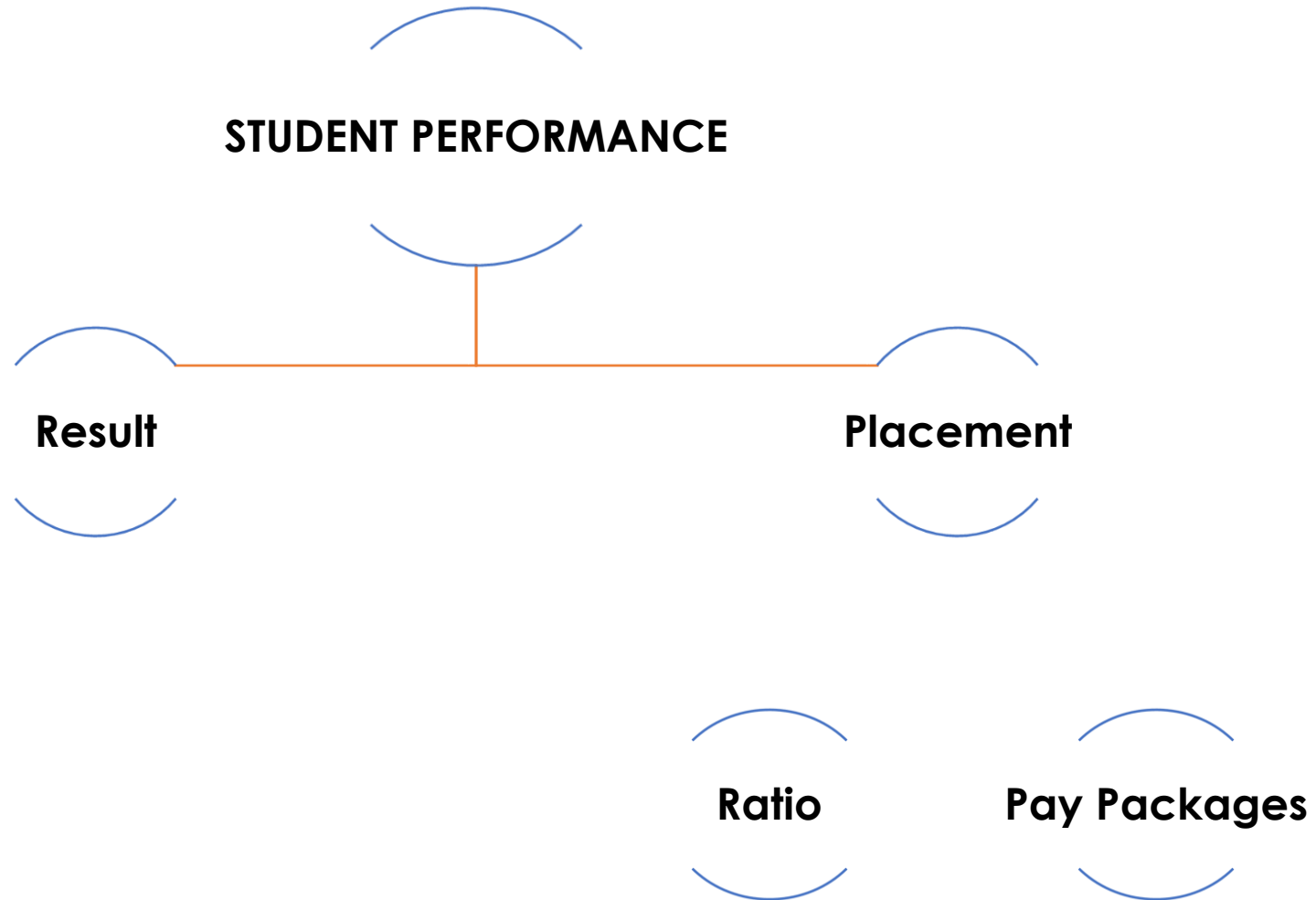
SAMPLE PROGRAM ARTICULATION MATRIX

POs Attainment Report for PGDM General - 2018 - 2020

Semester I					
Course	PO 1	PO 2	PO 3	PO 4	PO 5
PGDM - G - 2018 - Sem I - G- GC- 101 - Managerial Economics	3	3	-	3	3
PGDM - G - 2018 - Sem I - G- GC- 102 - Management Accounting	3	3	-	3	3
PGDM - G - 2018 - Sem I - G- GC- 103 - Legal Aspects of Business	3	-	3	3	3
PGDM - G - 2018 - Sem I - G- GC- 104 - Managerial Communication	3	-	3	3	3
PGDM - G - 2018 - Sem I - G- GC- 105 - Basics of Marketing	3	3	-	3	-
PGDM - G - 2018 - Sem I - G- GC- 106 - Statistics and Quantitative Techniques	2.85	2.8	-	-	-
PGDM - G - 2018 - Sem I - G- GC- 107 - Organization Behaviour and Theory of Management	2.4	2.4	2.4	-	2.4
PGDM - G - 2018 - Sem I - G- GC - 108 - Skill Enhancement Lab	3	3	-	3	-
PGDM - G - 2018 - Sem I - G- GC - 109 - IT Skills Lab	3	3	3	3	3
Total	26.25	20.2	11.4	21	17.4
Average	2.92	2.89	2.85	3.00	2.90

STUDENTS' PERFORMANCE

STUDENT PERFORMANCE

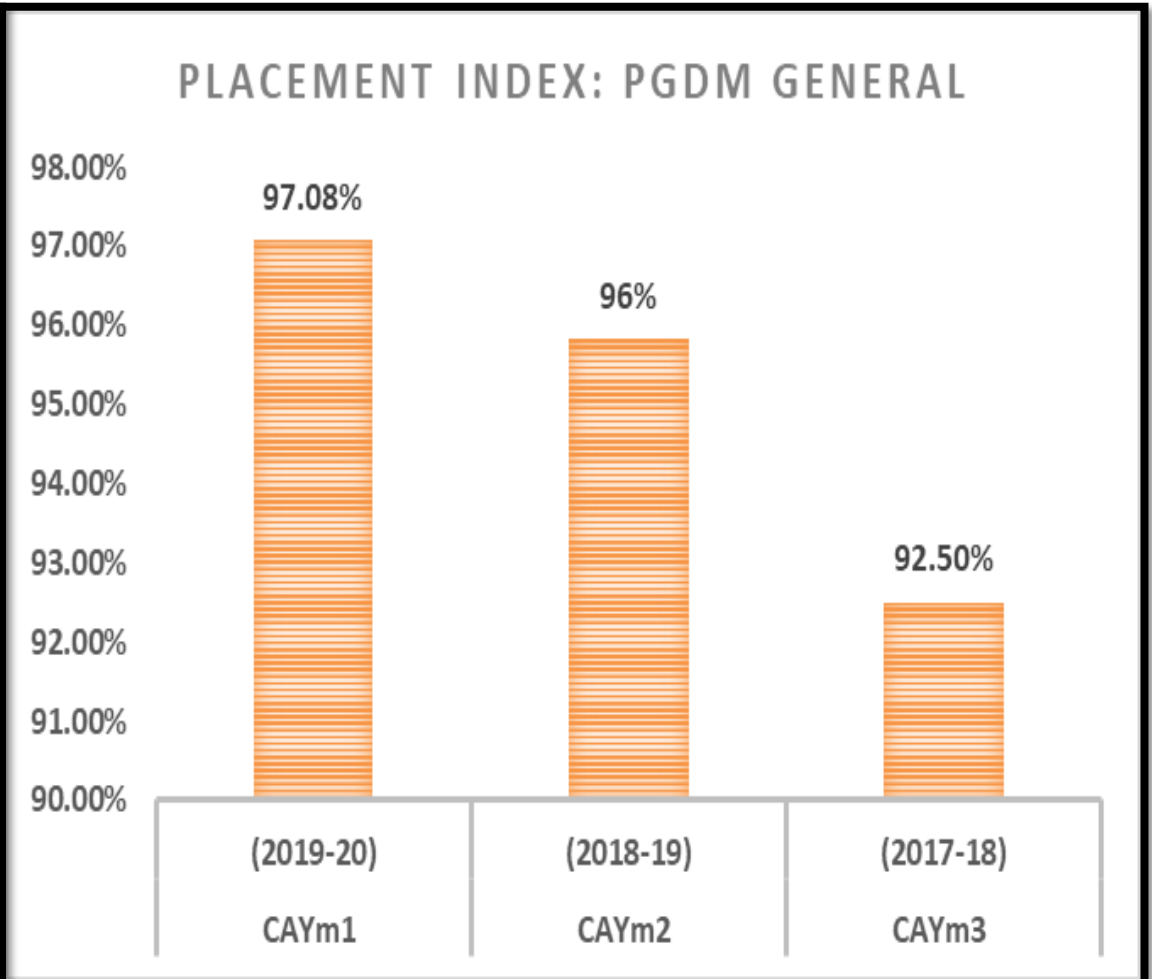


SUCCESS RATE

PGDM General	LYG (2018-20)	LYGm1 (2017-19)	LYGm2 (2016-18)
Number of students appeared	239	237	237
Number of students who have graduated in minimum time	237	222	200
Success Index (SI)	0.99	0.93	0.84
Average SI		.92	
Success Rate		9.2	

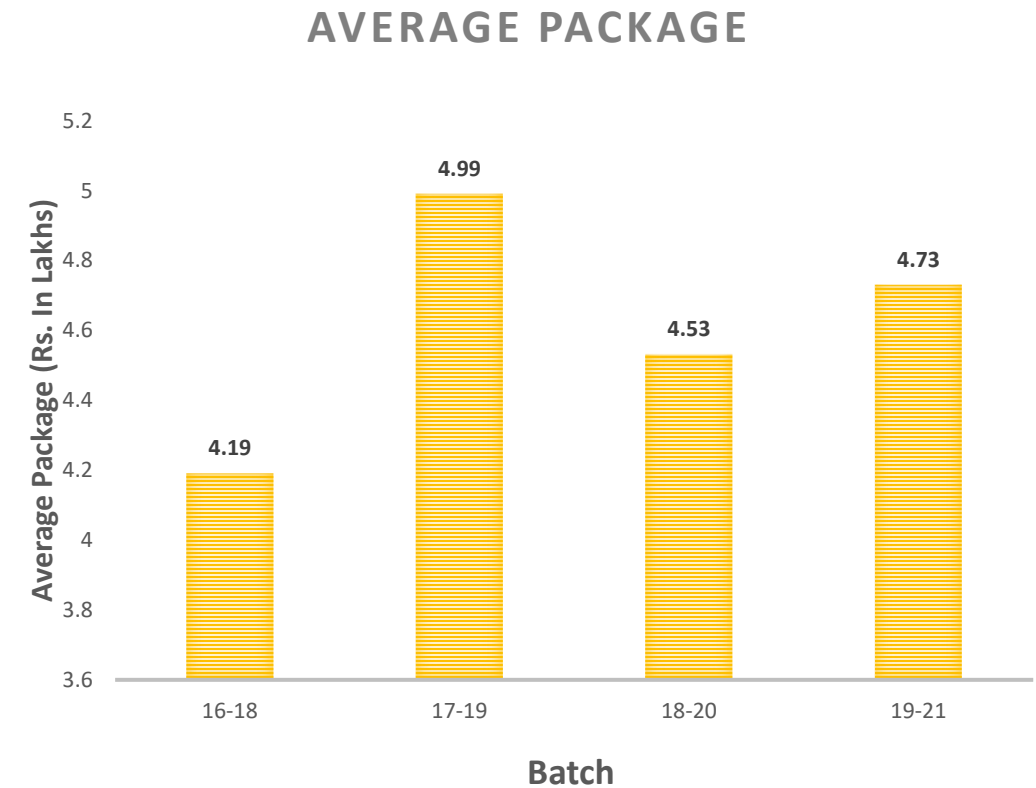
PLACEMENT, HIGHER STUDIES AND ENTREPRENEURSHIP

PGDM General	CAYm1 (2019-20)	CAYm2 (2018-19)	CAYm3 (2017-18)
No. of students placed in companies	227	226	211
No. of students pursuing Ph.D. / Higher Studies (y)	0	1	2
No. of students turned entrepreneur (z)	6	3	9
x + y + z	233	230	222
N= total no. of students admitted	240	240	240
Placement Index: $(x + y + z)/N$	97.08%	96%	92.50%
Average placement= $(P1 + P2 + P3) / 3$	95.14%		



AVERAGE PACKAGE

Placement Package Summary (Rs. In Lakhs)				
Package	16-18	17-19	18-20	19-21
Highest Package	8.76	13.8	9.8	9
Lowest Package	2.4	2	1.5	2.24
Average Package	4.19	4.99	4.53	4.73



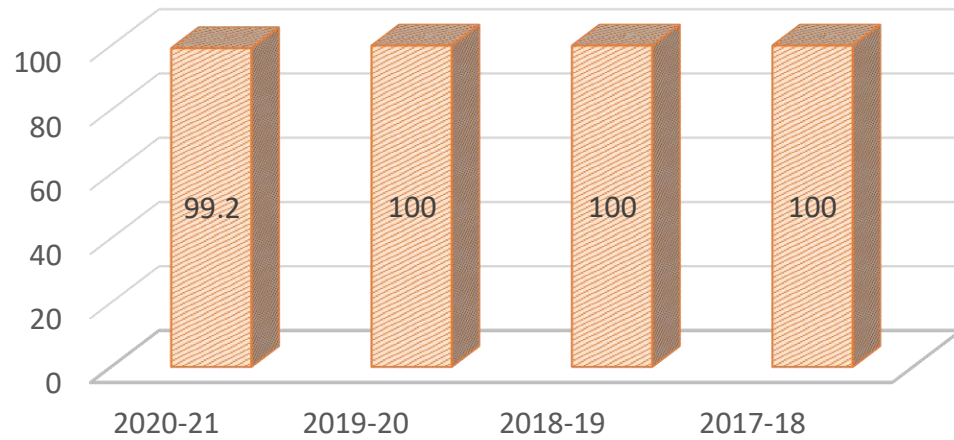
STUDENT PUBLICATION

AY 2018-19					
Sr. No.	Author & Co-Author	Title	Journal Name	ISSN/ISBN Page no., Vol., issue	Month & Year
1	Nikee Jain, Oshim Saraf, Charles Prem, Abhilash V.	Managing Strategies in VUCA World	VII National Conference- Abhinavan 2019	NA	Jan-19
2	Ms. Pallavi Ghulaxe Mr. Trilokesh Penta	Factors affecting Bottom of the Pyramid Entrepreneurs in Emerging Markets in The VUCA World	VII National Conference- Abhinavan 2019	NA	Jan-19
3	Mr. Vineet Sagar Mr. Ankit Dr. Rajlaxmi Pujar	Agro-Based Start-ups in India- A boon for Farmers and Consumers	VII National Conference- Abhinavan 2019	NA	Jan-19
4	Ms. Swagati Solankure Prof.. Shikha Sindhu	Evaluation of Recruitment & Selection Process of Business Development Executives at a Market Research Firm	IMPACT: International Journal of Research in Humanities, Arts and Literature	ISSN-2347-4564, Vol 7, Issue 6, Pg no 151-156	June-19

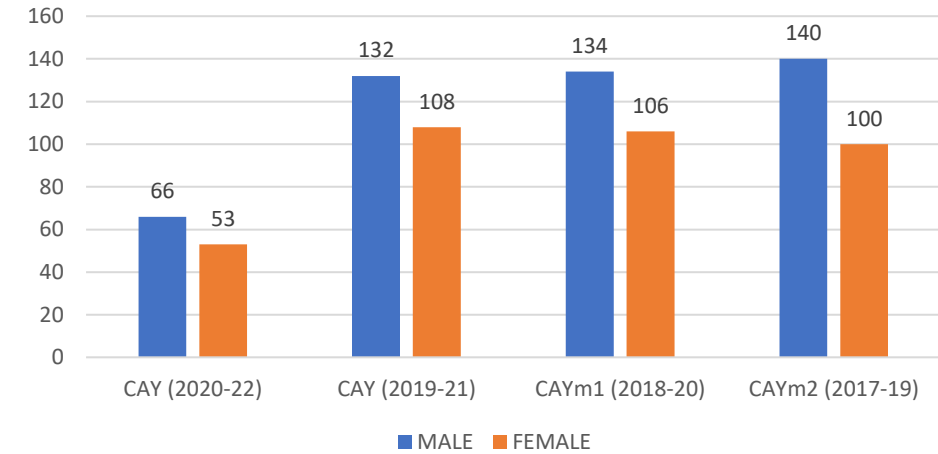
AY 2019-20					
Sr. No.	Author & Co-Author	Title	Journal Name	ISSN/ISBN Page no., Vol., issue	Month & Year
1	Ms. Anvesha Jaulkar Dr. Mahesh Mangaonkar	The Study of Implementatai on of CSR and its Benefits to the Society- In Relation to Companies Act 2013	Shodh Sarita	ISSN-2348/2397 Vol-7, Issue - 25, Pp- 106-123	Jan-March 2020
2	Ms. Aishwarya Sharma Dr. Rajlaxmi Pujar	A Study of CSR Activities of Top 10 Indian FMCG Companies in India	Shodh Sarita	ISSN-2348/2397 Vol-7, Issue - 25, Pp- 66-70	Jan-March 2020
3	Mr. Prem Somani Dr. Anagha Bhope	An analytical study of Volatility of Stock Price to establish the efficiency of stock market	VII th Abhinavan Conference	NA	Jan-20

STUDENT DIVERSITY & ENROLMENT

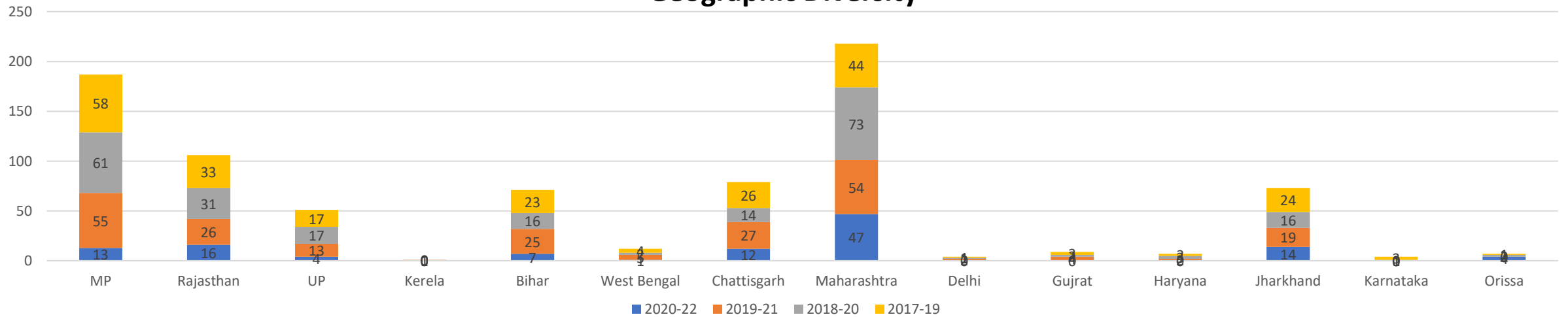
Enrolment %age



Gender Diversity



Geographic Diversity



STUDENT'S PERFORMANCE POINTS

PGDM (General)			
Enrollment Ratio (Average of past 3 years)	99.8%		
Success Index (Without Backlog)	73.50 % (19 - 21)	59.83 % (18 - 20)	74.68 % (17 - 19)
Success Index (With Backlog)	99.14 % (19 - 21)	99.16 % (18 - 20)	93.67 % (17 - 19)
Number of students Placed in Companies	227 (CAYm1 – 19-20)	226 (CAYm2 – 18-19)	211 (CAYm3 – 17-18)
Number of students admitted to Higher studies	00 (CAYm1 – 19-20)	01 (CAYm2 – 18-19)	02 (CAYm3 – 17-18)
Number of students turned Entrepreneurs/joined family business	06 (CAYm1 – 19-20)	03 (CAYm2 – 18-19)	09 (CAYm3 – 17-18)
Assessment Points for placement	38		
Number of Training/Guest Lectures Organized (Past 3 Years)	90 sessions / 330 Hours		
Number of student publications (Past 3 Years)	6		

**FACULTY
INFORMATION
&
CONTRIBUTION**

FACULTY PROFILE

Sr.No.	Name	Designation	Program	Date of Joining	Nature of Association	Qualification	Total Exp.
1	Dr. Kumendra Raheja	Professor & Dean	PGDM General	12-04-2021	Regular	B.Com, MBA (Mktg), Ph.D.	20Y 6 M
2	Dr. Abhinav Jog	Professor & Program HoD	PGDM General	10-02-2011	Regular	B.Com, MBA, M.Com, CAIIB, PGDBA, Cert. Course in Japanese, Ph.D	37Y 8M
3	Dr. Shikha Sindhu (Mann)	Assistant Professor & HoD Academics	PGDM General	01-07-2013	Regular	BDS, PGDM, MPM, UGC NET, Ph. D.	12Y
4	Prof. Chetan Wakalkar	Associate Professor	PGDM General	01-06-2006	Regular	B.E., MBA (Mktg)	24Y 5M
5	Dr. Rajlaxmi Pujar	Assistant Professor	PGDM General	07-01-2009	Regular	B.Sc., MBA, Ph. D.	22Y 9M
6	Prof. Rajyavardhan Tater	Assistant Professor	PGDM General	01-07-2020	Regular	B.Com., PGDM, C.A.	13Y
7	Dr. Mangesh Dande	Assistant Professor	PGDM General	10-02-2011	Regular	DME, MMS, DSM, DBM, SAP (PP), NET, Ph. D.	37Y 8M
8	Dr. Anagha Bhope	Associate Professor	PGDM General	13-06-2018	Regular	BA., BA-LLB, MBA-HR, MBA., PGDIEM, PGDCMM, NET, Ph. D.	10Y
9	Prof. Meghasham Chaudhari	Assistant Professor	PGDM General	01-07-2020	Regular	M.Sc., MBA	21Y 4M
10	Prof. Puneet P. Bafna	Assistant Professor	PGDM General	23-11-2020	Regular	CA, MBA (HR), MBA (IB), B.Com.	5Y 5M
11	Dr. Dharendra Kumar	Associate Professor	PGDM General	28-04-2021	Regular	BA, LLB, PGDM, MMM, NET, Ph. D.	12Y 4M
12	Prof. Shobha Pophalkar	Assistant Professor	PGDM General	15-03-2021	Regular	B. Com, PGDBM, MBS	12Y 7M

FACULTY CONTRIBUTION

PGDM (General)	
Number of Faculty	12
SFR (Past 3 Years)	1:16
Cadre Ratio	2 (Prof) : 3 (Assoc) : 7 (Asst)
Cadre Ratio Marks	20
Faculty with Ph.D	7
Faculty Qualification- Avg. Assessment (Past 3 Years)	09
Faculty Retention (Past 3 Years)	88%
Faculty participation in FDPs/Training Pgms (Avg. Assessment Over 3 Years)	3566 Hours
Number of Journal Publications – UGC CARE/WoS/Scopus (Past 3 Years)	55
Number of Books/Book Chapters Published (Past 3 Years)	1
Consultancy (CAYm1 + CAYm2 + CAYm3)	INR 15,81,932

FACULTY QUALIFICATION

- ❑ Total Number of Faculty – **12**
- ❑ Number of PhDs – **7**
- ❑ Number of faculty who completed PhD during 2018-21 - **1**
- ❑ Number of faculty pursuing PhD - **1**
- ❑ Faculty possessing industry experience in a managerial position and above - **4**
- ❑ Faculty with professional qualification (CA) - **1**
- ❑ Faculty with past experience as entrepreneur - **1**
- ❑ Average experience – **19 Years**
- ❑ **50% of faculty have been with ISBS PGDM for more than 5 years.**

Assessment Years	X	Y	F	FQ=1.5 x [(10X +4Y)/F]
CAY (2020-21)	3	9	12	8=1.5 x [(30 +36)/12]
CAYm1 (2019-18)	9	13	24	9=1.5 x [(90 +52)/24]
CAYm2 (2018-19)	9	13	24	9=1.5 x [(90 +52)/24]
Average Assessment				09

FACULTY CADRE

Year	Professors		Associate Professors		Assistant Professors	
	Required F1	Available	Required F2	Available	Required F3	Available
CAY (2020-21)	1	2	3	4	8	10
CAYm1 (2019-20)	2	3	6	6	16	15
CAYm2 (2018-19)	2	3	6	6	16	14
Average Numbers	RF1=2	AF1=3	RF2=5	AF2=5	RF3=13	AF3=13

$$\text{Cadre Ratio Marks} = \left[\frac{AF1}{RF1} + \left[\frac{AF2}{RF2} \times 0.6 \right] + \left[\frac{AF3}{RF3} \times 0.4 \right] \right] \times 10$$

Cadre Ratio Marks = (1.5+0.6+0.4) x 10= 25, thus considered as 20 (as its more than 20)

FACULTY PUBLICATIONS

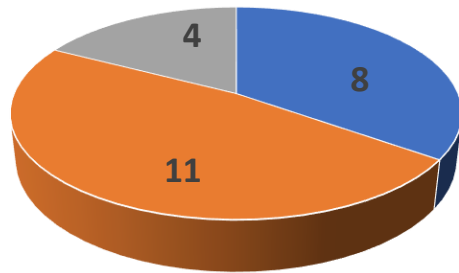
	20-21	19-20	18-19
No of Journals Papers with WOS/Scopus Indexing	6	03	0
No of Research Papers published in UGC Care Journals	6	16	8
No of Research Papers published in Peer Reviewed Journals	1	0	15

FACULTY DEVELOPMENT PROGRAMS

Internal				External			
Sr. No	Status	Academic Year	Total No. of Hours	Sr. No	Status	Academic Year	Total No. of Hours
1	Completed	2018-19	775	1	Completed	2018-19	954
2	Completed	2019-20	488	2	Completed	2019-20	734
3	Completed	2020-21	57	3	Completed	2020-21	558
Total Hours			1320	Total Hours			2246

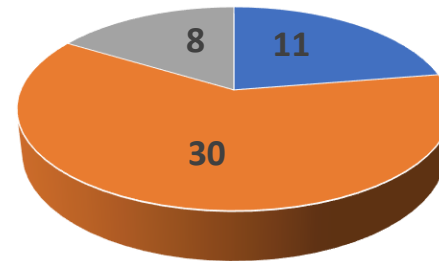
TRAINING & CONSULTANCY

Clients Served



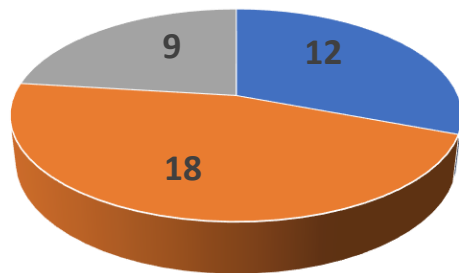
■ 2017-18 ■ 2018-19 ■ 2019-20

Projects Executed



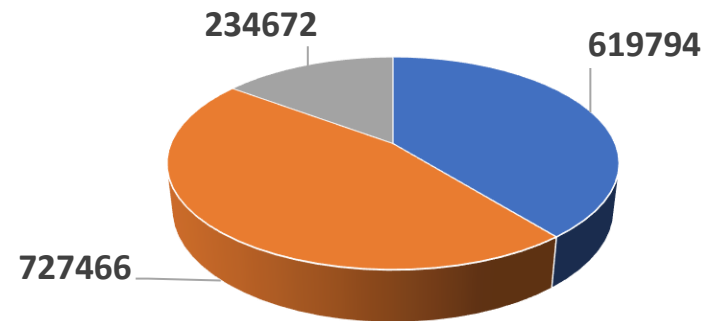
■ 2017-18 ■ 2018-19 ■ 2019-20

Faculty Trainers



■ 2017-18 ■ 2018-19 ■ 2019-20

Revenue Generated (In Rs)



■ 2017-18 ■ 2018-19 ■ 2019-20

Top Clients

Axis Bank

L & T

Jabil

Meccalte

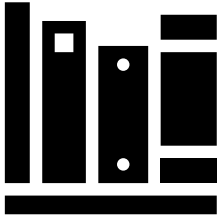
Kalyani Tech

FACULTY INTERNATIONAL EXPOSURE

Sr. No.	Date	Organization	Name of Faculty Member
International Business Exposure programme			
Guest session at Manipal Academy of Higher Education Dubai			
1	September /October, 2018	Guest Session at Manipal Academy of Higher Education (MAHE)	Dr. Yogesh Daudhkhane
2	September /October, 2019	Guest Session at Manipal Academy of Higher Education (MAHE)	Prof. Mangesh Dande

FACILITIES & TECHNICAL SUPPORT

LIBRARY & INFORMATION CENTER



35636

Number of Volumes
(Print)

5500

Number of Titles

60

National Journals

11099

National &
International e-Journals

24000

Number of Volumes
(e-books)

Library & Information Centre has a collection of variety of Books, Periodicals, Audio / Video CD-ROMs and E-Resources (e-Books, e-Journals, e-QP & Syllabus & e-Publications)

- Online Catalogue Search Service
- Online Question Papers
- Inter Library Cooperation & Loan Service
- Membership & Association – MCCIA & DELnet
- Online Journals, Current Content & abstract
- SLIM Software
- Library Website for student access
- Library Manual



IT INFRASTRUCTURE

Well Equipped Computer Lab, LAN Connectivity

Hardware Resources – Terminals, LCD, Printers, Scanners, Wi-fi, CC TV, UPS, Television Set

Software Resources – Licensed Products, Shared Online Storage Facility (FTP), Outlook Usage

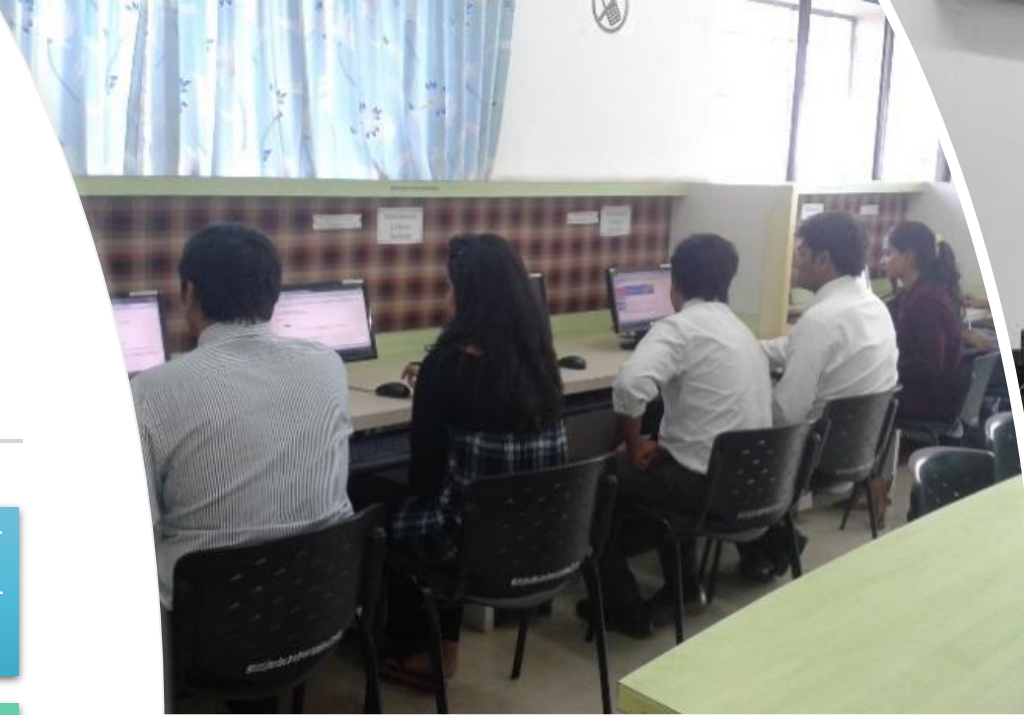
Network Resources – Leased Line, One Drive Facility

SMART Boards

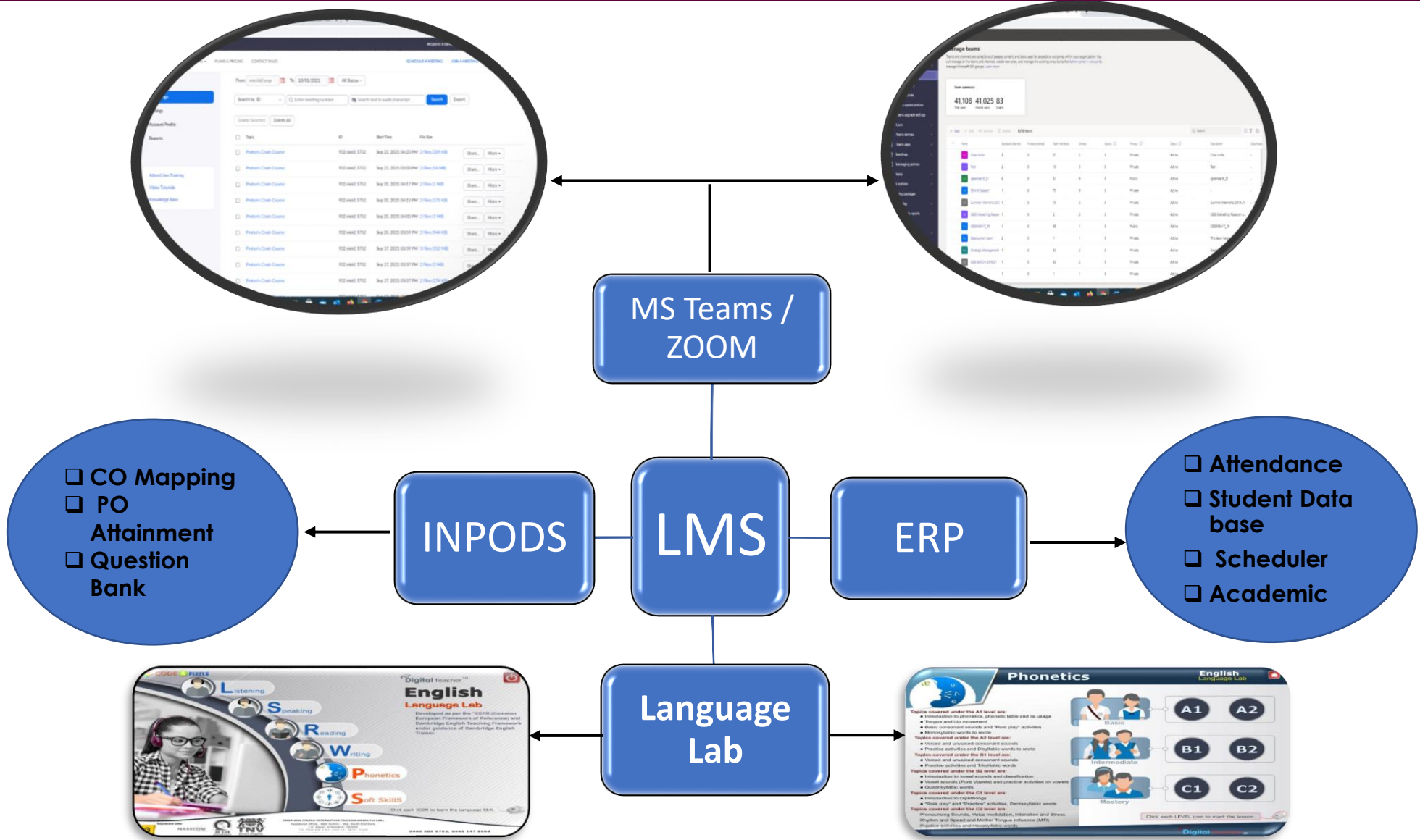
Each classroom is equipped with web-cam to enable online as well as hybrid teaching.

Microsoft Teams channels

Zoom Enterprise License



LEARNING FACILITIES



SPORTS, HOSTEL & MEDICAL FACILITIES

- ❑ **Hostel** – Adequate rooms for Boys & Girls
- ❑ **Amenities** – Dedicated Warden / Television / Washing / Ambulance / Wi-fi / Transport
- ❑ **Medical Facilities** – First Aid / Ambulance / Tie-up with Multi Specialty Hospital / Medical Check up / Insurance for Hostel Students
- ❑ Basketball Court
- ❑ Gymnasium
- ❑ Table Tennis Table
- ❑ Carrom, Cricket Kit

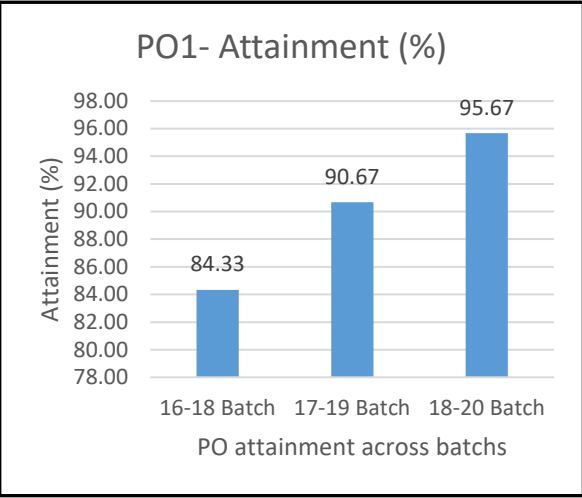


OTHER AMENITIES

- Seminar Hall
- Auditorium
- Canteen & Cafeteria
- Photocopying Centre
- Common Rooms for Girls and Boys
- CCTV Surveillance System
- Biometric System
- Multi-Gym Facility
- Water Coolers
- Parking Facilities
- Fire Safety Equipment
- Lift & Toilet for Differently abled
- First Aid Facilities
- 24X7 Ambulance

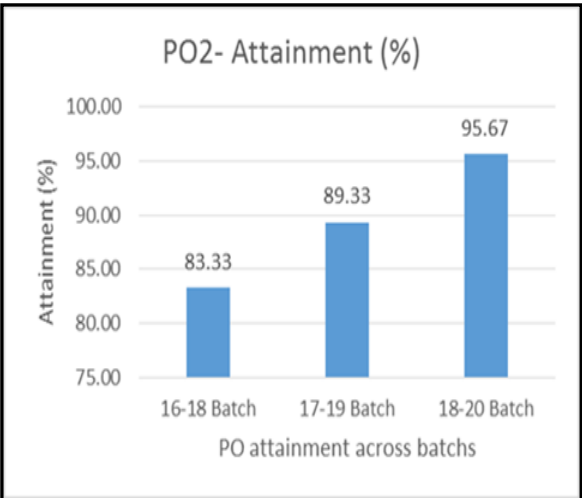
CONTINUOUS IMPROVEMENT

1. IMPROVEMENT IN PO ATTAINMENT %AGE



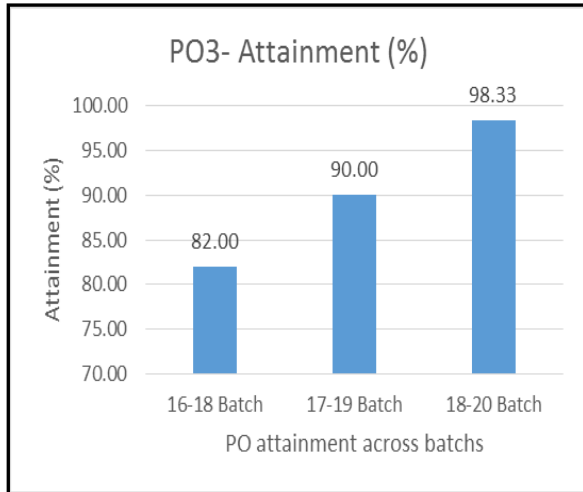
❑ The attainment level of PO1 has increased from **2.53** (84.33%) (Batch 2016-18) to **2.72** (90.66%) (Batch 2017-19) (**7.50 % increase**) AND **2.72** (90.66%) (Batch 2017-19) to **2.87** (95.67%) (Batch 2018-20) (**5.51% increase**).

❑ *This indicates that our students have shown improvement in the application of knowledge of management theories and practices to solve business problems.*



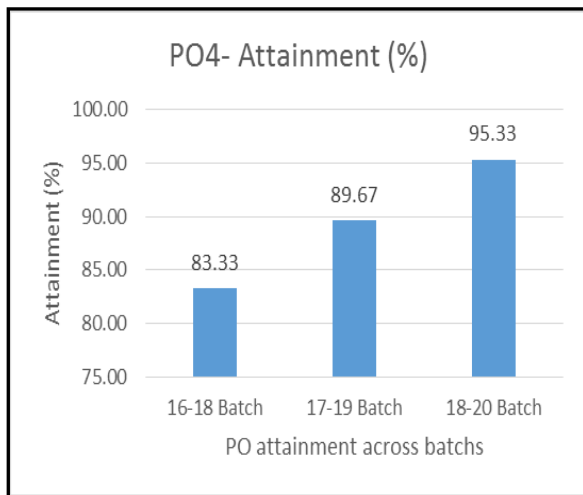
❑ The attainment level of PO2 has increased from **2.5** (83.33%) (Batch 2016-18) to **2.68** (89.33%) (Batch 2017-19) (**7.20% increase**) AND **2.68** (89.33%) (Batch 2017-19) to **2.87** (95.66%) (Batch 2018-20) (**7.08% increase**).

❑ *This indicates that our students have shown improvement in the analytical and critical thinking abilities for data-based decision making.*



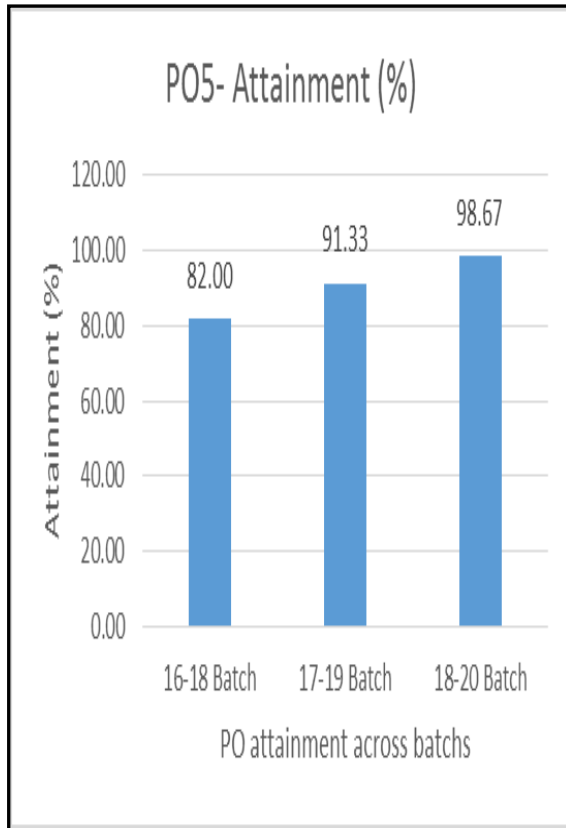
☐ The attainment level of PO3 has increased from **2.46** (82%) (Batch 2016-18) to **2.7** (90%) (Batch 2017-19) (**9.75% increase**) AND **2.7** (90%) (Batch 2017-19) to **2.95** (98.33%) (Batch 2018-20) (**9.25% increase**).

☐ *This indicates that our students have shown improvement in the development of value-based leadership skills.*



☐ The attainment level of PO4 has increased from **2.5** (83.33%) (Batch 2016-18) to **2.69** (89.66%) (Batch 2017-19) (**7.60% increase**) AND **2.69** (89.66%) (Batch 2017-19) to **2.86** (95.33%) (Batch 2018-20) (**6.32% increase**).

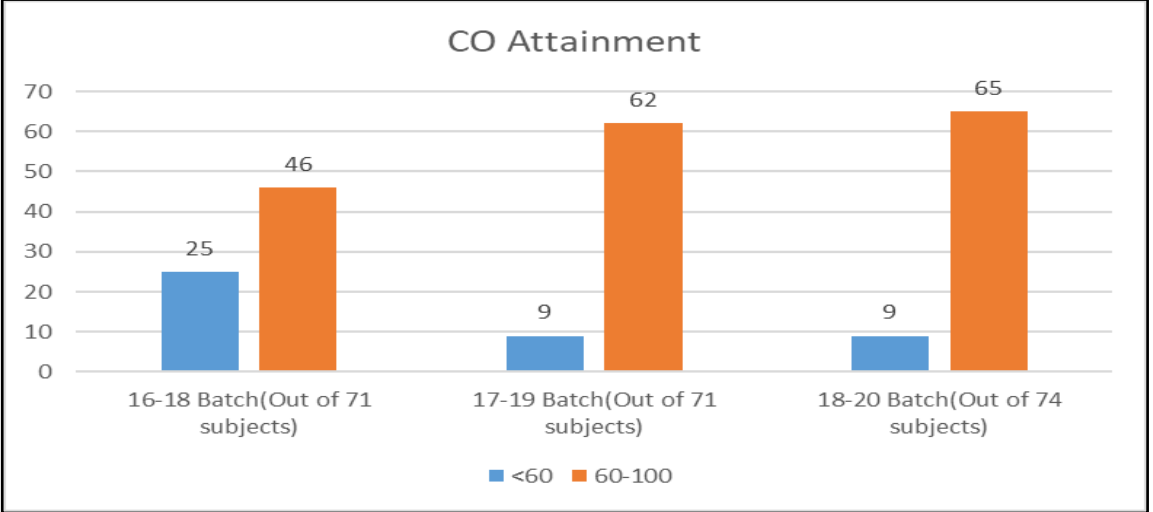
☐ *This indicates that our students have shown improvement in the ability to understand, analyze and communicate global, economic, legal and ethical aspects of business.*



- ❑ The attainment level of PO5 has increased from **2.46** (82%) (Batch 2016-18) to **2.74** (91.33%) (Batch 2017-19) (**11.37% increase**) AND **2.74** (91.33%) (Batch 2017-19) to **2.96** (98.66%) (Batch 2018-20) (**8.03% increase**).
- ❑ *This indicates that our students have shown improvement in the ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.*

2. IMPROVEMENT IN ACHIEVEMENT OF THRESHOLD LEVEL

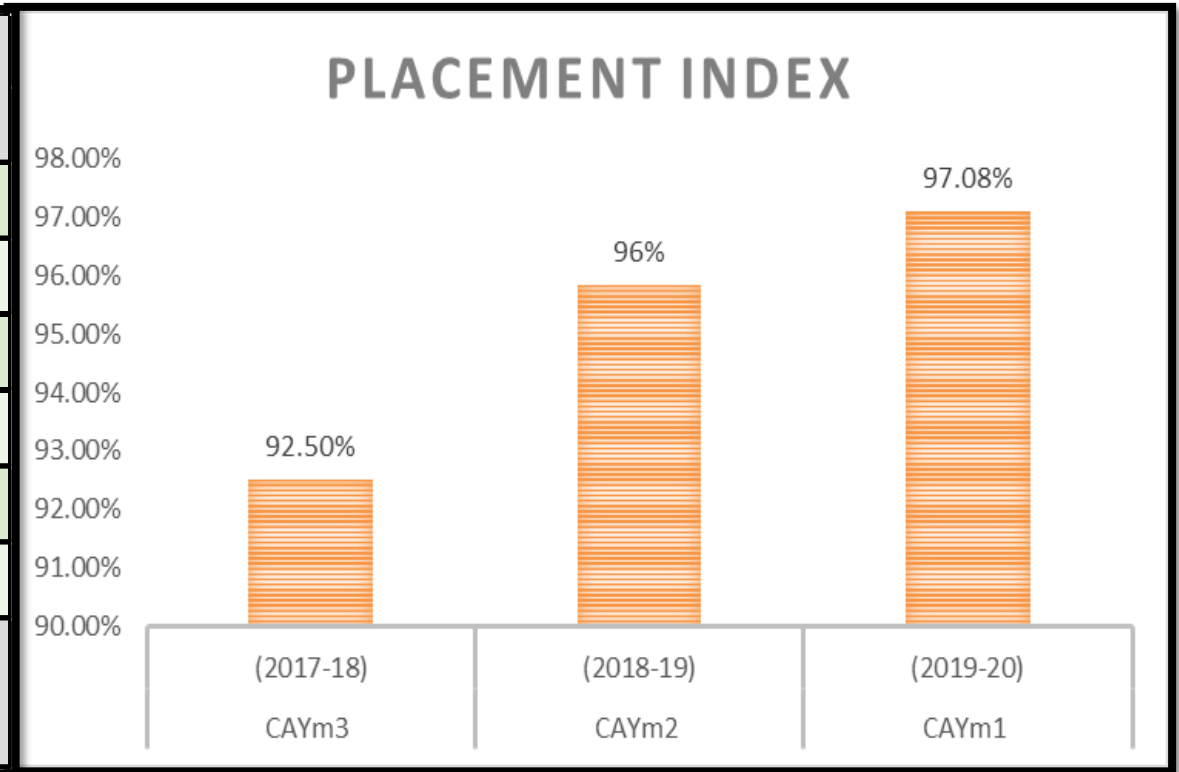
CO Attainment Range (%)	16-18 Batch (Out of 71 subjects)	17-19 Batch (Out of 71 subjects)	18-20 Batch (Out of 74 subjects)
< 60 %	25	09	09
> = 60 %	46	62	65



- It can be observed that number of subjects having **<60% attainment level** has decreased from 25 out of 71 subjects for the batch 2016-18 to 09 out of 74 subjects for the batch 2018-20 – **A decrease from 35% to 12%**
- The number of subjects with CO attainment **>=60%** has increased from 46 out of 71 subjects for the batch 2016-18 to 65 out of 74 subjects for the batch 2018-20 – **An increase from 65% to 88%**

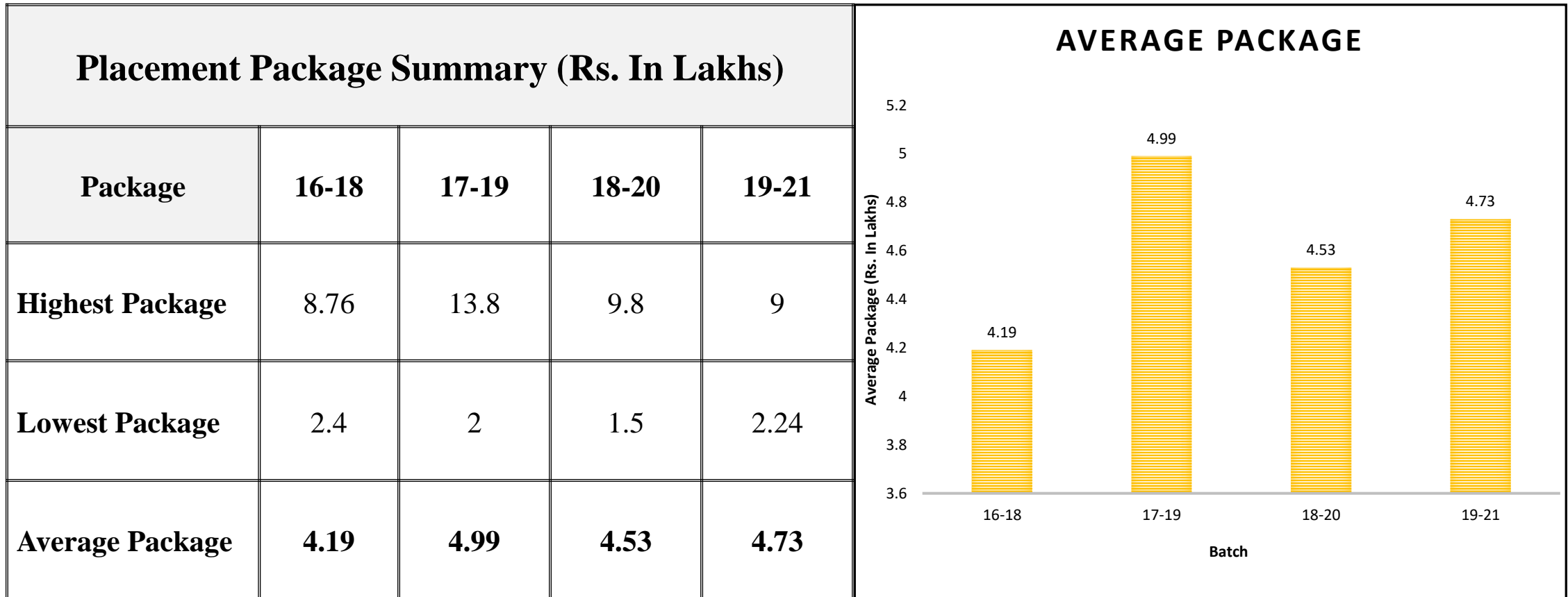
3. IMPROVEMENT IN PLACEMENT INDEX

PGDM General	CAYm3 (2017-18)	CAYm2 (2018-19)	CAYm1 (2019-20)
No. of students placed in companies	211	226	227
	2	1	0
No. of students turned entrepreneur (z)	9	3	6
	222	230	233
N= total no. of students admitted	240	240	240
	92.50%	96%	97.08%
Average placement= (P1 + P2 + P3) / 3	95.14%		



The placement index has shown improvement over the last 3 years with a percentage improvement of >5% from batch 17-19 to batch 19-20. This can be attributed to efforts taken by the institute in knowledge, skill and attitude development of the students.

4. IMPROVEMENT IN AVERAGE PLACEMENT PACKAGE



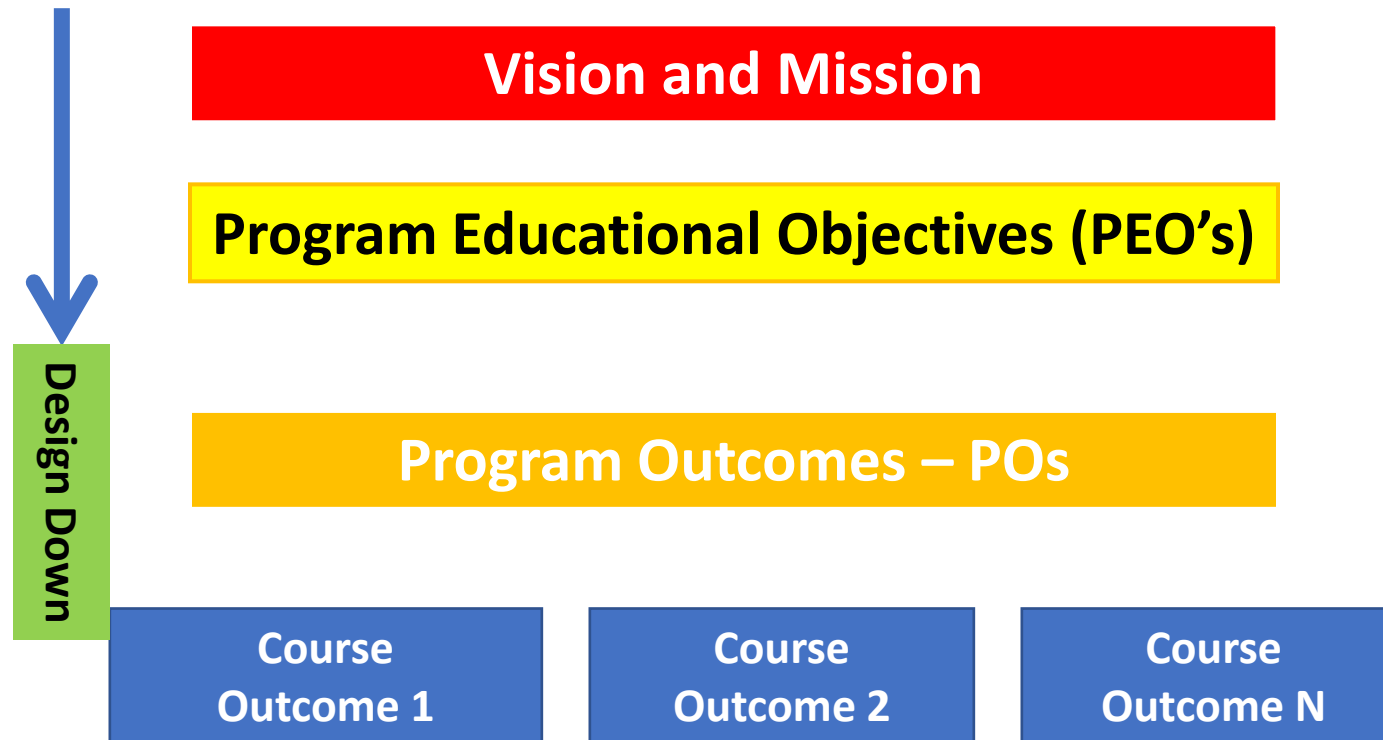
The average placement package has shown improvement from 4.19 lacs in the year 17-18 to 4.73 in the year 20-21 with an exception of 18-19 where the average placement package was the highest. This can be attributed to various uncontrollable factors like market conditions, demand in the job market et al.

PART II

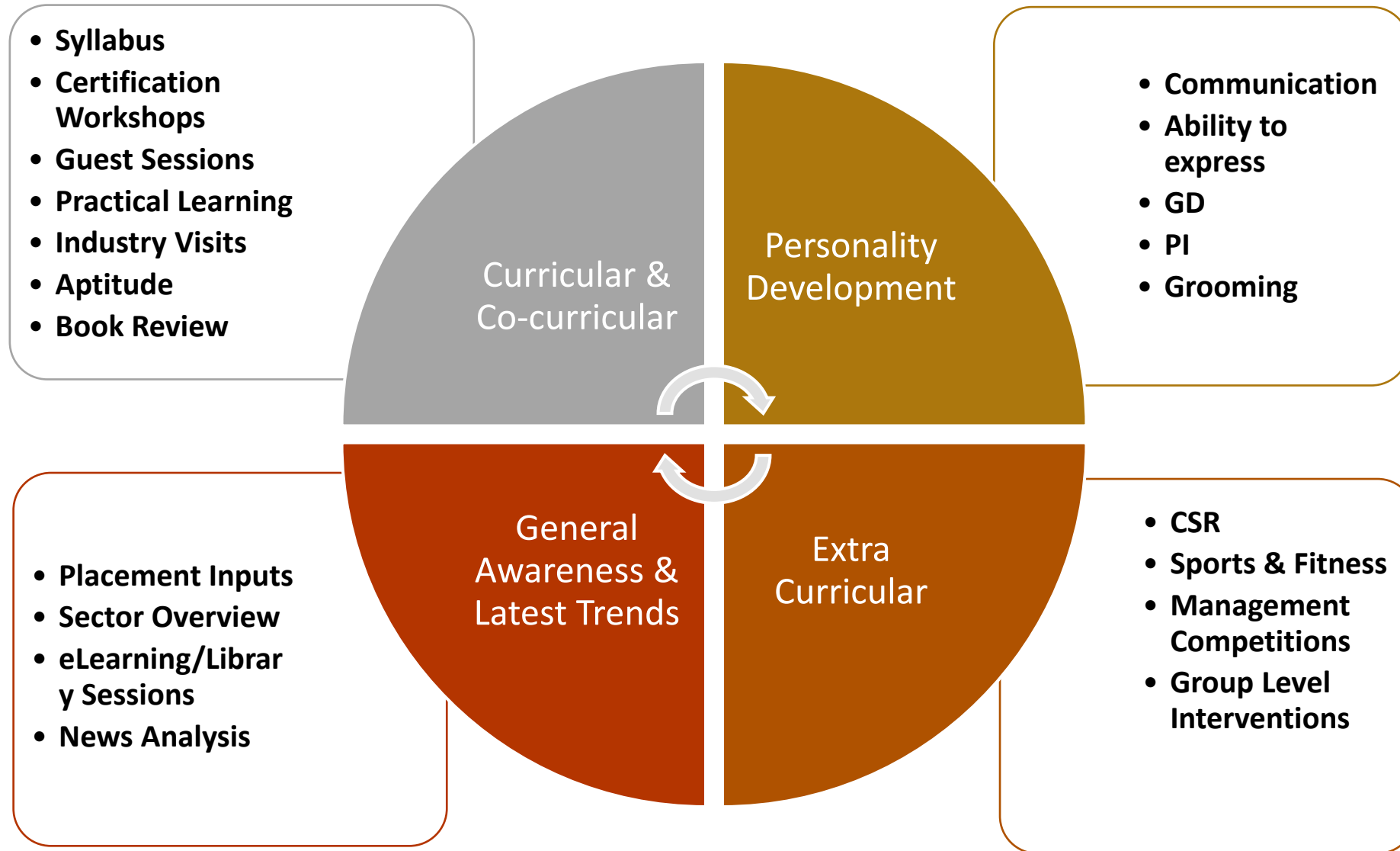
OBE PHILOSOPHY OF THE DEPARTMENT

- ❑ **Outcome Based Education (OBE)** philosophy of our department is to provide **quality education** to the students so that they are **able to perform** as per the industry expectations.
- ❑ All educational activities carried out in OBE help the students to achieve their career goals.
- ❑ The faculty performs the role of instructor as well as mentor based on the **outcomes** targeted.

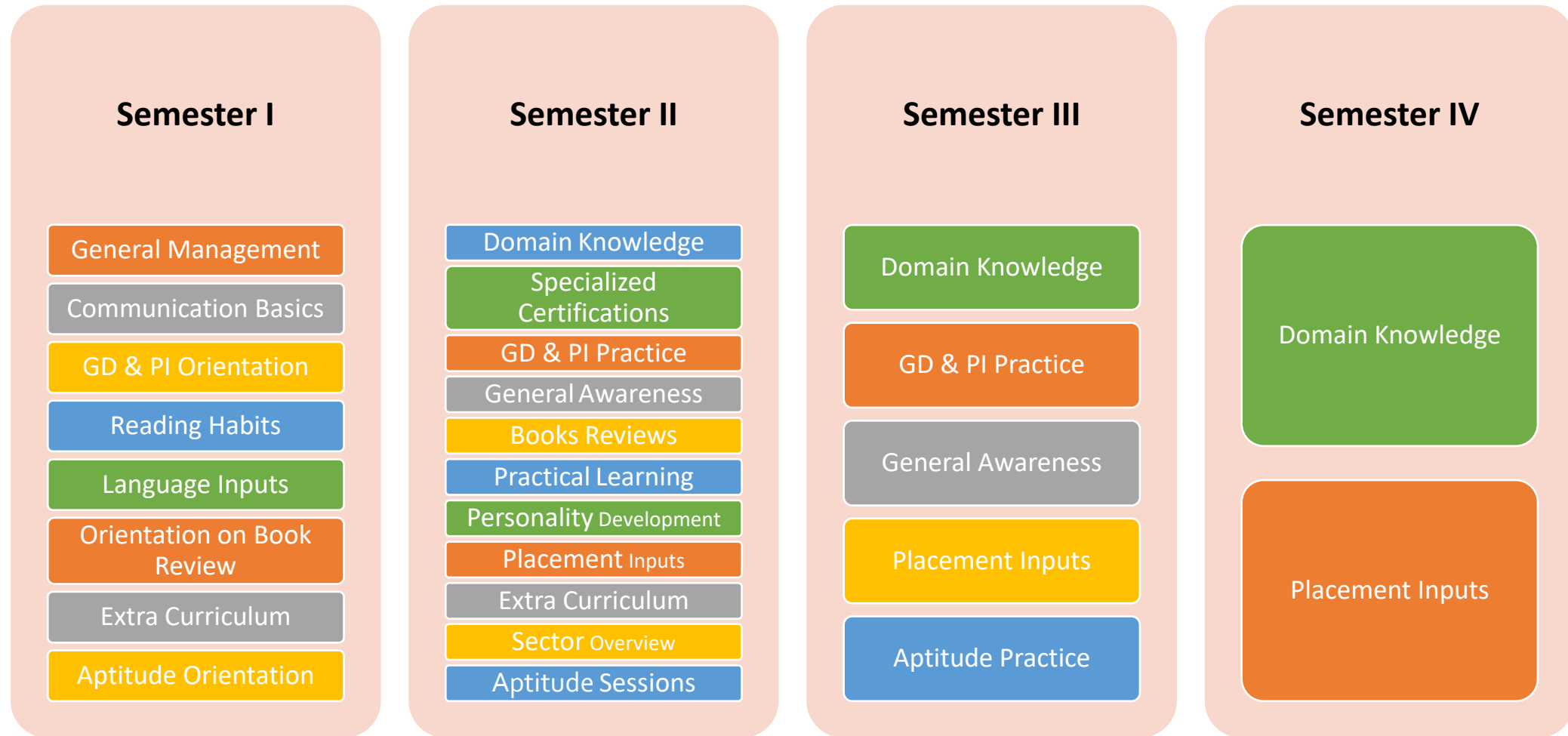
KEY COMPONENT OF OBE



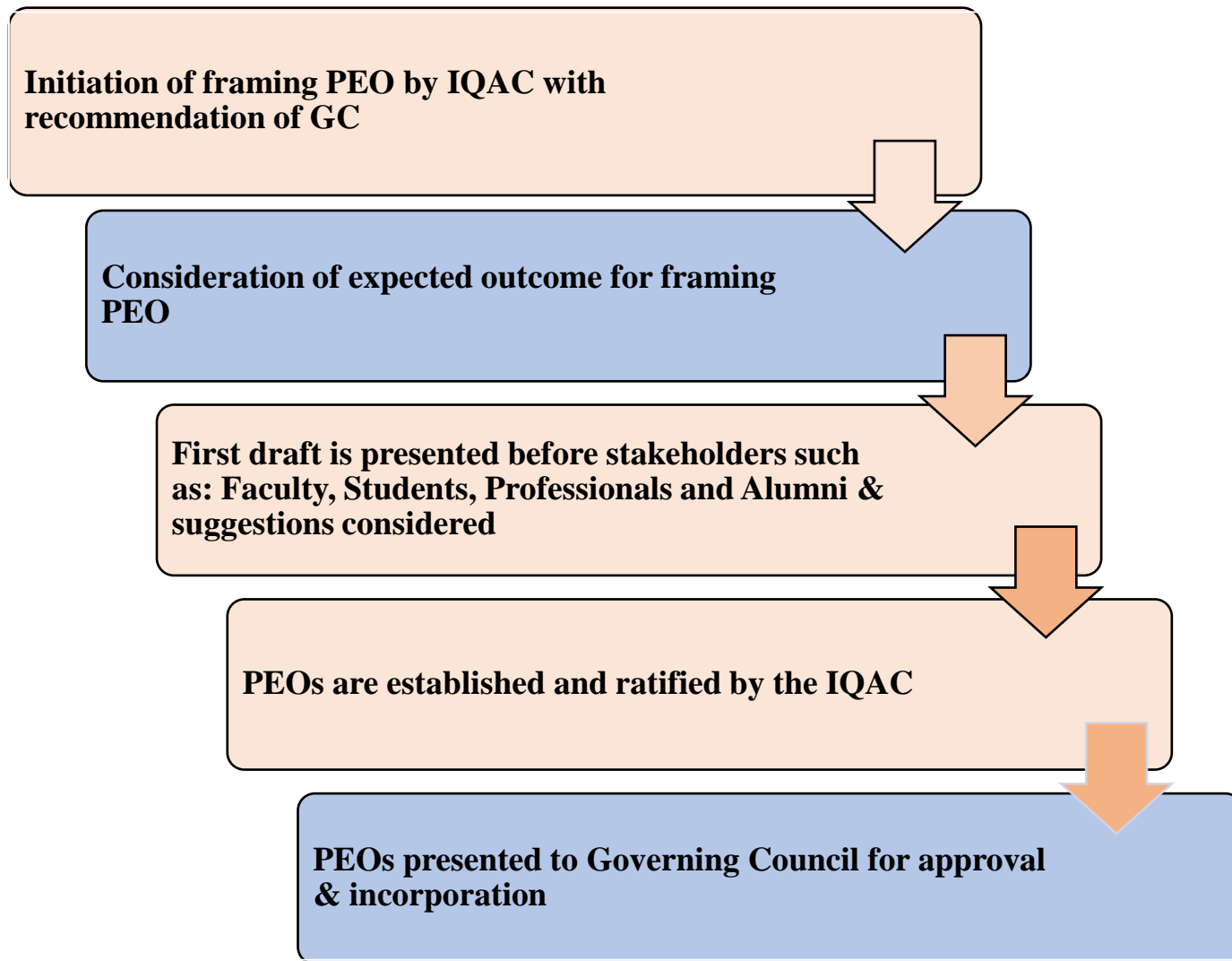
OBE SCOPE ACROSS DIFFERENT AREAS UNDER FRAMEWORK



SEMESTER-WISE FOCUS AREAS TO IMPLEMENT OBE FRAMEWORK



OBE FRAMING & REVIEW PROCESS



- Academic Committee periodically reviews the OBE process, Attainment values and carries out a Gap Analysis.
- Thereafter, Academic Committee recommends changes in Curriculum / Delivery Methods / Assessment Methods.
- BOS examines the proposed changes and approves modifications in the Curriculum to address the gaps in attainment of COs/POs.
- IQAC reviews the quality of OBE process.

**ASSESSMENT
METHODOLOGY OF
COURSE OUTCOMES
AND PROGRAM
OUTCOMES**

CO ASSESSMENT TOOLS AND ATTAINMENT COMPUTATION

Method of Direct Assessment	Weightage	Tool	Nature of exam	Frequency of data collection
Internal Examination	40%	MCQs	For each subject 3-5 assessments are taken and mapped to the course objectives.	Continuous
		Class test		
		Group discussion		
		Case study		
		Role play		
		Presentations		
		Mid-Semester Examination		
End Semester Examination	60%	End-Semester Examination	Theory + Numerical	Once in semester

- Each assessment is mapped to the respective Course outcomes.
- After the evaluation of internal & external assessment marks scored by the students, CO attainment level for that assessment is calculated based on the rubric.
- Multiple assessments can map to single CO.
- The student who is scoring 60% and above of the total marks attempted in the respective CO is considered as **high attainment** and indicates good Skill, knowledge and attitude acquired by the student.
- The Percentage of Attainment for the respective CO will be computed as:
$$= \frac{\text{Total number of students attained}}{\text{Total number of students}} * 100$$
- Final CO attainment is calculated based on 40% of attainment through Internal assessments + 60% of attainment through SEE

CO Attainment Rubrics:

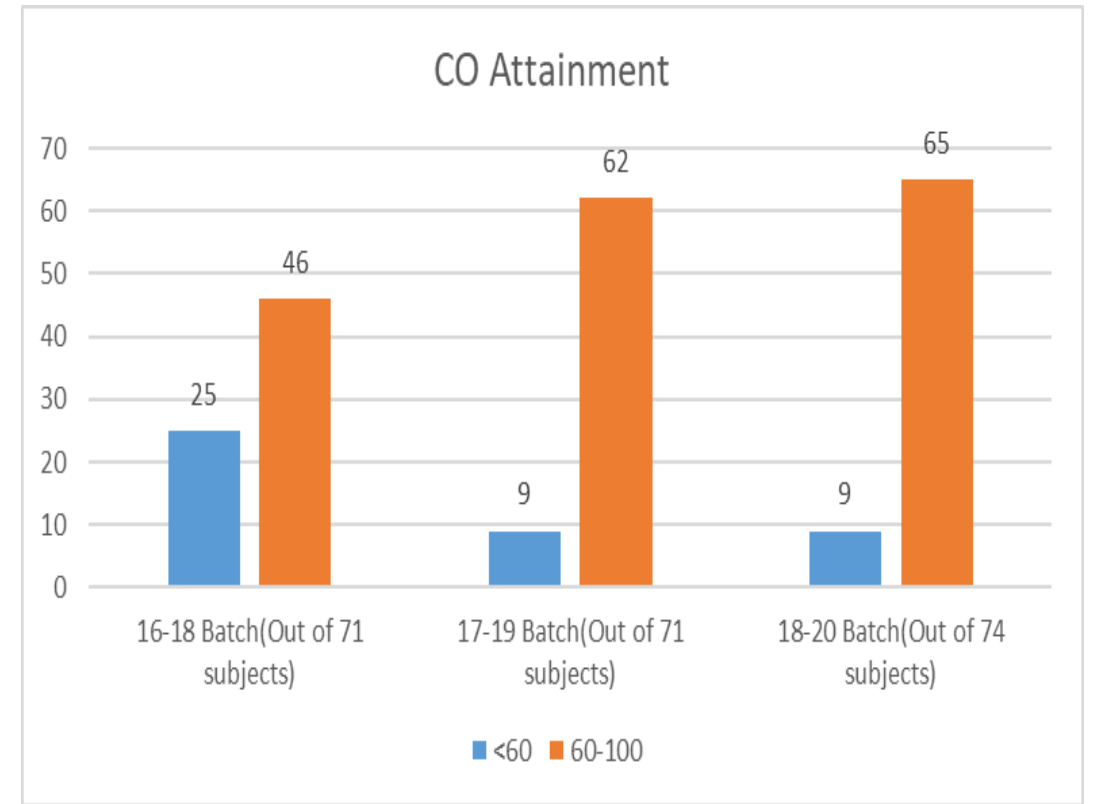
Level – 3	More than 60% students getting 60% marks
Level – 2	40-60% students getting 60% marks
Level - 1	Less than 40% students getting 60% marks

SAMPLE CO ATTAINMENT COMPUTATION

Assignment Name	CA1	
Teacher	Prof. Sudhindra Majumdar	
	Course Outcome	2018GGC101.1,2018GGC101
	Max Marks	10.00
Student >=60% Marks		60
Total Student s		60
CO 1 and CO 2 Attainment (%)		100
Assignment Name	Mid-semester Examination	
Teacher	Prof. Sudhindra Majumdar	
	Course Outcome	2018GGC101.1,2018GGC101.2
	Max Marks	20.00
Student >=60% Marks		50
Total Student s		60
CO 1 and CO 2 Attainment (%)		83.33

ANALYSIS OF CO ATTAINMENT RANGE (%)

CO Attainment Range (%)	16-18 Batch (Out of 71 subjects)	17-19 Batch (Out of 71 subjects)	18-20 Batch (Out of 74 subjects)
< 60%	25	09	09
>= 60%	46	62	65



INITIATIVES TO ENHANCE CO ATTAINMENT LEVELS

- Faculty ensure utilization of at least three different teaching pedagogy/methodologies in teaching plan of each subject.
- Tutorials are conducted to help students in small batches to improve on the specific subjects.
- Guest sessions in almost every subject to help students gain practical perspective of the subject.
- Status of syllabus completion is taken intermittently by the program & Academics HOD at the start of the program, mid semester and an end semester review to ensure timely completion of the required content.
- Inclusiveness of Massive Open Online Courses (MOOCs) to make students learn in their personal space continuously.
- Various class and library assignments in subjects to provide effective grasp and practice for the students.

PO ATTAINMENT COMPUTATION

PO Attainment Computation

Direct Method (80% weightage)

- CO attainment Values
- PO attainment value will be computed by taking average of mapping CO attainment values.

Indirect Method (20% weightage)

- Student Exit Survey
- Co-curricular Activities
- Employer Survey
- Survey follows 5-point rating scale

Attainment through the survey=

$$\frac{5 * no_of_excellent + 4 * no_of_verygood + 3 * no_of_good + 2 * no_of_fair + 1 * no_of_poor}{5 * no_of_responses}$$

- Final Attainment** = Average of attainment values from Program Exit Survey , Alumni Survey and Employer survey

PO Attainment Rubrics for Indirect Methods

Level-3	80% or above feedback marks
Level-2	70% or above feedback marks
Level-1	60% or above feedback marks

PO Assessment Methods:

Method of Assessment	Weightage	Tool	Process used	Frequency of data collection
Direct	80%	Course attainment level	Internal Assessment	Mid-Semester & Continuous Assessments
			End Term Exam	Once in Semester
Indirect	20%	Student Exit survey	Feedback form	Annually
		Co-curricular activities	Feedback form	Annually
		Employer survey	Feedback form	Annually

PO ATTAINMENT COMPUTATION

PGDM-G - 2018 - Sem I - Managerial Economics-A

Attainment of Course Outcome

Course Outcome	Mapping with Program Outcome		Attainment % in					Final Weighted COs Attainment (100% Direct)
	POs	Level of Mapping	Direct				Weighted Level of Attainment (60% External+ 40% IA)	
			External (End Sem Exam)		Internal			
			Attainment	Level Of Attainment	Attainment	Level Of Attainment		
2018GGC101.1	PO--1	Substantial (1)	60.18	3	94.96	3	3.0 (74.09%)	3.0 (74.09%)
	PO--4	Moderate (0.67)						
2018GGC101.2	PO--1	Substantial (1)	60.18	3	94.96	3	3.0 (74.09%) ²	3.0 (74.09%) ²
	PO--4	Moderate(0.67)						
	PO--5	Moderate (0.67)						
2018GGC101.3	PO--1	Moderate (0.67)	60.18	3	74.42	3	3.0 (65.88%) ²	3.0 (65.88%) ²
	PO--2	Moderate (0.67)						
	PO--4	Moderate (0.67)						

PO ATTAINMENT THROUGH CO ATTAINMENT

Formula: PO Attainment = $\frac{\sum (\text{Affinity} * \text{Level of attainment})}{\sum \text{Affinity}}$

Where, Affinity = Level of Mapping

Weighted POs Attainment Contribution

	PO--1	PO--2	PO--3	PO--4	PO--5
	(Final Weighted COs Attainment)*(Level of mapping)	(Final Weighted COs Attainment)*(Level of mapping)	(Final Weighted COs Attainment)*(Level of mapping)	(Final Weighted COs Attainment)*(Level of mapping)	(Final Weighted COs Attainment)*(Level of mapping)
2018GGC101.1	2	-	-	2	-
2018GGC101.2	3	-	-	2	2
2018GGC101.3	2	2	-	2	-
PO Attainment	3	3	-	3	3

SAMPLE COURSE ARTICULATION MATRIX

Sr. No.	Course Name	Course Type	Course Outcome No.	Course Outcomes	Program Outcomes				
					PO1	PO2	PO3	PO4	PO5
1	Managerial Economics	Generic Core	101.1	To understand and appreciate the concepts of managerial economics in theory and practice.	3	-	-	2	-
			101.2	To understand and apply the concept of economics in marketing strategy formulation & implementation such as pricing, costs, production, demand analysis & forecasting.	3	-	-	2	2
			101.3	To understand how the cost of environmental degradation is taken into account for national income accounting.	2	2	-	2	-

SAMPLE PROGRAM ARTICULATION MATRIX

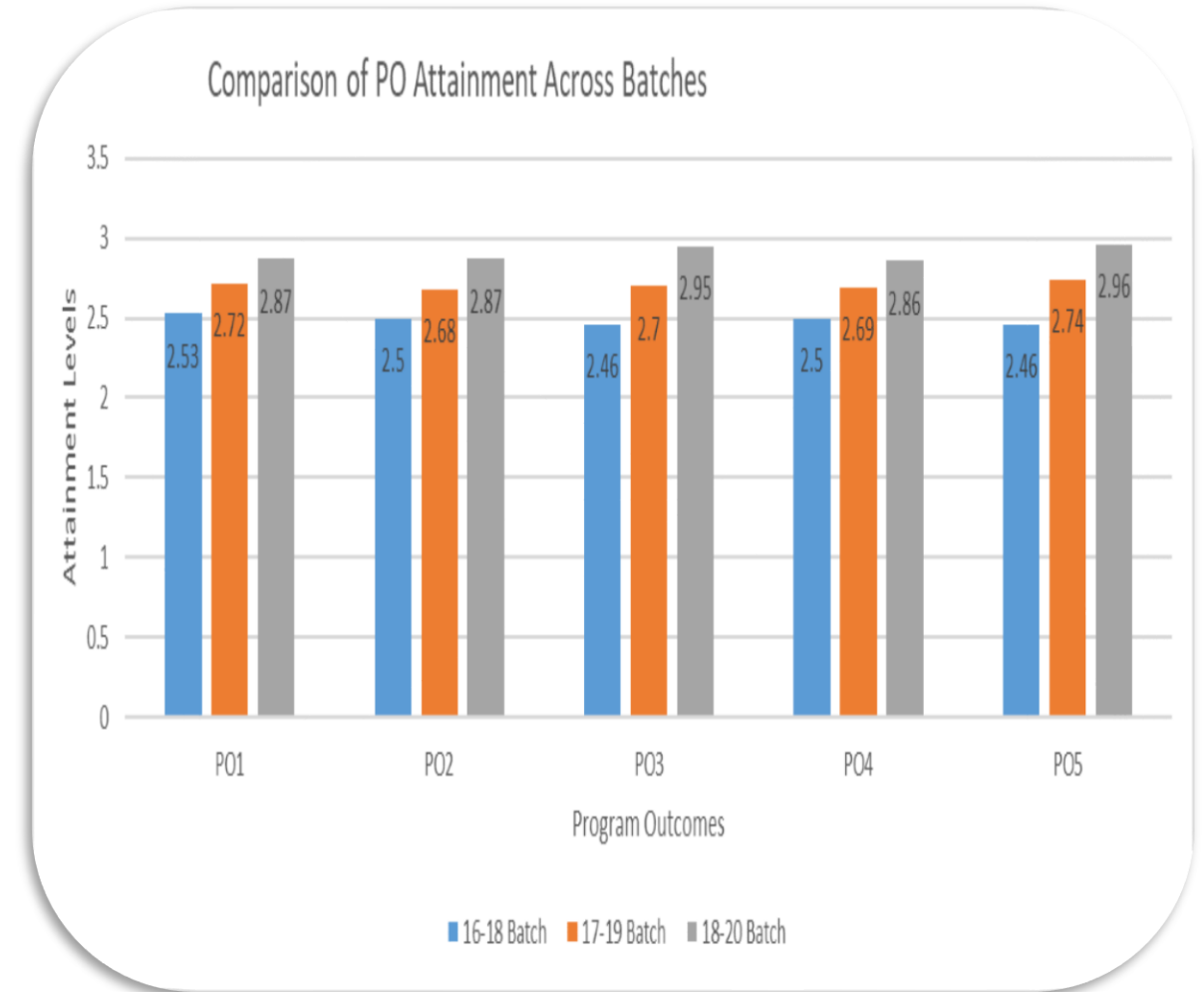
POs Attainment Report for PGDM General - 2018 - 2020					
Semester I					
Course	PO 1	PO 2	PO 3	PO 4	PO 5
PGDM - G - 2018 - Sem I - G- GC- 101 - Managerial Economics	3	3	-	3	3
PGDM - G - 2018 - Sem I - G- GC- 102 - Management Accounting	3	3	-	3	3
PGDM - G - 2018 - Sem I - G- GC- 103 - Legal Aspects of Business	3	-	3	3	3
PGDM - G - 2018 - Sem I - G- GC- 104 - Managerial Communication	3	-	3	3	3
PGDM - G - 2018 - Sem I - G- GC- 105 - Basics of Marketing	3	3	-	3	-
PGDM - G - 2018 - Sem I - G- GC- 106 - Statistics and Quantitative Techniques	2.85	2.8	-	-	-
PGDM - G - 2018 - Sem I - G- GC- 107 - Organization Behaviour and Theory of Management	2.4	2.4	2.4	-	2.4
PGDM - G - 2018 - Sem I - G- GC - 108 - Skill Enhancement Lab	3	3	-	3	-
PGDM - G - 2018 - Sem I - G- GC - 109 - IT Skills Lab	3	3	3	3	3
Total	26.25	20.2	11.4	21	17.4
Average	2.92	2.89	2.85	3.00	2.90

SAMPLE CALCULATION FOR PO ATTAINMENT FOR THE PROGRAM

Particulars	PO 1	PO 2	PO 3	PO 4	PO 5
Total courses through mapped Pos	71	53	20	53	21
Average of direct Assessment (80% weightage)	2.27	2.27	2.35	2.26	2.36
Average of indirect Assessment (20% weightage)	.60	.60	.60	.60	.60
POs Attainment for the Program	2.87	2.87	2.95	2.86	2.96

BATCHWISE PO ATTAINMENT

PO Attainment Batch wise						
Batch ↓	PO →	PO1	PO2	PO3	PO4	PO5
16-18 Batch		2.53	2.5	2.46	2.5	2.46
17-19 Batch		2.72	2.68	2.7	2.69	2.74
18-20 Batch		2.87	2.87	2.95	2.86	2.96
Average PO Attainment		2.71	2.68	2.7	2.68	2.72



- ❑ CO / PO attainment value is compared with last year
- ❑ Observation about the gap, if any
- ❑ Action plan to reduce the gap, which can be
 - ❑ Change in curricular & co-curricular content
 - ❑ Introduction of New course
 - ❑ Introduction of Effective Delivery Method
 - ❑ Introduction of Effective Assessment Method
- ❑ CO/PO Attainment values and Gap Analysis is deliberated in AC & BOS meetings.



WAY FORWARD



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**INDIRA SCHOOL OF
BUSINESS STUDIES PGDM**
"Empowering Minds to Elevate Lives"

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