



Sinhgad Institutes

SINHGAD TECHNICAL EDUCATION SOCIETY'S
S.K.N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

CRITERION 1

1.1.1 RELATED DOCUMENTS

SUPPORTIVE EVIDENCES

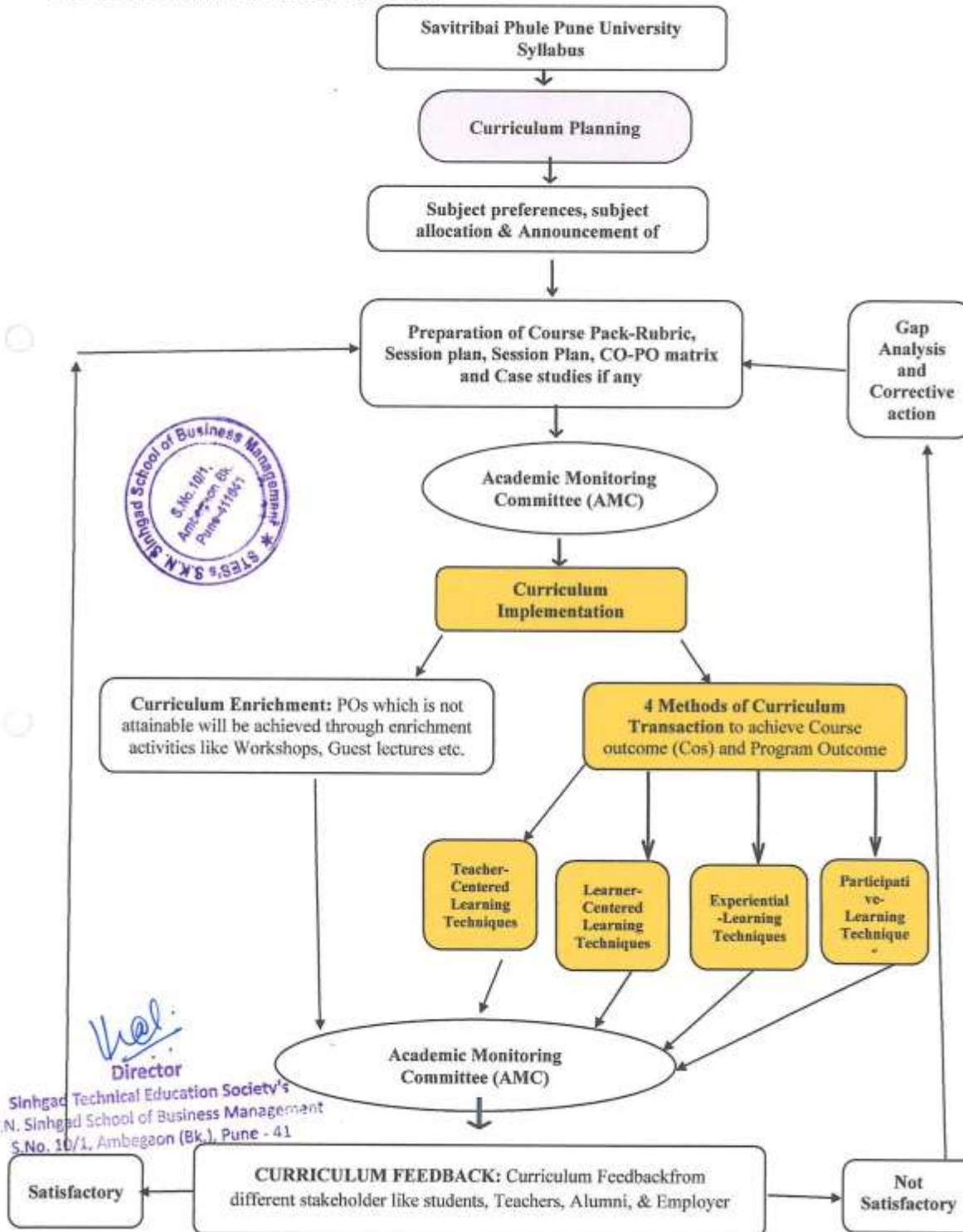
PROBLEM STATEMENT, CO-PO MATRIX, CO-PO ATTAINMENT SHEETS AND COURSE EXIT SURVEY (SAMPLE OF GENERIC CORE, UNIVERSITY LEVEL AND INSTITUTE LEVEL SUBJECTS)



Director

Sinhgad Technical Education Society's
S.K.N. Sinhgad School of Business Management
S.No. 10/1, Ambegaon (Bk.), Pune - 41

THIS DOCUMENT LINKED WITH FOLLOWING HIGHLIGHTED STEP OF EFFECTIVE DELIVERY FLOW CHART:



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Problem Statement, CO-PO attainment, Rubric, Co-PO Matrix, Internal Assessment, CO-PO attainment, and Corrective measures of subject-

1. Generic Core Subject

Course Title: Competency Based Human Resource Management



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Course Name: Competency Based HRM (CBHRM)

Credits	3.0 (50 Marks CCE, 50 Marks ESE)
Course type	SUBJECT CORE (SC) COURSE: Specialization – Human Resource Management (HRM)
Program year and semester	MBA-I Sem-II
Academic Year and Term	2022-23

Problem Statement:

A practical, application-oriented course that covers real-life aspects related to the practice of Competency Mapping in organization. This course will develop the personal skill of the student to design various interventions to build a competency-based organization. The exercises and tools in this course will be designed to make it simple and easy for students to understand the concepts and apply it practically in future at their respective workplaces. This course is designed and delivered in the class keeping in mind students who look for a serious career in HR and especially in competency-based assessment centers.

Student Learning Outcomes.

After attending this course the student will be able to:

- Conduct competency mapping for organizations
- Develop Competency Models and Framework
- Design and manage Assessment and Development Centers
- Develop Individual Development Plans and give IDP Feedback.

Text Books and Reading Material

- Competency-Based Human Resource Management – Srinivas Kandula
- Competency based HRM – Ganesh Shermon
- The handbook of Competency Mapping: Understanding, Designing and Implementing Competency Models in Organizations. Seema Sanghi, Sage Publication Inc.
- The course teacher will provide additional professional and industry-grade application materials in the class.




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CO-PO Matrix

Cos	POs						
	PO1	PO2	PO3	PO4	PO5	PO6	PO7
CO1	1	-	-	-	-	-	-
CO2	3	-	-	2	2	-	-
CO3	-	3	-	2	-	-	-
CO4	-	3	-	-	-	-	-
CO5	-	-	3	-	-	-	-
CO6	-	3	-	2	-	-	-
AVERAGE	2	3	3	2	1	0	0

Justification-

CO3 (Applying), CO4 (Analysing) & CO 6 (Creating) is strongly correlated with PO2 (Problem Solving and Innovation)as well as CO5 (Evaluating) is strongly correlated with PO3 (Critical thinking) because as mentioned in problem statement this is A practical, application-oriented course that covers real-life aspects related to the practice ofCompetency Mapping in organization and main objective of this course is to enable student to apply the concept practically & develop Competency Models and Framework in their future workplace




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Academic Year 2022-23(Sem-2)
 Sample Rubric For Competency Based Human Resource Management
 SKM Sinhgad School of Business Management

Group	CCE	CO	Description of assessment (Brief Concept Note)	Criteria of the assessment (Expected learning outcomes)	Description of what is expected for each assessment component (Expectation from the student)	Team Composition (if applicable)	Format and mode of submission, submission timeliness	Any other Relevant Details
Group A	Written Home Assignment	CO 1 :Remembering CO2:Understanding	Different groupwise question based on remembering and understanding	The Concept Understanding and remembering of concept	Write the Answers in their own Words	Individual	Hardcopy submit within 10 days from the date of assignment given	
Group E	Discussion Boards	CO2:Understanding CO3: Applying CO5 : Evaluating CO6:Creating	Different job description we will give to Student and we will ask students to discuss about competencies required for that particular job	Better understanding of Concept and evaluate students on the basis of how they discuss The concept understanding and applying of concept	Understanding of how to identify competencies required for different jobs and discuss why these competencies are important for that particular job	Team	write up of what they learned by This activity and photos of activity	
Group C	Model Development	CO2:Understanding CO3: Applying CO5 : Evaluating CO6:Creating	In the particular industry we can give single job position to the students and ask them to develop Competency mapping model for that job position	The concept understanding and applying of concept	Understanding of expectation of that job position and by apply that understanding they can develop competency mapping model for that particular job position	Team	Students can present that model as well as submit hard copy	


 Signature of Subject Teachers
 Prof. Mayur Yadav


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Written Home Assignment _10 marks)

Roll no	Name of the Student	Seat No.	PO 1 Generic & Domain Knowledge (6)		PO4 Effective communication (4)	Submission (2) (Given Time-2, late Submission-1)	Marks (out of 10)	CO Wise Marks	
			Subject Knowledge (2) <i>CO 1 Remembering</i>	Conceptual Clarity (4) <i>CO 2 Understanding</i>				CO1	CO2
1	Nawadkar Shreyas Sopan		2	2	4	1	8	2	6
2	Omkar Balu Jadhav		2	1	2	2	5	2	3
3	Pratima Mahesh Wadekar		2	3	4	2	9	2	7
4	Kakade Niriksha Manesh		1	1	2	1	4	1	3
5	Geyatri Anil Kokadwar		1	1	1	1	3	1	2
6	Kalyani Kailas Labhade		2	3	4	2	9	2	7
7	Diyya Rangnath Kamde		2	2	3	2	7	2	5
8	Abhishek Dattatray Gaikwad		2	1	2	2	5	2	3
9	Pawar Sayali Suresh		2	2	4	2	8	2	6
10	Manisha Kailash Mali		1	1	2	1	4	1	3
11	Shivani Bhutabheb Dange		1	1	2	1	4	1	3
12	Harshada Ramechandra Bursode		2	1	2	2	5	2	3
13	Vaishnavi Luxman Wajgude		2	1	2	2	5	2	3
14	Renuka Mahalle		2	1	2	2	5	2	3
15	Pranav Rameshkumar Ingole		1	1	1	1	3	1	2
16	Vijbhav Jagannath Lakade		2	1	2	1	5	2	3
17	Balu Sudhakar Viseve		2	1	2	1	5	2	3
18	Sarvesh Suresh Shinde		2	1	2	2	5	2	3
19	Shubhangi Ashok Suryavanshi		2	3	2	2	7	2	5
20	Rajashree Jaywant Surve		2	1	2	2	5	2	3
21	Akshay Manaji Shinde		2	1	2	2	5	2	3
22	Sonal Belaso Mali		2	2	2	2	6	2	4
23	Sharnal Sanjay Chopade		2	2	2	2	7	2	5
24	Sawaisankamle Khushi Rama		2	2	4	2	8	2	6
25	Pratik Hanuman Gorgul		2	2	2	2	6	2	4



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26	Pradnya Kisan Mapuri	2	1	2	2	5	2	3
27	Supriya Sukhadev Bhosale	1	1	2	3	1	2	2
28	Sakshi Rajendra Dhoke	2	2	2	6	2	4	4
29	Gayatri Vilas Mahalle	2	2	2	5	2	3	3
30	Renuka Arvind Marudkar	2	3	2	8	2	6	6
31	Alisha Babasaheb Beg	2	2	1	5	2	3	3
32	Sanket Laxman Katkar	2	1	1	4	2	2	2
33	Priyanka Janardhan Kunchhalwar	2	3	1	6	2	4	4
34	Kedar Babasaheb Patil	2	2	1	5	2	3	3
35	Sanket Shashikant Devgaonkar	2	2	2	6	2	4	4
36	Onkar Rajesh Kotkar	2	2	1	5	2	3	3
37	Kokone Aditya Apmis	1	1	1	3	1	2	2
38	Awaghaade Shreya Vijay	2	2	1	5	2	3	3
39	Pallavi Dashraathsing Hajari	2	2	2	6	2	4	4
40	Nancy Prashant Waghmare	2	2	2	6	2	4	4
41	Urmila Manaji Shinde	2	2	1	5	2	3	3
42	Manasi Babasaheb Pandav	2	3	3	8	2	6	6
43	Falguni Mangesh Wanjari	2	3	2	8	2	6	6
44	Jagtap Mohini Suresh	2	2	2	6	2	4	4
45	Manasi Vijayrao Nakade	2	2	2	6	2	4	4
46	Praniti Pravin Adsul	1	1	1	3	1	2	2

(Signature)
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Discussion Board Activity

Roll no	Name of the Student	PO 1 : Generic and Domain Knowledge (3)		PO 2 : Problem Solving and Innovation (8)			PO 3 Critical Thinking (3)		PO 4 Effective Communication (4)		PO 5 : Leadership and Team Work (2)		CO Wise Marks			
		Subject Knowledge (1) CO 2 : Understanding	Conceptual Clarity (2) CO 2 : Understanding	Ability to Analyze the situation (2) CO 4 : Analyzing	Ability to express their thoughts clearly and coherently (3) CO 3 : Applying	Ability to identify appropriate competencies (3) CO 6 : Creating	Ability to come up with different perspectives on the topic (3) CO 5 : Evaluating	Writing Skill (2) CO 6 : Creating	Speaking skill (2) CO 3 : Applying	Emotional Intelligence (Team work, Leadership, Participative) (2) CO 2 : Understanding	Marks Out of 20	CO 2	CO 3	CO 4	CO 5	CO 6
1	Nirandhar Shrivastava	1	2	2	3	3	2	1	2	2	18	5	5	2	4	
2	Omkar Balu Inbar	1	1	1	2	2	2	1	1	1	12	3	3	1	2	
3	Pratima Mevesh Wankar	1	2	2	3	3	3	2	2	2	20	5	5	2	3	
4	Kalyani Nalini Kumbhar	1	2	2	2	2	2	2	2	2	17	5	4	2	2	
5	Gayatri Anil Kulkarni	1	2	2	2	2	2	2	2	2	15	5	4	2	1	
6	Kalyani Kalasa Labhade	1	2	2	3	3	3	2	2	2	20	5	5	2	3	
7	Divya Rangnath Kannade	1	2	2	3	3	3	2	2	2	20	5	5	2	3	
8	Abhishek Dattatray Galkwad	1	2	2	2	2	2	2	1	2	16	5	3	2	2	
9	Pooja Sagar Suresh	1	2	2	2	2	2	2	2	2	20	5	5	2	3	
10	Manisha Kalish Mali	1	2	2	2	2	2	2	2	2	17	5	4	2	2	
11	Shivani Bhansodeh Dange	1	2	2	3	3	3	2	2	2	20	5	5	2	3	
12	Harehuda Ramchandra Bhasod	1	2	2	2	2	2	1	2	2	15	5	4	2	1	
13	Vinodkumar Laxman Waljode	1	2	2	2	2	2	1	2	2	15	5	4	2	1	
14	Renuka Mahalle	1	2	2	3	3	3	2	1	2	18	5	5	2	3	
15	Pransav Rameshkar Ingole	1	2	2	2	2	2	1	2	2	15	5	4	2	1	
16	Vishal Jagannath Labade	1	1	1	1	1	1	1	2	2	15	5	4	2	1	
17	Balu Sudhakar Visave	1	2	2	2	2	2	2	2	2	12	4	3	1	1	
18	Suresh Suresh Shinde	1	2	2	2	2	2	1	2	2	15	5	4	2	1	
19	Shubhangi Ashok Suryawanshi	1	2	2	2	2	2	2	2	2	15	5	4	2	1	
20	Rajashree Jayant Surve	1	2	2	2	2	2	2	2	2	17	5	4	2	2	
21	Akshay Manoj Shinde	2	1	2	1	1	1	1	2	2	14	5	3	2	1	
22	Somali Balasa Mali	1	2	2	2	2	2	2	2	2	17	5	4	2	2	
23	Sharni Smita Chopade	1	2	2	2	2	2	2	2	2	17	5	4	2	2	
24	Smriti Kumbhar Khushi Rane	1	2	2	3	3	3	3	2	2	20	5	5	2	3	
25	Pratik Hanuman Gogoi	2	1	1	1	1	1	1	2	2	14	5	3	2	1	
26	Pradyota Kisan Mapari	1	1	2	1	1	2	2	2	2	15	5	3	2	2	



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Model Development Assignment

Roll no	Name of the Student	PO 1 : Generic and Domain Knowledge (3)		PO2 : Problem Solving and Innovation (10)			PO3 Critical Thinking (3)		PO 4 Effective Communication (4)		PO 5 : Leadership and Team Work (2)		CO Wise Marks					
		Subject Knowledge (1) CO 2 Understanding	Conceptual Clarity (2) CO 2 Understanding	Multi dimensional thinking Ability (Out of the box thinking) (2) CO4 : Analysing	Ability to apply theoretical concept while taking deciding the competencies (3) CO 3 Analyzing	Ability to identify competencies according to job position (3) CO 6 Creating	Relevance of evaluating parameters with competencies identified (3) CO 5 : Evaluating	Writing Skill (2) CO 6 : Creating	Speaking Skill (2) CO 3 : Applying	Emotional Intelligence (Team work, Leadership, Participative) (2) CO 2 Understanding	Marks Out of 20	CO2	CO3	CO4	CO 5	CO6		
1	Nimandur Shreyas Sujati	1	2	2	2	2	2	2	1	1	2	2	15	5	4	2	1	3
2	Omkar Babu Jadhav	1	2	2	1	1	1	1	2	1	2	2	13	5	3	1	2	2
3	Pratima Mahesh Wadkar	1	2	2	3	3	3	3	3	2	2	2	19	5	4	2	3	5
4	Kalade Nikhita Manish	1	2	1	1	1	1	1	1	2	1	1	11	4	2	1	1	3
5	Gyatri Anil Kokadwar	2	1	1	1	1	1	1	1	2	2	2	13	5	3	1	1	3
6	Kalyani Kalita Lathade	1	2	2	3	3	3	3	3	2	2	2	19	5	4	2	3	5
7	Dhyan Rangarath Kanade	1	2	2	2	2	2	2	1	2	2	2	16	5	4	2	1	4
8	Abhishek Damodar Gaikwad	1	2	2	2	2	2	2	1	2	2	2	15	4	4	2	1	4
9	Pooja Sayali Suresh	1	1	2	2	2	2	2	2	2	2	2	15	4	4	2	1	4
10	Manisha Kalish Mali	1	2	2	3	3	3	3	3	2	2	2	19	5	4	2	3	5
11	Shivani Bhassrabhai Dange	1	1	2	2	2	2	2	1	2	2	2	15	4	4	2	1	4
12	Harishada Ramcharitra Banoor	1	1	1	1	1	1	1	1	1	1	1	10	4	4	2	1	4
13	Vaishnavi Laxman Wadgaude	2	2	2	3	3	3	3	3	2	2	2	19	5	4	2	3	5
14	Ramika Mahalle	1	2	2	2	2	2	2	1	2	2	2	15	4	4	2	1	4
15	Pransav Rameshkumar Ingole	1	2	1	1	1	1	1	1	1	1	1	10	4	2	1	1	3
16	Vaibhav Jagdishrao Lohare	1	1	1	1	1	1	1	1	2	2	2	11	3	2	1	2	3
17	Bhala Sudhakar Vinay	1	1	2	2	2	2	2	1	2	2	2	14	4	4	1	1	4
18	Suresh Suresh Shinde	1	1	2	2	2	2	2	2	2	2	2	16	4	4	2	2	4
19	Shubhangi Ashok Suryavanshi	1	1	2	2	2	2	2	1	2	2	2	15	4	4	2	1	4
20	Rajadree Jaywant Surve	1	1	2	2	2	2	2	1	2	2	2	15	4	4	2	1	4
21	Akshay Manoj Shinde	1	2	2	2	2	2	2	1	2	2	2	15	4	4	2	1	4
22	Sonal Bhanao Mali	1	1	2	2	2	2	2	1	1	1	1	10	3	2	2	1	2
23	Shamul Sanjay Chopade	1	1	2	2	2	2	2	1	2	2	2	13	3	3	2	1	3
24	Savitambale Khushi Bate	1	2	2	2	2	2	2	1	2	2	2	13	3	3	2	1	3
25	Pratik Himantur Geogal	1	1	2	2	2	2	2	1	2	2	2	17	5	4	2	1	5
26	Pradyum Kisan Mijari	1	1	2	2	2	2	2	1	1	1	1	10	3	2	2	1	3
27	Sujeeta Subhadra Bhanale	1	1	2	2	2	2	2	1	1	1	1	10	3	2	2	1	3
28	Sakshi Rajendra Dhoke	2	2	2	2	2	2	2	1	1	1	1	10	3	2	2	1	3
29	Gyayari Vilas Mahalle	1	2	2	2	2	2	2	1	1	1	1	14	5	4	2	2	4
30	Ramika Arvind Mankulkar	2	2	2	2	2	2	2	2	2	2	2	11	3	2	2	2	3
31	Alisha Babasaheb Reg	1	1	2	2	2	2	2	1	1	1	1	9	3	2	2	1	3



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CO-PO Attainment

Div.	R. No.	Student Name	Max. Marks						University Marks out of 50
			CO1	CO2	CO3	CO4	CO5	CO6	
A	1	Nawadkar Shreyas Sopan	2	16	9	4	3	7	27
A	2	Omkar Balu Jadhav	2	11	6	2	4	4	16
A	3	Pratima Mahesh Wadekar	2	17	9	4	6	8	34
A	4	Kokade Niriksha Manesh	1	12	6	3	3	5	27
A	5	Gayatri Anil Kokadwar	1	12	7	3	2	4	21
A	6	Kalyani Kailas Labhade	2	17	9	4	6	8	36
A	7	Divya Rangnath Kanade	2	15	9	4	4	7	24
A	8	Abhishek Dattatray Gaikwad	2	14	7	4	3	6	29
A	9	Pawar Sayali Suresh	2	12	8	4	3	6	37
A	10	Manisha Kailash Mali	2	16	9	4	6	8	37
A	11	Shivani Bhousaheb Dange	1	12	8	4	2	5	21
A	12	Harshada Rameshchandra Bansode	1	12	6	3	2	3	23
A	13	Vaishnavi Laxman Walgude	2	13	9	4	5	8	30
A	14	Renuka Mahalle	2	12	8	4	2	5	38
A	15	Pranav Rameshkumar Ingole	1	11	6	3	2	3	11
A	16	Vaibhav Jagannath Lakade	2	10	5	2	3	4	AA
A	17	Balu Sudhakar Visave	2	12	8	3	2	5	20
A	18	Sarvesh Suresh Shinde	2	12	8	4	3	5	32
A	19	Shubhangi Ashok Suryavanshi	2	14	8	4	3	6	31
A	20	Rajashree Jaywant Surve	2	12	8	4	3	6	27
A	21	Akshay Manaji Shinde	2	11	5	4	2	3	14
A	22	Somali Balaso Mali	2	12	7	4	3	5	21
A	23	Shrimal Sanjay Chopade	2	13	7	4	3	6	29
A	24	Sawaisankamle Khushi Rama	2	16	9	4	4	8	33
A	25	Pratik Hanumant Gorgal	2	12	5	4	2	3	29
A	26	Pradnya Kisan Mapari	2	10	5	4	3	4	26
A	27	Supriya Sakhadev Bhosale	1	10	6	4	3	4	24
A	28	Sakshi Rajendra Dhoke	2	14	6	4	4	5	32
A	29	Gayatri Vilas Mahalle	2	11	6	4	4	5	22
A	30	Renuka Arvind Marudkar	2	16	8	4	6	7	33
A	31	Alisha Babasab Beg	2	11	6	4	3	4	30
A	32	Sanket Laxman Katkar	2	11	6	4	3	4	11
A	33	Priyanka Janardhan Kunchalwar	2	14	8	4	6	7	24
A	34	Kedar Babasaheb Patil	2	13	7	4	5	6	24
A	35	Sanket Shashikant Devgaonkar	2	14	8	4	3	6	30
A	36	Onkar Rajesh Kotkar	2	10	5	4	7	3	20
A	37	Kokane Aditya Anmol	1	12	6	3	2	3	4
A	38	Awaghade Shreya Vijay	2	13	7	4	3	5	24
A	39	Pallavi Dashruthsing Hajari	2	14	8	4	5	8	34
A	40	Nancy Prashant Waghmare	2	14	8	4	3	6	29
A	41	Urmila Manaji Shinde	2	14	6	4	2	3	20
A	42	Manasi Babasaheb Pandav	2	17	9	4	5	7	20
A	43	Falguni Mangesh Wanjari	2	16	8	3	6	7	30
A	44	Jagtap Mohini Suresh	2	14	8	4	5	6	30
A	45	Manasi Vijayrao Nakade	2	14	9	4	5	8	35
A	46	Pranita Pravin Adsul	1	12	6	4	2	3	7
		total	46	46	46	46	46	46	45

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No of student Attempted	46	46	46	46	46	46	45
Threshold marks (50%)	1	9	5	2	3	5	25
No of Student secured > Threshold Marks	46	46	46	46	34	31	25
% of student secured > Threshold Marks	100%	100%	100%	100%	74%	67%	56%
Attainment Level (A)	3	3	3	3	2	2	1
External (University) Attainment Level (B)	1	1	1	1	1	1	
Direct Attainment = $0.5 \times A + 0.5 \times B$ (C)	2	2	2	2	1.5	1.5	
Expected CO Attainment Level (D)	3	3	3	3	3	3	
Action plan if C < D	Preprepareact	Preprepareact	Preprepareact	Preprepareact	Preprepareact	Preprepareact	Preprepareact
Indirect Attainment level (to be filled by only those students who were awarded internal marks)							
Overall CO attainment (0.9 * Direct Attainment + 0.1 * Indirect Attainment)	2.72973	2.810811	2.810811	2.837838	2.72973	2.567568	
Average Overall CO Attainment	1.924775						

PO attainment for each subject	PO1	PO2	PO3	PO4	PO5
Actual CO attainment (A)	1.924775	1.924775	1.924775	1.924775	1.924775
Expected CO-PO attainment	2	3	3	2	1
PO attainment result (actual attainment Level) (B)	1.283183	1.924775	1.924775	1.283183	0.641592
Action Plan (if A < B)					


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CO-PO Attainment and Corrective Measures

Subject- 205HR Competency Based HRM

CO Attainment Subject – Competency Based HRM

COs	CO1	CO2	CO3	CO4	CO5	CO6
Expected CO Attainment Level	3	3	3	3	3	3
Actual CO attainment	2	2	2	2	1.5	1.5

Corrective Measures:

COs	Expected attainment Level (Average)	Expected attainment Level (Average)	Actual Attainment Level	Action Plan
CO1: REMEMBERING	DEFINE the key terms related to performance management and competency development..	3	2	We will foster open communication with students. Encourage them to ask questions and provide clarification on any confusing concepts related to performance management and competency development.
CO2: UNDERSTANDING	EXPLAIN various models of competency development.	3	2	We will utilize a variety of teaching resources, such as textbooks, articles, case studies, and real-world examples, to explain different competency development models. This can make the learning experience more engaging and comprehensive.
CO3: APPLYING	PRACTICE competency mapping.	3	2	We will use Incorporate practical examples and case studies into the teaching material. Show how competency mapping is applied in real-world

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CO4: ANALYSING	ANALYSE competencies required for present and potential future job roles at various levels and across variety of organizations	3	2	scenarios to make the concept more tangible for students. We will leverage online resources, databases, and technology tools that provide up-to-date information on job roles and competencies. Integrate relevant online platforms into the course to enhance learning.
CO5: EVALUATING	DESIGN and MAP their own competency and plan better and appropriate career for themselves.	3	1.5	We will conduct a skills gap analysis to identify areas where additional training or development is needed. This could include technical skills, soft skills, or specific competencies relevant to the chosen career path.
CO 6 CREATING	DEVELOP a customized competency model in accordance with the corporate requirements.	3	1.5	We will review case studies of successful competency models implemented in corporate settings. Analyze the key components, considerations, and methodologies used in these models for inspiration.

POs Attainment 205 HR CBHRM:

PO s	PO1	PO2	PO3	PO4	PO5
Average CO attainment	1.924775	1.924775	1.924775	1.924775	1.924775
Expected PO attainment	2	3	3	2	1
PO attainment result (actual attainment Level)	1.283183	1.924775	1.924775	1.283183	0.641592

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Corrective Measures:

POs	Expected attainment Level (Average)	Actual Attainment Level	Action Plan
PO1: Generic and Domain Knowledge	2	1.283183	We will offer students concise summaries and study guides that emphasize essential terms, attributes, and factors to facilitate their review. Additionally, we will actively promote students' participation in NPTEL Online certification courses and encourage them to take the certification exams.
PO2: Problem Solving & Innovation	3	1.924775	We will utilize real-life case scenarios that prompt students to identify challenges, analyze the factors involved, and devise creative solutions.
PO3: Critical Thinking	3	1.924775	We will incorporate a variety of complex challenges and case scenarios that encourage students to actively apply critical thinking and analyze information in a systematic manner.
PO4: Effective Communication	2	1.283183	Focus on a range of interactive teaching and learning methods to enhance student communication.
PO5: Leadership and Team Work	1	0.641592	We will design and implement interactive learning activities that encourage teamwork and leadership development. This could include group projects, team-building exercises, or collaborative assignments.



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Course Exit Survey Competency Based Human Resource Management								
		CO1	CO2	CO3	CO4	CO5	CO6	
Timestamp	Name of the Student	On success	On success	On success	On success	On success	On success	Suggestion
2023/07/1	Shreya vijay Awaghade	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	EXCELLENT	GOOD(G)-2	GOOD(G)-2	This course
2023/07/1	Sonali balaso mali	GOOD(G)-2	EXCELLENT	EXCELLENT	GOOD(G)-2	EXCELLENT	GOOD(G)-2	No any
2023/07/1	Mohini Suresh Jagtap	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	no
2023/07/1	Gayatri Anil Kokadwar	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	It was a gre
2023/07/1	LUKESH MURLIDHARRAC	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	Great teach
2023/07/1	Vaishnavi Laxman walgu	EXCELLENT	GOOD(G)-2	EXCELLENT	EXCELLENT	GOOD(G)-2	AVERAGE(No
2023/07/1	Pratima Mahesh Wadek	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	No
2023/07/1	Aman Rahul Gaikwad	GOOD(G)-2	EXCELLENT	GOOD(G)-2	GOOD(G)-2	EXCELLENT	GOOD(G)-2	No
2023/07/2	Divya Rangnath Kanade	EXCELLENT	EXCELLENT	EXCELLENT	GOOD(G)-2	GOOD(G)-2	EXCELLENT	No
2023/07/2	Kalyani Kailas Labhade	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	No
2023/07/2	Renuka Mahalle	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	..
2023/07/2	Priyanka Janardhan Kune	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	No
2023/07/1	Nawadkar Shreyas Sopan	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	EXCELLENT	GOOD(G)-2	GOOD(G)-2	na
2023/07/1	Omkar Balu Jadhav	GOOD(G)-2	EXCELLENT	EXCELLENT	GOOD(G)-2	EXCELLENT	GOOD(G)-2	No any
2023/07/1	Pratima Mahesh Wadekar	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	no
2023/07/1	Kakade Niriksha Manesh	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	na
2023/07/1	Gayatri Anil Kokadwar	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	NA
2023/07/1	Kalyani Kailas Labhade	EXCELLENT	GOOD(G)-2	EXCELLENT	EXCELLENT	GOOD(G)-2	AVERAGE(No
2023/07/1	Divya Rangnath Kanade	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	No
2023/07/1	Abhishek Dattatray Gaikwa	GOOD(G)-2	EXCELLENT	GOOD(G)-2	GOOD(G)-2	EXCELLENT	GOOD(G)-2	No
2023/07/2	Pawar Sayali Suresh	EXCELLENT	EXCELLENT	EXCELLENT	GOOD(G)-2	GOOD(G)-2	EXCELLENT	No
2023/07/2	Manisha Kailash Mali	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	No
2023/07/2	Shivani Bhausaheb Dange	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	..
2023/07/2	Harshada Ramchandra Ban	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	No
2023/07/1	Vaishnavi Laxman Walgud	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	EXCELLENT	GOOD(G)-2	GOOD(G)-2	This course
2023/07/1	Renuka Mahalle	GOOD(G)-2	EXCELLENT	EXCELLENT	GOOD(G)-2	EXCELLENT	GOOD(G)-2	No any
2023/07/1	Pranav Rameshkumar Ingo	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	no
2023/07/1	Vaibhav Jagannath Lakade	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	NA
2023/07/1	Balu Sudhakar Visave	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	Great teach
2023/07/1	Sarvesh Suresh Shinde	EXCELLENT	GOOD(G)-2	EXCELLENT	EXCELLENT	GOOD(G)-2	AVERAGE(No
2023/07/1	Shubhangi Ashok Suryavar	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	No
2023/07/1	Rajashree Jaywant Surve	GOOD(G)-2	EXCELLENT	GOOD(G)-2	GOOD(G)-2	EXCELLENT	GOOD(G)-2	No
2023/07/2	Akshay Manaji Shinde	EXCELLENT	EXCELLENT	EXCELLENT	GOOD(G)-2	GOOD(G)-2	EXCELLENT	No
2023/07/2	Sonali Balaso Mali	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	No
2023/07/2	Shamal Sanjay Chopade	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	..
2023/07/2	Sawalsoukamble Khushi R	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	No
	Pratik Hanumant Gorgal	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	EXCELLENT	GOOD(G)-2	GOOD(G)-2	This course

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Problem Statement, CO-PO attainment, Rubric, Co-PO Matrix, Internal Assessment, CO-PO attainment, and Corrective measures of subject-

2. University Level Subject

Course Title: Knowledge Management


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309 – Knowledge Management

Semester III 2 Credits

Generic Elective – University Level

Problem Statement:

This course provides the basics of the emerging areas of Knowledge management to the students. This course through light on few important concept as Knowledge Management, Knowledge Management Cycle, Design and developing Knowledge Management System, Knowledge Audit and Future of Knowledge Management.

CO#	COGNITIVE ABILITIES	COURSE OUTCOMES	PO
CO 309 .1	Remembering	DEFINE the key terms and concepts in Knowledge Management	Generic and Domain Knowledge
CO 309 .2	Understanding	DESCRIBE the Knowledge Management cycle	Generic and Domain Knowledge,
CO 309 .3	Applying	DISCUSS the types of Knowledge and its implications	Problem solving and Innovation,
CO 309 .4	Analyzing	OUTLINE the importance of capturing knowledge elements and its structures application as a competitive advantage to business	Problem solving and Innovation, Leadership and Team Work, Critical Thinking
CO 309 .5	Evaluating	EXPLAIN the human and business aspects of knowledge management.	Life Long Learning

Teaching methodology:

1. Home Written Assignments-

Questions based on remembering and understanding will be given to student

COs:

- Remembering
- Understanding


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Outcome:

- Student will be able to define the key terms and concepts in Knowledge Management.

Program Outcome:

- Generic and Domain Knowledge

2. Presentations:

Presentation Topics on Knowledge Management:

1. Knowledge Retention
2. Challenges and solutions for Knowledge Management
3. Knowledge Sharing Practices in Organization
4. Approaches to Knowledge Management Practice
5. Knowledge Assets - managing your intellectual capital.
6. Knowledge Management experiences form Indian companies

COs:

- Understanding
- Applying

Outcome:

- Presentation skills help creates innovative ideas when students come up with creative and interesting slides to illustrate their talk.
- Student will discuss the types of Knowledge and its implications

Program Outcome:

- Generic and Domain Knowledge
- Effective Communication
- Leadership and Team Work

3. Case studies and Case lets:

We will conduct case lets and case studies related to KM implementation in different industries


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COs:

- Applying,
- Analyzing
- Evaluating

Outcome:

- Student will apply the learning and by analyzing the situation they can find out better solutions for the situation.
- Problem solving and innovation Skill will be improved

Program Outcome:

- Generic and Domain Knowledge
- Problem solving and Innovation
- Critical Thinking
- Life Long Learning

CO-PO Matrix

COs	POs									
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	2	-	-	-	-	-	-	-	-	-
CO2	3	2	-	2	-	-	-	-	-	-
CO3	1	3	-	-	-	-	-	-	-	-
CO4	2	3	3	-	-	-	-	-	-	2
CO5	-	-	3	-	-	-	-	-	-	-
AVERAGE	2	2.6	3	2	0	0	0	0	0	2

Justification:

CO2 (Understanding) is strongly correlated with PO1 (Generic and Domain Knowledge) & CO3 (Applying), CO 4 (Analysing) is Strongly correlated with PO2 (Problem solving and Innovation) & CO5 (Evaluating) is Strongly correlated with PO3 (Critical thinking) because as mentioned in problem statement This course provides the basics of the emerging areas of Knowledge management to the students


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& student will understand application of knowledge management as a competitive advantage to business.


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CO-PO Attainment - Knowledge Management

Seat no	Student Name	Major Specialization	MARKS
25308	Atul Ashok Shedaji	MKT	25
25312	Shruti Anilkumar Dasare	MKT	28
25314	Shubham Vilas Dube	MKT	30
25320	Akash Premraj Marathe	MKT	26
25330	Akash Sanjay Shaharke	MKT	25
25338	CHAUDHARI GUNJAN VIJAY	FIN	30
25345	HARSHALI PRAVIN CHOUDHARI	FIN	32
25347	JAGTAP ATUL BABASAHEB	FIN	29
25350	KUNAL NATTHUJ MANSI	FIN	30
25351	MHETRE VARSHA VIKAS	FIN	26
25353	MORE HRUTVIK SANJAY	FIN	26
25357	PHALKE PRAVIN PANDURANG	FIN	26
25360	RASAL VIRAJ VIJAY	FIN	33
25363	ROHIT KUMAR	FIN	30
25366	RUSHIKESH RAMESHWAR SHUKLA	Finance	30
25376	SUL RAHUL CHANDRAKANT	Finance	26
25387	MAHAJAN KARTIKI SANJAY	HRM	27
25390	RAKH PUNDLIK BHONGLE	HRM	27
25394	Rushikesh Rupendra Jadhav	OSCM	25
25410	Prasad Narayan Yadav	BA	27
25416	ASHISH DHANAJIRAO PATIL	MKT	26
25421	Ruchita Sahebrao Deshmukh	MKT	25
25426	Gaurav Rajendra patil	MKT	25
25429	Tanmay Rajesh Kshirsagar	MKT	26
25436	Anuradha chandrakant munde	MKT	25
25444	Sawant Shruti Sudam	MKT	29
25445	SHIRBHATE RAJ PURUSHOTTAM	MKT	31
25446	Somesh Uttamrao Sonkamble	MKT	30
25447	CHAVAN SUDHIR DNYANDEO	MKT	31
25448	Swanand Harishchandra Kumbhar	MKT	25
25452	YASH SANJAY DHAKARE	MKT	25
25453	Onkar Sunil Yoge	MKT	25
25455	AHUJA SIMRAN VIJAYKUMAR	FIN	30
25458	BAHIRAT ISHWAR ASHOK	FIN	25
25462	BHALKE VAISHNAVI VILAS	Fin	31
25463	BHOR ANIKET SAMPAT	Fin	26
25464	BHOSALE PRASHALI GAJANAN	Fin	28
25466	Anjali Mohan Choudhary	Fin	25
25468	CHOUDHARY ANJALI MOHAN	Fin	29
25469	DAINGADE PODJA SHIVAJI	Fin	29
25472	DIPTI JAYDIP PATIL	Fin	26
25475	GANESH ARUN NAWALKAR	Fin	26
25478	GHODKE PRAKISHA PRAMOD	FIN	27
25479	GIRAMKAR ABHJEET BIBHISHAN	FIN	25
25481	GURU TANVI SUBHASH	FIN	27
25482	HANDE BHAKTI RAJENDRA	FIN	28
25484	JADHAV ABHJEET SHAHAJE	FIN	25
25487	JAGDALE RUSHIKESH SANJAY	FIN	27
25488	JAGDALE SAURABH SUDHIR	FIN	28
25489	JANHVEE PRAKASH NIKUM	FIN	31
25490	JAYSWAL ANIKET SATISH	FIN	29
25493	KAMAT RUTVIK SANJAY	FIN	25
25494	KAPIRE KAJAL SUKHDEV	FIN	27
25495	KARAN JALINDAR KAMBLE	FIN	25
25496	KENDE SHUBHAM NARENDRA	FIN	29
25497	KETAN PRALHAD AKOTKAR	FIN	25
25499	KHARADE DEEPAK POPATRAO	FIN	28
25500	KHARMALE PAYAL RAOSAHEB	FIN	31
25501	KIRDAT TEJAS RAKUMAR	FIN	26
25502	KIRTI CHANDRASHEKHAR VARMA	FIN	27
25503	KOMAWAR OMSAI BALAJIRAO	FIN	31
25504	KORADE RUTUJA BHARAT	FIN	31
25507	LANDE SALONI BABURAO	FIN	26
25508	LINGAYAT HARISH HIRALAL	FIN	27
25510	MISAL SONALI DATTATRAY	FIN	26
25512	MOTE ANJALI SAKHARAM	FIN	25
25514	NIKAM VIKAS SANJAY	FIN	29
25516	PARITOSH DIPAK SHARMA	Finance	29
25517	PASALKAR TANAYA DEVKUMAR	Finance	31



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25518	PATIL ABHISHEK MANOHAR	Finance	25
25519	PATIL NILESH BHATU	Finance	30
25521	PATIL VRUSHALI SURESH	Finance	29
25522	PIYUSH DAYARAM PINJARKAR	Finance	30
25523	PRAGATI SATISH BABAR	Finance	29
25524	RADHA HIMMATRAO SURVE	Finance	30
25525	ARJESHINGH VINODSINGH THAKUR	Finance	29
25526	RAJGURU ROHIT KAILAS	Finance	29
25527	RUCHITA SHRINIWAS BATTUL	Finance	27
25528	RUSHIKESH SANTOSH WANKHADE	Finance	29
25529	SALVE MAYUR RAMESH	Finance	29
25532	SHEDAGE ARJUN BAJARANG	Finance	31
25533	SHINDE DINESH RAMKRAO	Finance	26
25534	SHINDE DINESH SAMBHAR	Finance	29
25535	SHITOLE RUTUJA DUSHYANT	FIN	25
25536	SHUBHAM SANTOSH GAWANDE	FIN	27
25537	SHUBHAM SUDHAKAR RAJURKAR	FIN	30
25539	RYAWANSHI POOJA SANTOSHKUM	FIN	31
25542	VAISHNAVI JAYHARI GHATOL	FIN	25
25543	VIKAS ASHOK PALVE	FIN	26
25545	VIVEK KESHAVRAO GAJBHIYE	FIN	32
25546	VRUTVIK VILASRAO MALODE	FIN	29
25547	VAGHMARE SUVARNA PANDURAM	FIN	25
25548	WAKALE PRADUMN KISAN	FIN	31
25549	VERAWAR NAVEENKUMAR SHIVAJI	FIN	31
25550	YOGESH EKNATH JAMODKAR	FIN	31
25552	BORADE MINAL VASANTRAO	HR	30
25554	CHAUDHARI VISHAKHA VIJAY	HR	32
25555	DEEPAI KESHAORAO PAIKRAO	HR	29
25556	DHUNDALI VITTHALRAO MAHAJAN	HR	30
25557	DIPTI DEVIDAS UMAR	HR	31
25558	GAWADE SAHIL SUNIL	HR	31
25559	GULLAPELLI NIKITA RAVINDRA	HR	32
25560	INGALAJE PRATHAMESH PRAMOD	HR	32
25561	HUMBARE SANKET JAYWANT	HR	28
25562	INGOLE PRASHANT PANDURANG	HR	29
25563	ITKAR VAISHNAVI MAHESH	HR	31
25564	JADHAV RUTUJA RUPENDRA	HR	26
25565	KADAM DATTA RAMESH	HR	27
25568	MAITHILY SANJAY DHUME	HR	26
25569	MAKANDAR MILIJAMNIL RAMJAN	HR	26
25571	PATIL KALPITA BHARAT	HR	35
25572	PATIL MANALI DILIP	HR	34
25574	PATIL RUTUJA RAJENDRA	HR	30
25575	PIYA VINOD MANKAR	HR	32
25576	POOJA KAILASRAO DESHMUKH	HR	28
25578	RUTUJA SURYAKANT WANKHEDE	HR	32
25579	SARTAPE NEHA SANTOSH	HR	31
25580	SHANAMWAD SAVITA MAROTIRAO	HR	33
25581	SHEDAGE VAIBHAV SUNIL	HR	26
25582	SHINDE SHIVANI SHIRISHI	HR	27
25583	SHIVANI SUDHAKAR KALE	HR	36
25585	SNEHA SAGAR WAGHMARE	HR	32
25588	WARI AKSHAYKUMAR ANILPRASA	HR	30
25589	TRUPTI GOPALKRUSHNA AGLAWE	HR	30
25591	Vaibhav Bajrang Jadhav	OSCM	27
25592	Karan Rama Hanakande	OSCM	28
25593	Kiran Ramdas Lohakare	OSCM	32
25594	Mahajan Vithoba Shrikshar	OSCM	27
25595	Rameshwari Sunil Nile	OSCM	26
25596	Shirke Prashant Balasaheb	OSCM	28
25600	Akshay Sunil Diware	BA	31
25602	Ashish Pradip Barge	BA	27
25604	Sanket Ramdas Bhoskar	BA	32
25605	Karan Dipak Bhosale	BA	28
25606	Vaibhav Mallinath Birajdar	BA	32
25607	Akash Gajanan Bonda	BA	30
25608	PRAVIN BABASAHEB BORADE	BA	33
25609	GAURAV VIJAY CHAUDHARI	BA	27
25611	Amruta Rajesh Dhande	Business Analytics	33
25612	Omkar Jalindar Ghatge	Business Analytics	30
25613	HARSHAL GULAB JADHAV	Business Analytics	33



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25614	Aschal Kishor Jangamwar	Business Analytics	26
25615	Kajal Mukund Gaikwad	Business Analytics	34
25616	TRUNALI GANESH KALE	Business Analytics	30
25617	Khare Kunal Deepak	Business Analytics	31
25618	Ankita Anil Neveze	Business Analytics	29
25619	Kalyani Vijay Pathak	Business Analytics	35
25620	Hemangi Padi	Business Analytics	35
25622	Pranav Ramesh Mahajan	Business Analytics	25
25623	Saurabh Ashokrao Pundkar	Business Analytics	31
25624	Arshad Abdul Shaikh	Business Analytics	32
25625	Sanjota Dattatray Shinde	Business Analytics	30
25626	Dipak Dattatray Sonawane	Business Analytics	26
25627	Shubhangi Ashok Thorat	Business Analytics	32
25628	Sambhaji Malappa vagare	Business Analytics	32
25629	Yadav Vaibhav Popat	Business Analytics	28

Total Students

324

		CO1	CO2	CO3	CO4	CO5
No of student Attempted	324					
Threshold marks (50%)	25					
No of Student secured > Threshold Marks	156					
% of student secured > Threshold Marks	48%					
Attainment Level (A)	1					
Direct Attainment	1	1	1	1	1	1
Expected CO Attainment Level (D)	3	3	3	3	3	3
Attainment level (to be filled by each Overall CO attainment (0.9*Direct Attainment)		2.6	2.6	2.6	2.7	2.5
Average Overall CO Attainment		1.16	1.16	1.16	1.17	1.15
		1.16				



PO attainment	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10

(Signature)
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Average Overall	1.16	1.16	1.16	1.16	1.16	1.16	1.16	1.16	1.16	1.16
Expected PO attainment	2	2.6	3	2	0	0	0	0	0	2
PO attainment result (actual attainment Level) (B)	0.77333333	1.00533333	1.16	0.773333	0	0	0	0	0	0.773333
Action Plan (If A<B)										

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CO-PO Attainment and Corrective Measures

Subject- Knowledge Management

CO Attainment Subject – Knowledge Management

COs	CO1	CO2	CO3	CO4	CO5	CO6
Expected CO Attainment Level	3	3	3	3	3	3
Actual CO attainment	1	1	1	1	1	1

Corrective Measures:

COs	Expected attainment Level (Average)	Expected attainment Level (Average)	Actual Attainment Level	Action Plan
CO1: REMEMBERING	DEFINE the key terms and concepts in Knowledge Management Growth.	3	1	We will provide students with summaries, or study guides that highlight the key terms, attributes, and factors for easy review.
CO2: UNDERSTANDING	DESCRIBE the Knowledge Management cycle	3	1	We will ensure that the content provided to students adequately covers the Knowledge Management cycle. We will use visual aids, case lets, or real-world examples, to better facilitate student understanding.
CO3: APPLYING	DISCUSS the types of Knowledge and its implications.	3	1	We will use more real and diverse case lets that challenge students to apply the types of Knowledge and its implications.
CO4: ANALYSING	OUTLINE the importance of capturing knowledge elements and its structures application as a competitive	3	1	We will use a range of case lets involving different capturing knowledge elements and its Structures application as a competitive advantage to

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	advantage to business			business, prompting student to analyze and compare their potential.
CO5: EVALUATING	EXPLAIN the human and business aspects of knowledge management.	3	1	We will use more case lets that require students to evaluate human and business aspects of knowledge management.

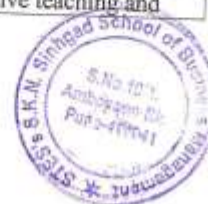
POs Attainment Knowledge Management:

POs	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
Average CO attainment	1.16	1.16	1.16	1.16	1.16	1.16	1.16	1.16	1.16	1.16
Expected PO attainment	2	2.6	3	2	0	0	0	0	0	2
Attainment Level (actual attainment Level)	0.773333333	1.005333333	1.16	0.7733333	0	0	0	0	0	0.7733333

Corrective Measures:

POs	Expected attainment Level (Average)	Actual Attainment Level	Action Plan
PO1: Generic and Domain Knowledge	2	0.773333333	We will offer students concise summaries and study guides that emphasize essential terms, attributes, and factors to facilitate their review. Additionally, we will actively promote students' participation in NPTEL Online certification courses and encourage them to take the certification exams.
PO2: Problem Solving & Innovation	2.6	1.005333333	We will utilize real-life case scenarios that prompt students to identify challenges, analyze the factors involved, and devise creative solutions.
PO3: Critical Thinking	3	1.16	We will incorporate a variety of complex challenges and case scenarios that encourage students to actively apply critical thinking and analyze information in a systematic manner.
PO4: Effective	2	0.7733333	Focus on a range of interactive teaching and


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Communication			learning methods to enhance student communication.
PO10: Lifelong Learning	2	0.773333	We will integrate diverse learning formats, including discussions, case scenarios, projects, and guest lectures, to accommodate various learning preferences.



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2023/03/01	Apaksha Latahar Kapile	B54	EXCELLENTE-I-3	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	No suggestions
2023/03/01	Vinaya Yogesh Aplate	B62	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	No suggestions
2023/03/01	Gajanan Shunakar Arpalwar	B49	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	No suggestions
2023/03/01	Ashish Nandkishor Ambhakar	C10	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	All are good 0%0%
2023/03/01	Aash Nalin Dange	C15	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Aditya Balasubash Awale	A51	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Atul Sopan Nimbalkar	C31	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Avaghadre Shreya Vijay	E2	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Ayush Hemant Sahare	C67	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Krushna Mahantoo Bafde	C61	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No suggestions
2023/03/01	Nitin Mikand Budganchi	C40	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Baglone Kirti Sakuram	C4	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Shard Bhimshankar Damde	B38	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Shard Bhimshankar Damde	B38	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Nikhil Arvind Bandal	A51	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Komal Sanjay Bari	B3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Parag Chandrakant Bhalerao	D41	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Bhange Pravin Bibhishan	D41	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Ganesh Madhavrao Bhurde	D14	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Bhuvesh Narcedra Patil	D48	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Vishakha Vijay Bhere	A17	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Pradeep Navinath Bhondwe	E59	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Anur Dattatray Bhosale	D26	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Chaitanya Ajay Bhosale	B66	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Snehal Ganesh Bhosale	A48	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Suprava Sukhadev Bhosale	D28	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Samar Prashant Bhujbal	C59	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Bhram Sambhaji Biradar	B32	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Mahesh Dnyaneshwar Brajrajhar	B18	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Arpit Ravindra Bhojwade	D36	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Rohit Ram Borade	A36	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Toena Manish Boram	A57	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Sadik Najeeb Chamegan	D37	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Jagdish Govinda Chaudhari	B40	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Ganraj Sharam Chavan	C17	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Charan Vijay Patil	B48	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Chetan Ashok Gawande	B39	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Jayesh Devdas Chikate	B42	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Pratik Prakash Chougale	B55	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Shivam Satish Chougale	B24	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Shamal Sambhaji Chinchale	D45	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Ranjita Vilas Dalvi	D33	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Shivam Bhausaheb Dange	B69	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Nishagandha Gampat Datar	C8	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Bhagyashri Behr Deskar	A46	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Shivam Appasaheb Deshmukh	D10	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No
2023/03/01	Vishal Sunilrao Deshmukh	D10	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	EXCELLENTE-I-3	No



Handwritten signature and name of the Director.

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2023/03/01	Jy. Abhay Deshpande	C-12	GOOD(G)-2	EXCELLENT(E)-3	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	EXCELLENT(E)-3	EXCELLENT(E)-3	No suggestions
2023/03/01	Sahil Prabhakar Deshpande	A-04	GOOD(G)-2	EXCELLENT(E)-3	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	EXCELLENT(E)-3	EXCELLENT(E)-3	No

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Problem Statement, CO-PO attainment, Rubric, Co-PO Matrix, Internal Assessment, CO-PO attainment, and Corrective measures of subject-

2. Institute Level Subject

Course Title: Lab in Recruitment and Selection



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218HRM: Lab in Recruitment and Selection

Internal subject for HR specialization

MBA-I Sem-II

Problem Statement:

This course aims to equip students with knowledge and skill in carrying out recruitment and selection duties in an organization. This course is intended to provide you with an understanding of recruitment and selection methods and processes as well as give you an opportunity to develop a critical approach to R&S. This critical approach is necessary because choosing who to employ is an important way in which employers pursue their interests in the workplace.

Learning Objective:

- It will provides students with hands-on experience in recruitment and selection processes, allowing them to apply theoretical knowledge to real-life situations.
- It enables students to better understand the challenges faced by recruiters and selection managers and develop practical skills in the field.
- This course will help students to develop the ability to identify and attract the right talent for a particular job and organization.
- It will provide students with a valuable skill set that is in high demand in the job market. As such, having knowledge and experience in recruitment and selection can give MBA graduates a competitive edge when applying for HR or management positions.


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Academic Year 2022-23 (Sem-2)
Rubric For 218HRM: Lab in Recruitment and Selection
S.K.N. Sinhgad School Of Business Management

Group	CCE	Course Outcomes CO	Program Outcomes PO	Description of assessment (Brief Concept Note)	Criteria of the assessment (Expected learning outcomes)	Description of what is expected for each assessment component (Expectation from the student)	(Assessment Criteria)	Team Composition (if applicable)	Format and mode of submission, timeliness	Any other Relevant Details
Group D	Scrap Book	CO2: Understanding CO3: Applying CO4: Analyzing CO5: Evaluating CO6: Creating	PO1: Commerce & Domain Knowledge PO2: Problem solving & Project/Team work PO3: Effective communication	In the Scrap book student will conduct Comparative study of 10 recruitment advertisements (5 from Newspaper & 5 from job portals) & analysis of the same in the light of: Job Specification, Mode of selection for 1 job roles only	The concept of Understanding, applying, analyzing and creating new advertisement at	Understanding will understand the concept of recruitment and selection. Applying: Apply the concept and understand message of job description and job specification. Analyzing: Analyzes the different advertisement for the same post	1 Scrap book =25 M	Individual	submit scrap book in which they study and analyse 10 recruitment advertisement (5 from Newspaper & 5 from job portals) in well as they will create 1 job advertisement for the same job role	
Group C	Role Play	CO2: Understanding CO3: Applying CO4: Analyzing CO5: Creating	PO1: Generic & Domain Knowledge PO2: Problem solving & Project/Team work PO3: Critical Think PO4: Effective Communication PO5: Leadership & Team work	Different job roles interview in a topic. Teams on which they have to prepare. Roleplay and present themselves for understanding the concepts	Better understanding of analyzing & evaluating the situation	Understanding the concept and application of knowledge by performing the roleplay	25M	Team	Develop Script and submit hard copy alongwith photographs to scripts	Role Play on Different Job roles

* 10 marks are allotted for more than 75% attendance and class participation

Signature of Subject Teachers

Prof. Mayuri Yadav 

Dr. Prachi Paranjankar
Director



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CO-PO Matrix

Cos	POs									
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10
CO1	1	-	-	-	-	-	-	-	-	-
CO2	3	-	-	1	3	-	-	-	-	-
CO3	-	2	-	2	-	-	-	-	-	-
CO4	-	3	-	-	-	-	-	-	-	-
CO5	-	-	3	-	-	-	-	-	-	-
CO6	-	2	3	1	-	-	-	-	-	2
AVERAGE	2	2.3	3	1.3	3	0	0	0	0	2

: None (if Not Applicable) 1 : Low 2: Medium 3: High

Justification:

CO2 (Understanding) is highly correlated with PO1 (Generic and Domain Knowledge), CO4 (Analysing is strongly correlated with Po2 (Problem Solving and Innovation), as well as CO5 (Evaluating, CO6 (Creating) is Strongly correlated with PO3 (Critical Thinking) because as mentioned in problem statement This course aims to equip students with knowledge and skill in carrying out recruitment and selection duties in an organization & • It will provides students with hands-on experience in recruitment and selection processes, allowing them to apply theoretical knowledge to real-life situations.

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Scrap Book 25 marks

Subject: Lab In Recruitment and Selection

Div	Roll no	Name of the Student	PO 1 Generic & Domain Knowledge (05)		PO 3 Critical Thinking (06)		PO 2 Problem Solving & Innovation (8)		PO 10 Life-Long Learning (4)		PO 4 Effective communication	Marks (out of 25)	CO Wise Marks					
			Subject Knowledge (2) CO 1 Understanding	Conceptual Clarity (3) CO 2 Understanding	Relevance of the information presented (3) CO 5 Evaluating	Accuracy of the facts (3) CO 5 Evaluating	Applying subject concept (4) CO 3 Applying	Ability to analyse information (4) CO 4 Analysing	Ability to communicate message clearly through advertisement (2) CO 6 Creating	Ability to capture the viewer's attention & leave a lasting impression (2) CO 6 Creating			Writing Skill (2) CO 2 Understanding	CO1	CO2	CO3	CO4	CO5
D	1	Ushankar Shreyas Sapan	1	2	3	2	3	3	3	2	2	20	1	4	3	5	5	4
D	2	Dnyesha Bala Ashwini	1	2	3	2	3	3	3	2	2	20	1	4	3	5	5	4
D	3	Pravina Mayank Wankar	1	3	3	3	3	4	2	2	2	23	1	5	4	4	6	3
D	4	Kaushik Nishikanta Wankar	1	2	2	2	2	2	2	2	2	17	1	4	2	2	4	4
D	5	Ganesh Anil Jadhavkar	1	2	2	2	2	2	2	2	2	17	1	4	2	2	4	4
D	6	Kalyani Kailash Lathode	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	7	Dhruva Ranganath Kanade	1	2	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	8	Ashwini Dattatraya Ghoshal	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	9	Pooja Eswari Shrivastava	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	10	Mehak Kishori Mali	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	11	Shivani Bhaskar Dargaj	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	12	Hanshika Rameshwar Ramchandra	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	13	Vaidhavya Lavanya Wajipal	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	14	Harshita Mahale	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	15	Pranav Hemantkumar Ingole	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	16	Vishakha Jyotsnabai Lakshale	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	17	Itita Rudrabai Vanshi	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	18	Saravali Suresh Shinde	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	19	Shikharaj Adarsh Suryawanshi	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	20	Rajadree Jayant Sanyal	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	21	Ashika Nishant Ghoshale	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	22	Sravani Babasaheb Mhatre	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	23	Shikharaj Sanjay Chhapale	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	24	Ramchandrakishor Shashis Ramrao	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	25	Pavitra Hemantkumar Chougale	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	26	Poojya Kishor Mahajan	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	27	Sudipya Akhilesh Ramchandra	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	28	Sudhakar Rajendra Dhokale	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	29	Chaitany Vilas Mahale	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	30	Harshika Arvind Marathekar	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3
D	31	Ashika Rudrabai Bhat	1	3	3	3	3	3	3	3	3	23	1	5	3	4	6	3

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Pune-411041

S.K.M. Sinhgad School of Business Management
STEEL'S & G.K.

No Submission/Presentative Absent

Role Play (20 Marks) Subject: Lab In Recruitment and Selection

Dth	Roll no	Name of the Student	PO 1 : Generic and Domain Knowledge (5)		PO 2 : Problem Solving and Innovation (5)		PO 3 Critical Thinking (5)		PO 4 Effective Communication (5)		PO 5 : Leadership and Team Work (5)	CO-Wise Marks			
			Subject Knowledge (2) CO 2 Understanding	Concepts at Clarity (3) CO 2 Understanding	Multi dimensional Thinking Ability (Out of the box thinking) (2) CO 4: Analyzing	Creating appropriate solutions (3) CO 6 Creating	Script Writing (5) CO 6: Creating	Writing Skill (2) CO 6: Creating	Speaking Skill (3) CO 3 Applying	Emotional Intelligence (Team work, Leadership, Participative) (5) CO 2 Understanding		CO2	CO3	CO4	CO6
D	1	Narvikar Shreyas Shivan	2	3	2	3	4	2	3	4	23	9	3	2	9
D	2	Omkar Balu Jadhav	2	3	2	3	4	2	3	4	23	9	3	2	9
D	3	Pratim Mahesh Wafekar	2	3	2	3	4	2	3	4	23	9	3	2	9
D	4	Kabir Miryaka Muresh	2	2	2	2	3	2	3	4	23	9	3	2	9
D	5	Gyapati Anil Kokarwar	2	2	1	2	3	2	2	3	18	7	2	2	7
D	6	Kalyani Kalpa Labhade	2	3	1	3	4	2	3	4	17	7	2	1	7
D	7	Divya Rangrauth Karande	2	3	2	3	4	2	3	4	22	9	3	1	9
D	8	Abhishek Dattatraya Gulkwad	2	2	2	2	3	2	3	4	23	9	3	2	9
D	9	Pooja Syed Suresh	2	2	2	2	3	2	2	3	18	7	2	2	7
D	10	Manisha Kambhari Mali	2	3	2	3	4	2	3	4	18	7	2	2	7
D	11	Shivani Dhomasheb Dwege	2	2	2	3	4	2	3	4	23	9	3	2	9
D	12	Hanshika Ramchandran Bhusade	2	2	2	3	3	2	3	4	20	8	2	2	8
D	13	Vaidhavya Lavani Walgade	2	2	2	3	4	2	3	4	22	8	3	2	8
D	14	Renika Mohalle	2	2	2	3	4	2	3	4	23	9	3	2	9
D	15	Pranav Rameshbhar Ingole	2	2	2	2	3	2	2	3	18	7	2	2	7
D	16	Vaishnav Jagannath Lakshale	2	2	2	2	3	2	2	3	18	7	2	2	7
D	17	Bala Sudhakar Visave	2	2	1	2	3	2	2	3	17	6	2	2	7
D	18	Sarvesh Suresh Shinde	2	2	2	2	3	2	2	3	17	7	2	1	7
D	19	Shubhangi Ashok Suryawathi	2	2	2	3	3	2	2	3	18	7	2	2	7
D	20	Rajeshree Jaywant Surve	2	2	1	3	3	2	2	3	20	8	2	2	8
D	21	Alchay Manoj Shinde	2	2	2	2	3	2	2	3	18	7	2	2	7
D	22	Somali Balasa Mali	2	3	2	3	4	2	3	4	23	9	3	2	9
D	23	Shamini Sanyal Chapeade	2	2	2	2	3	2	2	3	18	7	2	2	7
D	24	Sawaisankar Khushi Rana	2	3	2	3	4	2	3	5	24	10	3	2	9



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D 25	Poojita Hanumanth Gopgal	2	2	1	2	3	2	2	2	3	17	7	2	1	7
D 26	Prudhva Kisan Mepuri	2	2	1	2	3	2	2	2	3	17	7	2	1	7
D 27	Supriya Sukhadev Hhosale	2	2	1	2	4	2	2	2	4	19	8	2	1	7
D 28	Sakshi Rajendra Dhoke	2	2	2	2	4	2	2	2	3	19	7	2	2	8
D 29	Gayatri Vilas Mahalle	2	2	1	2	3	2	2	2	4	18	8	2	1	7
D 30	Romika Arvind Marudkar	2	2	2	2	3	2	2	2	3	23	9	2	2	9
D 31	Alisha Babasaheb Beg	2	2	2	2	3	2	2	2	3	18	7	2	2	7
D 32	Sanket Jaxsun Karkar	2	2	2	2	3	2	2	2	3	18	7	2	2	7
D 33	Priyanka Jaramdas Kunchavkar	2	2	2	2	3	2	2	2	3	18	7	2	2	7
D 34	Kedar Babasaheb Patil	2	2	2	2	3	2	2	2	4	24	9	2	2	10
D 35	Sanket Shashikant Dergaonkar	2	2	2	2	3	2	2	2	3	23	9	2	2	9
D 36	Omkar Rajesh Kulkar	2	2	2	2	3	2	2	2	4	23	9	2	2	9
D 37	Kobalte Aditya Anmol	2	2	2	2	3	2	2	2	2	17	6	2	2	7
D 38	Avapushde Shreya Vijay	2	2	2	2	3	2	2	2	3	18	7	2	2	7
D 39	Pallavi Dushambhing Hajar	2	2	2	2	4	2	2	2	4	22	9	2	2	8
D 40	Nancy Prathibha Waghmare	2	2	2	2	4	2	2	2	4	22	9	2	2	8
D 41	Urmila Manoj Shinde	2	2	2	2	3	2	2	2	4	19	8	2	2	7
D 42	Maitani Harvatsheb Prashov	2	2	2	2	4	2	2	2	4	22	9	2	2	8
D 43	Pragati Mangesh Wanjari	2	2	2	2	4	2	2	2	4	22	9	2	2	8
D 44	Jagtap Mohan Suresh	2	2	2	2	3	2	2	2	3	18	7	2	2	7
D 45	Mansu Vijayrao Nakode	2	2	2	2	3	2	2	2	3	19	8	2	2	6
D 46	Pranita Poojita Adani	2	2	2	2	3	2	2	2	3	18	7	2	2	7



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CO-PO Attainment Subject: Lab In Recruitment and Selection

Div.	R. No.	Max. Marks Student Name	2 15 7 6 6 14					
			CO1	CO2	CO3	CO4	CO5	CO6
A	1	Nawadkar Shreyas Sopan	1	13	4	5	2	12
A	2	Omkar Balu Jadhav	1	14	7	6	6	12
A	3	Pratima Mahesh Wadekar	1	11	4	4	4	11
A	4	Kakade Niriksha Manesh	1	11	4	3	4	11
A	5	Gayatri Anil Kokadwar	1	14	6	5	6	12
A	6	Kalyani Karlas Labhade	1	13	6	4	5	13
A	7	Divya Rangnath Kanade	1	10	5	4	5	11
A	8	Abhishek Dattatray Gaikwad	1	10	4	5	5	11
A	9	Pawar Sayali Suresh	1	14	7	6	6	12
A	10	Manisha Kailash Mali	1	11	4	4	5	12
A	11	Shivani Bhausaheb Dange	1	11	5	4	5	13
A	12	Harshada Ramchandra Bansod	1	14	7	6	6	12
A	13	Vaishnavi Lavman Walgode	1	10	4	4	5	11
A	14	Renika Mahalle	1	10	3	4	2	9
A	15	Pranav Rameshkumar Ingole	1	8	3	5	3	10
A	16	Vaibhav Jagannath Lakade	1	10	6	3	4	11
A	17	Balu Sudhakar Visave	1	10	6	6	4	11
A	18	Sarvesh Suresh Shinde	1	11	6	4	4	12
A	19	Shubhangi Ashok Suryavanshi	1	10	6	4	5	12
A	20	Rajastree Jaywant Surve	1	11	4	5	4	11
A	21	Akshay Manaji Shinde	1	12	5	5	4	13
A	22	Sonali Balaso Mali	1	9	6	5	5	10
A	23	Shamal Sanjay Chopade	1	15	7	5	5	12
A	24	Sawaisankamle Khushi Rama	1	10	4	4	4	11
A	25	Pratik Hanumant Gorgal	1	10	4	4	4	11
A	26	Pradnya Kisan Mapari	1	11	4	4	4	12
A	27	Supriya Sukhadev Bbosale	2	10	4	5	4	11
A	28	Sakshi Rajendra Dhoke	1	11	4	4	4	11
A	29	Gayatri Vilas Mahalle	2	13	7	6	5	12
A	30	Renika Arvind Marudkar	1	10	4	5	4	11
A	31	Alisha Babasab Beg	1	10	4	5	4	11
A	32	Sanket Laxman Katkar	2	12	7	6	4	13
A	33	Priyanka Janardhan Kunchalwa	2	12	7	6	4	12
A	34	Kedar Babasaheb Patil	2	12	7	6	4	12
A	35	Sanket Shashikant Devgaonkar	1	9	4	4	4	11
A	36	Onkar Rajesh Kotkar	2	9	5	4	4	9
A	37	Kokane Aditya Amol	2	10	5	4	4	9
A	38	Awaghade Shreya Vijay	1	13	7	6	4	12
A	39	Pallavi Dashrathsing Hajari	2	12	7	4	4	10
A	40	Nancy Prashant Waghmare	2	12	5	4	3	10
A	41	Urmila Manaji Shinde	2	13	7	6	4	12
A	42	Manasi Babasaheb Pandav	2	13	7	6	5	12
A	43	Falguni Mangesh Wanjari	2	10	5	6	5	9
A	44	Jagtap Mohini Suresh	1	12	7	5	6	9
A	45	Manasi Vijayrao Nakade	1	11	4	6	3	10
A		Pranita Pravin Adsul	1	11	4	6	3	10

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	Total	46	46	46	46	46	46
	No of student Attempted	46	46	46	46	46	46
	Threshold marks (50%)	1	7.5	3.5	3	3	7
	No of Student secured > Threshold Marks	46	46	44	46	44	46
	% of student secured > Threshold Marks	100%	100%	96%	100%	96%	100%
	Attainment Level (A)	3	3	3	3	3	3
	Expected CO Attainment Level (D)	3	3	3	3	3	3
	Indirect Attainment level (to be filled by only those students who were awarded internal marks)	2.72972973	2.810811	2.810811	2.837838	2.72973	2.567568
	Overall CO attainment (0.9*Direct Attainment +0.1*Indirect Attainment)	2.972972973	2.981081	2.981081	2.983784	2.972973	2.956757
	Average Overall CO Attainment	2.974774775					

PO attainment for each sub	PO1	PO2	PO3	PO4	PO5	PO10
Actual CO attainment (A)	2.974774775	2.974775	2.974775	2.974775	2.974775	2.974775
Expected CO-PO attainment	2	2.3	3	1.3	3	2
PO attainment result (actual attainment Level) (B)	1.983183183	2.280661	2.974775	1.289069	2.974775	1.983183
Action Plan (If A<B)						


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CO-PO Attainment and Corrective Measures
Subject- 218HRM: Lab in Recruitment and Selection

POs Attainment 218HRM: Lab in Recruitment and Selection:

PO attainment for each subject	PO1	PO2	PO3	PO4	PO5	PO10
Expected PO attainment	2	2.3	3	1.3	3	2
PO attainment result (actual PO attainment Level) (B)	1.983183183	2.280661	2.974775	1.289069	2.974775	1.983183

Corrective Measures:

POs	Expected attainment Level (Average)	Actual Attainment Level	Action Plan
PO1: Generic and Domain Knowledge	2	1.983183183	We will offer students concise summaries and study guides that emphasize essential terms, attributes, and factors to facilitate their review. Additionally, we will actively promote students' participation in NPTEL Online certification courses and encourage them to take the certification exams.
PO2: Problem Solving & Innovation	2.3	2.280661	We will utilize real-life case scenarios that prompt students to identify challenges, analyze the factors involved, and devise creative solutions.
PO3: Critical Thinking	3	2.974775	We will incorporate a variety of complex challenges and case scenarios that encourage students to actively apply critical thinking and analyze information in a systematic manner.
PO4: Effective	1.3	1.289069	Focus on a range of interactive teaching and


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Communication			learning methods to enhance student communication.
PO5: Leadership and Team Work	3	2.974775	We will design and implement interactive learning activities that encourage teamwork and leadership development. This could include group projects, team-building exercises, or collaborative assignments.
PO10 Lifelong learning	2	1.983183183	We will foster a classroom environment that values curiosity and questions. Encourage students to ask questions, seek answers, and explore topics beyond the scope of the curriculum.

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Course Exit Survey - Lab In Recruitment and Selection

Timestamp	Name of the Student	On successful completion of the course will you be able to describe	On successful completion of the course will you be able to compare	On successful completion of the course will you be able to develop	On successful completion of the course will you be able to analyse	On successful completion of the course will you be able to explain	On successful completion of the course will you be able to compile a	suggestions if any
2023/07/1	Shreya vij	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	EXCELLENT	GOOD(G)-2	GOOD(G)-2	No any sug
2023/07/1	Sonali bal	GOOD(G)-2	EXCELLENT	EXCELLENT	GOOD(G)-2	EXCELLENT	GOOD(G)-2	
2023/07/1	Mohini Su	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	No
2023/07/1	Gayatri A	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	(E)-3
2023/07/1	LUKESH	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	(E)-3
2023/07/1	Vaishnavi	EXCELLENT	GOOD(G)-2	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	(E)-3
2023/07/1	Pratima M	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	GOOD(G)-2	EXCELLENT	AVERAGE(A)-1
2023/07/1	Aman Rai	GOOD(G)-2	EXCELLENT	GOOD(G)-2	GOOD(G)-2	EXCELLENT	EXCELLENT	(E)-3
2023/07/2	Divya Rai	EXCELLENT	EXCELLENT	EXCELLENT	GOOD(G)-2	EXCELLENT	GOOD(G)-2	
2023/07/2	Kalyani K	EXCELLENT	EXCELLENT	EXCELLENT	GOOD(G)-2	GOOD(G)-2	EXCELLENT	(E)-3
2023/07/2	Renuka M	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	(E)-3
2023/07/2	Priyanka J	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	(E)-3
2023/07/1	Nawadkar	GOOD(G)-2	GOOD(G)-3	GOOD(G)-3	EXCELLENT	GOOD(G)-3	GOOD(G)-2	
2023/07/1	Omkar Ba	GOOD(G)-2	EXCELLENT	EXCELLENT	GOOD(G)-3	EXCELLENT	GOOD(G)-2	
2023/07/1	Pratima M	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	(E)-3
2023/07/1	Kakade N	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	(E)-3
2023/07/1	Gayatri A	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	(E)-3
2023/07/1	Kalyani K	EXCELLENT	GOOD(G)-3	EXCELLENT	EXCELLENT	GOOD(G)-3	EXCELLENT	(E)-3
2023/07/1	Divya Rai	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	AVERAGE(A)-2
2023/07/1	Abhishek	GOOD(G)-3	EXCELLENT	GOOD(G)-3	GOOD(G)-2	EXCELLENT	GOOD(G)-3	
2023/07/2	Pawar Say	EXCELLENT	EXCELLENT	EXCELLENT	GOOD(G)-2	GOOD(G)-3	EXCELLENT	(E)-3
2023/07/2	Manisha B	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	(E)-3
2023/07/2	Shivani B	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	(E)-3
2023/07/2	Harshada	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	(E)-3
2023/07/1	Vaishnavi	GOOD(G)-2	GOOD(G)-4	GOOD(G)-4	EXCELLENT	GOOD(G)-4	GOOD(G)-2	
2023/07/1	Renuka M	GOOD(G)-2	EXCELLENT	EXCELLENT	GOOD(G)-4	EXCELLENT	GOOD(G)-2	
2023/07/1	Pranav Ra	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	(E)-3
2023/07/1	Vaibhav J	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	(E)-3
2023/07/1	Balu Sudh	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	(E)-3
2023/07/1	Sarvesh S	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	(E)-3
2023/07/1	Shubhang	EXCELLENT	GOOD(G)-4	EXCELLENT	EXCELLENT	GOOD(G)-4	EXCELLENT	AVERAGE(A)-3
2023/07/1	Rajashree	GOOD(G)-4	EXCELLENT	GOOD(G)-4	GOOD(G)-2	EXCELLENT	EXCELLENT	(E)-5
2023/07/2	Akshay M	EXCELLENT	EXCELLENT	EXCELLENT	GOOD(G)-2	EXCELLENT	GOOD(G)-4	
2023/07/2	Sonali Ba	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	(E)-3

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2023/07/2	Shamal S	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT(E)-3
2023/07/2	Sawaisan	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT	EXCELLENT(E)-3
2023/07/2	Pratik Har	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	EXCELLENT	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2

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