



Sinhgad Institutes

SINHGAD TECHNICAL EDUCATION SOCIETY'S ®

S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

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

S. No. 10/1, Ambegaon (Bk.), Pune - 411 041, Phone: 020 - 24354036, Fax: 020-24354036

SAMPLE CO-PO ATTAINMENT



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Academic Year 2023-2024
Course Name: Competency Based HRM (CBHRM)
Course Problem Statement

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.

Academic Year 2023-24(Sem-2)
Sample Rubric For Competency Based Human Resource Management
SKN 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	Team Composition (if applicable)	Format and mode of submission , submission timeliness
Group A	Written Home Assignment	CO 1 :Remebering CO2:Understanding	Different groupwise question based on remembering and understanding	The Concept Understanding and remebering 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 discription we will give to Student and we will ask students to discuss about competencies required for that perticular job	Better understanding of Concept and evaluate students on the basis of how they discuss	how to identify competencies required for different jobs and discuss why these competencies are important for that perticular 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 perticular 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 perticular job position	Team	Students can present that model as well as submit hard copy

Signature of Subject Teachers
Dr.Mayuri Yadav

Director
Dr. Prachi Pargoankar

CO-PO Matrix - CBHRM

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

Justification:

CO3 (Applying), CO4 (Analyzing) & 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 of Competency Mapping in organization and the main objective of this course is to enable student to apply the concept practically & develop Competency Models and Framework in their future workplace.

Internal Evaluation Mapped with COs 205 HR: CBHRM

CIE 1: Written Home Assignment _10 marks)

Roll no	Name of the Student	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) CO 1 Remembering	Conceptual Clarity (4) CO 2 Understanding	Writing Skill (4) CO 2 Understanding			CO1	CO2
1	Aakanksha Ashok Narwade	2	2	4	1	8	2	6
2	Apurva Ravindra Sonawane	2	1	2	1	5	2	3
3	Shivani Rajendra Belkhede	2	3	4	2	9	2	7
4	Prapti Anil Chavan	1	1	2	1	4	1	3
5	Rajeshri pandit Dambale	1	1	1	1	3	1	2
6	Radhika Sandip Darunte	2	3	3	1	8	2	6
7	Kalyani Sandeep Dedge	2	2	3	2	7	2	5
8	Divya Gawande	2	2	3	2	7	2	5
9	Gayatri Gopalsing Rajput	2	1	2	2	5	2	3
10	Sejal Rajesh Gujar	2	2	4	2	8	2	6
11	Rushikesh Eknath Jagdale	1	1	2	1	4	1	3
12	Pranav Digambar Jaikar	1	1	2	1	4	1	3
13	Kadam Jui Kaluram	2	1	2	2	5	2	3
14	Jyoti kamble	2	1	2	2	5	2	3
15	Supriya somnath keskar	1	1	1	1	3	1	2
16	Kharde Ruchi Kiran	2	1	2	1	5	2	3
17	Khartude omkar sampat	2	1	2	1	5	2	3
18	Leena Rambhau Dethe	2	1	2	2	5	2	3
19	Malshikare Esha Vilas	2	2	4	2	8	2	6
20	Pratik Dipak Mhaske	2	1	2	2	5	2	3
21	Mudhalwadkar Shriveda Prashant	2	2	4	2	8	2	6
22	Nikhil Dilip Tejmkar	2	2	2	2	6	2	4
23	Sakshi Sunil patil	2	2	3	2	7	2	5
24	Priyadarshani lahu pawage	2	2	4	2	8	2	6
25	Mamta Preamsing Pawar	2	2	2	2	6	2	4
26	Ranjitsinh Hanmant Phalke	2	1	2	2	5	2	3
27	Pratiksha omprakash tilawat	1	1	1	2	3	1	2
28	Revati Vishnu Kharate	2	2	2	2	6	2	4
29	Arbaj Altaf Shaikh	2	2	1	2	5	2	3
30	Shinde Rupa Baban	2	3	3	2	8	2	6
31	Shirin Sharad Chaukiker	2	2	1	1	5	2	3
32	Shivani Anil Bhand	2	2	4	2	8	2	6
33	Shivani Satish Suryawanshi	2	2	4	2	8	2	6
34	Shruti Prashant bhujbal	2	2	1	2	5	2	3
35	Shrutika Sanjay Suralkar	2	2	2	2	6	2	4
36	Pranita Navnath Sonavane	2	2	1	1	5	2	3
37	Sorte Shrutika Rajan	1	1	1	1	3	1	2
38	Tanaji manohar kargal	2	2	1	1	5	2	3
39	Sankpal Tanaya Santosh	2	2	2	2	6	2	4
40	Tohit Maniyar	2	2	2	2	6	2	4
41	Vaishnavi Anil Landge	2	2	1	1	5	2	3
42	vaishnavi vinayak raut	2	3	3	1	8	2	6

Internal Evaluation Mapped with COs 205 HR: CBHRM

CIE 2: Discussion Board Activity_20 marks)

Name of the Student	PO 1 : Generic and Domain Knowledge (3)		PO2 : Problem Solving and Innovation (8)			PO3 Critical Thinking (3)	PO 4 Effective Communication (4)		PO 5 : Leadership and Team Work (2)	Marks Out of 20	CO Wise Marks				
	Subject Knowledge (1) CO 2 Understanding	Conceptual Clarity (2) CO 2 Understanding	Ability to Analyze the situation (2) CO4 : 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) CO5 :Evaluating	Writing Skill (2) CO6 : Creating	Speaking skill (2) CO 3 Applying	Emotional Intelligence (Team work, Leadership, Participative) (2) CO 2 Understanding		CO2	CO3	CO4	CO5	CO6
Aakanksha Ashok Narwade	1	2	2	3	3	2	1	2	2	18	5	5	2	2	4
Apurva Ravindra Sonawane	1	1	1	2	2	2	1	1	1	12	3	3	1	2	2
Shivani Rajendra Belkhede	1	2	2	3	3	3	2	2	2	20	5	5	2	3	3
Prapti Anil Chavan	1	2	2	2	2	2	2	2	2	17	5	4	2	2	2
Rajeshri pandit Dambale	1	2	2	2	1	1	2	2	2	15	5	4	2	1	1
Radhika Sandip Darunte	1	1	1	2	2	2	1	1	1	12	3	3	1	2	2
Kalyani Sandeep Dedge	1	2	2	3	3	3	2	2	2	20	5	5	2	3	3
Divya Gawande	1	2	2	2	2	2	2	1	2	16	5	3	2	2	2
Gayatri Gopalsing Rajput	1	2	2	2	2	2	2	2	2	17	5	4	2	2	2
Sejal Rajesh Gujar	2	2	2	3	3	2	1	2	2	19	6	5	2	2	3
Rushikesh Eknath Jagdale	1	2	2	2	1	1	2	2	2	15	5	4	2	1	1
Pranav Digambar Jaikar	1	2	2	2	1	1	2	2	2	15	5	4	2	1	1
Kadam Jui Kaluram	2	2	2	3	3	2	1	2	2	19	6	5	2	2	3
Jyoti kamble	1	2	2	2	1	1	2	2	2	15	5	4	2	1	1
Supriya somnath keskar	1	2	2	2	1	1	2	2	2	15	5	4	2	1	1
Kharde Ruchi Kiran	1	1	1	1	1	1	2	2	2	12	4	3	1	1	1
Khartude omkar sampat	1	2	2	2	1	1	2	2	2	15	5	4	2	1	1
Leena Rambhau Dethe	1	2	2	2	1	1	2	2	2	15	5	4	2	1	1
Malshikare Esha Vilas	2	2	2	3	3	2	1	2	2	19	6	5	2	2	3
Pratik Dipak Mhaske	1	2	2	2	2	2	2	2	2	17	5	4	2	2	2
Mudhalwadkar Shriveda Prash	2	2	2	3	3	2	1	2	2	19	6	5	2	2	3
Nikhil Dilip Tejinkar	1	2	2	2	2	2	2	2	2	17	5	4	2	2	2
Sakshi Sunil patil	1	2	2	2	2	2	2	2	2	17	5	4	2	2	2
Priyadarshani lahu pawage	2	2	2	3	3	2	1	2	2	19	6	5	2	2	3
Mamta Prensing Pawar	2	1	2	1	1	1	2	2	2	14	5	3	2	1	1
Ranjitsinh Hanmant Phalke	1	1	2	1	2	2	2	2	2	15	4	3	2	2	2
Pratiksha omprakash tilawat	1	2	2	2	2	2	2	2	2	17	5	4	2	2	2
Revati Vishnu Kharate	1	2	2	2	2	2	2	2	2	17	5	4	2	2	2
Arbaj Altaf Shaikh	1	2	2	2	2	2	2	2	2	17	5	4	2	2	2
Shinde Rupa Baban	2	2	1	2	3	3	2	2	2	19	6	4	1	3	3
Shirin Sharad Chaukiker	1	2	2	2	1	1	2	2	2	15	5	4	2	1	1
Shivani Anil Bhand	2	2	2	3	3	2	1	2	2	19	6	5	2	2	3
Shivani Satish Suryawanshi	2	2	2	3	3	2	2	2	2	20	6	5	2	2	3
Shruti Prashant bhujbal	1	2	2	2	2	2	2	2	2	17	5	4	2	2	2
Shrutika Sanjay Suralkar	1	2	2	3	3	2	1	2	2	18	5	5	2	2	3
Pranita Navnath Sonavane	1	1	2	1	1	1	2	2	2	13	4	3	2	1	1
Sorte Shrutika Rajan	2	1	1	2	1	1	2	2	2	14	5	4	1	1	1
Tanaji manohar kargal	1	2	2	3	3	2	1	2	2	18	5	5	2	2	3
Sankpal Tanaya Santosh	2	2	2	3	3	2	2	2	2	20	6	5	2	2	3
Tohit Maniyar	1	2	2	3	3	2	1	2	2	18	5	5	2	2	3
Vaishnavi Anil Landge	2	2	2	2	1	1	2	2	2	16	6	4	2	1	1
vaishnavi vinayak raut	1	2	2	3	3	2	1	2	2	18	5	5	2	2	3

Internal Evaluation Mapped with COs 205 HR: CBHRM

CIE 3: Model Development _20 marks)

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)	Marks Out of 20	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 : Analyzing	Ability to apply theoretical concept while taking deciding the competencies (3) CO 3 Applying	Ability to identify competencies according to job position (3) CO 6 Creating	Relevance of evaluating parameters with competencies identified (3) CO5 :Evaluating	Writing Skill (2) CO6 : Creating	Speaking Skill (2) CO 3 Applying	Emotiopnal Intelligence (Team work, Leadeship, Participative) (2) CO 2 Understanding		CO2	CO3	CO4	CO5	CO6
Aakanksha Ashok Narwade	1	2	2	2	2	1	1	2	2	15	5	4	2	1	3
Apurva Ravindra Sonawane	1	2	1	1	1	2	1	2	2	13	5	3	1	2	2
Shivani Rajendra Belkhede	1	2	1	1	1	1	2	2	2	13	5	3	1	1	3
Prapti Anil Chavan	1	2	1	1	1	1	2	1	1	11	4	2	1	1	3
Rajeshri pandit Dambale	1	2	1	1	1	1	2	2	2	13	5	3	1	1	3
Radhika Sandip Darunte	1	2	2	3	3	3	2	1	2	19	5	4	2	3	5
Kalyani Sandeep Dedge	1	2	2	2	2	1	2	2	2	16	5	4	2	1	4
Divya Gawande	1	1	2	2	2	1	2	2	2	15	4	4	2	1	4
Gayatri Gopalsing Rajput	1	1	2	2	2	1	2	2	2	15	4	4	2	1	4
Sejal Rajesh Gujar	1	2	2	2	3	3	2	1	2	18	5	3	2	3	5
Rushikesh Eknath Jagdale	1	1	2	2	2	1	2	2	2	15	4	4	2	1	4
Pranav Digambar Jaikar	1	1	1	1	1	1	1	1	2	10	4	2	1	1	2
Kadam Jui Kaluram	1	2	2	2	3	3	2	1	2	18	5	3	2	3	5
Jyoti kamble	1	1	2	2	2	1	2	2	2	15	4	4	2	1	4
Supriya somnath keskar	1	2	1	1	1	1	1	1	1	10	4	2	1	1	2
Kharde Ruchi Kiran	1	1	1	1	1	2	2	1	1	11	3	2	1	2	3
Khartude omkar sampat	1	1	1	2	2	1	2	2	2	14	4	3	1	1	4
Leena Rambhau Dethe	1	1	2	2	2	2	2	2	2	16	4	4	2	2	4
Malshikare Esha Vilas	1	2	2	2	3	3	2	1	2	18	5	3	2	3	5
Pratik Dipak Mhaske	1	1	2	2	2	1	2	2	2	15	4	4	2	1	4
Mudhalwadkar Shriveda Prasha	1	2	2	2	3	3	2	1	2	18	5	3	2	3	5
Nikhil Dilip Tejumkar	1	1	2	2	1	1	2	1	1	12	3	3	2	1	3
Sakshi Sunil patil	1	1	2	2	2	1	2	1	1	13	3	3	2	1	4
Priyadarshani lahu pawage	1	2	2	2	3	3	2	1	2	18	5	3	2	3	5
Mamta Prensing Pawar	1	1	2	1	1	1	1	1	1	10	3	2	2	1	2
Ranjitsinh Hanmant Phalke	1	1	2	1	1	1	1	1	1	10	3	2	2	1	2
Pratiksha omprakash tilawat	1	1	2	1	1	1	1	1	1	10	3	2	2	1	2
Revati Vishnu Kharate	2	2	2	1	1	2	2	1	1	14	5	2	2	2	3
Arbaj Altaf Shaikh	1	1	2	1	1	2	2	1	1	12	3	2	2	2	3
Shinde Rupa Baban	2	2	2	2	2	3	2	1	1	17	5	3	2	3	4
Shirin Sharad Chaukiker	1	1	2	1	1	2	2	1	1	12	3	2	2	2	3
Shivani Anil Bhand	1	2	2	2	3	3	2	1	2	18	5	3	2	3	5
Shivani Satish Suryawanshi	2	2	2	2	2	3	2	2	2	19	6	4	2	3	4
Shruti Prashant bhujbal	2	2	2	2	2	3	2	1	1	17	5	3	2	3	4
Shrutika Sanjay Suralkar	2	2	2	2	2	1	1	1	1	14	5	3	2	1	3
Pranita Navnath Sonavane	1	1	2	1	1	1	1	1	1	10	3	2	2	1	2
Sorte Shrutika Rajan	2	2	2	1	1	1	1	1	1	12	5	2	2	1	2
Tanaji manohar kargal	2	2	2	1	1	1	1	1	1	12	5	2	2	1	2
Sankpal Tanaya Santosh	2	2	2	2	2	3	2	2	2	19	6	4	2	3	4
Tohit Maniyar	2	2	2	2	2	1	1	1	1	14	5	3	2	1	3
Waishnavi Anil Landge	2	2	2	1	1	1	1	1	1	12	5	2	2	1	2
vaishnavi vinayak raut	1	2	1	1	1	1	2	2	2	13	5	3	1	1	3

**CO-PO Attainment
205HR: CBHRM**

Max. Marks	2	18	10	4	6	10	50
Student Name	CO1	CO2	CO3	CO4	CO5	CO6	University Marks out of 50
Aakanksha Ashok Narwade	2	16	9	4	3	7	29
Apurva Ravindra Sonawane	2	11	6	2	4	4	30
Shivani Rajendra Belkhede	2	17	8	3	4	6	30
Prapti Anil Chavan	1	12	6	3	3	5	34
Rajeshri pandit Dambale	1	12	7	3	2	4	28
Radhika Sandip Darunte	2	14	7	3	5	7	28
Kalyani Sandeep Dedge	2	15	9	4	4	7	27
Divya Gawande	2	14	7	4	3	6	27
Gayatri Gopalsing Rajput	2	12	8	4	3	6	34
Sejal Rajesh Gujar	2	17	8	4	5	8	22
Rushikesh Eknath Jagdale	1	12	8	4	2	5	20
Pranav Digambar Jaikar	1	12	6	3	2	3	34
Kadam Jui Kaluram	2	14	8	4	5	8	30
Jyoti kamble	2	12	8	4	2	5	23
Supriya somnath keskar	1	11	6	3	2	3	33
Kharde Ruchi Kiran	2	10	5	2	3	4	31
Khartude omkar sampat	2	12	8	3	2	5	30
Leena Rambhau Dethe	2	12	8	4	3	5	29
Malshikare Esha Vilas	2	17	8	4	5	8	29
Pratik Dipak Mhaske	2	12	8	4	3	6	23
Mudhalwadkar Shriveda Pras	2	17	8	4	5	8	31
Nikhil Dilip Tejmkar	2	12	7	4	3	5	20
Sakshi Sunil patil	2	13	7	4	3	6	30
Priyadarshani lahu pawage	2	17	8	4	5	8	34
Mamta Preamsing Pawar	2	12	5	4	2	3	29
Ranjitsinh Hanmant Phalke	2	10	5	4	3	4	29
Pratiksha omprakash tilawat	1	10	6	4	3	4	29
Revati Vishnu Kharate	2	14	6	4	4	5	34
Arbaj Altaf Shaikh	2	11	6	4	4	5	21
Shinde Rupa Baban	2	17	7	3	6	7	28
Shirin Sharad Chaukiker	2	11	6	4	3	4	33
Shivani Anil Bhand	2	17	8	4	5	8	31
Shivani Satish Suryawanshi	2	18	9	4	5	7	32
Shruti Prashant bhujbal	2	13	7	4	5	6	32
Shrutika Sanjay Suralkar	2	14	8	4	3	6	29
Pranita Navnath Sonavane	2	10	5	4	2	3	29
Sorte Shrutika Rajan	1	12	6	3	2	3	23
Tanaji manohar kargal	2	13	7	4	3	5	23
Sankpal Tanaya Santosh	2	16	9	4	5	7	30
Tohit Maniyar	2	14	8	4	3	6	27
Vaishnavi Anil Landge	2	14	6	4	2	3	AB

vaishnavi vinayak raut	2	16	8	3	3	6	31
total	42	42	42	42	42	42	41
No of student Attempted	42	42	42	42	42	42	41
Threshold marks (50%)	1	9	5	2	3	5	25
No of Student secured > Threshold Marks	41	41	41	41	31	29	32
% of student secured > Threshold Marks	98%	98%	98%	98%	74%	69%	78%
Attainment Level (A) External (University)	3	3	3	3	2	2	2
Attainment Level (B)	2	2	2	2	2	2	
Direct Attainment = $0.5*A+0.5*B$ (C)	2.5	2.5	2.5	2.5	2	2	
Expected CO Attainment Level (D)	3	3	3	3	3	3	
Action plan if C<D	Prepareact	Prepareact	Prepareact	Prepareact	Prepareact	Prepareact	Prepareactionplan
Indirect Attainment level (to be filled by only those students who were awarded internal marks)	2.8	2.8	2.8	2.9	2.8	2.6	
Overall CO attainment ($0.9*Direct$ Attainment +$0.1*Indirect$ Attainment)	2.53	2.53	2.53	2.54	2.08	2.06	
Average Overall CO Attainment	2.38						

PO attainment for subject

Pos	PO1	PO2	PO3	PO4	PO5
Actual CO attainment (A)	2.38	2.38	2.38	2.38	2.38
Expected CO-PO attainment	2	3	3	2	1
PO attainment result (actual attainment Level) (B)	1.59	2.38	2.38	1.59	0.79
Action Plan (If A<B)					

CO-PO Attainment and Corrective Measures

Subject- 205HR Competency Based HRM

Academic Year 2023-2024

COs	CO1	CO2	CO3	CO4	CO5	CO6
Expected CO Attainment Level	3	3	3	3	3	3
Actual CO attainment	2.5	2.5	2.5	2.5	2	2

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	2.5	We will encourage students to ask questions and seek clarification on any confusing concepts related to performance management and competency development.
CO2: UNDERSTANDING	EXPLAIN various models of competency development.	3	2.5	We will employ a variety of teaching materials, including textbooks, articles, case studies, and real-world examples, to explain different competency development models, making the learning experience more engaging and comprehensive.
CO3: APPLYING	PRACTICE competency mapping.	3	2.5	We will integrate practical examples and case studies into the teaching material, demonstrating how competency mapping is applied in real-world scenarios to make the concept more tangible for students.
CO4: ANALYSING	ANALYSE competencies required	3	2.5	We will use online resources, databases, and technology

	for present and potential future job roles at various levels and across variety of organizations			tools that provide up-to-date information on job roles and competencies, integrating 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	2	We will perform a skills gap analysis to identify areas where additional training or development is needed, covering technical skills, soft skills, or specific competencies relevant to students' chosen career paths.
CO 6 CREATING	DEVELOP a customized competency model in accordance with the corporate requirements.	3	2	We will review and analyze case studies of successful competency models implemented in corporate settings, focusing on the key components, considerations, and methodologies for inspiration.

POs Attainment 205 HR CBHRM:

PO attainment for each subject	PO1	PO2	PO3	PO4	PO5
Actual CO attainment (A)	2.38	2.38	2.38	2.38	2.38
Expected CO-PO attainment	2	3	3	2	1
PO attainment result (actual attainment Level) (B)	1.59	2.38	2.38	1.59	0.79
Action Plan (If A<B)					

Corrective Measures:

POs	Expected attainment Level (Average)	Actual Attainment Level	Action Plan
PO1: Generic and Domain Knowledge	2	1.59	We will provide students with concise summaries and study guides that highlight key terms, attributes, and factors to facilitate their review.
PO2: Problem Solving & Innovation	3	2.38	We will incorporate real-life case scenarios that require students to identify challenges, analyze factors involved, and develop creative solutions.
PO3: Critical Thinking	3	2.38	We will present students with a variety of complex challenges and case scenarios that promote active engagement in critical thinking and systematic analysis.
PO4: Effective Communication	2	1.59	We will focus on a range of interactive teaching and learning methods designed to enhance students' communication skills.
PO5: Leadership and Team Work	1	0.79	We will design and implement interactive learning activities that foster teamwork and leadership development, such as group projects, team-building exercises, and collaborative assignments.

Course Exit Survey 205HR: CBHRM (A.Y. 2023-2024)

Timestamp	Name of the Student	On successful completion of the course will you be able to define the key terms related to performance management and competency development.	On successful completion of the course will you be able to explain various models of competency development.	On successful completion of the course will you be able to practice competency mapping.	On successful completion of the course will you be able to analyse competencies required for present and potential future job roles at various levels and across variety of organizations.	On successful completion of the course will you be able to design and map their own competency and plan better and appropriate career for themselves.	On successful completion of the course will you be able to develop a customized competency model in accordance with the corporate requirements.	Suggestion if any
2024/07/21 5:48:02 pm GMT+5	Rushikesh Eknath Jagdale	GOOD(G)-2	GOOD(G)-2	GOOD(G)-2	EXCELLENT(E)-3	GOOD(G)-2	GOOD(G)-2	no
2024/07/21 5:48:34 pm GMT+5	Pranav Digambar Jaikar	GOOD(G)-2	EXCELLENT(E)-3	EXCELLENT(E)-3	GOOD(G)-2	EXCELLENT(E)-3	GOOD(G)-2	No suggestions
2024/07/21 5:51:09 pm GMT+5	Kadam Jui Kaluram	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	no
2024/07/21 5:51:33 pm GMT+5	Jyoti Kamble	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	
2024/07/21 5:55:14 pm GMT+5	Supriya somnath keskar	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	
2024/07/21 5:55:30 pm GMT+5	Kharde Ruchi Kiran	EXCELLENT(E)-3	GOOD(G)-2	EXCELLENT(E)-3	EXCELLENT(E)-3	GOOD(G)-2	AVERAGE(A)-1	model development activity really good and relevant
2024/07/21 8:07:16 pm GMT+5	Khartude omkar sampat	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	No
2024/07/21 9:21:05 pm GMT+5	Mamta Premsing Pawar	GOOD(G)-2	EXCELLENT(E)-3	GOOD(G)-2	GOOD(G)-2	EXCELLENT(E)-3	GOOD(G)-2	No
2024/07/22 4:56:01 am GMT+5	Ranjitsinh Hanmant Phalke	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	GOOD(G)-2	GOOD(G)-2	EXCELLENT(E)-3	No
2024/07/22 1:34:46 pm GMT+5	Pratiksha omprakash tilawal	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	No
2024/07/22 4:20:42 pm GMT+5	Revati Vishnu Kharate	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	..
2024/07/27 12:43:00 pm GMT+5	Arbaj Altaf Shaikh	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	No
2024/07/18 6:48:04 pm GMT+5	Shinde Rupa Bahan	GOOD(G)-2	GOOD(G)-3	GOOD(G)-3	EXCELLENT(E)-4	GOOD(G)-3	GOOD(G)-2	na
2024/07/18 6:48:32 pm GMT+5	Leena Rambhau Dethe	GOOD(G)-2	EXCELLENT(E)-3	EXCELLENT(E)-3	GOOD(G)-3	EXCELLENT(E)-3	GOOD(G)-2	Assesment criteria was according to subject need
2024/07/18 6:51:09 pm GMT+5	Malshikare Esha Vilas	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	no
2024/07/18 6:51:33 pm GMT+5	Pratik Dipak Mhaske	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	na
2024/07/18 6:55:14 pm GMT+5	Mudhalwadkar Shriveda Pr	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	NA
2024/07/18 6:55:30 pm GMT+5	Nikhil Dilip Tejinkar	EXCELLENT(E)-3	GOOD(G)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	GOOD(G)-3	AVERAGE(A)-2	No
2024/07/18 8:07:16 pm GMT+5	Sakshi Sunil patil	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-4	No
2024/07/18 9:21:05 pm GMT+5	Priyadarshani lahu pawage	GOOD(G)-3	EXCELLENT(E)-3	GOOD(G)-3	GOOD(G)-2	EXCELLENT(E)-3	GOOD(G)-3	No
2024/07/21 4:56:01 pm GMT+5	Shirin Sharad Chaukiker	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	GOOD(G)-2	GOOD(G)-3	EXCELLENT(E)-3	No
2024/07/22 1:34:46 pm GMT+5	Shivani Anil Bhand	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	No
2024/07/22 4:20:42 pm GMT+5	Shivani Satish Suryawanshi	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	..
2024/07/27 12:43:00 pm GMT+5	Shruti Prashant bhujbal	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	No
2024/07/18 6:48:04 pm GMT+5	Shrutika Sanjay Suralkar	GOOD(G)-2	GOOD(G)-4	GOOD(G)-4	EXCELLENT(E)-5	GOOD(G)-4	GOOD(G)-2	
2024/07/18 6:48:32 pm GMT+5	Pranita Navnath Sonavane	GOOD(G)-2	EXCELLENT(E)-3	EXCELLENT(E)-3	GOOD(G)-4	EXCELLENT(E)-3	GOOD(G)-2	Interesting subject
2024/07/18 6:51:09 pm GMT+5	Saree Shrutika Rajan	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	no
2024/07/18 6:51:33 pm GMT+5	Tanaji manohar kargal	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	NA
2024/07/18 6:55:14 pm GMT+5	Sankpal Tanaya Santosh	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	
2024/07/18 6:55:30 pm GMT+5	Tohit Maniyar	EXCELLENT(E)-3	GOOD(G)-4	EXCELLENT(E)-3	EXCELLENT(E)-3	GOOD(G)-4	AVERAGE(A)-3	No
2024/07/18 8:07:16 pm GMT+5	Prapti Anil Chavan	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-5	No
2024/07/18 9:21:05 pm GMT+5	Rajeshri pandit Dambale	GOOD(G)-4	EXCELLENT(E)-3	GOOD(G)-4	GOOD(G)-2	EXCELLENT(E)-3	GOOD(G)-4	No
2024/07/21 4:56:01 pm GMT+5	Radhika Sandip Darunte	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	GOOD(G)-2	GOOD(G)-4	EXCELLENT(E)-3	No
2024/07/22 1:34:46 pm GMT+5	Kalyani Sandeep Dedge	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	No
2024/07/22 4:20:42 pm GMT+5	Divya Gawande	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	na
2024/07/27 12:43:00 pm GMT+5	Sejal Rajesh Gujar	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	EXCELLENT(E)-3	No

Computation of CO Indirect Attainment:

((Level-1* No of student attempted)+(Level-2* No of student attempted)+(Level-3 * No of student of attempted))/ Total No of student

	CO1	CO2	CO3	CO4	CO5	CO6
Student answered Level- 1	0	0	0	0	0	3
Student answered Level- 2	9	6	6	9	9	10
Student answered Level- 3	27	30	30	29	27	24
Total student participated	36	36	36	38	36	37
CO-attainment Level	99	102	102	105	99	95
	2.8	2.8	2.8	2.9	2.8	2.6