



Prof. M. N. Navale
M.E. (Elect.) MIE, MBA
Founder President

Dr. (Mrs.) Sunanda M. Navale
B.A. M.P.M. Ph.D.
Founder Secretary

Dr. Prachi Pargaonkar
M.Com., Ph.D., FCA
Director

2.6 Student Performance and Learning Outcome

2.6.1 Program Outcomes (POs) and Course outcomes (COs) for all Programmes offered by the Institution

Vision Statement of SKNSSBM:

To be renowned management institute of excellence and responsible leadership, that is Indian in character and global in relevance.

Mission Statement of SKNSSBM:

“Holistic development of students and teachers is what we believe in and work for. We strive to achieve this by imbibing a unique value system, transparent work culture, excellent academic and physical environment conducive to learning, creativity and technology transfer. Our mandate is to generate, preserve and share knowledge for developing a vibrant society.”

Core Values of SKNSSBM

Core values are the fundamental beliefs of an organization. They are guiding principles which commands behaviors of people and tell the difference between right and wrong. To achieve Institute's Vision and Mission, we have narrowed down following Core Values.

According to Mission and Vision statement, Core Values of our Institute are:

- Achieving **Excellence** in Education and Learning
- Maintaining **Transparency** on the road towards excellence
- Demonstrating **Commitment** towards stakeholders
- Being **Socially Responsible** for better future

The institute being affiliated to Savitribai Phule Pune University has adopted POs from its syllabus. These two according to the university syllabus stand for

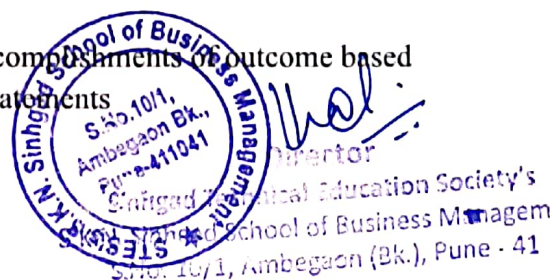
PSOs are defined at the institute level considering the learning objectives decided by the faculty members COs are again taken from the syllabus for attainment of each COs, a problem of statement is defined with its learning objectives and evaluation rubric.

Institute is focusing on Outcome Based education for holistic development of the students. Process for accomplishing Outcome Based Education at Institute :

Stages at a Glance

I Vision and Mission statements are guiding principles for effective accomplishment of outcome based education. In stage I, we critically study Institute's Mission and Vision statements

II Define Core Values of the Institute





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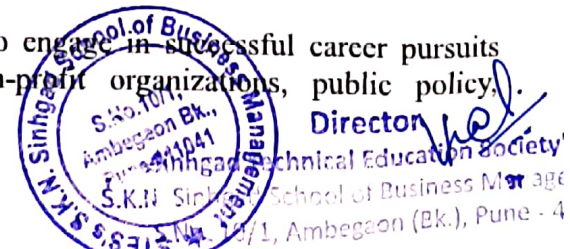
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- III Study Programme Educational Objectives (PEOs), and Programme Outcomes (POs) as defined by Savitribai Phule Pune University (NAAC accredited A+)
- IV Define Programme Specific Outcomes (PSOs) for the Institute
- V Setting key Goals for the Institute based on Mission, Vision, Core Values, PEOs, POs, and PSOs.
- VI Identify Skills, Abilities; Knowledge, and Personal attributes to help achieve Goals of the institute and PSOs
- VII Each department to define problem statement and course outcome (using Bloom's taxonomy) for subjects under its specialization
- VIII Based on stages VI and VII, each department to develop assessment rubrics to attain COs and POs.
- IX Develop CO-PO mapping matrix for each component of assessment rubrics
- X Analyze the attainment of COs and POs through structured attainment level monitoring and measurement mechanism
- XI a) For the outcomes that have attained the desired level of attainments, continue and reinforce existing rubrics.
- b) For outcomes that have attainment gap, redevelop the problem statement and rubrics to bridge the gap. Follow Define-Measure-Analyse-Improve-Reinforce (DMAIR) cycle for continuous improvement

Study MBA Programme Educational Objectives (PEOs), Programme Outcomes (POs) as mentioned in University Curriculum

- **Programme Educational Objectives (PEOs)**
 1. PEO1: Graduates of the MBA program will successfully integrate core, cross-functional and inter-disciplinary aspects of management theories, models and frameworks with the real world practices and the sector specific nuances to provide solutions to real world business, policy and social issues in a dynamic and complex world.
 2. PEO2: Graduates of the MBA program will possess excellent communication skills, excel in cross-functional, multidisciplinary, multi-cultural teams, and have an appreciation for local, domestic and global contexts so as to manage continuity, change, risk, ambiguity and complexity.
 3. PEO3: Graduates of the MBA program will be appreciative of the significance of Indian ethos and values in managerial decision making and exhibit value centered leadership.
 4. PEO4: Graduates of the MBA program will be ready to engage in successful career pursuits covering a broad spectrum of areas in corporate, non-profit organizations, public policy, entrepreneurial ventures and engage in lifelong learning.





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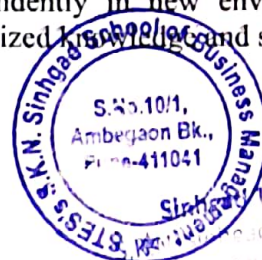
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5. **PEO5:** Graduates of the MBA program will be recognized in their chosen fields for their managerial competence, creativity & innovation, integrity & sensitivity to local and global issues of social relevance and earn the trust & respect of others as inspiring, effective and ethical leaders, managers, entrepreneurs, intrapreneurs and change agents.

Programme Outcomes (POs):

At the end of the MBA programme the learner will possess the

1. **Generic and Domain Knowledge** - Ability to articulate, illustrate, analyze, synthesize and apply the knowledge of principles and frameworks of management and allied domains to the solutions of real-world complex business issues
2. **Problem Solving & Innovation** - Ability to Identify, formulate and provide innovative solution frameworks to real world complex business and social problems by systematically applying modern quantitative and qualitative problem solving tools and techniques.
3. **Critical Thinking** - Ability to conduct investigation of multidimensional business problems using research based knowledge and research methods to arrive at data driven decisions
4. **Effective Communication** - Ability to effectively communicate in cross-cultural settings, in technology mediated environments, especially in the business context and with society at large
5. **Leadership and Team Work** - Ability to collaborate in an organizational context and across organizational boundaries and lead themselves and others in the achievement of organizational goals and optimize outcomes for all stakeholders.
6. **Global Orientation and Cross-Cultural Appreciation:** Ability to approach any relevant business issues from a global perspective and exhibit an appreciation of Cross Cultural aspects of business and management.
7. **Entrepreneurship** - Ability to identify entrepreneurial opportunities and leverage managerial & leadership skills for founding, leading & managing startups as well as professionalizing and growing family businesses.
8. **Environment and Sustainability** - Ability to demonstrate knowledge of and need for sustainable development and assess the impact of managerial decisions and business priorities on the societal, economic and environmental aspects.
9. **Social Responsiveness and Ethics** - Ability to exhibit a broad appreciation of the ethical and value underpinnings of managerial choices in a political, cross-cultural, globalized, digitized, socio-economic environment and distinguish between ethical and unethical behaviors & act with integrity.
10. **Life Long Learning** – Ability to operate independently in new environment, acquire new knowledge and skills and assimilate them into the internalized knowledge and skills.



W.P.
Director



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Programme Specific Outcomes(PSOs):

It is expected that Institutes define the PSOs for each specialization. At S.K.N. Sinhgad School of Business Management, faculty members identified PSOs specialization wise as the requirement of each and every specialization tends to change. Students tend to get jobs based on their major specialization.

Following are the learning outcomes or PSOs for the institute.

Marketing Specialization:

At the end of the MBA programme, the learner with Marketing Management specialization will possess the

PSO1: Ability to contribute towards creating customer value through understanding the marketplace and customer needs, designing marketing strategies for consumers and businesses, developing integrated marketing programs and marketing channels, and building sustainable customer relationships

PSO2: Ability to demonstrate knowledge of and skills for new digital and emerging technologies impacting marketing and exhibit applied research orientation for significant issues concerning customers, marketers and relevant stakeholders

PSO3: Ability to engage in the holistic marketing in global and local context with socially responsible, ethical, and environmentally responsible underpinnings and cross-cultural appreciation

Finance Specialization:

At the end of MBA programme the learner with finance specialization will possess

PSO1: Ability to prepare financial statements and its analysis with the help of financial techniques & evaluation for development of financial plan, portfolio management for either business or individual.

PSO2: Capacity to adopt rapid changes in technology related to finance, investment, banking, financial services, risk management and its implementation for decision making in context with national and global perspective.

PSO3: Ability to apply knowledge and skills acquired of accounting, finance, investment, financial system, financial laws and taxation with critical thinking & problem solving in multifaceted situations.

Human Resource Specialization:

At the end of the MBA programme, the learner with Marketing Management specialization will possess the skill -

PSO: To understand the basic domain knowledge of HR functions and HR perspectives in legal, ethical and social responsibilities and its application in global competitive environment.

PSO2: To design and implement HR practices and policies, to encourage employee empowerment and employee engagement to cope up with talent management and maintain the positive organizational culture.



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PSO3: To adopt rapid changes in technology & environment, to manage diverse workforce with the help of HR strategies and maintain a healthy organizational structure.

Operations & Supply Chain Management (OSCM) Specialization:

At the end of the MBA programme, the learner with Operations and Supply Chain Management Specialization will possess the

PSO1: Ability to effectively integrate various domains of operations and supply chain management with the real-world business issues and demonstrate data driven and research-based decision making

PSO2: Ability to articulate sustainable solutions in the context of design of manufacturing processes and service systems, efficient resource management, effective planning and control of operations, productivity management and total quality management

PSO3: Ability to exhibit the knowledge and skills of emerging operations management technologies and practices including six sigma and e-supply chain management and demonstrate application-oriented approach for process improvement

Business Analytics (BA) Specialization:

PSO 1 : Ability to use various domains of Data Analytics for development of managerial and analytical skills. Students will learn about some data-focused topics like Database Management, Social Media Analytics, Data Mining, Data Science, Marketing analytics, Regression analysis etc.

PSO 2 : Ability to visualize large amounts of data in an easy manner by using data visualization tools such as Tableau, PowerBI etc.

PSO 3 : Ability to use organizational data in an effective and efficient manner which is used to take strategic business decisions based on the data.



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Sinhgad Technical Education Society's
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411041



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2.6: Student Performance and Learning Outcomes

2.6.1: Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website

Academic Year	Syllabus Pattern	Link
2022-23	2019 Revised 2019 Pattern	https://sinhgad-sknsbm.in/media/544246/2.6.1%20co%20po%202019%20revised%20pattern.pdf https://sinhgad-sknsbm.in/media/544243/2.6.1%20co%20po%202019%20pattern.pdf
2021-2022	2019 Pattern	https://sinhgad-sknsbm.in/media/544243/2.6.1%20co%20po%202019%20pattern.pdf
2020-2021	2019 Pattern	https://sinhgad-sknsbm.in/media/544243/2.6.1%20co%20po%202019%20pattern.pdf
2019-2020	2016 Pattern 2019 Pattern	https://sinhgad-sknsbm.in/media/544249/2.6.1co%20po%202016%20patttern.pdf https://sinhgad-sknsbm.in/media/544243/2.6.1%20co%20po%202019%20pattern.pdf
2018-2019	2016 Pattern	https://sinhgad-sknsbm.in/media/544249/2.6.1co%20po%202016%20patttern.pdf