Public Disclosure of Student Learning

Institution	AMITY UNIVERSITY UTTAR PRADESH
Academic Business Unit	FACULTY OF MANAGEMENT STUDIES (Noida)
Academic Year	2017-18

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OUTCOMES ASSESSMENT PLAN
Faculty of Management Studies (Noida)

Section I: Mission and Broad-Based Goals

Mission Statement

Mission of the Faculty of Management Studies :
To provide education at all levels in management discipline of modern times and in the futuristic and emerging frontier areas of management knowledge, learning and research and to develop the overall personality of management students by making them not only excellent management professionals but also good individuals, with understanding and regards for human values, pride in their heritage and culture, a sense of right and wrong and yearning for perfection and imbibe attributes of courage of conviction and action.

Broad-Based Goals

Broad-Based Student Learning Goals:
1. Students will demonstrate experiential knowledge of the application of management principles in a professional work setting.
2. Students will integrate theory and practice, as well as expertise across functional areas in making effective decisions by understanding the relationship of business to global environment.
3. Students will develop and sustain effective individual and organizational performance by leveraging Research skills, Information and Technological competencies in the given management framework.
4. Students will identify when and how to use assertiveness and influential skills.
5. Students will demonstrate effective communication skills that support and enhance managerial effectiveness.
6. Students will develop positive perspectives and skills that create productive managerial leaders and business networks.

Broad-Based Student Learning Goals:

7. Students will act ethically and responsibly.

8. Students will critically evaluate and reflect learning and development throughout their career.

Broad-Based Operational Goals:

1. FMS intends to provide educational excellence in Teaching/Academic Delivery and research.

2. FMS will facilitate an academically conducive environment for holistic development of students.

3. FMS will facilitate environment for innovation and research excellence for the intellectual growth of faculty.

4. FMS will facilitate cultivation of core values of the university and ethical conduct amongst students, faculty and staff.

5. FMS will encourage cultural diversity and a sense of social and environmental responsibility.

6. FMS will provide ample opportunities for international exposure to faculty and students.

7. FMS will be involved in continual improvement of processes and systems andaim to attain national and international accreditations and university rankings.

8. FMS will build a strong industry interaction by way of alumni networks and empanelment of expertise from industry.

9. FMS will facilitate employment opportunities and also support students to start their own ventures.

10. FMS will facilitate good governance in discharge of responsibilities and execution of policies and programs.

Outcomes Assessment Results
For Academic Year: 2016-17

B.COM (Hons.)

Student Learning Assessment for: *B.Com (H)*
Program Intended Student Learning Outcomes (Program ISLOs)
1. The student will able to demonstrate an in-depth knowledge of accounting, finance, auditing, management and learn to apply the concepts, theories, techniques, regulation & advancements in the field of accounting & finance in national & international business environment.
2. The student will be able to comprehend the basic concepts of mathematical, statistical and research tools using data analysis / financial models and computerized accounting system.
3. The student will able to understand the usage & application of digital tools and comprehend financial networks in competitive business environment.
4. The student will able to exhibit creativity, independent thinking, generate new business ideas, plans, strategies etc. to respond effectively to various business scenarios.
5. The student will be able to apply managerial skills, communicate proficiently in oral, written presentation and listening skills in global environment.
6. The student will able to exhibit management, team building & leadership skills to encourage individual thinking to become a successful accounting and finance professional.
7. Student will be able to understand global trade, tax and legal issues in order to recognize opportunities worldwide by applying different forms of communication in cultural diversity.
8. The student will able to exhibit ethical values & considerations in accounts, finance, investment dealings and decisions.
9. The student will be able to develop large and small profit and non-profit organization by setting high standards and enhance skills for commercial and financial management.
10. The student will able to understand the significance of learning, self-initiative and self-directedness to recognize the need for life-long learning for productive employment.

11. Student will be able to demonstrate rigorous and independent thinking and encourage participatory decision making in teams.
12. Student will be able to understand the importance of networks in competitive business

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria)for Direct Measures:
1. *Direct Measure 1* *Comprehensive Exam* Program ISLOs Assessed by this Measure:*Outcomes List* i. ISLO 1(Management Knowledge) ii. ISLO 2(Research competency) iii. ISLO 4 (Problem-Solving and Critical Thinking Skills) iv. ISLO 7 (Global Outlook) v. ISLO 9 (Entrepreneurship&Employablity) vi. ISLO 10 (Life-Long Learning) vii. ISLO 11 (Decision Making) viii. ISLO 12 (Networking Skills)	*Objective (Target/Criterion) for Direct Measure 1* In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency
2. *Direct Measure 2* *Scoring Rubrics* Program ISLOs Assessed by this Measure:*Outcomes List* i. ISLO 5 (Business Communication) ii. ISLO 6 (Behavioural Skill) iii. ISLO 9 (Entrepreneurship&Employablity) iv. ISLO 10 (Life-Long Learning) v. ISLO 11 (Decision Making) vi. ISLO 12 (Networking Skills)	*Objective (Target/Criterion) for Direct Measure 2* Utilizing a scoring rubric at least 80% of students shall achieve the competency with 50% score in each section mapped with the specific Intended Student Learning Outcomes. 1. **Business Simulation (Rubrics)-** *Utilizing a five (5)-point scale rubric with the IntendedStudentLearning Outcomes, at least 80% of randomly sampled students will achieve proficient or distinguished (score 3 or 4).* 2. **Business Communication (Rubrics) –** *Utilizing a five (5)-point scale rubric*

	with the Intended Student Learning Outcomes, at least 80% of randomly sampled from the BC course will achieve proficient or distinguished (score 3 or 4) 3. **Behavioural Science (Rubrics)-***Utilizing a five (5)-point scale rubric with the Intended Student Learning Outcomes, at least 80% of randomly sampled from the BS course will achieve proficient or distinguished (score 3 or 4).* 4. **Foreign Business Language(Rubrics)-***Utilizing a five (5)-point scale rubric with the Intended Student Learning Outcomes, at least 80% of randomly sampled from the FBLcourse will achieve proficient or distinguished (score 3 or 4).* 5. **Employeeablity& Entrepreneurship(Rubrics)-** *Utilizing a five (5)-point scale rubric with the Intended Student Learning Outcomes, at least 80% of randomly sampled students will achieve proficient or distinguished (score 3 or 4)*
Assessment Instruments for Intended Student Learning Outcomes— **Indirect Measures of Student Learning:**	**Performance Objectives (Targets/Criteria)for Indirect Measures:**

1.   *Indirect Measure 1*
   Exit Survey
 	
       Program ISLOs Assessed by this Measure:*Outcomes List*
 	
   i.   ISLO 1(Management Knowledge)
   ii.   ISLO 2(Research competency)
	Objective (Target/Criterion) for Indirect Measure 1
	
	 On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the

iii. ISLO 3(IT Skills) iv. ISLO 4(Problem-Solving and Critical Thinking Skills) v. ISLO 5(Business Communication) vi. ISLO 6(Behavioural Skill) vii. ISLO 7(Global Outlook) viii. ISLO 8(Ethical Behaviour) ix. ISLO 9(Entrepreneurship&Employablity) x. ISLO 10(Life-Long Learning) xi. ISLO 11 (Decision Making) xii. ISLO 12 (Networking Skills)	intended students learning outcomes.

2.   Indirect Measure 2
 Alumni Survey
 	
    Program ISLOs Assessed by this Measure:*Outcomes List*
 	
    i.   ISLO 9(Entrepreneurship&Employablity)
	Objective (Target/Criterion) for Indirect Measure 2
	
	On the alumni survey instrument, at least 80% of alumni will indicate satidfactory response and scoring between 3-5 on the Likert Scale.

Learning Assessment Results:*B.Com (H)*

Summary of Results from Implementing Direct Measures of Student Learning:

1.   Summary of Results for Direct Measure 1
    Comprehensive Exam

- ISLO 1(Management Knowledge): 60%
- ISLO 2(Research competency): 52%
- ISLO 4 (Problem-Solving and Critical Thinking Skills): 57%
- ISLO 7 (Global Outlook): 66%
- ISLO 9 (Entrepreneurship&Employablity): 60%
- ISLO 10 (Life-Long Learning): 39%
- ISLO 11 (Decision Making): 35%
- ISLO 12 (Networking Skills): 35%

Overall: In Comprehensive Exam, 71 % of the students attained 50% and above score.

2.   Summary of Results for Direct Measure 2

Summary of Results from Implementing Indirect Measures of Student Learning:

1.   *Summary of Results for Indirect Measure 1*
   Exit Survey

  i.   ISLO 1(Management Knowledge) – 100 percent of graduating class indicate that they agree or strongly agree on management knowledge creation for the students.
  ii.   ISLO 2(Research competency) – 98 pecent of the graduating class indicate that they agree or strongly agree on achieving the research competency outcome.
  iii.   ISLO 3(IT Skills)- 100 percent of the graduating class indicate that they agree or strongly agree on enhancement of IT skills
  iv.   ISLO 4(Problem-Solving and Critical Thinking Skills) – 100 percent of the graduating class indicate that they agree or strongly agree on achieving the problem solving and critical thinking skills
  v.   ISLO 5(Business Communication) – 98 percent of the graduating class indicate that they agree or strongly agree on business communication learning outcome.
  vi.   ISLO 6(Behavioural Skill) – 100 percent of the graduating class indicate that they agree or strongly agree on enhancing the behavioural skill
  vii.   ISLO 7(Global Outlook) – 100 percent of the graduating class indicate that they agree or strongly agree on having global outlook
  viii. ISLO 8(Ethical Behaviour) – 100 percent of the graduating class indicate that they agree or strongly agree on having ethical behaviour
  ix.   ISLO 9(Entrepreneurship & Employablity) – 98 percent of the graduating class indicate that they agree or strongly agree on having entrepreneurship and employability traits
  x.   ISLO 10(Life-Long Learning) – 100 percent of the graduating class indicate that they agree or strongly agree on having the life-long learning for commerce domain for undergraduate studies
  xi.   ISLO 11 (Decision Making) – 98 percent of the graduating class indicate that they agree or strongly agree on enhancement of the decision making outcome
  xii.   ISLO 12 (Networking Skills) – 100 percent of the graduating class indicate that they agree or strongly agree on having strong networking skills.

2.   *Summary of Results for Indirect Measure 2*
   Alumni Survey ISLO 9 (Employability and Entrepreneurship) – 83% percent alumni indicate satidfactory response and scoring between 3-5 on the Likert Scale.

Intended Student Learning Outcomes

Program ISLOs	Comprensive Examination	Scoring Rubric	Exit Survey	Alumni Survey
	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…
1. The student shall be able to demonstrate an in-depth knowledge of accounting, finance, auditing, management and learn to apply the concepts, theories, techniques, regulation & advancements in the field of accounting & finance in national & international business environment.	Not Met	NA	Met	NA
2. The students shall be able to comprehend the basic concepts of mathematical, statistical and research tools using data analysis / financial models and computerized accounting system.	Not Met	NA	Met	NA
3. The student shall be able to understand the usage & application of digital tools and comprehend financial networks in competitive business environment.	Not Met	NA	Met	NA
4. The student shall be able to exhibit creativity, independent thinking, generate new business ideas, plans, strategies etc. to respond effectively to various business scenarios.	Not Met	NA	Met	NA
5. The student shall be able to apply managerial skills, communicate proficiently in oral, written presentation and listening skills in global environment.	Not Met	NA	Not Met	NA
6. The student shall be able to exhibit management, team building & leadership skills to encourage individual thinking to become a successful accounting and finance professional.	Not Met	NA	Met	NA
7. Student shall be able to understand global trade, tax and legal issues in order to recognize opportunities worldwide by applying different forms of communication in cultural diversity.	Not Met	NA	Met	NA
8. The student shall be able to exhibit ethical values & considerations in accounts, finance, investment dealings and decisions.	Not Met	NA	Met	NA

9. The student shall be able to develop large and small profit and non-profit organization by setting high standards and enhance skills for commercial and financial management.	Not Met	NA	Met	NA
10. The student shall be able to understand the significance of learning, self-initiative and self-directedness to recognize the need for life-long learning for productive employment.	Not Met	NA	Met	NA
11. Student shall be able to demonstrate rigorous and independent thinking and encourage participatory decision making in teams.	Not Met	NA	Met	NA
12. Student shall able to understand the importance of networks in competitive business	Not Met	NA	Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

As in Comprehensive Exam, 71% of the student have scored more than 50% of the marks against the target of 80% to score more than 50% marks, this following actionable are implemented to improve the quality of learning outcome

The students with less than 4.5 CGPA are closely monitored and corrective action are taken in collaboration with parents of the student as well.

The parents are informed the low attendance and grades of the students.

The student with specific subject related problem are enrolled for guided self-study program under the mentorship of a faculty member.

Bachelor of Business Administration (BBA)

Programme Name –BBA
Programme Learning Outcomes
1. Students shall be able to develop comprehension of various functional areas of business management and will be able to apply the same in the organizational context.
2. Student shall be able to use appropriate tools and and techniques of research methodology to classify and process information, to analyze, interpret and conclude research findings and provide relevant recommendations for managerial decision making
3. Students shall be able to demonstrate knowledge of appropriate management information technology tools to analyze, evaluate and synthesize information relevant for taking business decisions.
4. Students shall be able to apply effective analytical and critical-thinking skills in problem solving to identify and define the relevant course of action.
5. Students shall be able to develop and demonstrate effective communication skills required in a professional context
6. Students shall be able to work effectively in a team ,demonstrate excellent interpersonal skills and Leadership skills
7. Student shall be able to Identify diversity in culture,show sensitivity to various cultural and environmental issues and demonstrate traits of global business practitioner.
8. Student shall be able to define and apply ethical business practices in a professional context.
9. Student shall be able to apply and demonstrate entrepreneurial skills to convert innovative ideas into business ventures.
10. Student shall develop and illustrate interest and competency for knowledge acquisition through use of Newspapers / Business Magazines / Library databases/ Internet for life-long learning.

Assessment Instruments for Programme Learning Outcomes	Performance Objectives (Targets/Criteria)

Direct Measures:	

1. Direct Measure 1-Comprehensive Exam
 	
1.1. List of Outcomes assessed by this Measure:
 	
  ix.   ISLO 1
  x.   ISO 2
  xi.   ISLO 3
  xii.   ISLO 4
  xiii.   ISLO 5
  xiv.   ISLO 6
  xv.   ISLO 7
  xvi.   ISLO 8
  xvii. ISLO 9
xviii.   ISLO 10
	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.

2. **Direct Measure 2 Scoring Rubrics**
 	
  i.   ISLO 2
ii. ISLO 5
 	
  iii   ISLO 6
 	
  iv. ISLO 7
	Utilizing a scoring rubric at least 80% of students shall achieve the compentency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.

Indirect Measures:	

1. Exit Survey 1.1. List of Outcomes assessed by this Measure: xix. ISLO 1 xx. ISO 2 xxi. ISLO 3 xxii. ISLO 4 xxiii. ISLO 5 xxiv. ISLO 6 xxv. ISLO 7 xxvi. ISLO 8 xvii. ISLO 9 i. ISLO 10	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.
2. Alumni Survey 2.1 List of Outcomes assessed by this Measure: i. ISLO 9	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

2	Assessment Results	
2.1	Summary of Results from Implementing Direct Measures of PLOs:	
	• Summary of Results from Implementing Direct Measure 1 • Comprehensive Exam ISLO 1(Management Knowledge)74.78 %)of the students were able tosummarize concepts in Management and apply it in multi-disciplinary context, and were able to describe & critically analyse management problems in volatile business environment. ISLO 2(Research competency)78.42of students demonstrate ability to use various tools and techniques of research method-	

		ology to convert threats into opportunities and weaknesses into strengths
		ISLO 3(IT Skills)82.73% of students Critically analyze, evaluate and synthesize data into information relevant to taking business decisions through use of relevant IT toolsstudents
		ISLO 4(Problem-Solving and Critical Thinking Skills)82.01% of students were able to develop skill and expertise in problem solving and are able to deal with diverse business situations and decision making.
		ISLO 5(Business Communication)64.1% of students were able to develop high degree of verbal non – verbal and written communication and understand cross-cultural difference in communication
		ISLO 6(Behavioural Skill)74.1%of students were able to develop behavioral and interpersonal skills and practice these effectively both as an individual and as a team member
		ISLO 7(Global Outlook)67.63 % of students to develop and demonstrate effective skills in Foreign Business Language
		ISLO 8(Ethical Behaviour) 74.82% of students could effectively apply ethical business practices to show case highest level of commitment to professional code of conduct in the arena of business management
		ISLO 9(Entrepreneurship&Employablity)71.15 %)students were able to apply and demonstrate entrepreneurial skills and knowledge .
		ISLO 10(Life long learning)61.15 %)students had competently acquired knowledge through use of Newspapers / Business Magazines / Library databases/ Internet for life-long learning
		• Summary of Results from Implementing Direct Measure 2 • Scoring Rubrics ISLO 2(Research competency)93% of students on a four (5)-point scale rubric achieved the research competency and demonstrated capability to critically identify, define, investigate, and solve critical business issues. They were able analyse data/information and interpret results for driving optimum solutions. ISLO 5(Business Communication)t 64.5 % of students on a five (5)-point scale rubric exhibited the ability to communicate proficiently in oral and written communication ISLO 6(Behavioural Skill) 80 % of students on a five (5)-point scale rubric achieved the competency and demonstrated capabilityof practice of interpersonal skills both as an individual and as a team member ISLO 7(Global Outlook) 58.4 % of students on a five (5)-point scale rubric achieved the competency and demonstrated effective skills in Foreign Business Language
2.2	**Summary of Results from Implementing Indirect Measures of PLOs:**	
	Summary of Results from Implementing Indirect Measure ISLO 1,2,4,5 100 % of graduating class indicated that they agree or strongly agree on various items linked with the intended	

students learning outcomes. in the Exit Survey

ISLO3,8   98 % of graduating class indicated that they agree or strongly agree on various items linked with the intended students learning outcomes. in the Exit Survey

ISLO 6,7,10   98 % of graduating class indicated that they agree or strongly agree on various items linked with the intended students learning outcomes. in the Exit Survey

ISLO   9   97.4 % of graduating class indicated that they agree or strongly agree on various items linked with the intended students learning outcomes. in the Exit Survey

Summary of Results from Implementing Indirect Measure 2 Alumni Survey

ISLO 9(Entrepreneurship & Employablity 82.5% of alumni responses ranged between 4-5 on the Likert Scale in the Alumni Survey

Summary of Achievement of Programme Learning Outcomes:

Programme Learning Outcomes	*Direct Measure 1:*Comprehensive Exam	*Direct Measure 2:* Scoring Rubrics	*Indirect Measure 1:* Exit Survey	*Indirect Measure 2:* Alumni Survey
1.Students shall be able to develop comprehension of various functional areas of business management and will be able to apply the same in the organizational context.	Not Met	NA	Met	NA
2.Student shall be able to use appropriate tools and and techniques of research methodology to classify and process information, to analyze, interpret and conclude research findings and provide relevant recommendations for managerial decision making	NotMet	Met	Met	NA
3.Students shall be able to demonstrate knowledge of appropriate management information technology tools to analyze, evaluate and synthesize in-	Met	NA	Met	NA

formation relevant for taking business decisions.				
4.Students shall be able to apply effective analytical and critical-thinking skills in problem solving to identify and define the relevant course of action.	Met	NA	Met	NA
5.Students shall be able to develop and demonstrate effective communication skills required in a professional context	Not Met	Not Met	Met	NA
6.Students shall be able to work effectively in a team ,demonstrate excellent interpersonal skills and Leadership skills	Not Met	Met	Met	NA
7.Student shall be able to Identify diversity in culture,show sensitivity to various cultural and environmental issues and demonstrate traits of global business practitioner.	Not Met	Met	Met	NA
8.Student shall be able to define and apply ethical business practices in a professional context.	Not Met	NA	Met	NA
9.Student shall be able to apply and demonstrate entrepreneurial skills to convert innovative ideas into business ventures.	Not Met	NA	Met	NA
10.Student shall develop and illustrate interest and competency for knowledge acquisition through use of Newspapers / Business Magazines / Library databases/ Internet for life-long learning.	Met	NA	Met	NA
Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:				
Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam				

level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

1. In order to meet ISLO1 ,2 and 5 it is proposed that 25% of the time in each class shall be devoted to revision and query handling of topics covered in previous lecture

2.In order to meet ISLO 1,2, it is proposed that Students would be provided with additional handouts of course material covered in class.

3.In order to meet ISLO1,2 and 8 it is proposed that Bi-monthly coaching of students identified as weak through assessment components would be conducted by concerned faculty members

4.In order to meet ISLO 5,6,7 and 8 it is proposed that the students will be given additional classes on Personality Development with the help of professionals mentors and instructors ,and guest lectures and industry visits to improve their employability and educate them with values and ethics.

5.In order to meet ISLO 9 it is proposed that the students should be encouraged to participate in various Entreprenrual activities of clubs and committees and so that they make effective decisions for business.

6.In order to meet ISLO 10 it is proposed that students should be given additional sessions on using digital Library, reading newspaper and timetable should be designed with atleast 2 sessions where they can have time to use Library Resources.

7.In order to meet ISLO 7 and 8 students should be given Practical exposure like visiting NGO's,or work on some social causes and should be evaluated for the same in Behaviuoral Science sessions

BBA Marketing

Programme Learning Outcomes
1. Students shall be able to develop comprehension of various functional areas of business management and will be able to apply the same in the in the field of Marketing and Sales in the organizational context.
2. Student shall be able to use appropriate tools and and techniques of market research to classify and process information, to analyze, interpret and conclude research findings and provide relevant recommendations for managerial decision making
3. Students shall be able to demonstrate knowledge of appropriate management information technology tools to analyze, evaluate and synthesize information for taking business decisions related to marketing.
4. Students shall be able to apply effective analytical and critical-thinking skills in problem solving in the area of marketing to identify and define the relevant course of action.
5. Students shall be able to develop and demonstrate effective communication skills required in a professional context
6. Students shall be able to work effectively in a team ,demonstrate excellent interpersonal skills and Leadership skills
7. Student shall be able to Identify diversity in culture ,show sensitivity to various cultural and environmental issues and demonstrate traits of global business practitioner.
8. Student shall be able to define and apply ethical business practices in a professional context in the area of marketing.
9. Student shall be able to apply and demonstrate basic entrepreneurial skills to convert innovative ideas into business ventures.
10. Student shall develop and illustrate interest and competency for knowledge acquisition through use of Newspapers / Business Magazines / Library databases/ Internet for life-long learning.

Assessment Instruments for Programme Learning Outcomes	Performance Objectives (Targets/Criteria)
Direct Measures:	
1.Direct Measure 1-Comprehensive Exam 1.1. List of Outcomes assessed by this Measure:	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to

xviii. ISLO 1 xxix. ISO 2 xxx. ISLO 3 xxxi. ISLO 4 xxii. ISLO 5 xxiii. ISLO 6 xxiv. ISLO 7 xxv. ISLO 8 xxvi. ISLO 9 xvii. ISLO 10	achieve the competency.

2. **Direct Measure 2 Scoring Rubric**s
 	
  ii.   ISLO 2
ii. ISLO 5
 	
  iii   ISLO 6
 	
 iv. ISLO 7
	Utilizing a scoring rubric at least 80% of students shall achieve the compentency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.

Indirect Measures:	

1.   Exit Survey
 	
1.1. List of Outcomes assessed by this Measure:
 	
  i.   ISLO 1
  ii.   ISO 2
  iii.   ISLO 3
  iv.   ISLO 4
  v.   ISLO 5
  vi.   ISLO 6
  vii.   ISLO 7
  viii.   ISLO 8
  ix.   ISLO 9
  x.   ISLO 10
	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.

2.	Alumni Survey	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"
2.2	List of Outcomes assessed by this Measure: ii. ISLO 9	

2	**Assessment Results**	
2.1	**Summary of Results from Implementing Direct Measures of PLOs:**	
	Summary of Results from Implementing Direct Measure 1 (Comprehensive Examination) • ISLO 1(Management Knowledge)55 % of the students were able tosummarize concepts in Management and apply it in multi-disciplinary context, and were able to describe & critically analyse management problems in volatile business environment. • ISLO 2(Research competency)58.33 %. of the students demonstrate ability to use various tools and techniques of research methodology to convert threats into opportunities and weaknesses into strengths • ISLO 3(IT Skills)88.33% of the students Critically analyze, evaluate and synthesize data into information relevant to taking business decisions through use of relevant IT tools students • ISLO 4(Problem-Solving and Critical Thinking Skills)64.17% of the students were able to develop skill and expertise in problem solving and are able to deal with diverse business situations and decision making. • ISLO 5(Business Communication)66.67% of the students were able to develop high degree of verbal non – verbal and written communication and understand cross-cultural difference in communication • ISLO 6(Behavioural Skill)56.67% of the students were able to develop behavioral and interpersonal skills and practice these effectively both as an individual and as a team member • ISLO 7(Global Outlook)60.83students to develop and demonstrate effective skills in Foreign Business Language • ISLO 8(Ethical Behaviour) 80 % of thestudentscould effectively apply ethical business practices to show case highest level of commitment to professional code of conduct in the arena of business management • ISLO 9(Entrepreneurship&Employablity)64.57% students were able to apply and demonstrate entrepreneurial skills and knowledge • ISLO 10(Life long learning)58.33 %)students had competently acquired knowledge through use of Newspapers / Business Magazines / Library databases/ Internet for life-long learning.	

	Summary of Results from Implementing rubric with Direct Measure 2
	Scoring Rubrics
	ISLO 2(Research competency)86.67% of the students on a four (4)-point scale were able analyse data/information and interpret results for driving optimum solutions. ISLO 5(Business Communication) 60.6% of students on a five (5)-point scale rubric exhibited the ability to communicate proficiently in oral and written communication ISLO 6(Behavioural Skill) 74.5 %% of students on a five (5)-point scale rubric achieved the competency and demonstrated capabilityof practice of interpersonal skills both as an individual and as a team me ISLO 7(Global Outlook) 50.8% of students on a five (5)-point scale rubric achieved the competency and demonstrated effective skills in Foreign Business Language
2.2	**Summary of Results from Implementing Indirect Measures of PLOs:**
	Summary of Results from Implementing Indirect Measure 1 Exit Survey
	ISLO 1 95 % of graduating class indicated that they agree or strongly agree on various items linked with the intended students learning outcomes. in the Exit Survey ISLO 2 ,3,4,5,6,7,8,9,,10 100 % of graduating class indicated that they agree or strongly agree on various items linked with the intended students learning outcomes. in the Exit Survey
	Summary of Results from Implementing Indirect Measure 2Alumni Survey ISLO 9(Entrepreneurship&Employablity) 82% of the alumni responses ranged between 4-5 on the Likert Scale in the Alumni Survey

Programme Learning Outcomes	Learning Assessment Measures			
Programme Learning Outcomes	**Direct Measure 1:**Comprehensive Exam	**Direct Measure 2:** Scoring Rubrics	**Indirect Measure 1:** Exit Survey	**Indirect Measure 2:** Alumni Survey

Learning Outcome				
1. Students shall be able to develop comprehension of various functional areas of business management and will be able to apply the same in the in the field of Marketing and Sales in the organizational context.	Not Met	NA	Met	NA
2.Student shall be able to use appropriate tools and and techniques of market research to classify and process information, to analyze, interpret and conclude research findings and provide relevant recommendations for managerial decision making	Not Met	Met	Met	NA
3.Students shall be able to demonstrate knowledge of appropriate management information technology tools to analyze, evaluate and synthesize information for taking business decisions related to marketing.	Met	NA	Met	NA
4.Students shall be able to apply effective analytical and critical-thinking skills in problem solving in the area of marketing to identify and define the relevant course of action.	Not Met	NA	Met	NA
5.Students shall be able to develop and demonstrate effective communication skills required in a professional context	Not Met	Not Met	Met	NA
6.Students shall be able to work effectively in a team ,demonstrate excellent interpersonal skills and Leadership skills	Not Met	Met	Met	NA
7.Student shall be able to Identify diversity in culture ,show sensitivity to various cultural and environmental issues and demonstrate traits of global business practitioner.	Not Met	Met	Met	NA
8.Student shall be able to define and apply ethical business practices in a professional context in the area of marketing.	Not Met	NA	Met	NA
9.Student shall be able to apply and demonstrate basic entrepreneurial skills to convert innovative ideas into business ventures.	Not Met	NA	Met	Met
10.Student shall develop and illustrate interest and competency for knowledge acquisition through use of Newspapers / Business Magazines / Library databases/ Internet for life-long learning.	Not Met	NA	Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

1. In order to meet ISLO1, students should be given wih more practical conceptual knowledge in some of the case studies, short term projects to that the students get an idea about the current marketing and sales strategies

2. In order to meet ISLO 2, students should be taught research methodology and apply the same concepts during their NTCC projects. The faculty guides may ensure that all the tools and techniques of marketing research are properly applied by the students. They should also be encouraged to use various statistical analysis.

3. In order to meet ISLO 4 Number of applied case studies should be a part of course curriculum so that critical thinking skills of the students can be defined for further courses of action.

4. In order to meet ISLO 5, Various events like Debates, Extempores should be organized and should be made a part of these committees to participate regularly. These events can be organized as intraclass and interclass competitions for maximum participations of students.It is also proposed that Bi-monthly coaching of students identified as weak through assessment components would be conducted by concerned faculty members

5. In order to meet ISLO 6, Group activities and group projects should be a part of course curriculum in each subject course to identify team work and leadership skills. Group cohesiveness can also be identified through this method.

6. In order to meet ISLO 7, Various events can be conducted to demonstrate a pool of culture. Students should be encouraged to participate in such events to have a look and feel towards all the culture. This will also bring sensitivity among students and a connection can be felt among student and other cultures.

7. In order to meet ISLO 8, it is proposed that the students will be given additional coaching on Personality Development with the help of professionals mentors and instructors to improve their employability and educate them with values and ethics.
Students should have a clear understanding about ethical and unethical behaviour.

8. In order to meet ISLO 9, Students should be provided with an opportunity to make their Business plan and if possible give a shape to it as well. Institute may provide an opportunity to students by organizing some business stalls in the campus itself every semester so as to polish the entrepreneurial, marketing and sales skills of the students.

9. In order to meet ISLO 10, Institute may provide a wide access to newspapers, Business magazines, Library or Digital library to have a wide overview about current affairs and knowledge to various concepts which can be applied by the student in other short term or long term projects.

BBA Family Business and Entrepreneurship

Programme Learning Outcomes
1. Students shall be able to develop comprehension of various functional areas of business management and will be able to apply the same in the in the area of family business management
2. Student shall be able to use appropriate tools and techniques of research methodology to classify and process information, to analyze, interpret and conclude research findings and provide relevant recommendations for managerial decision making
3. Students shall be able to demonstrate knowledge of appropriate management information technology tools to analyze, evaluate and synthesize information for taking business decisions
4. Students shall be able to apply effective analytical and critical-thinking skills in problem solving in the in the area of family business management to identify and define the relevant course of action.
5. Students shall be able to develop and demonstrate effective communication skills required in a professional context
6. Students shall be able to work effectively in a team ,demonstrate excellent interpersonal skills and leadership skills
7. Student shall be able to Identify diversity in culture,show sensitivity to various cultural and environmental issues and demonstrate traits of global business practitioner.
8. Student shall be able to define and apply ethical business practices in the area of family business management.
9. Student shall be able to apply and demonstrate basic entrepreneurial skills to convert innovative ideas into business ventures.
10. Student shall develop and illustrate interest and competency for knowledge acquisition through use of Newspapers / Business Magazines / Library databases/ Internet for life-long learning.

Assessment Instruments for Programme Learning Outcomes	Performance Objectives (Targets/Criteria)
Direct Measures:	

1.Direct Measure 1-Comprehensive Exam
 	
1.1. List of Outcomes assessed by this Measure:
 	
   i.   ISLO 1
   ii.   ISO 2
   iii.   ISLO 3
   iv.   ISLO 4
   v.   ISLO 5
   vi.   ISLO 6
   vii.   ISLO 7
   viii.   ISLO 8
   ix.   ISLO 9
   x.   ISLO 10
	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.

2. **Direct Measure 2 Scoring Rubric**s
 	
   i.   ISLO 2
ii. ISLO 5
 	
  iii   ISLO 6
 	
 iv. ISLO 7
	Utilizing a scoring rubric at least 80% of students shall achieve the competency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.

Indirect Measures:	

1.   Exit Survey
 	
1.1. List of Outcomes assessed by this Measure:
 	
   ii.   ISLO 1
   iii.   ISO 2
   iv.   ISLO 3
   v.   ISLO 4
   vi.   ISLO 5
   vii.   ISLO 6
	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.

viii. ISLO 7 ix. ISLO 8 x. ISLO 9 xi. ISLO 10	
2. Alumni Survey 2.3 List of Outcomes assessed by this Measure: iii. ISLO 9	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

2	Assessment Results
2.1	**Summary of Results from Implementing Direct Measures of PLOs:**
	- Summary of Results from Implementing Direct Measure 1 - Comprehensive Examination ISLO 1(Management Knowledge)64.44% of the students were able tosummarize concepts in Management and apply it in multi-disciplinary context, and were able to describe & critically analyse management problems in volatile business environment. ISLO 2(Research competency)51.11%. of the students demonstrate ability to use various tools and techniques of research methodology to convert threats into opportunities and weaknesses into strengths ISLO 3(IT Skills)60% of the students Critically analyze, evaluate and synthesize data into information relevant to taking business decisions through use of relevant IT tools students ISLO 4(Problem-Solving and Critical Thinking Skills)51.11% of the students were able to develop skill and expertise in problem solving and are able to deal with diverse business situations and decision making. ISLO 5(Business Communication)53.33% of the students were able to develop high degree of verbal non – verbal and written communication and understand cross-cultural difference in communication - ISLO 6(Behavioural Skill)63.33% of the students were able to develop behavioral and interpersonal skills and practice these effectively both as an individual andas a team member ISLO 7(Global Outlook)53% of the students were able to develop and demonstrate effective skills in Foreign Business Language ISLO 8(Ethical Behaviour) 81.11% of the studentscould effectively apply ethical business practices to show case highest level of commitment to professional code of conduct in the arena of business management ISLO 9(Entrepreneurship&Employablity)83.33% students were able to apply and demonstrate entrepreneurial skills and knowledge ISLO 10(Life long learning)61.11 %)students had competently acquired knowledge through use of Newspapers / Business

		Magazines / Library databases/ Internet for life-long learning
		Summary of Results from Implementing rubric with Direct Measure 2

Scoring Rubrics

    ISLO 2(Research competency)88.89% of the students on a five (5)-point scale were able analyse data/information and interpret results for driving optimum solutions.
- ISLO 7 ISLO 5(Business Communication) 64.5 % of students on a five (5)-point scale rubric exhibited the ability to communicate proficiently in oral and written communication

    ISLO 6(Behavioural Skill) 78 % of students on a five (5)-point scale rubric achieved the competency and demonstrated capabilityof practice of interpersonal skills both as an individual and as a team member
- ISLO 7(Global Outlook) 56% of students on a five (5)-point scale rubric achieved the competency and demonstrated effective skills in Foreign Business Language
- |
| **2.2** | **Summary of Results from Implementing Indirect Measures of PLOs:** | |
| | | Summary of Results from Implementing Indirect Measure 1 Exit Survey

ISLO 1,2,3,4,6,7,8,9,10 100% of graduating class indicated that they agree or strongly agree on various items linked with the intended students learning outcomes. in the Exit Survey.

ISLO 5   85.7 % of graduating class indicated that they agree or strongly agree on various items linked with the intended students learning outcomes. in the Exit Survey. |
| | | Summary of Results from Implementing Indirect Measure 2.Alumni Survey 82.5 % of the alumni responses ranged between 4-5 on the Likert Scale in the Alumni Survey. |

Programme Learning Outcomes	**Learning Assessment Measures**			
Programme Learning Outcomes	*Direct Measure 1:*Comprehensive Exam	*Direct Measure 2:* Scoring Rubrics	*Indirect Measure 1:* Exit Survey	*Indirect Measure 2:* Alumni Survey

1.Students shall be able to develop comprehension of various functional areas of business management and will be able to apply the same in the in the area of family business management	NotMet	NA	Met	NA
2.Student shall be able to use appropriate tools and techniques of research methodology to classify and process information, to analyze, interpret and conclude research findings and provide relevant recommendations for managerial decision making	NotMet	Met	Met	NA
3.Students shall be able to demonstrate knowledge of appropriate management information technology tools to analyze, evaluate and synthesize information for taking business decisions	NotMet	NA	Met	NA
4.Students shall be able to apply effective analytical and critical-thinking skills in problem solving in the in the area of family business management to identify and define the relevant course of action.	NotMet	NA	Met	NA
5.Students shall be able to develop and demonstrate effective communication skills required in a professional context	Not Met	Not Met	Met	NA
6.Students shall be able to work effectively in a team ,demonstrate excellent interpersonal skills and leadership skills	NotMet	Not Met	Met	NA
7.Student shall be able to Identify diversity in culture,show sensitivity to various cultural and environmental issues and demonstrate traits of global business practitioner.	NotMet	Not Met	Met	NA
8.Student shall be able to define and apply ethical business practices in the area of family business management.	Met	NA	Met	NA
9.Student shall be able to apply and demonstrate basic entrepreneurial skills to convert innovative ideas into business ventures.	Met	NA	Met	Met

10.Student shall develop and illustrate interest and competency for knowledge acquisition through use of Newspapers / Business Magazines / Library data-bases/ Internet for life-long learning.	NotMet	NA	Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:
Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.
1. In order to meet ISLO1 , 2, 3,4,5 6 and 7 it is proposed that each session should begin with revision of previous class and end with query handling of topics coveredin the class. Students should be given a case for analysis after the end of each module. The concerned faculty can develop a prescribed format for this process and moniter progress of each student. Weak students can be identified and corrective actions can be planned accordingly.
2.In order to meet ISLO 1,2, 3,4 ,5 ,7and 8 it is proposed that Students would be provided with additional handouts of course material including reference material, industry reports , publications etc.
3.In order to meet ISLO 6,and 8 it is proposed that the pedagogy should include class activities planned for groups which help in demonstration of leadership and interpersonal skills
4.In order to meet ISLO 6 it is proposed that the students should be given additional inputs on Personality Development and skill development . This can be executed with the help of professionals mentors , industry experts and instructers.

BBA FINANCE AND ACCOUNTING

Programme Learning Outcomes
1. Students shall be able to develop comprehension of various functional areas of business management and will be able to apply the same in the in the area of finance
2. Student shall be able to use appropriate tools and and techniques of research methodology to classify and process information , to analyze, interpret and conclude research findings and provide relevant recommendations for financial decision making
3. Students shall be able to demonstrate knowledge of appropriate management information technology tools to analyze, evaluate and synthesize information for taking business decisions related to finance and accounting
4. Students shall be able to apply effective analytical and critical-thinking skills in problem solving in the area of financial management to identify and define the relevant course of action.
5. Students shall be able to develop and demonstrate effective communication skills required in a professional context
6. Students shall be able to work effectively in a team ,demonstrate excellent interpersonal skills and leadership skills
7. Student shall be able to Identify diversity in culture ,show sensitivity to various cultural and environmental issues and demonstrate traits of global business practitioner.
8. Student shall be able to define and apply ethical business practices in the area of finance and accounting.
9. Student shall be able to apply and demonstrate basic entrepreneurial skills to convert innovative ideas into business ventures.
10. Student shall develop and illustrate interest and competency for knowledge acquisition through use of Newspapers / Business Magazines / Library databases/ Internet for life-long learning.

Assessment Instruments for Programme Learning Outcomes	Performance Objectives (Targets/Criteria)
Direct Measures:	

1.Direct Measure 1-Comprehensive Exam
 	
1.1. List of Outcomes assessed by this Measure:
 	
   xii.   ISLO 1
   xiii.   ISO 2
   xiv.   ISLO 3
   xv.   ISLO 4
   xvi.   ISLO 5
   xvii.   ISLO 6
   xviii. ISLO 7
   xix.   ISLO 8
   xx.   ISLO 9
   xxi.   ISLO 10
	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.

2. **Direct Measure 2 Scoring Rubric**s xxii. ISLO 2 ii. ISLO 5 iii ISLO 6 iv. ISLO 7	Utilizing a scoring rubric at least 80% of students shall achieve the compentency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.
Indirect Measures:	

1.   Exit Survey
 	
1.1. List of Outcomes assessed by this Measure:
 	
   i.   ISLO 1
   ii.   ISO 2
   iii.   ISLO 3
   iv.   ISLO 4
   v. ISLO 5	

vi. ISLO 6 vii. ISLO 7 viii. ISLO 8 ix. ISLO 9 x. ISLO 10	
2. Alumni Survey 2.4 List of Outcomes assessed by this Measure: i. ISLO 9	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Assessment Instruments for Programme Learning Outcomes	**Performance Objectives (Targets/Criteria)**
2 **Assessment Results**	

2.1	**Summary of Results from Implementing Direct Measures of PLOs:**

Summary of Results from Implementing Direct Measure 1

Comprehensive Examination

1. 1.ISLO 1(Management Knowledge)63.33% of the students were able tosummarize concepts in Management and apply it in multi-disciplinary context, and were able to describe & critically analyse management problems in volatile business environment.
2. 2.ISLO 2(Research competency)55.56 %. of the students demonstrate ability to use various tools and techniques of research methodology to convert threats into opportunities and weaknesses into strengths
3. ISLO 3(IT Skills)75.56% of the students Critically analyze, evaluate and synthesize data into information relevant to taking business decisions through use of relevant IT tools students
4. ISLO 4(Problem-Solving and Critical Thinking Skills)80.78% of the students were able to develop skill and expertise in problem solving and are able to deal with diverse business situations and decision making.
5. ISLO 5(Business Communication)68.89% of the students were able to develop high degree of verbal non – verbal and written communication and understand cross-cultural difference in communication
6. ISLO 6(Behavioural Skill)69.89% of the students were able to develop behavioral and interpersonal skills and practice these effectively both as an individual and as a team member
7. ISLO 7(Global Outlook)55.56% were able to develop and demonstrate effective skills in Foreign Business Language
8. ISLO 8(Ethical Behaviour) 66.67% ofthestudentscould effectively apply ethical business practices to show case highest level of com-

	mitment to professional code of conduct in the arena of business management 9 .ISLO 9(Entrepreneurship&Employablity)73.75% students were able to apply and demonstrate entrepreneurial skills and knowledge 10. ISLO 1-10 44.44% of graduating class indicated that they agree or strongly agree on various items linked with the intended students learning outcomes. in the Exit Survey
	Summary of Results from Implementing rubric with Direct Measure 2 Scoring Rubrics ISLO 2(Research competency)100 % of the students on a four (4)-point scale were able analyse data/information and interpret results for driving optimum solutions. ISLO 5(Business Communication) 69% % of students on a five (5)-point scale rubric exhibited the ability to communicate proficiently in oral and written communication ISLO 6(Behavioural Skill) 80 % of students on a five (5)-point scale rubric achieved the competency and demonstrated capabilityof practice of interpersonal skills both as an individual and as a team member ISLO 7(Global Outlook) 77.6% of students on a five (5)-point scale rubric achieved the competency and demonstrated effective skills in Foreign Business Language.
2.2	**Summary of Results from Implementing Indirect Measures of PLOs:**
	Summary of Results from Implementing Indirect Measure 1 Exit Survey ISLO 1,4,7,8 91..6% of graduating class indicated that they agree or strongly agree on various items linked with the intended students learning outcomes. in the Exit Survey ISLO 2,3,9,10 83..3% of graduating class indicated that they agree or strongly agree on various items linked with the intended students learning outcomes. in the Exit Survey ISLO 5,6 75..5% of graduating class indicated that they agree or strongly agree on various items linked with the intended students learning outcomes. in the Exit Survey

Summary of Results from Implementing Indirect Measure 2Alumni Survey
ISLO 9 82% of the alumni responses ranged between 4-5 on the Likert Scale in the Alumni Survey

Intended **Programme** Learning Outcomes	**Learning Assessment Measures**			
Programme Learning Outcomes	*Direct Measure 1:*Comprehensive Exam	*Direct Measure 2:* Scoring Rubrics	*Indirect Measure 1:* Exit Survey	*Indirect Measure 2:* Alumni Survey
1. Students shall be able to develop comprehension of various functional areas of business management and will be able to apply the same in the in the area of finance	Not Met	NA	Met	NA
2. Student shall be able to use appropriate tools and and techniques of research methodology to classify and process information , to analyze, interpret and conclude research findings and provide relevant recommendations for financial decision making	Not Met	Met	Met	NA
3. Students shall be able to demonstrate knowledge of appropriate management information technology tools to analyze, evaluate and synthesize information for taking business decisions related to finance and accounting	Not Met	NA	Met	NA
4. Students shall be able to apply effective analytical and critical-thinking skills in problem solving in the area of financial management to identify and define the relevant course of action.	Met	NA	Met	NA
5. Students shall be able to develop and demonstrate effective communication skills required in a professional context	Not Met	Not Met	Met	NA
6. Students shall be able to work effectively in a team ,demonstrate excellent interpersonal skills and leadership skills	Not Met	Met	Met	NA
7. Student shall be able to Identify diversity in culture ,show sensitivity to various cultural and environmental issues and demonstrate traits of global business practitioner.	Not Met	Not Met	Met	NA

8. Student shall be able to define and apply ethical business practices in the area of finance and accounting.	Not Met	**NA**	Met	NA
9. Student shall be able to apply and demonstrate basic entrepreneurial skills to convert innovative ideas into Sbusiness ventures.	Not Met	Not Met	Met	Met
10. Student shall develop and illustrate interest and competency for knowledge acquisition through use of Newspapers / Business Magazines / Library databases/ Internet for life-long learning.	Not Met	NA	Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

1.In order to meet ISLO1 , 2, 3, 5 and 8 it is proposed that 25% of the time in each class shall be devoted to revision and query handling of topics covered in previous lecture

2.In order to meet ISLO 1,2, 3 and 9 it is proposed that Students would be provided with additional handouts of course material covered in class.

3.In order to meet ISLO7and 8 it is proposed that Bi-monthly coaching of students identified as weak through assessment components would be conducted by concerned faculty members

4.In order to meet ISLO 6 it is proposed that the students will be given additional coaching on Personality Development with the help of professionals mentors and instructors to improve their employability and educate them with values and ethics.

BBA- INTERNATIONAL BUSINESS

Student Learning Assessment for: BBA IB Evening
Program Intended Student Learning Outcomes (Program ISLOs)

Student shall be able

1.   To classify International Business in its interdisciplinary context.
2.   To create and practise thinking independently, analytically and creatively
3.   To use appropriate tools and methodologies to classify and process information
4.   To select and apply strategies to solve problems
5.   To demonstrate and develop communicate skills, in oral, written, presentation.
6.   To define and practice Leadership skills and demonstrate excellent interpersonal skills,.
7.   To Identify and illustrate global business opportunities offered across the globe.
8.   To define and practice the highest standards of ethical behaviour as a global manager.
9.   To outline ,plan and evaluate International Business Practices that contributes to productive outcomes.
10. To comply the spirit of curiosity and a desire to learn, and seeking out learning opportunities in the global environment

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:

Comprehensive Exam ISLO 1(Management Knowledge) ISLO 2(Research competency) ISLO 3(IT Skills) ISLO 4(Problem-Solving and Critical Thinking Skills) ISLO 7(Global Outlook) ISLO 8(Ethical Behaviour) ISLO 9(Entrepreneurship & Employability) *8.* ISLO 10(Life-Long Learning)	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.
Scoring Rubrics 1. ISLO 5(Business Communication) 2. ISLO 6(Behavioral Skill) 3. ISLO 7(Global Outlook)	Utilizing a scoring rubric at least 80% of students shall achieve the competency with 50% score in each section mapped with the specific Intended Student Learning Outcomes. *Objective (Target/Criterion) for Direct Measure 2*
Assessment Instruments for Intended Student Learning Outcomes— **Indirect Measures of Student Learning:**	**Performance Objectives (Targets/Criteria) for Indirect Measures:**
Student Exit Survey ISLO 1(Management Knowledge) ISLO 2(Research competency)	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.

ISLO 3(IT Skills)

ISLO 4(Problem-Solving and Critical Thinking Skills)

ISLO 5(Business Communication)

ISLO 6(Behavioral Skill)

ISLO 7(Global Outlook)

ISLO 8(Ethical Behaviour)

ISLO 9(Entrepreneurship & Employability)

10. ISLO 10(Life-Long Learning)

Alumni Survey 1. ISLO 9(Entrepreneurship & Employability)	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your specialization?"

Learning Assessment Results: *BBA IB Evening*

Summary of Results from Implementing Direct Measures of Student Learning:

Comprehensive Exam (Percentage of students score 50% and above in each section which is directly mapped to specific ISLOs to achieve the competency.)

- ISLO 1 (Management Knowledge):81%
- ISLO 2 (Research competency) 70%
- ISLO 3 (IT Skills): 81.6%
- ISLO 4 (Problem-Solving and Critical Thinking Skills):88%
- ISLO 7 (Global Outlook) :85%
- ISLO 8 (Ethical Behaviour) :79%
- ISLO 9 (Entrepreneurship&Employablity) : 87%

- ISLO 10 (Life-Long Learning): 92%

Scoring Rubrics

1. ISLO 5(Business Communication) : 71%
2. ISLO 6(Behavioural Skill) : 83%
3. ISLO 7(Global Outlook) : 75%

Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

1. ISLO 1(Management Knowledge): 83%
2. ISLO 2(Research competency): 76%
3. ISLO 3(IT Skills): 82%
4. ISLO 4(Problem-Solving and Critical Thinking Skills): 77%
5. ISLO 5(Business Communication): 88%
6. ISLO 6(Behavioural Skill): 81%
7. ISLO 7(Global Outlook): 73%
8. ISLO 8(Ethical Behaviour) : 82%
9. ISLO 9(Entrepreneurship&Employablity): 71%
10. ISLO 10(Life-Long Learning): 81%

Alumni Survey: 83% alumni responded as "Yes" to the question #5 (ISLO 9): "Are you employed in an area related to your specialization?"

Intended Student Learning Outcomes				
ISLOs	*Direct Measure 1 Comprehensive Examination*	*Direct Measure 2 Scoring Rubric*	*Indirect Measure 1 Exit Survey*	*Indirect Measure 2 Alumni Survey*
	Comprensive Examination	*Scoring Rubric*	*Exit Survey*	*Alumni Survey*
	Performance Target Was…	**Performance Target Was…**	**Performance Target Was…**	**Performance Target Was…**

Student shall be able to classify International Business in its interdisciplinary context.	Met	NA	Met	NA
Student shall be able to create and practise thinking independently, analytically and creatively	Not Met	NA	Not Met	NA
Student shall be able to use appropriate tools and methodologies to classify and process information	Met	NA	Met	NA
Student shall be able to select and apply strategies to solve problems	Met	NA	Not Met	NA
Student shall be able to demonstrate and develop communicate skills, in oral, written, presentation.	NA	Not Met	Met	NA
Student shall be able to define and practice Leadership skills and demonstrate excellent interpersonal skills,.	NA	Met	Met	NA
Student shall be able to Identify and illustrate global business opportunities offered across the globe.	Met	Not Met	Not Met	NA
Student shall be able to define and practice the highest standards of ethical behaviour as a global manager.	Not Met	NA	Met	NA
Student shall be able to outline ,plan and evaluate International Business Practices that contributes to productive outcomes.	Met	NA	Not Met	Met
Student shall be able to comply the spirit of curiosity and a desire to learn, and seeking out learning opportunities in	Met	NA	Met	NA

the global environment				

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

ISLO 2 (Research competency):The performance target for this program ISLO dealing with knowledge of Research methods and techniques was not met on the comprehensive examination. Faculty of FMS is advised to review the teaching pedagogy and discuss research methodology in more depth.

BBA IB (EVENING)

Student Learning Assessment for: BBA IB Evening
Program Intended Student Learning Outcomes (Program ISLOs)
Student shall be able

1. To classify International Business in its interdisciplinary context.
2. To create and practise thinking independently, analytically and creatively
3. To use appropriate tools and methodologies to classify and process information
4. To select and apply strategies to solve problems
5. To demonstrate and develop communicate skills, in oral, written, presentation.
6. To define and practice Leadership skills and demonstrate excellent interpersonal skills,.
7. To Identify and illustrate global business opportunities offered across the globe.
8. To define and practice the highest standards of ethical behaviour as a global manager.
9. To outline ,plan and evaluate International Business Practices that contributes to productive outcomes.
10. To comply the spirit of curiosity and a desire to learn, and seeking out learning opportunities in the global environment

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:

Comprehensive Exam	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.
ISLO 1(Management Knowledge) ISLO 2(Research competency) ISLO 3(IT Skills) ISLO 4(Problem-Solving and Critical Thinking Skills) ISLO 7(Global Outlook) ISLO 8(Ethical Behaviour) ISLO 9(Entrepreneurship & Employability) 9. ISLO 10(Life-Long Learning)	
Scoring Rubrics 1. ISLO 5(Business Communication) 2. ISLO 6(Behavioral Skill) 3. ISLO 7(Global Outlook)	Utilizing a scoring rubric at least 80% of students shall achieve the competency with 50% score in each section mapped with the specific Intended Student Learning Outcomes. *Objective (Target/Criterion) for Direct Measure 2*
Assessment Instruments for Intended Student Learning Outcomes— **Indirect Measures of Student Learning:**	**Performance Objectives (Targets/Criteria) for Indirect Measures:**

Student Exit Survey ISLO 1(Management Knowledge) ISLO 2(Research competency) ISLO 3(IT Skills) ISLO 4(Problem-Solving and Critical Thinking Skills) ISLO 5(Business Communication) ISLO 6(Behavioral Skill) ISLO 7(Global Outlook) ISLO 8(Ethical Behaviour) ISLO 9(Entrepreneurship & Employability) *10.* ISLO 10(Life-Long Learning)	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.
Alumni Survey 2. ISLO 9(Entrepreneurship & Employability)	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your specialization?"

Learning Assessment Results: *BBA IB Evening*

Summary of Results from Implementing Direct Measures of Student Learning:

Comprehensive Exam (Percentage of students score 50% and above in each section which is directly mapped to specific ISLOs to achieve the competency.)

- ISLO 1 (Management Knowledge):81%
- ISLO 2 (Research competency) 70%
- ISLO 3 (IT Skills): 81.6%

- ISLO 4 (Problem-Solving and Critical Thinking Skills):88%
- ISLO 7 (Global Outlook) :85%
- ISLO 8 (Ethical Behaviour) :79%
- ISLO 9 (Entrepreneurship&Employablity) : 87%
- ISLO 10 (Life-Long Learning): 92%

Scoring Rubrics

4. ISLO 5(Business Communication) : 71%
5. ISLO 6(Behavioural Skill) : 83%
6. ISLO 7(Global Outlook) : 75%

Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

11. ISLO 1(Management Knowledge): 83%
12. ISLO 2(Research competency): 76%
13. ISLO 3(IT Skills): 82%
14. ISLO 4(Problem-Solving and Critical Thinking Skills): 77%
15. ISLO 5(Business Communication): 88%
16. ISLO 6(Behavioural Skill): 81%
17. ISLO 7(Global Outlook): 73%
18. ISLO 8(Ethical Behaviour) : 82%
19. ISLO 9(Entrepreneurship&Employablity): 71%
20. ISLO 10(Life-Long Learning): 81%

Alumni Survey: 83% alumni responded as "Yes" to the question #5 (ISLO 9): "Are you employed in an area related to your specialization?"

Intended Student Learning Outcomes				
ISLOs	*Direct Measure 1 Comprehensive Examination*	*Direct Measure 2 Scoring Rubric*	*Indirect Measure 1 Exit Survey*	*Indirect Measure 2 Alumni Survey*

	Comprensive Examination	Scoring Rubric	Exit Survey	Alumni Survey
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
Student shall be able to classify International Business in its interdisciplinary context.	Met	NA	Met	NA
Student shall be able to create and practise thinking independently, analytically and creatively	Not Met	NA	Not Met	NA
Student shall be able to use appropriate tools and methodologies to classify and process information	Met	NA	Met	NA
Student shall be able to select and apply strategies to solve problems	Met	NA	Not Met	NA
Student shall be able to demonstrate and develop communicate skills, in oral, written, presentation.	NA	Not Met	Met	NA
Student shall be able to define and practice Leadership skills and demonstrate excellent interpersonal skills,.	NA	Met	Met	NA
Student shall be able to Identify and illustrate global business opportunities offered across the globe.	Met	Not Met	Not Met	NA
Student shall be able to define and practice the highest standards of ethical behaviour as a global manager.	Not Met	NA	Met	NA
Student shall be able to outline ,plan and evaluate International Business Practices that contributes to productive	Met	NA	Not Met	Met

outcomes.				
Student shall be able to comply the spirit of curiosity and a desire to learn, and seeking out learning opportunities in the global environment	Met	NA	Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:
Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.
ISLO 2 (Research competency):The performance target for this program ISLO dealing with knowledge of Research methods and techniques was not met on the comprehensive examination. Faculty of FMS is advised to review the teaching pedagogy and discuss research methodology in more depth.

BBA- 3 CONTINENT

Student Learning Assessment for: BBA - 3C
Program Intended Student Learning Outcomes (Program ISLOs)
Student shall be able

1. To describe International Business in its interdisciplinary context .
2. To develop and practise thinking independently, analytically and creatively.
3. To use appropriate tools and methodologies to locate, assess and process information
4. To apply skills to effectively recognize and resolve issues
5. To demonstrate and develop communicate skills, in oral, written, presentation
6. To define and practice Leadership skills and demonstrate excellent interpersonal skills,.
7. To identify and illustrate global business opportunities offered across the globe.
8. To develop and practice the highest standards of ethical behaviour as a global manager or an entrepreneur.
9. To identify and interpret International Business Practices that contributes to productive outcomes.
10. To analyse the global environment and take decisions accordingly.

Assessment Instruments for Intended Student Learning Outcomes—	Performance Objectives (Targets/Criteria) for Direct Measures:

Direct Measures of Student Learning:	
Comprehensive Exam 1. ISLO 1(Management Knowledge) 2. ISLO 2(Research competency) 3. ISLO 3(IT Skills) 4. ISLO 4(Problem-Solving and Critical Thinking Skills) 5. ISLO 7(Global Outlook) 6. ISLO 8(Ethical Behaviour) 7. ISLO 9(Entrepreneurship&Employablity) 8. ISLO 10(Life-Long Learning)	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.
Scoring Rubrics • ISLO 2(Research competency) • ISLO 5(Business Communication) • ISLO 6(Behavioural Skill) • ISLO 7(Global Outlook)	Utilizing a scoring rubric at least 80% of students shall achieve the competency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.
Assessment Instruments for Intended Student Learning Outcomes— **Indirect Measures of Student Learning:**	**Performance Objectives (Targets/Criteria) for Indirect Measures:**
Student Exit Survey ii. ISLO 1(Management Knowledge) iii. ISLO 2(Research competency) iv. ISLO 3(IT Skills) v. ISLO 4(Problem-Solving and Critical Thinking Skills) vi. ISLO 5(Business Communication) vii. ISLO 6(Behavioural Skill) viii. ISLO 7(Global Outlook) ix. ISLO 8(Ethical Behaviour) x. ISLO 9(Entrepreneurship&Employablity) xi. ISLO 10(Life-Long Learning)	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.
Alumni Survey • ISLO 9(Entrepreneurship&Employablity)	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your

	specialization?"

Learning Assessment Results: *BBA -3C*

Summary of Results from Implementing Direct Measures of Student Learning:

Comprehensive Exam (Percentage of students score 50% and above in each section which is directly mapped to specific ISLOs to achieve the competency.)

- ISLO 1 (Management Knowledge):68%
- ISLO 2 (Research competency) 81%
- ISLO 3 (IT Skills): 85.4%
- ISLO 4 (Problem-Solving and Critical Thinking Skills):92%
- ISLO 7 (Global Outlook) :94%
- ISLO 8 (Ethical Behaviour) :88%
- ISLO 9 (Entrepreneurship&Employablity) : 76%
- ISLO 10 (Life-Long Learning): 96.8%

Scoring Rubrics

7. ISLO 5(Business Communication) : 71%
8. ISLO 6(Behavioural Skill) : 87%
9. ISLO 7(Global Outlook) : 88%

Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

11. ISLO 1(Management Knowledge): 76%
12. ISLO 2(Research competency): 72%
13. ISLO 3(IT Skills): 76%
14. ISLO 4(Problem-Solving and Critical Thinking Skills): 76%
15. ISLO 5(Business Communication): 88%
16. ISLO 6(Behavioural Skill): 89%

17. ISLO 7(Global Outlook): 79%
18. ISLO 8(Ethical Behaviour) : 89%
19. ISLO 9(Entrepreneurship&Employablity): 79%
20. ISLO 10(Life-Long Learning): 87%

Alumni Survey: 81.5% alumni responded as "Yes" to the question #5: "Are you employed in an area related to your specialization?"

Intended Student Learning Outcomes				
Program ISLOs	*Direct Measure 1 Comprehensive Examination*	*Direct Measure 2 Scoring Rubric*	*Indirect Measure 1 Exit Survey*	*Indirect Measure 2 Alumni Survey*
	Performance Target Was…	**Performance Target Was…**	**Performance Target Was…**	**Performance Target Was…**
Student shall be able to describe International Business in its interdisciplinary context .	Not Met	NA	Not Met	NA
Student shall be able to develop and practise thinking independently, analytically and creatively.	Met	NA	Not Met	NA
Student shall be able to use appropriate tools and methodologies to locate, assess and process information	Met	NA	Not Met	NA
Student shall be able to apply skills to effectively recognize and resolve issues	Met	NA	Not Met	NA
Student shall be able to demonstrate and develop communicate skills, in oral, written, presentation	NA	Not Met	Met	NA
Student shall be able to define and practice Leadership skills and demonstrate excellent interpersonal skills,.	NA	Met	Met	NA

Student shall be able to identify and illustrate global business opportunities offered across the globe.	Met	Met	Not Met	NA
Student shall be able to develop and practice the highest standards of ethical behaviour as a global manager or an entrepreneur.	Met	NA	Met	NA
Student shall be able to identify and interpret International Business Practices that contributes to productive outcomes.	Not Met	NA	Not Met	Met
Student shall be able to analyse the global environment and take decisions accordingly.	Met	NA	Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

1. **ISLO 1 (Management Knowledge):** The performance target for this program ISLO dealing with knowledge of the functional areas of business was not met on the comprehensive examination. Concerned faculty members have been advised to review the teaching pedagogy and discuss more in-depth to impart knowledge on management concepts. Various solved and unsolved cases would be added to the curriculum keeping in view the dynamic business environment.

2. **ISLO 9 (Entrepreneurial Skills)** The entrepreneurial and business acumen /skills will be enhanced through live projects and test startups with the help of Amity Incubator.

BBA BUSINESS DEVELOPMENTS

Student Learning Assessment for: BBA -BD
Program Intended Student Learning Outcomes (Program ISLOs)
1. Student shall be able to define, summarize concepts in Competitive Intelligence and apply it in multi-disciplinary context, able to describe and critically analyze problems in volatile business environment.
2. Student shall be able to acquire and evaluate new knowledge through competitive intelligence research methods, Ability to identify, define, investigate, and solve critical competitive issues, analyze data/information and interpret results for driving optimum solutions.
3. Student shall be Able to identify potential sources of Competitive environment information using technologies, Synthesize and define an idea from multiple information sources.
4. Student shall be Able to pay attention to details, challenging conventional ways of thinking, Applying a range of strategies to problem solving.
5. Student shall able to Communicate proficiently, in oral, written, presentation, information searching and listening skills in the profession.
6. Student shall be able to Demonstrate excellent interpersonal, mentoring and decision-making skills, including an awareness of personal strengths and limitations. Promote self-awareness, empathy, cultural awareness and mutual respect while working in teams.
7. Students shall be able to Understand global issues from different perspectives, recognize the opportunities that the wider world offers, Learning from and respecting different cultures, Apply different forms of communication in different cultural settings.
8. Student shall be able to ability to Understand and practice the highest standards of ethical behavior associated with their profes-

sion.

9. Student shall able to Find opportunities to improve the business value chain as an entrepreneur. Develop competitive intelligence acumen and display basic skills.

10. Student shall be able to Critically evaluate and reflect upon their personal development during the work experience and future learning needs to support their career aspirations in future

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
Comprehensive Exam 9. ISLO 1(Competitive Intelligence) 10. ISLO 2(Research competency) 11. ISLO 3(IT Skills) 12. ISLO 4(Problem-Solving and Critical Thinking Skills) 13. ISLO 7(Global Outlook) 14. ISLO 8(Ethical Behaviour) 15. ISLO 9(Entrepreneurship&Employablity) 16. ISLO 10(Life-Long Learning)	In comprehensive examination at least 85% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.
Scoring Rubrics • ISLO 2(Research competency) • ISLO 5(Business Communication) • ISLO 6(Behavioural Skill) • ISLO 7(Global Outlook)	Utilizing a scoring rubric at least 90% of students shall achieve the compentency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.

Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
Student Exit Survey xii. ISLO 1(CI Knowledge) xiii. ISLO 2(Research competency) xiv. ISLO 3(IT Skills) xv. ISLO 4(Problem-Solving and Critical Thinking Skills) xvi. ISLO 5(Business Communication) xvii. ISLO 6(Behavioural Skill) xviii. ISLO 7(Global Outlook) xix. ISLO 8(Ethical Behaviour) xx. ISLO 9(Entrepreneurship&Employablity) xxi. ISLO 10(Life-Long Learning)	On the exit survey instrument, at least 90% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.
Alumni Survey • ISLO 9(Entrepreneurship&Employablity)	On the alumni survey instrument, at least 90% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Learning Assessment Results: *BBA-BD*

Summary of Results from Implementing Direct Measures of Student Learning:

Comprehensive Exam (Percentage of students score 50% and above in each section which is directly mapped to specific ISLOs to achieve the competency.)

- ISLO 1 (CI Knowledge):60%
- ISLO 2 (Research competency) 70%
- ISLO 3 (IT Skills): 80%
- ISLO 4 (Problem-Solving and Critical Thinking Skills):80%
- ISLO 7 (Global Outlook) :90%
- ISLO 8 (Ethical Behaviour) :90%
- ISLO 9 (Entrepreneurship&Employablity) : 90%
- ISLO 10 (Life-Long Learning): 90%

Scoring Rubrics

    10. ISLO 5(Business Communication) : 70%
    11. ISLO 6(Behavioural Skill) : 80%
    12. ISLO 7(Global Outlook) : 90%

3.   Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

    21. ISLO 1(CI Knowledge): 70%
    22. ISLO 2(Research competency): 80%
    23. ISLO 3(IT Skills): 80%
    24. ISLO 4(Problem-Solving and Critical Thinking Skills): 80%
    25. ISLO 5(Business Communication): 80%
    26. ISLO 6(Behavioural Skill): 80%
    27. ISLO 7(Global Outlook): 90%
    28. ISLO 8(Ethical Behaviour) : 90%
    29. ISLO 9(Entrepreneurship&Employablity): 90%
    30. ISLO 10(Life-Long Learning): 90%

Alumni Survey: 81.5% alumni responded as "Yes" to the question #5: "Are you employed in an area related to your BBA-BD specialization?"

Intended Student Learning Outcomes **Program ISLOs**	Direct Measure 1 Comprehensive Examination	Direct Measure 2 Scoring Rubric	Indirect Measure 1 Exit Survey	Indirect Measure 2 Alumni Survey
	Comprensive Examination	*Scoring Rubric*	*Exit Survey*	*Alumni Survey*
	Performance	**Performance**	**Performance**	**Performance**

	Target Was…	Target Was…	Target Was…	Target Was…
1. Student shall be able to define, summarize concepts in Competitive Intelligence and apply it in multi-disciplinary context, able to describe and critically analyze problems in volatile business environment.	Not Met	NA	Not Met	NA
2. Student shall be able to acquire and evaluate new knowledge through competitive intelligence research methods, Ability to identify, define, investigate, and solve critical competitive issues, analyze data/information and interpret results for driving optimum solutions.	Met	NA	Met	NA
3. Student shall be Able to identify potential sources of Competitive environment information using technologies, Synthesize and define an idea from multiple information sources..	Met	NA	Met	NA
4. Student shall be Able to pay attention to details, challenging conventional ways of thinking, Applying a range of strategies to problem solving.	Met	NA	Met	NA
5. Student shall able to Communicate proficiently, in oral, written, presentation, information searching and listening skills in the profession.	NA	Not Met	Met	NA
6. Student shall be able to . Demonstrate excellent interpersonal, mentoring and decision-making skills, including an awareness of personal	NA	Met	Met	NA

strengths and limitations. Promote self-awareness, empathy, cultural awareness and mutual respect while working in teams.				
7. Students shall be able to Understand global issues from different perspectives, recognize the opportunities that the wider world offers, Learning from and respecting different cultures, Apply different forms of communication in different cultural settings.	Met	Met	Met	NA
8. Student shall be able to ability to Understand and practice the highest standards of ethical behavior associated with their profession.	Met	NA	Met	NA
9. Student shall able to Find opportunities to improve the business value chain as an entrepreneur. Develop competitive intelligence acumen and display basic skills.	Met	NA	Not Met	Met
10. Student shall be able to Critically evaluate and reflect upon their personal development during the work experience and future learning needs to support their career aspirations in future	Met	NA	Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

- ISLO 1 (CI Knowledge):The comprehensive exam and exit survey showed 60% and 70% respectively. Where as the target was 75%. Faculty is advised to review the teaching pedagogy and discuss more in-depth knowledge of the concepts.
- ISLO 5(Communication Skills):The scoring rubrics showed 70% where as the target was 80%. Introduction of course capsule 'Professional Career Development' which includes communication skill enhancement.
- ISLO 9 (Entrepreneurship) :Exit survey showed 70% where as the target was 80%. Students are offered and encouraged for live projects from 4th semester onwards. Also advised to take part in Business Plan Competition.

BBA + MBA (DUAL DEGREE)

Programme Learning Outcomes
1. Student shall develop a strong base of general management and will be able to integrate knowledge of one area to the other to understand management issues .
2. Student shall be able to use appropriate tools and and techniques of research methodology to classify and process information , to analyze, interpret and conclude research findings and provide relevant recommendations for business decision making in multidisciplinary context
3. Student shall be able to demonstrate the knowledge and ability to use appropriate management information technologies to analyze, evaluate and synthesize information for taking business decisions related to finance and accounting
4. Students will be able to apply effective analytical and critical-thinking skills in problem solving in the area of business to identify and define the relevant course of action in a multi cultural and multi disciplinary environment.
5. Students shall be able to develop and demonstrate effective communication skills required in a professional context
6. Students shall be able to work effectively in a team ,demonstrate excellent interpersonal skills and leadership skills
7. Student shall be able to Identify diversity in culture ,show sensitivity to various cultural and environmental issues and demonstrate traits of global business practitioner.
8. Student shall be able to define and apply ethical business practices in the area of business
9. Student shall be able to develop and demonstrate business management skills to support employability in the area of specialization..
10. Student shall develop and illustrate interest and competency for knowledge acquisition through use of Newspapers / Business Magazines / Library databases/ Internet for life-long learning.

Assessment Instruments for Programme Learning Outcomes	Performance Objectives (Targets/Criteria)
Direct Measures:	

1.Direct Measure 1-Comprehensive Exam
 	
1.1. List of Outcomes assessed by this Measure:
 	
  xxii.   ISLO 1
  xxiii. ISO 2
  xxiv. ISLO 3
  xxv.   ISLO 4
  xxvi. ISLO 5
  xxvii. ISLO 6
  xxviii. ISLO 7
  xxix. ISLO 8
  xxx.   ISLO 9
  xxxi. ISLO 10
	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.

2. **Direct Measure 2 Scoring Rubric**s
 	
  xxxii. ISLO 2
ii. ISLO 5
 	
  iii   ISLO 6
 	
 iv. ISLO 7
	Utilizing a scoring rubric at least 80% of students shall achieve the compentency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.

Indirect Measures:	

1.   Exit Survey
 	
1.1. List of Outcomes assessed by this Measure:
 	
  i.   ISLO 1
  ii.   ISO 2
  iii.   ISLO 3
  iv.   ISLO 4
  v.   ISLO 5
  vi.   ISLO 6
	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.

	vii. ISLO 7 viii. ISLO 8 ix. ISLO 9 x. ISLO 10	
2. 2.5	Alumni Survey List of Outcomes assessed by this Measure: iv. ISLO 9	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

2	**Assessment Results**	

2.1	**Summary of Results from Implementing Direct Measures of PLOs:**
	Summary of Results from Implementing Direct Measure 1 • Comprehensive Examination ISLO 1(Management Knowledge) 60.4% of the students were able tosummarize concepts in Management and apply it in multi-disciplinary context, and were able to describe & critically analyse management problems in volatile business environment. ISLO 2(Research competency) 66 %. of the students demonstrate ability to use various tools and techniques of research methodology to convert threats into opportunities and weaknesses into strengths ISLO 3(IT Skills) 72.3% of the students Critically analyze, evaluate and synthesize data into information relevant to taking business decisions through use of relevant IT tools students ISLO 4(Problem-Solving and Critical Thinking Skills)64.5% of the students were able to develop skill and expertise in problem solving and are able to deal with diverse business situations and decision making. ISLO 5(Business Communication))80% of the students were able to develop high degree of verbal non – verbal and written communication and understand cross-cultural difference in communication ISLO 6(Behavioural Skill)81.4% of the students were able to develop behavioral and interpersonal skills and practice these effectively both as an individual and as a team member ISLO 7(Global Outlook)62 % of the students passed the Foreign Business language examination with 60% and more marks in all the 6 semesters ISLO 8(Ethical Behaviour) 58.2 % of thestudents could effectively apply ethical business practices to show case highest level of commitment to professional code of conduct in the arena of business management ISLO 9(Entrepreneurship&Employablity)68.9% students were able to pass the Entrepreneurship course examination with more than 60 % marks,
	Summary of Results from Implementing rubric with Direct Measure 2

	• Scoring Rubrics ISLO 2(Research competency)92.3 % of the students on a five (5)-point scale were able analyse data/information and interpret results for driving optimum solutions ISLO 5(Business Communication) 80.5 % of students on a five (5)-point scale rubric exhibited the ability to communicate proficiently in oral and written communication ISLO 6(Behavioural Skill)) 80 % of students on a five (5)-point scale rubric achieved the competency and demonstrated capabilityof practice of interpersonal skills both as an individual and as a team me ISLO 7(Global Outlook) 64 % of students on a five (5)-point scale rubric achieved the competency and demonstrated effective skills in Foreign Business Language
2.2	**Summary of Results from Implementing Indirect Measures of PLOs:**
	ISLO 1 98 % of graduating class indicated that they agree or strongly agree on various items linked with the intended students learning outcomes. in the Exit Survey ISLO 2 ,3,4,5,6,7,8,9,,10 100 % of graduating class indicated that they agree or strongly agree on various items linked with the intended students learning outcomes. in the Exit Survey
	Summary of Results from Implementing Indirect Measure 2Alumni Survey ISLO 9(Entrepreneurship&Employablity) 82.5 % of the alumni responses ranged between 4-5 on the Likert Scale in the Alumni Survey.

Programme Learning Outcomes	**Learning Assessment Measures**			
Programme Learning Outcomes	*Direct Measure 1:*Comprehensive Exam	*Direct Measure 2:* Scoring Rubrics	*Indirect Measure 1:* Exit Survey	*Indirect Measure 2:* Alumni Survey
1. Student shall develop a strong base of general management and will be able to integrate knowledge of one area to the other to understand management issues .	Not Met	NA	Met	NA
2. Student shall be able to use appropriate tools and and techniques of research methodology to classify and process information , to analyze, interpret and conclude research findings and provide relevant recommendations for business deci-	Not Met	Met	Met	NA

sion making in multidisciplinary context				
3. Student shall be able to demonstrate the knowledge and ability to use appropriate management information technologies to analyze, evaluate and synthesize information for taking business decisions related to finance and accounting	NotMet	NA	*Met*	NA
4. Students will be able to apply effective analytical and critical-thinking skills in problem solving in the area of business to identify and define the relevant course of action in a multi cultural and multi disciplinary environment.	NotMet	NA	*Met*	NA
5. Students shall be able to develop and demonstrate effective communication skills required in a professional context	Met	Met	*Met*	NA
6. Students shall be able to work effectively in a team ,demonstrate excellent inter-personal skills and leadership skills	Met	Met	*Met*	NA
7. Student shall be able to Identify diversity in culture ,show sensitivity to various cultural and environmental issues and demonstrate traits of global business practitioner.	**Not Met**	Not Met	Met	NA
8. Student shall be able to define and apply ethical business practices in the area of business	Not Met	**NA**	Met	NA
9. Student shall be able to develop and demonstrate business management skills to support employability in the area of specialization..	NotMet	**NA**	*Met*	**Met**
10. Student shall develop and illustrate interest and competency for knowledge acquisition through use of Newspapers / Business Magazines / Library databases/ Internet for life-long learning.	NA	NA	*Met*	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

1.In order to meet ISLO1 , 2, 3,4,7 and 8 it is proposed that 25% of the time in each class shall be devoted to revision and query handling of topics covered in previous lecture

2.In order to meet ISLO 1,2, 3 and 7 it is proposed that Students would be provided with additional handouts of course material covered in class.

3.In order to meet ISLO 8 and 9 it is proposed that Bi-monthly coaching of students identified as weak through assessment components would be conducted by concerned faculty members

4.In order to meet ISLO 6 and 7 it is proposed that the students will be given additional coaching on Personality Development with the help of professionals mentors and instructors to improve their employability and educate them with values and ethics.

BBA + MBA-IB (DUAL)

Student Learning Assessment for: BBA + MBA- IB (Dual)
Program Intended Student Learning Outcomes (Program ISLOs)

1. Student shall be able to interpret and analyze various subjects of management domain with special focus in the area of International Business.

2. Student shall be able to develop knowledge driven capabilities through extensive research work with a special focus on identification, defining, investigating and solving latent and manifested problems.

3. Student shall be able to use technologies appropriately .Develop capabilities to process information with the help of IT driven analytics for effective decision making.

4. Student shall be able to apply strategies to discover problems in International Business Environment and finding research driven solutions to address them.

5. Student shall be able to compose and practice communicate skills proficiently, in oral, written, presentation, information searching and listening in the management profession in cross cultural environment.

6. Student shall be able to develop range of Leadership skills and shall demonstrate commitment to professional development and a practice willingness to listen and respond to constructive feedback for enhancing participatory decision making

7. Students shall be able to identify the opportunities and challenges of globalization and practice managerial skills in global business context.

8. Student shall be able to ability to recognize and practice ethical responsibilities and defend justice, honesty and integrity in all personal and professional pursuits.

9. Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support employability in the area of

specialization.

10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
Comprehensive Exam 17. ISLO 1(Management Knowledge) 18. ISLO 2(Research competency) 19. ISLO 3(IT Skills) 20. ISLO 4(Problem-Solving and Critical Thinking Skills) 21. ISLO 7(Global Outlook) 22. ISLO 8(Ethical Behaviour) 23. ISLO 9(Entrepreneurship&Employablity) 24. ISLO 10(Life-Long Learning)	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.
Scoring Rubrics • ISLO 2(Research competency) • ISLO 5(Business Communication) • ISLO 6(Behavioural Skill) • ISLO 7(Global Outlook)	Utilizing a scoring rubric at least 80% of students shall achieve the compentency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
Student Exit Survey xi. ISLO 1(Management Knowledge) xii. ISLO 2(Research competency) xiii. ISLO 3(IT Skills) xiv. ISLO 4(Problem-Solving and Critical Thinking Skills) xv. ISLO 5(Business Communication)	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.

xvi.　ISLO 6(Behavioural Skill) xvii.　ISLO 7(Global Outlook) xviii.　ISLO 8(Ethical Behaviour) xix.　ISLO 9(Entrepreneurship&Employablity) xx.　ISLO 10(Life-Long Learning)	
Alumni Survey 　• ISLO 9(Entrepreneurship&Employablity)	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Learning Assessment Results: *BBA + MBA*

Summary of Results from Implementing Direct Measures of Student Learning:

Comprehensive Exam (Percentage of students score 50% and above in each section which is directly mapped to specific ISLOs to achieve the competency.)

- ISLO 1 (Management Knowledge):60%
- ISLO 2 (Research competency) 81%
- ISLO 3 (IT Skills): 87.4%
- ISLO 4 (Problem-Solving and Critical Thinking Skills):94%
- ISLO 7 (Global Outlook) :98%
- ISLO 8 (Ethical Behaviour) :84%
- ISLO 9 (Entrepreneurship&Employablity) : 87%
- ISLO 10 (Life-Long Learning): 98.8%

Scoring Rubrics

13. ISLO 5(Business Communication) : 72%
14. ISLO 6(Behavioural Skill) : 83%
15. ISLO 7(Global Outlook) : 88%

4.　　　Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended stu-

dents learning outcomes.

31. ISLO 1(Management Knowledge): 72%
32. ISLO 2(Research competency): 81%
33. ISLO 3(IT Skills): 85%
34. ISLO 4(Problem-Solving and Critical Thinking Skills): 82%
35. ISLO 5(Business Communication): 80%
36. ISLO 6(Behavioural Skill): 81%
37. ISLO 7(Global Outlook): 88%
38. ISLO 8(Ethical Behaviour) : 82%
39. ISLO 9(Entrepreneurship&Employablity): 77%
40. ISLO 10(Life-Long Learning): 81%

Alumni Survey: 81.5% alumni responded as "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

ISLO 1(Management Knowledge): 72%

ISLO 2(Research competency): 71%

ISLO 3(IT Skills): 75%

ISLO 4(Problem-Solving and Critical Thinking Skills): 74%

ISLO 5(Business Communication): 82%

ISLO 6(Behavioral Skill): 85%

ISLO 7(Global Outlook): 77%

ISLO 8(Ethical Behaviour) : 87%

ISLO 9(Entrepreneurship & Employability): 75%

. ISLO 10(Life-Long Learning): 85%

Alumni Survey: 81.5% alumni responded as "Yes" to the question #5 (ISLO 9): "Are you employed in an area related to your specializatio

Intended Student Learning Outcomes				
Intended Student Learning Outcomes **Program ISLOs**	*Direct Measure 1 Comprehensive Exam-ination*	*Direct Measure 2 Scor-ing Rubric*	*Indirect Measure 1 Exit Survey*	*Indirect Measure 2 Alumni Survey*
	Comprensive Examination	*Scoring Rubric*	*Exit Survey*	*Alumni Survey*
	Performance Target Was…	**Performance Target Was…**	**Performance Target Was…**	**Performance Target Was…**
11. Student shall be able to interpret and analyze various subjects of management domain with special focus in the area of International Busi-ness.	Not Met	NA	Not Met	NA
12. Student shall be able to develop knowledge driven capabilities through extensive research work with a special focus on identification, de-fining, investigating and solving latent and manifested problems.	Met	NA	Met	NA

13. Student shall be able to use technologies appropriately .Develop capabilities to process information with the help of IT driven analytics for effective decision making.	Met	NA	Met	NA
14. Student shall be able to apply strategies to discover problems in International Business Environment and finding research driven solutions to address them.	Met	NA	Met	NA
15. Student shall be able to compose and practice communicate skills proficiently, in oral, written, presentation, information searching and listening in the management profession in cross cultural environment.	NA	Not Met	Met	NA
16. Student shall be able to develop range of Leadership skills and shall demonstrate commitment to professional development and a practice willingness to listen and respond to constructive feedback for enhancing participatory decision making	NA	Met	Met	NA
17. Students shall be able to identify the opportunities and challenges of globalization and practice managerial skills in global business context.	Met	Met	Met	NA
18. Student shall be able to ability to recognize and practice ethical responsibilities and defend justice, honesty and integrity in all personal and	Met	NA	Met	NA

professional pursuits.				
19. Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support employability in the area of specialization.	Met	NA	Not Met	Met
20. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.	Met	NA	Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

- 1. ISLO 1 (Management Knowledge): Faculty is advised to review the teaching pedagogy and discuss more in-depth knowledge of the concepts.
- ISLO 5(Business Communication): Introduction of course capsule 'Professional Career Development' which includes communication Skill enhancement.
- ISLO 9 (Entrepreneurship & Employability) : Students are offered and encouraged for live projects from 2nd semester onwards. Also advised to tak
- e part in Business Plan Competition.

BACHELOR OF TECHNOLOGY COMPUTER SCIENCE AND ENGINEERING/ MASTER OF BUSINESS ADMINISTERATION (DUAL DEGREE)

Program Intended Student Learning Outcomes (Program ISLOs)
1. Student shall be able to define principle management concepts and theories in the functional areas of business.
2. Student shall able to formulate research strategy and produce results using research skill in multidisciplinary context.
3. Student shall able to select and apply appropriate IT Tools for data processing and analysis.
4. Student shall able to examine various business problem in a variety of contexts using problem-solving and critical thinking skills. ·
5. Student shall be able to demonstrate effective communicate skills , including both oral and written.
6. Student shall be able to demonstrate effective interpersonal skills, including the ability to lead and to work in a team.
7. Student shall be able to demonstrate the ability to understand cultural diversity and practice managerial skills in global business context.
8. Student shall be able to judge ethical problems and apply standards of ethical behaviour in management business.
9. Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support employability in the area of specialization.
10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.

Assessment Instruments for Intended Student Learning Outcomes—Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
Comprehensive Exam 1. ISLO 1(Management Knowledge) 2. ISLO 2(Research competency) 3. ISLO 3(IT Skills) 4. ISLO 4(Problem-Solving and Critical Thinking Skills) 5. ISLO 7(Global Outlook) 6. ISLO 8(Ethical Behaviour) 7. ISLO 9(Entrepreneurship & Employability) 8. ISLO 10(Life-Long Learning)	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.
Scoring Rubrics 1. ISLO 2(Research competency) 2. ISLO 5(Business Communication) 3. ISLO 6(Behavioral Skill) 4. ISLO 7(Global Outlook)	Utilizing a scoring rubric at least 80% of students shall achieve the competency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.

Assessment Instruments for Intended Student Learning Outcomes—Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
Student Exit Survey 1. ISLO 1(Management Knowledge) 2. ISLO 2(Research competency) 3. ISLO 3(IT Skills) 4. ISLO 4(Problem-Solving and Critical Thinking Skills) 5. ISLO 5(Business Communication) 6. ISLO 6(Behavioral Skill) 7. ISLO 7(Global Outlook) 8. ISLO 8(Ethical Behaviour) 9. ISLO 9(Entrepreneurship & Employability) 10. ISLO 10(Life-Long Learning)	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.
Alumni Survey 1. ISLO 9(Entrepreneurship & Employability)	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Summary of Results from Implementing Direct Measures of Student Learning:

Comprehensive Exam (Percentage of students score 50% and above in each section which is directly mapped to specific ISLOs to achieve the competency.)

- ISLO 1 (Management Knowledge):86.24%
- ISLO 3 (IT Skills): 83.31%
- ISLO 4 (Problem-Solving and Critical Thinking Skills):82.57%
- ISLO 7 (Global Outlook) :73.13%
- ISLO 8 (Ethical Behaviour) :82.66%
- ISLO 9 (Entrepreneurship &Employability) : 81.67%
- ISLO 10 (Life-Long Learning): 74.59%

Scoring Rubrics

1. ISLO 2 (Research competency) 97%
2. ISLO 5(Business Communication) : 72%
3. ISLO 6(Behavioural Skill) : 83%

4.	ISLO 7(Global Outlook) : 78%

5.	Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

1. ISLO 1: 86.1%
2. ISLO 2: 84.9%
3. ISLO 3: 83.7%
4. ISLO 4: 89.3%
5. ISLO 5: 88.1%
6. ISLO 6: 91.2%
7. ISLO 7: 91.8%
8. ISLO 8: 91.2%
9. ISLO 9: 94.3%
10. ISLO 10: 95%

Alumni Survey: 81.5% alumni responded as "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Intended Student Learning Outcomes				
Program ISLOs	*Comprehensive Examination*	*Scoring Rubric*	*Exit Survey*	*Alumni Survey*
	Performance Target Was…	**Performance Target Was…**	**Performance Target Was…**	**Performance Target Was…**
1. Student shall be able to define principle management concepts and theories in the functional areas of business.	Met	NA	Met	NA
2. Student shall able to formulate research strategy and produce results using research skill in multidisciplinary context.	NA	Met	Met	NA
3. Student shall able to select and apply appropriate IT Tools for data processing and analysis.	Met	NA	Met	NA
4. Student shall able to examine various business problem in a variety of contexts using problem-solving and critical thinking skills. ·	Met	NA	Met	NA

5. Student shall be able to demonstrate effective communicate skills , including both oral and written.	NA	Met	Met	NA
6. Student shall be able to demonstrate effective interpersonal skills, including the ability to lead and to work in a team.	NA	Met	Met	NA
7. Student shall be able to demonstrate the ability to understand cultural diversity and practice managerial skills in global business context.	Not Met	NA	Met	NA
8. Student shall be able to judge ethical problems and apply standards of ethical behaviour in management business.	Met	NA	Met	NA
9. Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support employability in the area of specialization.	Met	NA	Not Met	Met
10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.	Not Met	NA	Not Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

3. **ISLO 7 (Global Business Context)** Though the global outlook is integrated in the curriculum, the institution will be using more global case studies in case method teaching. Students would also be encouraged to have cross cultural exposure by interacting with students of other Amity campuses across the world. Focus on interaction with Alumni working with MNCs would also be encouraged.

4. **ISLO 10 (Life Long Learning)** Students shall be encouraged to read a set of recommended books with a focus on self-learning. Short duration workshops and refresher courses will be organized to motivate the students to use various information sources for continuous acquisition of knowledge on their own. Possibility of teaching more courses in flipped classroom mode will also be examined.

MASTER OF COMMERCE

Student Learning Assessment for: *M.COM*
Program Intended Student Learning Outcomes (Program ISLOs)
1. The Student shall be able to demonstrate and apply knowledge of theories and models relevant to the field of commerce & finance.
2. The Student shall be able to collect relevant information, infer and interpret high quality research in field of commerce and finance.
3. The Student shall be able to apply digital technology to capture information from various sources and use contemporary technologies to access and manage information.
4. The Student shall be able to comprehend the problems and challenges in the business environment, identify best cost driven alternatives and prioritize effective solution.·
5. The Student shall be able to apply managerial skills, communicate proficiently in oral, written presentation and listening skills in the global environment.
6. The Student shall be able to demonstrate behavioral, managerial and team building skills to become a professional.
7. The Student shall be able to understand global trade, tax and legal issues in order to recognize opportunities worldwide by applying different forms of communications in cultural diversity.
8. The Student shall be able to exhibit ethical values and considerations in commercial and financial dealings and decisions with specific reference to accounting.
9. The Student shall are well organized to demonstrate their competence and skills to attract more employers and also trained and develop their entrepreneurial abilities for incubating MSEs/SMEs or NGOs.
10. The Student shall be able to understand the significance of learning, self- initiatives and self-directedness to recognize the need for life-long learning for productive employment.
11. The Student shall be able to demonstrate rigorous and independent thinkingand encourage participatory decision making in teams.
12. The Student shall be able to understand the importance of networks in competitive businesses.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
Direct Measure 1 *Comprehensive Exam*	*Objective (Target/Criterion) for Direct Measure 1*

Program ISLOs Assessed by this Measure:*Outcomes List* i. ISLO 1(Management Knowledge) ii. ISLO 2(Research competency) iii. ISLO 4 (Problem-Solving and Critical Thinking Skills) iv. ISLO 7 (Global Outlook) v. ISLO 9 (Entrepreneurship&Employablity) vi. ISLO 10 (Life-Long Learning) vii. ISLO 11 (Decision Making) viii. ISLO 12 (Networking Skills)	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency
3. Direct Measure 2 *Scoring Rubrics* Program ISLOs Assessed by this Measure:*Outcomes List* i. ISLO 5 (Business Communication) ii. ISLO 6 (Behavioural Skill) iii. ISLO 9 (Entrepreneurship&Employablity) iv. ISLO 10 (Life-Long Learning) v. ISLO 11 (Decision Making) vi. ISLO 12 (Networking Skills)	*Objective (Target/Criterion) for Direct Measure 2* Utilizing a scoring rubric at least 80% of students shall achieve the competency with 50% score in each section mapped with the specific Intended Student Learning Outcomes. 1. **Business Simulation (Rubrics)-** *Utilizing a five (5)-point scale rubric with the IntendedStudentLearning Outcomes, at least 80% of randomly sampled students will achieve proficient or distinguished (score 3 or 4).* 2. **Business Communication (Rubrics) –** *Utilizing a five (5)-point scale rubric with the Intended Student Learning Outcomes, at least 80% of randomly sampled from the BC course will achieve proficient or distinguished (score 3 or 4)* 3. **Behavioural Science (Rubrics)-***Utilizing a five (5)-point scale rubric with the Intended Student Learning Outcomes, at least 80% of randomly sampled from*

	the BS course will achieve proficient or distinguished (score 3 or 4). 4. **Foreign Business Language(Rubrics)-** *Utilizing a five (5)-point scale rubric with the Intended Student Learning Outcomes, at least 80% of randomly sampled from the FBLcourse will achieve proficient or distinguished (score 3 or 4).* 5. **Employeeablity& Entrepreneur-ship(Rubrics)-** *Utilizing a five (5)-point scale rubric with the Intended Student Learning Outcomes, at least 80% of randomly sampled students will achieve proficient or distinguished (score 3 or 4)*
Assessment Instruments for Intended Student Learning Outcomes— **Indirect Measures of Student Learning:**	**Performance Objectives (Targets/Criteria)for Indirect Measures:**

Indirect Measure 1 Exit Survey
 	
Program ISLOs Assessed by this Measure:*Outcomes List*
 	
   i.   ISLO 1(Management Knowledge)
   ii.   ISLO 2(Research competency)
   iii.   ISLO 3(IT Skills)
   iv.   ISLO 4(Problem-Solving and Critical Thinking Skills)
   v.   ISLO 5(Business Communication)
   vi.   ISLO 6(Behavioural Skill)
   vii.   ISLO 7(Global Outlook)
   viii. ISLO 8(Ethical Behaviour)
   ix.   ISLO 9(Entrepreneurship&Employablity)
   x.   ISLO 10(Life-Long Learning)
   xi.   ISLO 11 (Decision Making)
	Objective (Target/Criterion) for Indirect Measure 1
	
	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.

xii. ISLO 12 (Networking Skills)	
3. *Indirect Measure 2* *Alumni Survey* Program ISLOs Assessed by this Measure:*Outcomes List* *ii.* ISLO 9(Entrepreneurship&Employablity)	*Objective (Target/Criterion) for Indirect Measure 2* On the alumni survey instrument, at least 80% of alumni will indicate satidfactory response and scoring between 3-5 on the Likert Scale.

Learning Assessment Results:M.*Com*

Summary of Results from Implementing Direct Measures of Student Learning:

6. *Summary of Results for Direct Measure 1*
 Comprehensive Exam

- ISLO 1(Management Knowledge): 64%
- ISLO 2(Research competency): 23%
- ISLO 3 (IT Skills): 55%
- ISLO 4 (Problem-Solving and Critical Thinking Skills): 68%
- ISLO 7 (Global Outlook): 46%
- ISLO 9 (Entrepreneurship&Employablity): 41%
- ISLO 10 (Life-Long Learning): 27%
- ISLO 11 (Decision Making): 18%
- ISLO 12 (Networking Skills): 18%

 Overall: In Comprehensive Exam, 34 % of the students attained 50% and above score.

7. *Summary of Results for Direct Measure 2*
 Scoring Rubrics

1. **Business Simulation (Rubrics)-** *PLO 12* – 81 percent of the randomly sampled student have scored 3 and above
2. **Business Communication (Rubrics) –** *PLO 5* – 100 percent of the randomly sampled student have scored 3 and above
3. **Behavioural Science (Rubrics)-** *PLO 6* - 78 percent of the randomly sampled student have scored 3 and above
4. **Foreign Business Language(Rubrics)** – *PLO 10 & PLO 11* – 96 percent of the randomly sampled student have scored 3 and above
5. **Employeeablity & Entrepreneurship(Rubrics)-** *PLO 9* – 83 percent of the randomly sampled student have scored 3 and above

Summary of Results from Implementing Indirect Measures of Student Learning:

3.   *Summary of Results for Indirect Measure 1*
  Exit Survey

  In the Exit Survey, 90% of the graduating class indicated that they strongly agree on various items linked with the intended student learning outcome.

4.   *Summary of Results for Indirect Measure 2*
  Alumni Survey

Intended Student Learning Outcomes				
Program ISLOs	*Comprehensive Examination*	*Scoring Rubric*	*Exit Survey*	*Alumni Survey*
	Performance Target Was…	**Performance Target Was…**	**Performance Target Was…**	**Performance Target Was…**
1. Student shall be able to demonstrate and apply knowledge of theories and models relevant to the field of commerce & finance.	Not Met	NA	Met	NA
2. Student shall be able to collect relevant information, infer and interpret high quality research in field of commerce and finance.	Not Met	NA	Met	NA
3. Student shall be able to apply digital technology to capture information from various sources and use contemporary technologies to access and manage information.	Not Met	NA	Met	NA
4. Student shall be able to comprehend the problems and challenges in the business environment, identify best cost driven alternatives and prioritize effective solution.	Not Met	NA	Met	NA
5. Student will be able to apply managerial skills, communicate proficiently in oral, written presentation and listening skills in the global environment.	Not Met	NA	Met	NA
6. Student will be able to demonstrate behavioral, managerial and team building skills to become a professional	Not Met	NA	Met	NA

7. Student will be able to understand global trade, tax and legal issues in order to recognize opportunities worldwide by applying different forms of communications in cultural diversity.	Not Met	NA	Met	NA
8. Student will be able to exhibit ethical values and considerations in commercial and financial dealings and decisions with specific reference to accounting.	Not Met	NA	Met	NA
9. Students are well organized to demonstrate their competence and skills to attract more employers and also trained and develop their entrepreneurial abilities for incubating MSEs/SMEs or NGOs.	Not Met	NA	Met	NA
10. Student will be able to understand the significance of learning, self- initiatives and self-directedness to recognize the need for life-long learning for productive employment.	Not Met	NA	Met	NA
11. Students are well organized to demonstrate their competence and skills to attract more employers and also trained and develop their entrepreneurial abilities for incubating MSEs/SMEs or NGOs.	Not Met	NA	Met	NA
12. Student will be able to understand the significance of learning, self- initiatives and self-directedness to recognize the need for life-long learning for productive employment.	Not Met	NA	Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

As in Comprehensive Exam, 34% of the student have scored more than 50% of the marks against the target of 80% to score more than 50% marks,this following actionables are implemented to improve the quality of learning outcome

The students with less than 4.5 CGPA are closely monitored and corrective action are taken in collaboration with parents of the student as well.

The parents are informed the low attendance and grades of the students.

The student with specific subject related problem are enrolled for guided self study program under the mentorsip of a faculty member.

MASTER OF BUSINESS ADMINISTERATION CONTRUCTION PROJECT MANAGEMENT

Program Intended Student Learning Outcomes (Program ISLOs)
1. Student shall be able to define principle management concepts and theories in the functional areas of business.
2. Student shall able to formulate research strategy and produce results using research skill in multidisciplinary context.
3. Student shall able to select and apply appropriate IT Tools for data processing and analysis.
4. Student shall able to examine various business problem in a variety of contexts using problem-solving and critical thinking skills. ·
5. Student shall be able to demonstrate effective communicate skills , including both oral and written.
6. Student shall be able to demonstrate effective interpersonal skills, including the ability to lead and to work in a team.
7. Student shall be able to demonstrate the ability to understand cultural diversity and practice managerial skills in global business context.
8. Student shall be able to judge ethical problems and apply standards of ethical behaviour in management business.
9. Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support employability in the area of specialization.
10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
Comprehensive Exam 1. ISLO 1(Management Knowledge) 2. ISLO 2(Research competency) 3. ISLO 3(IT Skills) 4. ISLO 4(Problem-Solving and Critical Thinking Skills) 5. ISLO 7(Global Outlook) 6. ISLO 8(Ethical Behaviour) 7. ISLO 9(Entrepreneurship & Employability) 8. ISLO 10(Life-Long Learning)	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.
Scoring Rubrics 1. ISLO 2(Research competency) 2. ISLO 5(Business Communication) 3. ISLO 6(Behavioral Skill)	Utilizing a scoring rubric at least 80% of students shall achieve the competency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.

4. ISLO 7(Global Outlook)	
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
Student Exit Survey 1. ISLO 1(Management Knowledge) 2. ISLO 2(Research competency) 3. ISLO 3(IT Skills) 4. ISLO 4(Problem-Solving and Critical Thinking Skills) 5. ISLO 5(Business Communication) 6. ISLO 6(Behavioral Skill) 7. ISLO 7(Global Outlook) 8. ISLO 8(Ethical Behaviour) 9. ISLO 9(Entrepreneurship & Employability) 10. ISLO 10(Life-Long Learning)	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.
Alumni Survey 1. ISLO 9(Entrepreneurship & Employability)	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Summary of Results from Implementing Direct Measures of Student Learning:

Comprehensive Exam (Percentage of students score 50% and above in each section which is directly mapped to specific ISLOs to achieve the competency.)

1. ISLO 1 (Management Knowledge):60%
2. ISLO 2(Research competency)
3. ISLO 3 (IT Skills): 87.4%
4. ISLO 4 (Problem-Solving and Critical Thinking Skills):94%
5. ISLO 7(Global Outlook) :98%
6. ISLO 8 (Ethical Behaviour) :84%
7. ISLO 9 (Entrepreneurship & Employability) :87%
8. ISLO 10 (Life-Long Learning): 98.8%

Scoring Rubrics

1. ISLO 2(Research competency): 97%
2. ISLO 5(Business Communication) : 72%
3. ISLO 6(Behavioral Skill) : 83%
4. ISLO 7(Global Outlook) : 78%

Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

1. ISLO 1(Management Knowledge): 72%
2. ISLO 2(Research competency): 71%
3. ISLO 3(IT Skills): 75%
4. ISLO 4(Problem-Solving and Critical Thinking Skills): 74%
5. ISLO 5(Business Communication):80%
6. ISLO 6(Behavioral Skill): 81%
7. ISLO 7(Global Outlook): 79%
8. ISLO 8(Ethical Behaviour) : 82%
9. ISLO 9(Entrepreneurship & Employability): 77%
10. ISLO 10(Life-Long Learning): 81%

Alumni Survey: 81.5% alumni responded as "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Intended Student Learning Outcomes				
Program ISLOs	*Comprensive Examination* **Performance Target Was…**	*Scoring Rubric* **Performance Target Was…**	*Exit Survey* **Performance Target Was…**	*Alumni Survey* **Performance Target Was…**
1. Student shall be able to define principle management concepts and theories in the functional areas of business.	Not Met	NA	Not Met	NA
2. Student shall able to formulate research strategy and produce results using research skill in multidisciplinary context.	Met	NA	Not Met	NA
3. Student shall able to select and apply appropriate IT Tools for data processing and analysis.	Met	NA	Not Met	NA
4. Student shall able to examine various business problem in a variety of contexts using problem-solving and critical thinking skills. ·	Met	NA	Not Met	NA

5. Student shall be able to demonstrate effective communicate skills, including both oral and written.	NA	Not Met	Met	NA
6. Student shall be able to demonstrate effective interpersonal skills, including the ability to lead and to work in a team.	NA	Met	Met	NA
7. Student shall be able to demonstrate the ability to understand cultural diversity and practice managerial skills in global business context.	Met	NA	Not Met	NA
8. Student shall be able to judge ethical problems and apply standards of ethical behaviour in management business.	Not Met	NA	Met	NA
9. Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support employability in the area of specialization.	Met	NA	Not Met	Met
10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.	Met	NA	Not Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

1. **ISLO 1 (Management Knowledge):** The performance target for this program ISLO dealing with knowledge of the functional areas of business was not met on the comprehensive examination. Faculty of FMS is advised to review the teaching pedagogy and discuss management concepts in more depth.

MBA INTERNATIONAL BUSINESSES

Student Learning Assessment for: MBA IB
Program Intended Student Learning Outcomes (Program ISLOs)
Student shall be able

1. to define principle management concepts and theories in the functional areas of business.
2.   to formulate research strategy and produce results using research skill in multidisciplinary context.
3. to select and apply appropriate IT Tools for data processing and analysis.
4. to examine various business problem in a variety of contexts using problem-solving and critical thinking skills. ·
5. to demonstrate effective communicate skills , including both oral and written.
6. to demonstrate effective interpersonal skills, including the ability to lead and to work in a team.
7. to demonstrate the ability to understand cultural diversity and practice managerial skills in global business context.
8. to judge ethical problems and apply standards of ethical behaviour in management business.
9. to develop and demonstrate entrepreneurial and business acumen skills to support employability in the area of specialization.
10. to use various information sources to acquire knowledge on one's own for life-long learning.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
Comprehensive Exam 1. ISLO 1(Management Knowledge) 2. ISLO 2(Research competency) 3. ISLO 3(IT Skills) 4. ISLO 4(Problem-Solving and Critical Thinking Skills) 5. ISLO 7(Global Outlook) 6. ISLO 8(Ethical Behaviour) 7. ISLO 9(Entrepreneurship&Employablity) 8. ISLO 10(Life-Long Learning)	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.

Scoring Rubrics	Utilizing a scoring rubric at least 80% of students shall achieve the competency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.
• ISLO 2(Research competency) • ISLO 5(Business Communication) • ISLO 6(Behavioural Skill) • ISLO 7(Global Outlook)	

Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
Student Exit Survey xxi. ISLO 1(Management Knowledge) xxii. ISLO 2(Research competency) xxiii. ISLO 3(IT Skills) xxiv. ISLO 4(Problem-Solving and Critical Thinking Skills) xxv. ISLO 5(Business Communication) xxvi. ISLO 6(Behavioural Skill) xxvii. ISLO 7(Global Outlook) xxviii. ISLO 8(Ethical Behaviour) xxix. ISLO 9(Entrepreneurship&Employablity) xxx. ISLO 10(Life-Long Learning)	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.
Alumni Survey • ISLO 9(Entrepreneurship&Employablity)	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Learning Assessment Results: M*BA IB*

Summary of Results from Implementing Direct Measures of Student Learning:

Comprehensive Exam (Percentage of students score 50% and above in each section which is directly mapped to specific ISLOs to achieve the competency.)

- ISLO 1 (Management Knowledge):60%
- ISLO 2 (Research competency)
- ISLO 3 (IT Skills): 87.4%

- ISLO 4 (Problem-Solving and Critical Thinking Skills):94%
- ISLO 7 (Global Outlook) :98%
- ISLO 8 (Ethical Behaviour) :84%
- ISLO 9 (Entrepreneurship&Employablity) : 87%
- ISLO 10 (Life-Long Learning): 98.8%

Scoring Rubrics

16. ISLO 2 (Research competency): 97%
17. ISLO 5(Business Communication) : 72%
18. ISLO 6(Behavioural Skill) : 83%
19. ISLO 7(Global Outlook) : 78%

Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

41. ISLO 1(Management Knowledge): 72%
42. ISLO 2(Research competency): 71%
43. ISLO 3(IT Skills): 75%
44. ISLO 4(Problem-Solving and Critical Thinking Skills): 74%
45. ISLO 5(Business Communication): 80%
46. ISLO 6(Behavioural Skill): 81%
47. ISLO 7(Global Outlook): 79%
48. ISLO 8(Ethical Behaviour) : 82%
49. ISLO 9(Entrepreneurship&Employablity): 77%
50. ISLO 10(Life-Long Learning): 81%

Alumni Survey: 81.5% alumni responded as "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Intended Student Learning Outcomes				
Program ISLOs	*Direct Measure 1 Comprehensive Examination*	*Direct Measure 2 Scoring Rubric*	*Indirect Measure 1 Exit Survey*	*Indirect Measure 2 Alumni Survey*

	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…
1. Student shall be able to define principle management concepts and theories in the functional areas of business.	Not Met	NA	Not Met	NA
2. Student shall able to formulate research strategy and produce results using research skill in multidisciplinary context.	Met	NA	Not Met	NA
3. Student shall able to select and apply appropriate IT Tools for data processing and analysis.	Met	NA	Not Met	NA
4. Student shall able to examine various business problem in a variety of contexts using problem-solving and critical thinking skills. ·	Met	NA	Not Met	NA
5. Student shall be able to demonstrate effective communicate skills , including both oral and written.	NA	Not Met	Met	NA
6. Student shall be able to demonstrate effective interpersonal skills, including the ability to lead and to work in a team.	NA	Met	Met	NA
7. Student shall be able to demonstrate the ability to understand cultural diversity and practice managerial skills in global business context.	Met	Not Met	Not Met	NA
8. Student shall be able to judge ethical problems and apply standards of ethical behaviour in management business.	Not Met	NA	Met	NA
9. Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support em-		NA	Not Met	

ployability in the area of specialization.	Met			Met
10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.	Met	NA	Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

ISLO 1 (Management Knowledge): The performance target for this program ISLO dealing with knowledge of the functional areas of business was not met on the comprehensive examination. Faculty of FMS is advised to review the teaching pedagogy and discuss management concepts in more depth.

MBA –INTERNATIONAL BUSINESS (EVENING)

Student Learning Assessment for: MBA IB Evening
Program Intended Student Learning Outcomes (Program ISLOs)
Student shall be able
1. To interpret and analyze various subjects of management domain with special focus in the area of International Business.
2. To describe and analyse knowledge driven capabilities through extensive research work with a special focus on identification, defining, investigating and solving latent and manifested problems.   .
3. To apply technologies appropriately, developing and demonstrating capabilities to process information with the help of IT driven analytics for effective decision making.
4. To develop ability to identify and formulate strategies to discover apparent and latent problems and finding research driven solutions to address stated and tacit issues.
5. To compose and practice communicate skills proficiently, in oral, written, presentation, information searching and listening in the management profession in global /cross cultural environment.
6. To develop range of Leadership skills and shall demonstrate excellent interpersonal skills, understanding of group dynamics and effective teamwork, including an awareness of personal strengths and limitations.

7. To summarise, Interpret and explain conversations in selected Foreign language for basic social & informal business interactions and to be able to identify and illustrate global issues from different perspectives, Learning from respecting different cultures.

8. To develop ability to recognize and practice ethical responsibilities and defend justice, honesty and integrity in all personal and professional pursuits

9. To create a sustainable business model through creative and innovative thinking.

10. To develop competency to define, apply and interpret knowledge on one's own, through Newspapers/ Business Magazines/ Library/ Databases/ Internet for knowledge assimilation, creation, dissemination for life-long learning.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
Comprehensive Exam 1. ISLO 1(Management Knowledge) 2. ISLO 2(Research competency) 3. ISLO 3(IT Skills) 4. ISLO 4(Problem-Solving and Critical Thinking Skills) 5. ISLO 7(Global Outlook) 6. ISLO 8(Ethical Behaviour) 7. ISLO 9(Entrepreneurship&Employablity) 8. ISLO 10(Life-Long Learning)	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.
Scoring Rubrics • ISLO 2(Research competency) • ISLO 5(Business Communication) • ISLO 6(Behavioural Skill) • ISLO 7(Global Outlook)	Utilizing a scoring rubric at least 80% of students shall achieve the competency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.
Assessment Instruments for Intended Student Learning Outcomes—	**Performance Objectives (Targets/Criteria) for Indirect Measures:**

Indirect Measures of Student Learning:	
Student Exit Survey 1. ISLO 1(Management Knowledge) 2. ISLO 2(Research competency) 3. ISLO 3(IT Skills) 4. ISLO 4(Problem-Solving and Critical Thinking Skills) 5. ISLO 5(Business Communication) 6. ISLO 6(Behavioural Skill) 7. ISLO 7(Global Outlook) 8. ISLO 8(Ethical Behaviour) 9. ISLO 9(Entrepreneurship&Employablity) 10. ISLO 10(Life-Long Learning)	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.
Alumni Survey • ISLO 9(Entrepreneurship&Employablity)	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Learning Assessment Results: M*BA IB Evening*

Summary of Results from Implementing Direct Measures of Student Learning:

Comprehensive Exam (Percentage of students score 50% and above in each section which is directly mapped to specific ISLOs to achieve the competency.)

- ISLO 1 (Management Knowledge):82%
- ISLO 2 (Research competency) 87%
- ISLO 3 (IT Skills): 91%
- ISLO 4 (Problem-Solving and Critical Thinking Skills):89%
- ISLO 7 (Global Outlook) :89%
- ISLO 8 (Ethical Behaviour) :95%
- ISLO 9 (Entrepreneurship&Employablity) : 94%
- ISLO 10 (Life-Long Learning): 93%

Scoring Rubrics

1. ISLO 2 (Research competency): 91%
2. ISLO 5(Business Communication) : 73%
3. ISLO 6(Behavioural Skill) : 81%
4. ISLO 7(Global Outlook) : 71%

8.   Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

1. ISLO 1(Management Knowledge): 80%
2. ISLO 2(Research competency): 74%
3. ISLO 3(IT Skills): 71%
4. ISLO 4(Problem-Solving and Critical Thinking Skills): 74%
5. ISLO 5(Business Communication): 74%
6. ISLO 6(Behavioural Skill): 85%
7. ISLO 7(Global Outlook): 73%
8. ISLO 8(Ethical Behaviour) : 83%
9. ISLO 9(Entrepreneurship&Employablity): 71%
10. ISLO 10(Life-Long Learning): 80%

Alumni Survey: 85% alumni responded as "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

11. ISLO 1(Management Knowledge): 72%
12. ISLO 2(Research competency): 71%
13. ISLO 3(IT Skills): 75%
14. ISLO 4(Problem-Solving and Critical Thinking Skills): 74%
15. ISLO 5(Business Communication): 80%
16. ISLO 6(Behavioural Skill): 81%
17. ISLO 7(Global Outlook): 79%
18. ISLO 8(Ethical Behaviour) : 82%

19. ISLO 9(Entrepreneurship&Employablity): 77%
20. ISLO 10(Life-Long Learning): 81%

Alumni Survey: 81.5% alumni responded as "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Intended Student Learning Outcomes				
Program ISLOs	*Comprensive Examination*	*Scoring Rubric*	*Exit Survey*	*Alumni Survey*
	Performance Target Was…	**Performance Target Was…**	**Performance Target Was…**	**Performance Target Was…**
Students shall be able to interpret and analyze various subjects of management domain with special focus in the area of International Business.	Met	NA	Met	NA
Students shall be able to describe and analyse knowledge driven capabilities through extensive research work with a special focus on identification, defining, investigating and solving latent and manifested problems..	Met	Met	Not Met	NA
Students shall be able to apply technologies appropriately, developing and demonstrating capabilities to process information with the help of IT driven analytics for effective decision making.	Met	NA	Not Met	NA
Students shall be able to develop ability to identify and formulate strategies to discover apparent and latent problems and finding research driven solutions to address stated and tacit issues.	Met	NA	Not Met	NA
Students shall be able to compose and practice communicate skills proficiently, in oral, written, presentation, information searching and listening in the management profession in global /cross cultural environment.	NA	Not Met	Not Met	NA
Students shall be able to develop range of Leadership skills and shall	NA	Met		NA

demonstrate excellent interpersonal skills, understanding of group dynamics and effective teamwork, including an awareness of personal strengths and limitations.			Met	
Students shall be able to summarise, Interpret and explain conversations in selected Foreign language for basic social & informal business interactions and to be able to identify and illustrate global issues from different perspectives, Learning from respecting different cultures.	Met	Not Met	Not Met	NA
Students shall be able to develop ability to recognize and practice ethical responsibilities and defend justice, honesty and integrity in all personal and professional pursuits	Met	NA	Met	NA
Students shall be able to create a sustainable business model through creative and innovative thinking.	Met	NA	Not Met	Met
Students shall be able to develop competency to define, apply and interpret knowledge on one's own, through Newspapers/ Business Magazines/ Library/ Databases/ Internet for knowledge assimilation, creation, dissemination for life-long learning.	Met	NA	Not Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

- Wherever the ISLOs are not being met under various categories, action plan has been drawn.

MBA- 3 CONTINENT

Student Learning Assessment for: MBA IB -3C
Program Intended Student Learning Outcomes (Program ISLOs)
Student shall be able

1. to recognize analyse and describe relevant global issues and create a globally accepted solution to ensure betterment of all the stakeholders.

2. to define knowledge driven capabilities through extensive research work with a special focus on identification, defining, investigating and solving latent and manifested problems and develop ability to solve critical business issues, analyse data/information and interpret results for driving optimum solutions.

3. to use technologies appropriately .Develop capabilities to process information with the help of IT driven analytics for effective decision making.

4. to develop and apply strategies to recognise problems and finding research driven solutions to address stated and tacit issues.

5. to compose and practice communicate skills proficiently, in oral, written, presentation, information searching and listening in the management profession in cross cultural environment.

6. to develop Leadership skills and shall demonstrate excellent interpersonal skills, understanding of group dynamics and effective Teamwork, including an awareness of personal strengths and limitations.

7. to define, Summarise and interpret different cultures. Define and appraise the global business opportunities offered across the globe.

8. to recognize and practice ethical responsibilities and defend justice, honesty and integrity in all personal and professional pursuits

9. to identify, plan and organize International Business Practices that contributes to productive outcomes. Demonstrate self man-

agement skills that contribute to employee satisfaction and growth.

10. to develop competency to define, apply and interpret knowledge on one's own through Newspapers/ Business Magazines/ Library/ Databases/ Internet for knowledge assimilation, creation, dissemination for life-long learning.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
Comprehensive Exam 1. ISLO 1(Management Knowledge) 2. ISLO 2(Research competency) 3. ISLO 3(IT Skills) 4. ISLO 4(Problem-Solving and Critical Thinking Skills) 5. ISLO 7(Global Outlook) 6. ISLO 8(Ethical Behaviour) 7. ISLO 9(Entrepreneurship&Employablity) 8. ISLO 10(Life-Long Learning)	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.
Scoring Rubrics • ISLO 2(Research competency) • ISLO 5(Business Communication) • ISLO 6(Behavioural Skill) • ISLO 7(Global Outlook)	Utilizing a scoring rubric at least 80% of students shall achieve the competency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
Student Exit Survey xxxi. ISLO 1(Management Knowledge) xxxii. ISLO 2(Research competency) xxxiii. ISLO 3(IT Skills) xxxiv. ISLO 4(Problem-Solving and Critical Thinking Skills)	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.

xxxv. ISLO 5(Business Communication) xxxvi. ISLO 6(Behavioural Skill) xxxvii. ISLO 7(Global Outlook) xxxviii. ISLO 8(Ethical Behaviour) xxxix. ISLO 9(Entrepreneurship&Employablity) xl. ISLO 10(Life-Long Learning)	
Alumni Survey • ISLO 9(Entrepreneurship&Employablity)	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Learning Assessment Results: M*BA IB- 3C*

Summary of Results from Implementing Direct Measures of Student Learning:

Comprehensive Exam (Percentage of students score 50% and above in each section which is directly mapped to specific ISLOs to achieve the competency.)

- ISLO 1 (Management Knowledge):85%
- ISLO 2 (Research competency) 91%
- ISLO 3 (IT Skills): 95%
- ISLO 4 (Problem-Solving and Critical Thinking Skills):91.15%
- ISLO 7 (Global Outlook) :94%
- ISLO 8 (Ethical Behaviour) :97%
- ISLO 9 (Entrepreneurship&Employablity) : 96%
- ISLO 10 (Life-Long Learning): 98.8%

Scoring Rubrics

1. ISLO 2 (Research competency): 94%
2. ISLO 5(Business Communication) : 75%
3. ISLO 6(Behavioural Skill) : 86%
4. ISLO 7(Global Outlook) : 74%

Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

1. ISLO 1(Management Knowledge): 80%
2. ISLO 2(Research competency): 72%
3. ISLO 3(IT Skills): 72%
4. ISLO 4(Problem-Solving and Critical Thinking Skills): 71%
5. ISLO 5(Business Communication): 77%
6. ISLO 6(Behavioural Skill): 82%
7. ISLO 7(Global Outlook): 77%
8. ISLO 8(Ethical Behaviour) : 86%
9. ISLO 9(Entrepreneurship&Employablity): 74%
10. ISLO 10(Life-Long Learning): 84%

Alumni Survey: 82.5% alumni responded as "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Intended Student Learning Outcomes				
Program ISLOs	*Direct Measure 1 Comprehensive Examination*	*Direct Measure 2 Scoring Rubric*	*Indirect Measure 1 Exit Survey*	*Indirect Measure 2 Alumni Survey*
	Performance Target Was…	**Performance Target Was…**	**Performance Target Was…**	**Performance Target Was…**
1. Student shall be able to recognize analyse and describe relevant global issues and create a globally accepted solution to ensure betterment of all the stakeholders.	Met	NA	Met	NA
2. Student shall be able to define knowledge driven capabilities through extensive research work with a special focus on identification, defining, investigating and solving latent and manifested problems and develop ability to solve critical business issues, analyse data/information and interpret results for driving optimum	Met	Met	Not Met	NA

solutions.				
Student shall be able to use technologies appropriately .Develop capabilities to process information with the help of IT driven analytics for effective decision making.	Met	NA	Not Met	NA
Student shall be able to develop and apply strategies to recognise problems and finding research driven solutions to address stated and tacit issues.	Met	NA	Not Met	NA
Student shall be able to compose and practice communicate skills proficiently, in oral, written, presentation, information searching and listening in the management profession in cross cultural environment.	NA	Not Met	Met	NA
Student shall be able to develop Leadership skills and shall demonstrate excellent interpersonal skills, understanding of group dynamics and effective Teamwork, including an awareness of personal strengths and limitations.	NA	Met	Met	NA
Student shall be able to define, Summarise and interpret different cultures. Define and appraise the global business opportunities offered across the globe.	Met	Not Met	Not Met	NA
Student shall be able to recognize and practice ethical responsibilities and defend justice, honesty and integrity in all personal and professional pursuits	Met	NA	Met	NA
Student shall be able to identify, plan and organize International Business Practices that contributes to productive outcomes.		NA	Not Met	

Demonstrate self management skills that contribute to employee satisfaction and growth.	Met			Met
Student shall be able to develop competency to define, apply and interpret knowledge on one's own through Newspapers/ Business Magazines/ Library/ Databases/ Internet for knowledge assimilation, creation, dissemination for life-long learning.	Met	NA	Not Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

ISLO 1 (Management Knowledge): The performance target for this program ISLO dealing with knowledge of the functional areas of business was not met on the comprehensive examination. Faculty of FMS is advised to review the teaching pedagogy and discuss management concepts in more depth.

MBA (CI & SM)

Student Learning Assessment for: MBA CI & SM
Program Intended Student Learning Outcomes (Program ISLOs)
Student shall be able to
1. Define, summarize concepts in Competitive Intelligence and apply it in multi-disciplinary context, able to describe and critically analyze problems in volatile business environment.
2. Ability to acquire and evaluate new knowledge through competitive intelligence research methods, Ability to identify, define, investigate, and solve critical competitive issues, analyze data/information and interpret results for driving optimum solutions.
3. Able to identify potential sources of Competitive environment information using technologies, Synthesize and define an idea from multiple information sources.
4. Able to pay attention to details, challenging conventional ways of thinking, Applying a range of strategies to problem solving.
5. Communicate proficiently, in oral, written, presentation, information searching and listening skills in the profession.
6. Demonstrate excellent interpersonal, mentoring and decision-making skills, including an awareness of personal strengths and limitations. Promote self-awareness, empathy, cultural awareness and mutual respect while working in teams.
7. Understand global issues from different perspectives, recognize the opportunities that the wider world offers, Learning from and respecting different cultures, Apply different forms of communication in different cultural settings. 8. Understand and practice the highest standards of ethical behavior associated with their profession.

9. Find opportunities to improve the business value chain as an entrepreneur. Develop competitive intelligence acumen and display basic skills.

10. Critically evaluate and reflect upon their personal development during the work experience and future learning needs to support their career aspirations in future

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
Comprehensive Exam 1. ISLO 1(CI Knowledge) 2. ISLO 2(Research competency) 3. ISLO 3(IT Skills) 4. ISLO 4(Problem-Solving and Critical Thinking Skills) 5. ISLO 5(Communication Skills) 6. ISLO 6(Team Building) 7. ISLO 7Global Outlook) 8. ISLO 8(Ethical Behaviour) 9. ISLO 9(Entrepreneurship) 10. ISLO 10 (Life Long Learning)	In comprehensive examination at least 85% of students will attain 55% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.
Scoring Rubrics • ISLO 2(Research competency) • ISLO 5(Business Communication) • ISLO 6(Behavioural Skill) • ISLO 7(Global Outlook)	Utilizing a scoring rubric at least 85% of students shall achieve the competency with 55% score in each section mapped with the specific Intended Student Learning Outcomes.
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
Student Exit Survey	On the exit survey instrument, at least 85% of graduating class will indicate that they agree or strongly agree on various items linked with the

1. ISLO 1(CI Knowledge) 2. ISLO 2(Research competency) 3. ISLO 3(IT Skills) 4. ISLO 4(Problem-Solving and Critical Thinking Skills) 5. ISLO 5(Business Communication) 6. ISLO 6(Behavioural Skill) 7. ISLO 7(Global Outlook) 8. ISLO 8(Ethical Behaviour) 9. ISLO 9(Entrepreneurship&Employablity) 10. ISLO 10(Life-Long Learning)	intended students learning outcomes.
Alumni Survey • ISLO 9(Entrepreneurship&Employablity)	On the alumni survey instrument, at least 90% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Learning Assessment Results: M*BA CI & SM*

Summary of Results from Implementing Direct Measures of Student Learning:

Comprehensive Exam (Percentage of students score 50% and above in each section which is directly mapped to specific ISLOs to achieve the competency.)

- ISLO 1 (CI Knowledge):60%
- ISLO 2 (Research competency)
- ISLO 3 (IT Skills): 87.4%
- ISLO 4 (Problem-Solving and Critical Thinking Skills):94%
- ISLO 7 (Global Outlook) :98%
- ISLO 8 (Ethical Behaviour) :84%
- ISLO 9 (Entrepreneurship&Employablity) : 87%
- ISLO 10 (Life-Long Learning): 98.8%

Scoring Rubrics

1. ISLO 2 (Research competency): 97%
2. ISLO 5(Business Communication) : 72%
3. ISLO 6(Behavioural Skill) : 83%
4. ISLO 7(Global Outlook) : 78%

Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

1. ISLO 1(Management Knowledge): 72%
2. ISLO 2(Research competency): 71%
3. ISLO 3(IT Skills): 75%
4. ISLO 4(Problem-Solving and Critical Thinking Skills): 74%
5. ISLO 5(Business Communication): 80%
6. ISLO 6(Behavioural Skill): 81%
7. ISLO 7(Global Outlook): 79%
8. ISLO 8(Ethical Behaviour) : 82%
9. ISLO 9(Entrepreneurship&Employablity): 77%
10. ISLO 10(Life-Long Learning): 81%

Alumni Survey: 81.5% alumni responded as "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Intended Student Learning Outcomes				
Program ISLOs	*Direct Measure 1 Comprehensive Examination*	*Direct Measure 2 Scoring Rubric*	*Indirect Measure 1 Exit Survey*	*Indirect Measure 2 Alumni Survey*
	Performance Target Was…	**Performance Target Was…**	**Performance Target Was…**	**Performance Target Was…**
1. Student shall be able to define principle CI concepts and theories in the functional areas of business.	Not Met	NA	Not Met	NA
2. Student shall able to formulate research strategy and produce results using research skill in multidisciplinary context.	Met	NA	Met	NA
3. Student shall able to select and apply appropriate IT Tools for data processing and analysis.	Met	NA	Met	NA

4. Student shall able to examine various business problem in a variety of contexts using problem-solving and critical thinking skills. ·	Met	NA	Not Met	NA
5. Student shall be able to demonstrate effective communicate skills , including both oral and written.	NA	Not Met	Met	NA
6. Student shall be able to demonstrate effective interpersonal skills, including the ability to lead and to work in a team.	NA	Met	Met	NA
7. Student shall be able to demonstrate the ability to understand cultural diversity and practice managerial skills in global business context.	Met	Not Met	Not Met	NA
8. Student shall be able to judge ethical problems and apply standards of ethical behaviour in management business.	Met	NA	Met	NA
9. Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support employability in the area of specialization.	Met	NA	Not Met	Met
10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.	Met	NA	Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

ISLO 1 (CI Knowledge): The performance target for this program ISLO dealing with knowledge of the functional areas of CI was not met on the comprehensive examination.Comprehensive Exam and exit survey showed 60% where as the target was 75%. Faculty is advised to review the teaching pedagogy and discuss concepts in more depth.

ISLO 4 (**Problem-Solving and Critical Thinking Skills**): **):** The performance target for this program ISLO dealing with Problem-Solving and Critical Thinking Skills was not met on the exit survey . Exit survey showed 74% where as the target was 80%. Faculty is advised to take more rigorous NTCC courses which requires critical thinking and analytical abilities.

ISLO 5 (Business Communication) The performance target for this program ISLO dealing with Business Communication was not met on the scoring rubrics. **Scoring rubrics showed 72% where as the target was 80%.** Introduction of course capsule 'Professional Career Development' which includes communication Skill enhancement.

ISLO 7 (Global Outlook) The performance target for this program ISLO dealing with Global Outlook was not met on the exit survey. Exit survey showed 79% where as the target was 80%. Students should be encourage to take up more SAP courses to have more global perspective.

ISLO 9 (Entrepreneurship&Employablity) The performance target for this program ISLO dealing with Entrepreneurship & Employability was not met on the exit survey.The exit survey showed 77% where as the target was 80%. Students should be encouraged to take up live projects from second semester onwards to have a close knitted learning from the industry so as to become more employable.

MBA

Student Learning Assessment for: *MBA*
Program Intended Student Learning Outcomes (Program ISLOs)
1. Student shall be able to define principle management concepts and theories in the functional areas of business.
2. Student shall able to formulate research strategy and produce results using research skill in multidisciplinary context.
3. Student shall able to select and apply appropriate IT Tools for data processing and analysis.
4. Student shall able to examine various business problem in a variety of contexts using problem-solving and critical thinking skills. ·
5. Student shall be able to demonstrate effective communicate skills , including both oral and written.
6. Student shall be able to demonstrate effective interpersonal skills, including the ability to lead and to work in a team.
7. Student shall be able to demonstrate the ability to understand cultural diversity and practice managerial skills in global business context.
8. Student shall be able to judge ethical problems and apply standards of ethical behaviour in management business.
9. Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support employability in the area of specialization.
10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
• Comprehensive Exam 1. ISLO 1 2. ISLO 3 3. ISLO 4 4. ISLO 7 5. ISLO 8 6. ISLO 9 7. ISLO 10	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.
• Scoring Rubrics 1. ISLO 2 2. ISLO 5 3. ISLO 6 4. ISLO 7	Utilizing a scoring rubric at least 80% of students shall achieve the competency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.

Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
• Student Exit Survey 1. ISLO 1 2. ISLO 3 3. ISLO 4 4. ISLO 7 5. ISLO 8 6. ISLO 9 7. ISLO10	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.
• Alumni Survey 1. ISLO 9	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Learning Assessment Results: MBA	

Summary of Results from Implementing Direct Measures of Student Learning:

Comprehensive Exam (Percentage of students score 50% and above in each section which is directly mapped to specific ISLOs to achieve the competency.)
- ISLO 1 (Management Knowledge): 86.24%
- ISLO 3 (IT Skills): 83.31%
- ISLO 4 (Problem-Solving and Critical Thinking Skills):82.57%
- ISLO 7 (Global Outlook) :73.13%
- ISLO 8 (Ethical Behaviour) :82.66%
- ISLO 9 (Entrepreneurship &Employability) : 81.67%
- ISLO 10 (Life-Long Learning): 74.59%

Scoring Rubrics
1. ISLO 2 (Research competency) 97%
2. ISLO 5(Business Communication) : 72%
3. ISLO 6(Behavioural Skill) : 83%
4. ISLO 7(Global Outlook) : 78%

9.	Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

1. ISLO 1: 86.1%
2. ISLO 2: 84.9%
3. ISLO 3: 83.7%
4. ISLO 4: 89.3%
5. ISLO 5: 88.1%
6. ISLO 6: 91.2%
7. ISLO 7: 91.8%
8. ISLO 8: 91.2%
9. ISLO 9: 94.3%
10. ISLO 10: 95%

Alumni Survey: 81.5% alumni responded as "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Intended Student Learning Outcomes				
Program ISLOs	*Comprehensive Examination*	*Scoring Rubric*	*Exit Survey*	*Alumni Survey*
	Performance Target Was…	**Performance Target Was…**	**Performance Target Was…**	**Performance Target Was…**
1. Student shall be able to define principle management concepts and theories in the functional areas of business.	Met	NA	Met	NA
2. Student shall able to formulate research strategy and produce results using research skill in multidisciplinary context.	NA	Met	Met	NA
3. Student shall able to select and apply appropriate IT Tools for data processing and analysis.	Met	NA	Met	NA
4. Student shall able to examine various business problem in a variety of contexts using problem-solving and critical thinking skills. ·	Met	NA	Met	NA

5. Student shall be able to demonstrate effective communicate skills , including both oral and written.	NA	Met	Met	NA
6. Student shall be able to demonstrate effective interpersonal skills, including the ability to lead and to work in a team.	NA	Met	Met	NA
7. Student shall be able to demonstrate the ability to understand cultural diversity and practice managerial skills in global business context.	Not Met	NA	Met	NA
8. Student shall be able to judge ethical problems and apply standards of ethical behaviour in management business.	Met	NA	Met	NA
9. Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support employability in the area of specializa-tion.	Met	NA	Not Met	Met
10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.	Not Met	NA	Not Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

1. **ISLO 7 (Global Business Context)** Though the global outlook is integrated in the curriculum, the institution will be using more global case studies in case method teaching. Students would also be encouraged to have cross cultural exposure by interacting with students of other Amity campuses across the world. Focus on interaction with Alumni working with MNCs would also be encouraged.

2. **ISLO 10 (Life Long Learning)** Students shall be encouraged to read a set of recommended books with a focus on self-learning. Short duration workshops and refresher courses will be organized to motivate the students to use various information sources for continuous acquisition of knowledge on their own. Possibility of teaching more courses in flipped classroom mode will also be examined.

MBA MARKETING & SALES

Student Learning Assessment for: *MBA-Mkt & Sales*	
Program Intended Student Learning Outcomes (Program ISLOs)	
1. Student will be able to define principle management theories and marketing & selling concepts.	
2. Student will able to collect, analyze and interpret marketing data and information for driving optimum solutions related to consumer trends, advertising etc.	
3. Student will able to use and apply various automation tools and Web to analyse and retrieve information.	
4. Student will able to apply marketing & selling skills and knowledge for decision making and problem solving.	
5. Student will able to demonstrate effective communicate skills to negotiate responsibly and persuade customers effectively.	
6. Student will able to collaborate with customers and marketing teams effectively, and demonstrate business leadership skills.	
7. Student will able to understand different cultures in order to develop various marketing / branding strategies.	
8. Student will able to judge ethical problem amd make a valuable contribution to society by practicing code of ethics.	
9. Student will able to generating new ideas and create competitiveness in order to identify professional employment opportunities.	
10. Student will able to act with integrity, set themselves high standards and have skills that are essential to their future lifelong learning.	
Assessment Instruments for Intended Student Learning Outcomes— **Direct Measures of Student Learning:**	**Performance Objectives (Targets/Criteria) for Direct Measures:**
1. Comprehensive Exam • ISLO 1 • ISLO 3 • ISLO 4 • ISLO 7 • ISLO 8 • ISLO 9 • ISLO 10	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.
2. Scoring Rubrics	Utilizing a scoring rubric at least 80% of students shall achieve the com-

• ISLO 2: • ISLO 5: • ISLO 6: • ISLO 7:	pentency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. Student Exit Survey • ISLO 1: • ISLO 2: • ISLO 3: • ISLO 4: • ISLO 5: • ISLO 6: • ISLO 7: • ISLO 8: • ISLO 9: • ISLO10:	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.
2. Alumni Survey • ISLO 9:	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"
Learning Assessment Results: MBA	

Summary of Results from Implementing Direct Measures of Student Learning:

Comprehensive Exam (Percentage of students score 50% and above in each section which is directly mapped to specific ISLOs to achieve the competency.)

- ISLO 1 (Management Knowledge): 84.11%
- ISLO 3 (IT Skills): 82.23%
- ISLO 4 (Problem-Solving and Critical Thinking Skills): 85.31%

- ISLO 7 (Global Outlook) : 81.19%
- ISLO 8 (Ethical Behaviour) : 78.19%
- ISLO 9 (Entrepreneurship&Employablity) : 81.25%
- ISLO 10 (Life-Long Learning): 85.43%

Scoring Rubrics

1. ISLO 2 (Research competency) : 95%
2. ISLO 5(Business Communication) : 75%
3. ISLO 6(Behavioural Skill) : 75%
4. ISLO 7(Global Outlook) : 63%

Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

1. ISLO 1: 84.70%
2. ISLO 2: 81.31
3. ISLO 3: 83.18
4. ISLO 4: 82.63
5. ISLO 5: 85.03
6. ISLO 6: 86.72
7. ISLO 7: 85.20
8. ISLO 8: 85.43
9. ISLO 9: 85.44
10. ISLO10: 85.71

Alumni Survey: 85.03% **alumni responded as "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"**

Intended Student Learning Outcomes				
Program ISLOs	*Comprensive Examination*	*Scoring Rubric*	*Exit Survey*	*Alumni Survey*
	Performance Target Was…	**Performance Target Was…**	**Performance Target Was…**	**Performance Target Was…**

1. Student will be able to define principle management theories and marketing & selling concepts.	Met	NA	Met	NA
2. Student will able to collect, analyze and interpret marketing data and information for driving optimum solutions related to consumer trends, advertising etc.	Not Met	Met	Met	NA
3. Student will able to use and apply various automation tools and Web to analyse and retrieve information.	Not Met	NA	Met	NA
4. Student will able to apply existing marketing & selling skills and knowledge for decision making and problem solving.	Met	NA	Met	NA
5. Student will able to demonstrate effective communicate skills to negotiate responsibly and persuade customers effectively.	NA	Not Met	Met	NA
6. Student will able to collaborate with customers and marketing teams effectively, and demonstrate business leadership skills.	NA	Not Met	Met	NA
7. Student will able to understand different cultures in order to develop various marketing / branding strategies.	Met	Not Met	Met	NA
8. Student will able to judge ethical problem amdmake a valuable contribution to society by practicing code of ethics.	Met	NA	Met	NA
9. Student will able to generating new ideas and create competitiveness in order to identify professional employment opportunities.	Not Met	NA	Met	Met
10. Student will able to act with integrity, set themselves high standards and have skills that are essential to their future lifelong learning.	Met	NA	Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assess-

ment.
1. ISLO 2 (Management Knowledge): The performance target for this program ISLO dealing with knowledge of the functional areas of business were met on the comprehensive examination. Faculties of FMS are advised to review the teaching pedagogy and discuss more in-depth knowledge of the concepts. Various solved and unsolved cases would be added to the curriculum in view of dynamic business environment.
2. ISLO 3 (IT Skills) Students will be given more live projects involving application of IT Tools for data processing and analysis. Assessment of the reports of such projects will be given due weightage in ongoing internal assessment components.
3. ISLO 5(Business Communication): The Business Communication faculty members are advised to incorporate additional writing assignments in business communication and all other course faculty are also advised to have oral presentations to enhance on their articulation skills in class where ever appropriate, in both core and elective courses.
4. ISLO 6(Behavioural Skill): Behaviour Skill (BS) Course is an integral course in each curriculum which aims at grooming the candidates . all the course are advised to conduct workshops and conduct counselling sessions for the needy students.
5. **ISLO 7(Global Outlook):** Though the global outlook is integrated throughout the curriculum, the school will be evaluating the possibility of conducting additional casestudies and videos in various related courses. They would be encouraged to do cross culture exposure by interacting with students of other Amity campuses across the world. Focus on interactiong with Alumni would also be introduced in curriculium.
6. ISLO 9 (Entrepreneurial Skills) The entrepreneurial and business acumen /skills will be enhanced through live projects and test startups with the help of Amity Incubator.

MBA HUMAN RESOURCE

Student Learning Assessment for: *MBA(HR)*
Program Intended Student Learning Outcomes (Program ISLOs)
1. Student will able to be define various management concepts in general and HR concepts, HR Strategy, HR activities, HR programs and policies in particular.
2. Student will be able to identify the cause-effect variables in defining work related behaviours and interpret findings to provide solutions in order to increase employee performance and productivity.
3. Student will able to recognize pertinent Human Capital and business information needs, use appropriate technologies and methodologies to locate access and use information.
4. Student will able to examine and solve various Human Resource problem in a variety of contexts using problem-solving and critical thinking skills. ·
5. Student shall be able to demonstrate effective communicate skills , including both oral and written.
6. Student shall be able to demonstrate effective interpersonal skills to handle human resource of an organization independently as a leader and also as a team member.
7. Student will able to formulate multiple HR strategies for culturally diverse employee groups.
8. Student shall be able to judge ethical problems and apply standards of ethical behaviour in handling human resource.
9. Student shall able to develop and demonstrate Entrepreneurial and HR skills to support employability in the area of Human Resource management.
10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.

Assessment Instruments for Intended Student Learning Out-	Performance Objectives (Targets/Criteria) for Direct Measures:

comes— Direct Measures of Student Learning:	
1. Comprehensive Exam • ISLO 1 • ISLO 3 • ISLO 4 • ISLO 7 • ISLO 8 • ISLO 9 • ISLO 10	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.
2. Scoring Rubrics • ISLO 2 • ISLO 5 • ISLO 6 • ISLO 7	Utilizing a scoring rubric at least 80% of students shall achieve the competency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. Student Exit Survey • ISLO 1 • ISLO 2 • ISLO 3 • ISLO 4 • ISLO 5 • ISLO 6 • ISLO 7 • ISLO 8 • ISLO 9 • ISLO10	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.

2. Alumni Survey • ISLO 9	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Learning Assessment Results: MBA	

Summary of Results from Implementing Direct Measures of Student Learning:

Comprehensive Exam (Percentage of students score 50% and above in each section which is directly mapped to specific ISLOs to achieve the competency.)

- ISLO 1 (Management Knowledge):81%
- ISLO 3 (IT Skills): 88.7%
- ISLO 4 (Problem-Solving and Critical Thinking Skills):89%
- ISLO 7 (Global Outlook) :78.93%
- ISLO 8 (Ethical Behaviour) : 95%
- ISLO 9 (Entrepreneurship & Employability) : 93%
- ISLO 10 (Life-Long Learning): 96.1%

Scoring Rubrics

- ISLO 2 (Research competency) : 89%
- ISLO 5(Business Communication) : 78%
- ISLO 6(Behavioural Skill) : 73%
- ISLO 7(Global Outlook) : 73%

3.   Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

1. ISLO 1: 85.67%
2. ISLO 2: 82.31%
3. ISLO 3: 81.60%
4. ISLO 4: 84.57%

5. ISLO 5: 86.67%
6. ISLO 6: 87.42%
7. ISLO 7: 86.88%
8. ISLO 8: 87.02%
9. ISLO 9: 86.498%
10. ISLO 10: 86.97%

Alumni Survey: 88% alumni responded as "Yes" to the question #5: "Are you employed in an area related to your MBA speciali-zation?"

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures			
Program ISLOs	*Comprensive Examination*	*Scoring Rubric*	*Exit Survey*	*Alumni Survey*
	Performance Target Was…	**Performance Target Was…**	**Performance Target Was…**	**Performance Target Was…**
1. Student will able to be define various management concepts ingeneral and HR concepts, HR Strategy, HR activities, HR programs and policies in particular.	Met	NA	Met	NA
2. Student will able to identify the cause-effect variables in defining work related behaviours and interpret findings to provide solutions in order to increase employee performance and productivity.	Met	Met	Met	NA
3. Student will able torecognize pertinent Human Capital and business information needs, use appropriate technologies and methodologies to locate access and use information.	Met	NA	Met	NA
4. Student will able to examine and solve various Human Resource problem in a variety of contexts using problem-solving and critical thinking skills. ·	Met	NA	Met	NA
5. Student shall be able to demonstrate effective communicate skills , including both oral and written.	NA	Met	Met	NA
6. Student shall be able to demonstrate effective interpersonal skills to handle human resource of an organization independently as a leader and also as a team member.	NA	Met	Met	NA

7. Student will able toformulate multiple HR strategies for culturally diverse employee groups.	Met	Not Met	Met	NA
8. Student shall be able to judge ethical problems and apply standards of ethical behaviour in handling human resource.	Not Met	NA	Met	NA
9. Student shall able to develop and demonstrate Entrepreneurial and HR skills to support employability in the area of Human Resource management.	Met	NA	Met	Met
10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.	Met	NA	Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

1. **ISLO 1 (Management Knowledge):** The performance target for this program ISLO dealing with knowledge of the functional areas of business was met on the comprehensive examination. Faculty of FMS is constantly working so as to ensure that the students keep the results high.

2. **ISLO 7(Global Outlook):** Though the global outlook is integrated throughout the curriculum, the faculty will try to further work on the possible dimensions the school will be evaluating the possibility of conducting additional case studies in various related courses.

MBA RETAIL MANAGEMENT

Student Learning Assessment for: *MBA(Retail)*
Program Intended Student Learning Outcomes (Program ISLOs)
1. Student shall be able to define management concepts and theories in the area of Retail Management to manage retail stores and its operations.
2. Student shall able to formulate research questions and critically analyse the data to provide interpretations.
3. Student shall able to select and apply appropriate IT Tools for data processing and analysis pertinenting to market, customer, business information needs etc.
4. Student shall able to examine various business problem in a variety of contexts using problem-solving and critical thinking skills. ·
5. Student shall be able to demonstrate effective communicate skills , including both oral and written to persuade the customers B2C/B2B.
6. Student shall be able to demonstrate effective interpersonal skills, including the ability to lead and to work in a team.
7. Student shall be able to demonstrate the ability to understand cultural diversity and practice managerial skills in global retial business context relating to marketing, retail selling and retail operations.
8. Student shall be able to judge ethical problems and apply standards of ethical behaviouras a retail manager and member of the discipline.
9. Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support employability in the area of Retail.
10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
3. Comprehensive Exam • ISLO 1 • ISLO 3 • ISLO 4 • ISLO 7 • ISLO 8 • ISLO 9 • ISLO 10	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.
4. Scoring Rubrics • ISLO 2 • ISLO 5	Utilizing a scoring rubric at least 80% of students shall achieve the competency with 50% score in each section mapped with the specific Intend-

• ISLO 6 • ISLO 7	ed Student Learning Outcomes.
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
5. Student Exit Survey • ISLO 1 • ISLO 2 • ISLO 3 • ISLO 4 • ISLO 5 • ISLO 6 • ISLO 7 • ISLO 8 • ISLO 9 • ISLO10	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.
6. Alumni Survey • ISLO 9	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"
Learning Assessment Results: MBA	
Summary of Results from Implementing Direct Measures of Student Learning:	

No student enrollment from this programme for batch of 2015-2017

MBA ENTREPRENEURSHIP

Student Learning Assessment for: *MBA(ENTREPRENEURSHIP)*
Program Intended Student Learning Outcomes (Program ISLOs)
1. Student shall be able to define principle management concepts ,theories in the area of Entrepreneurship and create business plan.
2. Student shall able to effectively use primary research technique to evaluate a potential market for an entrepreneurial opportunity and articulate business propositions.
3. Student shall able to select and apply appropriate IT Tools and contemporary technologies to retrieve important information from web for various business needs.
4. Student shall able to examine various business opportunities from any business context/ problems, critically analyze them and take decisions accordingly.
5. Student shall be able to demonstrate effective communicate skills , including both oral and writtento present information in a highly coherent manner across different contexts to attract VC-Angel investors.
6. Student shall be able to demonstrate effective interpersonal skills, to lead and to collaborate with others effectively.
7. Student shall be able to demonstrate the ability to understand cultural diversity and practice managerial skills to embrace business opportunities offered across globe .
8. Student shall be able to use ethical code of conduct and apply standards of ethical behaviourin building enterprises.
9. Student will able to identify business opportunities and create employment by promote change and innovation.
10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. Comprehensive Exam • ISLO 1 • ISLO 3 • ISLO 4 • ISLO 7 • ISLO 8 • ISLO 9 • ISLO 10	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.
2. Scoring Rubrics	Utilizing a scoring rubric at least 80% of students shall achieve the com-

• SLO 2 • ISLO 5 • ISLO 6 • ISLO 7	petency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
3. Student Exit Survey • ISLO 1 • ISLO 2 • ISLO 3 • ISLO 4 • ISLO 5 • ISLO 6 • ISLO 7 • ISLO 8 • ISLO 9 • ISLO10	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.
4. Alumni Survey • ISLO 9	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"
Learning Assessment Results: MBA	

Summary of Results from Implementing Direct Measures of Student Learning:

Comprehensive Exam (Percentage of students score 50% and above in each section which is directly mapped to specific ISLOs to achieve the competency.)

- ISLO 1 (Management Knowledge):95.45%
- ISLO 3 (IT Skills): 75%
- ISLO 4 (Problem-Solving and Critical Thinking Skills):86%
- ISLO 7(Global Outlook) :86.36%

- ISLO 8 (Ethical Behaviour) :86.36%
- ISLO 9 (Entrepreneurship & Employability) :95%
- ISLO 10 (Life-Long Learning): 95%

Scoring Rubrics

1. ISLO 2(Research competency) 86%
2. ISLO 5(Business Communication) :86%
3. ISLO 6(Behavioral Skill) : 95%
4. ISLO 7(Global Outlook) : 86%

Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

1. ISLO 1: 95%
2. ISLO 2: 95%
3. ISLO 3: 95%
4. ISLO 4: 95%
5. ISLO 5: 95%
6. ISLO 6: 95%
7. ISLO 7: 95%
8. ISLO 8: 95%
9. ISLO 9: 95%
10. ISLO 10: 95%

Alumni Survey: 90% alumni responded as "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Intended Student Learning Outcomes				
Program ISLOs	*Comprensive Examination*	*Scoring Rubric*	*Exit Survey*	*Alumni Survey*
	Performance Target Was…	**Performance Target Was…**	**Performance Target Was…**	**Performance Target Was…**
1. Student shall be able to define principle management concepts and theories in the functional areas of business.	Met	NA	Met	NA
2. Student shall able to formulate research strategy and produce results using re-search skill in multidisciplinary context.	Met	Met	Met	NA

3. Student shall able to select and apply appropriate IT Tools for data processing and analysis.	Not Met	NA	Met	NA
4. Student shall able to examine various business problem in a variety of contexts using problem-solving and critical thinking skills. ·	Met	NA	Met	NA
5. Student shall be able to demonstrate effective communicate skills , including both oral and written.	NA	Met	Met	NA
6. Student shall be able to demonstrate effective interpersonal skills, including the ability to lead and to work in a team.	NA	Met	Met	NA
7. Student shall be able to demonstrate the ability to understand cultural diversity and practice managerial skills in global business context.	Met	Met	Met	NA
8. Student shall be able to judge ethical problems and apply standards of ethical behaviour in management business.	Met	NA	Met	NA
9. Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support employability in the area of specialization.	Met	NA	Met	Met
10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.	Met	NA	Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

1. **ISLO 3 (IT Skills):** Course faculty of IT for Manager course is advised to conduct remedial classes to all needy students.

MBA MEDIA MANAGEMENT

Program Intended Student Learning Outcomes (Program ISLOs)
1.　Demonstrate systematic knowledge and understanding of concepts of Media Management
2.　Identify, define and investigate information and ideas related to issues and opportunities in of Media Management.
3.　Examine information and use digital literacy in capturing information from various sources and developing innovative solutions.
4.　Analyze critically, creatively, and demonstrate curiosity to discover new horizons in of Media Management.
5.　Demonstrate verbal proficiency and clarity while presenting the concepts and their diversifications in of Media Management.
6. Demonstrate imitativeness & enthusiasm while working in collaborative teams in successful implementation of concepts in of Media Management
7. Judge the global issues & recognize the opportunity and challenges that global Journalism and Mass Communication streams offer to them while operating in different cultures.
8. Assess and practice the highest standards of ethical behavior in their professional and personal life. They also acknowledge and appreciate the importance of diversity in their personal life.
9. Analyze creatively & evaluate the opportunities available from the creative environment of of Media Management to identify career or develop their own ventures
10. Create continuous learning environment for engaging themselves to update with new knowledge in of Media Management.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
Comprehensive Exam 25. ISLO 1(Media Management Knowledge) 26. ISLO 2(Media Research competency) 27. ISLO 3(IT Skills related to media) 28. ISLO 4(Problem-Solving and Critical Thinking Skills) 29. ISLO 5(Communication Skills) 30. ISLO 6(Team Building) 31. ISLO 7Global Outlook)	In comprehensive examination at least 85% of students will attain 55% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.

32. ISLO 8(Ethical Behaviour) 33. ISLO 9(Entrepreneurship in media Industry) 34. ISLO 10 (Life Long Learning)	
End Semester Examination List of Outcomes assessed by this Measure: xviii. PLO 1 - 10	80 % students shall pass the exam.
Course Embedded Assignments List of Outcomes assessed by this Measure: • PLO 1 • PLO 3 • PLO 4 • PLO 5 • PLO 7 • PLO 8 • PLO 9 • PLO 10	90-100% students shall pass the exam.
Viva List of Outcomes assessed by this Measure: • PLO 1-8 • PLO 10	90-100% students shall pass the exam.
Thesis or Dissertation projects (NTCC) List of Outcomes assessed by this Measure: PLO 1, 2, 3, 5, 7, 8, 10	90-100% students shall pass the exam.
Scoring Rubrics • ISLO 2(Media Research competency) • ISLO 5(Business Communication)	Utilizing a scoring rubric at least 85% of students shall achieve the compentency with 55% score in each section mapped with the specific Intended Student Learning Outcomes.

• ISLO 6(Behavioural Skill) • ISLO 7(Global Outlook)	
Assessment Instruments for Intended Student Learning Outcomes— **Indirect Measures of Student Learning:**	**Performance Objectives (Targets/Criteria) for Indirect Measures:**
Student Exit Survey 1. ISLO 1(Media Management Knowledge) 2. ISLO 2(Media Research competency) 3. ISLO 3(IT Skills related to Media) 4. ISLO 4(Problem-Solving and Critical Thinking Skills) 5. ISLO 5(Business Communication) 6. ISLO 6(Behavioural Skill) 7. ISLO 7(Global Outlook) 8. ISLO 8(Ethical Behaviour) 9. ISLO 9(Entrepreneurship&Employablity) 10. ISLO 10(Life-Long Learning)	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.
Curriculum/Program Reviews List of Outcomes assessed by this Measure: v. PLO 1-10	80-90 % feedback given by the industry/alumni is incorporated in the curriculum
Feedback of Industry Internship Guide List of Outcomes assessed by this Measure: i. PLO 1-10	The Industry Internship Guide rates the students between 4-5 range on the Likert Scale in the feedback.
Alumni Survey • ISLO 9(Entrepreneurship&Employablity)	On the alumni survey instrument, at least 90% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"
Learning Assessment Results: *Name of Program 1*	

Summary of Results from Implementing Direct Measures of Student Learning:

1. **Course Result**

(a) 76 % of students passed the core subjects related to Marketing, Advertising ,HR, Operations and IT, Media production with more than 50% marks which exhibited their knowledge and understanding of Business Environment

2. 66.67 % student's were able to describe and analyse knowledge driven capabilities through extensive research work with a special focus on identification, defining, investigating and solving latent and manifested problems. (Result of subject Business Research Methodology refers)

3. 74% of students demonstrated the ability to apply technologies appropriately, developing and demonstrating capabilities to process information with the help of IT driven analytics for effective decision making. (Result of Essential IT Tools and Techniques for Global Managers)

4. 78 % students developed ability to identify and formulate strategies to discover apparent and latent problems and finding research driven solutions to address stated and tacit issues. (result of Business Research Methodology refers)

5. 85 % developed the ability to recognize and practice ethical responsibilities and defend justice, honesty and integrity in all personal and professional pursuits. (Result of subject Management in Action: Economic, Social and Ethical issues refers)

6. 70% of students passed the subject of Economics of Comparativeness with more than 50% of marks and demonstrated the ability to create a sustainable business model through creative and innovative thinking

Summary of Results from Implementing Direct Measure

7. Utilizing a four (4)-point scale rubric with the Intended Student Learning Outcomes, 87% students achieved the research competency and demonstrated capability to critically identify, define, investigate, and solve critical business issues. They were able analyse data/information and interpret results for driving optimum solutions.

8. Using 5 point scale 100% students passed the exam the Business Communication Course with min. 60% marks in all the 4 semesters.

9. Using 5 point scale 97.17% of students developed range of Leadership skills and demonstrated excellent interpersonal skills, understanding of group dynamics and effective teamwork. (Result of Behavioural Sciences in all 4 semesters)

10. Utilizing a five (5)-point scale rubric with the Intended Student Learning Outcomes 98% of students passed the Foreign Business Language with more than 50% of marks.(through result of FBL)

11. Utilizing a five (5)-point scale rubric with the Intended Student Learning Outcomes, 87% Student are able to find opportunities to improve the business value chain as an entrepreneur and also develop and display basic business acumen & business skills.(Entrepreneurship

Summary of Results from Implementing Indirect Measures of PLOs:
Summary of Results from Implementing Indirect Measure 1 **Student Exit Survey**: 81% alumni responded range between 4-5 on the Likert Scale in the Alumni Survey
Summary of Results from Implementing Indirect Measure 2 60% Theory and 40% Practical is incorporated in the syllabus of each cources Print Industry I, Publishing Industry I, PR & Event Industry I etc.
Summary of Results from Implementing Indirect Measure 3 90% positive feedback has been received by the Industry Guide during the Internship of students. Analysis performed on three parameters Project Evaluation, Personality Evaluation and Overall Evaluation.
Summary of Results from Implementing Indirect Measure 2 **2. Exit Survey:** PLO 1: 72%, PLO 2: 71%, PLO 3: 75%, PLO 4: 74%, PLO 5:80%, PLO 6: 81%, PLO 7: 79%, PLO 8: 82%, PLO 9: 77%, PLO 10: 81%

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Out-comes	Learning Assessment Measures							
Program ISLOs	*Direct Measure*	*Direct Measure*	*Direct Measure*	*Direct Measure*	*Indirect Measure*			*Indirect Measure*

	1 Compre-hensive exam	2 End se-mester exam	3 Course embedded assign-ment	4 Viva	1 Exit sur-vey	Indirect Measure 2 Curricu-lum/Prog ram Re-views	Indirect Measure 3 Feedback of Indus-try In-ternship Guide	4 Alumni survey
	Perfor-mance Target Was…	**Perfor-mance Target Was…**	**Perfor-mance Target Was…**	**Perfor-mance Target Was…**	**Perfor-mance Target Was…**	**Perfor-mance Target Was…**	**Perfor-mance Target Was…**	**Perfor-mance Target Was…**
1.80% students shall pass each section of the exam in all core subjects .	Not met	Not Met	Met	Met	Met	Met	Met	Met
2. In comprehensive examination at least 85% of students will attain 55% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.	Met	Met	Met	Met	Met	Met	Met	Met
3. 80% students shall pass the exam all value added subjects .	Met	Met	Met	Met	Met	Met	Met	Met

4) 90-100% students shall pass the dissertation (NTCC) / thesis exam.	Met	Met	Met	Met	Met	Met	Met	Met
5) 90-100% students shall pass the course embedded assignments.	Met	Met	Met	Met	Met	Met	Met	Met
6)On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.	Met	Met	Met	Met	Met	Met	Met	Met
7) 80-90 % feedback given by the industry/alumni is incorporated in the curriculum	Met	Met	Met	Met	Met	Met	Met	Met
8) The Industry Internship Guide rates the students between 4-5 range on the Likert Scale in the feedback.	Met	Met	Met	Met	Met	Met	Met	Met
9) On the alumni survey instrument, at least 90% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"	Met	Met	Met	Met	Met	Met	Met	Met

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:
Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.
Course of Action 1 : Revise the scoring rubrics to build in more detailed and holistic feedback
Course of Action 2: A more comprehensive examination is developed and faculties are advised to take revision classes where queries can be handled.
Course of Action 3 Faculties are advised to take more case studies based classes and conduct more problem based activitiesand provide feedback to the students then and there.

MBA HOSPITALITY MANAGEMENT

Student Learning Assessment for: *Name of Program 1*
Program Intended Student Learning Outcomes (Program ISLOs)
1. Student shall able to define concepts in Hospitality Management and apply it in multi-disciplinary context.
2. Student shall be able to formulate knowledge through Hospitality research methods.
3. Student shall able to select and apply appropriate IT Tools for data processing in Hospitality industry
4. Student shall able to examine strategies for situation handling and decision making.
5. Student shall be able to demonstrate effective communicate skills , including both oral and written.
6. Student shall be able to demonstrate effective interpersonal skills, including the ability to lead in Hospitality Industry.
7. Student shall be able to demonstrate the ability to understand cultural diversity and practice managerial skills in global hospitality context
8. Student shall be able to judge ethical problems and apply standards of ethical behavior in hospitality business.
9. Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support emISLOyability in the area of specialization.
10.Student shall be able to use various information sources through newspapers/databases to acquire knowledge on one's own for life-long learning.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:

1.   Comprehensive Examination
 	
1.1. List of Outcomes assessed by this Measure:
 	
    i)ISLO 1
    ii) ISLO 2
    iii) ISLO 3
    iv) ISLO 4
    v) ISLO 5
    vi) ISLO 6
    vii) ISLO 7
    viii) ISLO 8
    ix)ISLO 9
    x) ISLO 10
	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.

2. Scoring Rubrics
 	
   2.1 List of Outcomes assessed by this Measure:
    i)   ISLO 5
    ii)   ISLO 6
    iii)   ISLO 7
	80% students shall pass the exam.
	
	Utilizing a four (5)-point scale rubric with the Intended Student Learning Outcomes, at least 80% of students shall achieve a score of 2(Satsficatory Competency) - 4. (Excellent Competency).

Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	**Performance Objectives (Targets/Criteria) for Indirect Measures:**

1.   Student Exit Survey
 	
1.1. List of Outcomes assessed by this Measure:
 	
    i) ISLO 1
    ii)ISLO 3
    iii)ISLO 4
    iv)ISLO 5
	80% students response range between 4-5 on the Likert Scale in the Student Exit Survey.

	v) ISLO 6 vi) ISLO 7 vii) ISLO 9 viii) ISLO 10	
2. 1.2	Alumni Survey List of Outcomes assessed by this Measure: i) ISLO 9	80% alumni response range between 4-5 on the Likert Scale in the Alumni Survey.

Learning Assessment Results: *MBA(Hospitality Management)*

Summary of Results from Implementing Direct Measures of Student Learning:

Comprehensive Examination:

The Comprehensive Examination was conducted and in the academic year 2015-16. More then 80 % students cleared the examination.

Scoring Rubrics:

  I.   The scoring rubrics for Business Communication was analysed and more than 80 % students cleared the examination in 2014-16 batch.
  II.   The scoring rubrics for Behavioral Science was analysed and more than 80 % students cleared the examination in 2014-16 batch.
  III. The scoring rubrics for Foreign Business Language was analysed and more than 80 % students cleared the examination in 2014-16 batch..

Summary of Results from Implementing Indirect Measures of Student Learning:

Student Exit Survey:

The student exit survey was filled by more than 80 % students with response range between 4-5 on the Likert Scale.

Alumni Survey:

The Alumni survey was filled by more than 80 % students with reponse ranging from 4-5 on the Likert Scale.

Summary of Achievement of Programme Learning Outcomes:

Programme Learning Outcomes	Comprehansive Examination	SCORING Rubrics	Student Exit Survey	Alumni Survey
	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…
Student shall able to define concepts in Hospitality Management and apply it in multi-disciplinary context.	MET	NA	MET	NA
Student shall be able to formulate knowledge through Hospitality research methods.	MET	MET	NA	NA
Student shall able to select and apply appropriate IT Tools for data processing in Hospitality industry	MET	NA	MET	NA
Student shall able to examine strategies for situation handling and decision making.	MET	MET	MET	NA
Student shall be able to demonstrate effective communicate skills , including both oral and written.	MET	MET	MET	NA
Student shall be able to demonstrate effective interpersonal skills, including the ability to lead in Hospitality Industry.	MET	NA	MET	NA

Student shall be able to demonstrate the ability to understand cultural diversity and practice managerial skills in global hospitality context	MET	MET	MET	NA
Student shall be able to judge ethical problems and apply standards of ethical behavior in hospitality business.	MET	NA	NA	NA
Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support emISLOyability in the area of specialization.	MET	NA	MET	MET
10.Student shall be able to use various information sources through newspapers/databases to acquire knowledge on one's own for life-long learning.	MET	NA	MET	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Course of Action 1

MBA AGRI & FOOD BUSINESS

Student Learning Assessment for: *MBA (Agriculture &Food Business)*
Program Intended Student Learning Outcomes (Program ISLOs)
1. Student shall be able to acquire knowledge of agricultural concepts, agri business and food industry at local, national and international levels.
2. Student shall able to formulate research strategy and produce results using research skill in agriculture and food industry related issues.
3. Student shall able to select and apply appropriate IT Tools for analysis and diffusing knowledge to farming community and food industry.
4. Student shall able to examine various agri and food related problem in a variety of contexts using problem-solving and critical thinking skills.
5. Student shall be able to demonstrate effective communicate skills , including both oral and written targeted at agri and food industry.
6. Student shall be able to demonstrate effective interpersonal skills, including the ability to work effectively individually and in teams.
7. Student shall be able to demonstrate the ability to understand and practice managerial competencies in global complex situations.
8. Student shall be able to demonstrate ethical and professional behaviours in all situations.
9. Student shall able to develop and demonstrate necessary skills to independently plan and execute a business idea in the area of specialization.
10. Student shall be able to link learning to real world problems to stimulate professionalism acquire life-long learnings.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
Comprehensive Exam **1.** ISLO 1(Management Knowledge) **2.** ISLO 2(Research competency) **3.** ISLO 3(IT Skills) **4.** ISLO 4(Problem-Solving and Critical Thinking Skills) **5.** ISLO 7(Global Outlook) **6.** ISLO 8(Ethical Behaviour) **7.** ISLO 9(Entrepreneurship&Employablity) **8.** ISLO 10(Life-Long Learning)	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.

Scoring Rubrics • ISLO 2(Research competency) • ISLO 5(Business Communication) • ISLO 6(Behavioural Skill)	Utilizing a scoring rubric at least 80% of students shall achieve the competency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
Student Exit Survey 1. ISLO 1(Management Knowledge) 2. ISLO 2(Research competency) 3. ISLO 3(IT Skills) 4. ISLO 4(Problem-Solving and Critical Thinking Skills) 5. ISLO 5(Business Communication) 6. ISLO 6(Behavioural Skill) 7. ISLO 7(Global Outlook) 8. ISLO 8(Ethical Behaviour) 9. ISLO 9(Entrepreneurship&Employablity) 10. ISLO 10(Life-Long Learning)	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.
Alumni Survey • ISLO 9(Entrepreneurship&Employablity)	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your area of specialization?"

Summary of Results from Implementing Direct Measures of Student Learning:

Comprehensive Exam (Percentage of students score 50% and above in each section which is directly mapped to specific ISLOs to achieve the competency.)

• ISLO 1 (Management Knowledge):73%
• ISLO 2 (Research competency): 60%
• ISLO 3 (IT Skills): 63.3%
• ISLO 4 (Problem-Solving and Critical Thinking Skills):76.9%

- ISLO 7 (Global Outlook) : 73.7%
- ISLO 8 (Ethical Behaviour) : 99%
- ISLO 9 (Entrepreneurship&Employablity) : 81%
- ISLO 10 (Life-Long Learning): 67%

Scoring Rubrics

1. ISLO 2 (Research competency): 78%
2. ISLO 5(Business Communication) : 72%
3. ISLO 6(Behavioural Skill) : 84%

4. Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

1. ISLO 1(Management Knowledge): 66%
2. ISLO 2(Research competency): 66%
3. ISLO 3(IT Skills): 69%
4. ISLO 4(Problem-Solving and Critical Thinking Skills): 66%
5. ISLO 5(Business Communication): 66%
6. ISLO 6(Behavioural Skill): 71%
7. ISLO 7(Global Outlook): 66%
8. ISLO 8(Ethical Behaviour) : 66%
9. ISLO 9(Entrepreneurship&Employablity): 73%
10. ISLO 10(Life-Long Learning): 69%

Alumni Survey: 66% alumni responded as "Yes" to the question #5: "Are you employed in an area related to your area of specialization?"

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures			
Program ISLOs	*Comprensive Examination*	*Scoring Rubric*	*Exit Survey*	*Alumni Survey*
	Performance	**Performance**	**Performance**	**Performance**

	Target Was…	Target Was…	Target Was…	Target Was…
1. Student shall be able to define principle management concepts and theories in the functional areas of business.	Not Met	NA	Not Met	NA
2. Student shall able to formulate research strategy and produce results using research skill in multidisciplinary context.	Not Met	NA	Not Met	NA
3. Student shall able to select and apply appropriate IT Tools for data processing and analysis.	Not Met	NA	Not Met	NA
4. Student shall able to examine various business problem in a variety of contexts using problem-solving and critical thinking skills. ·	Not Met	NA	Not Met	NA
5. Student shall be able to demonstrate effective communicate skills , including both oral and written.	NA	Not Met	Not Met	NA
6. Student shall be able to demonstrate effective interpersonal skills, including the ability to lead and to work in a team.	NA	Met	Not Met	NA
7. Student shall be able to demonstrate the ability to understand cultural diversity and practice managerial skills in global business context.	Not Met	NA	Not Met	NA
8. Student shall be able to judge ethical problems and apply standards of ethical behaviour in management business.	Met	NA	Not Met	NA
9. Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support employability in the area of specialization.	Met	NA	Not Met	Not Met
10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.	Not Met	NA	Not Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

1. ISLO 1 (Management Knowledge): The performance target for this program ISLO dealing with knowledge of the functional areas of business was not met on the comprehensive examination. Faculty is advised to review the teaching pedagogy and discuss management concepts in

more depth.
2. ISLO 2(Research competency): The performance target for this program ISLO dealing with competency in research was not met on the comprehensive examination. Faculty is advised to review the teaching pedagogy and initite research drive.
3. ISLO 3(IT Skills): The performance target for this program ISLO dealing with skills in information technology were not met on the comprehensive examination. Faculty is advised to review the teaching pedagogy and focus on these skills in more depth.
4. ISLO 4(Problem-Solving and Critical Thinking Skills): The performance target for this program ISLO dealing with problem solving and critical thinking was not met on the comprehensive examination. Faculty is advised to review the teaching pedagogy and inculcate critical and solution oriented thinking approach.
5. ISLO 5(Business Communication): The performance target for this program ISLO dealing with knowledge of communication skills required in industry was not met on the comprehensive examination. Faculty is advised to review the teaching pedagogy and discuss these concepts in more depth.
6. ISLO 6(Behavioural Skill): The performance target for this program ISLO dealing with behaviourial skills was not met on the comprehensive examination. Faculty is advised to review the teaching pedagogy and discuss the importance of these skills in more depth.
7. ISLO 7(Global Outlook): The performance target for this program ISLO dealing with knowledge in global business context was not met on the comprehensive examination. Faculty is advised to review the teaching pedagogy and discuss management concepts relevant for this area in more depth.
8. ISLO 10(Life-Long Learning): The performance target for this program ISLO dealing with knowledge applicable for life long learning was not met on the comprehensive examination. Faculty is advised to review the teaching pedagogy and discuss relevant concepts in more depth.

MBA TELECOMMUNICATION MNAGEMENT

Student Learning Assessment for: MBA- TELECOMMUNICATION MANAGEMENT	
Program Intended Student Learning Outcomes (Program ISLOs)	

- Student shall be able to define principle management concepts and theories in the functional areas of Telecommunication Management.
- Student shall able to formulate research strategy and produce results using research skill in Telecommunication Management.
- Student shall able to select and apply appropriate IT Tools for data processing and analysis.
- Student shall able to examine various business problem in a variety of contexts using problem-solving and critical thinking skills in Telecommunication Management
- Student shall be able to demonstrate effective communication skills , including both oral and written.
- Student shall be able to demonstrate effective interpersonal skills, including the ability to lead and to work in a team.
- Student shall be able to demonstrate the ability to understand cultural diversity and practice managerial skills in global business context.
- Student shall be able to judge ethical problems and apply standards of ethical behaviour in managerial business.
- Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support employability in the area of Telecommunication Management.
- Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
Comprehensive Exam - ISLO 1(Management Knowledge) - ISLO 2(Research competency) - ISLO 3(IT Skills) - ISLO 4(Problem-Solving and Critical Thinking Skills) - ISLO 7(Global Outlook) - ISLO 8(Ethical Behaviour) - ISLO 9(Entrepreneurship&Employablity) - ISLO 10(Life-Long Learning)	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.
Scoring Rubrics - ISLO 2(Research competency)	Utilizing a scoring rubric at least 80% of students shall achieve the competency with 50% score in each section

• ISLO 5(Business Communication) • ISLO 6(Behavioural Skill) • ISLO 7(Global Outlook)	mapped with the specific Intended Student Learning Outcomes.
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
Student Exit Survey • ISLO 1(Management Knowledge) • ISLO 2(Research competency) • ISLO 3(IT Skills) • ISLO 4(Problem-Solving and Critical Thinking Skills) • ISLO 5(Business Communication) • ISLO 6(Behavioural Skill) • ISLO 7(Global Outlook) • ISLO 8(Ethical Behaviour) • ISLO 9(Entrepreneurship&Employablity) • ISLO 10(Life-Long Learning)	At least 80% of students agree or strongly agree on various ISLO and program related questions.
Alumni Survey • ISLO 9(Entrepreneurship&Employablity)	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

No student enrollment from this programme for batch of 2015-2017

MBA INSURANCE & BANKING

Student Learning Assessment for: *Name of Program 1: MBA(Insurance & Banking)*	
Program Intended Student Learning Outcomes (Program ISLOs)	
1. Student shall be able to define principles, concepts and theories in the functional areas of Insurance and Banking.	
2. Student shall be able to formulate research strategy and produce results using research skills in the areas of Insurance and Banking.	
3. Student shall be able to explore and appraise use of digital literacy in capturing information from various sources in Insurance and Banking.	
4. Student shall be able to examine various business problems using problem solving and critrical thinking skills in Insurance and Banking.	
5. Student shall be able to demonstrate effective communicate skills , including both oral and written.	
6. Student shall be able to demonstrate effective interpersonal skills, including the ability to lead and to work in a team.	
7. Student shall be able to demonstrate the ability to understand cultural diversity and practice managerial skills in global business context.	
8. Student shall be able to judge ethical problems and apply standards of ethical behaviour in managerial practices.	
9. Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support employability in the area of Insurance and Banking.	
10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.	
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	**Performance Objectives (Targets/Criteria)for Direct Measures:**
6. Direct Measure 1 Comprehensive Examination	*Objective:* At least 80% of students will attain 50% and above score in each section
7. Direct Measure 2 Scoring Rubrics	*Objective:* At least 80% of students shall achieve the competency with 50% score in each section
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	**Performance Objectives (Targets/Criteria)for Indirect Measures:**
4. *Indirect Measure 1*	*Objective:* At least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning out-

Exit Survey	comes.

Learning Assessment Results:*Name of Program: MBA(Insurance & Banking)*

Summary of Results from Implementing Direct Measures of Student Learning:

11.   *Summary of Results for Direct Measure(Comprehensive Examination):*
ISLO1:89.29%
ISLO2:57.14%
ISLO3:82.14%
ISLO4:39.29%
ISLO7:35.71%
ISLO8:32.14%
ISLO9:57.14%
ISLO10:42.86%

12.   Summary of the Results for Direct Measure(Scoring Rubrics)
ISLO5:62.20%
ISLO6:69.68%
ISLO7:67.17%

Summary of Results from Implementing Indirect Measures of Student Learning:

13.   *Summary of Results for Indirect Measure(Exit Survey):*
ISLO1:67%
ISLO2:68%
ISLO3:65%
ISLO4:68%
ISLO5:62%
ISLO6:68%
ISLO7:63%
ISLO8:67%
ISLO9:65%
ISLO10:68%

14.   Summary of the Results for Indirect Measure(Alumni Survey)
  ISLO9:Target Met

All alumni are placed in the specified domain I,e. Insurance & Bannking

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures			
Program ISLOs	*Direct Measure 1 Comprehensive Examination*	*Direct Measure 2 Scoring Ruborics*	*Indirect Measure 1 Exit Survey*	*Indirect Measure 2 Alumni Survey*
	Performance Target Was…	**Performance Target Was…**	**Performance Target Was…**	**Performance Target Was…**
1. Student shall be able to define principles, concepts and theories in the functional areas of Insurance and Banking.	Met	NA	Met	NA
2. Student shall be able to formulate research strategy and produce results using research skills in the areas of Insurance and Banking.	Met	Met	Met	NA
3. Student shall be able to explore and appraise use of digital literacy in capturing information from various sources in Insurance and Banking.	Met	NA	Met	NA
4. Student shall be able to examine various business problems using problem solving and critrical thinking skills in Insurance and Banking.	Not Met	NA	Met	NA
5. Student shall be able to demonstrate effective communicate skills , including both oral and written.	NA	Met	Met	NA
6. Student shall be able to demonstrate effective interpersonal skills, including the ability to lead and to work in a team.	NA	Met	Met	NA
7. Student shall be able to demonstrate the ability to understand cultural diversity and practice managerial skills in global business context.	Not Met	Met	Met	NA
8. Student shall be able to judge ethical problems and apply standards of ethical behaviour in managerial practices.	Not Met	NA	Met	NA
9. Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support employability in the area of Insurance and Banking.	Met	NA	Met	Met

| 10. | Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning. | Not Met | NA | Met | NA |

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

1. ISLO 1: More industry interaction to be organized for improving the knowledge of functional areas of Insurance and Banking.

2. ISLO 2: Institute will have a supreme focus on promoting research among faculty members and students.Research Committee at Institution level will be formed which will moniter the activities related to reseach.

3. *ISLO 3: D*igital literacy in capturing information from various sources in Insurance and Banking shall be increased by conducting workshops and by providing counselling to the faculty of IT for revising the syllabus if required.

4. ISLO 4: More Case Studies will be discussed with students in classes. Workshops with a focus on practical issues prevailing in the market will be organized.

5. ISLO 7: Students will be encouraged to pursue SAP Programme to understand Cultural diversity and understand practice of managerial skills in global business context.

6. ISLO 8: Student will be encouraged to participate in Human Value Quarter to inculcate good values and ethical behavior.

7. ISLO 9: More Guest Lectures and workshops will be organized to support employability in the area of Insurance and Banking.

8. ISLO 10: Counselling will be given to students in Behavioural Science Courses so that Student are able to use various information sources to acquire knowledge on one's own for life-long learning.

MBA FASHION MANAGEMENT

Student Learning Assessment for: *MBA (Fashion Management)*
Program Intended Student Learning Outcomes (Program ISLOs)
1. Students will **acquire** and **demonstrate knowledge** of theory and concepts of MBA(Fashion Management) and application of these concepts in a professional work setting.
2. Students will analyze the needs and **develop** the solutions **by applying innovative techniques of** MBA(Fashion Management) **for customer satisfaction.**
3. Students will **enumerate and translate** the understanding of software and other ICT tools with their applications in the various fields of MBA(Fashion Management) .
4. Students will **comprehend and Technology** novel products and solutions for real life problems in MBA(Fashion Management)
5. Students will **demonstrate** professional attitudes, & effective communication skills that support and enhance individual's performance in MBA(Fashion Management)
6. Students will **demonstrate** effective behavioral skills that support individual's performance in MBA(Fashion Management)
7. Students will **evaluate** the dynamics of cross-cultural environment to become successful global citizens.
8. Students will **demonstrate** academic integrity, social obligation, concern for environment and professional ethics in all dealings as an individual/ team member/ leader in diverse projects.
9. Students will **integrate** creative competence for successful careers or advance studies/research or start their own entrepreneurial ventures.
10. Students will **develop** habit of life-long learning through reading, doing, exploring , interacting and reflecting.

Assessment Instruments for Intended Student Learning Outcomes—Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
Comprehensive Exam 1. ISLO 1(Fashion Management Knowledge) 2. ISLO 2(Fashion Research competency) 3. ISLO 3(IT Skills in Fashion Industry) 4. ISLO 4(Problem-Solving and Critical Thinking Skills) 5. ISLO 7(Global Outlook)	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.

6. ISLO 8(Ethical Behaviour) 7. ISLO 9(Entrepreneurship&Employablity) 8. ISLO 10(Life-Long Learning)	
Scoring Rubrics • ISLO 2(Research competency) • ISLO 5(Business Communication) • ISLO 6(Behavioural Skill) • ISLO 7(Global Outlook)	Utilizing a scoring rubric at least 80% of students shall achieve the competency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
Student Exit Survey 1. ISLO 1(Fashion Management Knowledge) 2. ISLO 2(Fashion Research competency) 3. ISLO 3(IT Skills in Fashion Industry) 4. ISLO 4(Problem-Solving and Critical Thinking Skills) 5. ISLO 7(Global Outlook) 6. ISLO 8(Ethical Behaviour) 7. ISLO 9(Entrepreneurship&Employablity) 8. ISLO 10(Life-Long Learning)	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.
Alumni Survey • ISLO 9(Entrepreneurship&Employablity)	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"
Summary of Results from Implementing Direct Measures of Student Learning:	

Comprehensive Exam (Percentage of students score 50% and above in each section which is directly mapped to specific ISLOs to achieve the competency.)

- ISLO 1 (Fashion Management Knowledge):88.89%
- ISLO 2(Fashion Research competency)44.44
- ISLO 3(IT Skills in Fashion Industry)44.44

- ISLO 4(Global Outlook)44.44
- ISLO 5(Problem-Solving and Critical Thinking Skills)44.44
- ISLO 6(Ethical Behaviour) 22.22
- ISLO8(Entrepreneurship&Employablity)88.89
- ISLO 9 (Life-Long Learning)22.22
- ISLO 10 (Other)77.78

Scoring Rubrics
1. ISLO 2 (Research competency): 97%
2. ISLO 5(Business Communication) : 100%
3. ISLO 6(Behavioural Skill) : 70%
4. ISLO 7(Global Outlook) : 80%

9. Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

1. ISLO 1(Fashion Management Knowledge)81.75%
2. ISLO 2(Fashion Research competency)85.62%
3. ISLO 3(IT Skills in Fashion Industry)61.5%
4. ISLO 4(Global Outlook)97.5%
5. ISLO 5(Problem-Solving and Critical Thinking Skills)98.25%
6. ISLO 6(Ethical Behaviour) 96.62%
7. ISLO7(Entrepreneurship&Employablity)81.12%
8. ISLO 8 (Life-Long Learning)64.5%
9. ISLO 9 (Other)88%

Alumni Survey: 87% alumni responded as "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures			
Program ISLOs	*Comprensive Examination*	*Scoring Rubric*	*Exit Survey*	*Alumni Survey*
	Performance Tar-	**Performance**	**Performance**	**Performance**

	get Was…	Target Was…	Target Was…	Target Was…
1. Students will **acquire** and **demonstrate knowledge** of theory and concepts of MBA(Fashion Management) and application of these concepts in a professional work setting.	Met	NA	Met	NA
2. Students will analyze the needs and **develop** the solutions **by applying innovative techniques of** MBA(Fashion Management) **for customer satisfaction.**	Met	NA	Met	NA
3. Students will **enumerate and translate** the understanding of software and other ICT tools with their applications in the various fields of MBA(Fashion Management) .	Met	NA	Met	NA
4. Students will **comprehend and Technology** novel products and solutions for real life problems in MBA(Fashion Management)	Met	NA	Met	NA
5. Students will **demonstrate** professional attitudes, & effective communication skills that support and enhance individual's performance in MBA(Fashion Management)	Met	NA	Met	NA
6. Students will **demonstrate** effective behavioral skills that support individual's performance in MBA(Fashion Management)	NA	Met	Met	NA
7. Students will **evaluate** the dynamics of cross-cultural environment to become successful global citizens.	Met	NA	Met	NA
8. Students will **demonstrate** academic integrity, social obligation, concern for environment and professional ethics in all dealings as an individual/ team member/ leader in diverse projects.	Met	NA	Met	NA
9. Students will **integrate** creative competence for successful careers or advance studies/research or start their own entrepreneurial ventures.	Met	NA	Met	NA
10. Students will **develop** habit of life-long learning through reading, doing, exploring , interacting and reflecting.	Met	NA	Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:NA

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam

level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

ISLO 2:Student shall exhibit the ability to create new knowledge and understanding through the process of research and inquiry. The students will be able to acquire and express new acquaintance through independent research in Fashion Management

More research based assignments & projects

ISLO 3;Student shall acquire knowledge of handling software which are applicable in the fashion Industry with the ability to represent the concept in a digital format
Efforts to increase classroom access to computer Labs
Interface with mopre Industry specific software

ISLO 4:Student shall synthesize ability to apply creative exploration, experimentation and integration of ideas, materials and techniques to successfully manage Fashion industry
More exploratory assignments & projects

ISLO 5:Student shall possess a high standard of verbal, visual and written communication skills relevant to their fields of study with ability to present information in a highly coherent manner across different contexts

Review of achievements
More self exploration exercises
Workshops to improve verbal, visual and written communication skills relevant to fashion Industry

ISLO 6: Student shall possess skills of a high order in interpersonal understanding, teamwork and leadership in Fashion & textiles Industry with keenness in working as a team& staying calm in crisis situation

Teamwork and leadership skill development exercises

ISLO 8: Students shall hold personal values and beliefs consistent with their role as responsible members of local, national, international and professional communities with integrity in all personal and professional pursuits

More & better interface with local, national, international and professional communities

ISLO 9:Student shall possess Skills, knowledge & personal attributes to catch the eye of employers and having enterprising , drawing and designing Skills with the ability to conceptualize ideas which allow them to establish themselves globally as Fashion Managers, Brand managers & Entrepreneur

More entrepreneurship workshops to be organised

MBA BIOTECHNOLOGY MANAGEMENT

Student Learning Assessment for: *MBA (BIOTECH)*
Program Intended Student Learning Outcomes (Program ISLOs)
1. The student shall be able to develop the knowledge and skills of biotechnology and apply the same to functional areas of pharmaceutical, agriculture industries, food, environment and healthcare industries.
2. The Student shall be able to apply appropriate technology for problem solving using holistic approaches with varied business aspects of biotechnology.
3. The student shall be able to design solutions for the problems in various areas of Biotechnology
4. The student shall be able to investigate legal aspects, IPR and bio-safety regulatory affairs related to biotechnology.
5. The student shall be able to develop effective communication skills and utilize it in future perspectives.
6. The student will be able to demonstrate the inter-personal skills and which will help them to work cordially in team to achieve success in business environment
7. Students shall be equipped to deal with cross-cultural, multi-national, team-based environment.
8. Students shall be trained to inculcate entrepreneurship and devise transformative approaches to bridge the gap between research labs and biotechnology and related industries.
9. The student shall demonstrate with skills necessary to become a competent manager in today's global business world.
10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
Comprehensive Exam 1. ISLO 1(Biotechnology Management Knowledge) 2. ISLO 2(IT skills and Research competency) 3. ISLO 3(Problem-Solving and Critical Thinking Skills)) 4. ISLO 4(Biotech skill management) 5. ISLO 5 (Communication skill) 6. ISLO 7(Global Outlook) 7. ISLO 8(Ethical Behaviour) 8. ISLO 9(Entrepreneurship & Employability)	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.

9. ISLO 10(Life-Long Learning)	
Scoring Rubrics 1. ISLO 2(IT skills and Research competency)) 2. ISLO 5(Business Communication) 3. ISLO 6(Behavioral Skill) 4. ISLO 9(Entrepreneurship & Employability)	Utilizing a scoring rubric at least 80% of students shall achieve the competency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
Student Exit Survey 1. ISLO 1(Biotechnology Management Knowledge) 2. ISLO 2(IT skills and Research competency) 3. ISLO 3(Problem-Solving and Critical Thinking Skills)) 4. ISLO 4(Biotech skill management) 5. ISLO 5 (Communication skill) 6. ISLO6(Behavioral skill) 7. ISLO 7(Global Outlook) 8. ISLO 8(Ethical Behaviour) 9. ISLO 9(Entrepreneurship & Employability) 10. ISLO 10(Life-Long Learning)	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.
Alumni Survey 1. ISLO 3(Problem-Solving and Critical Thinking Skills) 2. ISLO6(Behavioral skill) 3. ISLO 8(Ethical Behaviour) 4. ISLO 9(Entrepreneurship & Employability)	On the alumni survey instrument, at least 80% of alumni will indicate they strongly agree to students learning outcomes.

Summary of Results from Implementing Direct Measures of Student Learning:

Comprehensive Exam (Percentage of students score 50% and above in each section which is directly mapped to specific ISLOs to achieve the competency.)

1. ISLO 1(Biotechnology Management Knowledge) 60%
2. ISLO 2(IT skills and Research competency)65%

3. ISLO 3(Problem-Solving and Critical Thinking Skills))87%
4. ISLO 4(Biotech skill management) 88%
5. ISLO 5 (Communication skill) 75%
6. ISLO 7(Global Outlook)71%
7. ISLO 8(Ethical Behaviour) 70%
8. ISLO 9(Entrepreneurship & Employability)88%
9. ISLO 10(Life-Long Learning)98%

Scoring Rubrics

1. ISLO 2(IT skills and Research competency)95%
2. ISLO 5(Business Communication)72%
3. ISLO 6(Behavioral Skill)80%
4 ISLO 9(Entrepreneurship &Employability)79%

Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

1. ISLO 1(Biotechnology Management Knowledge) 85%
2. ISLO 2(IT skills and Research competency) 87%
3. ISLO 3(Problem-Solving and Critical Thinking Skills) 81%
4. ISLO 4(Biotech skill management) 80%
5. ISLO 5 (Communication skill)78%
6. ISLO6(Behavioral skill)81%
7. ISLO 7(Global Outlook)88%
8. ISLO 8(Ethical Behaviour) 84%
9. ISLO 9(Entrepreneurship & Employability)81%
10. ISLO 10(Life-Long Learning)87%

Alumni Survey: 84% alumni responded as "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Intended Student Learning Outcomes				
Program ISLOs	*Comprensive Examination*	*Scoring Rubric*	*Exit Survey*	*Alumni Survey*
	Performance Target Was…	**Performance Target Was…**	**Performance Target Was…**	**Performance Target Was…**

1. The student shall be able to develop the knowledge and skills of bio-technology and apply the same to functional areas of pharmaceutical, agriculture industries, food, environment and healthcare industries.	Met	NA	Met	NA
2. The Student shall be able to apply appropriate technology for problem solving using holistic approaches with varied business aspects of biotechnology.	Met	Met	Met	NA
3. The student shall be able to design solutions for the problems in various areas of Biotechnology	Met	NA	Met	NA
4. The student shall be able to investigate legal aspects, IPR and bio-safety regulatory affairs related to biotechnology.	Met	NA	Met	NA
5. TThe student shall be able to develop effective communication skills and utilize it in future perspectives.	Met	Met	Met	NA
6. The student will be able to demonstrate the inter-personal skills and which will help them to work cordially in team to achieve success in business environment	NA	Met	Met	NA
7. Students shall be equipped to deal with cross-cultural, multi-national, team-based environment.	Met	NA	Met	NA
8. Students shall be trained to inculcate entrepreneurship and devise transformative approaches to bridge the gap between research labs and biotechnology and related industries.	Met	NA	Met	NA
9. The student shall demonstrate with skills necessary to become a competent manager in today's global business world.	Met	Met	Met	Met
10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.	Met	NA	Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

All **Performance Targets Were Met.**

MBA REAL ESTATE AND URBAN INFRASTRUCTURE

Program Intended Student Learning Outcomes (Program ISLOs)
1. Student shall be able to define principle management concepts and theories in the functional areas of business.
2. Student shall able to formulate research strategy and produce results using research skill in multidisciplinary context.
3. Student shall able to select and apply appropriate IT Tools for data processing and analysis.
4. Student shall able to examine various business problem in a variety of contexts using problem-solving and critical thinking skills. ·
5. Student shall be able to demonstrate effective communicate skills , including both oral and written.
6. Student shall be able to demonstrate effective interpersonal skills, including the ability to lead and to work in a team.
7. Student shall be able to demonstrate the ability to understand cultural diversity and practice managerial skills in global business context.
8. Student shall be able to judge ethical problems and apply standards of ethical behaviour in management business.
9. Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support employability in the area of specialization.
10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
Comprehensive Exam 1. ISLO 1(Management Knowledge) 2. ISLO 2(Research competency) 3. ISLO 3(IT Skills) 4. ISLO 4(Problem-Solving and Critical Thinking Skills) 5. ISLO 7(Global Outlook) 6. ISLO 8(Ethical Behaviour) 7. ISLO 9(Entrepreneurship & Employability) 8. ISLO 10(Life-Long Learning)	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.
Scoring Rubrics 1. ISLO 2(Research competency) 2. ISLO 5(Business Communication) 3. ISLO 6(Behavioral Skill)	Utilizing a scoring rubric at least 80% of students shall achieve the competency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.

4. ISLO 7(Global Outlook)	

Student Exit Survey 1. ISLO 1(Management Knowledge) 2. ISLO 2(Research competency) 3. ISLO 3(IT Skills) 4. ISLO 4(Problem-Solving and Critical Thinking Skills) 5. ISLO 5(Business Communication) 6. ISLO 6(Behavioral Skill) 7. ISLO 7(Global Outlook) 8. ISLO 8(Ethical Behaviour) 9. ISLO 9(Entrepreneurship & Employability) 10. ISLO 10(Life-Long Learning)	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.
Alumni Survey 1. ISLO 9(Entrepreneurship & Employability)	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Summary of Results from Implementing Direct Measures of Student Learning:

Comprehensive Exam (Percentage of students score 50% and above in each section which is directly mapped to specific ISLOs to achieve the competency.)

1. ISLO 1 (Management Knowledge):60%
2. ISLO 2(Research competency)
3. ISLO 3 (IT Skills): 87.4%
4. ISLO 4 (Problem-Solving and Critical Thinking Skills):94%
5. ISLO 7(Global Outlook) :98%
6. ISLO 8 (Ethical Behaviour) :84%
7. ISLO 9 (Entrepreneurship & Employability) :87%
8. ISLO 10 (Life-Long Learning): 98.8%

Scoring Rubrics

1. ISLO 2(Research competency): 97%
2. ISLO 5(Business Communication) : 72%
3. ISLO 6(Behavioral Skill) : 83%
4. ISLO 7(Global Outlook) : 78%

Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

1. ISLO 1(Management Knowledge): 72%
2. ISLO 2(Research competency): 71%
3. ISLO 3(IT Skills): 75%
4. ISLO 4(Problem-Solving and Critical Thinking Skills): 74%
5. ISLO 5(Business Communication):80%
6. ISLO 6(Behavioral Skill): 81%
7. ISLO 7(Global Outlook): 79%
8. ISLO 8(Ethical Behaviour) : 82%
9. ISLO 9(Entrepreneurship & Employability): 77%
10. ISLO 10(Life-Long Learning): 81%

Alumni Survey: 81.5% alumni responded as "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Intended Student Learning Outcomes				
Program ISLOs	*Comprensive Examination*	*Scoring Rubric*	*Exit Survey*	*Alumni Survey*
	Performance Target Was…	**Performance Target Was…**	**Performance Target Was…**	**Performance Target Was…**
1. Student shall be able to define principle management concepts and theories in the functional areas of business.	Not Met	NA	Not Met	NA
2. Student shall able to formulate research strategy and produce results using research skill in multidisciplinary context.	Met	NA	Not Met	NA
3. Student shall able to select and apply appropriate IT Tools for data processing and analysis.	Met	NA	Not Met	NA

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Outcome				
4. Student shall able to examine various business problem in a variety of contexts using problem-solving and critical thinking skills. ·	Met	NA	Not Met	NA
5. Student shall be able to demonstrate effective communicate skills , including both oral and written.	NA	Not Met	Met	NA
6. Student shall be able to demonstrate effective interpersonal skills, including the ability to lead and to work in a team.	NA	Met	Met	NA
7. Student shall be able to demonstrate the ability to understand cultural diversity and practice managerial skills in global business context.	Met	NA	Not Met	NA
8. Student shall be able to judge ethical problems and apply standards of ethical behaviour in management business.	Not Met	NA	Met	NA
9. Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support employability in the area of specialization.	Met	NA	Not Met	Met
10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.	Met	NA	Not Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

1. **ISLO 1 (Management Knowledge):** The performance target for this program ISLO dealing with knowledge of the functional areas of business was not met on the comprehensive examination. Faculty of FMS is advised to review the teaching pedagogy and discuss management concepts in more depth.

MBA NATURAL RESOURCES AND SUSTAINABLE DEVELOPMENT

Student Learning Assessment for: *MBA (NR&SD)*
Program Intended Student Learning Outcomes (Program ISLOs)
1.The student shall develop understanding of the inter-connection between the economics social ethics and ecology for sustainable management of natural resources. The student shall have command of and confidence to work with relevant knowledge and skills within the field of natural resources management.
2.The student shall develop an enquiry-based approach to identify, formulate and investigate problems and issues related to the management of natural resources, using established research protocols and methodologies. The student shall analyze various approaches for conducting research in the field of natural resources management and sustainable development.
3. The student shall use appropriate technology in harnessing, monitoring and management of natural resources
4. The student shall demonstrate intellectual capacity and evaluate appropriate solutions for addressing environment and natural resource challenges and make informed decisions.
5. The student shall recognize and value communication as a tool for negotiating and creating new understanding, interacting with others, and furthering their own learning.
6. The student shall demonstrate ability to play a leader in a team with an appreciation for the place of different roles and effective group practice in achieving common goal of sustainable management of natural resources.
7. The student shall identify the dire need for sustainable use of natural resources for development in both developing and developed nations. The student shall analyze environmental issues from local, national and international concerns and work effectively, and responsibly, in a global context.
8. The student shall endeavor to be honest, truthful, just, and fair in both personal and professional life, be committed to social justice and principles of sustainability, learn to appreciate diversity and equality, and demonstrate ethical conduct in all situations. The student shall demonstrate an understanding of the wider societal impact of various issues related to natural resources management and relevant ethical practice in its context.
9. The student shall demonstrate initiative, imagination, conceptual understanding, and creative responses to intellectual, professional, environmental and social challenges. The student shall reproduce knowledge on management of natural resources for effective dissemination and communication to

the society	
10. Be confident to set high standards and express commitment for continuous learning of the new and updated concepts of management of natural resources throughout life.	
11. The student shall critically assess the interrelationships between environmental, social and economic sustainability and work as ambassadors of sustainability and agents of change.	
12. The student shall explain the role of community and various stakeholders in the management of natural resources, both regionally and globally.	

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
Comprehensive Exam 1. ISLO 1(Management Knowledge) 2. ISLO 2(Research competency) 3. ISLO 3(IT Skills) 4. ISLO 4&11(Problem-Solving and Critical Thinking Skills) 5. ISLO 7& 12(Global Outlook) 6. ISLO 8(Ethical Behaviour) 7. ISLO 9(Entrepreneurship & Employability) 8. ISLO 10(Life-Long Learning)	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.
Scoring Rubrics • ISLO 2(Research competency) • ISLO 5(Business Communication) • ISLO 6(Behavioural Skill) • ISLO 7(Global Outlook)	Utilizing a scoring rubric at least 80% of students shall achieve the competency with 50% score in each section mapped with the specific Intended Student Learning Outcomes.
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:

Student Exit Survey	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.
1. ISLO 1(Management Knowledge) 2. ISLO 2(Research competency) 3. ISLO 3(IT Skills) 4. ISLO 4& 11(Problem-Solving and Critical Thinking Skills) 5. ISLO 5(Business Communication) 6. ISLO 6(Behavioural Skill) 7. ISLO 7& 12(Global Outlook) 8. ISLO 8(Ethical Behaviour) 9. ISLO 9(Entrepreneurship & Employability) 10. ISLO 10(Life-Long Learning)	
Alumni Survey • ISLO 9(Entrepreneurship & Employability)	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Summary of Results from Implementing Direct Measures of Student Learning:

Comprehensive Exam (Percentage of students score 50% and above in each section which is directly mapped to specific ISLOs to achieve the competency.)

- ISLO 1 (Management Knowledge):75%
- ISLO 2(Research competency) : 70 %
- ISLO 3 (IT Skills): 80%
- ISLO 4& 11 (Problem-Solving and Critical Thinking Skills):75%
- ISLO 7& 12(Global Outlook) :70%
- ISLO 8 (Ethical Behaviour) :80%
- ISLO 9 (Entrepreneurship & Employability) :80%
- ISLO 10 (Life-Long Learning): 90 %

Scoring Rubrics

1. ISLO 2(Research competency): 70%
2. ISLO 5(Business Communication) : 75%
3. ISLO 6(Behavioural Skill) : 75%
4. ISLO 7(Global Outlook) : 70 %

21.   Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of students indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

1. ISLO 1(Management Knowledge): 100 %
2. ISLO 2(Research competency): 93%
3. ISLO 3(IT Skills): 87%
4. ISLO 4& 11(Problem-Solving and Critical Thinking Skills): 93%
5. ISLO 5(Business Communication):81%
6. ISLO 6(Behavioural Skill): 93%
7. ISLO 7& 12 (Global Outlook): 93%
8. ISLO 8(Ethical Behaviour) : 87%
9. ISLO 9(Entrepreneurship & Employability): 93%
10. ISLO 10(Life-Long Learning): 87%

Alumni Survey: 90 % alumni responded as "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Summary of Achievement of Intended Student Learning Outcomes:

IntendedProgrammeLearning Outcomes	Learning Assessment Measures			
Programme Learning Outcomes	**Comprehensive Exam**	**Scoring Rubrics**	**Student Exit Survey**	**Feedback from Internship Guide**
	Performance Target Was…	Performance Target Was…	Performance Target Was…	Performance Target Was…
1.The student shall develop understanding of the inter-connection between the economics social ethics and ecology for sustainable management of natural resources. The student shall have command of and confidence to work with relevant knowledge and skills within the field of natural resources management.	Met	NA	Met	NA

2.The student shall develop an enquiry-based approach to identify, formulate and investigate problems and issues related to the management of natural resources, using established research protocols and methodologies. The student shall analyze various approaches for conducting research in the field of natural resources management and sustainable development.	Not Met	NA	NA	Met
3. The student shall use appropriate technology in harnessing, monitoring and management of natural resources	Met	NA	Met	NA
4. The student shall demonstrate intellectual capacity and evaluate appropriate solutions for addressing environment and natural resource challenges and make informed decisions.	NA	Not Met	Met	NA
5. The student shall recognize and value communication as a tool for negotiating and creating new understanding, interacting with others, and furthering their own learning.	NA	Met	Not Met	NA
6. The student shall demonstrate ability to play a leader in a team with an appreciation for the place of different roles and effective group practice in achieving common goal of sustainable management of natural resources.	Met	NA	Met	NA
7. The student shall identify the dire need for sustainable use of natural resources for development in both developing and developed nations. The student shall analyze environmental issues from local, national and international concerns and work effectively, and responsibly, in a global context.	**Met**	NA	Met	NA
8. The student shall endeavor to be honest, truthful, just, and fair in both personal and professional life, be committed to social justice and principles of sustainability, learn to appreciate diversity and equality, and demonstrate ethical conduct in all situations. The student shall demonstrate an understanding of the wider societal impact of various issues related to natural resources management and relevant ethical practice in its context.	**Met**	NA	NA	Met

9. The student shall demonstrate initiative, imagination, conceptual understanding, and creative responses to intellectual, professional, environmental and social challenges. The student shall reproduce knowledge on management of natural resources for effective dissemination and communication to the society	Met	NA	Not Met	NA
10. Be confident to set high standards and express commitment for continuous learning of the new and updated concepts of management of natural resources throughout life.	Met	NA	NA	NA
11.The student shall critically assess the interrelationships between environmental, social and economic sustainability and work as ambassadors of sustainability and agents of change.	Met	NA	NA	Met
12.The student shall explain the role of community and various stakeholders in the management of natural resources, both regionally and globally.	Met	NA	NA	Not Met

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

1. Course of Action 1: Faculties are advised to take more case studies based classes and conduct more problem based activities. (PLO 2 and PLO 12)

2. Course of Action 2: Usage of spreadsheets and statistical packages for dissertations and Projects.(PLO 9)

3. Course of Action 3: Weak student Analysis in each course. (PLO 4 and PLO 5)

4. Course of Action 4: The students motivated to attend Guided Self Study Course (PLO 7)

Ph.D. IN MANAGEMENT

Student Learning Assessment for: *PhD*
Program Intended Student Learning Outcomes (Program ISLOs)
1. Student shall be able to define principle management concepts and theories in the functional areas of business.
2. Student shall able to formulate research strategy and produce results using research skill in multidisciplinary context.
3. Student shall able to select and apply appropriate IT Tools for data processing and analysis.
4. Student shall able to examine various business problem in a variety of contexts using problem-solving and critical thinking skills. ·
5. Student shall be able to demonstrate effective communicate skills , including both oral and written.
6. Student shall be able to demonstrate effective interpersonal skills, including the ability to lead and to work in a team.
7. Student shall be able to demonstrate the ability to understand cultural diversity and practice managerial skills in global business context.
8. Student shall be able to judge ethical problems and apply standards of ethical behaviour in management business.
9. Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support employability in the area of specialization.
10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
Comprehensive Exam 1. ISLO 1(Management Knowledge) 2. ISLO 2(Research competency) 3. ISLO 3(IT Skills) 4. ISLO 4(Problem-Solving and Critical Thinking Skills) 5. ISLO 7(Global Outlook) 6. ISLO 8(Ethical Behaviour) 7. ISLO 9(Entrepreneurship & Employability) 8. ISLO 10(Life-Long Learning)	In comprehensive examination at least 80% of students will attain 50% and above score in each section which is directly mapped to specific ISLOs to achieve the competency.
Scoring Rubrics 1. ISLO 2(Research competency)	Utilizing a scoring rubric at least 80% of students shall achieve the competency with 50% score in each section mapped with the specific Intend-

2. ISLO 5(Business Communication) 3. ISLO 6(Behavioral Skill) 4. ISLO 7(Global Outlook)	ed Student Learning Outcomes.
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
Student Exit Survey 1. ISLO 1(Management Knowledge) 2. ISLO 2(Research competency) 3. ISLO 3(IT Skills) 4. ISLO 4(Problem-Solving and Critical Thinking Skills) 5. ISLO 5(Business Communication) 6. ISLO 6(Behavioral Skill) 7. ISLO 7(Global Outlook) 8. ISLO 8(Ethical Behaviour) 9. ISLO 9(Entrepreneurship & Employability) 10. ISLO 10(Life-Long Learning)	On the exit survey instrument, at least 80% of graduating class will indicate that they agree or strongly agree on various items linked with the intended students learning outcomes.
Alumni Survey 1. ISLO 9(Entrepreneurship & Employability)	On the alumni survey instrument, at least 80% of alumni will indicate "Yes" to the question #5: "Are you employed in an area related to your MBA specialization?"

Summary of Results from Implementing Direct Measures of Student Learning:

Comprehensive Exam (Percentage of students score 50% and above in each section which is directly mapped to specific ISLOs to achieve the competency.)

1. ISLO 1 (Management Knowledge):70%
2. ISLO 2(Research competency) -76%
3. ISLO 3 (IT Skills): 88.4%
4. ISLO 4 (Problem-Solving and Critical Thinking Skills):94%
5. ISLO 7(Global Outlook) :98%
6. ISLO 8 (Ethical Behaviour) :88%
7. ISLO 9 (Entrepreneurship & Employability) :88%
8. ISLO 10 (Life-Long Learning): 98.8%

Scoring Rubrics

1. ISLO 2(Research competency): 97%
2. ISLO 5(Business Communication) : 72%
3. ISLO 6(Behavioral Skill) : 83%
4. ISLO 7(Global Outlook) : 78%

Summary of Results from Implementing Indirect Measures of Student Learning:

Exit Survey: Percentage of scholars indicated that they agree or strongly agree on various items linked with the intended students learning outcomes.

1. ISLO 1(Management Knowledge): 77%
2. ISLO 2(Research competency): 77%
3. ISLO 3(IT Skills): 76%
4. ISLO 4(Problem-Solving and Critical Thinking Skills): 74%
5. ISLO 5(Business Communication):82%
6. ISLO 6(Behavioral Skill): 82%
7. ISLO 7(Global Outlook): 79%
8. ISLO 8(Ethical Behaviour) : 83%
9. ISLO 9(Entrepreneurship & Employability): 77%
10. ISLO 10(Life-Long Learning): 81%

Alumni Survey: 87% alumni responded as "Yes" to the question #5: "Are you employed in an area related to your Ph.D?"

Intended Student Learning Outcomes				
Program ISLOs	*Comprensive Examination*	*Scoring Rubric*	*Exit Survey*	*Alumni Survey*
	Performance Target Was…	**Performance Target Was…**	**Performance Target Was…**	**Performance Target Was…**
1. Student shall be able to define principle management concepts and theories in the functional areas of business.	Met	NA	Met	NA
2. Student shall able to formulate research strategy and produce results using research skill in multidisciplinary context.	Met	NA	Met	NA
3. Student shall able to select and apply appropriate IT Tools for data processing and analysis.	Met	NA	Met	NA

4. Student shall able to examine various business problem in a variety of contexts using problem-solving and critical thinking skills. ·	Met	NA	Met	NA
5. Student shall be able to demonstrate effective communicate skills , including both oral and written.	NA	Not Met	Met	NA
6. Student shall be able to demonstrate effective interpersonal skills, including the ability to lead and to work in a team.	NA	Met	Met	NA
7. Student shall be able to demonstrate the ability to understand cultural diversity and practice managerial skills in global business context.	Met	NA	Met	NA
8. Student shall be able to judge ethical problems and apply standards of ethical behaviour in management business.	Met	NA	Met	NA
9. Student shall able to develop and demonstrate entrepreneurial and business acumen skills to support employability in the area of specialization.	Met	NA	Met	Met
10. Student shall be able to use various information sources to acquire knowledge on one's own for life-long learning.	Met	NA	Met	NA

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Strategic Action Plan: It has been observed that number of students are not meeting the 'direct measure (Comprehensive Exam)' required criterion, though meeting the indirect measure. Therefore, Outcome Assessment Committee needs to relook the level of difficulty at the Comprehensive Exam level in consultation with Programme Review Committee (PRC). Further, PRC need to relook at ISLOs and appropriate measures of Outcome Assessment.

ISLO 5:Student shall possess a high standard of verbal, visual and written communication skills relevant to their fields of study with ability to present information in a highly coherent manner across different contexts

Review of achievements
More self exploration exercises
Workshops to improve verbal, visual and written communication skills relevant to fashion Industry