INSTITUTE OF AERONAUTICAL ENGINEERING
(Autonomous)
Dundigal - 500 043, Hyderabad, Telangana

DEPARTMENT OF MASTER OF BUSINESS ADMINISTRATION

Attainment of Program Outcomes (POs) of 2021 – 2023 Batch (IARE – PG21)

Course Name	Course No.	PO							
MBA I Semester		**PO1**	**PO2**	**PO3**	**PO4**	**PO5**	**PO6**	**PO7**	**PO8**
Management and Organizational Behavior	CMBC01	2.70		2.90		2.90	2.90	2.70	
Accounting for Management	CMBC02	2.90	2.90	2.90	2.90			2.90	
Managerial Economics	CMBC03	2.90	2.60	2.20	2.40	2.20			
Business Law	CMBC04		1.10	1.20	1.20				1.00
Statistics for Management	CMBC05	2.90	2.90		2.90		2.20		
Business Environment	CMBC06	2.70	2.50		2.70			2.70	
Intellectual Property Rights	CMBC07	2.70			2.60			2.60	2.50
Technical Skills for Business Management - Laboratory	CMBC13				2.10	2.10			2.10
Business Communication and Soft Skills - Seminar	CMBC14				1.70	1.70			
MBA II Semester									
Human Resource Management	CMBC15	2.90	2.90	2.90	2.90	2.90		2.90	
Financial Management	CMBC16	2.50	2.30		2.40		2.50	2.30	
Marketing Management	CMBC17		2.10	1.20		2.00	2.30	2.00	
Entrepreneurship Development	CMBC18	2.10	2.00		2.20	1.90	1.90	1.70	
Management Information Systems	CMBC19	2.90	2.60			2.30			2.30
Quantitative Analysis for Business Decisions	CMBC20	2.80	2.70				2.70	2.50	
Disaster Management	CMBC24	2.90	2.90	2.90		2.90		2.90	
Industry Analysis and Report Presentation - Seminar	CMBC27				2.70	2.70			2.70
Personal Effectiveness - Seminar	CMBC28	3.00	3.00	3.00	3.00	3.00	3.00	3.00	
MBA III Semester									
Business Research Methods	CMBC29	2.70	2.70	2.80	2.50			2.60	2.90
Production and Operation Management	CMBC30	2.80	2.40		2.60		2.20	2.60	

Course	Code								
Business Analytics	CMBC31	2.80	2.60		2.80			2.60	2.60
Security Analysis and Portfolio Management	CMBC35	2.40	2.50				2.50	2.30	
Strategic Management Accounting	CMBC36	2.70	2.60		2.60			2.80	
Financial Institutions, Markets and Services	CMBC37	2.40	2.50		2.40			2.30	
Training and Development	CMBC38	2.60	2.40		2.30	2.60		2.40	
HR Metrics and Analysis	CMBC39	2.70	2.50		2.70		2.80	2.70	
Strategic Human Resource Management	CMBC40	2.90	2.90			3.00		3.00	
Summer Internship (Field work) and Seminar	CMBC47	2.70	2.70	2.70	2.70	2.70	2.70		2.70
MBA IV Semester									
Strategic Management	CMBC48	2.80	2.80	2.80	2.60	2.70	2.70	2.70	
Financial Derivatives	CMBC52	2.00	1.30		1.90		1.50	1.20	
Banking, Insurance and Risk Management	CMBC53	2.90			2.90			2.90	2.90
International Financial Management	CMBC54	2.90	2.90					2.90	2.90
Compensation and Reward Management	CMBC55	2.90	2.90		2.90			2.90	2.90
Management of Industrial Relations	CMBC56	2.90	2.90		2.90	2.90			
International Human Resource Management	CMBC57	2.90	2.90			2.90		2.90	
Main Project Viva Voce	CMBC64	2.10	2.10	2.10	2.10	2.10	2.10		2.10
Direct PO attainment value including Student feedback survey		**2.7**	**2.5**	**2.4**	**2.5**	**2.6**	**2.4**	**2.6**	**2.5**

Direct Attainment value
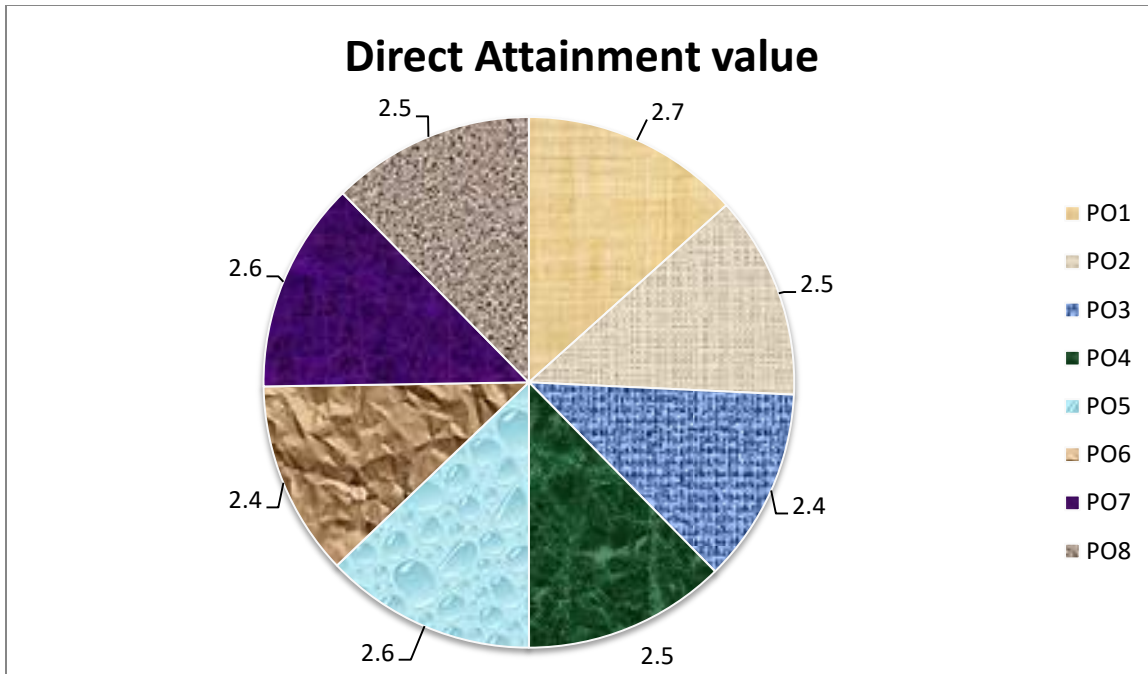
Figure 1: Program Outcomes (PO) Direct Attainment for MBA 2021 – 2023 batch

PO Attainment Overall

| Regulation		PG21							
Branch		Master of Business Administration							
Batch		2021 - 2023							
S.No	Assessment Components (Direct + Indirect)	Program Outcomes (POs)							
		PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8
1	Direct Assessment (CIA + SEE + Course End Survey) (a)	2.7	2.5	2.4	2.5	2.6	2.4	2.6	2.5
2	Program Exit Survey (b)	2.6	2.5	2.6	2.5	2.6	2.5	2.5	2.6
3	Alumni Survey (c)	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
4	Employer Survey (d)	2.7	2.8	2.5	2.3	2.4	2.7	2.7	2.3
Final attainment = a*0.8 + b*0.1 + c*0.05 + d*0.05		2.4	2.3	2.2	2.3	2.3	2.2	2.3	2.3
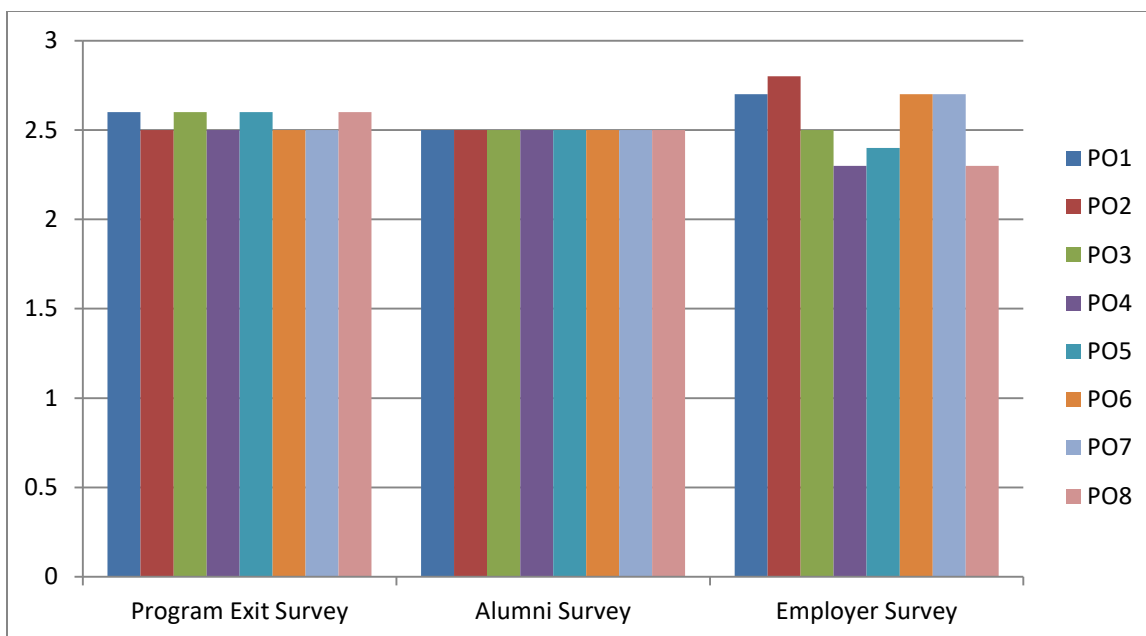
Figure 2: Program Outcomes (PO) Indirect Attainment for MBA 2021 – 2023 batch

Action Taken Report

Program Outcomes	Attainment level	Target level	Observations
PO1. Managerial Skills: Apply knowledge of management theories and practices to solve business problems.			
PO1	2.4	2.30	The program has been successful in imparting managerial skills beyond the initially set target. Attainment demonstrated a strong understanding and application of management theories and practices.
Action1: Integrate real-world case studies, practical exercises, and industry guest lectures to enhance the application of managerial skills. **Action2:** Encourage student participation in relevant internships, projects, or extracurricular activities to apply and reinforce managerial skills. **Action3:** Maintain flexibility in response to changes in the business and education landscape.			
PO2: Decision making Skills: Foster Analytical and critical thinking abilities for data-based decision making.			
PO2	2.3	2.30	The Program Outcome on track in developing the intended decision-making skills among students. This indicates that the program has met the target but with a slight variance.
Action1: Identify and recognize successful teaching methods, assignments, or modules that contributed to the achievement of decision-making skills. **Action2:** Provide opportunities for faculty to engage in professional development focused on the latest trends and tools in data-based decision-making. **Action3:** Develop a continuous improvement plan to systematically address any identified areas for enhancement in decision-making skills.			

PO3: Ethics: Ability to develop Value based Leadership ability.			
PO3	**2.2**	**2.30**	The program needs some adjustments to more effectively instill value-based leadership qualities in students. The attainment demonstrated a reasonably good understanding of ethics and value-based leadership, but there's room for improvement.

Action1: Review and enhance the curriculum to include more comprehensive coverage of ethical principles and value-based leadership skills.
Action2: Implement additional leadership development programs or workshops that specifically focus on values and ethics in leadership roles.
Action3: Establish mentorship programs that connect students with ethical leaders in the industry, providing practical guidance and role modeling.
Action4: Introduce ethical dilemmas and scenarios in coursework to challenge students' decision-making processes and foster critical thinking about ethical issues.

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

PO4	**2.3**	**2.30**	The program outcome has effectively integrated these skills into its curriculum, resulting in positive outcomes. Students have demonstrated a strong ability to understand, analyze, and effectively communicate complex business aspects, including global, economic, legal, and ethical considerations.

Action1: Emphasize cross-cultural communication skills, considering the global nature of business interactions.
Action2: Develop specific modules that address the nuances of communicating legal and ethical aspects in business contexts.
Action3: Encourage peer review and collaborative projects to enhance communication skills through teamwork and constructive feedback.

PO5	**2.3**	**2.30**	The attainment value matches the target, which the expected level of leadership skills has been achieved. It indicates that the strategies and curriculum in place are effective in fostering leadership skills among students.

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

Action1: Create opportunities to share best practices and success stories from the students who have excelled to motivate others.
Actions2: Regularly review and update leadership development programs to ensure they remain relevant and effective.
Action3: Create continuously monitored feedback loops with students to gauge the effectiveness of the leadership programs and adjust them based on the feedback.

PO6: Entrepreneurial and Innovation Skills: Demonstrate the skills in evaluating business opportunity and identifying sources of potential funding and develop as successful entrepreneurs.

PO6	**2.2**	**2.30**	Need to create a dynamic learning environment that fosters entrepreneurial skills and prepares students for success in identifying business opportunities and securing funding.

|			
Action1: Encourage students to participate in strategic planning projects, such as developing business plans or creating marketing strategies, to develop their strategic thinking skills. **Action2:** Facilitate networking events to connect aspiring entrepreneurs with potential mentors, investors, and industry experts to gain insights and funding opportunities. **Action3:** Incorporate real-world case studies into the curriculum to provide practical examples of successful entrepreneurial ventures and funding strategies.			
PO7: Strategic Skills: Analyze and formulate managerial strategies to sustain in dynamic global business environment.			
PO7	**2.3**	**2.30**	Empower students with the knowledge and skills required to analyze and formulate effective managerial strategies, enabling them to navigate and thrive in the dynamic global business environment.
Action1: Implement business simulation exercises that simulate real-world scenarios, enabling students to formulate and test their strategies in a risk-free environment. **Action2:** Conduct workshops focused on specific aspects of strategic formulation, such as SWOT analysis, scenario planning, and competitive intelligence. **Action3:** Collaborate with businesses to provide students with hands-on consulting projects, allowing them to apply strategic skills to address real challenges faced by organizations.			
PO8: Technology Skills: Inculcate and develop technical skills to face the competitive world successfully.			
PO8	**2.3**	**2.30**	Further proficiency required in applying relevant technologies to address contemporary challenges, ensuring students' readiness for the ever-evolving professional landscape.
Action1: Ensure that the curriculum is regularly reviewed and updated to incorporate the latest technologies and tools relevant to the current business environment. **Action2:** Offer or encourage participation in certification programs that validate and enhance students' technical skills, making them more competitive in the job market. **Action3:** Integrate hands-on projects that allow students to apply and reinforce technical skills in practical scenarios, fostering a deeper understanding of technology's real-world applications.			
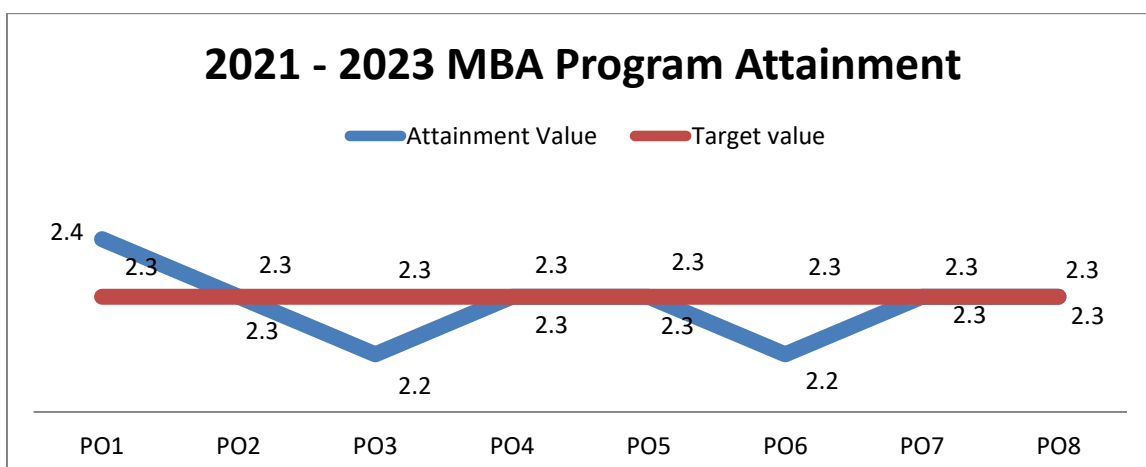
Figure 3: Program Outcomes (PO) Overall Attainment for MBA 2021 – 2023 batch

HOD, MBA