

6.2.1 *The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc*

### Microplan and CO PO mapping & attainment:

Class: SY BBA

Semester: III

Course Code: 301

Course Name: Principles of HRM AY 2022-23

Subject Teacher: Dr. Manisha Sandip Shirsath

**Program Outcome (BBA)**

1. To develop precise understanding about business environment and organizations.
2. To develop leadership aptitude among the students in order to work independently and in organized groups.
3. To inculcate among the students the qualities of a dynamic manager, capable of taking various decisions and communicating effectively to different groups of people.
4. To understand and gain knowledge of various financial institutions and agencies.

**Course Outcomes: (CO)**

1. To introduce the basic concepts of Human Resource Management.
2. To cultivate right approach towards Human Resource and their role in business.
3. To create awareness about the various trends in HRM among the students.

**CO-PO Mapping Matrix & CIE Methods**

	PO1	PO2	PO3	PO4	Course Outcome	CIE Method	Target for Course Outcome(CO)
CO1	3	2	1	1	CO1	Written Test	CO1-2,5
CO2	2	1	3	1	CO2	Poster Making	CO2-2,4
CO3	2	3	3	1	CO1,CO2, CO3	Midterm Exam (mid of Sem) & End term (Sem end)	CO3-2,3

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**CO-PO Mapping Matrix**

SYBBA -301:Principle of Management (HRM)

			PO Attainment Matrix				
Level of CO-PO Correlation		Evaluation Method	PO1	PO2	PO3	PO4	
	Particulars	Target					
CO1	To introduce the basic concepts of Human Resource Management.	2.1	Assignment & mid term	3	2	1	1
CO2	To cultivate right approach towards Human Resource and their role in business.	2.1	Poster making & Mid term	3	1	3	1
CO3	To create awareness about the various trends in HRM among the students.	2.1	Mid & End Term	2	3	3	1



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SYABA (AY 2022-23)

Microplan - 301-HRM DR. Manisha Shirsath

Unit No.	Sess ion No.	Sub Topic	Teaching Methodology	Target Year	Remarks	Research Papers Discussed	Activities Planned/A/V Inputs	Case Study/Programs Planned	Reference Book/Website	CO/ PO	Quality Policy
1	1	departments in Organ	White board & marker+ Interactive Method	2022			SM		Human Resource Management K	CO1, CO2, PO1	Need base & Self
1	2	Meaning, Definition of	Marker+ Interactive Method+	2022							
1	3	Features, Scope,	White Board + Marker+Interactive Method+ PPT	2022					Personnel Manager C. B. Menaria		
1	4	functions of HRM	White Board + Marker+Interactive Method+ PPT	2022			Reena Case				
1	5	Functions of HRM	White Board + Marker+Interactive Method+ PPT	2022			Reena Case				
1	6	Importance Principles	White Board + Marker+Interactive Method+ PPT	2022							
1	7	Challenges of HRM	White Board + Marker+Interactive Method+ PPT	2022					Human Resource Management L.M		
1	8	Role of HR Manager	White Board + Marker+Interactive Method+ PPT	2022							
1	9	Difference between HR	White Board + Marker+Interactive Method+ PPT	2022							
1	10	Challenges before HRM	White Board + Marker+Interactive Method+ PPT	2022					Human Resource Management &		
1	11	Challenges before HRM	White Board + Marker+Interactive Method+ PPT	2022							
1	12	Revision	White Board + Marker+Interactive Method+ PPT	2022							
1	13	Test: Written+QTP	Pen & Paper	2022							
2	14	Job Analysis- Meaning	White Board + Marker+Interactive Method+ PPT	2022						CO2, PO2, PO3	Skill Specific
2	15	Objectives, Benefits, Method	White Board + Marker+Interactive Method+ PPT	2022			Video- Discussion		Human Resource Management K, Ashwarkappa		



2	16	job Analysis - Component - job	Discussion, white board	2022				Apollo store			
2	17	Job Specification & Job Evaluation	White Board + Marker+ Interactive Method+ PPT	2022				Marketing Manager Job Analysis	Personnel Manager C. B. Menaria		
2	18	Case let on Job Analysis	White Board + Marker+ Interactive Method+ PPT	2022							
2	19	Human Resource Plan	White Board + Marker+ Interactive Method+ PPT	2022			SR				
2	20	Objectives & Process	White Board + Marker+ Interactive Method+ PPT	2022							
2	21	Factors affecting HRP	White Board + Marker+ Interactive Method+ PPT	2022							
2	22	Advantage & Limitations	White Board + Marker+ Interactive Method+ PPT	2022					Human Resource Management L.M Prasad		
2	23	Recruitment meaning & Objectives,	White Board + Marker+ Interactive Method+ PPT	2022							
2	24	Selection meaning, Process	White Board + Marker+ Interactive Method+ PPT	2022							
2	25	caselet on HRP	Discussion	2022				Southwood Recruitm			
2	26	Test: Job Vacancy Pro	White Board + Marker	2022							
3	27	Career Planning- Meaning, Definition	White Board + Marker+ Interactive Method+ PPT	2022					Human Resource Management K,	CO2, PO3	Skill specific, Responsible
3	28	Process, Benefits	White Board + Marker+ Interactive Method+ PPT	2022							
3	29	stages of career planning	White Board + Marker+ Interactive Method+ PPT	2022							
3	30	Caselet on career planning	White Board + Marker+ Interactive Method+ PPT	2022				Nandida			
3	31	Employee Morale, Meaning & Definition	White Board + Marker+ Interactive Method+ PPT	2022					Personnel Manager C. B. Menaria		





32	Causes of low morale	White Board - Marker-Interactive Method- PPT	2022							
33	Job Satisfaction	White Board - Marker-Interactive Method- PPT	2022	Research paper on Job	video + discussion					
34	factors contributing to	White Board - Marker-Interactive Method- PPT	2022							
35	Advantages of Job Satisfaction	White Board - Marker-Interactive Method- PPT	2022						Human Resource Management I, M	
36	concepts on employee morale & Job	White Board - Marker-Interactive Method- PPT	2022					case let on rita		
37		White Board - Marker-Interactive Method- PPT	2022							
38		White Board - Marker-Interactive Method- PPT	2022							
39	Workforce diversity	White Board - Marker-Interactive Method- PPT	2022			Northern			Human Resource Management K	CO2, PG4
40	Technological change	White Board - Marker-Interactive Method- PPT	2022							Global Development
41	International HRM	White Board - Marker-Interactive Method- PPT	2022							
42	E-HRM	White Board - Marker-Interactive Method- PPT	2022			BCB portal			Personnel Manager C. B. Motwani	
43	HRIS	White Board - Marker-Interactive Method- PPT	2022							
44	HRM in virtual Organ	White Board - Marker-Interactive Method- PPT	2022	Research paper on						
45	HRM in virtual Organ	White Board - Marker-Interactive Method- PPT	2022							
46	work from home	White Board - Marker-Interactive Method- PPT	2022							
47	outsourcing	White Board - Marker-Interactive Method- PPT	2022						Human Resource Management I, M	
48	changing role of HRM	White Board - Marker-Interactive Method- PPT	2022							
49	practicing how to write	White Board - Marker-Interactive Method- PPT	2022			SPPU Question			Human Resource Management &	NA



50	practicing how to write	White Board - Marker-Interactive Method- PPT	2022							
51	practicing how to write	White Board - Marker-Interactive Method- PPT	2022							
52	practicing how to write	White Board - Marker-Interactive Method- PPT	2022							

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ACBCS-R/40 Rev:00 Date: 15.01.2022

Name of the Educator: Dr. Manisha Shirsath Class: SYBBA A 301: Principles of HRM

**Concurrent Evaluation and Commitment Sheet**

Rno	Name of the student	Concurrent Evaluation			Current Evaluation			Mid term			End Term				Converted marks				Attainment in			Attainment Levels			
		Written			Poster			Mid term			End Term				T1	T2	MT	ET	Marks	CO1	CO2	CO3	<40-0	40-55-1	
		CO1	CO2	Total	CO1	CO3	Total	CO1	CO2	Total	CO3	CO1	CO2	Total	5	5	10	10	30	65	45	30	CO1	CO2	CO3
		10	10	20	10	10	20	15	15	30	20	30	20	70						%	%	%	3	3	3
					Q.1	Q.2																			
1	Anam Panja	9	8	17	10	9	19	11	12	23	17	30	13	60	4	5	8	9	25	92	83	87	3	3	3
2	Daksh Thakkar	7	7	14	10	7	17	5	5	10	17	14	9	40	4	4	3	6	17	55	57	80	2	2	3
3	Darshana Yoges	9	9	18	10	10	20	12	13	25	20	29	18	67	5	5	8	10	27	92	99	100	3	3	3
4	Dipika Mehra	8	7	15	10	10	20	13	12	25	19	30	14	63	4	5	8	9	26	94	83	97	3	3	3
5	Het Patel	5	5	10	8	7	15	7	7	14	18	18	9	45	3	4	5	6	17	58	57	83	2	2	3
6	Malay Shah	7	7	14	8	9	17	12	12	24	17	26	11	54	4	4	8	8	23	82	77	87	3	3	3
7	Mihran kokni	9	9	18	8	9	17	4	4	8	16	6	7	29	5	4	3	4	16	42	54	83	1	1	3
8	Nishant Thakkar			0	8	7	15	16	16	32	18	21	13	52	0	4	11	7	22	69	74	83	2	3	3
9	OM VISHNU L	8	8	16	8	7	15	8	9	17	17	28	19	64	4	4	6	9	23	80	90	80	3	3	3
10	Parnavi Kulkarni	9	9	18	10	10	20	10	10	20	19	30		49	5	5	7	7	23	91	52	97	3	1	3
11	PRAJWAL SOY	9	8	17	8	7	15	6	6	12	18	15	5	38	4	4	4	5	17	58	52	83	2	1	3
12	Rajlaxmi chava	9	9	18	10	10	20	13	14	27	9	9	10	28	5	5	9	4	23	63	83	63	2	3	2
13	Rujal Mahajan	8	7	15	7	8	15	5	4	9	12	17	1	30	4	4	3	4	15	57	37	67	2	0	2
14	Rutvik Thakkar	7	7	14	7	7	14	7	7	14	19	21	16	56	4	0	5	8	16	66	77	87	2	3	3
15	Sahil Dhananjay	9	9	18	7	7	14	11	11	22	19	26	13	58	5	4	7	8	24	83	83	87	3	3	3



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**CO-PO Attainment**

PO Attainment Matrix						
CO	Particulars	CO Attainment	PO1	PO2	PO3	PO4
			To develop precise understanding about business environment and organizations.	To develop leadership aptitude among the students in order to work independently and in organized groups	To inculcate among the students the qualities of a dynamic manager, capable of taking various decisions and communicating effectively to different groups of people	To understand and gain knowledge of various financial institutions and agencies
CO1	To introduce the basic concepts of Human Resource Management.	2.6		3	2	1
CO2	To cultivate right approach towards Human Resource and their role in business.	2.4		2	1	3
CO3	To create awareness about the various trends in HRM among the students.	2.1		2	3	3
PO Attainment			2.4	2.333333		2

CO	SYBBA A	SYBBA B	SYBBA C	Final combine CO Attainment
CO1	2.52	2.62	2.7	2.6
CO2	2.5	2.2	2.35	2.4
CO3	2.09	2.1	2.25	2.1
Course Outcome(CO)	Target of CO Attainment	Actual CO Attainment	Plan of Action of not achieving target of COs	
CO1	2.5	2.6	NA	
CO2	2.4	2.4	NA	
CO3	2.3	2.1	More focused should be given on new concepts of HRM i.e. Virtual HRM, International HRM, futuristic HR role Etc.	

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