



INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

Dundigal - 500 043, Hyderabad, Telangana

DEPARTMENT OF MASTER OF BUSINESS ADMINISTRATION

Attainment of Program Outcomes (POs) of 2022 – 2024 Batch (IARE – PG21)

Course Name	Course No.	Threshold Limit	PO							
			PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
MBA I Semester			PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
Management and Organizational Behavior	CMBC01	50	2.60		2.70		2.40	2.60	2.60	
Accounting for Management	CMBC02	55	2.50	2.40	2.40	2.60			2.50	
Managerial Economics	CMBC03	60	3.00	2.70	2.40	2.30	1.80			
Business Law	CMBC04	50		2.90	2.90	2.90				3.00
Statistics for Management	CMBC05	50	2.60	2.40		2.60		2.90		
Business Environment	CMBC06	50	2.60	2.20		2.40			2.50	
Intellectual Property Rights	CMBC07	65	2.80			2.80			2.80	2.80
Technical Skills for Business Management - Laboratory	CMBC13	70				3.00	3.00			3.00
Business Communication and Soft Skills - Seminar	CMBC14	70				2.70				
MBA II Semester			PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
Human Resource Management	CMBC15	50	2.90	2.90	2.90	2.90	2.90		2.90	
Financial Management	CMBC16	50	2.80	2.90		2.70		2.90	2.90	
Marketing Management	CMBC17	50		2.90	2.90		2.90	2.90	2.90	
Entrepreneurship Development	CMBC18	50	2.90	2.90		2.90	2.90	2.90	2.90	
Management Information Systems	CMBC19	50	2.90	2.90			2.90			2.90
Quantitative Analysis for Business Decisions	CMBC20	40	2.50	2.70				2.80	2.50	
Disaster Management	CMBC24	60	2.90	2.90	2.80		2.80		2.90	
Industry Analysis and Report Presentation - Seminar	CMBC27	70	3.00	3.00		3.00		3.00	3.00	3.00
Personal Effectiveness - Seminar	CMBC28	70	3.00	3.00		3.00	3.00			
MBA III Semester			PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
Business Research Methods	CMBC29	50	2.70	2.60	2.50	2.30			2.60	2.90
Production and Operation Management	CMBC30	55	2.10	2.60		2.90		2.70	2.60	

Business Analytics	CMBC31	55	2.70	2.60		2.60			2.50	2.60
Security Analysis and Portfolio Management	CMBC35	50	2.60	2.80				2.50	2.80	
Strategic Management Accounting	CMBC36	50	2.00	1.90		2.10			1.20	
Financial Institutions, Markets and Services	CMBC37	40	2.50	2.40		2.50			2.60	
Training and Development	CMBC38	50	2.50	2.70		2.60	2.30		2.40	1.70
HR Metrics and Analysis	CMBC39	45	2.60	2.70		2.60		2.80	2.80	
Strategic Human Resource Management	CMBC40	50	2.70	2.80			2.80		2.80	
Business Intelligence	CMBC41	50	2.80	2.80			2.80		2.80	2.80
Database Management Systems	CMBC42	50	2.80	2.80			2.80		2.80	2.80
Cloud Computing	CMBC43	50	2.90	2.70			2.70		2.60	2.90
Summer Internship (Field work) and Seminar	CMBC47	60	2.70	2.70		2.70	2.70	2.70	2.70	2.70
MBA IV Semester			PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
Strategic Management	CMBC48	50	2.90	2.90	2.90	2.80	2.80	2.80	2.90	
Financial Derivatives	CMBC52	40	2.70	2.90		2.90		2.90		
Banking, Insurance and Risk Management	CMBC53	60	2.70			2.90			2.60	2.60
International Financial Management	CMBC54	50	2.40	2.40					2.90	2.90
Compensation and Reward Management	CMBC55	50	2.90	2.90		2.70			2.60	2.60
Management of Industrial Relations	CMBC56	55	2.90	2.90		2.90	2.90			
International Human Resource Management	CMBC57	40	2.80	2.70			2.90		2.70	
Cyber Security	CMBC58	55	2.90	2.50	2.90				2.90	2.70
Data Mining, Warehousing and Visualization	CMBC59	50	2.90	2.80	2.90				2.90	2.80
Machine Learning and Artificial Intelligence	CMBC60	50		2.60	2.80				2.80	2.70
Main Project Viva Voce	CMBC64	60	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70
Direct PO attainment value including Student feedback survey			2.7	2.7	2.7	2.7	2.7	2.8	2.7	2.7

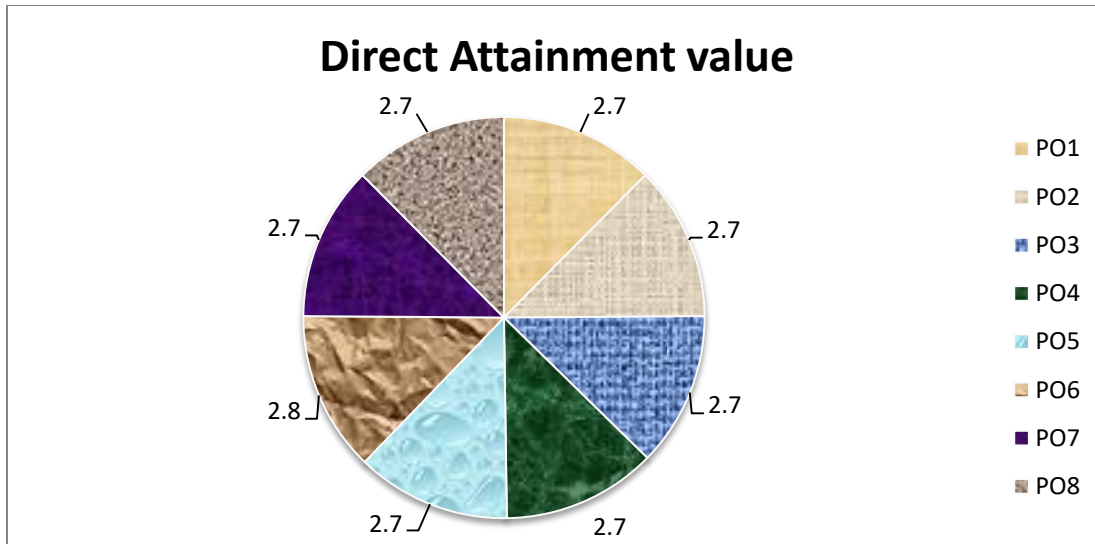


Figure 1: Program Outcomes (PO) Direct Attainment for MBA 2022 – 2024 batch

PO Attainment Overall

Regulation		PG21							
Branch		Master of Business Administration							
Batch		2022 - 2024							
S.No	Assessment Components (Direct + Indirect)	Program Outcomes (POs)							
		PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
1	Direct Assessment (CIA + SEE + Course End Survey) (a)	2.7	2.7	2.7	2.7	2.7	2.8	2.7	2.7
2	Program Exit Survey (b)	2.3	2.3	2.4	2.3	2.3	2.3	2.3	2.3
3	Alumni Survey (c)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
4	Employer Survey (d)	2.4	1.8	2.6	2.8	2.4	2.2	2.2	2.4
Final attainment = $a*0.8 + b*0.1 + c*0.05 + d*0.05$		2.64	2.61	2.66	2.66	2.64	2.71	2.63	2.64

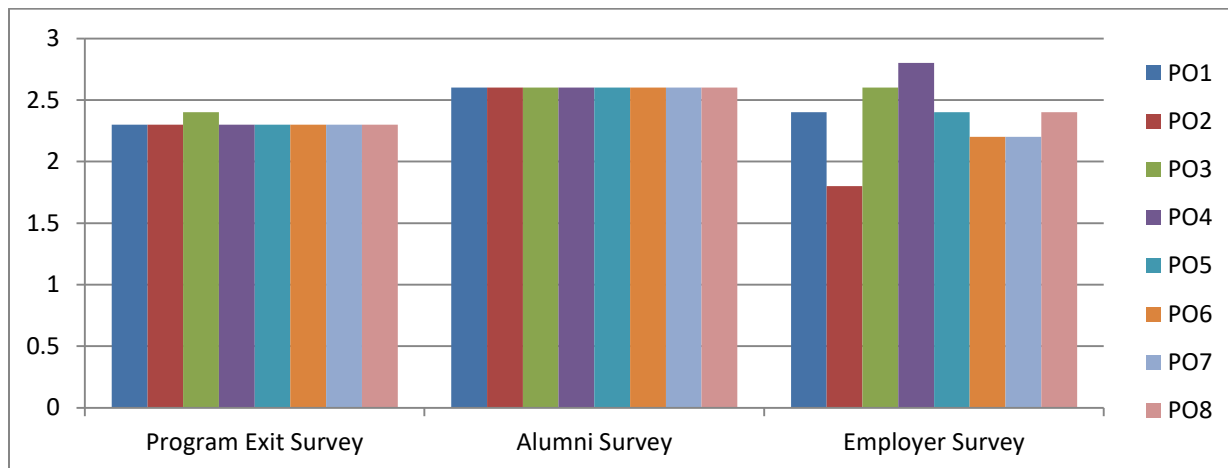


Figure 2: Program Outcomes (PO) Indirect Attainment for MBA 2022 – 2024 batch

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	2.64	2.50	This demonstrates that the program effectively imparts managerial skills, with students exhibiting a strong understanding and application of management theories and practices. The higher attainment indicates the success of existing teaching methods, but there is still room for continuous improvement to further strengthen practical applications and adaptability.
<p>Further Actions:</p> <p>1. Strengthen Practical Application:</p> <ul style="list-style-type: none"> • Action Taken: Introduced real-world case studies and increased the frequency of guest lectures from industry professionals to ensure students gain insights into contemporary business challenges and solutions. • Planned Action: Organize industry-specific workshops and simulation exercises every semester to enhance the practical application of managerial skills. <p>2. Encourage Experiential Learning:</p> <ul style="list-style-type: none"> • Action Taken: Expanded collaboration with organizations to offer internship opportunities tailored to management domains. • Planned Action: Ensure that all students participate in internships, live projects, or extracurricular management activities to bridge the gap between theory and practice. <p>3. Adapt to Emerging Trends:</p> <ul style="list-style-type: none"> • Action Taken: Introduced flexibility in the curriculum to accommodate new management trends and digital tools for business problem-solving. • Planned Action: Conduct annual stakeholder reviews (involving faculty, students, and industry representatives) to update and align course content with the evolving business landscape. 			
PO2: Decision making Skills: Foster Analytical and critical thinking abilities for data-based decision making.			
PO2	2.61	2.50	This indicates that the program is successfully fostering analytical and critical thinking abilities for data-based decision-making among students. However, there is potential to further optimize the curriculum and teaching methods to address any inconsistencies and strengthen outcomes.
<p>Further Actions:</p> <p>1. Recognition of Successful Methods:</p> <ul style="list-style-type: none"> • Action Taken: Conducted an evaluation of successful teaching methods, assignments, and modules that contributed to the achievement of decision-making skills. • Planned Action: Expand the use of these effective practices across all relevant courses and incorporate them into the curriculum framework. <p>2. Faculty Development:</p> <ul style="list-style-type: none"> • Action Taken: Organized workshops for faculty to enhance their knowledge of the latest trends and tools, such as data visualization and decision analytics software. • Planned Action: Provide access to advanced certification programs and MOOCs to ensure 			

<p>faculty stay updated with emerging technologies in data-based decision-making.</p> <p>3. Continuous Monitoring:</p> <ul style="list-style-type: none"> • Action Taken: Implemented a feedback mechanism to monitor student progress and identify specific areas for improvement. • Planned Action: Develop a structured continuous improvement plan, incorporating regular data reviews and targeted interventions to address any skill gaps systematically. 			
<p>PO3: Ethics: Ability to develop Value based Leadership ability.</p>			
PO3	2.66	2.50	<p>This is indicating a reasonably good understanding of ethics and value-based leadership among students. However, there is potential to enhance the program further to more effectively instill value-based leadership qualities.</p>
<p>Further Actions:</p> <p>1. Curriculum Enhancement:</p> <ul style="list-style-type: none"> • Action Taken: Conducted a review of the curriculum to identify gaps in the coverage of ethical principles and value-based leadership skills. • Planned Action: Revise the curriculum to include more case studies, frameworks, and theories that emphasize ethics and value-based leadership in real-world scenarios. <p>2. Leadership Development Workshops:</p> <ul style="list-style-type: none"> • Action Taken: Organized leadership workshops focusing on the importance of values and ethics in managerial and leadership roles. • Planned Action: Increase the frequency of these workshops and include interactive components such as role-playing and group discussions. <p>3. Mentorship Programs:</p> <ul style="list-style-type: none"> • Action Taken: Initiated mentorship connections with industry leaders to provide students with guidance and role modeling in ethical leadership. • Planned Action: Formalize the mentorship program with measurable outcomes, ensuring mentors actively engage with students through structured activities and discussions. <p>4. Ethical Dilemmas in Coursework:</p> <ul style="list-style-type: none"> • Action Taken: Integrated ethical dilemmas and scenario-based learning into specific courses to encourage students to critically analyze and resolve ethical challenges. • Planned Action: Expand the use of ethical dilemmas to all relevant courses and conduct assessments to measure students' critical thinking and decision-making progress in ethical contexts. 			
<p>PO4: Communication Skills: Ability to understand, analyse and communicate global, economic, legal, and ethical aspects of business.</p>			
PO4	2.66	2.50	<p>The program outcome has demonstrated the program's success in integrating these skills into the curriculum. Students have shown strong abilities in understanding, analyzing, and effectively communicating complex business aspects, including global, economic, legal, and ethical considerations. However, there remains an opportunity to refine and enhance these skills further.</p>
<p>Further Actions:</p> <p>1. Cross-Cultural Communication:</p> <ul style="list-style-type: none"> • Action Taken: Introduced discussions and case studies focusing on the challenges and strategies of cross-cultural communication in global business contexts. • Planned Action: Develop workshops or simulation exercises that engage students in cross- 			

<p>cultural scenarios, enhancing their adaptability and sensitivity in global interactions.</p> <p>2. Specialized Modules on Legal and Ethical Communication:</p> <ul style="list-style-type: none"> • Action Taken: Incorporated topics on the importance of clarity and accuracy when communicating legal and ethical business aspects. • Planned Action: Design specific modules or elective courses that provide in-depth coverage of effective communication strategies for legal and ethical considerations in business. <p>3. Collaborative Projects and Peer Review:</p> <ul style="list-style-type: none"> • Action Taken: Encouraged group assignments and peer feedback activities to strengthen teamwork and communication among students. • Planned Action: Implement structured collaborative projects where students critically analyze and present solutions to real-world business problems, supported by peer reviews to refine their communication skills. 			
<p>PO5: Leadership Skills: Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.</p>			
PO5	2.64	2.50	<p>The attainment value reflecting the program's effectiveness in fostering leadership abilities among students. This indicates that the current strategies and curriculum are successful in helping students lead themselves and others toward achieving organizational goals while contributing to a team environment. However, there is an opportunity to further enhance and sustain these outcomes.</p>
<p>Further Actions:</p> <p>1. Sharing Best Practices and Success Stories:</p> <ul style="list-style-type: none"> • Action Taken: Organized sessions where students who have demonstrated exceptional leadership skills share their experiences and strategies with peers. • Planned Action: Develop a structured platform, such as a leadership forum or annual event, where these success stories are regularly shared to inspire and motivate students. <p>2. Leadership Development Program Updates:</p> <ul style="list-style-type: none"> • Action Taken: Conducted a periodic review of existing leadership workshops and activities to ensure alignment with evolving industry needs. • Planned Action: Introduce new modules and experiential learning opportunities, such as leadership simulations and role-playing exercises, to keep the programs dynamic and relevant. <p>3. Integration of Leadership Opportunities into Academic Activities:</p> <ul style="list-style-type: none"> • Action Taken: Included leadership roles in team projects and extracurricular activities to provide students with hands-on experience in leading groups. • Planned Action: Establish dedicated leadership positions within academic clubs, committees, and project teams, ensuring every student gets an opportunity to lead in a structured, monitored environment. 			
<p>PO6: Entrepreneurial and Innovation Skills: Demonstrate the skills in evaluating business opportunity and identifying sources of potential funding and develop as successful entrepreneurs.</p>			
PO6	2.71	2.50	<p>Attainment level indicating that the program is effectively fostering entrepreneurial skills. However, there is a need to create a more dynamic learning environment that further enhances students' ability to evaluate business opportunities and identify funding sources, preparing them for entrepreneurial success.</p>

Further Actions:

1. Strategic Planning Projects:

- **Action Taken:** Implemented projects where students develop business plans and marketing strategies as part of coursework to enhance their strategic thinking skills.
- **Planned Action:** Expand these projects to include competitions, such as pitch contests, to simulate real-world entrepreneurial challenges and reward innovative ideas.

2. Networking Events:

- **Action Taken:** Organized guest lectures and panel discussions featuring entrepreneurs, investors, and industry experts to provide insights into funding and business growth.
- **Planned Action:** Establish regular networking events, such as "Startup Weekends" or mentorship meetups, to facilitate meaningful connections between students, mentors, and potential investors.

3. Case Studies on Entrepreneurial Success:

- **Action Taken:** Added real-world case studies of successful entrepreneurial ventures and funding strategies to course materials.
- **Planned Action:** Incorporate a dedicated module or elective focused on analyzing local and global entrepreneurial success stories, encouraging students to draw actionable lessons and apply them to their ideas.

PO7: Strategic Skills: Analyze and formulate managerial strategies to sustain in dynamic global business environment.

PO7	2.63	2.50	This is reflecting the program's success in empowering students with the knowledge and skills necessary to analyze and formulate managerial strategies. Students are equipped to navigate and thrive in the dynamic global business environment. Nevertheless, there is an opportunity to enhance the practical application of these skills in real-world contexts.
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Further Actions:

1. Business Simulation Exercises:

- **Action Taken:** Integrated business simulation exercises into the curriculum, allowing students to formulate and test strategies in a controlled, risk-free environment.
- **Planned Action:** Expand these exercises by including more complex scenarios that mimic global business challenges, allowing students to evaluate their strategies across multiple industries.

2. Workshops on Strategic Formulation Tools:

- **Action Taken:** Conducted focused workshops on strategic tools such as SWOT analysis, scenario planning, and competitive intelligence to enhance students' understanding of strategic formulation.
- **Planned Action:** Develop a series of specialized workshops and online resources for deeper learning and real-time application of these tools, with case study reviews and expert insights.

3. Collaborative Consulting Projects:

- **Action Taken:** Initiated collaborations with businesses to provide students with consulting projects that allow them to apply strategic analysis and problem-solving skills to real organizational challenges.
- **Planned Action:** Formalize and expand this initiative by establishing long-term partnerships with companies, offering students continuous opportunities to work on live business problems and generate impactful strategic solutions.

PO8: Technology Skills: Inculcate and develop technical skills to face the competitive world successfully.

PO8	2.64	2.50	The attainment level slightly exceeded the target value, indicating that students are acquiring the technical skills necessary to face the competitive world. However, there is a need for further proficiency in applying relevant technologies to contemporary challenges, ensuring readiness for an ever-evolving professional landscape.
<p>Further Actions:</p> <p>1. Curriculum Review and Updates:</p> <ul style="list-style-type: none"> Action Taken: Regular reviews of the curriculum have been conducted to ensure the inclusion of up-to-date technologies and tools in response to current business trends. Planned Action: Strengthen the review process by consulting industry experts and incorporating emerging technologies such as artificial intelligence, blockchain, and data analytics into the curriculum. <p>2. Certification Programs:</p> <ul style="list-style-type: none"> Action Taken: Encouraged students to participate in various technology-related certification programs, such as cloud computing, data science, and project management, to enhance their technical capabilities. Planned Action: Partner with technology companies to offer tailored certification programs, providing students with more specific skills aligned with market needs and improving employability. <p>3. Hands-On Technology Projects:</p> <ul style="list-style-type: none"> Action Taken: Integrated hands-on projects into courses, allowing students to apply technical skills in practical scenarios and deepen their understanding of real-world applications. Planned Action: Expand these projects by introducing interdisciplinary challenges and competitions that simulate industry-specific scenarios, providing students with valuable experience in applying technology to solve complex business problems. 			

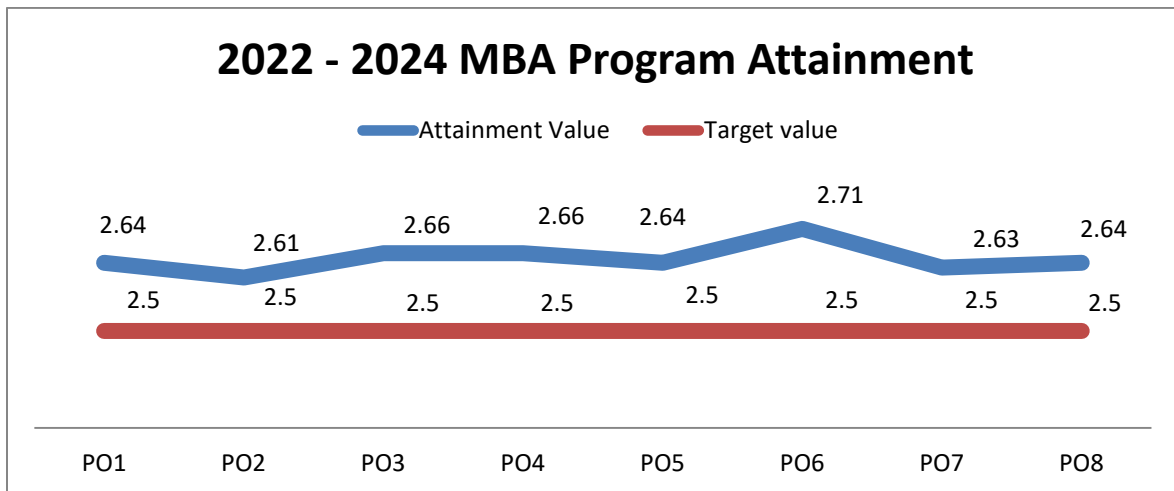


Figure 3: Program Outcomes (PO) Overall Attainment for MBA 2022 – 2024 batch

HOD, MBA