



SYMBIOSIS INSTITUTE OF MANAGEMENT STUDIES (SIMS)

For Defence Personnel & Their Dependents)

SIMS/RRC/MOM/2019

1st April 2019

Symbiosis Institute of Management Studies (SIMS)

Review and Revision committee meeting –

Minutes of the meeting – 1st April 2019

The Review and Revision Committee Meeting was held on 1st April 2019 to discuss various changes and the modifications to be involved in the curriculum for the new **Batch 2020-2022** and 03rd & 4th sem Batch 2019-2021.

Below mentioned members attended the meeting: -

Brig (Dr.) Rajiv Divekar (Retd)	-	Director
Dr Pravin Kumar	-	Dy. Director
Dr Ravinder Kaur	-	Full Time Faculty
Dr Asha Nagendra	-	Full Time Faculty
Dr Pradnya Chitrao	-	Full Time Faculty
Dr Hirak Dasgupta	-	Full Time Faculty
Dr Vanishree Pabalkar	-	Full Time Faculty
Dr Arti Chandani	-	Full Time Faculty
Dr Komal Chopra	-	Full Time Faculty
Dr Suruchi Pandey	-	Full Time Faculty
Dr Rashmy Moray	-	Full Time Faculty
Dr Jaya Chitranshi	-	Full Time Faculty
Mr Rahul Dhaigude	-	Full Time Faculty
Dr Ruby Chanda	-	Full Time Faculty
Dr Tajamul Islam	-	Full Time Faculty
Dr Swati Vispute	-	Full Time Faculty
Dr Vaishali Jain	-	Full Time Faculty

Dy. Director, SIMS



Ms Sanchari Debgupta	-	Full Time Faculty
Dr Tushar Rathore	-	Full Time Faculty
Ms Smita Mehendale	-	Full Time Faculty
Dr Mita Mehta	-	Full Time Faculty
Mr M.K.Gandhi	-	Adjunct Faculty
Mr Vivek Divekar	-	Adjunct Faculty

Minutes of the Meeting of the PRC (For Batch 2018-20) held on 22nd February 2018 at Symbiosis Institute of Management Studies (SIMS), Conference Room.

1. As per stakeholder's feedback Dr. Pravin kumar suggested below changes into MBA (E) 2020-22 Batch.

Information Technology and Analytics specialization added and subjects added- Data Mining (T3397) - 2 Credits, Information Risk Management (T3036)- 2 credits, Internet of Things (T3394)- 2 credits, Mobile Analytics (T3398) -2 Credits, Machine learning (T3532)- 2 Credits In 4th Semester of 2020-22 batch.

Meeting ended with vote of thanks by Dy. Director Sir.

Dy. Director, SIMS





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Symbiosis International (Deemed University)

(Established under Section 3 of the UGC Act, 1956)

Re-accredited by NAAC with 'A' grade (3.58/4) | Awarded Category - I by UGC

Founder: Prof. Dr. S. B. Mujumdar, M. Sc., Ph. D. (Awarded Padma Bhushan and Padma Shri by President of India)

SYMBIOSIS INSTITUTE OF MANAGEMENT STUDIES (SIMS)

(For Defence Personnel & Their Dependents)

Reference: SIMS/IQAC/2019-20/001

Date: April 19, 2019

The Meeting of Internal Quality Assurance Cell (IQAC) was held on April 19, 2019 from 10.30 am to 2.00 pm

The following members were present for the meeting:

Brig. (Dr.) Rajiv Divekar (Retd.) - Chairperson

Mr. Rajesh Sathe – Asst. Admin Officer

Ms. Dipali More – Librarian

Dr. Rashmy Moray – Asso. Professor

Dr. Ruby Chanda - Asso. Professor

Dr. Tushar Rathore - Asst. Professor

Dr. Tajamul Islam - Asst. Professor

Dr. Swati Vispute - Asst. Professor

Prof. Smita Mehendale - Asst. Professor

Dr. Naval Lawande - Asst. Professor

Dr. Hirak Dasgupta – Asso. Professor

Dr. Vaishali Jain – Asst. Professor

Prof Rahul Dhaigude – IQAC coordinator

The following members expressed their inability to attend the meeting and were granted leave of absence:

Lt. Col. M N Bade - Campus Admin

Mr. Sangmesh Ghamikar – Sr. System Admin

AGENDA FOR THE MEETING

At the onset the IQAC coordinator welcomed all the members and the items on the agenda were taken up for consideration:

Agenda Item: 01: Confirmation of the MoM of the previous meeting held on April 1, 2019

Agenda Item: 02: Action Taken report

Agenda Item: 03: Implementation of Learning Management System (LMS) in SIMS

Agenda Item: 04: Preparation of SIMS SSR

Agenda Item: 05: Preparation of AQAR 2018-19

Agenda Item: 06: Points discussed in PRC meeting

Agenda Item: 07: Any other item with the permission of the Chair

DISCUSSION POINTS

Agenda Item: 01: Confirmation of the MoM of the previous meeting

The MoM of the previous meeting held on April 1, 2019 was placed at the table and as there were no observations, the following resolution has been passed.

RESOLUTION: The Minutes of Meeting held on April 1, 2019 are hereby confirmed

Agenda Item: 02: Action Taken report

While discussing the Action Taken report, it was observed that two Criterion Incharge are finding it difficult to give adequate time to the respective Criterion they are handling. It was therefore decided by the Director that the charge of Criterion V and VII will be given to some other faculty.

All the questions as per the NAAC revised guidelines were shared with the respective Criterion Incharge. The head of the other departments also gave their views and inputs regarding preparation of SIMS SSR as per new format.

RESOLUTION: Resolved that the The Action Taken Report was noted

Agenda Item: 03: Implementation of Learning Management System (LMS) in SIMS

SIU has decided to implement a new ERP system to capture the institute data for upcoming NAAC assessment. It was agreed that the data/information required by SIU and the new vendor will be given as and when asked for.

It was informed to all that the due training will be provided to the concerned faculty and staff at a later stage.

RESOLUTION: Resolved that SIMS will provide all the required data to SIU and vendor for implementation of the new ERP system.

Agenda Item: 04: Preparation of SIMS SSR

The Director, SIMS went through all the points prepared by the respective Criterion incharge.

The answers given for qualitative and quantitative data was presented by the respective Criterion heads.

The following points were discussed in details and criterion heads were briefed for making necessary changes accordingly.

Cr II: 1. Identification of Slow learner and advance learner

1. Impact of reforms on evaluation process
2. PO CO implementation

Cr III: 1. Seed money to the faculty members

2. List of Entrepreneurs to be obtained from Dr. Pravin Kumar
3. MDPs and Trainings – include NFCG and SCCE trainings as well

Cr VI: 1. Participative management: show involvement of students in activities as all our activities are student driven. Also to show various committees as the students are the members of these committees.

Cr VII: To find out more details on Gender Equity programs

RESOLUTION: Resolved that the draft SSR will be prepared by the respective Criterion in charge before 10th June.

Agenda Item: 05: Preparation of AQAR for 2018-19

It was pointed that the AQAR is to be prepared for the AY 2018-19. Since no clear instructions or dates were communicated by the SIU, it was decided that the preparation for AQAR will start ASAP.

RESOLUTION: It was resolved that the data for AQAR will be captured and draft to be made As Soon As Possible.

Agenda Item: 06: Points discussed in PRC

The PRC meeting was conducted on 15th April, 2019. The points related to Academic and administrative matters were discussed in the PRC. The following main points were discussed.

- Specialization wise RRC proposals
- New course proposals for PG programmes
- Finalization of PEOs
- Finalisation of POs
- Finalisation of Cos
- Mapping of the Programme Curriculum (Courses-COs) to the Programme Outcomes
- Classification of Courses within the programme as required by NAAC

The MoM of the PRC has been attached herewith for the perusal of the IQAC members.

PGPM:

- i. Advanced Excel(T3646) -2 Credits to be added and Advanced Excel (T3152)-1 credit to be removed
- ii. Talent Acquisition and Management(TM 2003)- 2 Credits to be added and Talent Acquisition (T2281)- 2 credits to be removed
- iii. Management Accounting (T2510)- 2 Credits to be added in 1st semester and Behavioral Finance (T2055) -2 Credits to be removed

MBA (Executive):

Information Technology and Analytics specialization to be added to the Programme with the below subjects-

- i. Data Mining (T3397) - 2 Credits
- ii. Information Risk Management (T3036)- 2 credits
- iii. Internet of Things (T3394)- 2 credits
- iv. Mobile Analytics (T3398) -2 Credits
- v. Machine learning (T3532)- 2 Credits In 4th Semester of 2020-22 batch.

RESOLUTION: The recommendations of the Internal BoS to be discussed in monthly meeting. Further the change in course, change in credits to be forwarded to SIU for the approval of BOS and Academic Council. The decision of the Academic Council to be discussed in next IQAC meeting.

Agenda Item: 07: Any other item with the permission of the Chair

Dr. Swati Vispute and Dr. Naval Lawade expressed their unavailability for working further as NAAC criteria incharge due to their involvement in other

Institutional activities. And requested the Director to hand over the charge to other faculty.

RESOLUTION: It was resolved that Dr. Archana Singh will take charge of Cr V and Dr. Vaishali Jain will take charge of Cr. VII. The old Criterion incharge will hand over all the respective documents and relevant information to the new Cr. Incharge.

As all the agenda points were discussed and there were no other points, the meeting concluded with a vote of thanks to the Chair.

Prepared by:

Mr. Rahul Dhaigude,

Asst Professor and Coordinator - IQAC

Brig. (Dr.) Rajiv Divekar (Retd.)

Chairperson, IQAC

Director – SIMS

19 April, 2019

Copy to: All IQAC members, Administration and NAAC records

Dy. Director, SIMS





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INTERNATIONAL UNIVERSITY

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Agenda for the PRC meeting to be held on Monday April 15, 2019 at 11:00am at Conference Room, Symbiosis Institute of Management Studies, Khadki

'A' – Administrative Matters

NA

'B' – Academic Matters

Item No. B1

RRC Proposal Specialization wise

SIMS has internal revision and review committee (RRC) for all the programmes. RRC recommends proposed changes in existing as well as proposed programme structure based on feedback received from various stake holders

Item No. B2

New Course Proposals (University format for New Courses) for PG programmes

SIMS RRC (HR) has recommended two new course proposals namely Talent Acquisition credit 1 and Talent Acquisition and Management credit 2.

Item No. B3

Finalization of Programme Educational Objectives (PEO)

Programme Educational Objectives which describes broad statements and refers to the career and professional accomplishments that the programme is preparing graduate to achieve. SIMS has identified 5 major PEO's

Item No. B4

Finalization of Programme Outcomes (PO)

Programme Outcomes refers to the statements that describes what students are expected to know and able to do by the time of graduation. SIMS has identified total 12 programme outcomes

Item No. B5

Finalization of Course Outcomes (CO)

Course outcome refers to expected outcome at the end of the delivery of the course. Course outcome has to be mapped with Programme Outcome. Each subject has been defined with its course outcome which are mapped with session objectives.

Item No. B6

Mapping of the Programme Curriculum (Courses-COs) to the Programme Outcomes

SIMS Academics has collectively mapped the course outcomes of all the subjects with the PO's identified.

Item No. B7

Classification of Courses within the programme as required by NAAC

Classification of the course refers to primary purpose, primary orientation and course type.

Primary purpose refers to course classification in terms of Employability, Entrepreneurship, skill development and others.

Primary Orientation of the course refers to the course classification based on environment / sustainability, Human values, professional ethics or others.

And finally course type refers to course type classification based on Transferrable skills / Life skills or others

Item No. B8

Session plan and assessment plan review for the ensuing semester

Each subject with its defined course outcome will set clear directions for its session objective as well as session plan.

Based on this structured session plan teaching faculty will define the assessment plan which will be further mapped with subject's CO in terms of high, moderate or low

Any other item with the permission of Chair

SIMS/PRC/2019

Date: 16.03.2019

(Link for the notification sent to PRC members about the meeting)

Brig(Dr.) Rajiv Divekar

Director, SIMS

Dy. Director, SIMS



SYMBIOSIS
INTERNATIONAL UNIVERSITY

Minutes of the Meeting of the PRC (For Batch 2020-22) held on 15th April 2019 at Symbiosis Institute of Management Studies (SIMS), Conference Room

The PRC meeting was held on Monday, April 15, 2019 at the Conference Room, Symbiosis Institute of Management Studies, Khadki, Pune in which following members were present:

1. Brig (Dr) Rajiv Divekar , Director, SIMS - Chairperson
2. Dr Pravin Kumar ,Deputy Director, SIMS - Member Secretary & Programme Incharge Ex MBA
3. Dr Asha Nagendra, Professor, SIMS - Member
4. Dr Mita Mehta, Programme Incharge MBA – Member
5. Dr Jaya Chitranshi, Programme Incharge Ex PGDM – Member
6. Mr Anish Philip, Alumni, SIMS - Member
7. Ms Swati Patil, Industry Representative - Member
- 8 Mr Rahul Dhaigude, IQAC Coordinator, SIMS - Member

The following members informed their inability to attend the meeting and were granted leave of absence:

1. Mr Atish Bakhru, Alumni, SIMS - Member
2. Mr Hory Mukerjee, Alumni, SIMS - Member
3. Dr Santosh Bhawe, Industry Representative - Member
4. Mr Veer Mehta, Industry Representative - Member
5. Dr Pravin Dange, Head-Academics, SIU - Member, SIU

The Chairperson and Dr Mita Mehta, Program Incharge –Full Time MBA welcomed all the PRC members for the meeting. Dr Mita Mehta introduced the new PRC members:

- Ms Swati Patil, Group Manager – Talent Acquisition Cybage Software Pvt. Ltd (An ISO 27001 Company)
- Mr Anish Philip (Alumni), AVP, The MindTree – Bangalore.

The Chairperson and the Program Incharge – Full Time MBA in their opening remarks briefed the members on following:

- The process of Programme Review Committee (PRC), Why is it formed, Constitution, Need etc. The Flow chart of how the course is approved / not approved and the entire cycle of how the programme structure is approved.
- [\(Link for PRC Guidelines\)](#)
- The chairperson briefed them the importance of NAAC and gave the inputs on CO PO and mapping and the assessment part.
- Dr Mita Mehta, the Program Incharge – Full Time MBA explained the Programme Educational Objective (PEO) & Programme Outcomes (PO) of the Institute, the Course Outcomes(CO) and the 4 Graduate Attributes defined by the SIU viz-
 - i) Scholarship
 - ii) Global Citizenship
 - iii) Eco –literate
 - iv) Employability

- The Chairperson explained them about the Experiential learning courses. As 10 credits mandatory experiential courses should be there in the programme structure he explained them the distribution as Project 1 – 2 credit, Project 2 -1 credit, Project 3 -3 credit, Capstone and defense – 2 credit, Project 4 -2 credit
- The Chairperson briefed them about the full Orientation Programme (2 credit course) in detail having many activities for the students like yoga, pt, dance, aerobics, sports, games, swacch Bharat and Business Exercise in the morning. Classroom / Audi sessions from 9:30am to 5:05pm and then Batch meets with lots assignments etc.
- Ms Swati Patil suggested to introduce SWOT Analysis during Orientation to identify strength and weakness of the students. Her suggestions were welcomed and appreciated and taken into considerations.
- The Chairperson also briefed them about the 8 grading system and the bell curve system.
- Dr Mita Mehta, the Program Incharge – Full Time MBA briefed them about the introduction of new course **Wellness for Life (1 credit course)** which deals with the students physical as well as mental activity

The Program Incharge, thereafter, took up the agenda for discussion.

Item No. B1

RRC Proposal Specialization wise

a) In terms of General Management specialization-

Proposal to remove Principles and Practices of Management (2 credits) from the 1st semester and to add course Mentoring in 1st & 2nd sem of 1 credit each was put forward.

One of the committee member Ms Swati Patil questioned as to how mentoring will be then evaluated.

Dr Mita answered students will be evaluated on Attendance, Psychometric Test and Interaction and also if possible tell students to submit the excerpt at the end of the mentoring sessions.

PRC members finally agreed to this.

Shifting Operations Research course to the 2nd semester from 1st was proposed in front of the PRC members.

PRC members disagreed on that. Hence it remains unchanged.

The committee suggested to shift Case Study writing and Analysis method course from 3rd sem either to 1st semester or 2nd semester. The chairperson and majority of the committee members felt that since 1st semester is overloaded with many activities it wont be appropriate to shift the course in 1st semester instead shift it in the 2nd semester.

PRC members agreed to this.

Proposal of replacing Conflict and Negotiation course in the 4th semester with Entrepreneurship course as a compulsory and offering Conflict and Negotiation as a **choice** was put forward to the committee members.

PRC members agreed to this.

For Ex PGDM the PRC members looked at the existence of the subject "Business Communication"-T2239 (2 Credits) in the **General Management area** and its requirement for Executive PGDM. Having deliberated upon the necessity of Business Communication for Executive PGDM, they suggested to either select a one credit course of Business Communication from the SIU basket or in absence of that, the General Management area to design a one credit course of Business Communication. The course is suggested for semester 1.

PRC members agreed to this.

The PRC members looked at suggesting a one credit course (for the 'one credit saved' by proposing one credit Business Communication in lieu of 2 credits Business Communication-T2239 in existence) in the **General Management area**).

The PRC members looked at the viability of the subject "Business Analytics" (1 Credit). They suggested to either select a one credit course of Business Analytics from the SIU basket or in absence of that, General Management area to design a one credit course of Business Analytics. The course is suggested for semester 2.

A workshop of Business Analytics for Executive PGDM is also suggested by the General Management area **PRC members agreed to this.**

b) In terms of Finance specialization-

Proposal to replace Corporate Valuation with Fixed Income Markets in the 2nd sem was put forward as there is duplication in other subjects also.
PRC members agreed to this.

Proposal to replace Commercial Banking course with the Financial Modeling course was put forward but since Financial Modelling course already exists

PRC members disagreed to it.

For Ex PGDM there is no change

c) In terms of HR specialization –

The 2 new HR courses were proposed in front of the PRC members which were designed by the HR faculty Dr Swati Vispute and Dr Jaya Chitranshi.

Dr Swati Vispute created the course Talent Acquisition – 1 credit for the Full Time MBA.

Reason - Subject Talent Acquisition (code 2281) there is inter-module overlap and few topics are overlap from the subject Human Resource Management (Unit II, III, and IV) (code T2572, Semester I). Hence the internal committee suggested to redesign the module for the subject of Talent Acquisition for one credit.

Dr Jaya Chitranshi created the course Talent Acquisition and Management – 2 credit for the Ex PGDM

Reason - Semester I, in HR Specialization the subject 'Talent Acquisition' (T2281, a 2-credit subject) exists; but 'Talent Management' is not taught as a subject. Hence a need was felt by RRC members to design a new subject of 2-credits named, 'Talent Acquisition & Management'. Hence it was designed

The committee members approved the same after seeing both the syllabus and also other HR Subjects that students have learnt till date

Proposal to introduce course Emotional Intelligence at Workplace (code 2299) for 1 credit was put forward to the members.

PRC members agreed to this

Proposal to replace another version on Organizational Behaviour with the existing one was put forward as certain sub topics were not relevant and teaching hours were not consistent with the topics.

PRC members agreed to this

Proposal to keep value added sessions on Labour Laws compulsory for HR Batch and optional for the others was put forward. This was decided by the RRC members only as they found students lacking in the basic knowledge of the Labour Laws.

PRC members agreed to this

d) In terms of Marketing specialization –

Full Time MBA – No change

Ex PGDM – No change

e) In terms of Operations specialization –

Full Time MBA – No change

Ex PGDM – No change

Resolution No. B1: 15.04.19

Resolved that the RRC Proposal Specialization wise be and is hereby accepted.

Item No. B2

New Course Proposals (University format for New Courses) for PG programmes

2 new HR courses were designed by the Internal HR Specialisation committee and proposed to the PRC members for their approval. It was approved. They are as below-

- Talent Acquisition (1 credit) – Full Time MBA
 - Talent Acquisition and Management (2 credit) – Ex PGDM
- ([Link for the syllabus](#))

Resolution No. B2: 15.04.19

Resolved that the New Course Proposals (University format for New Courses) for PG programmes be and is hereby accepted.

Item No. B3

Finalization of Programme Educational Objectives (PEO)

Programme Educational Objectives of SIMS were displayed to the PRC members.

PRC members agreed to it.

SIMS PEOs DEFINED FOR MBA PROGRAM

PEO 1

Possess essential professional management skills that make them confident to develop high-quality management solutions in various application domains under various realistic constraints.

PEO 2

Engage and succeed in their professional careers through team work, ethical behavior, proactive involvement, and effective communication.

PEO 3

Demonstrate an understanding of the importance of life-long learning through professional development, practical training, and specialized certifications.

PEO 4

Assume progressively managerial, leading, and influential roles in their organizations and communities.

PEO 5

Pursue postgraduate studies and succeed in academic and research careers.

Resolution No. B3: 15.04.19

Resolved that the Finalization of Programme Educational Objectives (PEO) be and is hereby accepted.

Item No. B4

Finalization of Programme Outcomes (PO)

Programme Outcomes of SIMS were displayed to the PRC members.
PRC members agreed to it.

SIMS POs DEFINED FOR MBA PROGRAM

PO1. Management knowledge: Apply the knowledge of marketing, finance, HR & operations fundamentals and specialization to the solution of complex management problems.

PO2. Problem analysis: Identify, formulate, research literature, and analyze complex management problems reaching substantiated conclusions using fundamentals & principles of management.

PO3. Design/development of solutions: Design solutions for complex management problems and design systems/processes that meet the specified needs with appropriate consideration for overall well being and safety, cross-cultural, community and environmental concerns.

PO4. Conduct investigations of complex problems: Use research-based knowledge and research methods including analysis and interpretation of data, and synthesis of it.

PO5. Modern tool usage: Create, select, and apply appropriate techniques, resources, and modern managerial applications / tools including prediction and modeling to complex management activities with an understanding of the limitations.

PO6. The manager and society: Apply reasoning informed by the contextual knowledge to assess societal, health, safety, legal and cultural issues and the consequent responsibilities relevant to the professional management practice.

PO7. Environment and sustainability: Understand the impact of the professional management solutions in societal and environmental contexts, and demonstrate the knowledge of, and need for sustainable development.

PO8. Ethics: Apply ethical principles and commit to professional ethics and responsibilities and norms of the management practice.

PO9. Individual and team work: Function effectively as an individual, and as a member or leader in diverse teams, and in multidisciplinary settings.

PO10. Communication: Communicate effectively on complex management activities with the community and with society at large, such as, being able to comprehend and write effective reports and design documentation, make effective presentations, and give and receive clear instructions.

PO11. Project management and finance: Demonstrate knowledge and understanding of the fundamentals and management principles and apply these to one's own work, as a member and leader in a team, to manage projects and in multidisciplinary environments.

PO12. Life-long learning: Recognize the need for, and have the preparation and ability to engage in independent and life-long learning in the broadest context of business change.

Resolution No. B4: 15.04.19

***Resolved that the Finalization of Programme Outcomes (PO)
be and is hereby accepted.***

Item No. B5

Finalization of Course Outcomes (CO)

The Course Outcome of one of the course was displayed to the PRC members for their better understanding and also the mapping of Session outcome with Programme Outcome was showed.

PRC members agreed to it.

Copy of CO PO- Talent Acquisition - Microsoft Excel

Session Plan Template - Talent Acquisition

1	Session Plan Template - Talent Acquisition												
2													
3	Programme	MBA											
4	Batch	18-20											
5	Division	One											
6	Semester	2											
7	Course Code	HR P3											
8	Course	Human Resource Management											
9	No of Credits	2											
10	Course Type	Elective - compulsory											
11	Facilitator	Dr. Mita Mehta											
12	CO No												CO Performance Standard
13	Course Outcome (CO) 1	To compare and contrast the Forecasting Techniques, types of recruitment and selection methods											Strong
14	Course Outcome (CO) 2	To evaluate latest Staffing Strategies for effective Talent Acquisition											Moderate
15	Course Outcome (CO) 3	To recommend effective talent acquisition techniques											Strong
16	Recommended Books	1. Strategic Staffing by Phillips, Jean & Gully, Stanley, Pearson Publications 2. Human Resource Management by Gary Dessler, Pearson Publications 3. Capitalizing on Capabilities by Ulrich, Dave, Smallwood, Norm, Harvard Business Review											
17													
18													

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Session Plan Template / Assessment Outcome Mapping / Sheet1

Copy of CO PO- Talent Acquisition - Microsoft Excel

Session No	Topic	Subtopic	Duration	Session Objective (CO)	Pre-class Home work	Nature of Activity / Program	Session Methodology	Post-Constructive Work	Assessment Test No	CO1 Mapping	CO2 Mapping	CO3 Mapping	CO4 Mapping	CO5 Mapping
19														
20														
21	1	Talent Acquisition and Recruitment	difference and concepts	75 mins	Explaining	Some online links	Lecture	Discussion	Online liter	1	1	Strong Link	Moderate	No Link
22	2	Talent Acquisition in today's world	Strategies	75 mins	Understand	Research Article	case study	CASE and te	Case with d	1&2&4	1	Strong Link	Moderate	Moderate
23	3	HR planning , strategic planning , process	Concepts	75 mins	Concept clar	NA	Lecture	Lecture and	Oral Discus	1&3&4	1	Strong Link	Moderate	Moderate
24	4	Process of HR planning	HRP process with examples	75 mins	Understand	Concept / HRP	Lecture	Lecture and	Reading ma	1 and 2	1	Moderate	Moderate	Weak Link
25	5	Method study work study	Methods and approach	75 mins	What are the	Read reference	Lecture	Lecture and	Oral Discus	1&3	1	Moderate	Moderate	Weak Link
26	6	Career planning	what is career and what	75 mins	how career	Case and online	Lecture	Lecture and	Some usefu	3	1	Weak Link	Moderate	Moderate
27	7	Succession Planning	Career planning and suc	75 mins	Succession	online links	Lecture	Lecture and	Case	1&3	1	Weak Link	Moderate	Weak Link
28	8	Career Planning	What and how CP done	75 mins	why career	Case Study	Discussion	Lecture and	Oral Discus	3	1	No Link	Moderate	Moderate
29	9	HR planning and technology	Identify no of technology	75 mins	which softw	Read from Pdf	Lecture	Lecture and	examples	4	1	Moderate	Moderate	Weak Link
30	10	HR planning and technology	Role of technology	75 mins	to understa	Read from Pdf	Lecture	Lecture and	Oral Discus	3	1	Weak Link	Moderate	Weak Link
31	11	Current trends in HR planning	what are the trends in T	75 mins	How differ	Research Article	Discussion	Lecture and	Oral Discus	4	1	Weak Link	Weak Link	Moderate
32	12	Strategic staffing	How It is different than	75 mins	what are the	examples	Lecture	Lecture and	Oral Discus	3	1	Weak Link	Moderate	Moderate
33	13	Strategic staffing	how to attract talent for	75 mins	Job value an	Read from Pdf	Lecture	Lecture and	Oral Discus	4	1	Moderate	Moderate	Moderate
34	14	Job Analysis , description	Concept and trends	75 mins	to understa	Read from Pdf	Hands on	Lecture and	Discussion	4	1	Strong Link	Moderate	Moderate
35	15	Description and its significance for	Concepts and trends	75 mins	JA	Read from Pdf	Practical wor	Lecture and	Discussion	4	1	No Link	Moderate	Moderate
36	16	Recruitment yield pyramid	Concept of Yield	75 mins	What is this	Read from Pdf	Lecture	Lecture and	Oral Discus	4	1	Moderate	Moderate	Strong Link

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Session Plan Template / Assessment Outcome Mapping / Sheet1

Resolution No. B5: 15.04.19

Resolved that the Finalization of Course Outcomes (CO) be and is hereby accepted.

Item No. B6

Mapping of the Programme Curriculum (Courses-COs) to the Programme Outcomes

Mapping of the Programme Curriculum (Courses-COs) to the Programme Outcomes(1st & 3rd semester) in terms of High, Moderate, Weak, NIL was shown to the PRC members.

PRC members agreed to it.

3 Format for Mapping of CO to PO - Microsoft Excel

Mapping of the POs with the Course Outcomes

Semester	Course Code	Title	Course Outcome No	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PO 9	PO 10	PO 11	PO 12
1	T2579	Organizational Behaviour	Understand the importance of how Organizational Behaviour affects the performance and effectiveness Know the basic framework of predicting individual and group behaviour in organizations Understand the dynamics of individual and group behaviour in organizations Develop theoretical, practical insights & problem solving capabilities for effectively managing the firm Enable students to use organizational behaviour theories to manage people effectively	Moderate	Moderate	Strong	Weak	Moderate	Weak	Strong	Nil	Strong	Moderate	Strong	Moderate
1	T2216	Business Statistics	To enable students to use concepts of probability in business situations To enable students to make inferences from samples drawn from large datasets To enable students to apply univariate and multivariate statistical techniques	Moderate	Moderate	Strong	Strong	Strong	Weak	Weak	Moderate	Moderate	Moderate	Strong	Moderate
1	T2220	Operations Research	To understand different Operation Research Models and their significance for Business To formulate different decision making models for managing the business To analyse different business problems using operation research tools	Moderate	Strong	Moderate	Strong	Strong	Weak	Strong	Moderate	Strong	Strong	Moderate	Moderate
1	T6075	Managerial Economics	Knowing the basic Economic concepts, Analysing basic Economic approaches in Managerial decisions making Understanding the roles of managers in firms with relations towards internal and external decisions to be made by managers, keeping in mind important tools of Managerial Economics Applications of economic principles in managerial decision problems using economic reasoning, it will help the students to discover how firms attempt to reach optimal managerial decisions in the face of constraints Analysing the real-world business problems with systematic theoretical framework and then to make optimal business decisions by integrating the concepts of economics To learn the techniques and theories of microeconomics, which can be used to explain the firms and consumers behaviour. A secondary outcome is to understand when the behaviour of firms and consumers is efficient from society's perspective	Moderate	Strong	Strong	Moderate	Moderate	Strong	Strong	Moderate	Moderate	Strong	Strong	Moderate
1	T2114	Essentials of Marketing Management	Familiarize with major marketing concepts and their application to real world business situations Formulate & Assess Marketing Decisions Connect marketing strategies & tactics with real world business issues and solutions therefor Plan Marketing Strategies & Communicate the same to relevant role holders	Strong	Strong	Moderate	Weak	Moderate	Moderate	Moderate	Nil	Moderate	Moderate	Moderate	Moderate
1	T2528	Management of Operations	To understand different components of operations and their linkages with other business functions To analyse and construct different processes for operational improvements	Moderate	Moderate	Strong	Strong	Weak	Nil	Strong	Moderate	Moderate	Strong	Strong	Strong

Resolution No. B6: 15.04.19

Resolved that the Mapping of the Programme Curriculum (Courses-COs) to the Programme Outcomes be and is hereby accepted.

Item No. B7

Classification of Courses within the programme as required by NAAC

PRC members were briefed on the classification of courses done based on what basis and also explained the definitions of each category.

PRC members agreed to it.

[\(Link for Definitions and Classification of NAAC Parameters\)](#)

Classification of courses done for the Batch 2019-21 in the eduwiz was also displayed to the PRC members.

Institute Course Code	Course name	Callog Course Code	Experiential Learning	Primary Purpose of Course	Primary Orientation of the Course	Course Type	Audit Course
020441101	Basics of Financial Management	T2776	No	Other	Profession	Other	No
020441102	Business Communication	T2289	No	Skill Devel	Profession	Other	No
020441103	Business Statistics	T2216	No	Skill Devel	Other	Other	No
020441104	Essentials of Marketing Management	T2114	No	Other	Other	Other	No
020441105	Financial Accounting	T2003	No	Skill Devel	Profession	Other	No
020441106	Human Resource Management	T2572	No	Other	Human Va	Other	No
020441107	Legal Aspects of Business	T1140	No	Other	Profession	Other	No
020441108	Management of Operations	T2528	No	Other	Other	Other	No

Resolution No. B7: 15.04.19

Resolved that the Classification of Courses within the programme as required by NAAC be and is hereby accepted.

Item No. B8

Session plan and assessment plan review for the ensuing semester

The session plan as discussed in Item No. B5 was displayed to the members and also the assessment plan prepared by the faculty members for the upcoming semester by mapping each assessment with the CO. PRC members agreed to it.

Assessment Plan										
Assessment Task No	Marks Allocated	Description of the task	Assessment Elements / Rubric	Bloom's Level	Weightage	Mapping				
						CO1	CO2	CO3	CO4	CO5
Assessment 1	20	Written Test on Applying HR Metrics in decision making on a given Real Life Organizational Situation	Interpret Case Problems	II	30					Linkage
			Analyze Financial Impact	IV	35		Linkage			
			Decide on Solutions	V	25				Linkage	
			financially	VI	10		Linkage			
Assessment 2	30	Group Wise Experiential Learning Project on Pre Distributed Cases for Applying concepts learned in class	Relate Case to Concept	II	10	Linkage				
			Plan a Course of Action	III	30				Linkage	
			Justify as a Group	V	40		Linkage			
			Present as a Group	VI	20				Linkage	
Assessment 3	10	Viva on Understanding of Entire Course Concepts and their Application in Day to day situations	relate concepts to	I	50	Linkage				
			logic	V	50		Linkage			Linkage
Assessment 4	40	Term End Written Examination	Relate concepts to Case	I	20	Linkage				
			Interpret Problems	II	30		Linkage			
			Design Solutions	VI	15					Linkage
			Apply	III	35					Linkage

Resolution No. B8: 15.04.19

Resolved that the Session plan and assessment plan review for the ensuing semester be and is hereby accepted.

**'C'- FOR INFORMATION
NIL**

Since there were no other items for consideration, the meeting ended with a vote of thanks to the Chair.

SIMS/PRC/2019
Date: 15.04.2019

**Brig(Dr.) Rajiv Divekar
Director, SIMS**

Dy. Director, SIMS





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SYMBIOSIS INSTITUTE OF MANAGEMENT STUDIES (SIMS)

(For Defence Personnel & Their Dependents)

Symbiosis Institute of Management Studies (SIMS) Action

Taken Report on Stakeholders Feedback on curriculum development For

Academic Year 2020-2021

Sr No	Particulars / Action Point	Action Taken
1	Information Technology and Analytics specialization added and subjects added- Data Mining (T3397) - 2 Credits, Information Risk Management (T3036)- 2 credits, Internet of Things (T3394)- 2 credits, Mobile Analytics (T3398) -2 Credits, Machine learning (T3532)- 2 Credits in 4th Semester of 2020-22 batch.	As suggested new course was added. Program structure modified for batch 2020-22

Dy. Director, SIMS

