



Dr D Y Patil Pratishthan's  
**Dr D Y Patil Institute of Management Studies,**  
 Sector 29, Near Akurdi Railway Station, Nigdi-Pradhikaran, Akurdi, Pune-411044.

**CO's and PSO's for A.Y 2019-20**

Subject Code	Subject Name	Division	Faculty Name	Define COs	Define PSOs
<b>Semester I</b>					
101	Accounting for Business Decisions (FC)*	A+B+C	Ms Monika Gorkhe	CO101.1: DESCRIBE the basic concepts related to Accounting, Financial Statements, Cost Accounting, Marginal Costing, Budgetary Control and Standard Costing CO101.2 : EXPLAIN in detail, all the theoretical concepts taught through the syllabus. CO101.3: PERFORM all the necessary calculations through the relevant numerical problems. CO101.4: ANALYSE the situation and decide the key financial as well as non-financial elements involved in the situation. CO101.5: EVALUATE the financial impact of the decision.	
102	Economic Analysis for Business Decisions (FC)*	A+B+C	Mr Shivaji Mane	DEFINE the key terms in micro-economics. EXPLAIN the key terms in micro-economics, from a managerial perspective. IDENTIFY the various issues in an economics context and DEMONSTRATE their significance from the perspective of business decision making. ANALYSING EXAMINE the inter-relationships between various facets of micro-economics from the perspective of a consumer, firm, industry, market, competition and business cycles. DEVELOP critical thinking based on principles of micro-economics for informed business decision making. ANTICIPATE how other firms in an industry and consumers will respond to economic decisions made by a business, and how to incorporate these responses into their own decisions.	

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103	Business Research Methods(FC)*	A+B+C	Dr Amitabh Patnaik	<p>CO104.1 Define various concepts &amp; terms associated with scientific business research.</p> <p>CO104.2 Explain the terms and concepts used in all aspects of scientific business research.</p> <p>CO104.3 Make Use Of scientific principles of research to Solve contemporary business research problems.</p> <p>CO104.4 Examine the various facets of a research problem and Illustrate the relevant aspects of the research process from a data driven decision perspective.</p> <p>CO104.5 Evaluating Judge the suitability of alternative research designs, sampling designs, data collection instruments and data analysis options in the context of a given real-life business research problem from a data driven decision perspective.</p> <p>CO104.6 Creating Formulate alternative research designs, sampling designs, data collection instruments, testable hypotheses, data analysis strategies and research reports to address real-life business research</p>	
104	Organizational Behavior(FC)*	A+B+C	Ms Minal Waghchoure	<p>C105:1.Explain the major theories, concepts, terms, models, frameworks and research findings in the field of organizational behavior.</p> <p>C105:2.Reason out the implications of organizational behavior from the perspectives of employees, managers, leaders and the organization.</p> <p>C105:3.Apply OF the Theories, Models, Principles and Frameworks of organizational behavior in specific organizational settings.</p> <p>C105:4.Analyze the role of individual, groups, managers and leaders in influencing how people behave and in influencing organizational culture at large.</p> <p>C105:5.Design approaches to reorient individual, team, managerial and leadership behaviour inorder to achieve organizational goals</p> <p>C105:6.Discuss the challenges in shaping organizational behavior, organizational culture and organizational change.</p>	

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105	Basics of Marketing (FC)*	A+B+C	Dr Kunal Patil	<p>CO105.1 RECALL and REPRODUCE the various concepts, principles, frameworks and terms related to the function and role of marketing.</p> <p>CO105.2 DEMONSTRATE the relevance of marketing management concepts and frameworks to a new or existing business across wide variety of sectors and ILLUSTRATE the role that marketing plays in the 'tool kit' of every organizational leader and manager.</p> <p>CO105.3 APPLY marketing principles and theories to the demands of marketing function and practice in contemporary real world scenarios.</p> <p>CO105.4 EXAMINE and LIST marketing issues pertaining to segmentation, targeting and positioning, marketing environmental forces, consumer buying behavior, marketing mix and Product Life Cycle in the context of real world marketing offering (commodities, goods, services, e-products/ e-services).</p> <p>CO105.5 EXPLAIN the interrelationships between segmentation, targeting and positioning, marketing environment, consumer buying behavior, marketing mix and Product Life Cycle with real world examples.</p> <p>CO105.6 DISCUSS alternative approaches to segmentation, targeting and positioning, the marketing environment, consumer buying behavior, marketing mix and Product Life Cycle in the context of real world marketing offering (commodities, goods, services, e-products/ e-services.).</p>	
106	Digital Business(FC)*	A+B+C	Mr Somanth Hadalgekar	<p>CO106.1- DESCRIBE the conceptual framework of e commerce, mobile commerce and social commerce.</p> <p>CO106.2- SUMMARIZE the impact of information, mobile, social, digital, IOT and related technologies on society, markets &amp; commerce.</p> <p>CO106.3- ILLUSTRATE value creation &amp; competitive advantage in a digital Business environment.</p> <p>CO106.4-EXAMINE the changing role of intermediaries, changing nature of supply chain and payment systems in the online and offline world.</p> <p>CO106.5- ELABORATE upon the various types of digital business models and OUTLINE their benefits and limitations</p> <p>CO106.6- DISCUSS the various applications of Digital Business in the present day world.</p>	

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116	MS Excell (HC)***-Inst.	A+B+C	Mr Somanth Hadalgekar	CO116.1- SELECT appropriate menus and functions of MS Excel to Create, Format, Import, Merge, Save, Print Spreadsheets & Charts using business data. CO116.2- SHOW how to do basic troubleshooting and fix mistakes most people make when working with spreadsheets. CO116.3- USE various functions of MS Excel, Execute pivot table analysis, common (and powerful functions), and different types of lookups (vlookup, hlookup, and index/match). CO116.4- ILLUSTRATE the use of the most commonly used data-manipulation commands in MS Excel. CO116.5- DERIVE insights from multiple data sources in MS EXCEL and work with it to answer relevant business questions. CO116.6- CREATE standard Excel Templates for routine business data	
107	Management Fundamentals (HC)**-SPPU	A+B+C	Dr Priyanka Mishra	CI07.1:Understand the fundamentals of management and business, C107.2:Understand and formulate organization structures and its function C107.3:Understand and solve real life problems on planning and decision making C107.4: Able to perform and showcase overall management skills	
110	Essentials of Psychology for Managers(HC)**-SPPU	A+B+C	Dr Ashutosh Misal	CO110.1: DEFINE Basic Concepts of Psychology. CO110.2: EXPLAIN Sensing and Perceiving Processes CO110.3: APPLYING Principles of Learning and Conditioning to Human Behaviour. CO110.4: ILLUSTRATE linkages between learning, memory and Information Processing. CO110.5: EXPLAIN basic intrapersonal processes that influence social perception	
111	Legal Aspects of Business(HC)**- SPPU	A+B+C	Mr Vikram Diwekar	CO111.1: DESCRIBE the key terms involved in each Act. CO111.2 : SUMMARIZE the key legal provisions of each Act. CO111.3: ILLUSTRATE the use of the Acts in common business situations. CO111.4 :OUTLINE the various facets of basic case laws of each Act from a legal and managerial perspective	

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113	Verbal Communication(HC)***-Inst.	A+B+C	Ms Sneha Sinha	<p>CO113.1 : RECOGNIZE the various elements of communication, channels of communication and barriers to effective communication</p> <p>CO113.2: EXPRESS themselves effectively in routine and special real world business interactions.</p> <p>CO113.3: DEMONSTRATE appropriate use of body language.</p> <p>CO113.4: TAKE PART IN professional meetings, group discussions, telephonic calls, elementary interviews and public speaking activities.</p> <p>CO113.5: APPRAISE the pros and cons of sample recorded verbal communications in a business context.</p> <p>CO113.6: CREATE and DELIVER effective business presentations, using appropriate technology tools, for common business situations.</p>	
116	MS Excell (HC)***-Inst.	A+B+C	Mr Somanth Hadalgekar	<p>CO116.1- SELECT appropriate menus and functions of MS Excel to Create, Format, Import, Merge, Save, Print Spreadsheets &amp; Charts using business data.</p> <p>CO116.2- SHOW how to do basic troubleshooting and fix mistakes most people make when working with spreadsheets.</p> <p>CO116.3- USE various functions of MS Excel, Execute pivot table analysis, common (and powerful functions), and different types of lookups (vlookup, hlookup, and index/match).</p> <p>CO116.4- ILLUSTRATE the use of the most commonly used data-manipulation commands in MS Excel.</p> <p>CO116.5- DERIVE insights from multiple data sources in MS EXCEL and work with it to answer relevant business questions.</p> <p>CO116.6- CREATE standard Excel Templates for routine business data</p>	
115	Selling and Negotiation Skills(HC)***-Inst.	A+B+C	Dr Nandini Desai	<p>CO115.1 DESCRIBE the various selling situations and selling types.</p> <p>CO115.2 OUTLINE the pre-sales work to be carried out by a professional salesperson.</p> <p>CO115.3 IDENTIFY the key individuals involved in a real world sales process for a real world product/ service / e-product / e-service.</p> <p>CO115.4 FORMULATE a sales script for a real world sales call for a product/ service / eproduct / e-service.</p> <p>CO115.5 DECONSTRUCT the pros and cons of sample real world sales calls for a product/ service / e-product / e-service.</p> <p>CO115.6 DEVELOP a sales proposal for a real world product/ service / e-product / eservice and for a real world selling situation.</p>	

Semester-III

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301	Strategic Management (FC)*	A+C1	Dr Lalit Prasad	C301.1:Recall and explain the perspectives and concepts of strategic Management C301.2:Relate and apply strategic management process for an organization C301.3:Classify and decide the external and internal environment of an to take appropriate decision in global environment C301.4:Develop qualities of value based leadership. C301.5:Identify and predict the best strategy to solve a business problem.	
302	EPM(FC)*	A+C1	Mr Sibi Abraham	C302.1:Identify the elements that constitute effective performance measurement and control systems C302.2: Explain the role performance measurement and control systems play in planning and controlling organisational activities C302.3:Calculate transfer price and make sense of current performance measurement trends C302.4: Analyze the link between organizational structure, and planning and control systems C302.5:Develop a Key performance indicators for an organization	
303	Start Up and New Venture Management (FC)*	A+C1	Dr Shilpa Kankonkar	C303.1 :To understand the key terminologies, attributes and characteristics of startups C303.2: To design & develop a business plan of the new venture C303.3: To understand the role of Government and various support organizations in encouraging and supporting startups. C303.4: To identify & describe the various strategic decisions involved in establishing a startup	
305MKT	Contemporary Marketing Research (FC)*	Marketing	Dr Lalit Prasad	C 305MKT.1 :Understand concept of research and research process. C305MKT.2:Formulate objectives, hypothesis and research design of research problems. C305MKT.3:Design research instrument for qualitative and quantitative research. C305MKT.4:Analyze and Interpret the data with the help of Pictures/ Equations and Statistical Tools C305MKT.5:Propose Findings Suggestions and Conclusion of Research and Make Research Report	

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306MKT	Consumer Behavior (FC)*	Marketing	Dr Nandini Desai	<p>C-306.1 Possess the managerial skills required to understand the Environmental and personal determinants Influencing on Consumer Behavior at national and international level.</p> <p>C-306.2 Develop analytical and critical thinking needed to comprehend the decision making process adopted by the consumers.</p> <p>C-306.3 Exhibit ethical conduct with consumers in the best interest of the individual, organization, environment, and society as a whole.</p> <p>C-306.4 Apply consumer behavior theories to analyze real-world problems and recommend creative solutions.</p> <p>C-306.5 Evaluate the importance of understanding consumer's behavioral response necessary for entrepreneurs to lead in competitive world.</p>	<p><b>PSO MKT 1:</b> Understand and analyze various facets of Marketing management</p> <p><b>PSO MKT 2 :</b> Design and implement Marketing Mix strategies while delivering customer value</p>
307 MKT	Integrated Marketing Communication (HC)**	Marketing	Dr Kunal Patil	<p>C307MKT.1 Describe the tools available for Marketing communications and value of Integrated Marketing Communication (IMC).</p> <p>C307MKT.2 Develop and Manage the Advertising program</p> <p>C307MKT.3 Distinguish between consumers and trade oriented sales promotion tools and coordinate sales promotion &amp; advertising.</p> <p>C307MKT.4 Identify and apply appropriate PR tools as per the situation.</p> <p>C307MKT.5 Examine effectiveness of promotional program.</p>	
309 MKT	Strategic Brand Management (HC)**	Marketing	Mr Shivaji Mane	<p>1 To study different approaches to measuring brand equity.</p> <p>2 To understand conceptual framework for managing brands strategically.</p> <p>3 To emphasize the role of brands, the concept of brand equity and the advantages of creating strong brands.</p> <p>4 To create profitable brand strategies by building, measuring and managing brand equity</p>	

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310 MKT	Personal Selling Lab (HC)**	Marketing	Ms Minal Waghchoure	<p>219.1: Understand the key terms in selling and DESCRIBE the qualities of Winning Sales Professionals</p> <p>219.2: EXPLAIN the theories and concepts that are central to personal selling</p> <p>219.3: Apply the interpersonal and team skills necessary in successful relationship selling.</p> <p>219.4: ILLUSTRATE the use of various sales techniques needed to achieve a profitable sale in a real world scenario for a real world product/ service / eproduct / e-service.</p> <p>219.5: DEVELOP a customer plan that identifies all elements of personal selling, essential to creating successful sales in a real world scenario for a real world product/ service / e-product / e-service.</p> <p>219.6:CREATE sales presentation for a real world product/ service / e-product / eservice and for variety of selling situations.</p>	
311 MKT	Qualitative Marketing Research (HC)**	Marketing	Dr Amitabh Patnaik	<p>C311.1- Enumeratethe key terms associated with Qualitative research approach.</p> <p>C311.2- Compare and ContrastQualitative research approach with the Quantitative approach</p> <p>C311.3-Construct appropriate research and sampling designs for Qualitative research work in real world business and non-business contexts</p> <p>C311.4- Evaluatethe quality of Qualitative Research work</p>	
305FIN	Direct Taxation (FC)*	Finance	Ms Monika Gorkhe	<p>C305.1 Define and Identify basic concepts related to Income tax Act.</p> <p>C305.2 Explain the tax implications under different heads of income.</p> <p>C305.3 Perform all the required calculations for calculating Net Taxable Income</p> <p>C305.4 Analyze the net taxable liability and suggest better tax management.</p> <p>C305.5 Able to file ITR of different assesses</p>	

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306FIN	Financial Systems of India, Markets and Services (FC)*	Finance	Mr Indrajeet Kole	C306.1: Aims at providing the students, basic knowledge about the Finance concepts, markets and various services provided in those markets. C306.2: Understand the role and function of the financial system in reference to the macro economy. C306.3: Demonstrate an awareness of the current structure and regulation of the Indian financial services. C306.4: Evaluate and create strategies to promote financial products and services	PSO1. Analyzing the financial performance of individual, organization's that help in decision making. PSO2. The students are enabled to enhance their knowledge on various financial markets and services provided by the different Financial Institutions.
309FIN	Corporate Finance (HC)**	Finance	Mr Sibi Abraham		
311 FIN	Strategic Cost Management (HC)**	Finance	Mr Indrajeet Kole	C311.1: Define various aspects of cost management from strategic perspective. C311.2: Explain various tools of cost management:- Lifecycle costing, target costing, kaizen costing, Learning Curve Theory & Activity Based Costing. C311.3:To solve problems related to SCM. C311.4: Analyze the linkage between cost data and systems and the organization of activities and resource flows in a range of manufacturing and service activities. C311.5 : Develop strategies for managing costs	
314 FIN	Banking Operations-I(HC)**	Finance	Dr Shilpa Kankonkar	C315.1 : To understand the banking structure and components of indian banking system through banking operations. C315.2:To analyse the linkages that exist between the various banking services and their interdependence on the entire banking financial system of the country C315.3Illustrate the working and contribution of Banks to the Indian Economy. C315.4To identify and apply concepts of banking processes for functional understanding of the business environment. C315.5: Develop necessary competencies expected of finance professional	
316FIN	Futures and Options (HC)**	Finance	Mr Sibi Abraham	C316.1:Define forwards ,futures and options C316.2Explain mechanics of buying, selling, exercising, and settling of futures and options C316.3:To trade in futures and options C316.4:Relate such instrument to risk and instruments for managing market risk. C316.5:Devise a trading strategy of their own	

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305 OPE	Operation Planning and Control (FC)*	Operations	Mr P.R. Trivedi	CO305 OPE.1: DESCRIBE the building blocks of Planning & Control of Operations. CO305 OPE.2: EXPLAIN the need for aggregate planning and the steps in aggregate planning. CO305 OPE.3: MAKE USE OF the various forecasting approaches in the context of operations planning process. CO305 OPE.4: EXPLAIN the importance of scheduling in operations management. CO305 OPE.5: CREATE a Bill of Materials	PSO.OPE.1: Demonstrate skills of Planning, organizing and controlling in operations management to improve
306 OPE	Inventory Management(FC)*	Operations	Mr P.R. Trivedi	CO306 OPE.1: DEFINE the key terms associated with inventory Management. CO306 OPE.2: CLASSIFY various types of inventory, and inventory costs. CO306 OPE.3: CALCULATE Economic Order Quantity and stock levels under various conditions. CO306 OPE.4: COMPARE and CONTRAST various methods of inventory control. CO306 OPE.5:SOLVE problems based on ABC classification of inventory	
307 OPE	Productivity Management	Operations	Mr P.R. Trivedi	CO307OPE.1: DEFINE various types of productivity and measures of productivity. CO307OPE.2:DEMONSTRATE the linkages between various measures of productivity. CO307OPE.3APPLY Value Analysis and Value Engineering principles to simple situations related to operations management. CO307OPE.4:APPLY various types of charts and diagrams to carry out work study and method study. CO307OPE.5: ELABORATE upon the concepts of JIT, Lean, 5S, TPM, BPR, Six Sigma, World Class manufacturing	

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312OPE	Six Sigma	Operations	Mr P.R. Trivedi	CO312OPE.1: DESCRIBE the Key Concepts and Definitions associated with Quality Management, Six Sigma and Process of Six Sigma. CO312OPE.2: SUMMARIZE the six-sigma philosophy along with understanding of 7 QC Tools. CO312OPE.3: PREDICT the change due to Six Sigma Implementation and Application of Six Sigma tools in new settings . CO312OPE.4: APPRECIATE use of Six Sigma for services performance improvement and strengthening the Organizational Structures. CO312OPE.5: CREATING a Case for Business Models in Different Industries/Proposing a Strategy by Studying the cases of Successful Six Sigma Implementation	productivity. <b>PSO.OPE.2:</b> Measure effectiveness and efficiency of operations by preparing job and work design, process design, layout design and design and control of systems.
315OPE	Project Management	Operations	Mr P.R. Trivedi	CO315OPE.1: DEFINE the key terms and concepts in project management. CO315OPE.2:EXPLAIN the Importance of project management methodologies and tools at the distinct stages in the Project's life cycle. CO315OPE.3: ILLUSTRATE the importance of PM in most industries and businesses. CO315OPE.4: DESIGN dashboard, status report and index for Key Performance Indicators of project for the Management	
313 OPE	Designing Operations Systems	Operations	Mr P.R. Trivedi	CO313OPE.1:Identify basic components of operating system. CO313OPE.2: Conceptualize synchronization amongst various components of a typical operating system. CO313OPE.3: Understand and simulate activities of various operating system components. CO313OPE.4:Correlate basic concepts of operating system with an existing operating system.	
305 HR	Labour & Social Security Laws (FC)*	HRM	Adv Deepak Tilak	C305.1: Understand the concepts of Labour laws and its application in the Indian organizations C305.2: Analyze and find appropriate solutions of the cases pertaining to application of labour laws in Indian organizations.	

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306 HR	HR Accounting and Compensation Management (FC)*	HRM	Dr Priyanka Mishra	C306.1: Understand the concepts of HR Accounting and compensation C302.6: Furnish cost value information for making proper and effective management decisions about acquiring, allocating, developing, and maintaining human resources in order to achieve cost effective organizational objectives C306.3: Address the human capital as a critical role in firm's viability in the knowledge economy C306.4: Have an analysis of the Human Asset, i.e. whether such assets are conserved, depleted, or appreciated. C306.5: Understand the wage laws implemented in the country	PSO1: Understand people and their behavior at work. PSO2: Understand organizational culture. PSO3: Understand HR as a strategic decision making function.
315 HR	Lab in Job Design and Analysis (HC)**	HRM	Dr Priyanka Mishra	C315.1: Understand the fundamentals of Job Analysis and Design C315.2: Research and analyze the Job Analysis of companies taken for the study. C315.3: To give hands on experience to the students of designing jobs at various levels	
311 HR	Outsourcing of HR (HC)**	HRM	Ms Anagha Sijapati	C311 1: To learn the basic concepts of outsourcing C311 2: To enable the students to understand each stage of outsourcing process.	
314 HR	Lab in Recruitment and Selection (HC)**	HRM	Dr Ashutosh Misal	CO314.1: To be able to Draft Job Description. CO314.2: To understand Attitudes, Competencies and Types of Personalities. CO314.3: To be able to conduct HR interviews	
316 HR	Lab in Training (HC)**	HRM	Dr Nandini Desai	C- 316HR .1 Develop analytical and critical thinking required to access Training Need Assessment of the organization. C- 316HR .2 Possess the management skills required to develop training modules based on the TNA in an organization. C- 316HR .3 Apply the knowledge to decide the training methods suitable to achieve objectives with reference to TNA. C- 316HR .4 Understand the procedure of deciding the process of training need analysis and methods to deliver training programme for different cadres in an organization. C- 316HR .5 Able to analyze the organizational objectives and link the training schedule/ calendar of the organization with the same.	

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305IT	IT Management and Cyber Laws	IT	Dr Nandini Desai	<p>C305IT.1- To understand the management aspect required for effective use of Information technology in an organization.</p> <p>C305IT.2- To develop analytical and critical thinking required to comprehend the provisions made in the Information Technology Act, 2000.</p> <p>C305IT.3-To understand the importance of the cyber law and the consequences of the same.</p> <p>C305IT.4- To recognize the importance of IT management for running the business effective and efficiently.</p> <p><del>C305IT.5- To know the role of IT in managing the organization</del></p>	<p>PSO.IT.1: Ability to understand, analyse and develop suitable solution in the areas related to system software, hardware, multimedia, web design, database, software engineering and networking.</p> <p>PSO.IT.2: Understand the changes in computing environment and apply standard practices &amp; strategies to deliver a quality product</p>
306IT	E BUSINESSES AND BUSINESS INTELLIGENCE	IT	Dr Nandini Desai	<p><del>C306IT.1- Understand the concept of e-Business and application of the same in the organisation.</del></p> <p>C306IT.2- Develop their competency to lead e- business venture.</p> <p>C306IT.3- Comprehend the importance of business intelligence</p> <p>C306IT.4- Understand the concept related to business analytics</p> <p>C306IT.5- Develop the practical application of business analytic techniques</p>	
307IT	SOFTWARE ENGINEERING WITH SYSTEM ANALYSIS & DESIGN	IT	Dr Nandini Desai	<p>C307IT.1-Understand the Software Engineering Methods used for the effective organizations.</p> <p>C307IT.2-Used different approaches and models for System</p> <p>C307IT.3-Figure out Requirements, Investigation and application of Specifications of required software.</p> <p>C307IT.4-Develop software engineering schemas for the organizations.</p> <p>C307IT.5-Develop software and its application methods.</p>	
308IT	Mobile Computing with Android	IT	Dr Nandini Desai	<p>C308IT.1-Understand the technical aspects of M-computing</p> <p>C308IT.2-Find out the impact of M-computing on IT department of any organization.</p> <p>C308IT.3-Know the emerging Telecommunication Technologies</p> <p>C308IT.4-Understands and solve the Security Issues in Mobile Computing</p> <p>C308IT.5-Develop the Management of mobile commerce services for the futuristic organizations</p>	
3009IT	RDBMS with Oracle /MS-SQL Server	IT	Dr Nandini Desai	<p>C309IT.1-Understand the concept of relational Data Base Management.</p> <p>C309IT.2-Know the importance of Relational model concept in the IT department.</p> <p>C309IT.3-Figure out the constraints of management systems in an organization.</p> <p>C309IT.4-Develop the proficiency for writing SQL commands</p> <p>C309IT.5-Design applications for a real life DBMS problem.</p>	

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310IT	Software Quality Assurance	IT	Dr Nandini Desai	C310IT.1-Understand the methods for Software Quality Assurance. C310IT.2-Know the quality standards specifies by regulatory authorities. C310IT.3-Identify the Quality Testing processes in an organization. C310IT.4-Understand SQA components in Project life cycle activities assessment. C310IT.5-Expand Software development environment in an organization.	
<b>Semester-II</b>					
201	Marketing Management (FC)*	A+B+C	Mr Shivaji Mane	DESCRIBE the key terms associated with the 4 Ps of marketing. UNDERSTANDING COMPARE and CONTRAST various approaches to pricing for a real world marketing offering (commodities, goods, services, e-products/ e-services.) DEMONSTRATE an understanding of various channel options for a real world marketing offering (commodities, goods, services, e-products/ e-services.) EXAMINE the product line of a real world marketing offering (commodities, goods, services, e-products/ e-services.) EVALUATING EXPLAIN the role of various communication mix elements for a real world marketing offering (commodities, goods, services, e-products/ e-services.) DESIGN a marketing plan for a real world marketing offering (commodities, goods, services, e-products/ e-services.)	
202	Financial Management(FC)*	A+B+C	Mr Indrajeet Kole	C 202.1: DESCRIBE the basic concepts related to Financial Management, Various techniques of Financial Statement Analysis, Working Capital, Capital Structure, Leverages and Capital Budgeting. C 202.2: EXPLAIN in detail all theoretical concepts throughout the syllabus. C 202.3:PERFORM all the required calculations through relevant numerical problems. C202.4: ANALYZE the situation and <input type="checkbox"/> comment on financial position of the firm <input type="checkbox"/> estimate working capital required <input type="checkbox"/> decide ideal capital structure <input type="checkbox"/> evaluate various project proposals. C202.5: EVALUATE impact of business decisions on Financial Statements, Working Capital, Capital Structure and Capital Budgeting of the firm.	

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203	Human Resource Management (FC)*	A+B+C	Ms. Nandini Desai	<p>CO203.1 REMEMBERING DESCRIBE the role of Human Resource Function in an Organization.</p> <p>CO203.2 REMEMBERING ENUMERATE the emerging trends and practices in HRM.</p> <p>CO203.3 UNDERSTANDING ILLUSTRATE the different methods of HR Acquisition and retention.</p> <p>CO203.4 APPLYING DEMONSTRATE the use of different appraisal and training methods in an Organization.</p> <p>CO203.5 ANALYSING OUTLINE the compensation strategies of an organization</p> <p>CO203.6 EVALUATING INTERPRET the sample job descriptions and job specifications for contemporary entry level roles in real world</p>	
204	Operation & SCM(FC)**	A+B+C	Dr. Amitabh Patnaik	<p>CO204.1 Define basic terms and concepts related to Production, Operations, Services, Supply Chain and Quality Management.</p> <p>CO204.2 Explain the process characteristics and their linkages with process-product matrix in a real world context.</p> <p>CO204.3 Describe the various dimensions of production planning and control and their inter-linkages with forecasting</p> <p>CO204.4 Calculate inventory levels and order quantities and Make Use Of various inventory classification methods.</p> <p>CO204.5 Outline a typical Supply Chain Model for a product / service and Illustrate the linkages with Customer Issues, Logistic and Business Issues in a real world context.</p> <p>CO204.6 Elaborate upon different operational issues in manufacturing and services organisations where the decision-making element is</p>	
208	Geo Politics & WEC (HC)**	A+B+C	Mr. Shivaji Mane	<p>ENUMERATE the various elements of global economic system.</p> <p>EXPLAIN the role of key trade organizations in the global economic system.</p> <p>IDENTIFY the crucial elements of international trade laws.</p> <p>ANALYSE the forces that work for and against globalization.</p> <p>ASSESS the impact of the elements of the Global Economic System on the India Economy</p>	

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209	Start-Up and New Venture Management(HC)**	A+B+C	Ms Minal Waghchoure	<p>209.1: DESCRIBE the strategic decisions involved in establishing a startup</p> <p>209.2: EXPLAIN the decision making matrix of entrepreneur in establishing a startup</p> <p>209.3: IDENTIFY the issues in developing a team to establish and grow a startup</p> <p>209.4: FORMULATE a go to market strategy for a startup.</p> <p>209.5: DESIGN a workable funding model for a proposed startup.</p> <p>209.6: DEVELOP a convincing business plan description to communicate value of the <del>new venture to customers, investors and other stakeholders.</del></p>	
210	Qualitative Marketing Research	A+B+C	Dr Kunal Patil	<p>CO210.1 ENUMERATE the key terms associated with Quantitative research approach.</p> <p>CO210.2 COMPARE and CONTRAST Qualitative research approach with the Quantitative approach.</p> <p>CO210.3 CONSTRUCT appropriate research and sampling designs for Qualitative research work in real world business and non-business contexts</p> <p>CO210.4 ILLUSTRATE the use of appropriate qualitative research methods in real world business and non-business contexts.</p> <p>CO210.5 EVALUATE the quality of Qualitative Research work</p> <p>CO210.6 COMBINE Qualitative and Quantitative research approaches in a real world research project.</p>	
216	SPSS(HC)**	A+B+C	Dr. Lalit Prasad	<p>C 208.1 :Able to recall and understand the statistical tests and their usage</p> <p>C208.2:Able to apply the appropriate statistical tests in research process</p> <p>C208.3 : Analyze and Interpret the data with the help of Pictures/ Equations and Statistical Tools</p> <p>C208.4:Able to prepare research report of a research project</p>	
213	Written Analysis and Communication Lab	A+B+C	Ms Sneha Sinha	<p>CO213.1: DESCRIBE stages in a typical communication cycle and the barriers to effective communication.</p> <p>CO213.2: SUMMARIZE long essays and reports into précis and executive summaries.</p> <p>CO213.3: USE Dictionary and Thesaurus to draft and edit a variety of business written communication.</p> <p>CO213.4: EXAMINE sample internal communications in a business environment for potential refinements.</p> <p>CO213.5: COMPOSE variety of letters, notices, memos and circulars.</p>	

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205	Marketing Research (FC)*	Marketing	Dr. Lalit Prasad	CO205 MKT.1 :IDENTIFY and DESCRIBE the key steps involved in the marketing research process. CO205MKT.2:COMPARE and CONTRAST various research designs, data sources, data collection instruments, sampling methods and analytical tools and SUMMARIZE their strengths & weaknesses. CO205MKT.3:DEMONSTRATE an understanding of the ethical framework that market research needs to operate within CO205 MKT.4:ANALYZE quantitative data and draw appropriate Inferences to address a real life marketing issue CO205MKT.5:DESIGN a market research proposal for a real life marketing research problem and EVALUATE a market research proposal CO205MKT.6:PLAN and UNDERTAKE qualitative or quantitative Market Research and demonstrate the ability to appropriately analyse data to resolve a real life marketing issue.	
206	Consumer Behavior (FC)*	Marketing	Dr Nandini Desai	CO206MKT.1 REMEMBERING ENUMERATE social and psychological factors and their influence his/her behavior as a consumer. CO206MKT.2 UNDERSTANDING EXPLAIN fundamental concepts associated with consumer and organizational buying behavior. CO206MKT.3 APPLYING APPLY consumer behavior concepts to real world strategic marketing management decision making. CO206MKT.4 ANALYSING ANALYSE the dynamics of human behavior and the basic factors that influence the consumer's decision process. CO206MKT.5 EVALUATING EXPLAIN the consumer and organizational buying behavior process for a variety of products (goods/services).	

Subject Code	Subject Name	Division	Faculty Name	Define COs	Define PSOs
219	Personal Selling Lab(HC)**	Marketing	Ms Minal Waghchoure	<p>219.1: Understand the key terms in selling and DESCRIBE the qualities of Winning Sales Professionals</p> <p>219.2: EXPLAIN the theories and concepts that are central to personal selling</p> <p>219.3: Apply the interpersonal and team skills necessary in successful relationship selling.</p> <p>219.4: ILLUSTRATE the use of various sales techniques needed to achieve a profitable sale in a real world scenario for a real world product/ service / eproduct / e-service.</p> <p>219.5: DEVELOP a customer plan that identifies all elements of personal selling, essential to creating successful sales in a real world scenario for a real world product/ service / e-product / e-service.</p> <p>219.6:CREATE sales presentation for a real world product/ service / e-product / eservice and for variety of selling situations.</p>	
220	Digital Marketing (HC)**	Marketing	Mr Somnath Hadalgekar	<p>CO220MKT.1- DEFINE various concepts related to Digital Marketing.</p> <p>CO220MKT.2- EXPLAIN the role of Facebook, Google Ad words, Youtube and Email in digital marketing.</p> <p>CO220MKT.3- MAKE USE OF Facebook, Google Ad words, Youtube and Email for carrying out digital marketing of real life products.</p> <p>CO220MKT.4- ILLUSTRATE the use of Facebook, Google Ad words, Youtube and Email in various contexts of Digital Marketing.</p> <p>CO220MKT.5- DESIGN digital media campaign using appropriate mix of Facebook, Google Ad words, Youtube and Email.</p> <p>CO220MKT.6-CREATE appropriate content for Facebook, Google Ad words, Youtube and Email campaigns.</p>	
205	Financial Markets and Banking Operations(FC)*	Finance	Dr Shilpa Kankonkar	<p>C415.1 :Understand the overview of the Indian Financial Framework &amp; the linkages of Financial services &amp; non-Financial servicesing the components</p> <p>C415.2:Comprehend the wealth management business</p> <p>C415.3:Understand the regulatory aspects in wealth management business.</p> <p>C415.4:Understand the Asset Classes and segmenting clients through their Portfolio</p>	

Subject Code	Subject Name	Division	Faculty Name	Define COs	Define PSOs
206	Personal Financial Planning(FC)*	Finance	Mr T. Srinivas/ Dr Deepa	CO206FIN:UNDERSTAND the need and aspects of personal financial planning CO206FIN:escribe the investment options available to an individual. CO206FIN.3:IDENTIFY types of risk and means of managing it. CO206FIN.4:DETERMINE the ways of personal tax planning CO206FIN.5:EXPLAIN retirement and estate planning for an individual and design a financial plan CO206FIN.6:CREATE a financial plan for a variety of individuals	<b>PSO.FIN.1:</b> Analyzing the financial performance of an individual, organizations that help in decision making. <b>PSO.FIN.2:</b> The students are enabled to enhance their knowledge on different taxes, various financial markets and services provided by the different Financial Institutions
217	Securities Analysis & Portfolio Management(HC)**	Finance	Mr Indrajeet Kole	C217.1:REMEMBER various concepts taught in the syllabus. C2017.2:EXPLAIN various theories of Investment Analysis and Portfolio Management. C217.3:CALCULATE risk and return on investment using various concepts covered in the syllabus C217.4:ANALYZE and DISCOVER intrinsic value of a security. C217.5:DESIGN/ CREATE optimal portfolio	
219	Direct Taxation(HC)**	Finance	Ms Monika Gorkhe	CO219FIN.1 : UNDERSTAND various basic concepts/ terminologies related Direct Taxation CO219FIN.2 EXPLAIN how tax planning can be done. CO219FIN.3 UNDERSTANDING ILLUSTRATE how online filling of various forms and returns can be done. CO219FIN.4 CALCULATE Gross Total Income and Income Tax Liability of an individual assessee. CO219FIN.5 ANALYZE and DISCOVER intrinsic value of a security. CO219FIN.6: DESIGN/ DEVELOP / CREATE tax saving plan.	
205	Competency based HRM(FC)*	HR	Dr Priyanka Mishra	C205.1: FINE the key terms related to performance management and competency development. C205.2: PLAIN various models of competency development C205.3:PRACTICE competency mapping. C205.4:ANALYSE competencies required for present and potential future job roles at various levels and across variety of organizations. C205.5:DESIGN and MAP their own competency and plan better and appropriate career for themselves. C205.6:DEVELOP a customized competency model in accordance with the corporate requirements	

Subject Code	Subject Name	Division	Faculty Name	Define COs	Define PSOs
206	Employee Relations & Labour Legislations(FC)*	HR	Adv. Deepak Tilak	<p>C206.1: HOW awareness of important and critical issues in Employee Relations</p> <p>C206.2:INTERPRET and relate legislations governing employee relations. C206.3:DEMONSTRATE an understanding of legislations relating to working environment.</p> <p>C206.4: OUTLINE the role of government, society and trade union in ER.</p> <p>C206.5:EXPLAIN aspects of collective bargaining and grievance handling</p> <p>C206.6:DISCUSS the relevant provisions of various Labour Legislations</p>	<p>PSO.HR.1: Understand people and their behavior at work.</p> <p>PSO.HR.2: Understand organizational culture.</p> <p>PSO.HR.3: Understand HR as a strategic decision making function.</p>
218	Lab in Recruitment and Selection(HC)**	HR	Dr Ashutosh Misal	<p>CO314.1: To be able to Draft Job Description.</p> <p>CO314.2: To understand Atitudes, Competencies and Types of Personalities.</p> <p>CO314.3: To be able to conduct HR interviews</p>	
219	Learning and Development(HC)**	HR	Dr Priyanka Mishra	<p>C219.1: DESCRIBE the key concepts associated with Learning &amp; Development.</p> <p>C219.2: EXPLAIN the training process and the various methods of training for various categories of employees in a variety of organizational contexts.</p> <p>C219.3: IDENTIFY training needs of various categories of employees in a variety of organizational contexts.</p> <p>C219.4:EXAMINE the impact of training on various organizational and HR aspects.</p> <p>C219.5: EVALUATE the training process of various categories of employees in a variety of organizational contexts.</p> <p>C219.6: DESIGN a training programme for various categories of employees in a variety of organizational contexts.</p>	
205	Basic Analytics using R(FC)*	Business Analytics	Dr Lalit Prasad	<p>CO205BA.1 :IDENTIFY opportunities for creating value using business analytics and DESCRIBE the basic concepts in Business Analytics, DATA Science and Business Intelligence.</p> <p>CO205BA.2:EXPLAIN the applications of Business Analytics in multiple business domains and scenarios.</p> <p>CO205BA.3:DEVELOP a thought process to think like a data scientist/business analyst</p> <p>CO205BA.4:ANALYZE data graphically by creating a variety of plots using the appropriate visualization tools of R.</p> <p>CO205BA.5:SELECT the right functions of R for the given analytics task</p> <p>CO205BA.6:COMBINE various tools and functions of R programming language and use them in live analytical projects in multiple business</p>	<p>PSO.BA1: Able to understand</p>

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206	Data Mining(FC)*	Business Analytics	Ms Disha	CO206BA.1: DEFINE the key terms associated with Data Mining CO206BA.2: EXPLAIN the various aspects of Data CO206BA.3:APPLY classification models CO206BA.4:ANALYSE using clustering models CO206BA.5: SELECT appropriate association analysis and anomaly detection tools. CO206BA.6: COMBINE various data mining tools and use them in live analytical projects in business scenarios.	Business Analytics and Data Analytics. PSO.BA2 : Able to apply various statistical tools for data analysis, interpretation and decision making.
217	Marketing Analytics(HC)**	Business Analytics	Dr Lalit Prasad	data driven marketing decisions. CO217BA.2:DEMONSTRATE an understanding of utility theory to measure customer preferences and choices. CO217BA.3:IDENTIFY what customers' value in a product, and assess what they are willing to pay for it. CO217BA.4:ILLUSTRATE the use of various tools and frameworks to solve strategic marketing problems using marketing data. CO217BA.5:DETERMINE the most effective target markets CO217BA.6:DESIGN a study that incorporates the key tools of Marketing Analytics.	
219	Workforce Analytics(HC)**	Business Analytics	Dr Priyanka Mishra	CO2019BA.1:ENUMERATE the use of workforce Analytics. CO2019BA.2:UNDERSTAND the process of creating and using HR analytics. CO2019BA.3:USE dashboards, pivot tables for data driven decision making in CO2019BA.4:ILLUSTRATE the use of various tools and frameworks for predictive analytics. CO2019BA.5:DERIVE a variety of metrics and quantify key outcomes in multiple areas of CO2019BA.6: BUILD value for HR departments by showing clear links between HR and Business outcomes.	PSO.BA.1: Able to understand Business Analytics and Data Analytics. PSO.BA.2 : Able to apply various statistical tools for data analysis, interpretation and decision making.

**Semester-IV**

Subject Code	Subject Name	Division	Faculty Name	Define COs	Define PSOs
401	Managing for Sustainability (FC)*	A+B+C	Ms. Minal Waghchoure	<p>401.1: Define and Discuss managing for sustainability concept</p> <p>401.2: Understand the environmental, economic and social aspects of sustainability and how they are interrelated</p> <p>401.3: Students will learn how to apply concepts of sustainability locally and globally by engaging in the challenges and solutions of sustainability in a broader context.</p> <p>401.4: Students will be able to identify and analyze current and changing business contexts - including economic, environmental and social linkages in local, regional, national and global communities.</p> <p>401.5: Students will be able to evaluate the business cases for sustainability to both internal and external stakeholders.</p>	
403 Mkt	Services Marketing (FC)*	Marketing	Dr Shilpa Kankonkar	<p>CO403.1MKT: Understand the components of services marketing, including the elements of product, price, place, promotion, processes, physical evidence, and people.</p> <p>CO403.2MKT :Understand the extended marketing mix for services and Identify the major elements needed to improve the marketing of services.</p> <p>CO403.3MKT:Analyse the marketing issues associated with service productivity, perceived quality, customer satisfaction and loyalty.</p> <p>CO403.4MKT:Apply services marketing theories to help managers identify and solve marketing problems through contemporary case studies.</p>	
404Mkt	Sales & Distribution Management(FC)*	Marketing	Dr Kunal Patil	<p>CO404.1 ENUMERATE the various elements of Sales and Distribution Management</p> <p>CO404.2 UNDERSTAND the concepts, techniques and approaches required for effective decision making in the areas of Sales and Distribution.</p> <p>CO404.3 INDENTIFY various channels of distribution as per the kind of products.</p> <p>CO404.4 ANALYSE the duties of sales manager right from sales planning to control with motivating subordinates to achieve organizational goals.</p> <p>CO404.5 Develop and Evaluate sales and distribution strategies</p>	

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405 Mkt	Retail Marketing (HC)**	Marketing	Dr Kunal Patil	C405MKT.1: DEFINE various concepts associated with retail marketing C405MKT.2: EXPLAIN the terms and concepts used in Retail Marketing C405MKT.3: LIST the classification characteristics of various types of retailers by ownership and understand category management gimmicks. C405MKT.4:EVALUATE the effectiveness of Retail marketing mix used by different Retail formats C405MKT.5:FORMULATE effective retail marketing strategy	PSO.MKT.1: Understand and analyze various facets of marketing management. PSO.MKT.2: Design and implement Marketing Mix strategies while delivering customer value.
410 Mkt	Marketing Strategy (HC)**	Marketing	Mr Keshav Kumar	C410MKT.1 Define marketing strategy formulation process assertively. C410MKT.2 Predict marketing opportunities and examine the market attractiveness. C410MKT.3 Apply the positioning strategies for identified target segments. C410MKT.4 Explain segmentation process in detail. C410MKT.5 Design marketing strategies as per the product life cycle stage of the product.	
413 Mkt	E-Marketing and Analytics (HC)**	Marketing	Mr Somnath Hadalgekar	C413MKT.1- Understand the fundamental concepts of e marketing and analytics. C413MKT.2- Apply the knowledge of segmentation, targeting, differentiation, positioning to target online customer for effective business growth. C413MKT.3- Understand various aspects of E Marketing and analytics from the perspective of creating Customer Value	
415 Mkt	Marketing of Financial Services-II(HC)**	Marketing	Dr Shilpa Kankonkar	C415.1:Understand the overview of the Indian Financial Framework & the linkages of Financial services & non-Financial servicesing the components C415.2:Comprehend the wealth management business C415.3:Understand the regulatory aspects in wealth management business. C415.4:Understand the Asset Classes and segmenting clients through their Portfolio	

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403FIN	Indirect Taxation (FC)*	Finance	Mr. Monika Gorkhe	<p>403.1: To Define basic concepts related to Goods &amp; Service Tax and Custom Duty</p> <p>403.2: To Explain the Registration process and various rules and regulations for registration.</p> <p>403.3: To explain incidence of tax under GST i.e the important terminology of “Supply”, “taxable supplies” Type of supply, “place of supply rules” and applicability of the same under GST.</p> <p>403.4: To perform all the required calculations for calculating sales turnover, input tax, output tax and input tax credit and tax liability.</p> <p>403.5: To analyze the net GST Payable and suggest better tax management.</p> <p>403.6: To Recommend the GST Return filling as per the entity.</p>	<p><b>PSO.FIN.1:</b> Analyzing the financial performance of an individual, organizations that help in decision making.</p> <p><b>PSO.FIN.2:</b> The students are enabled to enhance their knowledge on different taxes, various financial markets and services provided by the different Financial Institutions.</p>
404FIN	International Finance (FC)*	Finance	Mr T Srinivas	<p>C410.1 To Understand and define the characteristics of different financial assets such as money market instruments, bonds, and stocks</p> <p>C410.2 To apply different valuation models to evaluate fixed income securities, stocks, and how to use different derivative securities to manage their investment risks.</p> <p>C410.3 To construct the process of portfolio management as per the investments.</p> <p>C410.4 To explain capital market relationship with the use of CAPM and</p> <p>C410.5 To Analyze risk and return of different financial instruments with help of Fundamental and Technical analysis</p>	
410FIN	Wealth & Portfolio Management (HC)**	Finance	Ms. Monika Gorkhe	<p>C406.1: Learn financial modeling and its uses</p> <p>C406.2: Understand formulas functions and commands of excel for financial calculations</p> <p>C406.3: Apply finance theory and concepts to construct spreadsheet models</p> <p>C406.4: Develop critical thinking skills to form and evaluate financial models</p>	
406 FIN	Financial Modelling using Excel(HC)**	Finance	Ms. Monika Gorkhe	<p>C406.1: Learn financial modeling and its uses</p> <p>C406.2: Understand formulas functions and commands of excel for financial calculations</p> <p>C406.3: Apply finance theory and concepts to construct spreadsheet models</p> <p>C406.4: Develop critical thinking skills to form and evaluate financial models</p>	

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409 FIN	Banking Operations-II(HC)**	Finance	Dr Shilpa/ Dr Deepa	<p>C409.1:Understand the changing nature of the banking business and how these emerging trends in banking are affecting the banking operations.</p> <p>C409.2:Comprehend how banks are integrating their operations so as to create opportunities for growth.</p> <p>C409.3:To know the banking terminologies and how there is Differentiation in Interest Rates of banks.</p> <p>C409.4:To distinguish the Procedural Compliances involved as a banker so as to create Value Based Leaders as branch managers.</p> <p><del>C409.5:To understand Asset Liability Management in banks.</del></p>	
413FIN	Financing of Rural Development(HC)**	Finance	Dr Deepa	<p>C413.1:Understand the need and importance of financing rural development.</p> <p>C413.2:Understand the schemes floated by the Government of India and its scope.</p> <p>C413.3:To analyze the needs of rural businesses and its viability.</p> <p>C413.4:Develop an understanding of new and innovative loan products and savings approaches for agriculture and rural areas</p>	
403 OPE	Operation Strategy & Research (FC)*	Operations	Mr. P.R. Trivedi	<p>CO403OPE.1 Enumerate the key components of operations strategy.</p> <p>CO403OPE.2 Explain the linkages between operations strategy and competitive advantage as the basis of competitive position through superior product development, cost, quality, features.</p> <p>CO403OPE.3 Illustrate the broader context of business strategy &amp; fit between manufacturing and operations capabilities and the business strategy</p> <p>CO403OPE.4 Examine the concepts of competitive leverage using manufacturing and operations, the fit of the various elements of manufacturing and operations, the impact of the competitive environment, and the structure of the value chain.</p> <p>CO403OPE.5 Design the operations and service strategy.</p> <p>CO403OPE.6 Formulate an operations strategy (long-term plan) and link</p>	

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404 OPE	Total Quality Management(FC)*	Operations	Mr. P.R. Trivedi	CO404OPE.1 Describe the concepts of Quality and importance of the Total Quality Management CO404OPE.2 Interpret the requirements of implementation of various quality standard. CO404OPE.3 Apply process based thinking and risk based thinking for managing and improving the functioning of an organization. CO404OPE.4 Planning, conducting and follow-up of QMS audits directed towards maintenance and continual improvements of the QMS. CO404OPE.5 Develop skills for Corrective Action Management and Continual Improvement Project management. CO404OPE.6 Build stakeholder confidence by managing processes in line with the latest requirements	<p><b>PSO. OPE.1:</b> Demonstrate skills of Planning, organizing and controlling in operations management to improve productivity.</p> <p><b>PSO. OPE.2:</b> Measure effectiveness and efficiency of operations by preparing job and work design, process design, layout design and design and control of systems.</p>
406 OPE	World Class Manufacturing	Operations	Mr. P.R. Trivedi	CO406OPE.1 Define the basic terms associated with Manufacturing Excellence and World Class Manufacturing CO406OPE.2 Summarize the features of various frameworks used for World Class Manufacturing CO406OPE.3 Identify the challenges to manufacturing industry in the information age CO406OPE.4 Analyze the usage of Information management tools, Material processing and handling tools. CO406OPE.5 Evaluate the country's preparedness for World Class Manufacturing CO406OPE.6 Estimate the performance of manufacturing firms with the measurement system to determine the readiness for World Class Manufacturing	
407 OPE	Business Process Re-engineering (HC)**	Operations	Mr. P.R. Trivedi	CO407OPE.1 understands the concept of BPR. CO407OPE.2 Identify and prioritize each process in order of redesign urgency. CO407OPE.3 Integrate technology-based information processing into business workflows. CO407OPE.4 link activities within the workflow rather than completes each activity and then integrates results. CO407OPE.5 to incorporate internal controls into business processes that would protect information while allowing lower-level employees to make process decisions. CO407OPE.6 Build an organization culture to foster continuous improvement	

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408 OPE	ERP (HC)**	Operations	Mr. P.R. Trivedi	CO408OPE.1 Describe the key concepts of ERP systems for manufacturing or service organizations. CO408OPE.2 Explain the scope of common ERP Systems modules. CO408OPE.3 Develop basic understanding of how ERP enriches the business organizations in achieving a multidimensional growth. CO408OPE.4 Examine the challenges associated with implementing enterprise systems and their impacts on organizations. CO408OPE.5 Justify selection of an appropriate ERP transition strategy. CO408OPE.6 Formulate best selection and implementation strategy in a real setting.	
413 OPE	Lean Manufacturing (HC)**	Operations	Mr. P.R. Trivedi	CO413OPE.1 Describe various principles of lean. CO413OPE.2 Relate the lean principles with other business situations. CO413OPE.3 Implement lean principles to a real-life situation. CO413OPE.4 Examine the application of lean principles in a service or manufacturing unit/ organization. CO413OPE.5 Design a process for executing Improvement Initiatives at workplace . CO413OPE.6 Build an organization culture to foster continuous improvement	
403 HR	Employment Relations(FC)*	HRM	Adv Deepak Tilak	C305.1: Understand the concepts of employment Relations and its application in the Indian organizations C305.2: Analyze and find appropriate solutions of the cases pertaining to application of labour laws in Indian organizations.	PS01: Understand the organisational change PSO2: Understand the changing
404 HR	Strategic HRM(FC)*	HRM	Dr Priyanka Mishra	C404.1:Understand the concepts of Strategic HRM C404.2:Formulating and implementing and linking Business Strategy to Human Resource Strategy C404.3:Provide a review of the Strategic HRM framework C404.4:Offers experiential analysis to understand the challenges of HR managers in developing their organizations C404.5:Provides insights on how to develop strategies, initiatives and programs to introduce and sustain competitive HR advantage in organizations	
408 HR	Change Management (HC)**	HRM	Ms Shweta Chavan Patil	C.107.1:Understand and create awareness about organizational change in society & organization C107.2:Evaluate the changes taking place in the organization C107.3:Understand and analyze the changing technology C107.4:Apply phases of change and models and Understand the leading change taking place and its execution	

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409 HR	Conflict and Negotiation Management(HC)**	HRM	Ms Shweta Chavan Patil	C107.1 Understand the fundamentals of management and business C107.2 Understand and formulate organization structures and its function C107.3 Understand and solve real life problems on planning and decision making C107.4 Able to perform and showcase overall management skills	Understand the changing technology PSO3: Undersand the phases & models for better execution
410 HR	Lab in CSR(HC)**	HRM	Mr Chetan Khairnar	1)To Understand the Aims, Objectives and importance of CSR. 2)To Demonstrate CSR initiatives adopted by organizations in Indian Context as well as Global context. 3)To plan Desk Research / Field Study CSR initiatives adopted by the various industries in nearby area. 4)To Plan and Design the CSR activities for any of the company. 5)To interpret different business case for CSR and how it benefits a company.	
415 HR	Designing HR Policies (HC)**	HRM	Dr Ashutosh Misal	C415.1: To know the fundamentals and contents required to design HR Policies. C415.2: To understand the formalities of different policies. C415.3: To design HR Policies	
403 IT	Software Project Management (FC)*	IT	Mr Somnath Hadalgekar	C403.1- To understand the fundamentals of Software project Management C403.2- To apply project management concepts and techniques to an IT project	
404IT	ERP (FC)*	IT	Mr Somnath Hadalgekar	C404.1- To understand the features and implementation of ERP. C404.2- To understand the concept of integrated business processes in relation to the ERP functional modules. C404.3- To know how to implement ERP system in business.	
405IT	Web Designing and Multimedia	IT	Mr Somnath Hadalgekar	C405.1- To understand the fundamental concept of multimedia and hypermedia. C405.2- To learn the scripting languages like VB Script and Java Script. C405.3- To design the HTML webpage.	PSO.IT.1: Ability to understand, analyse and develop suitable solution in the areas related to system software, hardware, multimedia, web design, database, software engineering and networking.
406 IT	Network Technology and Security	IT	Mr Somnath Hadalgekar	C406.1- To understand the basic concepts of networking and network architecture. C406.2- To learn IP addressing and routing to manage network architecture. C406.3- To describe various network applications and network security services and mechanisms	PSO.IT.2: Understand the changes in computing environment and apply standard practices & strategies to deliver

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407 IT	Database Administration	IT	Mr Somnath Hadalgekar	C407.1- To understand fundamental concepts of Database administration. C407.2- To install database application like Oracle using Oracle Universal Installer <del>C407.3- To create and manage database user accounts.</del>	a quality product
408 IT	Software Testing	IT	Mr Somnath Hadalgekar	C408.1- To understand the need and significance of software testing methods. C408.2- To describe the levels of testing and types of testing C408.3- To test the system independently in given software development environment.	