



SINHGAD TECHNICAL EDUCATION SOCIETY'S

# SINHGAD INSTITUTE OF BUSINESS ADMINISTRATION & RESEARCH



(Approved by AICTE, Recognized by Government of Maharashtra, Affiliated to Savitribai Phule Pune University)

## SIBAR MBA PROGRAM SPECIFIC OUTCOMES 2021-23



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**SINHGAD INSTITUTE OF BUSINESS  
ADMINISTRATION & RESEARCH**



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## **VISION**

To develop responsible citizens with values and futuristic global perspective emphasising digitalisation, applied research, innovation and sustainable development.

## **MISSION**

To create a center of excellence by imparting quality education through experiential learning, collaborations, incubating inherent talent, encouraging research, entrepreneurial spirit and adoption of technology to excel in the global environment.

## **SHORT TERM GOALS**

- **Digitalisation** - Transforming processes by introducing modern digital infrastructure.
- **Research** - To inculcate research culture among the stakeholders.
- **Industry Academia Collaboration** - To keep pace with the industry expectations and bridge the skill gap.

## **LONG TERM GOALS**

- **Innovation and Incubation** - To nurture ideas and encourage entrepreneurship.
- **Reskilling and Up Skilling** - To enhance knowledge based competencies through extensive development programs.
- **Sustainable Development** - To protect, restore and promote an evolving learning ecosystem.



3. **Critical Thinking** - Ability to conduct investigation of multidimensional business problems using research based knowledge and research methods to arrive at data driven decisions
4. **Effective Communication** - Ability to effectively communicate in cross-cultural settings, in technology mediated environments, especially in the business context and with society at large
5. **Leadership and Team Work** - Ability to collaborate in an organizational context and across organizational boundaries and lead themselves and others in the achievement of organizational goals and optimize outcomes for all stakeholders.
6. **Global Orientation and Cross-Cultural Appreciation:** Ability to approach any relevant business issues from a global perspective and exhibit an appreciation of Cross Cultural aspects of business and management.
7. **Entrepreneurship** - Ability to identify entrepreneurial opportunities and leverage managerial & leadership skills for founding, leading & managing startups as well as professionalizing and growing family businesses.
8. **Environment and Sustainability** - Ability to demonstrate knowledge of and need for sustainable development and assess the impact of managerial decisions and business priorities on the societal, economic and environmental aspects.
9. **Social Responsiveness and Ethics** - Ability to exhibit a broad appreciation of the ethical and value underpinnings of managerial choices in a political, cross-cultural, globalized, digitized, socio-economic environment and distinguish between ethical and unethical behaviors & act with integrity.
10. **LifeLong Learning** – Ability to operate independently in new environment, acquire new knowledge and skills and assimilate them into the internalized knowledge and skills.

**3.3 Programme Specific Outcomes (PSOs):** It is expected that **Institutes define the PSOs for each specialization / major-minor combination.** PSOs shall also vary based upon the **customized combination** of Generic Core, Generic Elective, Subject Core, Subject Elective, Foundation, Enrichment & Alternative Study Credit Courses that they offer.

**3.4 Graduate Attributes (GAs):** At the end of the MBA programme the learner shall exhibit:

GA1: Managerial competence

GA2: Proficiency in Communication, Collaboration, Teamwork and Leadership

GA3: Competence in Creativity & Innovation

GA4: Research Aptitude, Scholarship & Enquiry

GA5: Global Orientation

GA6: Proficiency in ICT & Digital Literacy

GA7: Entrepreneurship & Intrapreneurship Orientation

GA8: Cross-functional & Inter-disciplinary Orientation

GA9: Results Orientation

GA10: Professionalism, Ethical, Values Oriented & Socially Responsible behaviour

GA11: Life-Long Learning Orientation

#### 4.0 MBA Programme Course Types & Evaluation Pattern:

Sr.No.	Course Type	Credits	Nature	Comprehensive Concurrent Evaluation (CCE)	End Semester Evaluation (ESE) Marks	Total Marks
<b>BASIC COURSE TYPES</b>						
1	Generic Core (GC)	3	Compulsory	50	50	100
2	Subject Core (SC)	3	Compulsory (Specialization specific)	50	50	100
3	Generic Elective (GE - UL)	2	Elective	0	50	50
4	Generic Elective (GE - IL)	2	Elective	50	0	50
5	Subject Elective (SE - IL)	2	Elective (Specialization specific)	50	0	50
6	Summer Internship Project (SIP)	6	Project (Compulsory)	50	50	100
<b>ADDITIONAL COURSE TYPES</b>						
1	Enrichment Courses (ENR)	1	Elective	25	0	25

## SIBAR (MBA) PROGRAM SPECIFIC OBJECTIVES

### Program Specific Outcomes

#### Specialization – Business Analytics

Sr. No	PSO No	Cognitive Ability	Description of the PSO
1	PSOBA-01	Remembering	Identify and describe the basic business analytics, data science, and business intelligence concepts.
2	PSOBA-02	Understanding	Understand and critically apply the concepts and methods of business analytics
3	PSOBA-03	Applying	Apply business analytics and business intelligence tools as a business process to support evidence-based decision-making.
4	PSOBA-04	Analyze	Interpret results/solutions and identify appropriate courses of action for a given managerial situation whether a problem or an opportunity
5	PSOBA-05	Evaluate	Adhere to ethical and legal guidelines to ensure data security, integrity, and confidentiality when presenting analytical information.
6	PSOBA-06	Create	Recommend business solutions for various business domains by utilizing research (findings) and analytical skills.

### Program Specific Outcomes

#### Specialization –Financial Management

Sr. No	PSO No	Cognitive Ability	Description of the PSO
1	PSOMFM-01	Remembering	The student will be able to know & remember the financial concepts which they can use in managerial decision skills.
2	PSOFM-02	Understanding	Various departments knowledge applicability of marketing, operations, system and human resources management for fulfilling business requirements.

3	PSOFM-03	Applying	Applying the knowledge for routine accounting and financial operations using financial parameters for accuracy in decisions.
4	PSOFM-04	Analyze	Analyzing & comparing financial statements as well as applying knowledge for dynamic decisions like capital budgeting, managing sources of finance for organizations that will be best suited learning outcome.
5	PSOFM-05	Evaluate	Evaluating the decisions taken for capital generation, sources & its application of funds, investment decisions which will be useful for accuracy in decisions taken for improving GDP, cross cultural & global dimensions.

### Program Specific Outcomes

#### Specialization - General Management Subjects

Sr. No	PSO No	Cognitive Ability	Description of the PSO
1	PSOGM-01	Remembering	MBA graduate shall have ability to analyses the business environment with leadership qualities and problem-solving skills
2	PSOGM-02	Understanding	MBA graduates shall have the ability to drive entrepreneurship initiative either on their own or within other organizations where they are employed.
3	PSOGM-03	Applying	MBA Student will be able to face real world challenges through managerial skills, Research, economic factors
4	PSOGM-04	Analyze	Analyze the external and internal factor that directly and indirectly affects the business environment
5	PSOGM-05	Evaluate	Evaluate the fundamentals of Business and the functional applications to the real word business scenario

## Program Specific Outcomes

### Specialization – Human Resource Management

Sr. No	PSO No	Cognitive Ability	Description of the PSO
1	PSOHRM-01	Remembering	Gains knowledge of various Human Resource management and its functions, organizational development components and interventions
2	PSOHRM-02	Understanding	Knowledge of different factors of financial compensation enables us to understand in developing a suitable compensation package.
3	PSOHRM-03	Applying	Application in designing of selection process-based assessment of manpower requirement
4	PSOHRM-04	Analyze	Performance management system, its process, review, and analysis, Analysis of various models of performance management
5	PSOHRM-05	Evaluate	Legally required and discretionary benefits to be provided to an employee in the real-time work environment.

## Program Specific Outcomes

### Specialization – International Business

Sr. No	PSO No	Cognitive Ability	Description of the PSO
1	PSO IB-01	Remembering	MBA students must understand the process of international business and its influences domestic economy.
2	PSOIB-02	Understanding	Students must gain right understanding about the present scenario of and international trade and relationship of domestic trade with international trade.
3	PSOIB-03	Applying	MBA Graduates after this course can work as business managers, entrepreneurs and even consultants to various domestic and international firms on International Law frameworks.

4	PSOIB-04	Analyze	Knowledge about institutional and regulatory framework governing international trade.
5	PSOIB-05	Evaluate	Inculcate skills useful to analyses various international business situations, international agreements and law governing.

### Program Specific Outcomes

#### Specialization – Marketing Management

Sr. No	PSO No	Cognitive Ability	Description of the PSO
1	PSOMM-01	Remembering	The student will be able to apply marketing concepts that integrate product/service, pricing, communications, and channel decisions
2	PSOMM-02	Understanding	Multidisciplinary knowledge application comprising of finance, operations, system, marketing and human resources management to integrate business projects.
3	PSOMM-03	Applying	An understanding of routine sales to global marketing operation - research, Develop strategies for efficient and effective distribution of products
4	PSOMM-04	Analyze	Gain understanding of cross culture, social responsiveness and gauge requirement/dynamics of the global market
5	PSOMM-05	Evaluate	Application of product market dynamics based on demand supply equilibrium, assess analytics that are best suited to provide better outcomes.

## Program Specific Outcomes

### Specialization – Operations and Supply Chain Management

Sr. No	PSO No	Cognitive Ability	Description of the PSO
1	PSOOSCM-01	Remembering	The student will be able to learn the various concepts of Operations Management, supply chain management, Quality to apply real life problems
2	PSOOSCM-02	Understanding	The student will be able to analyses managerial problems related to capacity planning, plant location and layout, aggregate and material requirement planning for a given organisation
3	PSOOSCM-03	Applying	The student will be able to be able to employ advanced techniques of supply chain management to offer solutions to business problems and aid decision making
4	PSOOSCM-04	Analyze and evaluate	The student will be able to improve the efficiency and effectiveness of supply chain process using the advanced operations to ensure sustainable business processes.





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## OUR PATRONS



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