



Public Disclosure of Student Learning

Institution	<u>University of Petroleum and Energy Studies</u>
Academic Business Unit	<u>College of Management and Economic Studies</u>
Academic Year	<u>2016-17</u>

Directions

Separate Student Learning Assessment and Assessment Results tables must be provided for each IACBE-accredited program.

An example of a completed form can be found in a separate document that is available for download on the IACBE's website at: www.iacbe.org/accreditation-documents.asp.

Add tables, and insert or delete rows in the tables as needed in order to accommodate the number of your (i) business programs and (ii) intended student learning outcomes. In the sections of the assessment results tables entitled "Summary of Achievement of Intended Student Learning Outcomes," **DO NOT ADD OR DELETE COLUMNS**. Space is provided in these sections for four direct measures of student learning and four indirect measures of student learning. If you are employing fewer than this number of assessment instruments, simply leave cells in the unused columns blank. If you are employing more than this number of instruments, you will need to create additional summary-of-achievement tables to report your assessment information.

In the sections of the tables entitled "Summary of Achievement of Intended Student Learning Outcomes," enter "Met" in a given cell of the table if the performance target for the instrument in that column was achieved for the intended outcome in that row; "Not Met" if the performance target for the instrument in that column was not achieved for the intended outcome in that row; or "NA" (Not Assessed) if the instrument in that column does not measure the intended outcome in that row.

At the end of the assessment tables for each program, space is provided to identify changes and improvements that you plan to make as a result of your assessment activity.

Italicized entries in the form represent areas where the academic business unit should insert its own student learning information.

Be sure to delete these directions from the document before you publicly post your form.

Report of Student Learning and Achievement
Institution
College of Management and Economic Studies [CoMES] of UPES
For Academic Year: 2016-17

Mission of College of Management and Economics Studies [CoMES]
<p><i>Mission Statement</i></p> <p style="text-align: center;"><u>CoMES Endeavors</u></p> <ul style="list-style-type: none"> ✓ To create a pool of Industry deployable/employable professionals in Management, Economics and Policy for the Energy, Infrastructure, Transport and ITES domains through structured programs. ✓ To provide an ecosystem that promotes development of world class faculty and teaching resources who will exhibit/demonstrate in depth knowledge of above domains. ✓ To evolve as a thought leader in chosen domains by undertaking cutting edge research and advisory activities. ✓ To engage with industry practitioners and be abreast with contemporary knowledge and business practices ✓ To inculcate human values among the CoMES fraternity

Student Learning Assessment for Program -MBA Logistics and Supply chain Management
Program Intended Student Learning Outcomes (Program ISLOs)
<p>1. <i>Program Learning Outcome 1</i> Students will be able to develop and evaluate alternate managerial decisions and identify optimal solutions</p>
<p>2. <i>Program Learning Outcome 2</i> Students will demonstrate effective application capabilities of their conceptual understanding to the real world business situations</p>
<p>3. <i>Program Learning Outcome 3</i> Students will be able to exhibit effective decision making skills, employing analytical and critical-thinking ability</p>
<p>4. <i>Program Learning Outcome 4</i> Students will demonstrate effective oral and written communication skills in the professional context</p>

5. <i>Program Learning Outcome 5</i> Students will be able to work effectively in teams and demonstrate team building capabilities
6. <i>Program Learning Outcome 6</i> Students will exhibit leadership and networking skills while handling business situations
7. <i>Program Learning Outcome 7</i> Students will demonstrate sensitivity towards ethical and moral issues and have ability to address them in the course of business
8. <i>Program Learning Outcome 8</i> Students will demonstrate employability traits in line with the needs of changing dynamics of the industry
Intended Student Learning Outcomes: <i>MBA Logistics and Supply chain Management</i>
1. <i>Intended Learning Outcome 1</i> Students will demonstrate strong conceptual knowledge in the functional area of management as well as LSCM domain
2. <i>Intended Learning Outcome 2</i> Students will demonstrate effective understanding of relevant functional areas of business and their application in LSCM domain
3. <i>Intended Learning Outcome 3</i> Students will demonstrate analytical skills in identification and resolution of problems pertaining to LSCM and general management
4. <i>Intended Learning Outcome 4</i> Students will exhibit the ability to integrate functional areas of management with domain perspective for the purpose of planning, implementation, and control of LSCM
5. <i>Intended Learning Outcome 5</i> Students will have global perspective towards business situations in the area of LSCM
6. <i>Intended Learning Outcome 6</i> Students will exhibit deployable skills pertinent to the LSCM sector

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
<p>1. <i>Direct Measure 1: Evaluation of the capstone project</i> General Program ISLOs Assessed by this Measure: <i>Outcomes List Major, Concentration, Specialization, Emphasis, Option, Track ISLOs</i> : Assessed by this Measure: <i>Outcomes List:</i> <i>PLOs: 1, 2,3 and 4 ILOs: 1,2,3 and 4</i></p>	<p><i>At least 60% of the students will score 70% or higher marks pertaining to learning outcomes PLOs: 1, 2,3 and 4 ILOs: 1,2,3 and 4 that this measure assesses¹.</i></p>
<p>2. <i>Direct Measure 2: Industry feedback on students performance during Internship</i> General Program ISLOs Assessed by this Measure: <i>Outcomes List Major, Concentration, Specialization, Emphasis, Option, Track ISLOs</i> Assessed by this Measure: <i>Outcomes List:</i> <i>PLOs: 1,2,3,4,5 and 6</i> <i>ILOs: 1,2,3 and 4</i></p>	<p><i>At least 70% of Students will have a score of 7 or above on a 10 point scale marks pertaining to learning outcomes PLOs: 1,2,3,4,5 and 6 & ILOs: 1,2,3 and 4 that this measure assesses.</i></p>
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
<p>1. <i>Indirect Measure 1: Exit survey of graduating students</i> General Program ISLOs Assessed by this Measure: <i>Outcomes List Major, Concentration, Specialization, Emphasis, Option, Track ISLOs</i> Assessed by this Measure: <i>Outcomes List</i> <i>PLOs: 1,2,3,4,5,6,7 and 8</i> <i>ILOs: 1,2,3,4,5 and 6</i></p>	<p><i>At least 70% of students will indicate an agreement of 80% or above on a 10 point scale in the survey pertaining to learning outcomes PLOs: 1,2,3,4,5,6,7 and 8 & ILOs: 1,2,3,4,5 and 6 that this measure assesses.</i></p>
<p>2. <i>Indirect Measure 2: Student’s self assessment of Internship experience</i> General Program ISLOs Assessed by this Measure: <i>Outcomes List</i></p>	<p><i>At least 70% of students will indicate an agreement of 80% or above on a 10 point scale in the survey pertaining to learning outcomes PLOs: 1,2,4,5,6,7 and 8 & ILOs: 1,3,4,5 and 6 that this measure assesses.</i></p>

¹ The corresponding aspect in the instrument/rubric that assesses these learning outcomes are highlighted in the Instruments/Rubrics. Wherever, some of the outcomes are assessed by more than one aspect of the instrument/rubric; it is meant that the targets will be achieved in all of the aspects that assesses the outcomes.

Major, Concentration, Specialization, Emphasis, Option, Track ISLOs Assessed by this Measure: Outcomes List PLOs: 1,2,4,5,6,7 and 8 ILOs: 1,3,4,5 and 6				
Assessment Results: MBA-Logistics and Supply Chain Management				
Summary of Results from Implementing Direct Measures of Student Learning:				
1. <i>Summary of Results for Direct Measure 1:</i> 56% students have scored 70% or higher marks in Capstone evaluation				
2. <i>Summary of Results for Direct Measure 2:</i> 75% students have scored 7 or above on a 10 point scale in Industry feedback on students' performance during Internship				
Summary of Results from Implementing Indirect Measures of Student Learning:				
1. <i>Summary of Results for Indirect Measure 1:</i> 65% students have indicated an agreement level of 80% or above on a 10 point scale in Exit survey of graduating students				
2. <i>Summary of Results for Indirect Measure 2:</i> 50% students have indicated an agreement level of 80 % or above on a 10 point scale in Student's self-assessment of Internship experience				
Summary of Achievement of Intended Student Learning Outcomes:				
Intended Student Learning Outcomes	Learning Assessment Measures			
Program ISLOs	<i>Direct Measure 1</i>	<i>Direct Measure 2</i>	<i>Indirect Measure 1</i>	<i>Indirect Measure 2</i>
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1. <i>Program Learning Outcome 1</i> Students will be able to develop and evaluate alternate managerial decisions and identify optimal solutions	Met	Met	Met	Not Met

<p>2. <i>Program Learning Outcome 2</i> Students will demonstrate effective application capabilities of their conceptual understanding to the real world business situations</p>	Target Met	Met	Met	Met
	Met			
<p>3. <i>Program Learning Outcome 3</i> Students will be able to exhibit effective decision making skills, employing analytical and critical-thinking ability</p>	Met	Met	Not Met	Not Mapped
	Met			
	Met	Met		
	Met			
<p>4. <i>Program Learning Outcome 4</i> Students will demonstrate effective oral and written communication skills in the professional context</p>	Met	Met	Met	Not Met
	Met			
	Met			
	Met			
	Met			
	Met			
	Met			
	Met			
	Met			
	Met			

5. <i>Program Learning Outcome 5</i> Students will be able to work effectively in teams and demonstrate team building capabilities	Not Mapped	Met	Met	Not Met
6. <i>Program Learning Outcome 6</i> Students will exhibit leadership and networking skills while handling business situations	Not Mapped	Met	Met	Not Met
		Met		
		Met		Met
		Met		
7. <i>Program Learning Outcome 7</i> Students will demonstrate sensitivity towards ethical and moral issues and have ability to address them in the course of business	Not Mapped	Not Mapped	Met	Not Met
8. <i>Program Learning Outcome 8</i> Students will demonstrate employability traits in line with the needs of changing dynamics of the industry	Not Mapped	Not Mapped	Met	Not Met
			Met	
Intended Student Learning Outcomes: MBA Logistics and Supply chain Management				
1. <i>Intended Learning Outcome 1</i> Students will demonstrate strong conceptual knowledge in the functional area of management as well as LSCM domain	Met	Not Met	Met	Met
2. <i>Intended Learning Outcome 2</i> Students will demonstrate effective understanding of relevant functional areas of business and their application in LSCM domain	Met	Met	Met	Not Mapped
	Met			
	Met	Met		

<p>3. <i>Intended Learning Outcome 3</i> Students will demonstrate analytical skills in identification and resolution of problems pertaining to LSCM and general management</p>	Met	Met	Met	Not Met
	Met			
	Met			
<p>4. <i>Intended Learning Outcome 4</i> Students will exhibit the ability to integrate functional areas of management with domain perspective for the purpose of planning, implementation, and control of LSCM</p>	Met	Met	Met	Not Met
	Met			
<p>5. <i>Intended Learning Outcome 5</i> Students will have global perspective towards business situations in the area of LSCM</p>	Not Mapped	Not Mapped	Met	Not Met
<p>6. <i>Intended Learning Outcome 6</i> Students will exhibit deployable skills pertinent to the LSCM sector</p>	Not Mapped	Not Mapped	Met	Not Met
			Met	

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

Course of Action 1

Direct Measure 1: Evaluation of Capstone Project-

- Revised guidelines for dissertation would be provided to the students.
- Workshops would be conducted on Research Methodology and How to conduct a good dissertation project.
- It would be ensured by the department that mentor-student ratio will not be more than 1:8 for the dissertation project.

Course of Action 2

Direct Measure 2: Industry feedback on students' performance during Internship

- It was communicated by the HoD that all students were not placed for SIP in domain relevant companies as well as their project topic was not relevant to their domain area; this probably is the reason why, student performance in internship suffered.
- Hence it was decided that none of the students would go for SIP in companies that do not fall in to their Program domains.

Course of Action 3

Indirect Measure 1: Exit survey of graduating students

- The department would also ensure that the feedback of early release/SSM students would be taken before they leave the campus to avoid lower participation rate.

Course of Action 4

Indirect Measure 2: Student’s self-assessment of Internship experience

- Guidelines would be provided to the students on Summer Internship Project.
- The Student would be placed in domain relevant companies.
- The department would try to involve Faculty mentor in the identification of project topic; if, company permits.
- The department would follow up with Career Services department from starting phase for Identification of Companies in the areas of Program domain.
- It was also suggested that the mentor can give additional project if the topic would be lighter so the student can have more insight towards their area. In that case, the students have to submit two different project reports, one to industry mentor (as per the topic is given by mentor) and the second to faculty mentor (as per the additional work).

Other points discussed during the meeting to review OA results:

Discussion	
S. No.	Key Points
1.	<p>To follow the path of continuous improvement, the department has decided to increase the target bar in Operational Measure 1- Student satisfaction of teaching quality from the current target of 70% to 75% from the next cycle.</p> <p>Present Target: <i>An average of At least 70% of the students will indicate a satisfaction level of 7 or above on a 10point scale for all the courses taught in the programs of LSCM.</i></p> <p>New target: <i>An average of At least 75% of the students will indicate a satisfaction level of 7 or above on a 10point scale for all the courses taught in the programs of LSCM</i></p> <p>For DM1, DM2, IDM 1, and IDM 2-The department would stay with the present target for the third cycle.</p>
2.	<p>To follow the path of continuous improvement, the department has decided to increase the target bar in all the measure except IDM 2 (Student’s self-assessment of Internship experience).</p> <p>The new targets for the measures are as follows:</p> <ol style="list-style-type: none"> 1. Direct Measure 1 (Evaluation of capstone project) <p>Present Target: <i>At least 60% of the students will score 70% or higher marks pertaining to learning outcomes assessed by this measure</i></p> <p>New target: <i>At least 65% of the students will score 70% or higher marks pertaining to learning outcomes assessed by this measure</i></p> <ol style="list-style-type: none"> 2. Direct Measure 2 (Industry feedback on students’ performance during Internship) <p>Present Target: <i>At least 70% of Students will have a score of 7 or above on a 10 point scale pertaining to learning outcomes assessed by this measure</i></p> <p>New target: <i>At least 75% of Students will have a score of 7 or above on a 10 point scale pertaining to learning outcomes assessed by this measure</i></p> <ol style="list-style-type: none"> 3. Indirect Measure 1 (Exit survey of graduating students) <p>Present Target: <i>At least 70% of students will indicate an agreement of 80% or above on a 10 point scale in the survey pertaining to learning outcomes assessed by this measure</i></p> <p>New target: <i>At least 75% of students will indicate an agreement of 80% or above on a 10 point scale in the survey pertaining to learning outcomes assessed by this measure</i></p> <ol style="list-style-type: none"> 4. Operational Measure 1 (Student satisfaction of teaching quality) <p>Present Target: <i>An average of At least 70% of the students will indicate a satisfaction level of 7 or above on a 10point scale for all the courses taught in the programs of O&G.</i></p>

	New target: <i>An average of At least 80% of the students will indicate a satisfaction level of 7 or above on a 10point scale for all the courses taught in the programs of O&G</i>
3.	<p>Following Suggestions were given by the Dean/Associate Deans:</p> <p><u>Direct Measure 2: Industry feedback on students’ performance during Internship</u></p> <ul style="list-style-type: none"> • It was advised by the Dean-Academic Development and Innovation that Career service department should locate students to domain-specific companies. • It was also suggested and advised by the Dean-Academic Development and Innovation that, students should be sent to their domain related companies for SIP. He also suggested the departments can look out for the opportunity of freelance internship under UPES itself to carry out project for some real-life problems like Supply chain management during disaster management in Uttarakhand, Transportation related challenges etc. and the report of the same can be submitted as the suggestions or recommendations to state government or related industry. He also added that a budget can be prepared for these kinds of project works. • The given suggestion was well taken by the department and agreed to put not more than 4 students for such SIP. • It was also suggested that the students of management and engineering can also be put together for some techno-management projects where they can work as per their competency. <p><u>Indirect Measure 1: Exit survey of graduating students</u></p> <ul style="list-style-type: none"> • It was suggested by Associate Dean-Quality Assurance and Accreditation that Director-SoB should communicate to all the HoDs or HoD should communicate to the departmental faculty in the departmental meeting regarding the emphasis on analytical skills of the students through case studies, problem-solving exercise etc. • The given point was well taken and it was agreed by the department. <p><u>Indirect Measure 2: Student’s self-assessment of Internship experience</u></p> <ul style="list-style-type: none"> • It was also suggested by the Associate Dean-Quality Assurance and Accreditation that in guidelines for students it can be mention that the student has to write the competitive strength of the company based on BCG matrix, Porter’s five forces model etc. and put in a report so they will have a better understanding of their company as well as they will be able to get analytical skills.
4.	<p>Additional Points:</p> <ul style="list-style-type: none"> • The assessment office will identify the bottom line students on the basis of their feedback provided and provide the list to the department, so they can identify their internship company and take further action. • The assessment office will provide a detailed parametric result for that particular course (where target not met) to the department. • It was suggested by Associate Dean-Quality Assurance and Accreditation, that the survey on Student’s satisfaction on teaching quality would be conducted in different phases (2 courses per day) to remove the overburden of filling feedback forms in one go and also to avoid the practice of filling the feedback form just for the sake of formality. The point was well taken and the Associate Dean-PG was agreed to the point. • It was also decided that Mr. Saurav Negi from Assessment office would be present in the class during the online feedback process and no other faculty would be there at that time period. The briefing on the measurement tool and parameters would be given to the students before proceeding for online feedback. • It was suggested that the results of the SSTQ (where the target was not met) should communicate to the HoD of that department rather than discussing with that faculty directly, in case the faculty is from another department. • It was suggested by Dean-Academic Development and Innovation that all the program of SoB should go for IACBE.

Student Learning Assessment for Program -MBA Oil and Gas

Program Intended Student Learning Outcomes (Program ISLOs)	
1.	<i>Program Learning Outcome 1</i> Students will be able to develop and evaluate alternate managerial decisions and identify optimal solutions
2.	<i>Program Learning Outcome 2</i> Students will demonstrate effective application capabilities of their conceptual understanding to the real world business situations
3.	<i>Program Learning Outcome 3</i> Students will be able to exhibit effective decision making skills, employing analytical and critical-thinking ability
4.	<i>Program Learning Outcome 4</i> Students will demonstrate effective oral and written communication skills in the professional context
5.	<i>Program Learning Outcome 5</i> Students will be able to work effectively in teams and demonstrate team building capabilities
6.	<i>Program Learning Outcome 6</i> Students will exhibit leadership and networking skills while handling business situations
7.	<i>Program Learning Outcome 7</i> Students will demonstrate sensitivity towards ethical and moral issues and have ability to address them in the course of business
8.	<i>Program Learning Outcome 8</i> Students will demonstrate employability traits in line with the needs of changing dynamics of the industry
Intended Student Learning Outcomes: MBA Oil and Gas	
1.	<i>Intended Learning Outcome 1</i> Students will demonstrate strong conceptual knowledge in the functional area of management as well as O&G domain
2.	<i>Intended Learning Outcome 2</i> Students will demonstrate effective understanding of relevant functional areas of business and their application in O&G domain
3.	<i>Intended Learning Outcome 3</i> Students will demonstrate analytical skills in identification and resolution of problems pertaining to O&G and general management
4.	<i>Intended Learning Outcome 4</i> Students will exhibit the ability to integrate functional areas of management with domain perspective for the purpose of planning, implementation, and control of O&G
5.	<i>Intended Learning Outcome 5</i>

Students will have global perspective towards business situations in the area of O&G	
6. <i>Intended Learning Outcome 6</i> Students will exhibit deployable skills pertinent to the O&G sector	
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. <i>Direct Measure 1: Evaluation of the capstone project</i> General Program ISLOs Assessed by this Measure: <i>Outcomes List Major, Concentration, Specialization, Emphasis, Option, Track</i> ISLOs : Assessed by this Measure: <i>Outcomes List:</i> <i>PLOs: 1, 2,3 and 4 ILOs: 1,2,3 and 4</i>	<i>At least 60% of the students will score 70% or higher marks pertaining to learning outcomes PLOs: 1, 2,3 and 4 ILOs: 1,2,3 and 4 that this measure assesses².</i>
2. <i>Direct Measure 2: Industry feedback on students' performance during Internship</i> General Program ISLOs Assessed by this Measure: <i>Outcomes List Major, Concentration, Specialization, Emphasis, Option, Track</i> ISLOs Assessed by this Measure: <i>Outcomes List:</i> <i>PLOs: 1,2,3,4,5 and 6</i> <i>ILOs: 1,2,3 and 4</i>	<i>At least 70% of Students will have a score of 7 or above on a 10 point scale marks pertaining to learning outcomes PLOs: 1,2,3,4,5 and 6 & ILOs: 1,2,3 and 4 that this measure assesses.</i>
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. <i>Indirect Measure 1: Exit survey of graduating students</i> General Program ISLOs Assessed by this Measure: <i>Outcomes List Major, Concentration, Specialization, Emphasis, Option, Track</i> ISLOs Assessed by this Measure: <i>Outcomes List</i> <i>PLOs: 1,2,3,4,5,6,7 and 8</i> <i>ILOs: 1,2,3,4,5 and 6</i>	<i>At least 70% of students will indicate an agreement of 80% or above on a 10 point scale in the survey pertaining to learning outcomes PLOs: 1,2,3,4,5,6,7 and 8 & ILOs: 1, 2, 3,4, 5 and 6 that this measure assesses.</i>

² The corresponding aspect in the instrument/rubric that assesses these learning outcomes are highlighted in the Instruments/Rubrics. Wherever, some of the outcomes are assessed by more than one aspect of the instrument/rubric; it is meant that the targets will be achieved in all of the aspects that assesses the outcomes.

<p>2. <i>Indirect Measure 2: Student's self-assessment of Internship experience</i></p> <p>General Program ISLOs Assessed by this Measure: <i>Outcomes List Major, Concentration, Specialization, Emphasis, Option, Track</i> ISLOs Assessed by this Measure: <i>Outcomes List</i> PLOs: <i>1,2,4,5,6,7 and 8</i> ILOs: <i>1,3,4,5 and 6</i></p>	<p><i>At least 70% of students will indicate an agreement of 80% or above on a 10 point scale in the survey pertaining to learning outcomes PLOs: 1, 2, 4,5,6,7 and 8 & ILOs: 1,3,4,5 and 6 that this measure assesses.</i></p>
<p>Assessment Results: MBA-Oil and Gas</p>	
<p>Summary of Results from Implementing Direct Measures of Student Learning:</p>	
<p>1. <i>Summary of Results for Direct Measure 1: 80.64% students have scored 70% or higher marks in Capstone evaluation</i></p>	
<p>2. <i>Summary of Results for Direct Measure 2: 80% students have scored 7 or above on a 10 point scale in Industry feedback on students' performance during Internship</i></p>	
<p>Summary of Results from Implementing Indirect Measures of Student Learning:</p>	
<p>1. <i>Summary of Results for Indirect Measure 1: 94% students have indicated an agreement level of 80 % or above on a 10 point scale in Exit survey of graduating students</i></p>	
<p>2. <i>Summary of Results for Indirect Measure 2: 66% students have indicated an agreement level of 80 % or above on a 10 point scale in Student's self-assessment of Internship experience</i></p>	

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures			
Program ISLOs	<i>Direct Measure 1</i>	<i>Direct Measure 2</i>	<i>Indirect Measure 1</i>	<i>Indirect Measure 2</i>
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
<p>1. <i>Program Learning Outcome 1</i> Students will be able to develop and evaluate alternate managerial decisions and identify optimal solutions</p>	Met	Met	Met	Met
<p>2. <i>Program Learning Outcome 2</i> Students will demonstrate effective application capabilities of their conceptual understanding to the real world business situations</p>	Met	Met	Met	Met
	Met			
<p>3. <i>Program Learning Outcome 3</i> Students will be able to exhibit effective decision making skills, employing analytical and critical-thinking ability</p>	Met	Met	Met	Not Mapped
	Met			
	Met	Met		
	Met			
<p>4. <i>Program Learning Outcome 4</i></p>	Met	Met	Met	Met
	Met			
	Met			
	Met			
	Met			

Students will demonstrate effective oral and written communication skills in the professional context	Met			
	Met			
	Met			
	Met			
	Met			
5. <i>Program Learning Outcome 5</i> Students will be able to work effectively in teams and demonstrate team building capabilities	Not Mapped	Met	Met	Met
6. <i>Program Learning Outcome 6</i> Students will exhibit leadership and networking skills while handling business situations	Not Mapped	Met	Met	Met
		Met		Met
		Met		Met
		Met		Met
7. <i>Program Learning Outcome 7</i> Students will demonstrate sensitivity towards ethical and moral issues and have ability to address them in the course of business	Not Mapped	Not Mapped	Met	Met
8. <i>Program Learning Outcome 8</i> Students will demonstrate employability traits in line with the needs of changing dynamics of the industry	Not Mapped	Not Mapped	Met	Met
			Met	

Intended Student Learning Outcomes: MBA Oil and Gas Management				
1. <i>Intended Learning Outcome 1</i> Students will demonstrate strong conceptual knowledge in the functional area of management as well as O&G domain	Met	Met	Met	Met
2. <i>Intended Learning Outcome 2</i> Students will demonstrate effective understanding of relevant functional areas of business and their application in O&G domain	Met	Met	Met	Met
	Met			
	Met			
3. <i>Intended Learning Outcome 3</i> Students will demonstrate analytical skills in identification and resolution of problems pertaining to O&G and general management	Met	Met	Met	Not Mapped
	Met			
	Met			
4. <i>Intended Learning Outcome 4</i> Students will exhibit the ability to integrate functional areas of management with domain perspective for the purpose of planning, implementation, and control of O&G	Met	Met	Met	Met
	Met			
5. <i>Intended Learning Outcome 5</i> Students will have global perspective towards business situations in the area of O&G	Not Mapped	Not Mapped	Met	Not Met
6. <i>Intended Learning Outcome 6</i> Students will exhibit deployable skills pertinent to the O&G sector	Not Mapped	Not Mapped	Met	Met
			Met	

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:
<p>Course of Action 1 Guidelines would be provided to the students on Summer Internship Project to improve both students and faculty engagement.</p>
<p>Course of Action 2 Student would be placed in domain relevant companies. As this was figured in IDM-2 that students were dissatisfied about being placed in companies not directly related to their domain for internship.</p>
<p>Course of Action 3 The department would try to have Faculty mentor involvement in identification of project topic, if company permits.</p>
<p>Course of Action 4 Additional project work would be given to the student if the topic would be lighter so the student can have more insight towards their area. In that case, the students have to submit two different project reports, one to industry mentor (as per the topic given by mentor) and the second to faculty mentor (as per the additional work).</p>

Other points discussed during the meeting to review OA results:

Discussion	
S. No.	Key Points
1.	<p>To follow the path of continuous improvement, the department has decided to increase the target bar in Operational Measure 1- Student satisfaction of teaching quality from the current target of 70% to 75% from the next cycle. Present Target: <i>An average of At least 70% of the students will indicate a satisfaction level of 7 or above on a 10point scale for all the courses taught in the programs of LSCM.</i> New target: <i>An average of At least 75% of the students will indicate a satisfaction level of 7 or above on a 10point scale for all the courses taught in the programs of LSCM</i> For DM1, DM2, IDM 1, and IDM 2-The department would stay with the present target for the third cycle.</p>
2.	<p>To follow the path of continuous improvement, the department has decided to increase the target bar in all the measure except IDM 2 (Student's self-assessment of Internship experience). The new targets for the measures are as follows: Direct Measure 1 (Evaluation of capstone project) Present Target: <i>At least 60% of the students will score 70% or higher marks pertaining to learning outcomes assessed by this measure</i> New target: <i>At least 65% of the students will score 70% or higher marks pertaining to learning outcomes assessed by this measure</i> Direct Measure 2 (Industry feedback on students' performance during Internship) Present Target: <i>At least 70% of Students will have a score of 7 or above on a 10 point scale pertaining to learning outcomes assessed by this measure</i> New target: <i>At least 75% of Students will have a score of 7 or above on a 10 point scale pertaining to learning outcomes assessed by this measure</i> Indirect Measure 1 (Exit survey of graduating students) Present Target: <i>At least 70% of students will indicate an agreement of 80% or above on a 10 point scale in the survey pertaining to learning outcomes assessed by this measure</i> New target: <i>At least 75% of students will indicate an agreement of 80% or above on a 10 point scale in the survey pertaining to learning outcomes assessed by this measure</i></p>

	<p>Operational Measure 1 (Student satisfaction of teaching quality) Present Target: <i>An average of At least 70% of the students will indicate a satisfaction level of 7 or above on a 10point scale for all the courses taught in the programs of O&G.</i> New target: <i>An average of At least 80% of the students will indicate a satisfaction level of 7 or above on a 10point scale for all the courses taught in the programs of O&G</i></p>
3.	<p>Following Suggestions were given by the Dean/Associate Deans:</p> <p><u>Direct Measure 2: Industry feedback on students’ performance during Internship</u></p> <ul style="list-style-type: none"> • It was advised by the Dean-Academic Development and Innovation that Career service department should locate students to domain-specific companies. • It was also suggested and advised by the Dean-Academic Development and Innovation that, students should be sent to their domain related companies for SIP. He also suggested the departments can look out for the opportunity of freelance internship under UPES itself to carry out project for some real-life problems like Supply chain management during disaster management in Uttarakhand, Transportation related challenges etc. and the report of the same can be submitted as the suggestions or recommendations to state government or related industry. He also added that a budget can be prepared for these kinds of project works. • The given suggestion was well taken by the department and agreed to put not more than 4 students for such SIP. • It was also suggested that the students of management and engineering can also be put together for some techno-management projects where they can work as per their competency. <p><u>Indirect Measure 1: Exit survey of graduating students</u></p> <ul style="list-style-type: none"> • It was suggested by Associate Dean-Quality Assurance and Accreditation that Director-SoB should communicate to all the HoDs or HoD should communicate to the departmental faculty in the departmental meeting regarding the emphasis on analytical skills of the students through case studies, problem-solving exercise etc. • The given point was well taken and it was agreed by the department. <p><u>Indirect Measure 2: Student’s self-assessment of Internship experience</u></p> <ul style="list-style-type: none"> • It was also suggested by the Associate Dean-Quality Assurance and Accreditation that in guidelines for students it can be mention that the student has to write the competitive strength of the company based on BCG matrix, Porter’s five forces model etc. and put in a report so they will have a better understanding of their company as well as they will be able to get analytical skills.
4.	<p>Additional Points:</p> <ul style="list-style-type: none"> • The assessment office will identify the bottom line students on the basis of their feedback provided and provide the list to the department, so they can identify their internship company and take further action. • The assessment office will provide a detailed parametric result for that particular course (where target not met) to the department. • It was suggested by Associate Dean-Quality Assurance and Accreditation, that the survey on Student’s satisfaction on teaching quality would be conducted in different phases (2 courses per day) to remove the overburden of filling feedback forms in one go and also to avoid the practice of filling the feedback form just for the sake of formality. The point was well taken and the Associate Dean-PG was agreed to the point. • It was also decided that Mr. Saurav Negi from Assessment office would be present in the class during the online feedback process and no other faculty would be there at that time period. The briefing on the measurement tool and parameters would be given to the students before proceeding for online feedback. • It was suggested that the results of the SSTQ (where the target was not met) should communicate to the HoD of that department rather than discussing with that faculty directly, in case the faculty is from another department. • It was suggested by Dean-Academic Development and Innovation that all the program of SoB should go for IACBE.