

Geethanjali College of Engineering and Technology, Hyderabad
(Autonomous)
Department of Management Studies

10.1 Detailed Action taken for lower attainment course.

Action taken details for each of the POs and PSOs with lower attainments were planned for the future course of action in PAC meetings.

Course	Overall attainment	Reasons for low attainment	Action Taken
Performance Management	1.73	Performance Management offered in second year first semester requires the background of HR management studied in first year second semester, whose outcomes are found to be low, which has again resulted in this course.	Students are to be encouraged by providing real-world case studies and examples for deeper understanding of the concepts and develop the skills needed for improved attainment in Performance Management course.

CASE 1

How Come They Make More Than Me?

Performance Management Case Study

Fran Jefferson began her job as the supervisor of the Training Department of Metro Bank and Trust Company almost four years ago. She was generally pleased with the four trainers and one secretary in her unit. Indeed, Fran took pride in her ability to create a high morale and high performance unit. This was particularly pleasing to Fran because they were constantly busy and barely able to keep up with the volume of training expected from them.

Then, early on Wednesday morning, Fran's secretary, Judy Martin, knocked on Fran's door and asked to see her. Fran liked Judy and considered the secretary to be one of her "stars." Indeed, in an effort to develop Judy's talents and abilities, Fran had gone out of her way to give Judy special assignments, including her in all the major planning activities of the department and entrusting her with the administration of certain departmental programs, such as tuition assistance and evaluation follow-through. By now, Judy functioned more as an administrative aide than as a secretary.

It was clear that Judy was upset about something as she seated herself in the chair next to Fran's desk. Slowly, Judy placed a job-posting application form in front of Fran. She would not look her supervisor in the eyes.

Fran was surprised, to say the least. As far as Fran knew, Judy liked both her job and working in the Training Department. In turn, everyone else in the department liked and respected Judy.

Fran looked over the form and said casually, "So you want to post for the executive secretary job in the Branch Management Division." She paused. "Could I ask you for some additional information, Judy? I'm kind of surprised."

Judy looked at her clasped hands, thinking. Fran waited.

Finally, Judy looked up and said: "I noticed in last week's job posting that the executive secretary position is graded as a 14. Now that's two grades higher than my job!"

She caught her breath. "You know my friend Mary Johnson works over there. She told me that half the time the secretary sits around doing nothing."

Judy continued, gathering some anger in her look and resentment in her voice. "Look, Fran, you know how hard I work, how hard we all work, around here. I mean, I'm always busy. I don't see why I should work in a job graded at a 12 and work twice as hard and yet not be paid the same as that secretary. The job requirements for the job are just a little higher than mine, and the merit raise you gave me last month hardly helped at all."

Fran listened; then she replied: "It sounds to me, Judy, that you're feeling angry because you think you should be paid more for the work you do and that you want to switch jobs rather than put up with things as they are. Am I right?"

Judy nodded her head in agreement.

Fran knew, though, that the Metro job evaluation system was up to date and that the executive secretary position to which Judy referred did require additional background experience, skills, and responsibilities beyond what was needed in Judy's current job. Because her secretary was such a good employee and a nice person, Fran was quite concerned. She felt strongly that moving to the executive secretary job would not be what Judy really wanted, and she hated to lose Judy, especially if her decision was based on faulty reasoning and the move would not be good for her.

Fran tried to figure out what to do.

QUESTIONS

1. What are the reasons given by Judy Martin for wanting to post for a position in another department? What points are accurate and which are debatable?
2. How should Fran respond to Judy's request to transfer?
3. How should Fran respond to Judy's salary complaints?

Solution:-

This case study emphasis on compensation Management. It is vital for all organisations as it can impact employee retention, Job satisfaction, & overall organisational performance. Employees who believe being compensated in exchange for their ^{1.2} time and efforts will feel that their organisation values them.

Case Study-1 Solution

What are the reasons given by Judy Martin for wanting to post for a position in another department & what points are accurate and which are debatable.

A) Judy Martin's reasons for wanting to switch departments include her dissatisfaction with her current role, specifically citing her heavy workload, which is more than she can handle.

① She is also attracted to the new position's higher grading of 14, implying

② implying better compensation and benefits.

In terms of accuracy, it's clear that Judy's current workload is a significant issue, & seeking a new role might alleviate some of that pressure. However, the grading system and potential benefits might be subject to interpretation and company policies.

2) How should Fran respond to Judy's request to transfer.

A) Fran should respond to Judy's request to transfer in a fair, empathetic, and professional manner. Here is a suggested approach:

- ① Acknowledge and appreciate
- ② Understand the reasons
- ③ Explore alternatives
- ④ Discuss the transfer request.
- ⑤ Communicate the decision
- ⑥ Follow-up and support.

"Judy, I appreciate your hard work and contribution to our department. I understand that you are looking for new challenges and opportunities. Before we discuss a potential transfer, to explore some alternative solutions that might address your concerns. Could we discuss ways to manage your workload or provide additional support. If you are still interested in transferring, let's discuss the request and evaluate the best course of action for both you and the company."

3) How should respond to Judy's Salary Complaints

A) When responding to Judy's salary complaints, Fran should aim to be empathetic, transparent, and fair. Here is a suggested approach:

- ① Acknowledge and validate
- ② Gather information
- ③ Explain the company's compensation
- ④ Discuss internal equity and market rates
- ⑤ Explore alternatives
- ⑥ Communicate the decision.

Judy, I understand your concerns about your salary, and I appreciate your hard work and contributions to our team. Our company's compensation philosophy is based on market rates, performance, and experience. We strive to provide competitive salaries and benefits while ensuring internal equity.

CASE 12

Beverly Comes Full Circle

*Performance Management
case study.*

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praveen kumar.

Background Information

Beverly Wyman took her job as supervisor very seriously. Though only 33 years old and somewhat new to the company, she liked her work and believed she did a good job. Beverly was in charge of the Consumer Credit Sales Group of the First Union National Bank. She was in charge of seven credit sales representatives (CSR's). Her sales group was formed six months ago to aggressively sell and market the bank's various car, boat, and other personal loans. Beverly was promoted and became group supervisor shortly after the group was started, moving up from an assistant manager's job in the nearby Credit Analysis Section. Some problems in the Analysis Section kept her there longer than was anticipated, and she joined her sales group after it had already started operating.

Even though she was generally pleased with the progress her sales group was making, she did have a problem: Bob Watson. As she thought back, she knew why this was so painful now.

Back to Beginning: Bob Watson

Three years ago, when Beverly joined First Union's Credit Analysis Section, Bob Watson was the chief credit analyst and her boss. He was then 41 and had been a First Union employee for 18 years. In this position, Bob was responsible for training all new junior analysts. Bob had long been a top credit analyst: he earned almost twice the net income as the next most productive employee in Credit Analysis. It was this exceptionally high level of productivity that allowed the division manager to look the other way whenever Bob had one of his occasional fits of moodiness. Indeed, although Bob was widely respected for his consumer credit talents, he was just as widely avoided for his unpredictable temperament and erratic work habits.

Beverly learned a lot about credit from Bob, and they got along well together—at least until Beverly started to equal Bob's record in Credit Analysis. That was about 18 months ago. It was around this same time that Bob seemed to undergo a change. There was a subtle but distinctive difference in how he worked: He maintained an adequate analytic volume, but he seemed drained of energy. Some employees thought the change was due to his divorce.

Whatever the cause, Bob's idiosyncrasies now became a real problem and the change in his work became increasingly less subtle. He was absent from his desk frequently and for long periods. Indeed, it seemed he would put in a couple of good hours of work a day and then spend the rest of the time listlessly wandering around. An exasperated department manager, Tony Ianelli, finally had to act, giving Bob a written disciplinary notice. Bob's wandering seemed to sub-

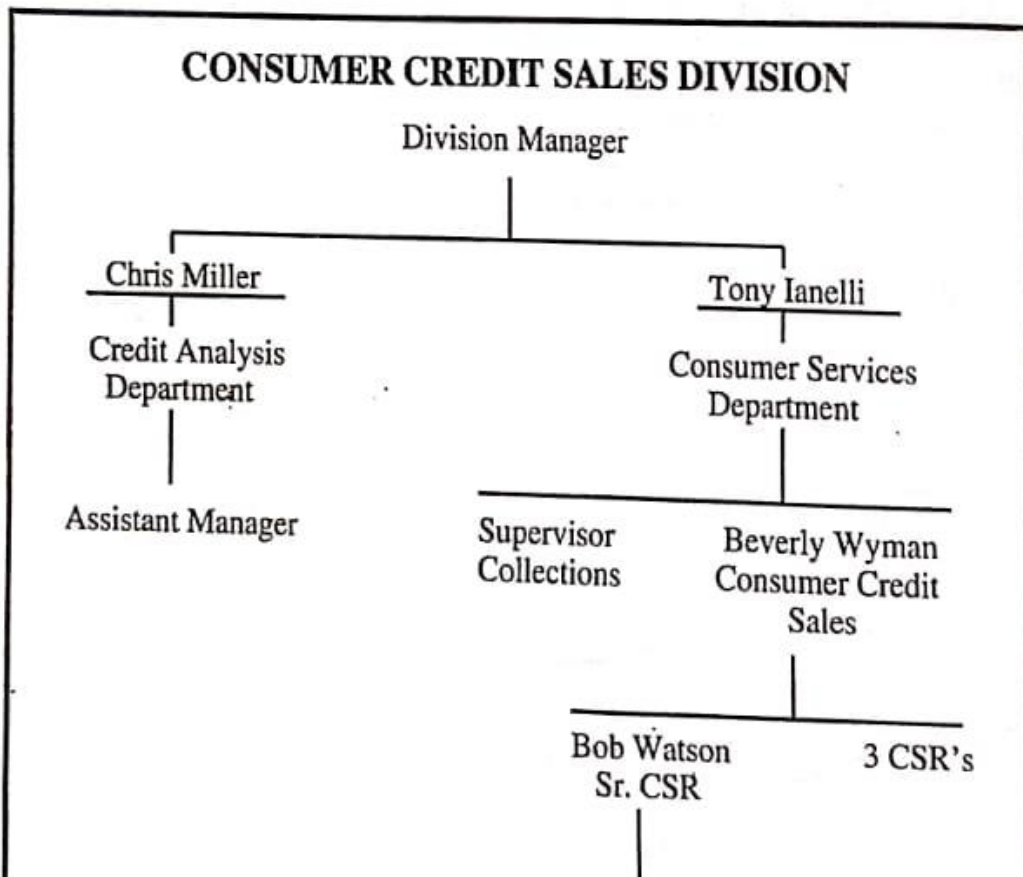
side, but his underlying attitude—apathy, indifference, hostility—became even stronger.

Beverly Becomes Supervisor

All these problems with Bob occurred before Beverly was made supervisor. Tony explained the situation to Beverly before he hired her, because Bob had now been transferred a second time to the newly formed Consumer Credit Sales group as senior representative. He was given the temporary duty of running the sales group until the permanent supervisor—soon revealed as being Beverly—arrived. Bob's job was the same kind of position he had filled in Credit Analysis: to train the sales reps in Beverly's sales group. But now, he was working for Beverly instead of Beverly for him.

During the job interview, Tony told Beverly: "We considered Bob for the credit sales manager's job, but decided we just didn't think he would work out as a supervisor at this time. We did think that more responsibility might be what he needs, though, so we made him senior representative."

Tony told Beverly that as senior representative, Bob would have the three newest sales reps work directly for him as trainees. Thus, Beverly would supervise Bob and the other three CSR's directly; she would supervise the three trainee reps indirectly through Bob. The chart below shows the organization of First Union's Consumer Credit Sales Division.



Four months after Beverly moved into the supervisory position, she was facing a number of problems with Bob Watson. She believed that Bob could consistently be a top performer if only he could get over this "attitude problem." She thought that although Bob realized he blew his chance for a management job because of his erratic performance, he still felt cheated. He applied for other jobs in the bank at every opportunity. He still did an average job, although his sales performance had been falling for the past few months. Beverly was also concerned about his work method: He seemed to do the easiest sales jobs first and then give up too quickly on the more demanding and challenging opportunities. So, while he still performed fairly well, his work was just not up to his potential.

Beverly was experiencing other difficulties with Bob, too. She was alarmed at the way his attitude was affecting the three trainees that worked under him. She sensed their resentment of her. A recent incidence was still troubling her. She had asked Bob to explain to the trainees a new procedure that all the CSR's had to follow. Beverly felt it was a good system and had hoped that Bob would introduce it well. However, she was distressed to overhear one of the trainees complain about the "crappy, stupid new procedure" they had to complete. Beverly could only imagine how Bob must have explained it.

Another of Beverly's concerns was Bob's almost total indifference to her. She could remember a number of times that Bob had gone around her to talk with Tony directly about some questions or concerns. The rest of the time, he seemed to ignore the plans she and Tony made. When asked for his input, he usually complained that the idea would never work.

In particular, he seemed totally resistant to changing some of his practices and bringing them into accord with the newly revised Consumer Credit Protection Laws. Potentially this was Beverly's biggest problem because mistakes under this new law could have cost the bank a lot of money in lawsuits and penalties. She had circulated a flier announcing the changes to all employees, but Bob had not appeared to pick it up. With his experience and ability, Bob was able to work in the gray area between super-selling and regulatory violation fairly easily. He did not seem to appreciate the danger in which he was putting the Bank, though, and his trainees were picking up his questionable tactics.

Altogether, Bob was consuming an enormous amount of Beverly's time and energy. Her productivity was being hampered by Bob's continual problems. Even worse, Tony Ianelli seemed unwilling to take any drastic action, and Beverly felt her ability to act was limited by Tony's sensitivity to "front-office" pressure to keep Bob around. Even though she had not yet broached the subject with Tony, firing Bob did not seem possible.

As her fourth month as a supervisor drew to a close, Beverly sat at her desk, looking at one of Bob's recent sales reports. She shook her head slowly, noticing more of the same errors. Beverly knew that although the problem was not an emergency, it needed correcting. Beverly wondered to herself: "What can I do?"

CASE QUESTIONS

1. Describe the problem(s) which Beverly faces as a supervisor. Identify what specific performance improvement results she should seek.
2. What key rule(s) or principle(s) should Beverly use in solving the problem(s)?
3. Develop at least three different strategies or approaches for resolving this issue.

This case study explains about the problems & lack of communications between the employee and employer. The supervisor is a unique position, serving as the link between management and the workforce. Senior management articulates the vision, middle management devises the strategy and the supervisor has to ensure that the workforce performs the work.

Case Study - 2 Solution

1. Describe the problem(s) which Beverly faces as a supervisor. identify what specific performance improvement results she should seek.

A. Based on the content, I'll provide a general analysis of the problems Beverly might face as a supervisor and the specific performance improvement results she should seek.

* Problems Beverly faces

1. communication Breakdown
2. Lack of Trust
3. Inefficient task management
4. conflict resolution
5. Performance management.

* Specific Performance Improvement Results

1. Improved communication
2. Enhanced Trust and morale
3. efficient task management
4. Effective conflict resolution
5. Strong performance management.

3. Develop at least three strategies or approaches for resolving the issue.

A. Here are three strategies or approaches for resolving the issue Beverly faces as a Supervisor:

* Strategy - 1 : communication and feedback

1. Regular team meetings

2. One-on-one check-ins

3. Open-Door Policy

* Strategy - 2 :- Performance management and Development.

1. clear Goal setting

2. Regular Progress monitoring

3. Training and Development opportunities.

* Strategy - 3 :- Empowerment and Autonomy.

1. Delegation and empowerment

2. Autonomy and flexibility

3. Recognition and Rewards

**CASE DISCUSSION:
Beverly Comes Full Circle**

Performance
Management

Summary

Case study - ①

Four months ago, Beverly Wyman, 33, was promoted to the supervisor's job of a newly formed sales group. There were seven people in the sales group reporting to her, including Bob Watson (her boss when she first joined the company). Bob was about 10 years older than Beverly. He had been the highest performer in the company for a number of years, until Beverly began to equal his production about 18 months ago. Bob had a long history of personal moodiness and erratic behaviors, though. When Beverly began to equal his performance, Bob's behavior became more problematic. He had finally been given a written disciplinary notice. Consequently, some of the behaviors changed, although the underlying "attitude" problems of apathy, indifference, and hostility did not.

When Beverly was promoted to head up the sales group, Bob Watson was given the job of supervising three trainees in the department in addition to sales production tasks. Now, four months later, Bob had developed into a major supervisory problem for her. Beverly currently had several concerns about Bob's work:

- He gave up on tougher sales chores.
- He was infecting his trainees with a negative attitude about her and the operations of her department.
- He ignored her authority and plans, and is not a constructive contributor to the department.
- He circumvented new regulations and laws, putting the company at risk.

In short, Bob was consuming quite a bit of Beverly's time and attention, while performing far below his potential. He was continually seeking to find another position in the company. It seemed that the "front office" would be protective of him; Beverly assumed that they would not allow him to be fired.

Answers to Case Questions

1. Describe the problem(s) Beverly faces as a supervisor. Identify what specific performance improvement results she should seek.

Beverly's problem is how to respond to a rather unique problem employee: He is a long-term employee who is very knowledgeable and capable. But his work behaviors are just not acceptable—and may actually be risky to the business. He seems to be unreceptive to Beverly's supervision of him.

It is generally unproductive to speculate on what Bob's "motivation" or "psychological" problems are. It is difficult to accurately identify those underlying motivations when there is limited evidence of what is behind

them, and in some ways, using such a "theory" merely "explains" what he is doing without helping you deal with it.

Instead, it is preferable to identify what kinds of improvements in his behaviors she wishes to see. These improvements correspond to the problems noted above; they are listed below in likely order of importance to Beverly:

- Complying with the new laws and regulations
- Accepting her authority and becoming a constructive contributor
- Being a positive and constructive force with the trainees
- More perseverance in working on tougher sales

2. What key rule(s) or principle(s) should Beverly use in solving the problem(s)?

Beverly should keep in mind several rules or principles when approaching these problems:

1. In the final analysis, it is Bob's responsibility to comply with the standards of performance set. While Beverly may be experiencing the problem, it is Bob's problem. Both he and Beverly need to understand that it is his decision about what will happen.
 2. Beverly needs to be clear about what those standards are and what will happen if he does not meet those standards.
 3. She should not make assumptions about what can or cannot be done with Bob. She should prepare the way for action by initiating discussions with the "front office" to obtain their agreement to support her actions. This includes reaching an agreement with her boss, Tony Ianelli, regarding stopping his end-run behaviors.
 4. Open and direct communication with Bob is necessary. In that regard, offering support and assistance is appropriate.
3. Develop at least three different strategies or approaches for resolving this issue!

There are a number of strategies Beverly could pursue. They are not mutually exclusive.

1. Reach an agreement with the "front office" about how Bob will be treated. This will involve notifying "them" of the potential liabilities the company faces and the productivity problems that are likely. She should also present a plan for dealing with Bob, which could include a transfer if firing is not possible.
2. Meet with Bob to set expectations and note future consequences. Beverly should make it clear to Bob what her standards of performance are. She needs to point out that the responsibility for all future outcomes are his; i.e., he needs to understand that it is now his problem. She needs to state what will happen to him if he does not meet those standards. This conversation should be noted and kept as a record in her files. It would be very appropriate to have Tony Ianelli sit in on this meeting.

Case Study-3 Solution

1) Describe the problem(s) Beverly faces as a supervisor. Identify what specific performance improvement results she should seek.

A): Beverly is a Supervisor who manages a team of employees. However, she is facing challenges in achieving her team's goals and objectives due to various performance related issues.

Specific problems:

1. Low productivity: Team members are not meeting their productivity targets, leading to delays in project completion.
2. Poor Quality of work: There is a high rate of errors and defects in the team's output, resulting in rework and wasted resources.
3. Lack of Communication: Team members are not communicating effectively with each other, leading to misunderstandings and conflicts.
4. Low morale: Team members appear demotivated and disengaged, leading to absenteeism and turnover.

Performance improvement results:

1. Increase productivity.
2. Improve Quality of work.

3. Enhance Communication

4. Boost Morale.

Key performance Indicators

To measure progress toward these results, Beverly can track the following KPIs:

1. productivity metrics
2. Quality metrics
3. Communication metrics
4. Morale metrics

Q: What key roles or principals should Beverly use in solving the problems.

A: To solve the problems facing her team, Beverly should consider the following key roles and principles:

Key roles:

1. Team Leader: Beverly should take charge and provide direction to her team.
2. Coach: Beverly should coach her team members to improve their skills and performance.

3. Facilitator; Beverly should facilitate Communication and Collaboration among team members.

4. Change Agent; Beverly should lead change initiatives to improve team performance and process.

Key principles:

1. Clear Communication
2. Collaboration
3. Empowerment
4. Continuous Improvement
5. Recognition and feedback.

Leadership styles:

1. Transformational leadership
2. Servant leadership
3. Situational leadership

③ Develop at least three different strategies or approaches for resolving Judy's salary and transfer issues.

A: Strategy 1:

collaborative problem-solving:

1. Schedule a meeting with Judy to discuss her concerns and gather more information
2. work together to identify potential solutions that address both salary and transfer issues

Strategy 2:

Data-Driven Decision Making:

1. Conduct market research to determine the average salary range for Judy's role and industry.
2. Gather internal data on salaries for similar roles within the company.

Strategy 3

Employee - Centric Approach:

1. Focus on understanding Judy's long-term career goals and aspirations.
2. Discuss potential opportunities for growth and development within the company.

Impact of action taken

Course	Performance Management	Performance Management
Batch	2019-21	2020-22
Attainment	1.73	2.73

PAC Minutes

**GEETHANJALI COLLEGE OF ENGINEERING & TECHNOLOGY (Autonomous)
DEPARTMENT OF MANAGEMENT STUDIES**

Minutes of Meeting of Program Assessment Committee (PAC) held on 16/6/2022

Venue: Department Staff Room

Duration: 1:30 pm-3.15 pm

Members present

Sl. No.	NAME	ROLE	SIGNATURE
1.	Dr. J. Pardhasaradhi	Chairman	
2.	Dr. A. Sita Madhavi	Member	
3.	Mr.V. Sai Kishore	Member	
4.	Mr. K. Naupal Reddy	Member	
5.	Mrs.K.Lavanya	Member	
6.	Mrs. Shainaz Begum	Member	
7.	Mrs.K.Vijaya Lakshmi	Member	
8.	Mrs.L.Deepa	Member	
9.	Mrs.V.Shivani	Member	
10.	Mrs.D.Keerthana	Member	
11.	Mrs.V.Bhavani	Member	
12.	Mrs.G.Vijaya Lakshmi	Member	
13.	Mrs.K.Bhavana	Member	

Agenda:

1. Mission and PEO feedback Analysis.
2. Analysis of results of MBA 2020 batch second year first and second semester and 2021 batch of first year first semester.
3. CO attainment for 2020 batch second year first and second semester and 2021 batch first and first semester courses.
4. Analysis of PO attainment level of 2020-22 batch students.
5. Identification of Courses contributed to low Program Outcome attainment and the corresponding course outcomes.
6. Course attainments in pre-requisite courses, if any, for courses in point 4.
7. Opportunities provided to students for better assimilation of the concepts through problem/project based learning through co-curricular activities/ value added courses/ guest lecture(s)/industrial visits)
8. Major projects conducted.
9. PO attainment through Co-curricular and Extra-curricular activities.
10. Placements and Higher studies of 2020-22 post graduate students.
11. Targets of POS, PSOs and Placements for the next batch of students

Resolutions/Discussions made:

Chairman, PAC started the meeting by welcoming all the members.

The following resolutions/Discussions were made in this meeting:

1. Mission and PEO feedback analysis was done on 6/6/2022 were approved and the feedback points were noted.

i. Overall pass percentage in MBA 2020 batch second year first semester is 63.27%, which was decreased by 23.27% compared to the previous batch of students. This is due to less pass percentage in Operations Management course. The overall pass percentage of the same batch in their first year second semester was 65.31%.

CO attainment of MBA 2020 batch II year I semester

Course		Internal	External	Direct Attainment	TLP	CES	CRC	Indirect Attainment	Overall Attainment
Course code	Course Name								
20MB03009	Research Methodology and Statistical Analysis	3.00	2.80	2.88	3.00	3.00	3.00	3.00	2.91
20MB03012	Operations Management	3.00	1.20	1.92	3.00	3.00	3.00	3.00	2.19
20MB03008	International Business	3.00	1.00	1.80	3.00	3.00	3.00	3.00	2.10
20MB03011	Strategic Management Accounting	3.00	2.40	2.64	2.00	3.00	3.00	2.60	2.63
20MB03007	Performance Management	3.00	2.40	2.64	3.00	3.00	3.00	3.00	2.73
20MB03010	Security Analysis and Portfolio Management	3.00	2.00	2.40	3.00	3.00	3.00	3.00	2.55
20MB03004	Learning and Development Management	3.00	2.80	2.88	3.00	3.00	3.00	3.00	2.91
20MB03001	Financial Institutions, Markets and Services	3.00	2.20	2.52	3.00	3.00	3.00	3.00	2.64
20MB03002	Employee Relations	3.00	2.80	2.88	3.00	3.00	3.00	3.00	2.91
20MB03S01	Summer Internship	3.00	-	3.00	3.00	3.00	3.00	3.00	3.00

ii. Overall pass percentage in MBA 2020 batch second year second semester is 92%, which is increased by 3.11% compared to the previous batch of students. The overall pass percentage of the same batch in their second year first semester was 63.27%.

CO attainment of MBA 2020 batch II year II semester

Course		Internal	External	Direct Attainment	TLP	CES	CRC	Indirect Attainment	Overall Attainment
Course code	Course Name								
20MB04001	Strategic Management	3.00	3.00	3.00	2.00	3.00	3.00	2.60	2.90
20MB04002	Supply Chain Management	3.00	1.40	2.04	3.00	3.00	3.00	3.00	2.28

2. The committee reviewed the attainment of Course outcomes of all the courses offered in MBA 2020 batch second year first and second semester and 2021 batch first year first semester. All the members participated in the discussion. CO attainment of the following courses was reviewed critically as these courses are leading to low attainment of corresponding POs.

Year and Sem	Course	Internal	External	Direct Attainment	Indirect Attainment	Overall Attainment
I-I	Indian Ethos and Management Ethics	3.00	0.40	1.44	3.00	1.83

3. The committee analysed the PO attainment levels of recently graduated 2020-22 batch. Overall attainment of all the POs and PSOs by taking direct and indirect attainment is given below.

POs/PSOs	PO1	PO2	PO3	PO4	PO5	PSO1	PSO2
Attainment	2.53	2.50	2.52	2.56	2.59	2.52	2.53
Target (70%)	2.1	2.1	2.1	2.1	2.1	2.1	2.1

The attainment levels of all the POs and PSOs are above the targets fixed based on the course contribution/mapping to the respective POs and PSOs.

4. The committee also identified the Courses contributed to low Program Outcome attainment and the corresponding course outcomes, in order to take the corrective measures to further improve the attainment levels of POs and PSOs for the coming batches. The details are as follows:

Year and Sem	Course	Internal	External	Direct Attainment	Indirect Attainment	Overall Attainment	COs with Low Attainment	POs and PSOs with Low Attainment
I-I	Management and Organizational Behavior	3.00	0.20	1.32	3.00	1.74	CO2,3,5	PO1,2,3,4,5 PSO2
I-II	Human Resource Management	1.88	0.60	1.11	2.60	1.48	CO1,2,3,4,5	PO1,2,3,4,5 PSO1,2
I-II	Financial Management	1.88	0.40	0.99	2.60	1.39	CO1,2,3,4,5	PO1,2,3,4 PSO1,2

5. The committee reviewed the opportunities provided to students for better assimilation of the concepts during second semester of the academic year 2021-22.

a. Guest Lectures Organized for the academic year 2021-2022

S. No	Name of the Faculty	Topic	Resource Person	Date
1	Dr. A. Sita Madhavi	Product- Market Fit (in Association With IIC)	Dr. P. Ammani, NICMAR, Hyderabad	11/03/2022
2	Dr. A. Sita Madhavi	Design Thinking for Business and Entrepreneurship (in Association With IIC)	Dr. K. Srinivas Rao	04/03/2022

b. Workshops Organized for the academic year: 2021-22

S. No	Name of the Faculty	Title	Resource Person	Date
1	Dr. J. PardhaSaradhi	Workshop on Intellectual Property Rights An Overview on IPR And IP Management For Start-Ups	Dr. Y. V. S. Ch. Prasad	13/05/2022
2	Mrs. K. Lavanya			
3	Mrs. Shainaz Begum			
4	Dr. J. PardhaSaradhi	Workshop on Human Values and Professional Ethics Empowerment Through Self Education	Dr. Y. Mohan Rao	01/05/2022
5	Mr. K. Naupal Reddy			
6	Mrs. K. Lavanya			
7	Mrs. Shainaz Begum			
8	Dr. A. Sita Madhavi	Workshop on Design thinking for Business and Entrepreneurship	Dr. K. Srinivasa Rao, B. V. Raju Institute of Technology	04/03/2022
9	Dr. A. Sita Madhavi	Workshop on Data Analysis for Ideation and Business Decisions Using R (In Association With IIC)	Dr. K. Sasi Kumar, Professor, HBS-GITAM	18/12/2021

c. Activities under Human Resources Development Club, Finance Club, Marketing Club, and Entrepreneurship Development Club

S. No	Date	Activity	No. of Students Participated
1	31-05-2022	Workshop On HVPE - "Empowerment Through	124

		Self Education"	
2	13-05-2022	A workshop on Intellectual Property Rights titled "An overview on IPR and IP Management for start-ups"	40
3.	18-12-2021	Workshop on Data Analysis for Ideation and Business Decisions Using R Programming	80
4	04-03-2022	Workshop on Design Thinking for Business and Entrepreneurship	33

d. Student Competitions Organised under various Professional Bodies

	Name of the Event	No of Participants
Bhaswara2022	Paper Presentation	04
	Poster presentation	04
	Business proposals	03
	The wolf of Geethanjali	11
	Young Manager	14
	Busi Quizy Den(Business Quiz)	10

e. Activities under Professional Societies/Chapters Activities for the academic year 2021-22

S.No	Date	Activity	No. of Students participated
1	04.03.2022	Workshop on Design thinking for Business and Entrepreneurship	33
2	11.03.2022	Workshop on Product- Market fit	35

- The performance of the students for Major Projects are evaluated from Rubrics developed for assessing the students. The committee reviewed the assessment and agrees to continue the same procedure for the subsequent batches.
- The committee also discussed about the impact of co-curricular and extra-curricular activities on improving the learning levels of the students and also reviewed their contribution in attaining the POs and PSOs.

Name of the Activity (details on a separate sheet)	Year	No. of students attended	Total No. of students	% of students attended and	level of attainment	No. of hours	POs					PSOs	
							PO1	PO 2	PO 3	PO 4	PO 5	PSO1	PSO 2
C-1	MBA I yr	50	50	100.00	3	12	2.00	2.00			2.00	2.00	3.00
C-2	MBA I yr	30	50	60.00	3	40	1.00	2.00	3.00	2.00	3.00	2.00	3.00
C-3	MBA I yr	10	50	20.00	1	6	3.00	2.00	2.00		3.00	2.00	3.00
C-4	MBA I yr	41	50	82.00	3	3	2.00	2.00	2.00		2.00	1.00	1.00
C-5	MBA I yr	31	50	62.00	3	2	3.00	3.00	2.00		3.00	2.00	3.00
C-6	MBA I yr	39	50	78.00	3	6	2.00	2.00			2.00	2.00	3.00
C-7	MBA I yr	35	50	70.00	3	3	3.00	2.00	1.00	2.00	2.00	2.00	3.00
C-8	MBA II yr	35	50	70.00	3	2	3.00	3.00		2.00	2.00	2.00	3.00

C-9	MBA II yr	21	50	42.00	2	3	2.00	1.00	2.00			2.00	1.00
C-10	MBA II yr	38	50	76.00	3	6	2.00	1.00	2.00			2.00	1.00
E-1 NSS	MBA I and II year	21	150	14.00	2	18			3.00		1.00		
E2	MBA II yr	46	50	92	3	12	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Total Number of Hours Spent towards Co-curricular and Extra Curricular activities from I Year to II Year of 2020-22 Batch						113							
CV = Cumulative Value = No. of hours spent* PO attainment							169	197	253	126	250	193	252
II = Number of Hours Spent towards Co-curricular and Extra Curricular activities - PO wise							93	86	93	57	104	95	95
CV/II= Attainment level of each PO = Weighted average of the attainments of all co-curricular and extra-curricular activities considering the number of hours spent in each activity. Calculation of POI attainment is shown below.							1.82	2.29	2.72	2.21	2.40	2.03	2.65
Legend: C: Co-curricular activities; E: Extra-curricular activities													

8. The committee reviewed the placement and higher studies status of 2020-22 batch of students and satisfied with the performance of the students.

Number of students appeared	57
Number of students Graduated	47
No of Students placed	37
Maximum Salary (Rs Lakhs)	7.72 Lakhs
Median Salary (Rs Lakhs)	2.8 Lakhs
Number of students went for Higher studies	2

9. The committee discussed about the targets fixed for the attainment of the POs and PSOs for 2020-22 batch of students (target of 70%) and agreed to continue with the same targets (target of 70%) for 2021-23 batch of students also.

Action points:

1. After reviewing the results of 2020 batch second year first and semester and 2021 batch first semester results, it is resolved to conduct case studies, group discussions, seminars, industrial visits, excise problems, to improve the performance of the students.
2. With reference to item number 4 of Resolutions/Discussions made, the committee suggested training the students in various topics to improve their knowledge in management fundamentals and in turn to apply them in solving complex management problems. It is suggested to improve the methodology of teaching these courses for better attainment in the advanced courses related to these courses.
3. It is decided to continue to conduct career awareness programs, aptitude, communication skills development programs, placement training programs and Entrepreneur awareness programs by various sections/clubs/Professional Bodies.
4. It is also insisted to encourage students to participate in management events/fest in more number so that they get a much better opportunities in their career

Chairman, PAC thanked all the members for attending the meeting and the meeting is concluded at 3:15 pm


Program Coordinator

Head
DEPARTMENT OF MANAGEMENT STUDIES
ethanjali College of Engineering & Technology (Autonomous)
Cheruvu (V), Keesara (td), Medchal (D), Telangana. 501301

GEETHANJALI COLLEGE OF ENGINEERING & TECHNOLOGY (Autonomous)

DEPARTMENT OF MANAGEMENT STUDIES

Minutes of Meeting of Program Assessment Committee (PAC) held on 16/6/2022

Venue: Department Staff Room

Duration: 1:30 pm-3.15 pm

Members present

Sl. No.	NAME	ROLE	SIGNATURE
1.	Dr. J. Pardhasaradhi	Chairman	Jw
2.	Dr. A. Sita Madhavi	Member	
3.	Mr.V. Sai Kishore	Member	Sai
4.	Mr. K. Naupal Reddy	Member	Naupal
5.	Mrs.K.Lavanya	Member	Lavanya
6.	Mrs. Shainaz Begum	Member	Shainaz Begum
7.	Mrs.K.Vijaya Lakshmi	Member	Vijaya
8.	Mrs.L.Deepa	Member	Deepa
9.	Mrs.V.Shivani	Member	Shivani
10.	Mrs.D.Keerthana	Member	Keerthana
11.	Mrs.V.Bhavani	Member	V.Bhavani
12.	Mrs.G.Vijaya Lakshmi	Member	G.Vijaya
13.	Mrs.K.Bhavana	Member	Bhavana

Agenda:

1. Mission and PEO feedback Analysis.
2. Analysis of results of MBA 2020 batch second year first and second semester and 2021 batch of first year first semester.
3. CO attainment for 2020 batch second year first and second semester and 2021 batch first and first semester courses.
4. Analysis of PO attainment level of 2020-22 batch students.
5. Identification of Courses contributed to low Program Outcome attainment and the corresponding course outcomes.
6. Course attainments in pre-requisite courses, if any, for courses in point 4.
7. Opportunities provided to students for better assimilation of the concepts through problem/project based learning through co-curricular activities/ value added courses/ guest lecture(s)/industrial visits)
8. Major projects conducted.
9. PO attainment through Co-curricular and Extra-curricular activities.
10. Placements and Higher studies of 2020-22 post graduate students.
11. Targets of POS, PSOs and Placements for the next batch of students

Resolutions/Discussions made:

Chairman, PAC started the meeting by welcoming all the members.

The following resolutions/Discussions were made in this meeting:

1. Mission and PEO feedback analysis was done on 6/6/2022 were approved and the feedback points were noted.

i. Overall pass percentage in MBA 2020 batch second year first semester is 63.27%, which was decreased by 23.27% compared to the previous batch of students. This is due to less pass percentage in Operations Management course. The overall pass percentage of the same batch in their first year second semester was 65.31%.

CO attainment of MBA 2020 batch II year I semester

Course		Internal	External	Direct Attainment	TLP	CES	CRC	Indirect Attainment	Overall Attainment
Course code	Course Name								
20MB03009	Research Methodology and Statistical Analysis	3.00	2.80	2.88	3.00	3.00	3.00	3.00	2.91
20MB03012	Operations Management	3.00	1.20	1.92	3.00	3.00	3.00	3.00	2.19
20MB03008	International Business	3.00	1.00	1.80	3.00	3.00	3.00	3.00	2.10
20MB03011	Strategic Management Accounting	3.00	2.40	2.64	2.00	3.00	3.00	2.60	2.63
20MB03007	Performance Management	3.00	2.40	2.64	3.00	3.00	3.00	3.00	2.73
20MB03010	Security Analysis and Portfolio Management	3.00	2.00	2.40	3.00	3.00	3.00	3.00	2.55
20MB03004	Learning and Development Management	3.00	2.80	2.88	3.00	3.00	3.00	3.00	2.91
20MB03001	Financial Institutions, Markets and Services	3.00	2.20	2.52	3.00	3.00	3.00	3.00	2.64
20MB03002	Employee Relations	3.00	2.80	2.88	3.00	3.00	3.00	3.00	2.91
20MB03S01	Summer Internship	3.00	-	3.00	3.00	3.00	3.00	3.00	3.00

ii. Overall pass percentage in MBA 2020 batch second year second semester is 92%, which is increased by 3.11% compared to the previous batch of students. The overall pass percentage of the same batch in their second year first semester was 63.27%.

CO attainment of MBA 2020 batch II year II semester

Course		Internal	External	Direct Attainment	TLP	CES	CRC	Indirect Attainment	Overall Attainment
Course code	Course Name								
20MB04001	Strategic Management	3.00	3.00	3.00	2.00	3.00	3.00	2.60	2.90
20MB04002	Supply Chain Management	3.00	1.40	2.04	3.00	3.00	3.00	3.00	2.28

2. The committee reviewed the attainment of Course outcomes of all the courses offered in MBA 2020 batch second year first and second semester and 2021 batch first year first semester. All the members participated in the discussion. CO attainment of the following courses was reviewed critically as these courses are leading to low attainment of corresponding POs.

Year and Sem	Course	Internal	External	Direct Attainment	Indirect Attainment	Overall Attainment
I-I	Indian Ethos and Management Ethics	3.00	0.40	1.44	3.00	1.83

3. The committee analysed the PO attainment levels of recently graduated 2020-22 batch. Overall attainment of all the POs and PSOs by taking direct and indirect attainment is given below.

POs/PSOs	PO1	PO2	PO3	PO4	PO5	PSO1	PSO2
Attainment	2.53	2.50	2.52	2.56	2.59	2.52	2.53
Target (70%)	2.1	2.1	2.1	2.1	2.1	2.1	2.1

The attainment levels of all the POs and PSOs are above the targets fixed based on the course contribution/mapping to the respective POs and PSOs.

4. The committee also identified the Courses contributed to low Program Outcome attainment and the corresponding course outcomes, in order to take the corrective measures to further improve the attainment levels of POs and PSOs for the coming batches. The details are as follows:

Year and Sem	Course	Internal	External	Direct Attainment	Indirect Attainment	Overall Attainment	COs with Low Attainment	POs and PSOs with Low Attainment
I-I	Management and Organizational Behavior	3.00	0.20	1.32	3.00	1.74	CO2,3,5	PO1,2,3,4,5 PSO2
I-II	Human Resource Management	1.88	0.60	1.11	2.60	1.48	CO1,2,3,4,5	PO1,2,3,4,5 PSO1,2
I-II	Financial Management	1.88	0.40	0.99	2.60	1.39	CO1,2,3,4,5	PO1,2,3,4 PSO1,2

5. The committee reviewed the opportunities provided to students for better assimilation of the concepts during second semester of the academic year 2021-22.

a. Guest Lectures Organized for the academic year 2021-2022

S. No	Name of the Faculty	Topic	Resource Person	Date
1	Dr. A. Sita Madhavi	Product- Market Fit (in Association With IIC)	Dr. P. Ammani, NICMAR, Hyderabad	11/03/2022
2	Dr. A. Sita Madhavi	Design Thinking for Business and Entrepreneurship (in Association With IIC)	Dr. K. Srinivas Rao	04/03/2022

b. Workshops Organized for the academic year: 2021-22

S. No	Name of the Faculty	Title	Resource Person	Date
1	Dr. J. PardhaSaradhi	Workshop on Intellectual Property Rights An Overview on IPR And IP Management For Start-Ups	Dr. Y. V. S. Ch. Prasad	13/05/2022
2	Mrs. K. Lavanya			
3	Mrs. Shainaz Begum			
4	Dr. J. PardhaSaradhi	Workshop on Human Values and Professional Ethics Empowerment Through Self Education	Dr. Y. Mohan Rao	01/05/2022
5	Mr. K. Naupal Reddy			
6	Mrs. K. Lavanya			
7	Mrs. Shainaz Begum			
8	Dr. A. Sita Madhavi	Workshop on Design thinking for Business and Entrepreneurship	Dr. K. Srinivasa Rao, B. V. Raju Institute of Technology	04/03/2022
9	Dr. A. Sita Madhavi	Workshop on Data Analysis for Ideation and Business Decisions Using R (In Association With IIC)	Dr. K. Sasi Kumar, Professor, HBS-GITAM	18/12/2021

c. Activities under Human Resources Development Club, Finance Club, Marketing Club, and Entrepreneurship Development Club

S. No	Date	Activity	No. of Students Participated
1	31-05-2022	Workshop On HVPE - "Empowerment Through	124

		Self Education"	
2	13-05-2022	A workshop on Intellectual Property Rights titled "An overview on IPR and IP Management for start-ups"	40
3.	18-12-2021	Workshop on Data Analysis for Ideation and Business Decisions Using R Programming	80
4	04-03-2022	Workshop on Design Thinking for Business and Entrepreneurship	33

d. Student Competitions Organised under various Professional Bodies

	Name of the Event	No of Participants
Bhaswara2022	Paper Presentation	04
	Poster presentation	04
	Business proposals	03
	The wolf of Geethanjali	11
	Young Manager	14
	Busi Quizy Den(Business Quiz)	10

e. Activities under Professional Societies/Chapters Activities for the academic year 2021-22

S.No	Date	Activity	No. of Students participated
1	04.03.2022	Workshop on Design thinking for Business and Entrepreneurship	33
2	11.03.2022	Workshop on Product- Market fit	35

6. The performance of the students for Major Projects are evaluated from Rubrics developed for assessing the students. The committee reviewed the assessment and agrees to continue the same procedure for the subsequent batches.
7. The committee also discussed about the impact of co-curricular and extra-curricular activities on improving the learning levels of the students and also reviewed their contribution in attaining the POs and PSOs.

Name of the Activity (details on a separate sheet)	Year	No. of students attended	Total No. of students	% of students attended and	level of attainment	No. of hours	POs					PSOs	
							PO1	PO 2	PO 3	PO 4	PO 5	PSO1	PSO 2
C-1	MBA I yr	50	50	100.00	3	12	2.00	2.00			2.00	2.00	3.00
C-2	MBA I yr	30	50	60.00	3	40	1.00	2.00	3.00	2.00	3.00	2.00	3.00
C-3	MBA I yr	10	50	20.00	1	6	3.00	2.00	2.00		3.00	2.00	3.00
C-4	MBA I yr	41	50	82.00	3	3	2.00	2.00	2.00		2.00	1.00	1.00
C-5	MBA I yr	31	50	62.00	3	2	3.00	3.00	2.00		3.00	2.00	3.00
C-6	MBA I yr	39	50	78.00	3	6	2.00	2.00			2.00	2.00	3.00
C-7	MBA I yr	35	50	70.00	3	3	3.00	2.00	1.00	2.00	2.00	2.00	3.00
C-8	MBA II yr	35	50	70.00	3	2	3.00	3.00		2.00	2.00	2.00	3.00

C-9	MBA II yr	21	50	42.00	2	3	2.00	1.00	2.00			2.00	1.00	
C-10	MBA II yr	38	50	76.00	3	6	2.00	1.00	2.00			2.00	1.00	
E-1 NSS	MBA I and II year	21	150	14.00	2	18			3.00		1.00			
E2	MBA II yr	46	50	92	3	12	3.00	3.00	3.00	3.00	3.00	3.00	3.00	
Total Number of Hours Spent towards Co-curricular and Extra Curricular activities from I Year to II Year of 2020-22 Batch						113								
CV = Cumulative Value = No. of hours spent* PO attainment								169	197	253	126	250	193	252
H = Number of Hours Spent towards Co-curricular and Extra Curricular activities - PO wise								93	86	93	57	104	95	95
CV/H= Attainment level of each PO = Weighted average of the attainments of all co-curricular and extra-curricular activities considering the number of hours spent in each activity. Calculation of PO1 attainment is shown below.								1.82	2.29	2.72	2.21	2.40	2.03	2.65
Legend:														
C: Co-curricular activities; E: Extra-curricular activities														

8. The committee reviewed the placement and higher studies status of 2020-22 batch of students and satisfied with the performance of the students.

Number of students appeared	57
Number of students Graduated	47
No of Students placed	37
Maximum Salary (Rs Lakhs)	7.72 Lakhs
Median Salary (Rs Lakhs)	2.8 Lakhs
Number of students went for Higher studies	2

9. The committee discussed about the targets fixed for the attainment of the POs and PSOs for 2020-22 batch of students (target of 70%) and agreed to continue with the same targets (target of 70%) for 2021-23 batch of students also.

Action points:

1. After reviewing the results of 2020 batch second year first and semester and 2021 batch first semester results, it is resolved to conduct case studies, group discussions, seminars, industrial visits, excise problems, to improve the performance of the students.
2. With reference to item number 4 of Resolutions/Discussions made, the committee suggested training the students in various topics to improve their knowledge in management fundamentals and in turn to apply them in solving complex management problems. It is suggested to improve the methodology of teaching these courses for better attainment in the advanced courses related to these courses.
3. It is decided to continue to conduct career awareness programs, aptitude, communication skills development programs, placement training programs and Entrepreneur awareness programs by various sections/clubs/Professional Bodies.
4. It is also insisted to encourage students to participate in management events/fest in more number so that they get a much better opportunities in their career

Chairman, PAC thanked all the members for attending the meeting and the meeting is concluded at 3:15 pm


Program Coordinator

Head
DEPARTMENT OF MANAGEMENT STUDIES
Geethanjali College of Engineering & Technology (Autonomous)
Cheerla (V), Keesara (M), Medchal (D), Telangana. 501301

GEETHANJALI COLLEGE OF ENGINEERING & TECHNOLOGY (Autonomous)

DEPARTMENT OF MANAGEMENT STUDIES

Minutes of Meeting of Program Assessment Committee (PAC) held on 1/11/2021

Venue: Department Staff Room

Duration: 1:30 pm-3.15 pm

Members present

Sl. No.	NAME	ROLE	SIGNATURE
1.	Dr. J. Pardhasaradhi	Chairman	J.
2.	Dr. A. Sita Madhavi	Member	
3.	Mr.V. Sai Kishore	Member	Sai
4.	Mrs.B.P.S. Jyothi	Member	B.P.S. Jyothi
5.	Mr. K. Naupal Reddy	Member	
6.	Mrs. K. Lavanya	Member	Lavanya
7.	Mrs. R.N. Vardhini	Member	V.R.
8.	Mrs.K.Vijaya Lakshmi	Member	Vijaya
9.	Mrs. V. Naga Suhasini	Member	V. Naga
10.	Mrs. Shainaz Begum	Member	Shainaz Begum

Agenda:

1. Analysis of 2019 batch fourth semester 2020 batch first and second semester results for the Academic Year 2020-21.
2. CO attainment for 2019 batch fourth semester 2020 batch first and second semester courses
3. Analysis of PO attainment level of 2019-21 batch of students.
4. Identification of Courses contributed to low Program Outcome attainment and the corresponding course outcomes.
5. Course attainments in pre-requisite courses, if any, for courses in point 4.
6. Opportunities provided to students for better assimilation of the concepts through problem/project based learning through co-curricular activities/ value added courses/ guest lecture(s)/industrial visits)
7. Major projects conducted.
8. PO attainment through Co-curricular and Extra-curricular activities.
9. Placements and Higher studies of 2019-21 post graduate students.
10. Targets of POS, PSOs and Placements for the next batch of students

Resolutions/Discussions made:

Chairman, PAC started the meeting by welcoming all the members.

The following resolutions/Discussions were made in this meeting:

1. 2019 batch fourth semester 2020 batch first and second semester results for the Academic Year 2020-21 are reviewed.

9. The committee discussed about the targets fixed for the attainment of the POs and PSOs for 2019-21 batch of students (target of 70%) and agreed to continue with the same targets (target of 70%) for 2020-22 batch of students also.

Action points:

1. After reviewing the results of 2019 batch second year second semester and 2020 batch first and second semester of AY 2020-21, it is resolved to conduct seminars and remedial classes remedial classes in concept-oriented courses and slip tests in Second Year to improve the performance of the students in subsequent advanced courses in third and fourth semesters of 2020 batch related to the prerequisite courses.
2. With reference to item number 5 of Resolutions/Discussions made, the committee suggested training the students in various pre-requisite topics to improve their knowledge in Human Resource management fundamentals and in turn to apply them in solving complex management problems. It is suggested to improve the methodology of teaching these courses for better attainment in the advanced courses related to these courses.

Chairman, PAC thanked all the members for attending the meeting and the meeting is concluded at 3:15 pm


Program Coordinator

Head
DEPARTMENT OF MANAGEMENT STUDIES
Geethanjali College of Engineering & Technology (Autonomous)
Cheeryal (V), Keosara (M), Medchal (D), Telangana. 501301

GEETHANJALI COLLEGE OF ENGINEERING & TECHNOLOGY
DEPARTMENT OF MANAGEMENT STUDIES

Minutes of Meeting of Program Assessment Committee (PAC) held on 1-12-2023
Venue: Department Staff Room, Block-III, Third floor **Duration:** 1:30 PM - 3.15 PM
Members present

Sl. No.	NAME	ROLE	SIGNATURE
1.	Dr. J. Pardha Saradhi	Chairman	
2.	Dr. A. Sita Madhavi	Member	
3.	Mr. K. Naupal Reddy	Member	
4.	Mrs. K. Vijaya Lakshmi	Member	
5.	Mrs. K. Lavanya	Member	
6.	Mrs. Shainaz Begum	Member	
7.	Mrs. V. Shivani	Member	
8.	Mrs. D. Keerthana	Member	
9.	Mrs.V.Bhavani	Member	
10.	Mrs.G.Vijaya Lakshmi	Member	
11.	Mrs.K.Bhavana	Member	
12.	Mrs. A.SriDivya	Member	
13.	Mrs. V. Anusha	Member	

Agenda

1. Analysis of MBA II Year II Semester 2021 Batch and MBA I Year II Semester 2022 Batch results for the Academic Year 2022-23.
2. CO attainment for II Semester 2021 Batch and 2022 Batch.
3. Analysis of PO attainment level of 2021-23 Batch of students.
4. Identification of Courses contributed to low Program Outcome attainment and the corresponding course outcomes.
5. Course attainments in pre-requisite courses, if any, for courses in point 4.
6. Opportunities provided to students for better assimilation of the concepts through problem/project based learning, through co-curricular activities/ value added courses/ guest lecture(s)/industrial visits).
7. Projects
8. PO attainment through Co-curricular and Extra-curricular activities.
9. Placements and Higher studies of 2021-23 graduated students.
10. Targets of POs, PSOs and Placements for the next batch of students

Resolutions/Discussions made:

Chairman, PAC started the meeting by welcoming all the members.

The following resolutions/Discussions were made in this meeting:

1. II semester results of MBA 2021 Batch and MBA 2020 Batch for the academic Year 2022-23 are reviewed.
 - i. Overall pass percentage in MBA 2021 Batch II year II semester 90.24 %, which is decreased by 1.76% compared to the previous batch of students. The overall pass percentage of the same batch in their II year I semester was 96%

9. The committee reviewed the placement and higher studies status of 2021-23 Batch of students and satisfied with the performance of the students.

Number of students appeared	44
Number of students Graduated	36
Total No of Placements	
No of Students placed	33
Maximum Salary (Rs Lakhs)	3.71 Lakhs

10. The committee discussed about the targets fixed for the attainment of the POs and PSOs for 2021-23 batch of students (target of 70%) and agreed to continue with the same targets (target of 70%) for 2022-24 batch of students also.

Action points:

1. After reviewing the results of 2021 batch II year II semester and 2020 batch I year II semester of AY 2022-23, it is resolved to conduct seminars and discussions also in the class to improve the practical exposure of the students in IFM course.

2. The committee suggested the entire faculty to register for MOOCS/NPTEL Courses in emerging areas and appear for exam to update their skill set.

Chairman, PAC thanked all the members for attending the meeting and the meeting is concluded at 3:15 pm



Program Coordinator

Head, DEPARTMENT OF
Geethanjali College of
Cheeryal (V), Keasara (M), Medak (M), Hyderabad. 501361

Geethanjali College of Engineering and Technology, Hyderabad
(Autonomous)

Department of Management Studies
Quality of students admitted

Degree/UG percentage/CGPA of marks for the Batch 2023-25, 2022-24, 2021-23

S.N O	ROLL NUMBER	DEGREE PERCENTAGE	(Batch 2022-24) ROLL NUMBER	DEGREE PERCENTAGE	Batch 2021-23) ROLL NUMBER	DEGREE PERCENTAGE
1	23R11E0001	8.72	22R11E0001	8.25	20R11E0001	9.40
2	23R11E0002	7.00	22R11E0002	7.17	20R11E0002	7.20
3	23R11E0003	8.85	22R11E0003	7.32	20R11E0003	7.67
4	23R11E0004	7.63	22R11E0004	7.05	20R11E0004	8.00
5	23R11E0005	8.21	22R11E0005	8.63	20R11E0005	7.10
6	23R11E0006	7.63	22R11E0006	8.62	20R11E0006	9.00
7	23R11E0007	7.51	22R11E0007	7.99	20R11E0007	8.74
8	23R11E0008	7.48	22R11E0008	7.92	20R11E0009	8.50
9	23R11E0009	7.93	22R11E0009	7.29	20R11E0011	8.19
10	23R11E0010	8.08	22R11E0010	8.15	20R11E0012	7.00
11	23R11E0011	7.45	22R11E0011	8.45	20R11E0013	8.00
12	23R11E0012	8.51	22R11E0012	8.87	20R11E0014	8.20
13	23R11E0013	8.76	22R11E0013	8.29	20R11E0015	7.70
14	23R11E0014	7.43	22R11E0014	9.05	20R11E0016	8.90
15	23R11E0015	9.15	22R11E0015	7.30	20R11E0017	8.20
16	23R11E0016	7.80	22R11E0016	7.56	20R11E0018	8.44
17	23R11E0017	8.41	22R11E0017	8.83	20R11E0019	8.30
18	23R11E0018	9.06	22R11E0018	6.93	20R11E0020	8.26
19	23R11E0019	7.82	22R11E0019	7.71	20R11E0022	8.03
20	23R11E0020	8.65	22R11E0020	7.12	20R11E0024	7.50
21	23R11E0021	8.35	22R11E0021	7.60	20R11E0025	8.40
22	23R11E0022	7.62	22R11E0022	8.00	20R11E0028	7.77
23	23R11E0023	8.59	22R11E0023	8.55	20R11E0029	8.50
24	23R11E0024	8.35	22R11E0024	7.25	20R11E0030	7.80
25	23R11E0025	8.65	22R11E0025	7.58	20R11E0031	8.00
26	23R11E0026	8.23	22R11E0026	8.90	20R11E0032	7.50
27	23R11E0027	8.96	22R11E0027	8.91	20R11E0033	7.60
28	23R11E0028	7.69	22R11E0028	6.65	20R11E0034	7.50
29	23R11E0029	7.77	22R11E0029	8.55	20R11E0035	7.45
30	23R11E0030	8.60	22R11E0030	8.47	20R11E0036	7.40
31	23R11E0031	7.57	22R11E0031	8.97	20R11E0037	7.40

32	23R11E0032	8.16	22R11E0032	8.60	20R11E0038	7.48
33	23R11E0033	8.43	22R11E0033	8.09	20R11E0039	8.20
34	23R11E0034	7.96	22R11E0034	6.80	20R11E0040	9.00
35	23R11E0035	8.59	22R11E0035	8.31	20R11E0041	7.50
36	23R11E0036	8.22	22R11E0036	7.88	20R11E0042	8.00
37	23R11E0037	9.18	22R11E0037	8.61	20R11E0045	9.40
38	23R11E0038	8.45	22R11E0038	7.83	20R11E0046	8.70
39	23R11E0039	9.02	22R11E0039	8.09	20R11E0047	8.80
40	23R11E0040	8.73	22R11E0040	8.85	20R11E0048	8.90
41	23R11E0041	8.16	22R11E0041	8.79	20R11E0049	8.80
42	23R11E0042	8.73	22R11E0042	7.59	20R11E0050	7.20
43	23R11E0043	8.45	22R11E0043	6.44	20R11E0051	7.60
44	23R11E0044	7.86	22R11E0044	7.73	20R11E0052	7.65
45	23R11E0045	8.75	22R11E0045	8.04	20R11E0053	8.00
46	23R11E0046	8.64	22R11E0046	8.34	20R11E0055	8.14
47	23R11E0047	7.33	22R11E0047	8.51	AVERAGE	8.07
48	23R11E0048	8.22	22R11E0048	6.88		
49	23R11E0049	7.67	22R11E0049	8.40		
50	23R11E0050	7.69	22R11E0050	8.41		
51	23R11E0051	9.03	22R11E0051	7.43		
52	23R11E0052	8.07	22R11E0052	8.61		
53	23R11E0053	7.87	22R11E0053	9.11		
54	23R11E0054	7.84	22R11E0054	8.99		
55	23R11E0055	8.53	22R11E0055	8.61		
56	23R11E0056	6.70	22R11E0056	7.29		
57	23R11E0057	8.53	22R11E0057	6.82		
58	23R11E0058	8.68	22R11E0058	8.50		
59	23R11E0059	8.90	22R11E0059	8.59		
60	23R11E0060	8.00	22R11E0060	9.45		
61	23R11E0061	7.89	22R11E0061	8.27		
62	23R11E0062	9.43	22R11E0062	8.73		
63	23R11E0063	8.11	22R11E0063	9.39		
	AVERAGE	8.23	AVERAGE	8.09		


Hod Signature



BATCH	Average CGPA
2023-25	8.23
2022-24	8.09
2021-23	8.07