



Sinhgad Institutes

SINHGAD TECHNICAL EDUCATION SOCIETY'S
S.K.N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

CRITERION 1

1.1.1 RELATED DOCUMENTS

SUPPORTIVE EVIDENCES OF ACADEMIC CALENDAR

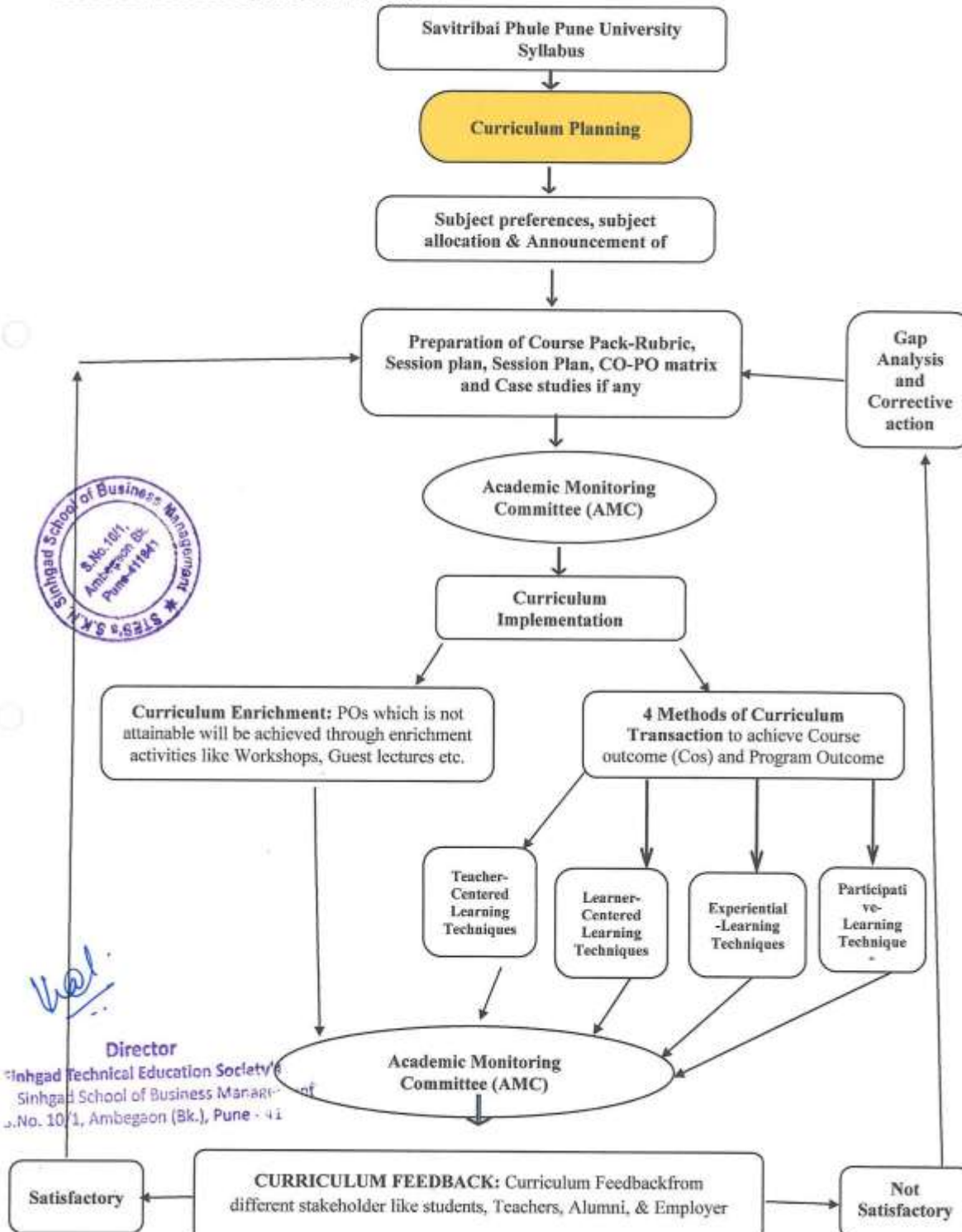
2021-2022



Director

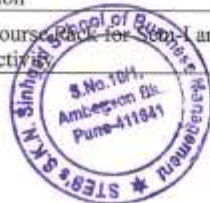
Sinhgad Technical Education Society's
Sinhgad School of Business Management
S.No. 10/1, Ambegaon (Bk.), Pune - 41

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| SR.NO | ACTIVITY DETAILS |
|------------------------|---|
| SEM-I & III | |
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(Signature)
Director

Sinhgad Technical Education Society's
S.K.N. Sinhgad School of Business Management
S.No. 10/1, Ambegaon (Bk.), Pune - 41

| Faculty Abbreviations Used for Name of Faculty Members (2018-2023) | |
|---|--------------------------------|
| PB | Mr. Pravin Bodade |
| RK | Ms. Rosy Kalia |
| MD | Ms. Manjula Dhulipala |
| LB | Ms. Lata Bajare |
| RP | Dr. Roza Parashar |
| KS | Ms. Kalpana Sayankar |
| SP/PANS | Mr. Sanchit Pansare |
| LB | Ms. Lata Bajare |
| SG | Dr. Sangeeta Gorde |
| RP | Dr. Roza Parashar |
| PD | Ms. Prapti Dhanshetti |
| YB | Mr. Yatin Bokil |
| SO | Dr. Sadhana Ogale |
| SRS | Dr. Shalaka Sakhrekar |
| MY | Mrs. Mayuri Yadav |
| NP | Mrs. Niketa Patil |
| MP | Mrs. Mrunal Pathak |
| MJ | Mr. Mark Jacob |
| PG | Mrs. Pooja Gupta |
| SB | Saili Belsare |
| YK | Mrs. Yogita Kadam |
| GY | Mr. Ganesh Yadav |
| MK | Mr. Manoj Kulkarni |
| SP | Mr. Surajsingh Parihar |
| SP | Mr. Sambhaji Pawar (2018-2020) |
| AM | Mrs. Ajeeta More |
| JB | Mrs. Jyoti Borde |
| RW | Dr. Rahul Wagh |
| PP | Mr. Pradip Padhey |
| PS | Mr. Swapnil Patil |
| AB | Mr. Arvind Burande |
| VS | Mrs. Vineeta sharma |
| OL | Mr. Omkar Lad |
| MM | Mr. Mahesh Mane |
| SK | Dr. Krishna Sharma (2018-2019) |
| DS | Dipika Sonawadekar |
| SS | Mrs. Sheetal sarnot |
| RK | Dr. Ram Kolhe |



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Supportive Evidences: Academic Calendar 2021-2022

Subject Preferences Notice: 7th Oct 2021

S K N SINHGAD SCHOOL OF BUSINESS MANAGEMENT

Dr. Shilpa Sahirkar
Dr. Prachi Patilkar

Date: 07/10/2021

Notice

As per the intimation received from our director madam all faculty member kindly send your subject preference for SEM-I & III. Subject preference form attached herewith. Please select the subjects which are comfortable for you to teach.

Send the filled form to me on or before 13th October 2021 before 6 pm.

Dr. Shilpa Sahirkar
WJM Co-ordinator

Dr. Prachi Patilkar
Director
SKNSSBM


Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041


S.No. 10/1,
Ambegaon Bk.,
Pune-411041

Subject preferences Given By Faculty Member: 7th Oct to 13th Oct 2021

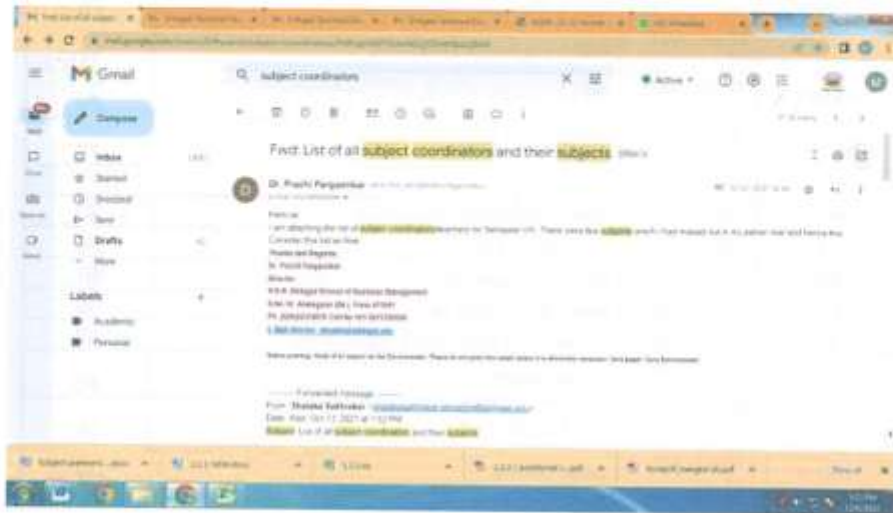
| Course No. | Course Name | Tick your preference |
|---------------|---|-------------------------------------|
| Sem-I | | |
| 201 | Managerial Economics | |
| 202 | Operational Behaviour | <input checked="" type="checkbox"/> |
| 203 | Quantitative Methods for Business Students | |
| 204 | Business Research Methods | |
| 205 | Principles of Management | |
| 206 | Legal Business | |
| 207 | Management Fundamentals | <input checked="" type="checkbox"/> |
| 208 | Cost Accounting | |
| 209 | IT and Business Development | <input checked="" type="checkbox"/> |
| 210 | HRM (Personnel Management) | |
| 211 | Project Management | <input checked="" type="checkbox"/> |
| 212 | IT & Business Applications | |
| 213 | IT & Business Applications - II | |
| 214 | IT & Business Applications - III | |
| 215 | IT & Business Applications - IV | |
| 216 | IT & Business Applications - V | |
| 217 | IT & Business Applications - VI | |
| 218 | IT & Business Applications - VII | |
| 219 | IT & Business Applications - VIII | |
| 220 | IT & Business Applications - IX | |
| 221 | IT & Business Applications - X | |
| 222 | IT & Business Applications - XI | |
| 223 | IT & Business Applications - XII | |
| Sem-II | | |
| 301 | Strategic Management | |
| 302 | Business Systems | |
| 303 | Business Innovation Model | |
| 304 | Business Mathematics | |
| 305 | Advanced Financial Management | <input checked="" type="checkbox"/> |
| 306 | Strategic Human Resource Management | |
| 307 | Business Operations Management - I | |
| 308 | Business Operations Management - II | |
| 309 | Business Operations Management - III | |
| 310 | Business Operations Management - IV | |
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Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

Subject coordinator Mail: 13th Oct 2021



| Course No. | Course Code | Course | SUBJECT COORDINATOR |
|------------|-------------|--|---------------------|
| 101 | GC-1 | Managerial Accounting | DP |
| 102 | GC-2 | Organizational Behaviour | MD |
| 103 | GC-3 | Economic Analysis For Business Decisions | SG |
| 104 | GC-4 | Business Research Methods | SRS |
| 105 | GC-5 | Basics of Marketing | PB |
| 106 | GC-6 | Digital Business | GY |
| 107 | GE-UL-1 | Management Fundamentals | RP |
| 109 | GE-UL-3 | Entrepreneurship Development | MY |
| 110 | GE-UL-4 | Essentials of Psychology for Managers | MD |
| 113 | GE-IL-1 | Verbal Communication Lab | MY |
| 114 | GE-IL-2 | Enterprise Analysis - Desk Research | PB |
| 116 | GE-IL-4 | MS Excel | RW |
| 301 | GC-11 | Strategic Management | PD |
| 302 | GC-12 | Decision Science | DP |
| 303 | GC-13 | Summer Internship Project | RK,SS |



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| | | | |
|----------|---------------------|--|-------|
| 304 MKT | SC – MKT- 03 | Services Marketing | RW |
| 305 MKT | SC – MKT- 04 | Sales & Distribution Management | PB |
| 312 MKT | SE – IL - MKT- 07 | Business to Business Marketing | YB |
| 315 MKT | SE – IL - MKT- 10 | Marketing of Financial Services - II | PB |
| 316 MKT | SE – IL - MKT- 11 | Marketing Analytics | YB |
| | | | |
| 304 FIN | SC – FIN- 03 | Advanced Financial Management | SO |
| 305 FIN | SC – FIN- 04 | International Finance | RK |
| 308 | GE-UL-15 | Project Management | GY |
| 309 | GE-UL-16 | Knowledge Management | SG |
| 311 | GE-UL-18 | Management of Non-profit organizations | RP |
| 315 FIN | SE – IL - FIN – 12 | Indirect Taxation | SO |
| 317 FIN | SE – IL - FIN - 14 | Financial Modeling | RK |
| 318 FIN | SE – IL - FIN – 15 | Digital Banking | SS |
| | | | |
| 304 HR | SC – HRM - 03 | Strategic Human Resource Management | RP |
| 305 HR | SC – HRM - 04 | HR Operations | KS |
| 313 HR | SE – IL - HRM - 08 | Psychometric Testing and Assessment | MD,RP |
| 318 HR | SE – IL - HRM - 13 | Performance Management System | RP |
| 319 HR | SE – IL - HRM - 14 | Change Management & New Technologies in HRM | MD |
| | | | |
| 304 BA | SC – BA - 03 | Advanced Statistical Methods using R | LB |
| 305 BA | SC – BA - 04 | Machine Learning & Cognitive Intelligence using Python | LB |
| 313 BA | SE – IL - BA – 07 | Industrial Internet of Things | LB |
| 314 BA | SE – IL - BA – 08 | Supply Chain Analytics | SP |
| 317 BA | SE – IL - BA – 11 | E commerce Analytics - I | LB |
| | | | |
| 304 OSCM | SC – OSCM - 03 | Services Operations Management - II | GY |
| 305 OSCM | SC – OSCM - 04 | Logistics Management | SP |
| 312 OSCM | SE – IL - OSCM – 07 | Manufacturing Resource Planning | LB |
| 313 OSCM | SE – IL - OSCM – 08 | Sustainable Supply Chains | SP |

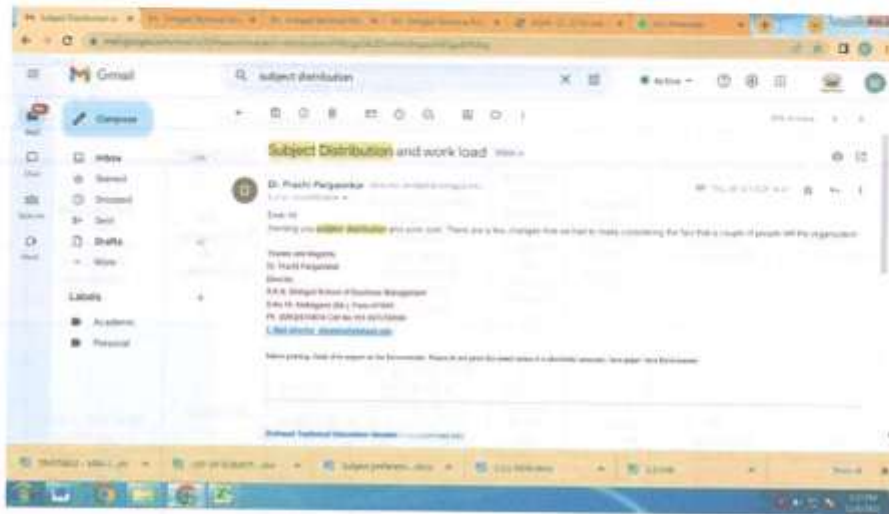


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| | | | |
|----------|------------------------|--------------------------|----|
| 317 OSCM | SE - II - OSCM - 12 | Six Sigma for Operations | SP |
|----------|------------------------|--------------------------|----|

Subject Distribution mail: 28th Oct 2021



| SUBJECTS (COURSES) : Specialization – ALL | | | | | | | | |
|--|-------------|--|-----|-----|-----|-----|-----|-------------------------|
| 3 Credits Each, 50 Marks CCE, 50 Marks ESE | | | | | | | | |
| Course No. | Course Code | Course | A1 | B1 | C1 | D1 | E1 | Name of the Subject C |
| 101 | GC-1 | Managerial Accounting | SO | DP | SS | SO | RK | Dr. Rane |
| 102 | GC-2 | Organizational Behaviour | MD | KS | MD | MY | RP | Prof. Manjula Dhulipala |
| 103 | GC-3 | Economic Analysis For Business Decisions | SG | SG | SG | RK | RK | Dr. Sangita Gorde |
| 104 | GC-4 | Business Research Methods | SRS | SRS | SRS | PD | PD | Dr. Shalaka Sakhrekar |
| 105 | GC-5 | Basics of Marketing | YB | RW | GY | PB | GY | Dr. Pravin Bodade |
| 106 | GC-6 | Digital Business | PB | GY | SP | SP | LB | Dr. Ganesh Yadav |
| 107 | GE-UL-1 | Management Fundamentals | RP | KS | KS | KS | KS | Dr. Roza Parashar |
| 109 | GE-UL-3 | Entrepreneurship Development | SP | SP | MY | MY | MY | Prof. Mayuri Yadav |
| 110 | GE-UL-4 | Essentials of Psychology for Managers | RP | RP | RP | MD | MD | Prof. Manjula Dhulipala |
| 113 | GE-IL-1 | Verbal Communication Lab | RP | LB | MY | MD | LB | Prof. Mayuri Yadav |
| 114 | GE-IL-2 | Enterprise Analysis - Desk Research | YB | YB | YB | YB | PB | Dr. Pravin Bodade |
| 116 | GE-IL-4 | MS Excel | RW | RW | RW | RW | LB | Dr. Rahul Wah |
| 191 | Extra | Cyber security - 1 | SRS | SRS | SRS | SRS | SRS | Dr. Shalaka Sakhrekar |
| 192 | Extra | Human Rights - 1 | MY | SS | SRS | SRS | SRS | Prof. Mayuri Yadav |



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Rubric of Subject Organisational Behavior:

| Academic Year 2021-22 (Sem-1) | | | | | | | | | | |
|--|-------------------------|---|---|--|--|--|------------------------|----------------------------------|---|---|
| Rubric For Organisation Behaviour | | | | | | | | | | |
| S.K.N. Sinhgad School Of Business Management | | | | | | | | | | |
| Group | CCE | Course Outcomes CO | Program Outcomes PO | Description of assessment (Brief Concept Note) | Criteria of the assessment (Expected learning outcomes) | Description of what is expected for each assessment component (Expectation from the student) | (Assessment Criteria) | Team Composition (if applicable) | Format and mode of submission, submission timeliness | Any other Relevant Details |
| Group A | Written Home Assignment | CO 1 : Remembering CO2: Understanding | PO 1 Generic & Domain Knowledge PO4 Effective communication | Questions based on remembering and understanding | The Concept Understanding and remembering of concept | Write the Answers in their own Words, Questions will be drafted to understand the concepts | Any Ten Q 15*1=15 M | Individual | Hardcopy should be submitted within 7 days from the date of assignment given | Definitions and writing |
| Group B | Caslet | CO2: Understanding CO 3 : Applying CO4: Analysing CO5: Evaluating CO6: Creating | PO 1 Generic & Domain Knowledge PO2 Problem solving & Innovation PO3 Critical Thinking PO4 Effective communication | Different caslet on different concepts and situations were given on the basis of that apply alternate solutions and analyse the situations accordingly | The concept applying and analysing of concept | Applying : Apply the concept according to the situation Analysing: Find out good solution according to that Concept | 3 Caslets =20 M | Individual | Write up on caslet and questions should be solved within 7 days and submit hard copy individually | 3 caslets will be do writeup |
| Group C | Role Play | CO 2 : Understanding CO3: Applying CO4: Analysing CO6: Creating | PO 1 Generic & Domain Knowledge PO2 Problem solving & Innovation PO 3 - Critical Thinking PO 4 - Effective Communication | Different concepts given to Teams on which they have to prepare Roleplay and present themselves | Better understanding, analysing & evaluating the situation | Understanding the concept and application of knowledge by performing the roleplay | 20M | Team | Develop Script, Presentation and submit hard copy alongwith photographs in scripts | Topics : Motivation, Leadership, Confli |



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|--|--|--|----------------------------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | | | PO5 Leadership & Team work | 3 for understan ding the concepts | | | | | | | | | | | | | | | | |
|--|--|--|----------------------------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|

* 10 marks are allotted for more than 75 % attendance and class participation

Signature of Subject Teachers

| MBA I Div | Sub, Teacher | Signature |
|--------------|-------------------------|-----------|
| A | Prof. Manjula Dhulipala | |
| B | Prof. Kalpana Sayankar | |
| C | Prof. Manjula Dhulipala | |
| D | Prof. Mayuri Yadav | |
| E | Dr. Rozm Parashar | |



Dr. Prachi
Pargaonkar

Director

Director
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Session Plan:

| Units | Break-up of Topic | Week | Teaching Pedagogy | Assignments/Ref/ | Time allocated | Goals |
|-----------------|--|------|--|------------------------------------|------------------------------|---|
| Module 1 | Fundamentals of OB: | | | | | |
| | Evolution of management thought, five functions of management, Definition, scope and importance of OB, Relationship between OB and the individual, Evolution of OB. | 1 | Lecture method :Discussing evolution of management & Five functions of management | Write the concepts and definitions | 9 hours Expected : 12 hrs | Should be able to understand Evolution of management, five functions of management, Evolution of OB. |
| | Models of OB (Autocratic, Custodial, Supportive, Collegial & SOBC), Limitations of OB. | 1 | Theory Discussion | Theory Discussion | | Understand different types for Models of OB with examples |
| | Values, Attitudes and Emotions: Introduction, Values, Attitudes, Definition and Concept of Emotions, Emotional Intelligence - Fundamentals of Emotional Intelligence, The Emotional Competence Framework, Benefits of Emotional Intelligence, difference | 2 | Theory Discussion | Theory Discussion | | Understanding Values, Attitudes and Emotions. Understanding Emotional Intelligence. Differentiation between EQ & IQ |



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| | | | | | | |
|-----------------|---|---|--|--|----------|--|
| | between EQ and IQ. | | | | | |
| | Personality & Attitude: Definition Personality, importance of personality in Performance, The Myers-Briggs Type Indicator and The Big Five personality model, | 2 | Theory Discussion | Theory Discussion | | To understand Personality & Attitude MBTI, Big 5 personality model |
| | Johari Window, Transaction Analysis Definition Attitude Importance of attitude in an organization, Right Attitude, Components of attitude, Relationship between behavior and attitude. (7+2) | 3 | Theory Discussion | Theory Discussion | | Understand Johari Window, Transaction Analysis, Relationship between behaviour and attitude. |
| Module 2 | 2. Perception: | | | | | |
| | Meaning and concept of perception, Factors influencing perception, Selective perception, | 4 | Lecture method & Case study 3 caselets to be given on 3 different concepts | Write the concepts and definitions Submission of 3 caselets concept Individual wise | 10 hours | Should be able to understand concept of perception, Selective perception, |
| | Attribution theory, Perceptual process, Social perception (stereotyping and halo effect). | 4 | The Unmanageable Star Performer (HBR (Print Issue May 2013) Pg: 121-123) | * What should Stefan say to Vijay over dinner? *What steps need to be taken, to ensure resolution of the Problem? Submitting the | | *To understand the factors affecting Personality and Attitudes. *To explain how interest of the |



Wal

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| | | | | case write up teamwise | | organization should be given importance |
| | Motivation: Definition & Concept of Motive & Motivation, The Content Theories of Motivation (Maslow's Need Hierarchy | 5 | Theory Discussion | Theory Discussion | | Should be able to understand concept of Motivation, Maslow's Need Hierarchy |
| | Herzberg's Two Factor model Theory), The Process Theories (Vroom's expectancy Theory & Porter Lawler model), Contemporary Theories- Equity Theory of Work Motivation. (8+2) | 5 | Theory Discussion | Theory Discussion | | Herzberg's Two Factor model Theory), The Process Theories (Vroom's expectancy Theory & Porter Lawler model), |
| Module 3 | 3. Group and Team Dynamics : | | | | | |
| | The Meaning of Group & Group behavior & Group Dynamics, | 6 | Theory Discussion | Write the concepts and definitions MCQ Test | 10 hours | To understand Group & Group behaviour & Group Dynamics, |
| | Types of Groups, The Five -Stage Model of Group Development Team Effectiveness & Team Building. | 6 | Handling Rajeev at Spectra Business Manager Magazine | * Comment on the impact of the first group on the performance and motivation of Rajeev. *State the reasons for the improvement in Rajeev's | | * To understand the role of group on Individual Performance and Motivation. *To explain how groups can differ |



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| | | | | performance with the second group. | | from each other. |
| | Leadership: Introduction, Managers V/s Leaders. Overview of Leadership- Traits and Types. | 7 | Theory Discussion | Theory Discussion | | Differentiate Managers V/s Leaders. |
| | Theories of Leadership.- Trait and Behavioral Theories. (8+2) | 7 | Theory Discussion | Theory Discussion | | Theories of Leadership. - Trait and Behavioral Theories. |
| Module 4 | 4. Conflict Management – | | | | | |
| | Definition and Meaning, Sources of Conflict, Types of Conflict, Conflict Management Approaches. | 8 | Lecture method ,Role Play | -Write the concepts and definitions -MCQ Test | 9 hours | To understand concept of Conflict, Types of Conflict |
| | Organizational Culture: Meaning and Nature of Organization Culture - Origin of Organization Culture, | 8 | Theory Discussion | Theory Discussion | | Understanding concept of Organization Culture, Types of Culture, Managing Cultural Diversity |
| | Functions of Organization Culture, Types of Culture, | 9 | Theory Discussion | Theory Discussion | | |
| | Creating and Maintaining Organization Culture, Managing Cultural Diversity. (7+2) | 9 | Theory Discussion | Theory Discussion | | |



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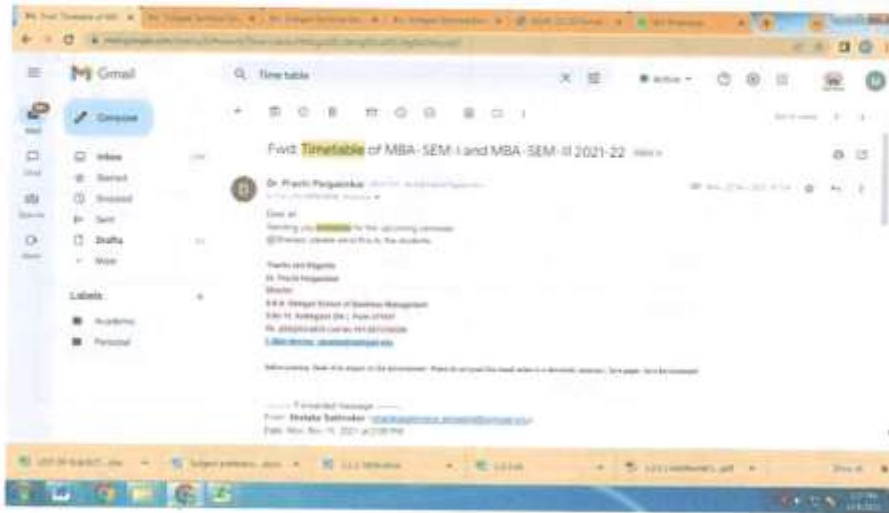
| Module 5 | 5. Stress at workplace: | | | | | |
|----------|---|----|----------------------------------|--|---------|---|
| | Work Stressors – Prevention and Management of stress – Balancing work and Life, workplace spirituality. | 10 | Lecture method, Role Play method | -Write the concepts and definitions -Submission of Role play concept Teamwise | 7 hours | Understand concept of Management of stress Balancing work and Life, workplace spirituality. |
| | Organizational Change: Meaning, definition & Nature of Organizational Change, Types of Organizational change, Forces that acts as stimulants to change. | 10 | Theory Discussion | Theory Discussion | | |
| | Kurt Lewin's- Three step model, How to overcome the Resistance to Change | 11 | Theory Discussion | Theory Discussion | | To understand Kurt Lewin's- Three step model, |
| | Methods of Implementing Organizational Change, Developing a Learning Organization. (5+2) | 12 | Theory Discussion | Theory Discussion | | Methods of Implementing Organizational Change |



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Time table Mail: 22nd Nov 2021



SKN SINHGAD SCHOOL OF BUSINESS MANAGEMENT

MBA-SEM-I : DIV : D

| TIME | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY |
|---------------|--------------------|----------------|---------------|----------------|----------------|
| 9:00 - 10:00 | 102.OB MY | 102.OB MY | 106.DB SP | 106.DB SP | 107.MF KS |
| 10:00 - 11:00 | 101.MA SO | 116.MSE RW | 105.BOM PB | 110.EPFM MD | 110.EPFM MD |
| 11:00 - 11:10 | SHORT BREAK | | | | |
| 11:10 - 12:10 | 105.BOM PB | 103.EABD RK | 107.MF KS | GL | 106.DB SP |
| 12:10 - 1:10 | 104.BRM PD | 104.BRM PD | 104.BRM PD | | 102.OB MY |
| 1:10 - 2:00 | LUNCH BREAK | | | | |



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| | | | | | |
|-------------|--------------------|----------------|----------------|----------------------------|--------------------------------|
| 2:00 - 3:00 | 103.EABD RK | 101.MA SO | 101.MA SO | 103.EABD RK | STP RK/LB |
| 3:00 - 4:00 | 114.EADR YB | 114.EADR YB | 191.CS1 SRS | Comp Lab/ LL VS/MD | Research Activity SRS/PD |
| 4:00 - 4:10 | SHORT BREAK | | | | |
| 4:10 - 5:10 | 113.VC MD | 105.BOM PB | 109.ED MY | 109.ED MY | 192.HR1 SRS |
| 5:10 - 6:00 | 116.MSE RW | STP RK/LB | 113.VC MD | COUNS Faculty Mentor | E-CELL/ CLUB ACTIVITY |

| | | | |
|-----|---|-----|------------------------|
| 101 | Managerial Accounting | SO | Dr. Sadhana Ogale |
| 102 | Organizational Behaviour | MY | Mrs. Mayuri Yadav |
| 103 | Economic Analysis For Business Decisions | RK | Mrs. Rosy Kalia |
| 104 | Business Research Methods | PD | Mrs. Prapti Dhanshetli |
| 105 | Basics of Marketing | PB | Mr. Pravin Bodade |
| 106 | Digital Business | SP | Mr. Sanchit Pansare |
| 107 | Management Fundamentals | KS | Mrs. Kalpana Sayankar |
| 109 | Entrepreneurship Development | MY | Mrs. Mayuri Yadav |
| 110 | Essentials of Psychology for Managers | MD | Mrs. Manjula Dhulipala |
| 113 | Verbal Communication Lab | MD | Mrs. Manjula Dhulipala |
| 114 | Enterprise Analysis - Desk Research | YB | Mr. Yatin Bokil |
| 116 | MS Excel | RW | Dr. Rahul Wagh |
| 191 | Cyber security - 1 | SRS | Dr. Shalaka Sakhrekar |
| 192 | Human Rights - 1 | SRS | Dr. Shalaka Sakhrekar |



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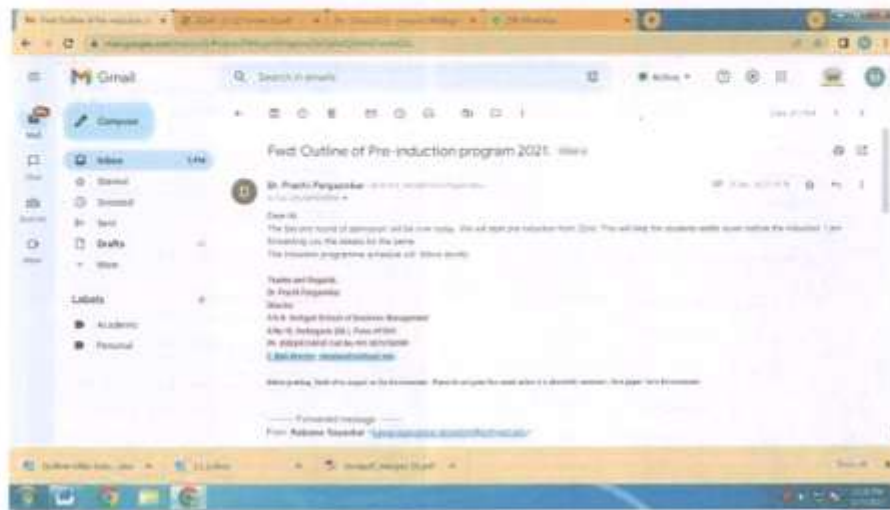
Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

23rd Nov 2021: Academic Monitoring Committee Meeting



(Signature)
 Director
 S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

22nd Dec to 23rd Dec 2021: Pre-Induction for MBA-I year students



**S.K.N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT
MBA PRE -INDUCTION PROGRAM**

| Day 1: 22nd December 2021, Wednesday | |
|--------------------------------------|--|
| Duration | Activity Details |
| 10. 00 am – 11.15 am | "Syllabus Orientation "-Dr.Shalaka Sakharekar |
| 11. 15 am – 11.30 am | Short Break |
| 11.30 am - 1.00 pm | Gender Sensitization, Gender Equity and Gender Issues -Dr.D.P.Rane |
| 1.00 pm – 2.00pm | Lunch Break |
| 2.00pm – 3.00 pm | " Business Ettiquetes" -Prof. Manjula Dhulipala |



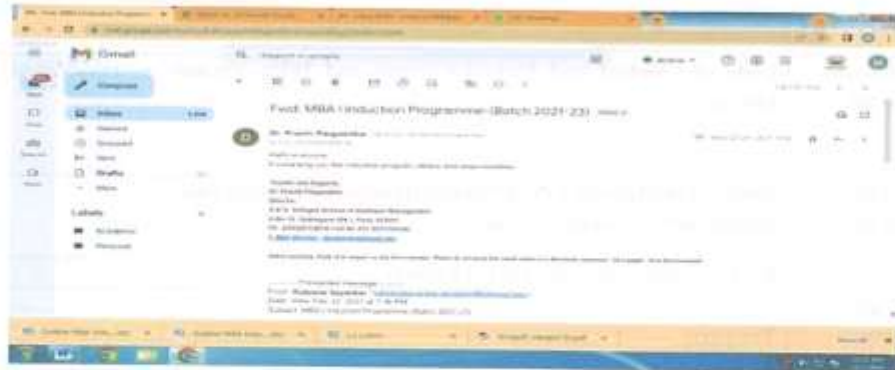
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| | |
|---|--|
| 3.00pm-5.00pm | Cultural Talent Hunt –Kalpana sayankar /Mayuri Yadav |
| DAY 2 – 23rd December 2021 ,Thursday | |
| 10. 00 am – 11.00am | Specialization Orientation 1.Marketing-Dr.Rahul Wagh |
| 11.00 am. – 11.10 pm. | Short break |
| 11.10am. – 12.00 pm. | Specialization Orientation 2.Finance- Dr.D.P.Rane |
| 12.00pm-1.00pm | Specialization Orientation 3.HRM- Prof. Manjula Dhulipala |
| 1.00 pm-2.00 pm | Lunch Break |
| 3.00pm-5.00pm | Vaccination Certificate submission |

Dr. Prachi Pargaonkar
Director

Induction Mail: 29th Dec to 30thDec 2021



Prachi

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S.K.N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT
MBA I INDUCTION PROGRAM (Batch2021-23)

| Day 1: 29th December 2021, Wednesday | |
|--------------------------------------|---|
| Duration | Activity Details |
| Venue: Seminar Hall | |
| 9.00am-9.30am | Registration and kit distribution |
| 9.30am-10.00am | Refreshment |
| 10.00 am – 10.10 am | Inauguration of Induction Programme – Welcome, Lightning the lamp and Saraswati Vandana |
| 10.10 am - 11.00 am | Address by Chief Guest-Mr.Malhar Karwande |
| 11.00 am – 11.15 am | Break |
| 11.15 am – 12.00 pm | “Universal Human value” –Dr.Sangita Gorde |
| 12.00pm-1.00pm | “Being Corporate Ready”- Dean CPC -Dr.Jayesh Minase |
| 1.00 pm to 2.00 pm | Lunch Break |
| 2.00 pm to 3.30 pm | Code of Conduct and Virtual Campus and Infrastructure – Prof.Manjula Dhulipala |
| 3.30 pm to 5.00 pm | Ice-breaking Activities-Prof.ManjulaDhulipala/Prof.Kalpana Sayankar/Prof.Sheetal Sarnot |
| DAY 2 – 30th December 2021 ,Thursday | |
| 9.30am-10.00am | Tea party |




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| | |
|--------------------------|---|
| 10.00 am – 11.15 am | Address by Chief Guest – Mr.Niraj Shah |
| 11.15 am. – 11.30 am. | Break |
| 11.30 am. – 12.00 pm. | Alumni Interaction |
| 12.00 pm. – 1.00 pm. | Case Study Orientation - Dr.Rahul Wagh,Dr.Roza Parashar |
| 1.00 pm to 2.00 pm | Lunch Break |
| 2.00 pm- 4.30 pm | Competency Mapping –Prof.Mayuri Yadav |

Dr. Prachi Pargaonkar
Director

1 Jan to 30th Jan 2022: Lectures and CCE I

S.K.N. Sinhgad School of Business Management, Ambegaon (Bk)

Assignment No.1 Organizational Behavior

Q 1: Define OB. State the scope and Importance of OB

Q 2: Discuss Various Models of Organizational Behavior

Q 3: Explain the Concept

1. Value 2. Attitude

Q 4: Discuss in brief Evaluation of Management thoughts

KINDLY SUBMIT THE ASSIGNMENT BY 30th January 2022

REGARDS,

Prof. MAYURI YADAV



Wal

Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 042

1st Feb to 30th Feb 2022: Lectures and CCE II

Case study Write up submitted by student:

Name = Patti Rutuja Rajendra
Roll No = 63
Div = E

Page No _____
Date _____

2) Resignation should be given by Jake or not? If not then what he must do?

Ans - I think, the Jake not to leave the job or give a resignation to the company. This is because he had decided for the resignation due to pressure of the board member. Board members were also responsible for loss of risk which happened to the company in the past days. This risk due to carelessness of all people, who were involved in company. Jake should check all the security of the company & if any problem he find the solution with the help of team.

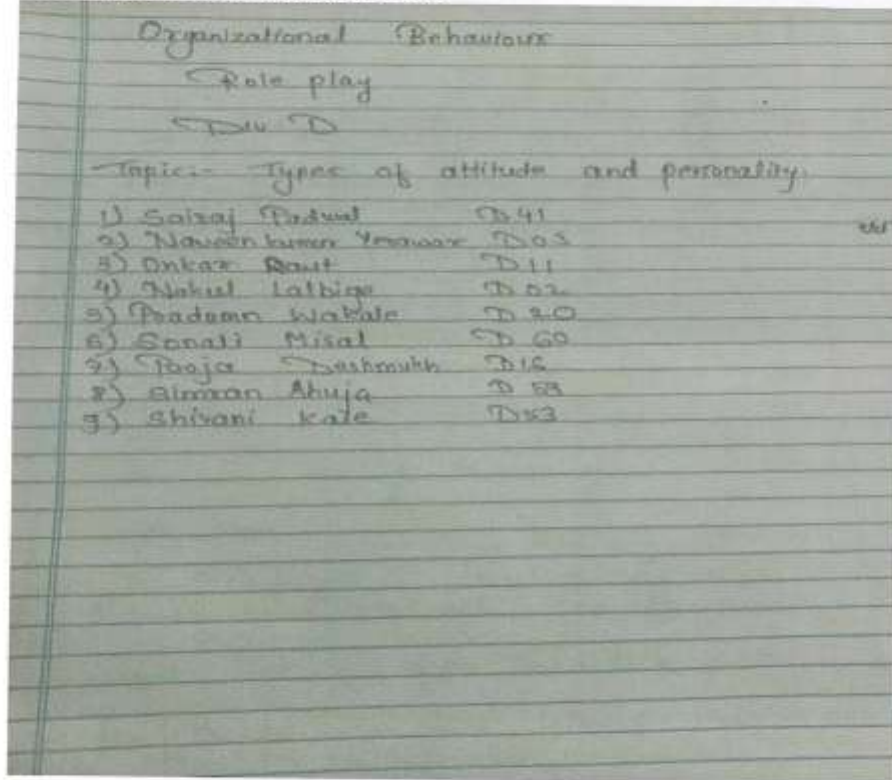


Val.

Director
S.K.N. Sinhgad School of Business Management
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1st March To 30th March 2022: Lectures and CCE III and Subject Preferences Notice and Form Distribution (SEM-II & IV)

Role Play topic submitted by student:



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Role Play Photographs:

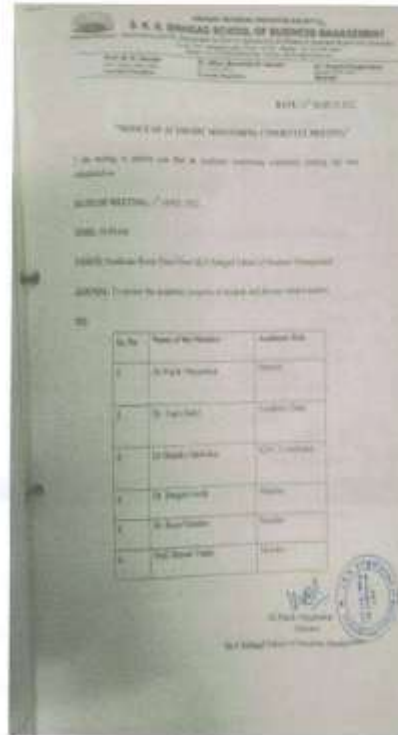


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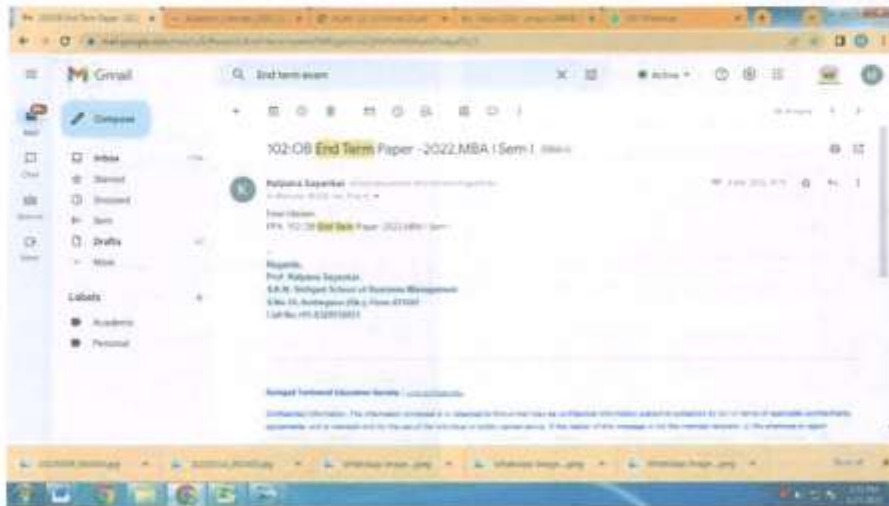
1st April 2022: Academic Monitoring Committee Meeting



Wal

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S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

End term Exam mail: 4th April to 7 th April 2022



SKN Sinhgad School of Business Management

MBA I(Batch 2021-23),SEM I

102: Organizational Behavior

End Term Examination-2022 Date:04/04/2022

Q. No 1. Relate from your own experience and an example of how people perceive the same situation differently. Explain why this happens?

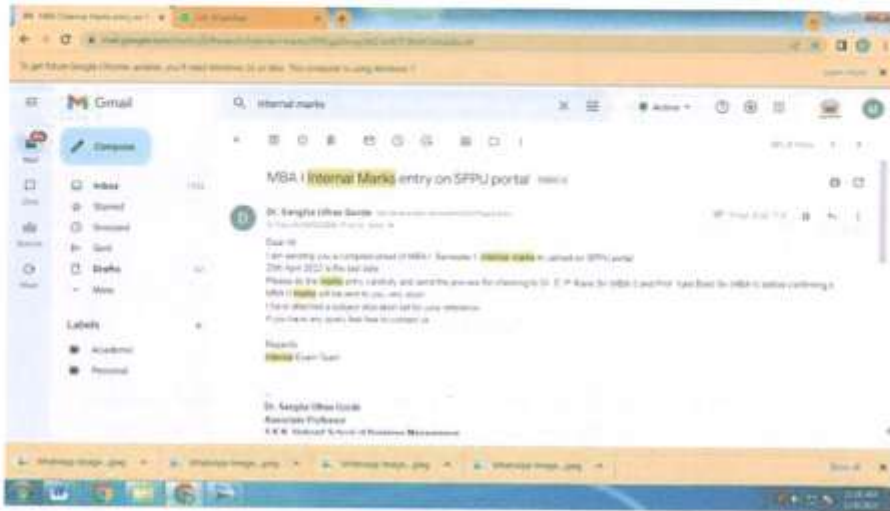
Q. No 2. Describe the three categories of motivational theories and explain how findings from each can be applied in an organization.



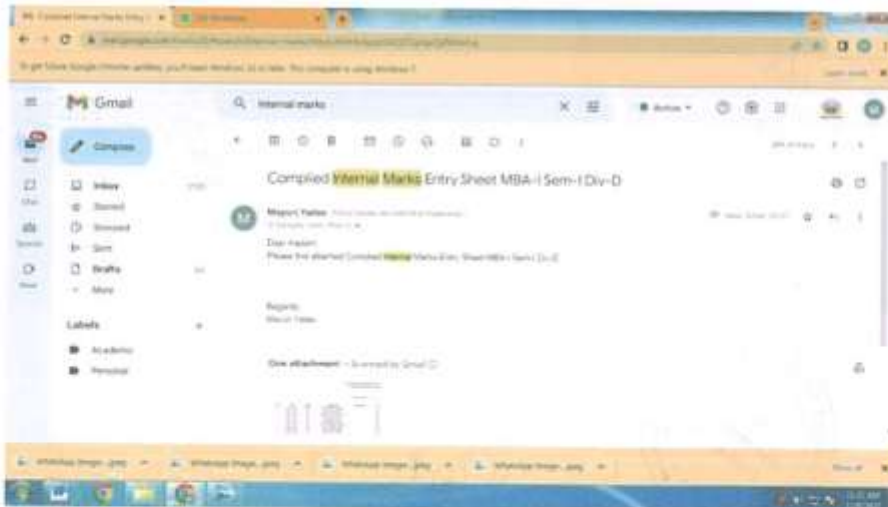
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S.K.N. Sinhgad School of Business Management
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Internal Marks Mail: 8th April to 13th April 2022



Internal Marks mail (Marks submitted by faculty member):



Manoj
Director
S.K.N. Sinhgad School of Business Management
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Subject preferences Notice:

SINHGAD TECHNICAL EDUCATION SOCIETY'S
S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

| | | |
|---------------------------------|---|----------------------------------|
| Prof. M. N. Sawant Principal | Dr. V. S. Kulkarni Principal Secretary | Dr. Prachi Pargankar Director |
|---------------------------------|---|----------------------------------|

Date: 25/03/2022

Notice

As per the instructions received from our director madam all faculty member kindly send your subject preference for SEM-II & IV. Subject preference form attached herewith. Please select the subjects which are comfortable for you to teach.

Send the filled form to me on or before 29th March 2022 before 6 pm.

HS
Dr. Shalaka Sakherekar
HAC Co-ordinator

Prachi
Dr. Prachi Pargankar
Director
SKNSSBM



Prachi

Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Ek.), Pune - 411 041

Subject Preferences Submitted by Faculty Member:

Name of Faculty: Prof. Mayuri Yadav

Academic Year: 2021-22

Semester: II & IV

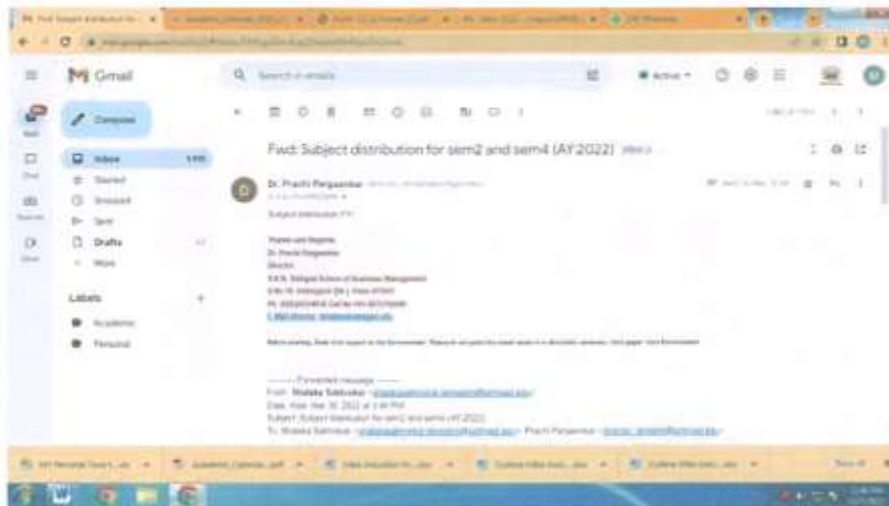
| S.No. | Subject Name | Preference |
|--------|---------------------------------|------------|
| Sem II | | |
| 201101 | Business Mathematics | |
| 201102 | Business Statistics | |
| 201103 | Business Economics | ✓ |
| 201104 | Business Law | |
| 201105 | Business English | |
| 201106 | Business Communication | |
| 201107 | Business Information Systems | ✓ |
| 201108 | Business Ethics | |
| 201109 | Business Environment | |
| 201110 | Business History | |
| 201111 | Business Geography | |
| 201112 | Business Psychology | |
| 201113 | Business Sociology | |
| 201114 | Business Anthropology | |
| 201115 | Business Philosophy | |
| 201116 | Business Art & Culture | |
| 201117 | Business Music | |
| 201118 | Business Dance | |
| 201119 | Business Visual Arts | |
| 201120 | Business Physical Education | |
| 201121 | Business Health & Safety | |
| 201122 | Business Environmental Studies | |
| 201123 | Business Disaster Management | |
| 201124 | Business Cyber Security | |
| 201125 | Business Project Management | |
| 201126 | Business Quality Management | |
| 201127 | Business Risk Management | |
| 201128 | Business Crisis Management | |
| 201129 | Business Business Plan | ✓ |
| Sem IV | | |
| 201201 | Business Performance Management | |
| 201202 | Business Ethics & Business Law | |
| 201203 | Business Law | |
| 201204 | Business Ethics | |
| 201205 | Business Strategy | ✓ |
| 201206 | Business Innovation | |
| 201207 | Business Strategy | |
| 201208 | Business Strategy & Innovation | |
| 201209 | Business Strategy & Innovation | |
| 201210 | Business Strategy & Innovation | |
| 201211 | Business Strategy & Innovation | |
| 201212 | Business Strategy & Innovation | |
| 201213 | Business Strategy & Innovation | |
| 201214 | Business Strategy & Innovation | |
| 201215 | Business Strategy & Innovation | |
| 201216 | Business Strategy & Innovation | |
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| 201220 | Business Strategy & Innovation | |
| 201221 | Business Strategy & Innovation | |
| 201222 | Business Strategy & Innovation | |
| 201223 | Business Strategy & Innovation | |
| 201224 | Business Strategy & Innovation | |
| 201225 | Business Strategy & Innovation | |
| 201226 | Business Strategy & Innovation | |
| 201227 | Business Strategy & Innovation | |
| 201228 | Business Strategy & Innovation | |
| 201229 | Business Strategy & Innovation | |
| 201230 | Business Strategy & Innovation | |



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Subject Distribution Mail



| Name | | MBA-I-SEM-2 | MBA-II-SEM-4 |
|-----------------------|-----|---|--|
| Dr. Sangeeta Gorde | SG | Human Resource Mgmt, Geopolitics & World Economic Systems | Global Strategic Management |
| Dr. Roza Parashar | RP | Human Resource Mgmt, Start Up and New Venture Mgmt, Human Rights, Cyber Security2 | Current Trends & Cases in HRM Management, CSR & Sustainability |
| Dr. Shalaka Sakhrekar | SRS | Human Resource Mgmt, Qualitative Research Methods | CYBER SECURITY3 |
| Ms. Manjula Dhulipala | MD | Human Resource Mgmt, Start Up and New Venture Mgmt, Labour Welfare | Leadership and Succession, SKILL DEVELOPMENT |



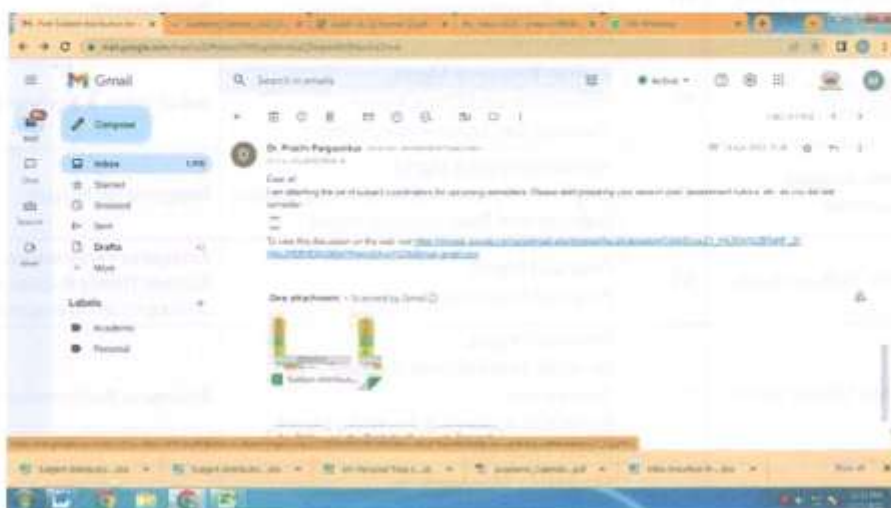
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| | | | |
|-----------------------|----------|---|---|
| Ms. Mayuri Yadav | MY | Human Resource Mgmt, Competency Based HRM, Lab in Recruitment and Selection, Human Rights | Organizational Diagnosis & Development |
| Ms. Prapti Dhanshetti | PD | Human Resource Mgmt, Operations and Chain Mgmt, Planning and control of operators | Indian Ethos & Business Ethics |
| Ms. Kalpana Saynkar | KS | Human Resource Mgmt, Employee Relations & Labour Legislation, Start Up and New Venture Mgmt | Designing HR Policies |
| Dr. Sadhana Ogale | SO | Financial Mgmt, Personal Financial Planning | Enterprise Performance Mgmt, Current Trends & Cases in Finance, Strategic Cost Management |
| Ms. Sheetal Sarnot | SS | Financial Mgmt, Financial Markets and Banking Operations, Securities Analysis & Portfolio Mgmt, Direct Taxation | Enterprise Performance Mgmt |
| Dr. Ganesh Yadav | GY | Marketing Management, Consumer Behaviour, Integrated Marketing Communications | Indian Ethos & Business Ethics |
| Mr. Yatin Bokil | YB | Marketing Management, Services operations mgmt 1, Industry Analysis - Desk Research, Productivity Management | Enterprise Resource Planning, Six Sigma for Operation |
| Dr. Praveen Bodade | PB | Marketing Management, Geopolitics & World Economic Systems, Industry Analysis - Desk Research, Marketing of Financial Services - I | Marketing 4.0, Retailing Analytics |
| Dr. D. P. Rane | DPR | Financial Management, Financial Markets and Banking Operations | Financial Laws, CSR & Sustainability, Fixed Income Securities |
| Dr. Ram Kolhe | RK | Operations and Chain mgmt. Marketing Research, Consumer Behaviour, Supply chain Management | Operation strategy Marketing Strategy, Industry 4.0, Customer Relationship Mgmt |
| | Visiting | Basic Business Analytics using R, Data Mining * * | Economics of Network Industries, Artificial Intelligence in Business Applications * |



Ved.
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Subject Co-coordinator Mail: 14th April 2022



| Course No. | Course | Subjects Allotted | Subject Coordinato r |
|------------|----------------------------------|---------------------------|-------------------------|
| 201 | Marketing Management | YB,GV,PB | YB |
| 202 | Financial Management | SO,DPR,SS | SO |
| 203 | Human Resource Management | SG,RP,SRS,MD,PD,KS,M Y | MD |
| 204 | Operations and Chain Management | YB,PD,RK | PD |
| 205.MKT | Marketing Research | | |
| 205.FIN | Financial Markets and Banking | RK | RK |
| 205.HR | Operations | SS | SS |
| 205.OSC | Competency Based Human Resource | MY | MY |
| M | Management | YB | YB |
| 205.BA | Services operations management 1 | Visiting | KS |
| | Basic Business Analytics using R | | |



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| | | | |
|--------------|---|-----------------|--------------------------------|
| 206 MKT | Consumer Behaviour | GY,RK | GY, SO, PD, RK, KS |
| 206 FIN | Personal Financial Planning | SO | |
| 206.HR | Employee Relations & Labour Legislation | PD,KS | |
| 206.OSC M | Supply chain Management | RK | |
| 206.BA | Data Mining | Visiting | |
| 208 | Geopolitics & World Economic Systems | SG, PB | SG |
| 209 | Start Up and New Venture Management | RP,MD,KS,SO | RP |
| 210 | Qualitative Research Methods | SRS,PD,RK | SRS |
| 214 | Industry Analysis - Desk Research | YB,PB | PB |
| 217 MKT | Integrated Marketing Communications | GY | GY |
| 217.FIN | Securities Analysis & Portfolio | SS | SS |
| 217.HR | Management | SG,RP,MD | RP |
| 217.OSC M | Labour Welfare | PD | PD |
| 217.BA | Planning and control of operators | Visiting | Visiting |
| 221 MKT | Marketing of Financial Services - I | PB | PB |
| 219 FIN | Direct Taxation | SO,SS | SS |
| 218.HR | Lab in Recruitment and Selection | RP,SRS,MD,KS,MY | MD |
| 218.OSC M | Productivity Management | YB | YB |
| 218.BA | | Visiting | Visiting |
| | Human Rights | MY,RP | MY |
| | Cyber Security | RP | RP |
| | SKILL DEVELOPMENT (First year)(1/division/week) | MD | MD |

| Course No. | Course | | Subject coordinator |
|------------|---|----------|---------------------|
| 401 | Enterprise Performance Management | SO, SS | SS |
| 402 | Indian Ethos & Business Ethics | PD,GY | GY |
| 403 MKT | Marketing 4.0 | PB | PB |
| 403.FIN | Financial Laws | DPR | DPR |
| 403.HR | Organizational Diagnosis & Development | MY | MY |
| 403.OSCM | 403.Operation strategy | RK | RK |
| 403.BA | Economics of Network Industries | Visiting | Visiting |
| 404 MKT | Marketing Strategy | RK | RK |
| 404.FIN | Current Trends & Cases in Finance | SO | SO |
| 404.HR | Current Trends & Cases in Human Resource Management | RP | RP |
| 404.OSCM | Industry 4.0 | RK | RK |
| 404.BA | Artificial Intelligence in Business Applications | VISITING | KS |
| 405 | Global Strategic Management | SG | SG |
| 408 | CSR & Sustainability | RP,DPR | DPR |

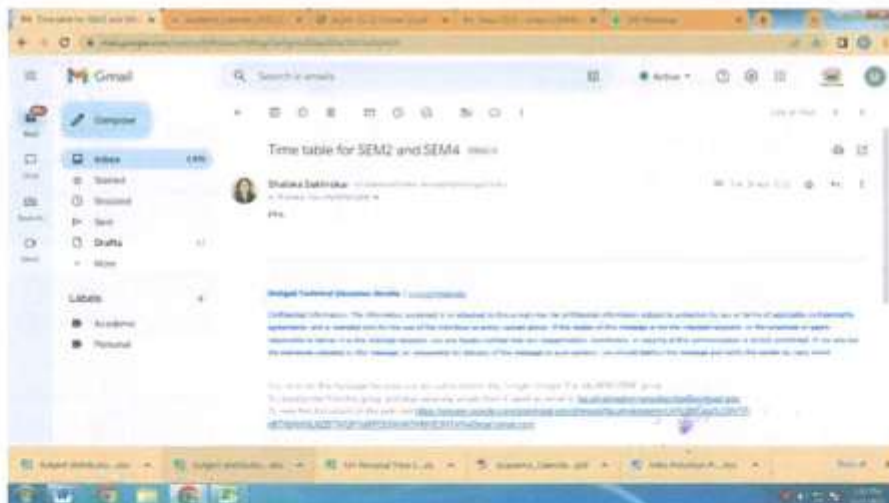


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| | | | |
|---|--|---|-----------------------------|
| 409 MKT 409.FIN 410.HR 409.OSCM BA | Customer Relationship Management Fixed Income Securities Designing HR Policies Enterprise Resource Planning | RK DPR KS YB Visiting | RK DPR KS YB KS |
| 413 MKT 412.FIN 414. HR 411.OSCM BA | Retailing Analytics Strategic Cost Management Leadership and Succession Six Sigma for Operation | PB SO SG,RP,MD,KS YB Visiting | PB SO MD YB KS |
| | CYBER SECURITY | SRS | SRS |
| | SKILL DEVELOPMENT | MD | MD |

Timetable Mail: 26th April 2022



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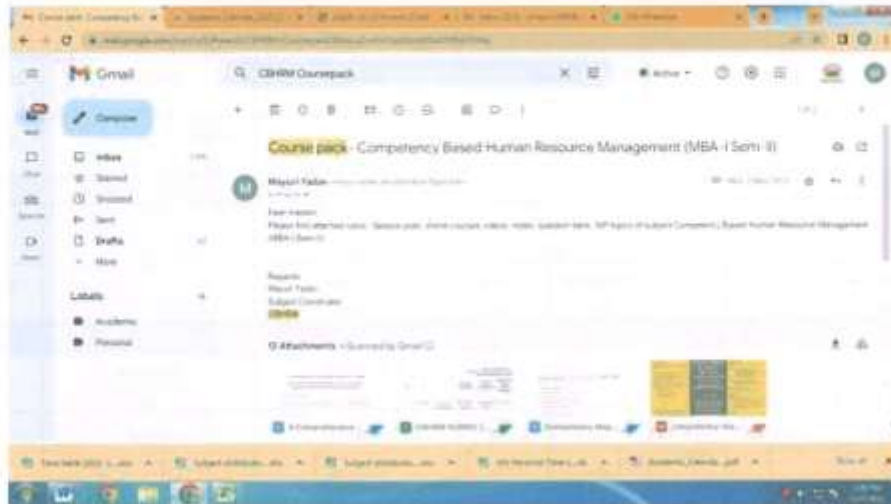
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| TIME | MON | | | TUE | | WED | | | THU | | | FRI | |
|---------------|-----------------|------------------|------------------|-----------------|----------------|-----------------------|---------------|-----|----------------|---------------|-----|-------------------|---------------|
| | H11 | O11 | B11 | H11 | O11 | H11 | O11 | B11 | H11 | O11 | B11 | H11 | O11 |
| 9:00 - 10:10 | 201.MM YB | | | 201.MM YB | | 201.MM YB | | | 204.OSCM PD | | | 205.CBHRM MY | 205.SOI YB |
| 10:10 - 11:10 | 202.FM SS | | | 202.FM SS | | 218.LRS MY | 206.SCM RK | | 206.ERLL KS | 206.SCM RK | | 204.OSCM PD | |
| 11:10 - 11:15 | | | | | | | | | | | | | |
| 11:15 - 12:15 | 203.HRM MD | | | 203.HRM MD | | 203.HRM MD | | | GL | | | 202.FM SS | |
| 12:15 - 1:15 | 205.CBHRM MY | 205.SOM1 YB | | 205.CBHRM MY | 205.SOM1 YB | 214.IADR PB+YB | | | | | | 206.ERLL KS | 206.SCM RK |
| 1:15 - 2:15 | | | | | | | | | | | | | |
| 2:15 - 3:15 | 218.LRS MY | Library | Library | 208.GWES SG | | 204.OSCM PD | | | 209.SNVM KS | | | 214.IADR PB+YB | |
| 3:15 - 4:15 | 217.LW MD | Student Activity | Student Activity | 217.LW MD | 217.PCO PD | Comp.Lab/ Lang Lab | | | 210.QR SRS | | | 208.GWES SG | |
| 4:15 - 4:20 | | | | | | | | | | | | | |
| 4:20 - 5:20 | 292.CS2 RP | | | 206.ERLL KS | 217.PCO PD | 218.LRS MY | 218.PM YB | | 209.SNVM KS | | | 210.QR SRS | |
| 5:20 - 6:00 | 291.HR2 MY | | | COUNS Mentor | | 218.LRS MY | 218.PM YB | | 5TP MENTOR | | | Placement Activi | |



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Course pack content:

Course Name: Competency Based HRM (CBHRM)

| | |
|---------------------------|--|
| Credits | 3.0 (50 Marks CCE, 50 Marks ESE) |
| Course type | SUBJECT CORE (SC) COURSE: Specialization – Human Resource Management (HRM) |
| Program year and semester | MBA-I Sem-II |
| Academic Year and Term | 2021-22 |

1. Course Description

A practical, application-oriented course that covers real-life aspects related to the practice of Competency Mapping in organization. This course will develop the personal



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skill of the student to design various interventions to build a competency-based organization. The exercises and tools in this course will be designed to make it simple and easy for students to understand the concepts and apply it practically in future at their respective workplaces. This course is designed and delivered in the class keeping in mind students who look for a serious career in HR and especially in competency-based assessment centers.

2. Student Learning Outcomes.

After attending this course the student will be able to:

- Conduct competency mapping for organizations
- Develop Competency Models and Framework
- Design and manage Assessment and Development Centers
- Develop Individual Development Plans and give IDP Feedback.

3. Suggested Text Books and Reading Material

- Competency-Based Human Resource Management – Srinivas Kandula
- Competency based HRM – Ganesh Shermom
- The handbook of Competency Mapping: Understanding, Designing and Implementing Competency Models in Organizations, Seema Sanghi, Sage Publication Inc
- The course teacher will provide additional professional and industry-grade application materials in the class.



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Academic Year 2021-22 (Sem-2)

Sample Rubric For Competency Based Human Resource Management

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| Group | CCE | CO | Description of assessment (Brief Concept Note) | Criteria of the assessment (Expected learning outcomes) | Description of what is expected for each assessment component (Expectation from the student) | (Assesment Criteria) | Team Composition (if applicable) | Format and mode of submission , submission timeliness |
|---------|-------------------------------------|---|---|--|--|----------------------|----------------------------------|---|
| Group A | Class test/ Written Home Assignment | CO 1 :Remembering CO2:Understanding CO3:Understanding | Different groupwise question based on remembering and understanding | The Concept Understanding and remembering of concept | Write the Answers in their own Words | 20% | Individual | Hardcopy submit within 10 days from the date of assignment given |
| Group B | Situation Analysis/ Presentations | CO4: Applying CO5: Analysing | Different job description we can give to students and ask them to list out skills, knowledge, attributes required for that perticular job. | The concept applying and analysing of concept | Applying : Apply the concept according to the situation Analysing: Find out Competencies required for that perticular job | 40% | Individual | Students can present how they identified competencies for that perticular job |
| Group E | Discussion Boards | CO6 : Evaluating | Different job discription we will give to Student and we will ask students to discuss about competencies required for that perticular job | Better understanding of Concept and evaluate students on the basis of how they discuss | Understanding of how to identify competencies required for different jobs and discuss why these competencies are important for that perticular job | 20% | Team | write up of what they learned by this activity and photos of activity |
| Group C | Model Development | CO3:Understanding CO4: Applying | In the perticular industry we can give single job position to the students and ask them to develop Competency mapping model for that job position | The concept understanding and applying of concept | Understanding of expectation of that job position and by apply that understanding they can develop competency mapping model for that perticular job position | 40% | Team | Students can present that model as well as submit hard copy |

Signature of Subject Teachers Prof.Mayuri Yadav



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Dr. Prachi
Pargoanhar

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Sinhgad Technical Education Society's
SKN Sinhgad School of Business Management, PUNE-41

| Name of Department: Management (MBA) | | | | | | |
|---|----------|--|---|--|--|---|
| Session Plan | | | | | | |
| Academic Year : 2021-22 | | | | Term : Second Semester | | |
| Subject : 205HRM: Competency Based Human Resource Management System | | | | | | |
| Class and Div : MBAI Div-E | | | | Subject Coordinator: Prof.Mayuri Yadav | | |
| Time Schedule | Unit No. | Topic & Contents | Learning Objectives | Assessment Tool | Presentation Topics /Topics for Competency Mapping model development | Resources |
| 1st & 2nd Week 4+4=8 hours | Unit 1 | Performance Management System: Introduction of PMS, Identification of Training Needs, Counselling for Better Performance, Feedback Mechanism in Organization | Understand key terms related to performance management and competency development | * MCQ Test *Will be conducted at the end of Second Week | Presentation Topics : 1.Competencies required for HR Executive 2..Competencies required for Sales Executive 3.Competencies required for HR Head 4.Competencies required for HR Manager 5.Competencies required for Social Media Manager 6.Competencies required for logistics manager 7.Competencies required for Financial Planning Analyst Topics for Competency Mapping model development: 1.Competency Mapping model for HR Executive 2..Competency Mapping model for Sales Executive 3.Competency Mapping model for HR Head 4.Competency Mapping model for HR Manager 5.Competency Mapping model for Social Media Manager 6.Competency Mapping model for logistics manager 7.Competency Mapping model for Financial Planning Analyst | 1.Competency based HRM, Ganesh Sherman, Tata Mc Graw Hill Publishing 2. The handbook of Competency Mapping: Understanding, Designing and Implementing Competency Models in Organizations, Seema Sanghi, Sage Publication Inc 3.Human Capital Measurement: An Introduction, K Sangeetha ICFAI University 4. Competency Mapping, R K Sahu, ASTD Press 5. Competency Study: Mapping the Future, Paul R Bernthal, ASTD Press 6. Human resource Management, K Ashwatbappa 7. Human Resource Management, L M Prasad 8. Human Resource Management, Gary Dessler |
| 3rd & 4th Week 4+4=8 hours | Unit 2 | Introduction to Competency: Basic Components of Competency, Type of Competency, Need for Competency Framework, Limitation and Learning from Competency Framework, Myth about Competency | Understand Basic Components of Competency and will be able to develop Competency Framework | Class test/ Written Home Assignment | | |
| 5th & 6th Week 4+4=8 hours | Unit 3 | Competency Development & its Models: Need and Importance of Competency Development, Stages in developing Competency Model, Types of Competency Model, Development of Personnel Competency Framework – Lancaster Model of Competency. | Students will understand various models of competency development and applying that knowledge they can practice competency mapping. | Situation Analysis/ Presentations: Different job description we will give to students and ask them to list out skills, knowledge, attributes required for that particular job. | | |
| 7th, 8th & 9th Week 4+4+4=12 hours | Unit 4 | Competency Mapping: Procedures/Steps, define competency based performance effectiveness Mapping Competency for Recruitment and Selection, Training and Development, Performance and Compensation | Student can analyse competencies required for present and potential future job roles at various levels and across variety of organizations. Students can develop a customized competency model in accordance with the corporate requirements. | Discussion Boards: Different job description we will give to Student and we will ask students to discuss about competencies required for that particular job Model Development: In the particular industry we will give single job position to the | | |



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| | | | | | |
|---------------------------------|--------|---|---|--|--|
| | | | | students and ask them to develop Competency mapping model for that job position. | |
| 10th & 11th Week 4+4=8 hours | Unit 5 | Competency Driven Career and Culture: Role of Competency in Career Progression, Competency based Succession and Career planning, Corporate Competency driven Culture. | Students can design and map their own competency and plan better and appropriate career for themselves. | Case Study discussion: The Very Model of a Modern Senior Manager | |

Prachi
Director

Dr. Prachi Pargaonkar

Subject Teacher

Prof. Mayuri Yadav

Director

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2nd May 2022: Academic Monitoring Committee



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1st May to 30th May 2022: Lectures and CCE I

S.K.N. Sinhgad School of Business Management Ambegaon (Bk) Pune

Assignment No 1

Subject- 205 HRM-Competencies Based Human Resource Management

Question No 1. Discuss the objective, scope, advantages of performance management system and linkages of performance management with Strategic Planning, Management Control and Operational Control.

Question No 2. Elaborate the importance and limitations of performance feedback.

Question No 3. Enumerate the concept of feedback mechanism in an organization. Elaborate the process of performance feedback.

Question No 4 Explain the concept and process of identifying performance gap. Also discuss various ways of correcting performance gap in different areas.

Kindly submit hardcopy of answer sheet assignment on or before 30th May 2022.

Regards,

Prof. Mayuri Yadav



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1st June to 20th June 2022 & 21st June to 15th July 2022: Lectures and CCE

II & Lectures and CCE III

Assignment No2 ,3 & 4 : Discussion Board activity, Model development and Presentation

Discussion Board activity Photo:




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Model Development Assignment:

Competencies Framework For Digital marketing Manager

| Skills | Knowledge | Abilities | Personal Attribute |
|--------------------|---|---------------------------|------------------------------|
| Strategic thinking | Knowledge of digital marketing | Problem solving ability | Innovation approach |
| Planning | Social media platform and web analytics | Confidence level | Ability of self start |
| Communication | Programming language | Adaptability | Flexibility and adaptability |
| Technical skills | New technology and new trends | Visualization | Passion of learning |
| Innovative | Advertising position | Technological proficiency | Analytical |
| | Social media marketing | Data analysis | Persistence |
| | | | Self-confident |

Submitted by :-

1. Manali patil
2. Rutuja Jadhav
3. Nikita Gulapali
4. Shivani shinde
5. Shivani kale
6. Vishakha chaudhari
7. Prachi Kamble



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Competency Mapping Model

For

Job role: Production Head

| | Job Analysis | Skills | Knowledge | Abilities | Personal Attributes | Competency Framework | Proficiency Levels | Interview Questions |
|--------------------------|--------------|-----------|-----------|-----------|---------------------|----------------------|--------------------|---------------------|
| Submission Status | Submitted | Submitted | Submitted | Submitted | Submitted | Submitted | Submitted | Submitted |

Submitted by- Sahil Gawade , Akshaykumar Tiwari ,Rakhi Bhongle

Competency Mapping Model

For

Job role: HR Manager

| | Job Analysis | Skills | Knowledge | Abilities | Personal Attributes | Competency Framework | Proficiency Levels | Interview Questions |
|--------------------------|--------------|-----------|-----------|-----------|---------------------|----------------------|--------------------|---------------------|
| Submission Status | submitted | submitted | submitted | submitted | submitted | submitted | Not submitted | Not submitted |

Submitted by- Dipti Umap, Prathmesh Hingalaje, Savita Shanamwad, Vaibhav Shedage, Minal Borade ,Ankesh Gawai, Tejas Thakare

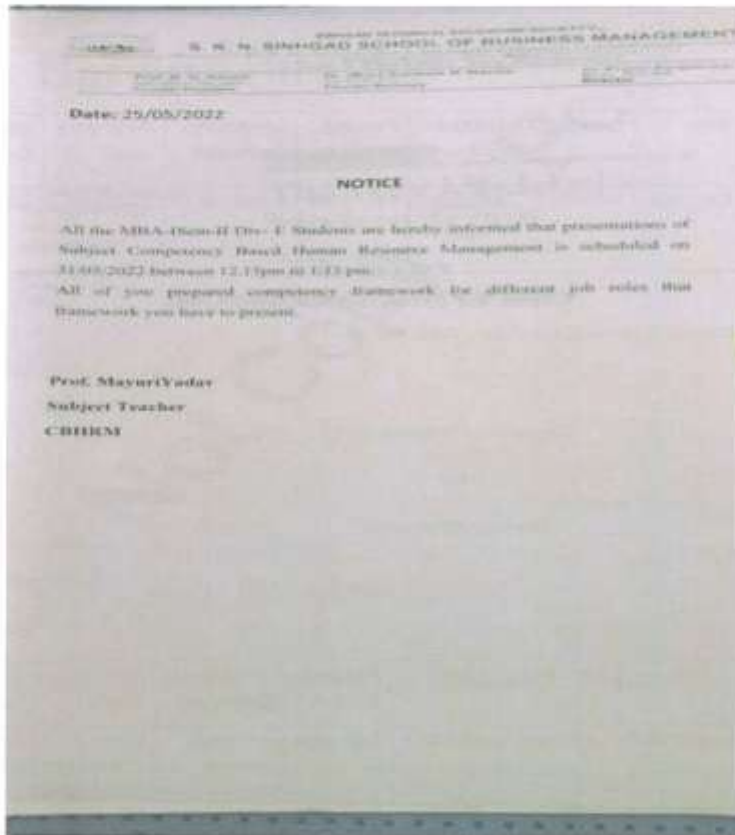


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Director

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Presentation Notice and Photos:



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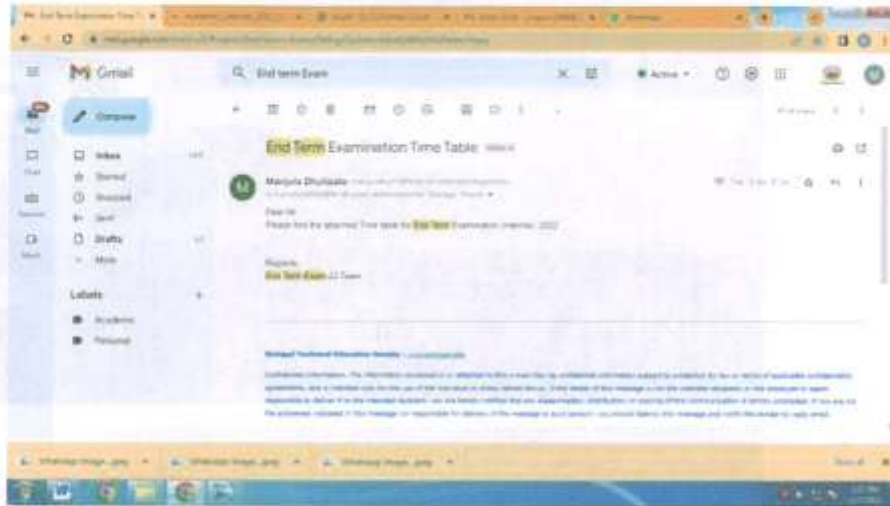
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End term Examination Mail: 19th July to 25 th July 2022



**SINHGAD TECHNICAL EDUCATION SOCIETY'S
S.K.N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT
END-TERM EXAMINATION MBA-I SEM-II (Batch-21-23)**

| Day and Date | Subject 1 (Time : 10.00am-12 noon) | Subject 2 (Time: 2.30pm-4.30 pm) |
|-----------------------|--|---|
| Tuesday 19/07/22 | 201.GC Marketing Management | 202 GC Financial Management |
| Wednesday 20/07/22 | 203 GC Human Resources Management | 204 GC Operations & Supply Chain Management |
| Thursday 21/07/22 | 205 MKT SC Marketing Research | 206 MKT SC Consumer Behaviour |
| | 205 FIN SC Financial Markets and Banking Operations | 206 FIN SC Personal Financial Planning |
| | 205 HR SC Competency Based Human Resource Management | 206 HR SC Employee Relations & Labour Legislation |



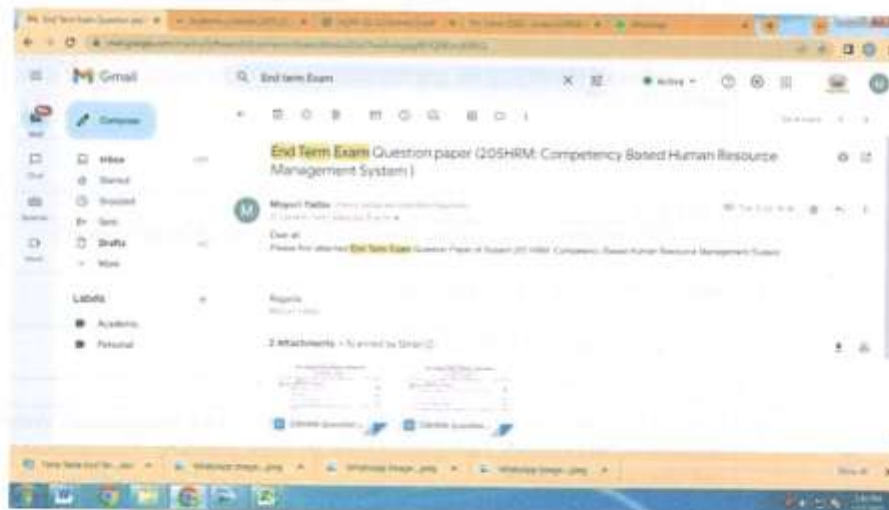
Manjira Dhulkate
Director
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| | | |
|--------------------|---|--|
| | 205 OSCM SC Services Operations Management - I 205 BA Basic Business Analytics using R | 206 OSCM SC Supply Chain Management 206 BA SC Data Mining |
| Friday 22/07/22 | 208 GE - UL Geopolitics & World Economic Systems | 209 GE-UL Start Up and New Venture Management |
| Monday 25/07/22 | 210 GE-UL Qualitative Research Methods | |

Dr. Prachi Pargaonkar
Director

End term examination Question Paper :

Mail:



Sinhgad Technical Education Societys'
SKN Sinhgad School of Business Management
End-term Examination April/May-2022
Master of Business Administration



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(2019 Pattern) (Semester-I)

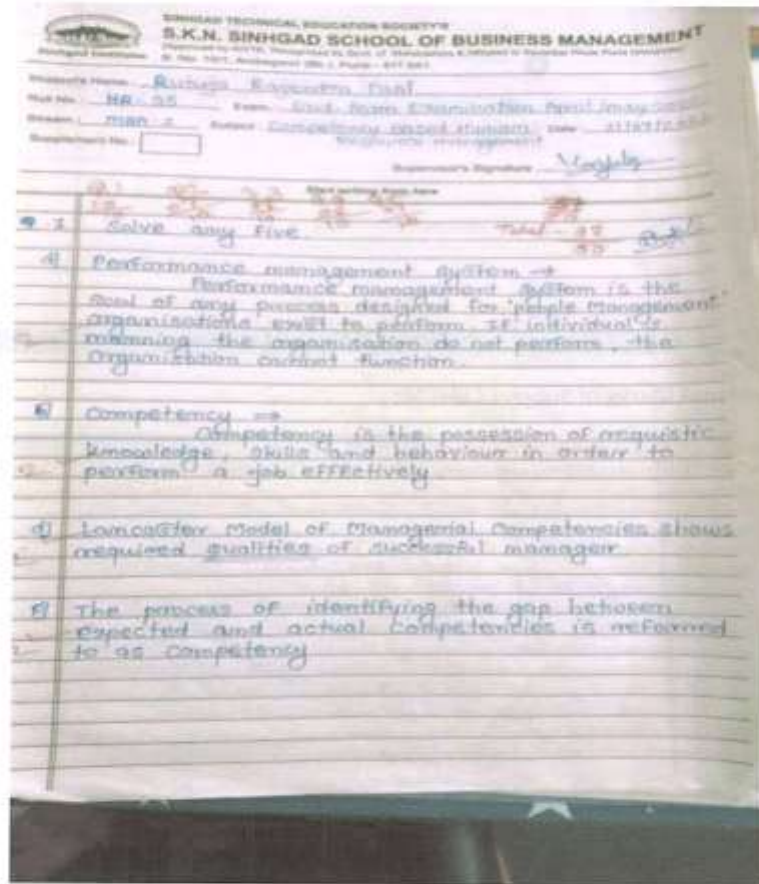
| | | |
|--|--|----------------|
| Time: 02 Hrs | Sub & Code: 205HRM: Competency Based Human Resource Management System | Max. Marks: 50 |
| Instructions: 1) All Questions are compulsory | | |
| Q.1) | Solve any five | [10] |
| | a) Define performance management system | [02] |
| | b) Define Competency | [02] |
| | c) What is an Assessment centre? | [02] |
| | d) Lancaster Model of Managerial Competencies shows required-----of successful manager. | [02] |
| | e) Prior to developing individual goals, it is important to: (a) Write personal action plans to improve performance. (b) Understand the organization's vision and values. (c) Ensure there is a sufficient budget for monetary rewards. (d) Establish the benchmark for defining performance objectives. | [02] |
| | f) The process of identifying the gap between expected and actual competencies is referred to as Competency | [02] |
| | g) Define Core Competencies | [02] |
| Q.2) | Solve any two | [10] |
| | a) How can performance management work in a competency based system? | [05] |
| | b) Write short note on leadership competencies | [05] |
| | c) Highlight the types of Competencies | [05] |
| Q.3) | Solve any one | [10] |
| | a) Discuss the objective, scope, advantages of performance management system and linkages of performance management with Strategic Planning, Management Control and Operational Control. | |
| | b) Explain with example framework for competency-based career development | |
| Q.4) | Solve any one | [10] |
| | a) What is Competency-based Career Planning & Development? | |
| | b) What are the benefits of implementing a competency- based approach to developing professionals? | |
| Q.5) | Solve any one | [10] |



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| | | |
|--|---|--|
| | a) Elaborate Competency Mapping Procedure and steps | |
| | b) What is a Competency Model? Describe in detail different types of competency models? | |

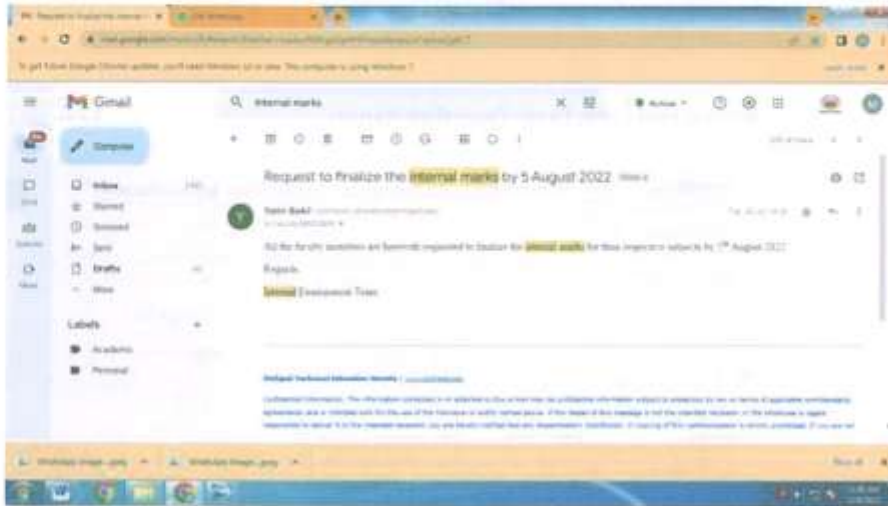
Solved End term Exam Question Paper:



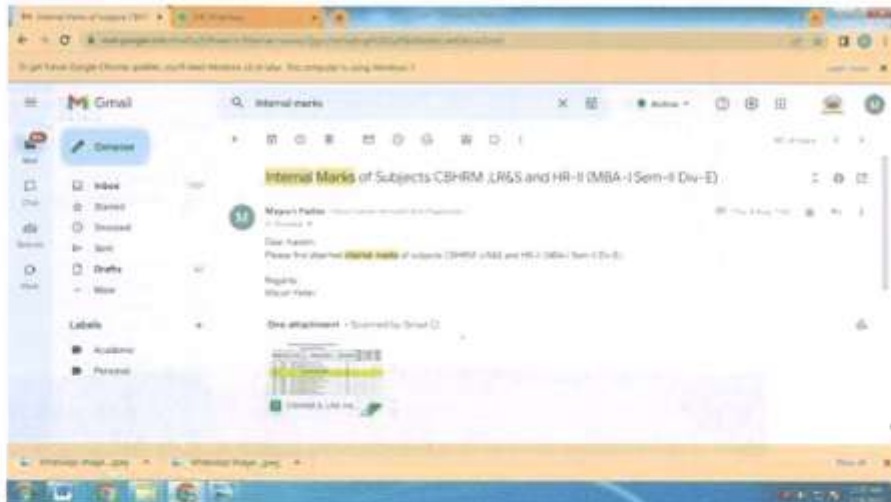
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Internal Marks Mail: 26th July to 15th Aug 2022



Internal Marks of Subject CBHRM:



Miyah

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