

HALDIA INSTITUTE OF TECHNOLOGY



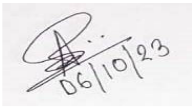

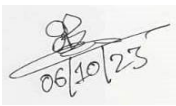
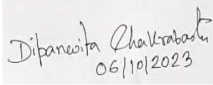
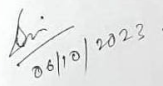


INTERNAL ACADEMIC AUDIT REPORT: Year -2022-23

Department of Management and Social Science

Date of Academic Audit: 06/10/2023

The Committee:

The School of Management and Social Science has constituted a seven members internal audit committee to conduct an academic audit of the management department. The following is the structure of the audit committee:

Sl No	Name of the Faculty Member	Designation	Roll in the Committee	Signature and Date
1.	Dr. Arunangshu Giri	Associate Professor and Head	Convener	 06/10/23
2.	Dr. Indranil Bandyopadhyay	Professor	Member	 6/10/2023
3.	Dr. Sourabh Bhattacharya	Associate Professor	Member	 06/10/23
4.	Dipanwita Chakrabarty	Assistant Professor	Member	 Dipanwita Chakrabarty 06/10/2023
5.	Wendrila Biswas	Assistant Professor	Member	 06/10/2023
6.	Soumya Kanti Dhara	Assistant Professor	Member	 06/10/23
7	Adrinil Santra	Assistant Professor	Member	 06/10/2023

1. Introduction

The department started its journey on 2002. It offers two years full-time Post Graduate Degree Course on Business Administration, which is affiliated to Maulana Abul Kalam Azad University of Technology (MAKAUT). The mission of the department is to train and develop highly competent professionals with razor sharp mind and competencies to compete in the knowledge based business organizations. Faculty members of this department are continuously working for pedagogical improvement and innovating new, interesting method of teaching to fulfill this objective. The prima facie objective of the department is to impart and inculcate quality education tantamount to international standard to envisage the everlasting sustenance in the global competitiveness.

2. Objective and Scope of the Audit

The primary focus of this academic audit is to adopt self-improvement measures as well as incorporating continuous improvement of different departmental activities to pursue excellence in practices.

The department has already developed an outcome based teaching-learning approach, redesigned an updated curriculum and co-curriculum with an objective to a value added learning methodology, reliable student assessment and student engagement programs.

3. The current state of efforts to improve student learning and the academic quality of the program

Department has created an academic environment to improve student perception and approaches towards learning and their learning outcome. An outcome-based pedagogy was followed to redesign the syllabus in active participation of the industry representatives. Academicians from different prestigious institutions incorporated their valuable thoughts while designing the curriculum and syllabus. The faculty members have also started a “Learner Centric Approach” in teaching. Accordingly the assessment style in sync with the “Course Objective” attainment has been primed by the department. Innovative teaching processes were adopted to implement the practical and creative aspects of acquired knowledge and to attain the highest level of strata of modified “Bloom’s Taxonomy” thereafter. Problem solving as a pedagogical practice has also started by the department employing the

phenomenographic framework.

The department has taken several initiatives to implement experiential learning, which is a philosophy and methodology of educators as it purposefully engage students in direct experience in order to increase knowledge, develop skills and to clarify values. Apart from these, the reflective learning process focuses on the development of critical-thinking skills through the internal process of examining strengths and exploring areas for improvement.

To be precise new improved teaching approach incorporated the following techniques:

- Encourage learning mind set
- Outcome based teaching
- Implement student feedback in teaching methodology
- Role playing & Syndicating
- Regular invited lectures by practicing industry personnel
- Reflective learning with outcome oriented assessment
- In situ training for practical experiential learning, etc.

Co-Curricular improvement activities

Co-curricular activities fuel learning by stimulating creative thought, improving social and organizational skills, developing interests and talents in the selected field of endeavor. For this the department has adopted the following techniques.

- Regular Industry outreach programme.
- Micro project for problem solving.
- Organizing regular Management Development Program (MDP).

Extra-Curricular improvement activities

Extracurricular activities fuel learning by inching towards improved academic performance embracing the idea of holistic development. The department periodically engages the students in various extracurricular activities to promote higher Self-esteem. For this some of the techniques adopted are:

- Social Opportunities
- Productive breaks through sports and cultural activities
- Essential life skills

- Organization of wall magazine of the department involving the students

4. A] Identification of Strengths

Determining learning objectives

A systematic, manageable, attainable, practical and time bound approach of learning environment has fostered among our students the entrepreneurial mindset and has encouraged innovation and the ability to identify and pursue new business opportunities. This practical approach has also immensely impacted on their future performance in the industry.

Designing Curriculum and Co-curriculum

The curriculum undergoes continuous enhancements based on crucial recommendations from academic scholars and active industry managers. Co-curricular activities encompass industry outreach programs that extend the learning experience beyond the classroom, fostering the development of up-to-date industry oriented knowledge among budding business professionals.

Designing Teaching and Learning Methods

Teaching through discussions fosters direct engagement with real-world issues, ultimately empowering students to synthesize their own case studies Collaborative learning improves students' understanding with profound insights and intellectual growth.. This learning approach is designed to stimulate critical thinking, sound judgment, and particularly effective problem-solving skills.

Developing Student Learning Assessment

The students' performances are assessed through a blind checking process through

a) Creating Assignment:

- i. Assignments have a clear and defined purpose, with specific scoring guidelines.
- ii. Selecting captivating and demanding subjects.
- iii. Distributing assignments in accordance with the course objectives and academic schedule throughout the semester.
- iv. Integrating problem solving components into the assignments.

b) Examination:

- i. Internal as well as end-of-semester examinations serve the dual purpose of quantifying and qualitatively assessing students' performance.
- ii. Questions are formulated with course outcomes in mind. The discrepancies between actual and expected performance is computed and accordingly remedial actions are initiated that are subsequently reviewed in the next assessment cycle.

c) Classroom assessment techniques:

Classroom assessment techniques are implemented deliberately for keeping the students abreast with topic to be discussed in the subsequent classes. This has nurtured a drive for ongoing improvement and fostered a positive, competitive spirit of learning.

d) Assessing the communication and presentation skills of the students:

Giving surprise presentations within short notice has boosted students' self-confidence, which is and such kind of evaluation will undoubtedly prove to be advantageous in their future personal and professional pursuits.

e) Assuring Implementation of Quality Education

In addition to delivering education based on market demand, the program's projected goal is to motivate the students to progress their knowledge and skills so they can feel confident taking the initiative to start a business.

4.B1 Identification of Weaknesses

The Institute's geographical isolation and absence of convenient amenities unquestionably influence both the academic progress and research opportunities for students. The remote location may pose challenges in accessing resources and engaging in collaborative endeavors, which can directly impact the overall growth and development of both faculty members and students. A necessary component of our Management program is a two-day visit to Kolkata, where students can have the opportunity to explore multiple corporate organizations and gain insights into their corporate culture. Such kind of trips will align our program with the practices of esteemed institutions across the country.

5. Information related to Students and Academic Activities

A] Profile of Students

Admission

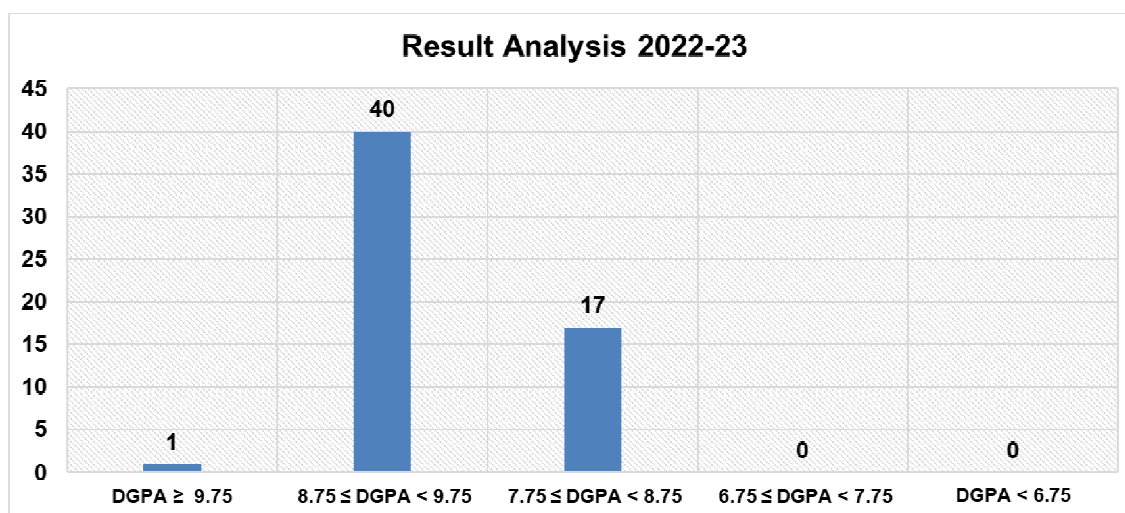
Procedure: Graduate students, who have appeared for MAT/JEMAT/CET-MAT can apply, who are supposed to go through a GD-PI process if got short listed.

Total Intake: 60

B] Result Analysis (2021-22): Evaluation of outcome based Teaching-Learning process

Result Status:

Total Strength Pass out Students (2022-23)	
	58
Criteria	
No. of Students	
DGPA \geq 9.75	1
$8.75 \leq$ DGPA $<$ 9.75	40
$7.75 \leq$ DGPA $<$ 8.75	17
$6.75 \leq$ DGPA $<$ 7.75	0
DGPA $<$ 6.75	0



C] Summer Internship Program & Placement Status (2022-23):

Summer Internship Program:

As a part of the programme curriculum, students are sent to industrial sectors in India and MNCs for 3 months of industrial training in order to get them exposed to the latest best sharing practices, environment and processes in the corporate world. The different corporates who have provided summer internship to students are Dabur, Ambuja Neotia, Apollo Pharmacy, Keventer's, Electrosteel Casting, Just Dial, Haldia Energy Limited, Khargapur Metal, Flipkart, India Post Payments Bank, Indian Oil Corporation Ltd., Haldia Energy Ltd, Lalbaba Seamless Tubes (P) Ltd. and many others.

Final Placement:

Top Recruiters of our MBA students are Bandhan Bank, Rollick Ice Cream, Accenture Pvt. Ltd., Just Dial, Uma Corporation, Collegeduniya, Collegedunia, Lal Baba Seamless Tubes, Chandrani Pearls, HDFC Life, Ambuja Neotia, Gazelle Information Technologies, Alten, Sagnik Fuels, BMW Industries Limited, Linc Pen, and many others.

Placement Percentage: **83%**

D] Extra-curricular Activity (2021-22):

Publication of Wall-Magazine based on the theme "The Magi".

E] Student's Feedback (2021-22):

SL NO	CRITERIA	2022-23
1	The faculty explained the objective of the course. Its relevance in regard to Industrial application, current development and research opportunities.	93.65%
2	The prerequisites, pertinence of the course with others and programme as a whole and the organization of the subject matter are explained.	92.07%
3	The teacher explained CO statements and its correlations with the PO's and PSO's	90.83%
4	The teacher is enthusiastic and created interest in the subject	92.35%
5	The teacher delivered the lecture lucidly	91.94%
6	The teacher emphasized on numerical problem solving / mathematical formulation etc, example and data analysis.	94.36%

7	Teacher used modern and smart teaching aids, whenever relevant.	93.18%
8	Test, Assignment and quizzes were adequate.	94.51%
9	The teacher provides opportunities for participatory learning.	92.88%
10	Your level of satisfaction with the all-round contribution of the teacher.	91.53%

F] Parents -Teacher Meeting:

Parents –Teacher meeting is an integral part of student development at every level of education. The feedback from parents is immensely effective and beneficial for both the parents and the department providing in-depth insights about the departmental activities and identification of the possible scope of improvement through their constructive suggestions. It also focuses the positive vistas of the department. Side by side, parents also come to know about the progress status of their children and can keep posted about the reasons behind. Parents become aware about the placement facilities and holistic improvement of the students.

G] Summary Sheet of CO-PO Attainment and CO-PSO Attainment

Overall CO-PO Attainment

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
Overall CO-PO Attainment	2.81	2.58	2.41	2.52	2.39	2.46	2.13	1.72

*Detailed Subject-wise CO-PO attainment is attached in the Annexure1

Overall CO-PSO Attainment

	PSO1	PSO2	PSO3
Overall CO-PSO Attainment	2.71	2.42	2.23

*Detailed Subject-wise CO-PSO attainment is attached in the Annexure2

6. Information related to Research, Consultancy of Faculty Members and Different Initiatives by the Department (2022-23)

A] Research and Consultancy Activities of Faculty Members (2022-23)

WORKSHOP	SEMINAR		SYMPOSIUM
	NATIONAL	INTERNATIONAL	
12	2	0	0

RESEARCH PAPER		CONFERENCE	
NATIONAL	INTERNATIONAL	NATIONAL	INTERNATIONAL
2	11	1	14

BOOK	BOOK CHAPTER	FDP	MDP	RESEARCH GUIDANCE
6	9	17	7	4

CONSULTANCY

Title of Project/Consultancy	Funding Agency	Submitted on / Started from	Investigators	Requested Amount (Rs.)
Market Survey and Research for Accessing Customer Reaction on Sales, Services and Promotional Effectiveness of branded Fuels (Xtra Green) in IOCL Retail Outlet under Haldia DO	Indian Oil Corporation Ltd. (IOCL), Marketing Division	12/05/2023 (Ongoing)	Dr. Arunangshu Giri, Dipanwita Chakrabarty	25,000
Behavioural Training, Assessing the Skill Gap and Developing a Skill Matrix for Non-Executives at IOCL Haldia Refinery	Indian Oil Corporation Ltd. (IOCL), Refinery Division	02/03/2023 (Completed)	Dr. Arunangshu Giri Adrinil Santra Soumya Kanti Dhara Manigrib Bag	20,000

B] Initiatives by the Department (2022-23)

WORKSHOP

1. 7 days' workshop on "Management Education for Corporate Success" during 11th – 17th, Sept 2022, for students of Government & Government sponsored colleges in and around Haldia.
2. 7 days' workshop on "Attaining Excellence through Management Education" during August 1st - 7th, 2022 for final year students of HIT, GIST, HLC and HIM.

MDP

1. Global Management Development Programme on "Understanding of Consumer Behavior for Devising Sales Strategies in Developing Countries" during 21st – 25th Nov, 2022. Resource persons were from 7 countries across 3 continents from the world of corporate and academia.

FDP

1. Faculty Development Programme on "Research Methodology" during 9th – 15th Feb, 2023. Resource persons were from 3 countries across 2 continents working at very highly reputed universities.

C] Research Lab

A research lab has been established with 5 computers facilitated with SPSS to give an effective support to the departmental faculty members as well as research scholars of individual faculty members. This year 'Tally' and GST related software will be added which will be taught to the students as Value Added Course. Moreover the students will be taught employment oriented software applications like Excel, Advanced Excel etc. This year 5 more computers have been provided to MBA Department for Research & consultancy Lab (RCL). There is a plan to shift the RCL to a bigger room for accommodating the students in the lab.

7. Facilities

Related to Curriculum

- Departmental Library and Central Library
- Smart Classroom

Basic Facilities

- Cold Drinking Water
- Sanitization

8. Aesthetic Developments of the Department (2022-23)

Several aesthetic developments took place in department over the year 2022-23.

1. Fixing of “Faculty Achievements Board” filling up with proofs of significant faculty achievements like invited lectures; authored book, edited book, book chapter and journal publications.
2. Fixing of a newspaper stand filled up with prominent newspapers like The Telegraph and The Economic Times.
3. Fixing picture banners of Global and National Management Gurus for learning of motivation of faculty members and students.
4. Fixing of “Feedback from National & International Experts” board filled up with excerpts of who’s who in the world of corporate and academia.
5. Setting up of “Placement Board” for delivering important TPO related information to mentors and students.
6. Decoration of department with beautiful event pictures, artificial plants, gothic styled clocks for a positive atmospherics in department.
7. Decoration of the department with ‘*Alpana*’ at the entrance of the department as well as on the ground across the wall as border.
8. Fixing of Wall Magazine Board, for fixing various articles, colorful pictures etc. created by the students and the faculty members.

9. Initiatives to address practices that need improvement

- Organizing regular workshop to equip the faculty members for augmenting teaching capabilities with problem solving technique and incorporating critical thinking and analysis.
- Organizing frequent classroom session with the well placed alumnus and practicing managers of the industries who can share their experiences with the existing students and thereby imparting training for practical management techniques.
- Organizing different value added courses after getting feedback from the industries and practicing managers to train the students in different contemporary topics to make them industry ready.
- Development of e-lecture module in different important topics so that the students are able to hear the lecture again and again as and when required and thereby attain perfection in the domain.

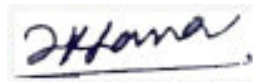
10. Implementation plan(s) for improvement initiative(s) with the highest priority

Following activities are going to be taken for more intensive development of the learner

- Organizing frequent and regular industry visit to give a hands-on experience of the industry to the existing students.
- Organizing short term training for analysis of data under the guidance from the faculty members.
- Orientation of the pedagogy in the line of problem solving and critical thinking by incorporation of case studies analysis in the classroom.



Signature of HOD



Signature of Dean



Signature of Principal

Annexure 1

Subject-wise CO-PO Attainment

Course Name	Course Code	Faculty Name	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
Managerial Economics (Micro)	MB 101	Dipanwita Chakrabarty	2.31	2.31	2.02	1.59	2.60	2.46	2.17	2.31
Organizational Behaviour	MB 102	Adrinil Santra	2.63	2.63	2.30	1.81	2.96	2.80	2.47	2.63
Business Communication	MB 103	Adrinil Santra	2.07	1.83	0.73	0.73	2.19	2.19	2.19	1.95
Legal and Business Environment (Micro & Macro)	MB 104	Manigrib Bag	2.43	2.43	2.12	1.67	2.73	2.58	2.28	2.43
Indian Ethos & Business Ethics	MB 105	Wendrila Biswas	2.69	2.38	0.95	0.95	2.85	2.85	2.85	2.53
Quantitative Techniques	MB 106	Dr. Arunangshu Giri	2.39	2.39	2.09	1.64	2.69	2.54	2.24	2.39
Indian Economy and Policy	MB 201	Dipanwita Chakrabarty	2.64	2.64	2.31	1.81	2.97	2.80	2.47	2.64
Financial Reporting, Statements and Analysis	MB 202	Dr. Indranil Bandyopadhyay	2.57	2.57	2.25	1.77	2.89	2.73	2.41	2.57
Marketing Management	MB 203	Adrinil Santra	2.42	2.42	2.12	1.67	2.73	2.58	2.27	2.42
Operations Management	MB 204	Soumya Kanti Dhara	2.25	2.57	2.89	2.41	2.57	2.73	2.41	2.25
Management Information System	MB 205	Manigrib Bag	2.52	2.52	2.21	1.74	2.84	2.68	2.37	2.52
Human Resource Management	MB 206	Wendrila Biswas	2.62	2.62	2.29	1.80	2.94	2.78	2.45	2.62
Project Management	MB 301	Soumya Kanti Dhara	2.50	2.50	2.19	1.72	2.81	2.66	2.34	2.50
Corporate Strategy	MB 302	Soumya Kanti Dhara	2.58	2.58	2.25	1.77	2.90	2.74	2.41	2.58
B2B Marketing	MM 301	Dr. Sourabh Bhattacharya	2.56	2.56	2.24	1.76	2.88	2.72	2.40	2.56
Digital & Social Media Marketing	MM 302	Manigrib Bag	2.42	2.42	2.12	1.66	2.72	2.57	2.27	2.42
IMC/Promotion Strategy	MM 303	Adrinil Santra	2.61	2.30	0.92	0.92	2.76	2.76	2.76	2.45
Marketing Research	MM 304	Dr. Arunangshu Giri	2.35	2.35	2.05	1.61	2.64	2.49	2.20	2.35
Team Dynamics at Work	HR 301	Dr. Sourabh Bhattacharya	2.53	2.53	2.22	1.74	2.85	2.69	2.38	2.53
HR Metrics and Analytics	HR 302	Wendrila Biswas	2.38	2.10	0.84	0.84	2.52	2.52	2.52	2.24
Cross Cultural Management	HR 303	Adrinil Santra	2.79	2.46	0.98	0.98	2.95	2.95	2.95	2.62
Organizational Design	HR 304	Wendrila Biswas	2.32	2.32	2.03	1.59	2.61	2.46	2.17	2.32
Taxation	FM 301	Dipanwita Chakrabarty	2.32	2.32	2.03	1.60	2.61	2.47	2.18	2.32
Project Appraisal & Finance	FM 302	Dr. Indranil Bandyopadhyay	2.56	2.56	2.24	1.76	2.88	2.72	2.40	2.56

Behavioral Finance	FM 303	Dipanwita Chakrabarty	2.58	2.58	2.26	1.77	2.90	2.74	2.42	2.58
Corporate Finance	FM 304	Dr. Indranil Bandyopadhyay	2.89	2.57	2.57	1.77	2.89	2.73	2.89	2.57
Introduction to Entrepreneurship	EDSBM 301	Manigrib Bag	2.59	2.28	0.91	0.91	2.74	2.74	2.74	2.44
Consumer Behaviour	MM 401	Manigrib Bag	2.52	2.52	2.20	1.73	2.83	2.67	2.36	2.52
Retail Management	MM 402	Dr. Sourabh Bhattacharya	2.33	2.33	2.04	1.60	2.62	2.47	2.18	2.33
Service Marketing	MM 404	Dr. Arunangshu Giri	2.52	2.52	2.20	1.73	2.83	2.67	2.36	2.52
Product & Brand Management	MM 405	Soumya Kanti Dhara	2.57	2.57	2.25	1.77	2.89	2.73	2.41	2.57
Manpower Planning, Recruitment & Selection	HR401	Wendrila Biswas	2.54	2.54	2.22	1.75	2.86	2.70	2.38	2.54
Employee Relations & Labour Laws	HR 402	Manigrib Bag	2.42	2.42	2.12	1.66	2.72	2.57	2.27	2.42
Compensation & Benefits Management	HR 403	Wendrila Biswas	2.50	2.50	2.19	1.72	2.81	2.65	2.34	2.50
Performance Management Systems	HR 404	Dr. Sourabh Bhattacharya	2.15	2.15	1.88	1.48	2.42	2.29	2.02	2.15
Investment Analysis & Portfolio Management	FM 401	Dr. Indranil Bandyopadhyay	2.52	2.52	2.20	1.73	2.83	2.67	2.36	2.52
Managing Banks & Financial Institutions	FM 402	Dipanwita Chakrabarty	2.27	2.27	1.98	1.56	2.55	2.41	2.13	2.27
Financial Markets & Services	FM 406	Dr. Indranil Bandyopadhyay	2.58	2.58	2.26	2.42	2.74	2.74	2.58	2.42
General Management and Business Environment for Small Business	EDSBM 401	Soumya Kanti Dhara	2.37	2.37	2.07	1.63	2.66	2.51	2.22	2.37
Financial Management for Entrepreneurs	EDSBM 402	Dipanwita Chakrabarty	2.61	2.61	2.29	1.80	2.94	2.78	2.45	2.61
Overall CO-PO Attainment			2.81	2.58	2.41	2.52	2.39	2.46	2.13	1.72

Annexure 2

Subject-wise CO-PSO Attainment

Course Name	Course Code	Faculty Name	PSO1	PSO2	PSO3
Managerial Economics (Micro)	MB 101	Dipanwita Chakrabarty	2.17	2.02	2.46
Organizational Behaviour	MB 102	Adrinil Santra	2.47	2.30	2.80
Business Communication	MB 103	Adrinil Santra	1.95	1.70	2.07
Legal and Business Environment (Micro & Macro)	MB 104	Manigrib Bag	2.28	2.12	2.58
Indian Ethos & Business Ethics	MB 105	Wendrila Biswas	2.53	2.22	2.69
Quantitative Techniques	MB 106	Dr. Arunangshu Giri	2.24	2.09	2.54
Indian Economy and Policy	MB 201	Dipanwita Chakrabarty	2.47	2.31	2.80
Financial Reporting, Statements and Analysis	MB 202	Dr. Indranil Bandyopadhyay	2.41	2.25	2.73
Marketing Management	MB 203	Adrinil Santra	2.27	2.12	2.58
Operations Management	MB 204	Soumya Kanti Dhara	2.89	2.25	2.57
Management Information System	MB 205	Manigrib Bag	2.37	2.21	2.68
Human Resource Management	MB 206	Wendrila Biswas	2.45	2.29	2.78
Project Management	MB 301	Soumya Kanti Dhara	2.66	2.34	2.19
Corporate Strategy	MB 302	Soumya Kanti Dhara	2.74	2.41	2.25
B2B Marketing	MM 301	Dr. Sourabh Bhattacharya	2.72	2.40	2.24
Digital & Social Media Marketing	MM 302	Manigrib Bag	2.57	2.27	2.12
IMC/Promotion Strategy	MM 303	Adrinil Santra	2.61	2.45	2.15
Marketing Research	MM 304	Dr. Arunangshu Giri	2.49	2.20	2.05
Team Dynamics at Work	HR 301	Dr. Sourabh Bhattacharya	2.69	2.38	2.22
HR Metrics and Analytics	HR 302	Wendrila Biswas	2.38	2.24	1.96
Cross Cultural Management	HR 303	Adrinil Santra	2.79	2.62	2.29
Organizational Design	HR 304	Wendrila Biswas	2.47	2.18	2.03
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Introduction to Entrepreneurship	EDSBM 301	Manigrib Bag	2.59	2.44	2.13
Consumer Behaviour	MM 401	Manigrib Bag	2.67	2.36	2.20
Retail Management	MM 402	Dr. Sourabh Bhattacharya	2.47	2.81	2.04
Service Marketing	MM 404	Dr. Arunangshu Giri	2.67	2.36	2.20

Product & Brand Management	MM 405	Soumya Kanti Dhara	2.73	2.41	2.25
Manpower Planning, Recruitment & Selection	HR401	Wendriila Biswas	2.70	2.38	2.22
Employee Relations & Labour Laws	HR 402	Manigrib Bag	2.57	2.27	2.12
Compensation & Benefits Management	HR 403	Wendriila Biswas	2.65	2.34	2.19
Performance Management Systems	HR 404	Dr. Sourabh Bhattacharya	2.29	2.02	1.88
Investment Analysis & Portfolio Management	FM 401	Dr. Indranil Bandyopadhyay	2.67	2.36	2.20
Managing Banks & Financial Institutions	FM 402	Dipanwita Chakrabarty	2.41	2.13	1.98
Financial Markets & Services	FM 406	Dr. Indranil Bandyopadhyay	2.90	2.74	2.90
General Management and Business Environment for Small Business	EDSBM 401	Soumya Kanti Dhara	2.51	2.22	2.07
Financial Management for Entrepreneurs	EDSBM 402	Dipanwita Chakrabarty	2.78	2.45	2.29
Overall CO-PSO Attainment			2.71	2.42	2.23

*****End of Report*****