INSTITUTE OF TECHNOLOGY & MANAGEMENT
GWALIOR · MP · INDIA

Exam Reform Policy (Revised: June'22)

Program Outcomes - Competencies & Performance Indicators

PO1 : Apply knowledge of management theories and practices to solve business problems.

Competency		Performance Indicators	
1.1	Demonstrate the Fundamental Concepts of Business and Management.	1.1.1	Ability to articulate, illustrate, analyze, synthesize and apply the knowledge of principles, laws, tenets, concepts and frameworks of Business, Management, and Economics and allied domains to the solutions of real-world complex business issues.
		1.1.2	Identify, formulate, review research literature, and analyze complex business problems and reach substantiated conclusions using the principles and concepts of Business and Management.
1.2	Demonstrate the Knowledge of Management theories.	1.2.1	Apply Management theories in the areas like Business, Marketing, Finance, HR, and Research.
		1.2.2	Apply other supporting theories in the Management discipline.
1.3	Demonstrate the Knowledge of Management Practice.	1.3.1	Apply Quantitative and Qualitative methods, practices, and techniques to solve business problems.
		1.3.2	Apply appropriate management science and statistical tools to analyze business conditions.

PO2 : Foster Analytical and critical thinking abilities for data-based decision making.

Competency		Performance Indicators	
2.1	Nourish Analytical thinking abilities.	2.1.1	Articulate problem statements and identify, assemble and evaluate information and resources. Identify the mathematical, statistical and other relevant knowledge, practices and tests that applies to a given problem.
		2.1.2	Demonstrate an ability to formulate and interpret research methodology for Business and Management and analyze and select the most appropriate proposal based on Economic and Financial considerations.
2.2	Nourish Critical thinking abilities.	2.2.1	Demonstrate Strategic and Innovative Thinking and analyze Skills to enable Effective Opportunity Identification, Problem Solving, and Decision-Making.
		2.2.2	Evaluate Business environment and opportunities and devise strategies for responding effectively to problems, threats, and opportunities.

		2.2.3	Ability to conduct investigation of multidimensional business problems using research based knowledge and research methods to arrive at data driven decisions.
2.3	Demonstrate an ability to analyze data and reach an optimum decision.	2.3.1	Use appropriate procedures, tools and techniques to conduct experiments and collect data. Analyze data for trends, regression, and correlations, stating possible errors and limitations. Represent data (in tabular and/or graphical forms) so as to facilitate analysis and explanation of the data, and drawing of conclusions. Synthesize information and knowledge about the problem from the raw data to reach appropriate conclusions.
		2.3.2	Analyze and synthesize information across disciplines/functions in order to evaluate business opportunities and make sound business decisions. Apply ethical principles for making judicious managerial decisions.

PO3 : Ability to develop Value based Leadership ability.

Competency		Performance Indicators	
3.1	Demonstrate the ability of value-based leadership.	3.1.1	Develop the students with requisite knowledge, skills & right attitude necessary to create effective leadership that enables students to prove, develop, and sustain in a global environment.
		3.1.2	Identify the ability to adapt and follow value-based leadership.
3.2	Demonstrate the ability of Life-Long Learning.	3.2.1	Describe the relationship between human values and socio-economic dimension of sustainability.
		3.2.2	Ability to operate independently in new environment, acquire new knowledge and skills, and assimilate them into the internalized knowledge and skills.

PO4 : Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business.

Competency		Performance Indicators	
4.1	Demonstrate an ability to analyze, and communicate Global aspects of business.	4.1.1	Demonstrate an understanding and interprets management information to communicate global aspect of business.
		4.1.2	Demonstrate comprehension of cultural commonalities and differences in international business activities and customs.
4.2	Demonstrate an ability to understand, analyze, and communicate Economic aspects of business.	4.2.1	Apply principles of Management for sustainable development of business in Indian economy.
		4.2.2	Understand the impact of Management and Business practices in economic contexts and analyze the socio-economic dimensions of sustainability.

4.3	Demonstrate an ability to interpret, and communicate Legal aspects of business.	4.3.1	Demonstrate an understanding and awareness about professional regulations, legislation, and standards of Business and Management in context of current Indian legal and global regulatory business environment.
		4.3.2	Interpret legislation, regulations, codes, and standards relevant to Business and Management and explain its contribution to the protection of the public.
4.4	Demonstrate an ability to recognize ethical dilemmas and apply code of Ethics.	4.4.1	Identify, examine and apply moral & ethical tenets, principles, and human values and the situations of unethical professional conduct and propose ethical alternatives.
		4.4.2	Ability to exhibit a broad appreciation of the ethical and value underpinnings of managerial choices in a political, cross-cultural, globalized, digitized, socio-economic environment and distinguish between ethical and unethical behaviors & act with integrity.
PO5 : Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.			
Competency		**Performance Indicators**	
5.1	Demonstrate an ability to lead themselves and others in the achievement of organizational goals.	5.1.1	Analyse effective communication conflict management and leadership skills to attain organizational and team goals.
		5.1.2	Ability to collaborate in an organizational context and across organizational boundaries and lead themselves and others in the achievement of organizational goals and optimize outcomes for all stakeholders.
5.2	Demonstrate an ability to contribute effectively to a team environment.	5.2.1	Recognize a variety of working and learning preferences; appreciate the value of diversity on a team.
		5.2.2	Implement the norms of practice (e.g. rules, roles, charters, agendas, etc.) of effective team work, to accomplish a goal.
		5.2.3	Demonstrate effective individual and team operations, communication, problem-solving, conflict resolution, and leadership skills.
		5.2.4	Summarize and apply theories of team composition, process, and motivation (including inclusivity and diversity) to effectively manage work teams.

Communicate for approval to: **IQAC Cell**

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