Sample Course File

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH, BHIWANDI

COURSE FILE
Training and Development (MMS03 - HR301)
Semester - III (CORE PAPER)
A.Y. 2022-23

Subject Faculty - Asst. Prof. Sharique Momin

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COVER PAGE

Specialization: **UNIVERSITY PAPER**
Course Name: **Training and Development**
Semester: **III**
Core/Elective Subject: **Core Paper**
Year: **A.Y. 2022-23**

Prepared by:
Name: **Mr. Sharique Momin**
Designation: **Assistant Professor**
Signature:
Date:

Verified by:
Name: **Dr. Anil D. Matkar**
Designation: **Director**
Signature:
Date:

Approved by:
Name: **Dr. Anil D. Matkar**
Designation: **Director**
Signature:
Date:

Swayam Siddhi College of Management and Research

Semester Time- Table

Swayam Siddhi College of Managment & Research, Bhiwandi

Semester III (2022-23) BATCH (2021-23)

MMS SEM -III LECTURE SCHEDULE

Individual Time Table Acadeic Year 2022 - 2023

HRM

Time /Day	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
10.00 am- 1.00 pm			T&D - Sharique Momin				
1.00 pm to 1.30 pm			Lunch Break				
1.30 pm to 4.30 pm							

DIRECTOR

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Syllabus Copy

Semeste		III	Core Paper		
Title of		:	Training and Development		
Credits		:	4	Duration	42

Module No	Content	Activity*	Learning Outcomes	No of Sessions (3)
1	Introduction to human resource development	Interactive Teaching (U)	Introduction to the concept of human	1 Session of 3 Hrs
2	Overview of Training in Organizations ⬚ Role of training ⬚ structure of training Planning for Training and Development ⬚ Management of Training function ⬚ Need assessment ⬚ Evaluation ⬚ Organization of Training	Lecture Method (U)	Introduction to training, structure, need assessment and evaluation of training	1 Session of 3 Hrs
3	Learning organization	Interactive Teaching (U)	Exploring the concept of learning organization	1 Session of 3 Hrs
4	Principles of Adult Learning ⬚ Learning Styles ⬚ Self Generated Learning ⬚ Experiential Learning ⬚ Motivation & Performance	Role Play (E)	Introduction to adult learning and different methodologies €	1 Session of 3 Hrs
5	Training Administration. ⬚ training budget , ⬚ budget training programmes, ⬚ design training calendar /schedules) Designing and executing Training inputs ⬚ Establishing Learning Objectives ⬚ Developing Training Modules ⬚ Role of 'Active Training'	Interactive Teaching (U)	Introduction to preparation of training budget, calendar and training modules.	1 Session of 3 Hrs
6	Training Need assessment	Role Play (A)	Understanding the process of training needs assessment	1 Session of 3 Hrs
7	Competency modeling and mapping	Case Study(U)	Understanding the method of competency modeling and mapping	1 Session of 3 Hrs
8	Designing Training Modules	Case Study (A)	Learning to design training module	1 Session of 3 Hrs

9	Implementation of Training	Role Play (C)	Learning methods of implementing training	1 Session of 3 Hrs
10	▢ Traditional training methods ▢ E-learning and use of technology in training Computer Based Training Satellite Based Training Outbound Training Fusion Methodology: Theatre, Art, Music as methodologies The World as a Classroom	Group Discussion (U)	Exploring various types of training	1 Session of 3 Hrs
11	Training evaluation, Cost Benefit Analysis and ROI	Lecture Method (U)	Introduction to training evaluation, cost benefit analysis and ROI	1 Session of 3 Hrs
12	Management Development.	Interactive Teaching ©	Introduction to management development	1 Session of 3 Hrs
13	Planning & Organizing conferences, seminar etc Training Audit.	Interactive Teaching (U)	Methods of Planning & Organizing conferences, seminar etc Introduction to Training Audit.	1 Session of 3 Hrs
14	Case Studies , Presentations and Training Administration	Case Study (E)		1 Session of 3 Hrs

Reference Books:

1   1 Effective Training Systems, Strategies and Practices P. Nick Blanchard, James W Thacker second edition Pearson Education

2   P. Nick Blanchard, James W Thacker second edition Pearson Education

Textbook

1   Employee Training and Development by Raymond A Noe, 3ed. McGraw Hill Publication (International Edition)

*Activity: Teaching-Learning process may combine the use of role plays, audio-visual films/aids, and management exercises with individual student, and or in team considering appropriate cases or case-lets in the field of business domain wherever applicable.

Assessment:

1	**Internal**	40%
2	**Semester-end**	60%

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Sem-IV- Training and Development

Core Paper

Advanced Lesson Plan

Sr No	Planned Completion Date	Plan Details	Topics Planned	Activity / Content Delivery	No. Of Hrs	Course Outcome	Cognition
1	1st Lec	Unit 1:	Introduction to human resource development	Interactive Teaching (U)	3	MMS03-HR301.1.1	Remember
2	2nd Lec	Unit 2:	Overview of Training in Organizations -- Role of Training, Structure of Training. Planning for Training and Development -- Management of Training function, Need Assessment, Evaluation, Organization of Training.	Lecture Method (U)	3	MMS03-HR301.1.3	Understand
3	3rd Lec	Unit 3:	Learning Organization	Interactive Teaching (U)	3	MMS03-HR301.1.3	Understand
4	4th Lec	Unit 4:	Principles of Adult Learning --- Learning Styles, Self Generated Learning, Experimental Learning, Motivation and Performance.	Role Play €	3	MMS03-HR301.1.5	Apply
5	5th Lec	Unit 5:	Training Administration --- Training Budget, Budget Training Programme, Design Calender / Schedules, Designing and excercising Training inputs. Role of Active Learning	Interactive Teaching	3	MMS03-HR301.2.3	Understand
6	6th Lec	Unit 6:	Training Need assessment	Role Play	3	MMS03-HR301.2.5	Apply
7	7th Lec	Unit 7:	Competency modeling and mapping	Case Study	3	MMS03-HR301.2.4	Analyze
8	8th Lec	Unit 8:	Designing Training Modules	Case Study	3	MMS03-HR301.2.4	Analyze
9	9th Lec	Unit 9:	Implementation of Training	Role Play	3	MMS03-HR301.3.5	Apply

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Core Paper

Sem-IV- Training and Development

Sr No	Planned Completion Date	Plan Details	Topics Planned	Activity / Content Delivery	No. Of Hrs	Course Outcome	Cognition
10	10th Lec	Unit 10:	Traditional Training Methods: E-learning and use of technology in trainng computer based training. satellite based training. Outbound	Group Discussion	3	MMS03-HR301.3.4	Analyze
11	11th Lec	Unit 11:	Training evaluation, Cost Benefit Analysis and ROI	Lecture Method	3	MMS03-HR301.3.3	Understand
12	12th Lec	Unit 12:	Management Development.	Interactive Teaching	3	MMS03-HR301.3.3	Understand
13	13th Lec	Unit 13:	Planning & Organizing conferences, seminar etc Training Audit.	Interactive Teaching	3	MMS03-HR301.4.4	Analyze
13	14th Lec	Unit 14:	Case Studies and Presentations	Case Study	3	MMS03-HR301.4.2	Evaluate

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Course Objectives

1	Introduction to the concept of human resource development
2	Introduction to training, structure, need assessment and evaluation of training
3	Exploring the concept of learning organization
4	Introduction to adult learning and different methodologies
5	Introduction to preparation of training budget, calendar and training modules
6	Understanding the process of training needs assessment
7	Understanding the method of competency modeling and mapping
8	Learning to design training module
9	Learning methods of implementing training
10	Exploring various types of training
11	Introduction to training evaluation, cost benefit analysis and ROI
12	Introduction to management development
13	Methods of Planning & Organizing conferences, seminar etc Introduction to Training Audit

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Class Student List

Sr No	Roll No	Student Name
1	21017	Batare Rupesh Mohan Surekha
2	21024	Bhamere Harshali Vishnu Bharti
3	21035	Chavan Kirti Sakaram Smita
4	21052	Gaikwad Suchitra Arjun Kavita
5	21058	Gotarane Vaishnavi Pandharinath Pratibha
6	21079	Kale Nikhil Manoj Madhuri
7	21111	Momin Iram Saeed Ahmed Rehana
8	21131	Patole Aditya Nana Anu
9	21132	Patole Sonali Sunil Rajani
10	21134	Pethad Riya Nilesh Sheetal
11	21136	Raibole Harishika Vinod Shaila
12	21146	Rikame Mayur Ravindra Kanchan
13	21169	Tambe Akshata Prashant Chitra
14	21175	Visawe Shraddha Ravindra Meena

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TRAINING AND DEVELOPMENT - COURSE OUTCOMES

Course Code	Course Outcome	Cognition
MMS03-HR301.1	CO1 - To remember the evolution of training & development from a tactical to a strategic function	Remember
MMS03-HR301.2	CO2 – To provide an insight into what motivates adults to learn and the most appropriate methodologies to impart training	Evaluate
MMS03-HR301.3	CO3 - To learn how design a training module and execute it	Understand
MMS03-HR301.4	CO4 - To analyze training need assessment and designing training module	Analyze
MMS03-HR301.4	CO5 - To analyze a module for implementation of training and Management Development	Analyze
MMS03-HR301.5	CO6- To apply the model of training audit & training evaluation in training.	Apply

Cognition-Knowledge Matrix

		Knowledge Levels		
		Factual	Conceptual	Procedure	Meta-Cognitive
Cognition Levels	Remember		U1 A2 (1)		
	Understand		U1 A1 (1) U1 A2 (1) U2 A2 (1) U3 A1 (1) U3 A2 (1)		
	Apply			U1 A5 (1) U2 A5 (1) U3 A5 (1)	
	Analyze		U2 A4 (2) U3 A3 (1) U4 A2 (1)		
	Evaluate		U4 A4 (1)		
	Create				

LEGANDS: U=UNIT

E= EXPERT LECTURE

A= ACTIVITY (LECTURE/INTERACTIVE TEACHING/ROLEPLAYS/CASESTUDY/PRACTICALS/ GROUP

()= NO.OS SESSIONS OF 3 HRS EACH

Levels of Knowledge = Facts,Conceptual, Procedure & Meta-Cognitive

Levels of cognition (as per Bloom's taxonomy) = Remember,Understand, Apply,

A1 - LECTURES
A2- INTERACTIVE TEACHING
A3 - GROUP DISCUSSION
A4 - CASE STUDY
A5 - ROLE PLAY

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Modes of Content Delivery

Method	No of Hrs
A1 - LECTURES	6
A2- INTERACTIVE TEACHING	15
A3 - GROUP DISCUSSION	3
A4 - CASE STUDY	9
A5 - ROLE PLAY	9

No of Hrs

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Course Outcomes (Cognition) - Learning Hours

Course Code	Remember	Understand	Analyse	Apply	Evaluate	Create	Total
MMS03-HR301.1	3	6		3			12
MMS03-HR301.2		3	6	3			12
MMS03-HR301.3		6	3	3			12
MMS03-HR301.4			3		3		6
Total	3	15	12	9	3	0	42

Rajeev Gandhi College of Management Studies
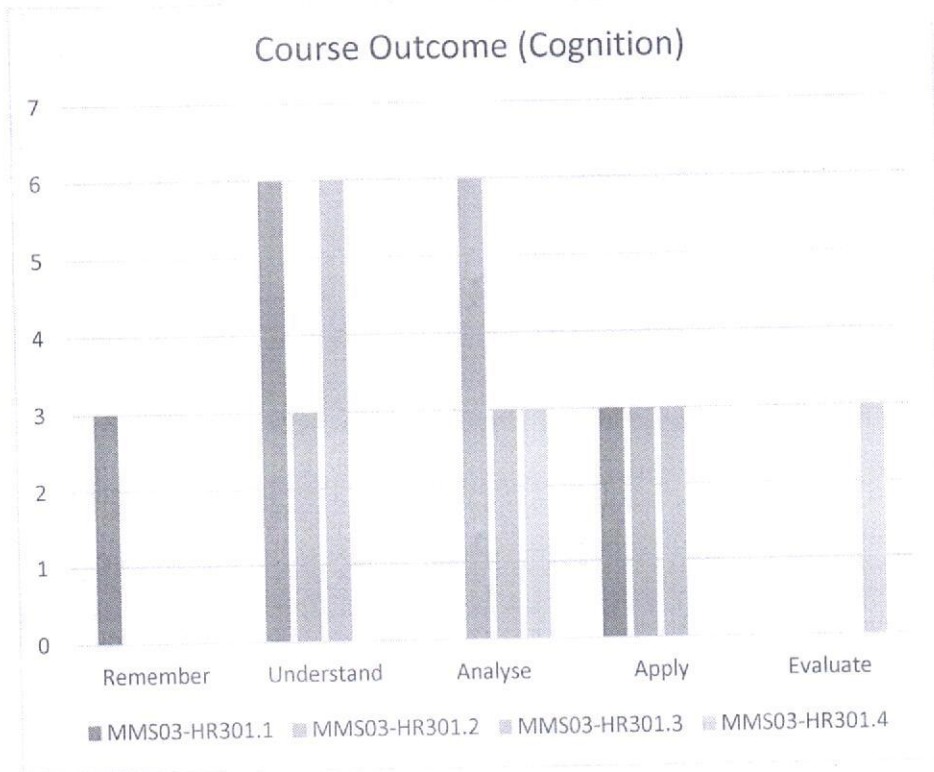
PO specific - Learning Hours

Code	Programe Outcome / Program Specific Outcome	No. Of Hours
PO1	Apply knowledge of Management Theories & Practices to solve business problems.	6
PO2	Foster Analytical & Critical thinking abilities for decision making.	6
PO3	Ability to understand, analyze and communicate global, economic, legal & ethical aspects of business.	7
PO4	Ability to develop Value Based Leadership with themselves and others in the achievements of organizational goals, contributing effectively to a team environment.	7
PO5	Evaluate business environment and opportunities and devise strategies for responding effectively to problems, threats, and opportunities	4
PO6	Analyze and synthesize information across disciplines/functions in order to evaluate business opportunities and make sound business decisions	4
PO7	Construct and communicate a logical, relevant, and professional qualitative assessment of business information in an effective manner	4
PO8	Summarize and apply theories of team composition, process, and motivation to effectively manage work teams	4
Total Hours		42

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Course Outcome to Program Outcome Mapping

Course Outcome	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO-1	3	3	3		2	2	2	2
CO-2	3	3	3					
CO-3	3	3	3	3				
CO-4				3	3	3		
CO-5				3	3	3		
CO-6							3	3
Average	3.00	3.00	3.00	3.00	2.67	2.67	2.50	2.50

Legands

0--> Not Mapped

1--> Weakly Mapped

2 --> Medium Mapped

3 --> Strongly mapped

Assessment Instruments

Course Outcome	Assesment Tool Direct	Maximum marks	Assessment Tool Indirect
MMS03 - HR301	Class Test	20	Course Exit Survey and Faculty Obsservations
	Presentation	10	
	Conduct	5	
	Participation / Attendance	5	
	Online Examination	60	
All course outcomes			

Course Assessment Work Sheet

Subject Code MMS03-HR301
Subject Name Training and Development
Year & Sem Second Year - Sem-III
Academic Year 2022 - 2023
Faculty Asst. Prof. Sharique Momin

N= Presented but not attempted
A= Absent for the Examination

Roll No	Name	Int	Ext	Mid Exam -1					Presentation
				Q1 CO1 PO1	Q2 CO2 PO2	Q3 CO2 PO3	Q4 CO3 PO3	Q5 CO4 PO4	CO4, CO5 PO4, PO5, PO6
21017	Batare Rupesh Mohan Surekha	40	60	5	5	5	5	5	8
21024	Bhamere Harshali Vishnu Bharti	32	45	3	N	4	4	4	8
21035	Chavan Kirti Sakaram Smita	36	50	5	5	4	N	4	9
21052	Gaikwad Suchitra Arjun Kavita	32	48	4	N	4	4	4	8
21058	Gotarane Vaishnavi Pandharinath Pratibha	34	40	5	N	4	N	4	7
21079	Kale Nikhil Manoj Madhuri	30	40	3	N	5	4	4	8
21111	Momin Iram Saeed Ahmed Rehana	32	40	3	N	3	4	4	8
21131	Patole Aditya Nana Anu	31	45	4	4	4	4	3	8
21132	Patole Sonali Sunil Rajani	32	48	4	4	4	N	4	8
21134	Pethad Riya Nilesh Sheetal	30	41	4	N	3	4	3	8
21136	Raibole Harishika Vinod Shaila	31	48	4	N	4	N	3	8
21146	Rikame Mayur Ravindra Kanchan	32	42	4	4	4	N	4	8
21169	Tambe Akshata Prashant Chitra	35	48	5	4	4	N	4	9
21175	Visawe Shraddha Ravindra Meena	32	48	4	4	N	4	4	8

	Q1	Q2	Q3	Q4	Q5	Presentation
No of students who attempted-	14	6	13	9	14	14
No. of Students who got >= 60%	11	6	11	9	11	14
% of students who got >= 60%	100%	100%	100%	100%	100%	100%
Attainment Method 1	3	3	3	3	3	3
No. of Students who scored >= 70%.	10	6	13	9	14	14
% of students who Scored >= 70%	79%	100%	85%	100%	79%	100%
Attainment Method 2	2	3	2	3	2	3
Net Attainment/ Attainment Average	2.5	3	2.5	3	2.5	3
	89.00%	100.00%	92.00%	100.00%	90.00%	100.00%

Net % attainment of Pos   100.00%

Semester End Examination

Q1	Q2	Q3	Q4	Q5	Q6	Q7
CO1, CO2, CO3	CO1	CO2	CO3	CO4	CO5	CO6
PO1, PO2, PO3	PO1	PO2	PO3, PO4	PO5	PO6	PO7, PO8
20	10	10	10	10	10	10
15	NA	8	10	10	10	10
17	8	9	7	NA	7	8
16	8	NA	NA	8	8	8
15	8	8	NA	8	8	8
14	9	NA	9	7	7	NA
15	7	NA	5	NA	8	NA
14	9	NA	9	NA	6	7
15	8	8	NA	7	8	NA
16	8	NA	8	NA	7	8
15	NA	7	6	6	7	NA
16	8	8	NA	8	8	8
14	9	7	7	NA	6	7
15	8	NA	NA	NA	9	8
16	8	NA	8	8	8	NA
14	12	7	8	7	14	6
14	12	7	7	7	14	6
100%	100%	100%	88%	100%	100%	100%
3	3	3	2	3	3	3
14	12	7	6	6	12	6
100%	100%	100%	75%	86%	86%	100%
3	3	3	2	2	2	3
3	3	3	2	2.5	2.5	3
100%	100%	100%	81%	93%	93%	100%

|				
	CO1	PO1, PO2, PO3	2.83	CO1 - To remember the evolution of training & development from a tactical to a strategic function
	CO2	PO1, PO2, PO3	2.875	CO2 – To provide an insight into what motivates adults to learn and the most appropriate methodologies to impart training
	CO3	PO1, PO2, PO3, PO4	2.67	CO3 - To learn how design a training module and execute it
	CO4	PO4, PO5, PO6	2.67	CO4 - To analyze training need assessment and designing training module
	CO5	PO4, PO5, PO6	2.75	CO5 - To create a module for implementation of training and Management Development
	CO6	PO7, PO8	3	CO6- To apply the model of training audit & training evaluation in training.

Course Code   MMS03 - HR301

Course Name   Training and Development

Year & Semester 2022-23- SEM-III

Accounting Year 2022 - 23

Faculty   Asst. Prof. Sharique Momin

Summary:

		Mid Exam -1					
		Q1	Q2	Q3	Q4	Q5	Presentation
Attempted		14	6	13	9	14	14
Students > = 70%		79%	100%	85%	100%	79%	100%
Attainment Value		2.5	3	2.5	3	2.5	3
Mapped CO		CO1	CO2	CO2	CO3	CO4	CO4, CO5
Pogram Outcome		PO1	PO2	PO3	PO3	PO4	PO4, PO5, PO

Digramatic Presentation of CO Mapping :

Digramatic Presentation of CO Mapping :
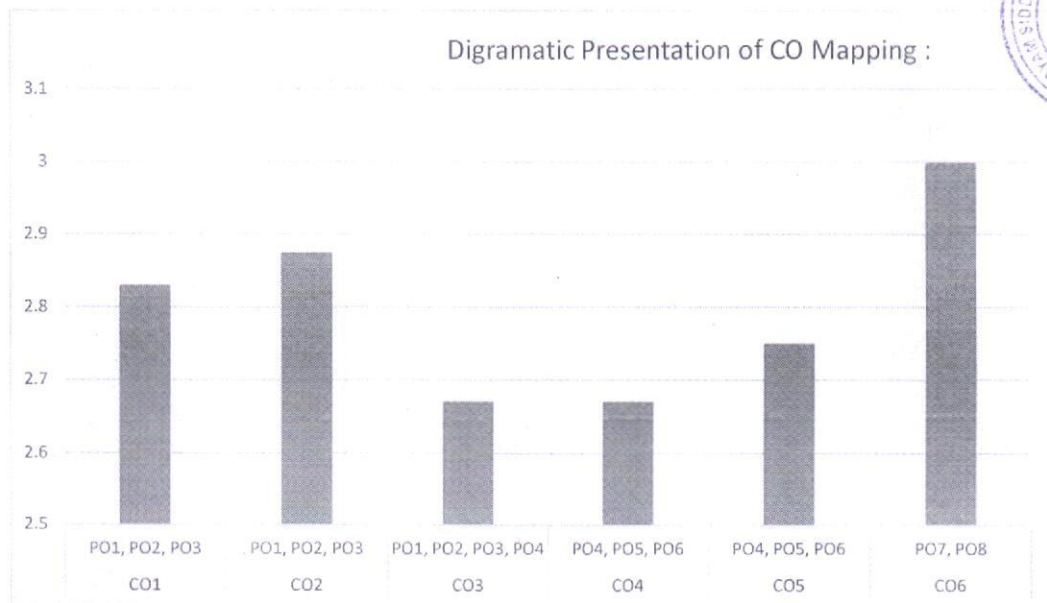
Semester End Examination						
Q1	Q2	Q3	Q4	Q5	Q6	Q7
14	12	7	8	7	14	6
100%	100%	100%	75%	86%	86%	100%
3	3	3	2	2.5	2.5	3
CO1, CO2, CO3	CO1	CO2	CO3	CO4	CO5	CO6
PO1, PO2, PO3	PO1	PO2	PO3, PO4	PO5	PO6	PO7, PO8

Summary:

CO	QN	Score % QN Level	Average	PO
CO1	MEQ1	2.5		PO1, PO2, PO3
	SEQ1	3	2.83	
	SEQ2	3		
CO2	MEQ2	3		
	MEQ3	2.5		
	SEQ1	3		PO1, PO2, PO3
	SEQ3	3	2.875	
CO3	MEQ4	3		
	SEQ1	3		PO1, PO2, PO3, PO4
	SEQ4	2	2.67	
CO4	MEQ5	2.5		
	Presentation	3		PO4, PO5, PO6
	SEQ5	2.5	2.67	
CO5	Presentation	3		PO4, PO5, PO6
	SEQ6	2.5	2.75	
CO6	SEQ7	3	3	PO7, PO8

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BHIWANDI

Course Code:	MMS03 - HR301	Program :	MMS
Course Ttile	Training and Development	Academic Year:	2022 - 23
Faculty	Asst. Prof. Sharique Momin	Semester	III

I. Mpping of Course to Program Outcome:

Program Outcome	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
Mapped Course Outcomes :	CO1, CO2, CO3	CO1, CO2, CO3	CO1, CO2, O3, CO4, C	CO4, CO5	CO4, CO5	CO4, CO5	CO6	CO6
(Level of Mapping- R - Relevent& ; HR - Highly Relevant ; S- Supportive)	R	R	R	R	R	R	R	R
Average Score	2.9	3.0	2.8	2.6	2.8	2.8	3.0	3.0

Course Assessment:

Outcomes: On successful comletion	Tools Used for Evaluation	% Score for Selected Program Outcome							
		PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	MEQ1	2.5							
	SEQ1	3	3	3					
	SEQ2	3							
CO2	MEQ2		3						
	MEQ3			2.5					
	SEQ1	3	3	3					
	SEQ3		3						
CO3	MEQ4			3					
	SEQ1	3	3	3					
	SEQ4			2	2				
CO4	MEQ5				2.5				
	Presentation				3	3	3		
	SEQ5					2.5			
CO5	Presentation				3	3	3		
	SEQ6						2.5		
-									
CO6	SEQ7							3	3
Average Score :		2.90	3.00	2.75	2.63	2.83	2.83	3.00	3.00
Outcome Satisfied:		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

MINIMUM LEVEL FOR PO ATTAINMENT : 2.5

Course Exit Form Analysis

Sr No	Roll No	Q.1	Q.2	Q.3	Q.4	Q.5	Q.6	Q.7	Q.8	Q.9	Q.10
1	21017	4	5	3	5	3	3	3	4	4	3
2	21024	4	4	4	4	4	4	4	4	4	4
3	21035	4	4	3	4	5	5	4	5	3	5
4	21052	4	4	3	4	5	5	5	4	5	4
5	21058	4	4	4	4	4	4	4	4	4	4
6	21079	5	5	5	4	4	4	4	4	4	4
7	21111	5	5	5	5	4	4	4	4	3	4
8	21131	3	3	4	3	3	4	4	4	4	4
9	21132	4	4	4	4	4	4	4	4	4	4
10	21134	4	5	3	5	4	3	4	5	3	5
11	21136	5	4	5	4	5	5	5	4	5	4
12	21146	4	4	4	4	4	4	4	4	4	4
13	21169	5	4	4	3	3	4	5	4	4	3
14	21175	5	5	5	4	4	4	5	5	5	4
Avg.		4.29	4.29	4.00	4.07	4.00	4.07	4.21	4.21	4.00	4.00
Max		5	5	5	5	5	5	5	5	5	5
Avg Percentage		85.71	85.71	80.00	81.43	80.00	81.43	84.29	84.29	80.00	80.00

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Direct Assessment CO Attainment (X)= weighted average of [80 % (Exam) + 20% (Internals)] as shown below for each course outcomes

Course outcomes	Exam (Internal & External)		
	% of Students Achieved Co	CO SCORE LEVEL	CO RESULT
CO1	98%	3.00	Yes
CO2	99%	3.00	Yes
CO3	92%	3.00	Yes
CO4	93%	3.00	Yes
CO5	94%	3.00	Yes
CO6	80%	3.00	Yes

Legends: Q -> Questions; T-> Test; A-> Assignment; P-> Presentation; AT.-> Attendance

Indirect Assessment CO Attainment (Y)= Average of all course exit responses for each Course outcomes

CO	Course Exit Survey-Average	CO Score Level	CO Results
CO1	85.00%	3	**YES**
CO2	85.00%	3	YES
CO3	80.00%	3	YES
CO4	80.71%	3	YES
CO5	80.00%	3	YES
CO6	81.43%	3	YES

Levels of Attainment:

3	100 - 80
2	79 - 60
1	59 - 50

OVERALL EVALUATION OF COURSE OUTCOME & CO RESULTS

Course outcome Attainments= 90% of Direct & 10% of Indirect

CO	Direct (X)	Indirect	Overall CO Attainment
CO1	3.00	3	3.00
CO2	3.00	3	3.00
CO3	3.00	3	3.00
CO4	3.00	3	3.00
CO5	3.00	3	3.00
CO6	3.00	3	3.00
Average			**3.00**

COURSE CORRECTIVE MEASURES

CO's	Overall Attainment Level	Action Taken / Plan
CO1	3.00	Attainment Level is achieved
CO2	3.00	Attainment Level is achieved
CO3	3.00	Attainment Level is achieved
CO4	3.00	Attainment Level is achieved
CO5	3.00	Attainment Level is achieved
CO6	3.00	Attainment Level is achieved
Note: Our benchmarking level is 2.5. (100% attainment level is attended)		

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Program Outcome Attainment

PO ATTAINMENT = Weighted Average Value of PO x Average CO Attainment /3 (High Level)

Course	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
MMS03 - HR301								
Weighted AVG	3.00	3.00	3.00	3.00	2.67	2.67	2.50	2.50
Average CO Attainment	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00

Levels of Attainment:

3	100 - 80
2	79 - 60
1	59 - 50

Subject POs = CO - PO Matrix Value

Weighted Average = PO's Actual Value

Calculation of PO Attainment Level:

PO	Attainment Level
PO1	3.00
PO2	3.00
PO3	3.00
PO4	3.00
PO5	2.67
PO6	2.67
PO7	2.50
PO8	2.50

Program outcome attainment levels and Actions for improvement

PO'S	TARGET	ATTAINENT LEVEL	ACTION PLAN (Corrective Measures)
PO1	2	3.00	Attainment Level is Achieved
PO2	2	3.00	
PO3	2	3.00	
PO4	2	3.00	
PO5	2	2.67	
PO6	2	2.67	
PO7	2	2.50	
PO8	2	2.50	

Target / Attainment Level (Course Outcome)

Code	Course Outcome	2020 - 21		2021 - 22		2022 - 23	
		Target	Attain	Target	Attain.	Target	Attain
1	CO1 - To remember the evolution of training & development from a tactical to a strategic function	2.5	2.55	2.50	2.50	2.5	3.00
2	CO2 – To provide an insight into what motivates adults to learn and the most appropriate methodologies to impart training	2.5	2.55	2.50	2.50	2.5	3.00
3	CO3 - To learn how design a training module and execute it	2.5	2.55	3.00	2.67	2.5	3.00
4	CO4 - To analyze training need assessment and designing training module	2.5	2.70	3.00	2.67	2.5	3.00
5	CO5 - To create a module for implementation of training and Management Development	2.5	**2.55**	3.00	3.00	2.5	3.00
6	CO6- To apply the model of training audit & training evaluation in training.	2.5	**2.55**	3.00	3.00	2.5	3.00

Target set for CO Achievement - 60 % students should achieve 80% in Course assesmen

Target / Attainment Level (Program Outcome)

Code	Program Outcome	2020 - 21		2021 - 22		2022 - 23	
		Target	Attain	Target	Attain.	Target	Attain
PO1	Apply knowledge of Management Theories & Practices to solve business problems.	2	2.02	2	2.17	2	3
PO2	Foster Analytical & Critical thinking abilities for decision making.	2	2.60	2	2.80	2	3
PO3	Ability to understand, analyze and communicate global, economic, legal & ethical aspects of business.	2	2.02	2	2.17	2	3
PO4	Ability to develop Value Based Leadership with themselves and others in the achievements of organizational goals, contributing effectively to a team environment.	2	2.31	2	2.49	2	3
PO5	Evaluate business environment and opportunities and devise strategies for responding effectively to problems, threats, and opportunities	2	2.17	2	2.33	2	2.67
PO6	Analyze and synthesize information across disciplines/functions in order	2	2.17	2	2.33	2	2.67
PO7	Construct and communicate a logical, relevant, and professional qualitative assessment of business information in an effective manner	2	2.31	2	2.49	2	2.5
PO8	Summarize and apply theories of team composition, process, and motivation to effectively manage work teams	2	2.31	2	2.49	2	2.5

Target set for PO Achievement - 60 % students should achieve 80% in Course assesment.

Swayam Siddhi College of Management and Research

CERTIFICATE

I, undersigned, certify that Prof. Sharique Momin has completed the course file work for **Training and Development (MMS - SEM III)** allotted to him satisfactorily for the academic year 2022-23.

Date:

Signature of Director

Subject: Training and Development

Specialization: HR SEM III

Note: Q1 is compulsory and attempt any 4 out of the remaining 6 questions. (60 Marks)

Read the following case study and answer the following question given below:

(CO1, CO2, CO3, PO1, PO2, PO3)

(20 Marks)

Choc Co. is one of the world's largest confectionery businesses with significant market share in many of the world's biggest confectionery markets, including many emerging markets. Despite very positive sales figures over the last 12months, Choc Co. has prioritized streamlining the business to make it more. Despite being keen to preserve its longstanding reputation as a firm that is committed to developing all its employees, in respect of learning and development, this 'streamlining' activity has focused on return on investment in training activities, change in learning program and connecting training activities to the strategic needs of the firm.

The most important driver of the assessment of its training provision at Choc Co. is change. Whilst performing well in the marketplace, senior management continues to express discontent with levels of productivity and employee performance. Moreover, senior management has determined that the company needs to become more flexible and adaptable to respond to change in its market context, for example by an ability to adapt organizational structures to meet new business needs or through the introduction of technological innovation. However, as a traditionally minded employer, and with low levels of employee turnover at shop floor level, Choc co. appears to have instilled in its workers a mindset of stability and steady progress, which is at odds with competition in a rapidly changing global economy. Therefore, Choc Co. wants to move towards a system of continuous improvement by creating a culture whereby workers are empowered to implement small incremental changes, rather than have substantial change imposed on them from time to time.

Questions

1. What changes would you recommend that Choc Co. make to their current learning and development provision in order to reduce costs and improve performance?

2. Do you think stability and steady progress can lead to success in a rapid changing world?

3. How might the firm seek to ensure a return on investment for its learning and development activity?

Q2. Write short note on Human Resource Development (CO1, PO1)   (10 Marks)

Q3. Evaluate the necessary criterions adult learning and explain six basic Malcolm Knowles Principle to train adult? (CO2, PO2)   (10 Marks)

Q4. Design the training module and explain steps for implementation of training? (CO3, PO3, PO4)   (10 Marks)

Q5. Analyse the importance of training need assessment in the company for better outcome? (CO4, PO5)   (10 Marks)

Q6. What is difference between Training and Development? What any 3 ways to provide training to new appointed employee and Management development? (CO5, PO6) (10 Marks)

Q7. What is competency mapping? Evaluate the various methods of competency modelling and mapping? (CO6, PO7, PO8)   (10 Marks)

Subject: Training and Development

Specialization: HR SEM III

Note: Q1 is compulsory and attempt any 4 out of the remaining 6 questions. (60 Marks)

MARKING EVALUATION OF TRAINING AND DEVELOPMENT

Sr. No	Question	Evaluation Scheme
Q1	Open Ended Answer	(7 Marks)
	Open Ended Answer	(7 Marks)
	Different ways of ROI	(6 Marks)
Q2	Introduction to HRD	(3 Marks)
	Advantages and Importance	(4 Marks)
	Application of HRD	(3 Marks)
Q3	Six Principles of Adult Learning	(6 Marks)
	Application of the Principles with Example	(4 Marks)
Q4	Designing of Training Module	(5 Marks)
	Steps in implementation of Training	(5 Marks)
Q5	Difference between Training and Assessment	(4Marks)
	Importance of Assessment and type of Training required	(6 Marks)
Q6	Difference between Training and Development	(6 Marks)
	3 ways to provide training to new appointed employee and Management development	(4 Marks)
Q7	Introduction to competency mapping	(4 Marks)
	various methods of competency modelling and mapping	(6 Marks)
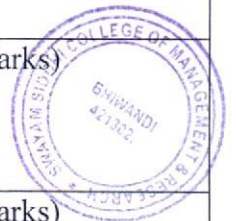
SWAYAM SIDDHI COLLEGE OF MANAGEMENT AND RESEARCH

Semester: III

SPECIALIZATION: Human Resource

Subject: Training & Development

Attendance Report (Academic Year 2022 - 2023)

Roll No.	Name of the Students	4/11/22	11/11/22	18/11/22	25/11/22	2/12/22	9/12/22	16/12/22	23/12/22	30/12/22	6/1/23	13/1/23	20/1/23	27/1/23	3/2/23
21017	Batare Rupesh Mohan Surekha														
21024	Bhamere Harshali Vishnu Bharti	A			A					A					
21035	Chavan Kirti Sakaram Smita														
21052	Gaikwad Suchitra Arjun Kavita		A		A						A				
21058	Gotarane Vaishnavi Pandharinath														
21079	Kale Nikhil Manoj Madhuri														
21111	Momin Iram Saeed Ahmed						A								
21131	Patole Aditya Nana Anu														
21132	Patole Sonali Sunil Rajani														
21134	Pethad Riya Nilesh Sheetal			A			A	A	A		A	A		A	
21136	Raibole Harishika Vinod Shaila														
21146	Rikame Mayur Ravindra														
21169	Tambe Akshata Prashant Chitra			A		A							A		A
21175	Visawe Shraddha Ravindra														

SWAYAM SIDDHI COLLEGE OD MANAGEMENT AND RESEARCH

SPECIALIZATION: HUMAN RESOURCE (SEM III)

Subject: Training and Development (20 Marks)

Attempt any 4 out of 5

Q1 What is difference between Training and Development? What are different ways to provide training and development? (CO1, PO1)

Q2). What are the necessary criterions to evaluate the adult learning? (CO2, PO2)

Q3). Write Short Note on Learning Organisation? (CO2, PO3)

Q4). How to design the training module and explain steps for implementation of training? (CO3, PO3)

Q5). Explain training module? How to analyze the training and importance of training need assessment? (CO4, PO4)

SWAYAM SIDDHI COLLEGE OD MANAGEMENT AND RESEARCH

SPECIALIZATION: HUMAN RESOURCE (SEM III)

Subject: Training and Development (20 Marks)

Rubrics to be followed:

Q1 What is difference between Training and Development? What are different ways to provide training and development? (CO1, PO1)

Answer:

Five difference between Training and Development with example (2.5 Marks)

Five ways to provide training and development either off job or on job (2.5 Marks)

Q2). What are the necessary criterions to evaluate the adult learning? (CO2, PO2)

Answer:

Explanation of Adult Learning and practical application (2.5 Marks)

Six basic principles of Malcolm's Knowles for Adult learning (2.5 Marks)

Q3). Write Short Note on Learning Organisation? (CO2, PO3)

Answer:

Necessity of Learning Organisation (2.5 Marks)

One example of a company following principles of Learning Organisation with example (2.5 Marks)

Q4). How to design the training module and explain steps for implementation of training? (CO3, PO3)

Answer:

Importance of Designing the training module   (2.5 Marks)

Steps involve for implementation of training   (2.5 Marks)

Q5). Explain training module? How to analyze the training and importance of training need assessment? (CO4, PO4)

Answer:

Explanation of Training needs assessment and its importance   (2.5 Marks)

Analysing the training and its overall effectiveness   (2.5 Marks)

Swayam Siddhi College of Management & Research

Final Marks Sheet MMS Mid-Term and End-Term Semester - III Examinations January 2023

Specialization : Human Resource

Seat No	Name of the Student	Training & Development		
		Internal	External	Total
21017	Batare Rupesh Mohan Surekha	45	32	77
21024	Bhamere Harshali Vishnu Bharti	50	36	86
21035	Chavan Kirti Sakaram Smita	48	32	80
21052	Gaikwad Suchitra Arjun Kavita	45	32	77
21058	Gotarane Vaishnavi Pandharinath Pratibha	40	34	74
21079	Kale Nikhil Manoj Madhuri	40	30	70
21111	Momin Iram Saeed Ahmed Rehana	40	32	72
21131	Patole Aditya Nana Anu	45	31	76
21132	Patole Sonali Sunil Rajani	48	32	80
21134	Pethad Riya Nilesh Sheetal	41	30	71
21136	Raibole Harishika Vinod Shaila	48	31	79
21146	Rikame Mayur Ravindra Kanchan	42	32	74
21169	Tambe Akshata Prashant Chitra	48	35	83
21175	Visawe Shraddha Ravindra Meena	48	32	80

Subject Code   MMS03-HR301

Subject Name   Training and Development

Year & Sem   Second Year - Sem-III

Academic Year   2022 - 23

Faculty   Asst. Prof. Sharique Momin

Marks Obtained			
Roll No	Name	Int	Ext
		40	60
21017	Batare Rupesh Mohan Surekha	32	45
21024	Bhamere Harshali Vishnu Bharti	36	50
21035	Chavan Kirti Sakaram Smita	32	48
21052	Gaikwad Suchitra Arjun Kavita	32	45
21058	Gotarane Vaishnavi Pandharinath Pratibha	34	40
21079	Kale Nikhil Manoj Madhuri	30	40
21111	Momin Iram Saeed Ahmed Rehana	32	40
21131	Patole Aditya Nana Anu	31	45
21132	Patole Sonali Sunil Rajani	32	48
21134	Pethad Riya Nilesh Sheetal	30	41
21136	Raibole Harishika Vinod Shaila	31	48
21146	Rikame Mayur Ravindra Kanchan	32	42
21169	Tambe Akshata Prashant Chitra	35	48
21175	Visawe Shraddha Ravindra Meena	32	48

Swayam siddhi college of Management & Research

Internal Presentation For Sem 1

Grading Rubric for Power Point Presentation for 10 Marks

	5	4	3	2	1
Content	Content is accurate and all required information is presented in a logical order.	Content is accurate but some required information is missing and/or not presented in a logical order, but is still generally easy to follow.	Content is accurate but some required information is missing and/or not presented in a logical order, making it difficult to follow.	Content is questionable. Information is not presented in a logical order, making it difficult to follow.	Content is inaccurate. Information is not presented in a logical order, making it difficult to follow.
Slide Creation	Presentation flows well and logically. Presentation reflects extensive use of tools in a creative way.	Presentation flows well. Tools are used correctly. Overall presentation is interesting.	Presentation flows well. Some tools are used to show acceptable understanding.	Presentation is unorganized. Tools are not used in a relevant manner.	Presentation has no flow. No tools used.
Slide Transitions	Transitions are smooth. Transitions enhance the presentation.	Smooth transitions are used on most slides.	Smooth transitions are used on some slides	Very few transitions are used and/or they distract from the presentation.	No transitions are used.
Pictures, Clip Art Background	Images are appropriate. Layout is pleasing to the eye.	Images are appropriate. Layout is cluttered.	Most images are appropriate	Images are inappropriate.	No images
Mechanics	No spelling	Few	Some	Some	Many

Swayam siddhi college of Management & Research

Internal Presentation For Sem 1

	errors. No grammar errors. Text is in authors' own words.	spelling errors. Few grammar errors. Text is in authors' own words.	spelling errors. Some grammar errors. Text is in authors' own words.	spelling errors. Some grammar errors. Most of text is in authors' own words.	spelling and or grammar errors. Text is copied.
Presentation Skills	Well rehearsed. No pronunciation errors or other mistakes.	General level of rehearsal. Few pronunciation errors or other mistakes.	Acceptable level of rehearsal. Some pronunciation errors or other mistakes.	Low level of rehearsal. Numerous pronunciation errors or other mistakes.	No rehearsal indicated. Too many pronunciation errors or other mistakes.

Training

Presentation on

IMPLEMENTATION OF TRAINING

Presented by:

21136   *Raibole Harishika*

21146   *Rikame Mayur*

21169   *Tambe Akshata*

21175   *Visawe Shraddha*

HUMAN RESOURCE MANAGEMENT

Management Development Programs

Presented By:

21111   Momin Iram

21131   Patole Aditya

21132   Patole Sonali

21134   Pethad Riya
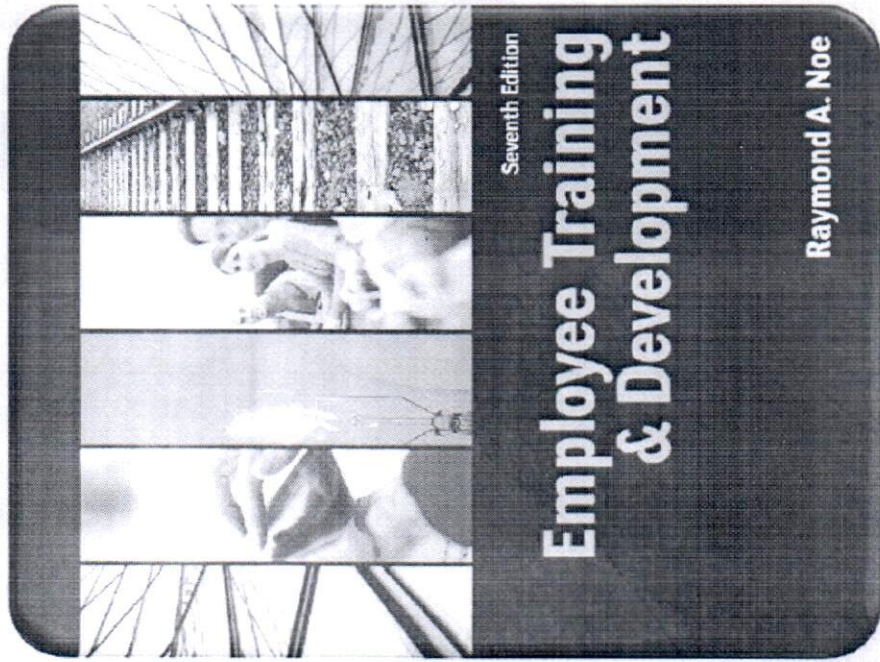
Chapter Seven Traditional
Training Methods

Presented By:

21052 Gaikwad Suchitra
21058 Gotarane Vaishnavi
21079 Kale Nikhil

Seventh Edition

Employee Training & Development

Raymond A. Noe

"SELF DIRECTED LEARNING"

"NO MATTER HOW GOOD TEACHING MAY BE EACH STUDENT MUST TAKE

THE RESPONSIBILITY FOR HIS OWN EDUCATION"

Presented By:

21017   Batare Rupesh Mohan Surekha

21024   Bhamere Harshali Vishnu Bharti

21035   Chavan Kirti Sakaram Smita

Feedback Analysis:

Course Entry Form Outcome								
Feedback Analysis:			**Subject :Training and Development**					
Academic Year	Semester and Specialization	No of Students	Parameters	SA	A	NS	DA	SDA
22 - 23	SEM III (HR)	9	Opinion about Subject	0	0	0	6	3
			Attainment of CO and PO	0	0	0	4	5
			Information about Reward Strategy	0	0	0	6	3
			Preparation of Salary Slip	0	0	0	2	7
			Different Compensation to Employee	0	0	0	6	3
			Knowledge about competency mapping	0	0	0	6	3
			Calculation of PF and Gratuity	0	0	0	4	5
			Benefits to Employee	0	0	0	3	6
			Leadership qualities	0	0	0	5	4
			Zeal to engage and resolving issue	0	0	0	4	5
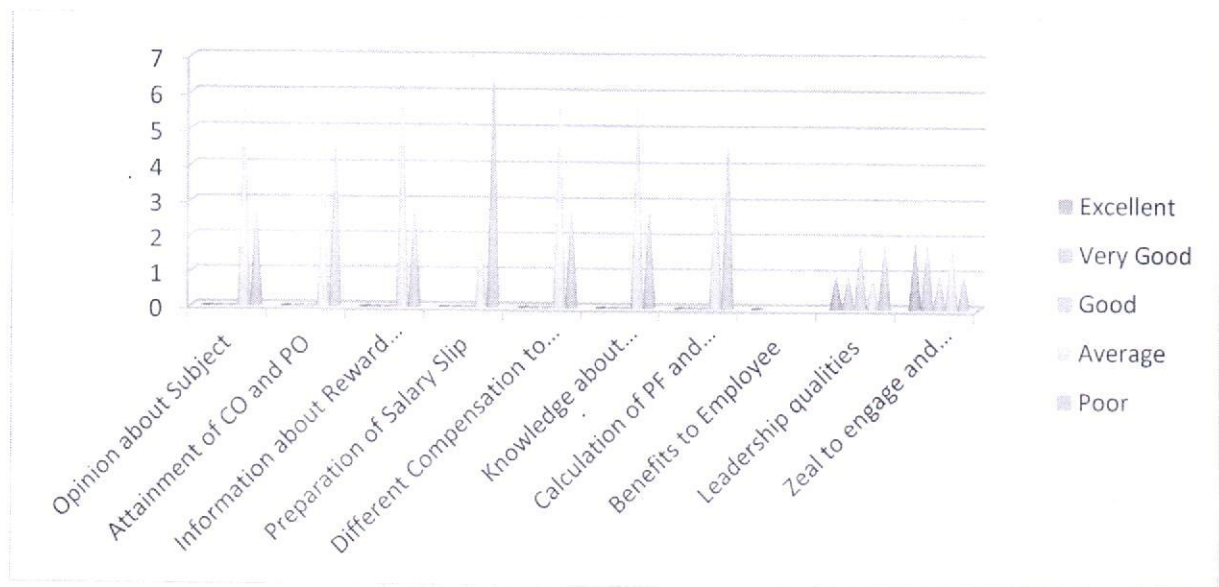
Conclusion: Almost all students are unaware about the subject and attainment of CO's and PO's

ATR:

Regular Lecture will give them subject knowledge

Case Study and Role Play will give them insight of the subject.

Practical Example will help them to relate it with real world.

Faculty: Asst. Prof. Sharique Momin

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH

TRAINING AND DEVELOPMENT

COURSE ENTRY SURVEY:　　　　　　　　　**Academic Year: 2022-23**

Name (in Full): Harshali Bhamere

Roll NO: 21024　　　　　　　　Mail-id: harshalibhamere

Kindly rate the following criteria on a scale of 1-5. Your genuine response will be helpful for the course quality improvement of our MMS department.

5. Excellent　4. Very Good　3. Good　2. Average　1. Poor

Sr. No	Criteria	Rating
1	Opinion about subject of Training and Development MMS PG Program.	2
2	Overall Rating for attainment of your COs & POs.	2
3	Ability of acquired knowledge of scope of training and development in real time.	1
4	Comprehend the training methods and its impact on business operation.	1
5	Able to apply different training programs for new employees and Managers.	2
6	Able to apply the knowledge and understanding of six principles of adult learning by Malcolm's Knowles.	2
7.	Able to gain the knowledge on designing the training budget.	2
8	Able to gain insights on training need assessment and evaluation.	1
9	Leadership qualities and team spirit inculcated through various team building activities.	2
10	Zeal to engage in and courage to resolve contemporary issues and acquire lifelong learning.	1
	Total	16

Signature of Student:

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH

TRAINING AND DEVELOPMENT

COURSE ENTRY SURVEY: Academic Year: 2022-23

Name (in Full): Riya Pothad

Roll NO: 21134   Mail-id: Pethadriya@gmail.com

Kindly rate the following criteria on a scale of 1-5. Your genuine response will be helpful for the course quality improvement of our MMS department.

5. Excellent   4. Very Good   3. Good   2.Average   1.Poor

Sr. No	Criteria	Rating
1	Opinion about subject of Training and Development MMS PG Program.	1
2	Overall Rating for attainment of your COs & POs.	1
3	Ability of acquired knowledge of scope of training and development in real time.	2
4	Comprehend the training methods and its impact on business operation.	1
5	Able to apply different training programs for new employees and Managers.	2
6	Able to apply the knowledge and understanding of six principles of adult learning by Malcolm's Knowles.	1
7.	Able to gain the knowledge on designing the training budget.	1
8	Able to gain insights on training need assessment and evaluation.	2
9	Leadership qualities and team spirit inculcated through various team building activities.	2
10	Zeal to engage in and courage to resolve contemporary issues and acquire lifelong learning.	1
	Total	14

Signature of Student:

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH

TRAINING AND DEVELOPMENT

COURSE ENTRY SURVEY: **Academic Year: 2022-23**

Name (in Full): Aditya Dakole

Roll NO: 2131. Mail-id: adityadakole180@gmail.com

Kindly rate the following criteria on a scale of 1-5. Your genuine response will be helpful for the course quality improvement of our MMS department.

5. Excellent   4. Very Good   3. Good   2.Average   1.Poor

Sr. No	Criteria	Rating
1	Opinion about subject of Training and Development MMS PG Program.	2
2	Overall Rating for attainment of your COs & POs.	2
3	Ability of acquired knowledge of scope of training and development in real time.	2
4	Comprehend the training methods and its impact on business operation.	1
5	Able to apply different training programs for new employees and Managers.	1
6	Able to apply the knowledge and understanding of six principles of adult learning by Malcolm's Knowles.	2
7.	Able to gain the knowledge on designing the training budget.	1
8	Able to gain insights on training need assessment and evaluation.	1
9	Leadership qualities and team spirit inculcated through various team building activities.	2
10	Zeal to engage in and courage to resolve contemporary issues and acquire lifelong learning.	1
	Total	15

Signature of Student:

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH

TRAINING AND DEVELOPMENT

COURSE ENTRY SURVEY: **Academic Year: 2022-23**

Name (in Full): RUPESH MOHANI BATARE

Roll NO: 21017   Mail-id: rupeshbatre304@gmail.com

Kindly rate the following criteria on a scale of 1-5. Your genuine response will be helpful for the course quality improvement of our MMS department.

5. Excellent   4. Very Good   3. Good   2.Average   1.Poor

Sr. No	Criteria	Rating
1	Opinion about subject of Training and Development MMS PG Program.	2
2	Overall Rating for attainment of your COs & POs.	2
3	Ability of acquired knowledge of scope of training and development in real time.	1
4	Comprehend the training methods and its impact on business operation.	1
5	Able to apply different training programs for new employees and Managers.	2
6	Able to apply the knowledge and understanding of six principles of adult learning by Malcolm's Knowles.	2
7.	Able to gain the knowledge on designing the training budget.	2
8	Able to gain insights on training need assessment and evaluation.	1
9	Leadership qualities and team spirit inculcated through various team building activities.	2
10	Zeal to engage in and courage to resolve contemporary issues and acquire lifelong learning.	1
	Total	16

Signature of Student:

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH

TRAINING AND DEVELOPMENT

COURSE ENTRY SURVEY: **Academic Year: 2022-23**

Name (in Full): HRISHIKA VINOD RAIBOLE

Roll NO: 21136   Mail-id: hrishika.72427@gmail.com.

Kindly rate the following criteria on a scale of 1-5. Your genuine response will be helpful for the course quality improvement of our MMS department.

5. Excellent   4. Very Good   3. Good   2.Average   1.Poor

Sr. No	Criteria	Rating
1	Opinion about subject of Training and Development MMS PG Program.	2
2	Overall Rating for attainment of your COs & POs.	1
3	Ability of acquired knowledge of scope of training and development in real time.	2
4	Comprehend the training methods and its impact on business operation.	1
5	Able to apply different training programs for new employees and Managers.	2
6	Able to apply the knowledge and understanding of six principles of adult learning by Malcolm's Knowles.	2
7.	Able to gain the knowledge on designing the training budget.	1
8	Able to gain insights on training need assessment and evaluation.	1
9	Leadership qualities and team spirit inculcated through various team building activities.	1
10	Zeal to engage in and courage to resolve contemporary issues and acquire lifelong learning.	2
	Total	15

Signature of Student:

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH

TRAINING AND DEVELOPMENT

COURSE ENTRY SURVEY: Academic Year: 2022-23

Name (in Full): Kirti Sakharam Chavan

Roll NO: 21035   Mail-id: kirtichavan132@gmail.com

Kindly rate the following criteria on a scale of 1-5. Your genuine response will be helpful for the course quality improvement of our MMS department.

5. Excellent   4. Very Good   3. Good   2.Average   1.Poor

Sr. No	Criteria	Rating
1	Opinion about subject of Training and Development MMS PG Program.	1
2	Overall Rating for attainment of your COs & POs.	1
3	Ability of acquired knowledge of scope of training and development in real time.	2
4	Comprehend the training methods and its impact on business operation.	1
5	Able to apply different training programs for new employees and Managers.	2
6	Able to apply the knowledge and understanding of six principles of adult learning by Malcolm's Knowles.	2
7.	Able to gain the knowledge on designing the training budget.	1
8	Able to gain insights on training need assessment and evaluation.	1
9	Leadership qualities and team spirit inculcated through various team building activities.	2
10	Zeal to engage in and courage to resolve contemporary issues and acquire lifelong learning.	1
	Total	14

Signature of Student:

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH

TRAINING AND DEVELOPMENT

COURSE ENTRY SURVEY: **Academic Year: 2022-23**

Name (in Full): SHRADDHA R. VISAVE

Roll NO: 21175   Mail-id: Shraddha.visave 460 @gmail.com.

Kindly rate the following criteria on a scale of 1-5. Your genuine response will be helpful for the course quality improvement of our MMS department.

5. Excellent   4. Very Good   3. Good   2.Average   1.Poor

Sr. No	Criteria	Rating
1	Opinion about subject of Training and Development MMS PG Program.	2
2	Overall Rating for attainment of your COs & POs.	1
3	Ability of acquired knowledge of scope of training and development in real time.	1
4	Comprehend the training methods and its impact on business operation.	2
5	Able to apply different training programs for new employees and Managers.	1
6	Able to apply the knowledge and understanding of six principles of adult learning by Malcolm's Knowles.	1
7.	Able to gain the knowledge on designing the training budget.	1
8	Able to gain insights on training need assessment and evaluation.	2
9	Leadership qualities and team spirit inculcated through various team building activities.	1
10	Zeal to engage in and courage to resolve contemporary issues and acquire lifelong learning.	2
	Total	14

Signature of Student:

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH

TRAINING AND DEVELOPMENT

COURSE ENTRY SURVEY: **Academic Year: 2022-23**

Name (in Full): _SONALI-SUNIL·PATOLE_

Roll NO: _21132_   Mail-id: _____

Kindly rate the following criteria on a scale of !-5. Your genuine response will be helpful for the course quality improvement of our MMS department.

5. Excellent   **4. Very Good**   **3. Good**   **2.Average**   **1.Poor**

Sr. No	Criteria	Rating
1	Opinion about subject of Training and Development MMS PG Program.	1
2	Overall Rating for attainment of your COs & POs.	2
3	Ability of acquired knowledge of scope of training and development in real time.	2
4	Comprehend the training methods and its impact on business operation.	1
5	Able to apply different training programs for new employees and Managers.	2
6	Able to apply the knowledge and understanding of six principles of adult learning by Malcolm's Knowles.	1
7.	Able to gain the knowledge on designing the training budget.	2
8	Able to gain insights on training need assessment and evaluation.	2
9	Leadership qualities and team spirit inculcated through various team building activities.	1
10	Zeal to engage in and courage to resolve contemporary issues and acquire lifelong learning.	2
	Total	16

Signature of Student:

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH

TRAINING AND DEVELOPMENT

COURSE ENTRY SURVEY: **Academic Year: 2022-23**

Name (in Full): _Akshata P. Tambe_

Roll NO: _21169_   Mail-id: _akshatetambe758@gmail.com_

Kindly rate the following criteria on a scale of 1-5. Your genuine response will be helpful for the course quality improvement of our MMS department.

5. Excellent   4. Very Good   3. Good   2.Average   1.Poor

| Sr. No	Criteria	Rating
1	Opinion about subject of Training and Development MMS PG Program.	4
2	Overall Rating for attainment of your COs & POs.	4
3	Ability of acquired knowledge of scope of training and development in real time.	5
4	Comprehend the training methods and its impact on business operation.	4
5	Able to apply different training programs for new employees and Managers.	4
6	Able to apply the knowledge and understanding of six principles of adult learning by Malcolm's Knowles.	4
7.	Able to gain the knowledge on designing the training budget.	4
8	Able to gain insights on training need assessment and evaluation.	5
9	Leadership qualities and team spirit inculcated through various team building activities.	5
10	Zeal to engage in and courage to resolve contemporary issues and acquire lifelong learning.	4
	Total	43

Signature of Student: _Ashata_ .

Feedback Analysis:

Course Entry Form Outcome								
Feedback Analysis:			**Subject : Training and Development**					
Academic Year	Semester and Specialization	No of Students	Parameters	SA	A	NS	DA	SDA
22 - 23	SEM III (HR)	9	Opinion about Subject	1	8	0	0	0
			Attainment of CO and PO	1	6	2	0	0
			Information about Reward Strategy	6	3	0	0	0
			Preparation of Salary Slip	4	5	0	0	0
			Different Compensation to Employee	3	5	1	0	0
			Knowledge about competency mapping	4	6	0	0	0
			Calculation of PF and Gratuity	4	5	0	0	0
			Benefits to Employee	7	2	0	0	0
			Leadership qualities	2	5	2	0	0
			Zeal to engage and resolving issue	0	7	2	0	0
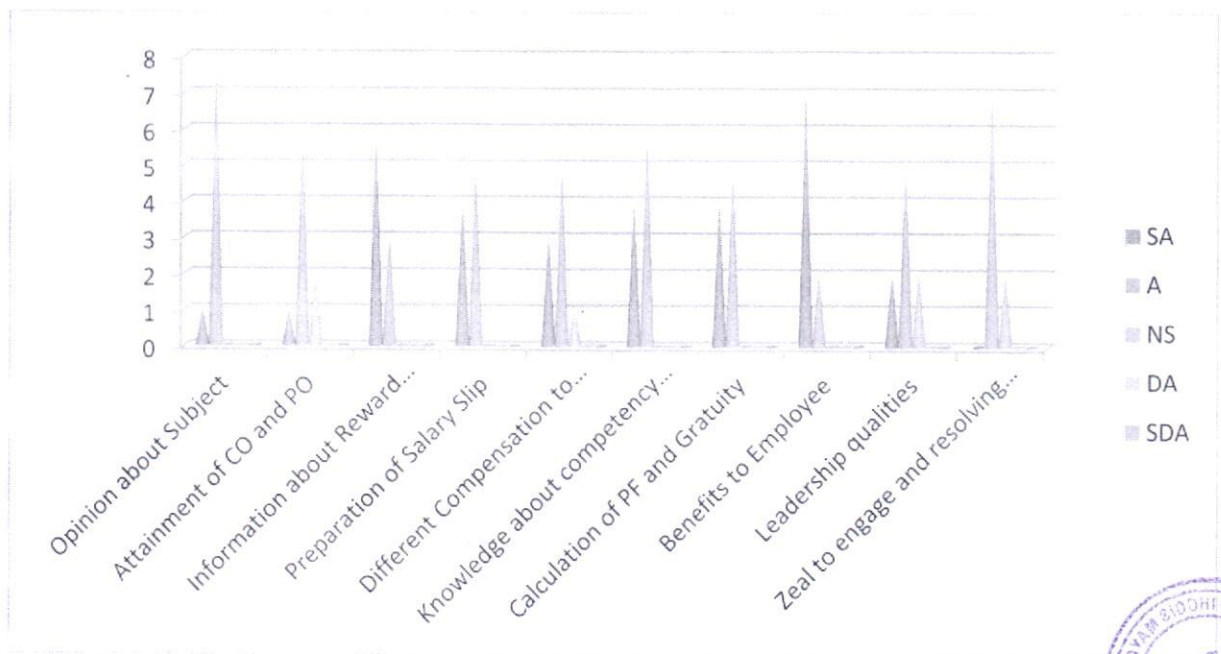
Conclusion: Almost all students have subject knowledge about Training and Development

All students were aware about the Cos and Pos.

Leadership Quality was developed through presentation

Subject helped them in Problem solving and resolving issue

Faculty: Asst. Prof. Sharique Momin

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH

TRAINING AND DEVELOPMENT

COURSE EXIT SURVEY: **Academic Year: 2022-23**

Name (in Full): Harshali Bhamere

Roll NO: 21024   Mail-id: harshalibhamere

Kindly rate the following criteria on a scale of 1-5. Your genuine response will be helpful for the course quality improvement of our MMS department.

5. Excellent   4. Very Good   3. Good   2.Average   1.Poor

Sr. No	Criteria	Rating
1	Opinion about subject of Training and Development MMS PG Program.	4
2	Overall Rating for attainment of your COs & POs.	4
3	Ability of acquired knowledge of scope of training and development in real time.	5
4	Comprehend the training methods and its impact on business operation.	4
5	Able to apply different training programs for new employees and Managers.	3
6	Able to apply the knowledge and understanding of six principles of adult learning by Malcolm's Knowles.	4
7.	Able to gain the knowledge on designing the training budget.	5
8	Able to gain insights on training need assessment and evaluation.	4
9	Leadership qualities and team spirit inculcated through various team building activities.	3
10	Zeal to engage in and courage to resolve contemporary issues and acquire lifelong learning.	4
	Total	40

Signature of Student:

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH

TRAINING AND DEVELOPMENT

COURSE EXIT SURVEY: Academic Year: 2022-23

Name (in Full): Riya Pethad

Roll NO: 21134   Mail-id: pethadriya@gmail.com

Kindly rate the following criteria on a scale of 1-5. Your genuine response will be helpful for the course quality improvement of our MMS department.

5. Excellent   4. Very Good   3. Good   2.Average   1.Poor

Sr. No	Criteria	Rating
1	Opinion about subject of Training and Development MMS PG Program.	4
2	Overall Rating for attainment of your COs & POs.	3
3	Ability of acquired knowledge of scope of training and development in real time.	4
4	Comprehend the training methods and its impact on business operation.	4
5	Able to apply different training programs for new employees and Managers.	5
6	Able to apply the knowledge and understanding of six principles of adult learning by Malcolm's Knowles.	4
7.	Able to gain the knowledge on designing the training budget.	4
8	Able to gain insights on training need assessment and evaluation.	5
9	Leadership qualities and team spirit inculcated through various team building activities.	5
10	Zeal to engage in and courage to resolve contemporary issues and acquire lifelong learning.	4
	Total	42

Signature of Student:

Riya

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH

TRAINING AND DEVELOPMENT

COURSE EXIT SURVEY: **Academic Year: 2022-23**

Name (in Full): _Aditya Patole_

Roll NO: _2031._   Mail-id: _aditya Patole 186@gmail.com._

Kindly rate the following criteria on a scale of 1-5. Your genuine response will be helpful for the course quality improvement of our MMS department.

5. Excellent   4. Very Good   3. Good   2.Average   1.Poor

Sr. No	Criteria	Rating
1	Opinion about subject of Training and Development MMS PG Program.	4
2	Overall Rating for attainment of your COs & POs.	4
3	Ability of acquired knowledge of scope of training and development in real time.	5
4	Comprehend the training methods and its impact on business operation.	5
5	Able to apply different training programs for new employees and Managers.	4
6	Able to apply the knowledge and understanding of six principles of adult learning by Malcolm's Knowles.	5
7.	Able to gain the knowledge on designing the training budget.	4
8	Able to gain insights on training need assessment and evaluation.	5
9	Leadership qualities and team spirit inculcated through various team building activities.	4
10	Zeal to engage in and courage to resolve contemporary issues and acquire lifelong learning.	3
	Total	43

Signature of Student:

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH

TRAINING AND DEVELOPMENT

COURSE EXIT SURVEY: **Academic Year: 2022-23**

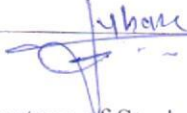Name (in Full): RUPESH MOHAN BATARE

Roll NO: 21017   Mail-id: rupeshbatre304@gmail.com

Kindly rate the following criteria on a scale of 1-5. Your genuine response will be helpful for the course quality improvement of our MMS department.

5. Excellent   4. Very Good   3. Good   2.Average   1.Poor

Sr. No	Criteria	Rating
1	Opinion about subject of Training and Development MMS PG Program.	4
2	Overall Rating for attainment of your COs & POs.	4
3	Ability of acquired knowledge of scope of training and development in real time.	5
4	Comprehend the training methods and its impact on business operation.	5
5	Able to apply different training programs for new employees and Managers.	4
6	Able to apply the knowledge and understanding of six principles of adult learning by Malcolm's Knowles.	4
7.	Able to gain the knowledge on designing the training budget.	5
8	Able to gain insights on training need assessment and evaluation.	4
9	Leadership qualities and team spirit inculcated through various team building activities.	4
10	Zeal to engage in and courage to resolve contemporary issues and acquire lifelong learning.	4
	Total	43

Signature of Student:

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH

TRAINING AND DEVELOPMENT

COURSE EXIT SURVEY: **Academic Year: 2022-23**

Name (in Full): HRISHIKA VINOD RAIBOLE

Roll NO: 21136   Mail-id: hrishika.72427@gmail.com

Kindly rate the following criteria on a scale of 1-5. Your genuine response will be helpful for the course quality improvement of our MMS department.

5. Excellent   4. Very Good   3. Good   2.Average   1.Poor

Sr. No	Criteria	Rating
1	Opinion about subject of Training and Development MMS PG Program.	4
2	Overall Rating for attainment of your COs & POs.	3
3	Ability of acquired knowledge of scope of training and development in real time.	4
4	Comprehend the training methods and its impact on business operation.	4
5	Able to apply different training programs for new employees and Managers.	5
6	Able to apply the knowledge and understanding of six principles of adult learning by Malcolm's Knowles.	4
7.	Able to gain the knowledge on designing the training budget.	5
8	Able to gain insights on training need assessment and evaluation.	5
9	Leadership qualities and team spirit inculcated through various team building activities.	4
10	Zeal to engage in and courage to resolve contemporary issues and acquire lifelong learning.	3
	Total	41

Signature of Student:

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH

TRAINING AND DEVELOPMENT

COURSE EXIT SURVEY: **Academic Year: 2022-23**

Name (in Full): Kirti Satharam chavan

Roll NO: 21035   Mail-id: kirtichavan132@gmail.com

Kindly rate the following criteria on a scale of 1-5. Your genuine response will be helpful for the course quality improvement of our MMS department.

5. Excellent   4. Very Good   3. Good   2.Average   1.Poor

Sr. No	Criteria	Rating
1	Opinion about subject of Training and Development MMS PG Program.	4
2	Overall Rating for attainment of your COs & POs.	4
3	Ability of acquired knowledge of scope of training and development in real time.	5
4	Comprehend the training methods and its impact on business operation.	5
5	Able to apply different training programs for new employees and Managers.	4
6	Able to apply the knowledge and understanding of six principles of adult learning by Malcolm's Knowles.	5
7.	Able to gain the knowledge on designing the training budget.	4
8	Able to gain insights on training need assessment and evaluation.	5
9	Leadership qualities and team spirit inculcated through various team building activities.	3
10	Zeal to engage in and courage to resolve contemporary issues and acquire lifelong learning.	4
	Total	43

Signature of Student:

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH

TRAINING AND DEVELOPMENT

COURSE EXIT SURVEY: Academic Year: 2022-23

Name (in Full): SHRADDHA Visave

Roll NO: 21175   Mail-id: Shraddha.visave 460 @ gmail.com

Kindly rate the following criteria on a scale of 1-5. Your genuine response will be helpful for the course quality improvement of our MMS department.

5. Excellent   4. Very Good   3. Good   2.Average   1.Poor

Sr. No	Criteria	Rating
1	Opinion about subject of Training and Development MMS PG Program.	5
2	Overall Rating for attainment of your COs & POs.	4
3	Ability of acquired knowledge of scope of training and development in real time.	5
4	Comprehend the training methods and its impact on business operation.	5
5	Able to apply different training programs for new employees and Managers.	4
6	Able to apply the knowledge and understanding of six principles of adult learning by Malcolm's Knowles.	5
7.	Able to gain the knowledge on designing the training budget.	5
8	Able to gain insights on training need assessment and evaluation.	5
9	Leadership qualities and team spirit inculcated through various team building activities.	4
10	Zeal to engage in and courage to resolve contemporary issues and acquire lifelong learning.	4
	Total	46

Signature of Student:

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH

TRAINING AND DEVELOPMENT

COURSE EXIT SURVEY: **Academic Year: 2022-23**

Name (in Full): Akshata P Tambe

Roll NO: 21169   Mail-id: akshatatambe758@gmail.com.

Kindly rate the following criteria on a scale of 1-5. Your genuine response will be helpful for the course quality improvement of our MMS department.

5. Excellent   4. Very Good   3. Good   2.Average   1.Poor

Sr. No	Criteria	Rating
1	Opinion about subject of Training and Development MMS PG Program.	2
2	Overall Rating for attainment of your COs & POs.	1
3	Ability of acquired knowledge of scope of training and development in real time.	2
4	Comprehend the training methods and its impact on business operation.	2
5	Able to apply different training programs for new employees and Managers.	1
6	Able to apply the knowledge and understanding of six principles of adult learning by Malcolm's Knowles.	2
7.	Able to gain the knowledge on designing the training budget.	2
8	Able to gain insights on training need assessment and evaluation.	1
9	Leadership qualities and team spirit inculcated through various team building activities.	1
10	Zeal to engage in and courage to resolve contemporary issues and acquire lifelong learning.	2
	Total	16

Signature of Student: Ashata

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH

TRAINING AND DEVELOPMENT

COURSE EXIT SURVEY: Academic Year: 2022-23

Name (in Full): SONALI SUNIL PATOLE

Roll NO: 21132   Mail-id: _____

Kindly rate the following criteria on a scale of 1-5. Your genuine response will be helpful for the course quality improvement of our MMS department.

5. Excellent   4. Very Good   3. Good   2.Average   1.Poor

Sr. No	Criteria	Rating
1	Opinion about subject of Training and Development MMS PG Program.	4
2	Overall Rating for attainment of your COs & POs.	5
3	Ability of acquired knowledge of scope of training and development in real time.	4
4	Comprehend the training methods and its impact on business operation.	4
5	Able to apply different training programs for new employees and Managers.	5
6	Able to apply the knowledge and understanding of six principles of adult learning by Malcolm's Knowles.	5
7.	Able to gain the knowledge on designing the training budget.	4
8	Able to gain insights on training need assessment and evaluation.	5
9	Leadership qualities and team spirit inculcated through various team building activities.	4
10	Zeal to engage in and courage to resolve contemporary issues and acquire lifelong learning.	4
	Total	44

Signature of Student:
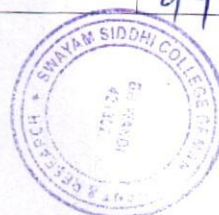
List of Slow Learners:

Sr. No	Roll No	Name	Parameters	Documents Attached
1	21017	Batare Rupesh Mohan Surekha		
2	21079	Kale Nikhil Manoj Madhuri		
3	21111	Momin Iram Saeed Ahmed Rehana	Mid Term Exam, Class Observations	Mid Term Mark List
4	21131	Patole Aditya Nana Anu		
5	21134	Pethad Riya Nilesh Sheetal		
6	21136	Raibole Harishika Vinod Shaila		

Academic Year: **2022-23**   Semester: **Sem III (HR Spec)**

Subject:- **Training and Development`**   Faculty: **Asst. Prof. Sharique Momin**

Sign with date: _____ 07/02/23   Director: _____

Documents Copy:

1. Mid-term Exam/ Semester End Exam Mark sheet
2. Faculty Observations- during the lecture session
3. Last Semester overall Result copy
4. Mentoring Analysis

NOTICE

06/02/2023

This is to inform all the students of HR - SYMMS (Sem-III) that Intensive classes for the below listed students will be conducted as per following schedule from 13/02/2023 to 15/02/2023.

| Date	Subject	Faculty	Time
13/02/2023	Human Resource Planning	Asst. Prof. Sarita Bhogare	10.00 am - 1.00 pm
13/02/2023	Global HRM	Asst. Prof. Huzaima Momin	1.30 pm to 4.30 pm
14/02/2023	Strategic Management	Asst. Prof. Tejal Mahajan	10.00 am - 1.00 pm
14/02/2023	Training and Development	Asst. Prof. Sharique Momin	1.30 pm to 4.30 pm
15/02/2023	International Business	Asst. Prof. Dharamraja Ganeshan	10.00 am - 1.00 pm
15/02/2023	Compensation and Benefits	Asst. Prof. Sharique Momin	1.30 pm to 4.30 pm

APRC Head

Photograph of Slow Learner Class conducted:
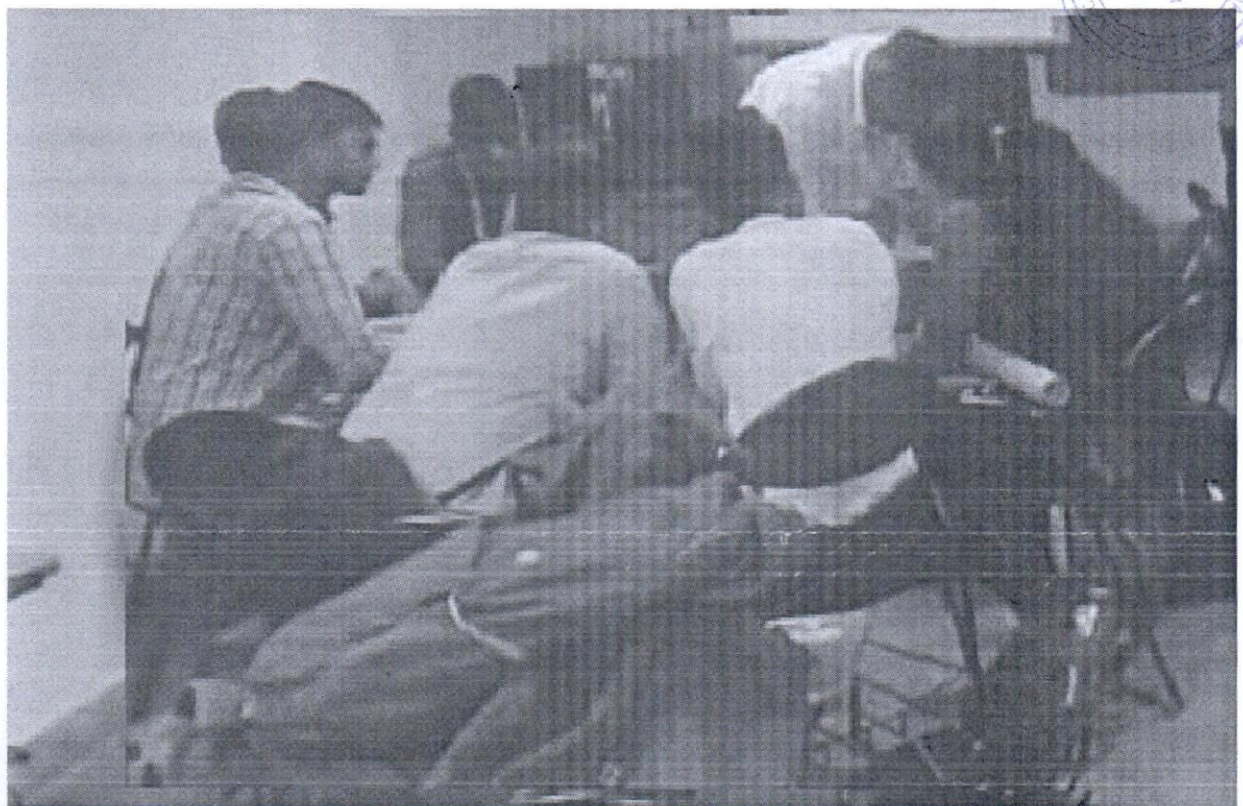
Result Analysis: Slow/ Advance Learners

Sr. No.	Roll No.	Students Name	Action Taken	Improvement Remark	Document Attached
1	21017	Batare Rupesh Mohan Surekha	**Theories and concepts were revised and important questions were discussed**	Marks in Final End Term Exam were Improved.	End Term Marks Sheet Attached
2	21079	Kale Nikhil Manoj Madhuri			
3	21111	Momin Iram Saeed Ahmed Rehana			
4	21131	Patole Aditya Nana Anu			
5	21134	Pethad Riya Nilesh Sheetal			
6	21136	Raibole Harishika Vinod Shaila			

Academic Year: <u>2022-23</u>

Semester: <u>Sem III (HR Spec)</u>

Subject:-Training and Development

Faculty: Asst. Prof. Sharique Momin

Sign with date:_____

Director:_____

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH
Affiliated to University of Mumbai, Approved by AICTE, Recognised by DTE Govt Of Maharashtra

NAAC Accrediated B+

Swayam Siddhi College of Management & Research, Bhiwandi

List of Marksheet of Slow Learners in Mid Term Exam - Jan-2023

Subject: Training and Development

Sr.No	Roll No.	Name of Student	Marks out of 20
1	21017	Batare Rupesh Mohan Surekha	13
2	21079	Kale Nikhil Manoj Madhuri	12
3	21111	Momin Iram Saeed Ahmed Rehana	12
4	21131	Patole Aditya Nana Anu	13
5	21134	Pethad Riya Nilesh Sheetal	13
6	21136	Raibole Harishika Vinod Shaila	12

Faculty Name & Signature : Asst. Prof Shaizque Momin

Date: 07/02/23

Swayam Siddhi College of Management & Research, Bhiwandi

List of Marksheet of Slow Learners in End Term Exam Mar-2023

Subject: Training and Development

Sr.No	Roll No.	Name of Student	Marks out of 60
1	21017	Batare Rupesh Mohan Surekha	45
2	21079	Kale Nikhil Manoj Madhuri	40
3	21111	Momin Iram Saeed Ahmed Rehana	40
4	21131	Patole Aditya Nana Anu	45
5	21134	Pethad Riya Nilesh Sheetal	41
6	21136	Raibole Harishika Vinod Shaila	48

Faculty Name & Signature: Asst. Prof. Shaujve Momin

Date: 07/02/23

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH

Affiliated to University of Mumbai, Approved by AICTE, Recognised by DTE Govt Of Maharashtra

NAAC Accrediated B+

Attendance Sheet:

Sr.No	Roll No.	Name of Student	Lecture Date 14/02/2023
1	21017	Batare Rupesh Mohan Surekha	BRM
2	21079	Kale Nikhil Manoj Madhuri	Kale
3	21111	Momin Iram Saeed Ahmed Rehana	
4	21131	Patole Aditya Nana Anu	
5	21134	Pethad Riya Nilesh Sheetal	
6	21136	Raibole Harishika Vinod Shaila	

Faculty Name & Signature: Asst. Prof. Shafique Momin

SWAYAM SIDDHI COLLEGE OF MANAGEMENT & RESEARCH
Affiliated to University of Mumbai, Approved by AICTE, Recognised by DTE Govt Of Maharashtra

NAAC Accrediated B+

Mentoring Session

Subject: Training and Development				
Sr.No	Roll No.	Name of Student	Mentoring Date	Guidance / Suggestion Given
1	21017	Batare Rupesh Mohan Surekha	09/02/2023	The student was advised to prepare synopsis of long answer and learn the sub heading of the topic
2	21079	Kale Nikhil Manoj Madhuri	09/02/2023	The student was told to prepare simplified notes of the important topic and revised. Also told to revert if the topic is not understood.
3	21111	Momin Iram Saeed Ahmed Rehana	09/02/2023	The student was advised to do regular study for an hour daily to have better understanding and retention
4	21131	Patole Aditya Nana Anu	09/02/2023	The student was advised to prepare synopsis of long answer and learn the sub heading of the topic
5	21134	Pethad Riya Nilesh Sheetal	09/02/2023	The student was taught how to simplify the concepts ad learn it. Also explained the how to write a proper answer with limited content.
6	21136	Raibole Harishika Vinod Shaila	09/02/2023	The student was advised to do regular study for an hour daily to have better understanding and retention

Faculty Name & Signature : Asst. Prof. Sharyu Momin