



AMAR SEWA MANDAL'S (Regd No. : M/220/78 NGP) F-2299 (N)

KAMLA NEHRU MAHAVIDYALAYA

(ARTS, COMMERCE, SCIENCE & MANAGEMENT)

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Kamla Nehru Mahavidyalaya, Nagpur
Policy Document for CO and PO Attainment

1. Introduction

This policy outlines the mechanism for measuring and analyzing the attainment of **Course Outcomes (COs)** and **Program Outcomes (POs)** in all undergraduate and postgraduate programs at Kamla Nehru Mahavidyalaya, Nagpur, affiliated with RTM Nagpur University (RTMNU). It ensures a systematic and transparent approach to outcome-based education (OBE) to monitor and enhance student performance and program quality.

2. Objectives

- To define a structured mechanism for CO and PO attainment.
- To assess student performance using direct and indirect assessment methods.
- To use the attainment analysis for academic planning and continuous improvement.


3. Components of Attainment


A. Direct Attainment (80%)

Direct attainment is calculated based on the academic performance of students in:

- **Internal Assessments (40%)**
 - Unit Test 1
 - Unit Test 2
 - Assignments
 - Seminar/Project (if applicable)
- **External Assessments (40%)**
 - **University Theory Examination** (Summative evaluation conducted by RTMNU)

Weightage under Direct Attainment:


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- 80% of Direct Attainment (Internal and External Assessment)

B. Indirect Attainment (20%)

Indirect attainment is based on **feedback collected from students** through **Google Forms** regarding the Course Outcomes. The feedback is analyzed using a 5-point Linear scale, and average values are normalized.

4. Calculation of CO Attainment

Each CO is mapped to:

- Internal assessments (Unit Tests, Assignments, Projects)
- External assessments (University Exam questions mapped to COs)

Steps:

1. COs are assigned marks in question papers (unit test and university exam).
2. The average performance of students per CO is calculated.
3. The attainment level is categorized based on set benchmarks (example given below).

Example Benchmark for Direct Attainment:

% of Students Scoring \geq Target Marks Attainment Level

$\geq 70\%$	3 (High)
60% – 69%	2 (Moderate)
50% – 59%	1 (Low)
$< 50\%$	0 (Below Expectation)

CO Attainment Formula:

Final CO Attainment = 80% of Direct Attainment + 20% of Indirect Attainment

5. Mapping of CO to PO

Each CO is mapped to relevant PO(s) using a correlation scale:

Mapping Level	Description
3	Strongly Related
2	Moderately Related
1	Slightly Related
0	Not Related

The CO-PO matrix is prepared by each course in-charge.


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6. PO Attainment Calculation

Once COs are mapped to POs, the PO attainment is calculated as a weighted average of all COs contributing to each PO.

7. Tools Used

- **Excel Sheets** designed with automated CO-PO mapping and attainment calculations.
- **Google Forms** for collecting indirect feedback.
- **Course Files** maintained for documentation and audits.


8. Review and Improvement

- The CO-PO attainment is reviewed at the end of each semester.
- Gaps identified are discussed in departmental meetings.
- Action plans (e.g., remedial classes, teaching-learning enhancements) are implemented for continuous improvement.

9. Documentation and Audit

- All attainment records, feedback forms, and analysis reports are maintained by the Department IQAC Coordinator and Course Coordinators.
- The data is submitted during internal audits and NAAC evaluations.


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