

**Program Educational Objectives (PEO),  
Program Outcomes (PO)  
&  
Program Specific Outcomes (PEO)**

**ICFAI** Foundation  
for Higher Education  
(Deemed-to-be University under Section 3 of the UGC Act, 1956)

**IBS**<sup>®</sup>  
ICFAI BUSINESS SCHOOL



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THE ICFAI FOUNDATION FOR HIGHER EDUCATION  
(Deemed-to-be-University Under Section 3 of the UGC ACT, 1956)

## Program Educational Objectives (PEOs)

<b>PEO1</b>	To equip students with excellent academic environment to demonstrate high levels of communication skills, creativity, critical thinking, responsibility, teamwork and leadership in their career.
<b>PEO2</b>	To enable students to apply management principles and practices for a successful career in the corporate world.
<b>PEO3</b>	To solve complex business problems and to develop leadership skills to handle business uncertainties and crisis with a rational approach.
<b>PEO4</b>	To create managers to understand national as well as international business environment and to assimilate updated information.
<b>PEO5</b>	To engage in citizen social responsibility, to value social commitments and to engage in lifelong learning.

## Program Outcomes BBA

<b>PO1</b>	<b>Critical Thinking:</b> By the end of the program students are expected to act intellectually such that they are able to take informed actions after identifying the assumptions that frame our thinking and actions, checking out the degree to which these assumptions are accurate and valid, and looking at our ideas and decisions from different perspectives.
<b>PO2</b>	<b>Effective Communication:</b> By the end of the program students are expected to possess good communication skills that are the cornerstone of any successful verbal and written communication required for higher studies and jobs.
<b>PO3</b>	<b>Social Interaction:</b> At the end of the program students are expected to have an insightful perspective towards their social and cultural context that includes sensitivity towards differences in gender, race, class, and disability and are able to interact with each social the entity in the most amicable way.
<b>PO4</b>	<b>Effective Citizenship: Community Engagement:</b> By the end of the program students are expected to be continuously involved with their local community and contribute through their knowledge and skills towards the upliftment of the society and the country as a whole.
<b>PO5</b>	<b>Ethics:</b> At the end of the program students are expected to have high ethical standards in terms of their work, social structure, family, and their role responsibilities.
<b>PO6</b>	<b>Environment and Sustainability:</b> By the end of the program students are expected to be aware of environmental issues and contribute towards sustainable development of locality, society, and nation as a whole.
<b>PO7</b>	<b>Self-directed and Life-long Learning:</b> By the end of the program students are expected to be in a mental state such that they are able to cope up with the dynamic socio-technological changes and are motivated to learn and contribute towards self, social, and national development.
<b>PO8</b>	<b>Teamwork:</b> By the end of the program students are expected to have an outstanding team skill which is much needed to create synergy in society and at the workplace.
<b>PO9</b>	<b>Employability:</b> By the end of the program students are expected to possess the necessary skills to become highly employable in the industry of their choice.
<b>P10</b>	<b>Initiative and Leadership:</b> By the end of the program students are expected to demonstrate



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	initiative and leadership skill required for self, social, organization and nation's development.
<b>P11</b>	<b>Demonstrate Mastery in Analytics:</b> Demonstrate the ability to identify a business situation from the stated information, assess the statistical techniques and the software applications required to model the same, and interpret the subsequent results to assist in effective decision making.
<b>P12</b>	<b>Sensitivity towards Global Perspective:</b> Understand and imbibe information related to global business models, brands, strategies, and thereby assess global practices against localized customizations to better global presence within local settings and vice versa.

### Program Specific Outcomes (PSOs)

For

### Bachelor in Business Administration (MBA)

<b>PSO1</b>	Recognize the need to adapt business practices to the opportunities and challenges of an evolving global environment
<b>PSO2</b>	Recognize the need to adapt business practices to the opportunities and challenges of an evolving global environment
<b>PSO3</b>	Identify, evaluate, analyze, interpret and apply information to address problems and make reasoned decisions in a business context
<b>PSO4</b>	Communicate in a business context in a clear, concise, coherent and professional manner.
<b>PSO5</b>	Demonstrate the understanding and ability to apply professional standards, theory, and research to address business problems within specific concentrations

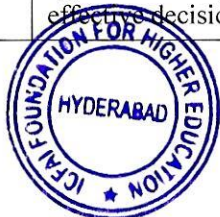


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## Program Outcomes – MBA:

At the successful completion of the MBA Program, the students are expected to:

<b>PO1</b>	<b>Critical Thinking:</b> Demonstrate analytical skills towards the identification of uniqueness of multiple business issues therein, and the subsequent classification of the mitigation strategies and, describe industry-based relevant applications of the concepts (theoretical and numerical) and provide necessary outcomes based on situations.
<b>PO2</b>	<b>Effective Communication:</b> Communicate with substantial clarity the underlying interpretation of a business proposition/plan, facilitators and inhibitors therein, and the subsequent dissemination of productive management techniques through effective conflict resolution and unanimity in decision making techniques.
<b>PO3</b>	<b>Social Interaction:</b> Acquire updated and real-time information about multiple industry endeavours and latest business trends, and thereby inculcate restructured and modernized information to stay afloat in social and professional domains simultaneously.
<b>PO4</b>	<b>Effective Citizenship:</b> Ascertain and classify multiple urban, semi-urban, and rural-level developmental issues, and thereby cultivate probable solutions to mitigate the same through successful designing and implementation using corporate social responsibility as the platform.
<b>PO5</b>	<b>Ethics:</b> Imbibe and demonstrate at every possible occasions, the understanding and implementation of the ethical dimensions which encompass personal, organizational, and societal welfare, and subsequent due acceptance of any probable negative operational outcome through immoral decision making.
<b>PO6</b>	<b>Environment and Sustainability:</b> Understand the social implications of nurturing the environment; identify and assess the hazards of possible environmental destruction; develop and disseminate ecological measures to reduce environmental obliteration and thereby support sustainable productivity.
<b>PO7</b>	<b>Self-directed and Life-long Learning:</b> Engage in continuous knowledge assimilation through multiple academic, industry, and societal platforms to uncover newer factions of knowledge application in existing/new domains and for higher personal intellectual growth.
<b>PO8</b>	<b>Initiative/Leadership:</b> Inculcate initiatives towards the successful generation and commencement of innovative business propositions/entrepreneurship ventures, thereby administering higher employment prospects, and subsequently motivating additional prospects to further engage in increased new business development.
<b>PO9</b>	<b>Employability:</b> Demonstrate theoretical, analytical, and application-based skills to be successfully recruited in multiple industry domains, and thereby contribute towards both organizational, and societal welfare.
<b>P10</b>	<b>Teamwork:</b> Imbibe and exhibit successful team building skills, collaborative discussion and decision making abilities, with substantial individual contributions being clearly differentiated and identified within and across team members/teams.
<b>P11</b>	<b>Cross-Functional Skill Development:</b> Attain knowledge of theoretical concepts and applications across multiple different management domains, to understand cross-functional domain issues in mixed projects in industries, and thereby contribute positively within a cross-functional team.
<b>P12</b>	<b>Demonstrate Mastery in Analytics:</b> Demonstrate the ability to identify a business situation from the stated information, assess the statistical techniques and the software applications required to model the same, and interpret the subsequent results to assist in effective decision making.



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## Program Specific Outcomes (PSOs)

For

### Master's in Business Administration (MBA)

<b>PSO1</b>	To apply the fundamental knowledge of management sciences to optimally solve the complex business problems.
<b>PSO2</b>	To inculcate in students the ability to gain multidisciplinary knowledge through simulated problems, case analysis, projects and industrial training.
<b>PSO3</b>	To demonstrate the practice of professional ethics and standards for societal and environmental well-being.



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## Program Outcomes – PhD:

At the successful completion of the PhD Program, the students are expected to:

<b>PO1</b>	<b>Communication:</b> Acquire sound communication skills that are the cornerstone of any successful verbal and written communication required for teaching, research and consultancy activities.
<b>PO2</b>	<b>Teamwork:</b> Imbibe and demonstrate outstanding team skills that are much needed in today's world for collaborative multidisciplinary research, teaching and consultancy.
<b>PO3</b>	<b>Research Competency:</b> Demonstrate excellent research competency through original research and its dissemination in reputed conferences and publications in top journals.
<b>PO4</b>	<b>Employability:</b> Attain and exhibit skills in teaching, research and consulting activities to make them highly employable in management education and industry.
<b>PO5</b>	<b>Ethics:</b> Establish high ethical standards in teaching, research, consultancy and related administrative responsibilities.
<b>PO6</b>	<b>Initiative/Leadership:</b> Identify and exhibit initiative and leadership required in teaching, research, administration and consultancy activities that are critical to both academics and practitioners.
<b>PO7</b>	<b>Social/Cultural Awareness:</b> Possess an insightful perspective towards their social and cultural context that includes sensitivity towards differences in gender, race, class and disability.
<b>PO8</b>	<b>Community Engagement:</b> Indulge in continued involvement with their local community and contribute through their teaching, research and consultancy related endeavours.
<b>PO9</b>	<b>Environment Sensitivity:</b> Inform themselves of environmental issues and contribute to the sustainable development of locality, society and nation at large.
<b>P10</b>	<b>Critical Thinking:</b> Demonstrate analytical skills towards the identification of uniqueness of multiple business issues therein, and the subsequent classification of the mitigation strategies and, describe industry-based relevant applications of the concepts (theoretical and numerical) and provide necessary outcomes based on situations.
<b>P11</b>	<b>Self-directed and Life-long Learning:</b> Engage in continuous knowledge assimilation through multiple academic, industry, and societal platforms to uncover newer factions of knowledge application in existing/new domains and for higher personal intellectual growth.
<b>P12</b>	<b>Cross-Functional Skill Development:</b> Attain knowledge of theoretical concepts and applications across multiple different management domains, to understand cross-functional domain issues in mixed projects in industries, and thereby contribute positively within a cross-functional team.

### Program Specific Outcomes (PSOs)

For

### Doctor of Philosophy (PhD)

<b>PSO1</b>	Develop a deep understanding of at least one core area of Management & Commerce (e.g. stress management, work life balance, green marketing, ratio analysis, etc.).
<b>PSO2</b>	Ability to think critically and creatively in defining research questions and to outline strategies of inquiry.
<b>PSO3</b>	Ability to communicate research results to scientific audience in conferences & Ability to work collaboratively with other peers.



  
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