



SYMBIOSIS COLLEGE OF ARTS & COMMERCE

An Autonomous College | Under Savitribai Phule Pune University
Reaccredited 'A+' with 3.51 CGPA For Third Cycle By NAAC | College with Potential for Excellence



G.A., P.O. & P.S.O.

Graduating Attributes, Programme Outcomes & Programme Specific Outcomes





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Graduate Attributes

Domain Knowledge and Intellectual discipline:

- Comprehension and command in a discipline
- a commitment to academic rigor

Enquiring mind and analytical temper

- Intellectual curiosity
- Ability to understand and analyze systematically

Research aptitude and skills

- A logical and scientific approach for knowledge development
- Critical thinking and problem solving

Sensitivity towards social, cultural and environmental issues

- Engage with diverse cultures
- Environmental consciousness

Ethical integrity

- Commitment to ethical values in social and professional circles
- Responsible citizenship

Emotional and Physical wellbeing

- self-reflection
- value of physical health

Career readiness and global competitiveness

- Technology savvy
- Professional and interpersonal skills



PROGRAMME OUTCOMES - GRADUATE

PROGRAMME OUTCOMES - BA

- P O 1 The students will be able to acquire in-depth and contemporary knowledge in the field of social sciences and humanities.
- P O 2 The program will familiarize the students with the socio- economic and political, perspectives by adopting an inter-cultural and inter-disciplinary approach.
- P O 3 Students will develop research skills to comprehend, analyse, reflect and critically evaluate information gathered from primary and secondary sources.
- P O 4 Students will be able to communicate and collaborate in professional and social settings.
- P O 5 The program will equip students with relevant technological and analytical skills to be career ready and globally competitive.
- P O 6 Students will be able to develop strong ethical, moral and human values and a sense of commitment and integrity.
- P O 7 The program will develop the importance of nurturing a healthy mind and body.
- P O 8 The program will develop an ability to think creatively and adopt an innovative approach.
- P O 9 The program will build a strong foundation for pursuing higher studies and professional courses.
- P O 10 The program will sensitize students towards sustainable development and environmental concerns.



PROGRAMME OUTCOMES – B. COM.

- P O 1 The students will be able to acquire in-depth and contemporary knowledge in the field of business studies, commerce and management.
- P O 2 The program will develop an aptitude and attitude of working effectively and efficiently in modern business environment.
- P O 3 Students will develop research skills to comprehend, analyse, reflect and critically evaluate information gathered from primary and secondary sources.
- P O 4 Students will be able to communicate and collaborate in terms of business, professional and social interactions.
- P O 5 The program will equip students with relevant technological and analytical skills to be career ready and globally competitive.
- P O 6 Students will be able to develop strong ethical, moral and human values and a sense of commitment and integrity.
- P O 7 The program will develop the importance of nurturing a healthy mind and body.
- P O 8 The program will nurture entrepreneurial acumen for developing new business ideas and managing innovative businesses.
- P O 9 The program will build a strong foundation for pursuing higher studies and professional courses.
- P O 10 The program will sensitize students towards sustainable development and environmental concerns.



PROGRAMME OUTCOMES – MA (POST-GRADUATE)

P O 1 Learners will integrate, comprehend and understand the correlation between various theories and practices in their domain area

P O 2 The program will develop research skills in students to be able to identify, formulate and analyse research-based issues and also to suggest sustainable outcomes

PROGRAMME OUTCOMES – M.COM (POST-GRADUATE)

P O 1 Learners will integrate, comprehend and understand the correlation between various theories and practices in their domain area

P O 2 The program will develop research skills in students to be able to identify, formulate and analyse research-based issues and also to suggest sustainable outcomes



P.S.O. FOR BA – ECONOMICS

- P.S.O. 1 A strong foundation and detailed knowledge of economic theories, ideologies and their application to real world and contemporary issues at national and international levels
- P.S.O. 2 An understanding of crucial economic policies and its role in pursuing the objectives of growth development and stability
- P.S.O. 3 An understanding of the prevailing socio-economic, political and legal environment and functioning of economies in this multidimensional framework
- P.S.O. 4 Technological and analytical skills for applying theoretical knowledge to practical working of an economy at both micro and macro levels
- P.S.O. 5 A research aptitude to be able to comprehend, analyze and critically evaluate various economic issues
- P.S.O. 6 A strong sense of ethics, social and human values to understand issues pertaining to the socio-economic framework
- P.S.O. 7 An ability to pursue a career /professional course in the field of economics and interrelated avenues

P.S.O. FOR BA. – ECONOMICS (DEGREE WITH HONOURS)

- P.S.O. 1 A strong foundation and detailed knowledge of economic theories, ideologies and their application to real world and contemporary issues at national and international levels
- P.S.O. 2 An understanding of crucial economic policies and its role in pursuing the objectives of growth development and stability
- P.S.O. 3 An understanding of the prevailing socio-economic, political and legal environment and functioning of economies in this multidimensional framework
- P.S.O. 4 Technological and analytical skills for applying theoretical knowledge to practical working of an economy at both micro and macro levels
- P.S.O. 5 A strong sense of ethics, social and human values to understand issues pertaining to the socio-economic framework



P.S.O.6 A research aptitude and ability to be able to comprehend, analyse and critically evaluate various economic issues and produce a research project involving these skills

P.S.O. 7 An ability to pursue a career /professional course in the field of economics and interrelated avenues

P.S.O. FOR MA. – ECONOMICS

P.S.O. 1 A strong foundation and detailed knowledge of economic theories, ideologies and their application to real world and contemporary issues at national and international levels

P.S.O.2 An understanding of crucial economic policies and its role in pursuing the objectives of growth development and stability

P.S.O.3 An understanding of the prevailing socio-economic, political and legal environment and functioning of economies in this multidimensional framework

P.S.O.4 Technological and analytical skills for applying theoretical knowledge to practical working of an economy at both micro and macro levels

P.S.O .5 A strong sense of ethics, social and human values to understand issues pertaining to the socio-economic framework

P.S.O .6 Quantitative, mathematical, and statistical tools for analyzing economic data

P.S.O .7 A research aptitude and ability to be able to comprehend, analyse and critically evaluate various economic issues and produce a research project involving these skills.

P.S.O .8.An ability to pursue a career /professional course in the field of economics and interrelated avenues



PROGRAMME SPECIFIC OUTCOMES – BA-ENGLISH (REGULAR)

- P O 1 The students will be able to acquire in-depth knowledge in the field of English Language and Literature.
- P O 2 By adopting an inter-cultural and inter-disciplinary approach, the program will familiarize the students with aesthetic and socio-cultural and political perspectives.
- P O 3 Students will develop abilities to comprehend, analyse, research and critically evaluate literary texts and cultures.
- P O 4 Students will be able to express and communicate in social and professional contexts.
- P O 5 Students will be equipped with relevant technical skills and be able to use digital resources effectively.
- P O 6 Students will be able to imbibe our constitutional values of equality, justice and freedom.
- P O 7 The program will build a strong foundation for pursuing higher studies and professional courses.
- P O 8 Through a better understanding of literary and liberal values, students will be able to exercise their critical abilities and judgement in real life situations.
- P O 9 Students will be employable in the fields of content writing, translation, teaching English at different levels, mass media, journalism, communication skills and personality development.
- P O 10 Students will develop an awareness of the linguistic and cultural diversity of India and the World.

PROGRAMME SPECIFIC OUTCOMES – BA ENGLISH (HONOURS)

- P O 1 The students will be able to acquire in-depth knowledge in the field of English Language and Literature.



- P O 2 By adopting an inter-cultural and inter-disciplinary approach, the program will familiarize the students with aesthetic and socio-cultural and political perspectives.
- P O 3 Students will develop abilities to comprehend, analyse, research and critically evaluate literary texts and cultures.
- P O 4 Students will be able to express and communicate in social and professional contexts.
- P O 5 Students will be equipped with relevant technical skills and be able to use digital resources effectively.
- P O 6 Students will be able to imbibe our constitutional values of equality , justice and freedom.
- P O 7 The program will build a strong foundation for pursuing higher studies and professional courses.
- P O 8 Through a better understanding of literary and liberal values, students will be able to exercise their critical abilities and judgement in real life situations.
- P O 9 Students will be employable in the fields of content writing, translation, teaching English at different levels, mass media, journalism, communication skills and personality development.
- P O 10 Students will develop an awareness of the linguistic and cultural diversity of India and the World.

PROGRAMME SPECIFIC OUTCOMES – MA ENGLISH

- P O 11 Students will develop an in-depth knowledge of literary forms, periods, movements and theories.
- P O 12 Students will acquire linguistic and literary competence.
- P O 13 Students will undertake independent research with advanced abilities in the application of critical theories.



PROGRAMME SPECIFIC OUTCOMES – BA - PSYCHOLOGY

- P O 1 The students will be able to acquire in-depth and contemporary knowledge in various branches of Psychology.
- P O 2 The program will familiarize and sensitize the students with current problems that individual and society is facing and take the necessary measures to solve the problems.
- P O 3 The program will help them understand and apply the theories of consumer behaviour.
- P O 4 The students will be able to understand the methods of doing research and apply it in day today life.
- P O 5 The program will equip students to cope with the challenges of modern life.
- P O 6 Students will be able to develop strong ethical, moral and human values and a sense of commitment and integrity.
- P O 7 The program will help the students understand the importance of mental health.
- P O 8 The program will develop reasoning and critical thinking skills among the students.
- P O 9 The program will build a strong foundation for pursuing higher studies and professional courses.
- P O 10 The program will sensitize students towards the problems of the individuals and looks at individuals' problems empathetically.

PROGRAMME SPECIFIC OUTCOMES – BA – HONORS PSYCHOLOGY

- PO 1 The honors program in community Psychology help the students to understand the problems of the community and Use qualitative and quantitative approach towards doing research in community Psychology.
- PO 2 The program in Abnormal Psychology will help the students understand the disorders as per DSM and ICD



- PO 3 The program in Consumer Psychology will help the students understand the theories in consumer behavior and apply them in understanding consumer decision making.
- PO 4 Students will get comprehensive overview of the major theories of motivation and emotion and know the importance of positive emotions in day today life.
- PO 5 Students will be able to administer and develop psychometric tests and use it for understanding of human behavior.
- PO 6 The students will understand the importance of positive psychology in day today life and understand the theories of positive wellbeing.

PROGRAMME SPECIFIC OUTCOMES – MA- PSYCHOLOGY

- P O 1 The program in Clinical Psychology will help the students to identify disorders, to evaluate disorders to recognise treatment strategies for these disorders and think critically about the cultural impact on these disorders.
- P O 2 The program in Industrial and Organizational Psychology will equip the students to understand and apply the theories of Psychology at work place and make them effective HR professionals.
- PO 3 The program in Counselling Psychology will equip the students to learn and apply micro counselling skills, help to understand theories of career choice and make them empathetic towards to problems of individuals and become a counselor.
- PO 4 The students will be able to understand the Indian way of understanding self. Understand importance of mindfulness. It will make the students mental health professionals.
- PO 5 The students will be able to apply theories of personality and validate them as per modern times. The program will equip the students with the research skills. Students will be able to demonstrate knowledge about research conducted in the field of applied social psychology.
- PO 6 The program will help the students understand the characteristics of psychological tests, explain theory and principles of tests and interpret test scores.



PSO BCOM - ACCOUNTING AND FINANCE

- 1 Understanding concepts related to Financial Reporting, Audit, Financial Management, Strategic Business management
- 2 Applying those concepts to numerical illustrations and case studies
- 3 Developing Strategic thinking, Business acumen, Communication skills, Ethical and professional skills
- 4 "Developing professional skills in
 - Audit and Assurance
 - Governance and Risk Management
 - Financial Management
 - Corporate and Business Reporting
 - Forensic accounting
 - Management Accounting
 - Taxation"

PSO BCOM - ACCOUNTING & FINANCE (HONORS)

- 1 Developing innovative and strategic thinking skills required by accountants in a fast-changing world need.
- 2 Equipping the students with the unique blend of skills like – technical and analytical skills, to develop business acumen, communication skills and professionalism.
- 3 Using various techniques for decision making in finance, costing, strategic decision making
- 4 Writing small research reports on issues related to accounting and finance with the help of primary and secondary data and giving recommendations



PROGRAM SPECIFIC OUTCOMES - B.COM (BUSINESS ENTREPRENEURSHIP)

- P S O 1 The students will be able to develop entrepreneurial and intrapreneurial acumen for developing ideas and starting their own businesses.
- P S O 2 The courses will enable learners to apply fundamental and contemporary knowledge in creating and building their own ventures.
- P S O 3 The course will enable students to understand and unleash the creativity and innovative thinking in them and equip them with abilities to apply it.
- PS O4 The students will be able to analyse business environment, write business plans and be able to pitch the idea before the potential investors.
- P S O 5 The course will build capacities of students, as responsible entrepreneurs through intense co-curricular learning opportunities
- P S O 6 The course will sensitize students towards social, cultural and environmental issues and develop their mind set to identify challenges and devise innovative solutions.
- P S O 7 The course will equip students with comprehensive knowledge on scaling, strategizing and financial management through various tools and matrices.

PROGRAM SPECIFIC OUTCOMES - B.COM (BUSINESS ENTREPRENEURSHIP-HONOURS)

- P S O 1 Students will be able to understand the ground realities of starting a business, comprehend the term investment from different perspectives and gain practical experience to be an entrepreneur.
- P S O 2 The course will cultivate a research aptitude in students which will enable them to identify problems, enquire, analyse and devise innovative solutions to either start new business or make the existing business sustainable.
- P S O 3 The students will be able to develop an understanding and knowledge of different domains leading to broadening their knowledge base,



strengthening their thought processes and providing them with an insight to face challenges in the VUCA world.

PROGRAMME SPECIFIC OUTCOMES - BCOM - COSTING

- 1 Understanding concepts related to methods, techniques of costing and strategic cost management
- 2 Applying those concepts to numerical illustrations and case studies and interpreting the answers arrived at
- 3 Carrying out assignments to observe and analyse real life implicit and explicit costs incurred in every walk of life and reflecting on the impact of those costs in the short and the long run
- 4 Writing small research reports on cost benefit analysis or cost evaluation of projects with the help of primary and secondary data using basic quantitative tools with the help of MS Excel where ever possible and giving opinions and recommendations

PROGRAMME SPECIFIC OUTCOMES - BCOM – (COSTING HONORS)

- 1 Understanding advanced concepts of techniques of costing and strategic cost management
- 2 Applying those concepts to numerical illustrations and case studies and interpreting the answers arrived at
- 3 Carrying out assignments to observe and analyse real life implicit and explicit costs incurred in every/any walk of life and reflecting on the impact of those costs in the short and the long run
- 4 Writing advanced research reports on cost related issues related to industry, social or developmental projects, environment and sustainability with the help of qualitative and quantitative tools using MS Excel/SPSS and giving opinions and recommendations



PROGRAM SPECIFIC OUTCOMES-B.COM (HUMAN RESOURCE MANAGEMENT)

1. Enhance their people management skills.
2. Apply their knowledge in various processes like Recruitment, Learning and Development, CSR etc. in Manufacturing and Service sectors.
3. Get employment and self-employment opportunities globally for contemporary entry level roles in the field of HR.
4. Get tuned to the best practices in HR, which will eventually lead to research and consultancy opportunities.

PROGRAM SPECIFIC OUTCOMES-B.COM (HUMAN RESOURCE MANAGEMENT -HONOURS)

1. The students will be able to get an overview of all the aspects of 'Employee Life Cycle Management.' i.e. right from pre-recruitment to post-separation.
2. The courses will help students to enhance interpersonal skills and develop empathy. It will also help them to understand the connection between HRM, Organizational Behavior and Industrial Relations.
3. Students will gain practical exposure in the field of Human Resource Management research and will equip them in successful development of Research based projects.
4. The Students will be able to learn to think critically, identify their own prejudices, accept the unknown and respect the ethical quandaries.



PROGRAM SPECIFIC OUTCOMES - B.COM (MARKETING)

- 1 Will be able to articulate and bridge a meaningful connection between conceptual marketing theories and real life corporate engagements.
- 2 Will learn to apply different marketing tools and strategies in technology and knowledge-intensive markets and to analyze and criticize firms' strategic marketing decisions in various scenarios.
- 3 Will develop Critical Thinking Skills, wherein the students are able to define, analyze and devise solutions for structured and unstructured corporate marketing problems and issues.
- 4 Will be able to analyze personal and environmental factors that influence consumer decisions as well as understand the processes used when individuals, group or organizations make buying decisions.
- 5 Will be able to evaluate how a brand equity management system can capture customer mindset and market performance through sources and outcomes of brand equity.
- 6 Will be able to demonstrate awareness of Ethics and foundational Principles while associating with customers and make ethical decisions regarding marketing objectives that encompass the stakeholders and business associates.
- 7 Will develop a critical awareness of current issues with respect to Cross Culture & diversity, social responsibility, sustainability, innovation, knowledge management, etc.
- 8 Will develop an ability to think proactively and interpret the special characteristics of an international knowledge-intensive environment and innovations and their role in marketing decision-making.

PROGRAM SPECIFIC OUTCOMES - B.COM (MARKETING - HONOURS)

1. Students will be able to conduct independent advertising research, prepare creative briefs, write and edit copy, design, execute and present original advertisements.



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2. Students will be able to critically evaluate and reflect upon specific marketing decisions and marketing strategies through the use of applied questions and case study analysis.
3. The course will enable learners gain practical exposure in the field of marketing research and will equip students in successful development of Research based projects.
4. Interdisciplinary learning will enable students to think critically, identify their own prejudices, accept the unknown and respect the ethical quandaries.



PROGRAM SPECIFIC OUTCOMES - B.COM (BANKING)

- P.S.O.1 Knowledge on the working of the Banking and Financial System in India and the world
- P.S.O.2 Technological and other skills for applying theoretical knowledge to practical working of the banking and financial system
- P.S.O.3 The ability to comprehend and analyze various financial phenomena and understand the significance of inclusiveness in finance
- P.S.O.4 An understanding of the prevailing socio-economic, political and legal environment in the evolution and functioning of the banking and financial system
- P.S.O.5 With a strong sense of ethics and professionalism in the arena of banking and finance
- P.S.O.6 The ability to pursue professional courses in the field of banking and finance
- P.S.O.7 An ability to undertake decisions at personal and professional front and pursue a career in banking and finance.

PROGRAM SPECIFIC OUTCOMES - B.COM (BANKING - HONOURS)

- P.S.O.1 Knowledge on the working of the Banking and Financial System in India and the world
- P.S.O.2 Technological and other skills for applying theoretical knowledge to practical working of the banking and financial system
- P.S.O.3 The ability to comprehend and analyze various financial phenomena and understand the significance of inclusiveness in finance
- P.S.O.4 An understanding of the prevailing socio-economic, political and legal environment in the evolution and functioning of the banking and financial system
- P.S.O.5 With a strong sense of ethics and professionalism in the arena of banking and finance



P.S.O.6 The ability to pursue professional courses in the field of banking and finance

P.S.O.7 An ability to undertake decisions at personal and professional front and pursue a career in banking and finance.

P.S.O. 8 A research aptitude and ability to be able to comprehend, analyze and critically evaluate various issues in the national and international financial arena and produce a research project involving these skills

Programme Specific Outcomes -B. Com. (Interdisciplinary Programme)

The programme learning outcomes relating to B. Com Interdisciplinary Degree:

- 1.To Identify various interdisciplinary opportunities across various different fields of profession.
2. Helps students to develop more epistemological beliefs, enhances critical and analytical ability and better understanding of the relation among the perspectives derived from different disciplines.
3. It helps in the holistic development of the students as it helps them sensitize towards ethical issues, increase their ability to synthesize or integrate more creative, original or unconventional thinking.
4. Increase their exposure to a broad range of skills, experiences, and knowledge.
5. Apply knowledge and skills within their course of study to current challenges facing individuals, communities, and societies.