



**Goa University**  
**Directorate of Internal Quality Assurance**  
**Report on Workshop “Outcome-Based Education and Its Implementation”**

<b>1. Title of the Event/Activity/program</b>	Outcome-Based Education and Its Implementation
<b>2. Date and Time</b>	5 <sup>th</sup> and 6 <sup>th</sup> November 2024 10.00 am to 5.00 pm
<b>3. Mode of conduct (Physical/Online)</b>	<b>Physical mode</b>
<b>4. School/ Directorate/ Section</b>	Directorate of Internal Quality Assurance
<b>5. Detail of the Resource Persons</b>	<ul style="list-style-type: none"><li>• Prof. G. Simon Thattil, Senior Professor and Head Department of Commerce Dean Faculty of Commerce, Director, IQAC University of Kerala.</li><li>• Dr. Divya Senan, Assistant Professor, Department of Education, University of Kerala, Thiruvananthapuram, Kerala</li></ul>
<b>6. Number of Faculty attended/participated</b>	<b>Day 1 – 84</b> <b>Day 2- 84</b>
<b>7. No. of external faculty participants</b>	<b>08</b>
<b>10. The objectives of the Program/activity/event</b>	Outcome-Based Education (OBE) emphasizes achieving clearly defined learning outcomes aligned with educational goals. It adopts a student-centered approach, tailoring the teaching-learning process to meet diverse abilities, needs, and aspirations. OBE fosters the development of essential skills such as critical thinking, problem-solving, communication, and teamwork, preparing students for real-world challenges.

	<p>OBE provides clarity in expectations by defining what students should know and be able to do after completing a course or program. It aligns educational objectives with the needs of stakeholders, including employers, industry, and society, ensuring relevance and employability. Flexibility in learning pathways accommodates different learning styles and paces, allowing students to achieve outcomes through varied approaches.</p> <p>The framework promotes accountability and transparency by focusing on measurable outcomes and feedback-driven improvements. It also integrates global standards to prepare students for international challenges while ensuring their holistic development, encompassing intellectual, emotional, social, and ethical growth.</p>
<p><b>8. Description of the Program/activity/event</b></p>	<p>The discussion focused on key aspects of Outcome-Based Education (OBE) across cognitive, affective, and psychomotor domains, emphasizing intellectual, emotional, and practical skill integration.</p> <p>Resource speakers demonstrated CO-PO mapping techniques for quantifying and calculating attainment levels through direct (exams, assignments) and indirect (surveys, feedback) assessments &amp; highlighted creating inclusive assessment blueprints, identifying attainment gaps, and setting CO Attainment Target Levels to ensure continuous improvement. The session stressed the importance of qualitative educational outcomes, promoting skill-building and employability over mere numerical targets. A systems approach was advocated, viewing graduates as inputs into broader contexts like the job market. Strategies to align diverse course objectives with program goals and adapt assessments for interdisciplinary learning were also explored.</p>

<p><b>9. Benefit/Key outcomes of the Program/activity/event</b></p>	<ul style="list-style-type: none"> <li>✓ Student-Centered and Holistic Development: Fosters intellectual, emotional, social, and ethical growth while tailoring learning to individual needs and aspirations.</li> <li>✓ Skill Development and Employability: Enhances critical thinking, problem-solving, communication, and teamwork skills, aligning education with stakeholder needs for real-world readiness.</li> <li>✓ Accountability and Continuous Improvement: Focuses on measurable outcomes, uses CO-PO mapping to identify attainment gaps, and drives feedback-based enhancements.</li> <li>✓ Flexibility and Inclusivity in Learning: Adapts to diverse learning styles and paces with inclusive assessment blueprints, promoting interdisciplinary and global learning standards.</li> <li>✓ Alignment with Broader Systems: Prepares students as adaptable graduates for the job market and higher studies, emphasizing a systems approach to education.</li> </ul>
<p><b>10. Enclosures with report</b></p>	<p><b>Circular/Notice, Flyer, Geo-tagged Photos, Faculty Attendance, and Details of the Sessions/Lectures for Two Days</b></p>

Signature:



Name of coordinator: Prof. Sunder N. Dhuri

Designation: Professor

DIRECTOR  
DIRECTORATE OF INTERNAL  
QUALITY ASSURANCE (DIQA)  
GGA UNIVERSITY

Signature



Director, DIQA/IQAC:



Seal of the School/Directorate/University

# OBE Workshop Report

**Workshop Title:** Outcome-Based Education and Its Implementation

**Organized by:** Directorate of Internal Quality Assurance (DIQA), Goa University

**Dates:** 5th and 6th November 2024

**Location:** Conference Hall, Administrative Block, Goa University

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## Day 1 Report (5<sup>th</sup> November 2024)

### Inaugural Session:

The workshop began with a formal inauguration, where **Prof. B. P. Sarath Chandran** (NEP Coordinator), **Prof. S. N. Dhuri** (DIQA Director), **Prof. Bernard Rodrigues** (Officiating Vice-Chancellor), and **Prof. V. S. Nadkarni** (Registrar) shared their insights. **Prof. G. Simon Thattil** and **Dr. Divya Senan** led the sessions as resource speakers.

Key highlights of the inaugural program:

- **Prof. Sarath Chandran** emphasized the need for an outcome-based curriculum as outlined by the National Education Policy (NEP), advocating for a shift to competency-driven education.
- **Prof. V. S. Nadkarni** stressed that Goa University's focus should be on student growth over accreditation scores, positioning the university as a leader in OBE adoption.
- **Prof. Simon Thattil** discussed the importance of enriching the student experience beyond numerical metrics, while **Prof. Bernard Rodrigues** addressed NEP's aim to transform students into job providers.

The **Vote of Thanks** was delivered by **Prof. S. N. Dhuri**, who acknowledged the efforts of those involved directly and indirectly in organizing the workshop which was followed by Tea break.

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### Morning Session: Attainment of Outcomes – The OBE Domain Framework

**Speaker:** Prof. G. Simon Thattil

**Prof. Thattil** introduced **Bloom's Taxonomy** and its relevance to OBE, detailing the **Cognitive, Affective, and Psychomotor domains**:

- **Cognitive Domain:** Focused on intellectual skills like knowledge, comprehension, and evaluation, critical for information processing.
- **Affective Domain:** Linked knowledge with emotions and values, thus enhancing experiential learning.
- **Psychomotor Domain:** Emphasized practical skills, bridging theory with real-world application.

He outlined how each domain contributed to holistic student development, progressing from cognitive understanding (mind) to emotional engagement (heart) and practical application (hands). This approach aligned with NEP's emphasis on experiential learning, such as practicums and internships etc.



In an interactive session, **Prof. Thattil** guided participants through aligning assignments, seminars, and practicals with defined outcomes, stressing the importance of moving beyond content to achieve measurable outcomes. He proposed regular curriculum reviews and encouraged faculty to adopt a “signature course” approach, offering flexibility in content to engage and meet students’ specific needs. This session was followed by Lunch break.

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## **Afternoon Session: Outcome-Based Education (OBE) Techniques and Practices**

**Speaker:** Dr. Divya Senan

Post lunch **Dr. Divya Senan** began by underlining the importance of student-centered learning. Referencing **Furst’s Paradigm** and **revised Blooms taxonomy**, she explained how to develop **SMART outcomes** (Specific, Measurable, Achievable, Relevant, Time-bound) and the need to link these outcomes to assessment methods.

Key topics covered included:

- **CO-PO Mapping and Computation:** Dr. Senan demonstrated techniques for quantifying outcomes and calculating attainment levels, explaining both direct (exams, assignments) and indirect (surveys, feedback) assessments.
- **Customized Learning and Inclusive Question Papers:** She advised on creating assessment blueprints that cover all cognitive domains.
- **Identifying Attainment Gaps:** Dr. Divya Senan discussed strategies for identifying and addressing attainment gaps through CO Attainment Target Levels, emphasizing continuous improvement.

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## **Concluding Discussions and Interactive Q&A**

**Prof. Thattil** led a closing discussion on practical challenges in implementing OBE, encouraging creative solutions. He highlighted:

- The importance of qualitative aspects of OBE, advising participants to prioritize educational engagement and skill-building over numerical targets.
- A **systems approach**, where educational outcomes (graduates) serve as inputs into the next system (job market, higher studies), stressing that OBE should cultivate not just knowledge but employable, adaptable skills.

**Summary:** The workshop included a total of **84** participants, comprising **Deans, BoS chairpersons, Vice Deans (research/academics), Program Directors, and faculty members from affiliated colleges and the University**. Day 1 gave participants a foundational understanding of OBE, focusing on domain integration, CO-PO mapping, and practical application. Through insights on Bloom’s taxonomy and hands-on assessment techniques, participants gained foundational knowledge to enhance their programs with outcome-based structures.

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## Day 2 Report (6<sup>th</sup> November 2024)

The second day of the workshop commenced at 10.15 am with opening remarks by **Prof. S.N. Dhuri**.

Dr. Divya Senan briefed the participants about the day's activities, which were centered around providing participants with practical, hands-on experience in CO/PO/PSO mapping and the calculation of educational attainment under the OBE framework.

### **Hands-on Mapping of Vision, Mission, POs/PSOs/COs and Calculation of Education Attainment under OBE:**

Dr. Senan began the hands-on session by guiding participants through the fundamentals of CO/PO/PSO mapping and its significance in aligning course-specific goals with program and institutional objectives. To foster collaboration and focused work, participants were divided into 8 discipline-based groups, each led by a group leader. The groups were tasked with designing syllabus content aligned with OBE principles, focusing on framing precise, measurable **Course Outcomes (COs)** and mapping these **Program Specific Outcomes (PSOs)** and to broader **Program Outcomes (POs)**.

<b>Group number</b>	<b>Disciplines</b>	<b>Group Leader</b>
1	All languages	Ms. Poorwa Naik
2	Commerce; Economics; Hospitality, Travel & Tourism; Management Studies; Financial Services	Prof. KG Sankaranarayanan
3	Sociology; Education; Philosophy; Psychology; History; Geography; Women Studies; Social work	Prof. Nagendra Rao
4	Journalism & Mass Communication; International Studies; Law; Political Science; Public Administration	Ms. Vaibhavi Rane
5	Physics; Biochemistry; Chemistry; Electronics; Mathematics	Dr. Narayan Vetrekar
6	Zoology; Earth Science; Home Science; Environment Science; Botany & Microbiology	Dr. Shanthi Desai
7	Computer Science & Technology; Library & Information Science; Data Science	Prof. Jyoti Pawar
8	Food technology; Marine Science; Marine microbiology; Biotechnology	Dr. Varada Damare

Each group worked cohesively to establish **Course Outcomes (COs)** that correspond to varying **cognitive levels** as identified by Bloom's Taxonomy: **Remember, Understand, Apply, Analyze, Evaluate, and Create (R, U, Ap, An, E, C)**. They applied these cognitive levels to define what students should be able to achieve at the end of each course module.

The mapping process involved correlating COs with PSOs and POs using correlation levels (1 – slight/low, 2 – moderate/medium, 3 – substantial/high). This structured approach ensured that course-specific goals were seamlessly connected to program and institutional objectives. Resource persons provided guidance throughout the process, assisting participants in overcoming challenges and clarifying aspects of CO- PSO-PO mapping. Additionally, each group worked to align their COs with suitable **assessment rubrics**, ensuring that evaluation methods could effectively measure students' attainment of the desired outcomes.

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## **BoS presentation and Interactive Session (Q & A)**

Post lunch, Prof. Gabriel Thattil briefed the participants about the expectations from presentation session and provided some guidance about the presentations.

After lunch, each group presented their progress to the entire workshop in a **Board of Studies (BoS) presentation**. The team leaders from each group (8 groups) delivered a brief (5-6 minute) presentation on the activity outcome. Additionally, Group 9 led by Dr. Manoj Ibrampurkar presented on education attainment. Participants highlighted the key takeaways, challenges, and innovative solutions that arose during their CO/PSO/PO mapping process.

This segment served as an essential knowledge-sharing session, allowing participants to learn from each other's insights and diverse approaches to outcome-based curriculum design across disciplines.

During the interactive Q&A session, participants raised specific questions about the practical application of OBE principles within their courses, including:

- Overcoming challenges in aligning diverse course objectives with program goals
- Adjusting assessments to measure attainment across various cognitive levels
- Implementing CO-PO mapping within interdisciplinary contexts

The resource persons, led by **Prof. Thattil** and **Dr. Senan**, addressed these questions, providing additional insights and clarifying best practices. The experts emphasized that effective OBE implementation requires ongoing reflection, collaboration, and adaptation. This session highlighted the need for continuous dialogue among faculty members and departments to refine and enhance outcome-based curriculum structures.

**Summary:** Day 2 of the workshop provided participants with practical, hands-on experience in designing syllabi, mapping course outcomes with program objectives, and developing assessment rubrics tailored to OBE structures. Through active group work and collaborative discussions, participants gained valuable skills in framing COs aligned with POs and PSOs, selecting appropriate cognitive levels, and ensuring assessments were structured to reflect these outcomes. The hands-on training, coupled with real-time problem-solving and resource person support, helped participants leave with actionable strategies to enhance their programs and foster a cohesive, outcome-based educational framework within Goa University.

This two-day workshop brought together **84** participants, including Deans, Board of Studies Chairpersons, Vice Deans (Research and Academics), Program Directors from Goa University

and 8 faculty members from affiliated colleges who equipped themselves with essential tools to implement OBE effectively and confidently within their respective disciplines/colleges.

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Directorate of Internal Quality Assurance (DIQA)  
Goa University

Organizes

Two Days Workshop on  
**"Outcome Based Education & Its Implementation"**  
(For Deans, Chairpersons of Board of Studies, Vice-Deans, & Programme Directors)

Resource Speakers



Prof. H. B. Menon  
Vice-Chancellor



Prof. G. Simon Thattil



Dr. Divya Senan



Prof. V. S. Nadkarni  
Registrar



Prof. B. P. Sarath Chandran  
NEP Coordinator



Prof. S. N. Dhuri  
Director, DIQA

5<sup>th</sup> & 6<sup>th</sup> November 2024, 10:00 am to 5:00 pm  
Conference Hall, Administrative Block-Goa University

Reporting time for participants: 9:45 am on both days  
For any queries, contact [iqac@unigoa.ac.in](mailto:iqac@unigoa.ac.in)



## Attendance for the 2 days' workshop on

## "Outcome Based Education (OBE) and its Implementation"

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Time: 10.00 a.m. to 5.00 p.m.

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Attendance for the 2 days' workshop on

“Outcome Based Education (OBE) and its Implementation”

Date: 05<sup>th</sup> & 06<sup>th</sup> of November, Venue: Conference Hall Administration,

Time: 10.00 a.m. to 5.00 p.m.

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(Accredited by NAAC)

GU/DTT/DIQA/2024/58

Date 24 /10/2024

**Circular**

The Directorate of Internal Quality Assurance (DIQA) is organizing a workshop on "Outcome-Based Education" (OBE) on the 5th and 6th of November 2024, at the Conference Hall, Administration Block, Goa University, from 10:00 AM to 5:00 PM.

The workshop is compulsory for all Board of Studies chairpersons, Vice-Deans of Schools and Programme Directors of Schools. Board of Studies chairpersons who are not Deans on campus may be accompanied by a senior member of the Board of Studies in the respective subject.

*V. S. Nadkarni*  
23/10/24

(Prof. V. S. Nadkarni)

**REGISTRAR**

Copy To

1. The Deans on campus
2. Director, DIQA
3. Deputy Registrar Directorates Division
4. Assistant Registrar, office of the Registrar
5. Assistant Registrar, Vice Chancellors Secretariat
6. Office File







**Goa University**  
**Directorate of Internal Quality Assurance (DIQA)**



**Two Days Workshop on**  
**“Outcome Based Education & Its Implementation”**  
*(For Deans, Chairpersons of the Board of Studies, Vice-Deans, & Programme Directors)*

**5<sup>th</sup> & 6<sup>th</sup> November 2024, 10:00 am to 5:00 pm**  
**Conference Hall, Administrative Block-Goa University**

<b>Day 1, Tuesday, 5<sup>th</sup> November 2024</b>	
9:45 – 10:00 am	Reporting time & Registration
10:00 -10:30 am	<b>Inauguration:</b> Chief Guest: Prof. H. B. Menon, Hon. Vice-Chancellor Guest of Honour: Prof. V. S. Nadkarni, Registrar Prof. Gabriel Simon Thattil, Resource Speaker Dr. Divya Senan, Resource Speaker Prof. BP Sarath Chandran, NEP Coordinator Prof. Sunder Dhuri, Director-DIQA Dr. Alakananda Shringare, AISHE coordinator (Compere)
10:30 to 11:00 am	Tea
11:00 am -12:00	Session I Attainment of Outcomes – THE OBE Domain framework
12:00 – 1:00 pm	Session II Hands-on- Mapping of Vision, Mission, POs/PSOs/COs
1:00 – 2:00 pm	Lunch
2:00 -3:00 pm	Session III Calculation of Education Attainment under OBE
3:00 – 3:30 pm	Tea
3:30 – 5:00 pm	Session IV Hand-on Calculation of Education Attainment under OBE
<b>Day 2, Wednesday, 6<sup>th</sup> November 2024</b>	
10:00 -11:15 am	Session I Capturing the outcomes through exams-Direct methods & Indirect Methods
11:15-11:30 am	Tea
11:30 am – 1:00 pm	Session II Hands-on Capturing the outcomes through exams-Direct methods & Indirect Methods
1:00 – 2:00 pm	Lunch
2:00 -3:00 pm	Session III Interactive session -questions & answers
3:00 – 3:15 pm	Tea
3:15 – 4:30 pm	Session IV Interactive session -questions & answers and 1 or 2 BoS presentation
4:30 – 5:00 pm	Valedictory