

M.A. Public Administration (M58) – CO–PO Mapping Analysis

Program Outcomes (POs)

PO Code	Program Outcome Description
PO1	To introduce and explain the fundamental concepts of Public Administration.
PO2	To understand and interpret the key principles and theories of Public Administration.
PO3	To develop self-skills and problem-solving abilities in administrative contexts.
PO4	To analyze public policies and information systems effectively.
PO5	To evaluate the contributions of eminent administrative thinkers.
PO6	To make sound decisions through administrative analysis and reasoning.
PO7	To formulate a vision for addressing and solving administrative challenges.

Course 1: Principles and Ideas of Public Administration (PAD501)

PO	Average	Level
PO1	2.4	High
PO2	3.0	High
PO3	2.4	High
PO4	2.6	High
PO5	2.2	Moderate–High
PO6	2.6	High
PO7	2.4	High

Analysis:

Strong alignment with **PO1 (Conceptual clarity)** and **PO2 (Theoretical understanding)**.

Builds a foundation of administrative concepts, structures, and management principles.

Moderate attainment in **PO5 (Thinkers)** — can be enhanced through applied case studies.

Course 2: Indian Constitution and Administration (PAD502)

PO	Average	Level
PO1	2.4	High
PO2	2.4	High
PO3	2.0	Moderate
PO4	2.6	High
PO5	2.0	Moderate
PO6	2.4	High
PO7	2.2	Moderate—High

Analysis:

Enhances understanding of **constitutional framework** and **federal governance**.

Strong mapping with **PO4 (Policy analysis)** and **PO6 (Decision-making)**.

Encourages awareness of rights, accountability, and administrative structure.

Course 3: Indian Government and Administration (PAD503)

PO	Average	Level
PO1	2.4	High
PO2	3.0	High
PO3	1.8	Moderate
PO4	2.4	High
PO5	1.8	Moderate
PO6	2.6	High
PO7	2.4	High

Analysis:

Excellent mapping with **PO2 (Theoretical application)** and **PO6 (Administrative decision-making)**.

Develops understanding of central—state relations and administrative coordination.
Focuses on comparative analysis and district-level governance.

Course 4: Trends in Public Administration — I (PAD504)

PO	Average	Level
PO1	2.3	High
PO2	2.3	High
PO3	1.8	Moderate
PO4	2.6	High
PO5	2.0	Moderate
PO6	2.6	High
PO7	2.3	High

Analysis:

High correlation with **PO4 (Policy Analysis)** and **PO6 (Decision-making)**.

Encourages knowledge of administrative modernization, governance reforms, and e-governance.

Focuses on emerging global trends and participatory administration.

Course 5: Human and Financial Resource Management (PAD506)

PO	Average	Level
PO1	2.2	High
PO2	2.8	High
PO3	2.4	High
PO4	2.2	High
PO5	1.8	Moderate

PO6	2.8	High
PO7	2.6	High

Analysis:

Strong mapping with **PO6 (Decision-making)** and **PO2 (Principles of Administration)**.
 Develops understanding of **HR management, budgeting, and financial accountability**.
 Emphasizes practical administrative efficiency and leadership skills.

Course 6: Research Methods (PAD599)

PO	Average	Level
PO1	2.0	Moderate
PO2	2.4	High
PO3	2.6	High
PO4	2.6	High
PO5	1.8	Moderate
PO6	3.0	High
PO7	2.6	High

Analysis:

Excellent attainment in **PO6 (Analytical decision-making)** and **PO3 (Problem-solving)**.
 Develops research orientation, data interpretation, and empirical validation skills.
 Foundation for evidence-based policymaking and project-based learning.

Course 7: Contemporary Public Administration (PAD507)

PO	Average	Level
PO1	2.4	High
PO2	2.6	High
PO3	2.2	High

PO4	2.8	High
PO5	2.0	Moderate
PO6	2.4	High
PO7	2.2	High

Analysis:

Highly aligned with **PO4 (Policy and system analysis)** and **PO2 (Theoretical framework)**.

Promotes a comparative and global understanding of administrative systems.

Encourages study of social justice, ethics, and governance challenges.

First Year — Semester 2

8) Contemporary Public Administration (PAD507)

PO	Average	Level
PO1	2.2	High
PO2	2.4	High
PO3	2.2	High
PO4	2.6	High
PO5	2.2	High
PO6	2.4	High
PO7	2.2	High

Interpretation:

- Strong overall alignment with all POs, especially PO4 (Policy & Info) and PO6 (Decision-making).
- Moderate balance across problem-solving (PO3) and theoretical understanding (PO2).
- Indicates the course builds holistic administrative competencies.

9) Local Governance and Administration (PAD508)

PO	Average	Level
PO1	2.2	High
PO2	2.8	High
PO3	2.0	High
PO4	2.4	High
PO5	1.8	Moderate
PO6	2.8	High
PO7	2.6	High

Interpretation:

- Excellent contribution to PO2, PO6, and PO7, reflecting strong theoretical and decision-making focus.
- PO5 (Thinkers) is moderate, showing limited engagement with administrative thinkers.
- Emphasizes practical governance and local administrative structures.

10) Comparative and Development Administration (PAD509)

PO	Average	Level
PO1	2.2	High
PO2	2.6	High
PO3	1.8	Moderate
PO4	2.8	High
PO5	2.0	Moderate
PO6	2.8	High
PO7	2.8	High

Interpretation:

- Strong alignment with PO4, PO6, and PO7, highlighting policy, decision-making, and solution-oriented skills.
- Moderate PO3 and PO5 indicate less emphasis on problem-solving and thinkers' perspectives.
- Course focuses on comparative approaches and developmental administration insight.

11) Trends in Public Administration Part 2 (PAD510)

PO	Average	Level
PO1	2.3	High
PO2	2.7	High
PO3	1.7	Moderate
PO4	2.7	High
PO5	2.0	Moderate
PO6	2.0	High
PO7	2.3	High

Interpretation:

- High development of PO2, PO4, and PO7, emphasizing theory, policy, and vision-based solutions.
- Moderate PO3 and PO5 show problem-solving and thinker analysis could improve.
- Course effectively updates students on contemporary trends in administration.

12) Social Welfare & Financial Administration (PAD511)

PO	Average	Level
PO1	2.2	High
PO2	2.6	High

PO3	2.2	High
PO4	2.6	High
PO5	1.8	Moderate
PO6	2.6	High
PO7	2.2	High

Interpretation:

- Strong alignment with PO2, PO4, and PO6, reflecting policy and administrative decision-making skills.
- PO5 moderate; theoretical thinkers' perspectives are less emphasized.
- Prepares students to handle welfare and financial administrative tasks efficiently.

13) Rural Development Administration in India (PAD512)

PO	Average	Level
PO1	2.2	High
PO2	2.6	High
PO3	2.2	High
PO4	2.4	High
PO5	1.8	Moderate
PO6	2.6	High
PO7	2.4	High

Interpretation:

- High alignment with PO2, PO6, and PO7; the course strengthens understanding of rural governance and solutions.
- Moderate PO5 reflects limited engagement with administrative thinkers.

- Focuses on practical application of rural development policies.

14) Field Project (PAD513)

PO	Average	Level
PO1	2.4	High
PO2	2.0	Moderate
PO3	2.4	High
PO4	2.6	High
PO5	2.0	Moderate
PO6	2.8	High
PO7	2.6	High

Interpretation:

- Strong alignment with PO1, PO3, PO4, PO6, and PO7, emphasizing practical problem-solving and decision-making.
- PO2 and PO5 moderate, showing lesser focus on theory and thinkers.
- Reflects applied research and field experience in administration.

Second Year — Semester 3

15) Democracy in India and Development (PAD601)

PO	Average	Level
PO1	2.2	High
PO2	2.6	High
PO3	2.2	High
PO4	2.8	High
PO5	2.0	Moderate

PO6	2.4	High
PO7	2.2	High

Interpretation:

- **High alignment with PO4 and PO6, emphasizing policy analysis and decision-making.**
- **Moderate PO5 indicates limited focus on administrative thinkers.**
- **Focuses on democratic structures, governance, and development.**

16) Administrative Law and Control (PAD602)

PO	Average	Level
PO1	2.2	High
PO2	2.6	High
PO3	2.0	High
PO4	2.8	High
PO5	1.8	Moderate
PO6	2.6	High
PO7	2.2	High

Interpretation:

- **Strong alignment with PO2, PO4, and PO6, reflecting understanding of law, control mechanisms, and decisions.**
- **PO5 is moderate, showing limited focus on thinkers.**
- **Course strengthens knowledge of administrative law and governance control measures.**

17) E-Governance and IT Administration (PAD603)

PO	Average	Level
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PO1	2.4	High
PO2	2.8	High
PO3	2.4	High
PO4	2.6	High
PO5	2.0	Moderate
PO6	2.8	High
PO7	2.4	High

Interpretation:

- Strong alignment with PO2, PO3, PO6, and PO7, reflecting decision-making, problem-solving, and IT-enabled governance.
- Moderate PO5; thinker contribution limited.
- Prepares students for digital governance and IT-based administrative functions.

18) Policy Analysis and Development (PAD604)

PO	Average	Level
PO1	2.2	High
PO2	2.4	High
PO3	2.2	High
PO4	2.6	High
PO5	1.8	Moderate
PO6	2.6	High
PO7	2.2	High

Interpretation:

- High alignment with PO4 and PO6, emphasizing policy evaluation and administrative decision-making.
- PO5 is moderate, less focus on theorists.

- Course focuses on systematic policy analysis and development processes.

19) Urban Governance and Administration (PAD605)

PO	Average	Level
PO1	2.2	High
PO2	2.6	High
PO3	2.0	High
PO4	2.8	High
PO5	2.0	Moderate
PO6	2.6	High
PO7	2.2	High

Interpretation:

- Strong alignment with PO4 and PO6; course focuses on urban administration and governance solutions.
- Moderate PO3 and PO5; less emphasis on problem-solving and thinkers.
- Highlights practical challenges and strategies in urban governance.

Second Year — Semester 4

20) Administrative Ethics and Leadership (PAD606)

PO	Average	Level
PO1	2.4	High
PO2	2.6	High
PO3	2.2	High
PO4	2.8	High
PO5	2.0	Moderate

PO6	2.8	High
PO7	2.4	High

Interpretation:

- Strong alignment with PO4, PO6, and PO7; emphasizes ethical decision-making and leadership vision.
- Moderate PO5; limited coverage of thinkers' perspectives.
- Course develops integrity, governance ethics, and administrative leadership skills.

21) Governance and Development in India (PAD607)

PO	Average	Level
PO1	2.2	High
PO2	2.6	High
PO3	2.0	High
PO4	2.8	High
PO5	1.8	Moderate
PO6	2.6	High
PO7	2.2	High

Interpretation:

- High alignment with PO4 and PO6; strong focus on policy, governance, and decision-making.
- PO5 is moderate; less emphasis on historical or theoretical thinkers.
- Provides comprehensive understanding of development and governance frameworks.

22) Human Resource and Performance Management (PAD608)

PO	Average	Level
PO1	2.2	High
PO2	2.4	High
PO3	2.2	High
PO4	2.6	High
PO5	1.8	Moderate
PO6	2.6	High
PO7	2.2	High

Interpretation:

- Strong alignment with PO4 and PO6; emphasizes HR, performance, and decision-making skills.
- Moderate PO5; limited engagement with thinkers.
- Prepares students to manage administrative personnel efficiently.

23) Environmental and Social Administration (PAD609)

PO	Average	Level
PO1	2.2	High
PO2	2.6	High
PO3	2.0	High
PO4	2.8	High
PO5	1.8	Moderate
PO6	2.6	High
PO7	2.2	High

Interpretation:

- High alignment with PO4 and PO6; focuses on environmental and social governance decisions.

- Moderate PO5; thinker engagement is limited.
- Course equips students to handle socio-environmental administrative challenges.

24) Dissertation / Project Work (PAD699)

PO	Average	Level
PO1	2.4	High
PO2	2.2	High
PO3	2.4	High
PO4	2.8	High
PO5	2.0	Moderate
PO6	2.8	High
PO7	2.6	High

Interpretation:

- Strong alignment with PO3, PO4, PO6, and PO7; emphasizes research-based problem-solving and decision-making.
- PO5 moderate; thinker perspectives are limited but some integration occurs.
- Reflects applied research competency, analysis, and solution-oriented learning.

Overall Summary Interpretation (First Year & Second Year)

1. Strong Alignment Across Key POs:

- Most courses consistently show **High levels** in **PO1 (Concepts)**, **PO2 (Principles/Theories)**, **PO4 (Policy & Info)**, **PO6 (Decision-making)**, and **PO7 (Vision & Solutions)**.
- This indicates that the program effectively develops theoretical understanding, analytical skills, policy evaluation, and strategic decision-making in students.

2. Moderate Engagement Areas:

- **PO3 (Problem-solving)** and **PO5 (Thinkers)** often show **Moderate levels** in several courses, particularly in field and theoretical courses.

- Suggests that while practical problem-solving and engagement with administrative thinkers are present, there is room for deeper focus in certain subjects.

3. Course-specific Trends:

- **Field Projects, E-Governance, Dissertation/Project Work:** Strong in applied skills, problem-solving, and decision-making (PO3, PO6, PO7).
- **Theoretical & Policy Courses:** Strong in understanding principles, policy analysis, and visioning (PO1, PO2, PO4, PO7).
- **Moderate PO5 across many courses:** Shows lesser emphasis on administrative thinkers and their theoretical contributions.

4. Program Outcome Implications:

- The program equips students with **high-level analytical, policy, and administrative skills**, preparing them for practical governance and leadership roles.
- To achieve a more balanced skill profile, targeted interventions could strengthen **problem-solving exercises (PO3)** and **theoretical engagement with thinkers (PO5)**.