



Indra Ganesan

COLLEGE OF ENGINEERING

Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai
Accredited by NAAC with 'B+' Grade, 2(f) & 12B Status Institution by UGC

IG Valley, Madurai Main Road, Manikandam, Tiruchirappalli - 620012

NAAC DOCUMENTS

QUALITY INDICATOR FRAME WORK

CRITERION – 1

CURRICULAR ASPECTS

SUBMITTED BY

IQAC

INTERNAL QUALITY ASSURANCE CELL

INDRA GANESAN COLLEGE OF ENGINEERING





DEPARTMENT OF MANAGEMENT STUDIES
ACADEMIC YEAR 2022-2023 / EVEN SEMESTER

Academic Flexibility (30)

Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)

AND

Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

VAC Title:	"Structural Equation Model (SEM) and CFA - Average Variance Extracted (AVE) Using AMOS "				
Resource Person:	Mr.Mohamed Shuaib Siddiqui Head Strategy & Customer Outreach, Bizme Aalytix, Trichy				
Date of conduct from:	03.04.2023	To:	07.04.2023	Duration:	30 Hours
Organized Department:	MANAGEMENT STUDIES				
Participant Year:	I MBA	Semester:	EVEN	No. of Students Registered:	23
Venue:	MBA Seminar Hall				

Table of Content

S. No	Document	Page No
1.	VAC Circular	3-3
2.	VAC Schedule	4-4
3.	List of the Students Participation	5-5
4.	VAC Report	6-7
5.	VAC Test Paper	8-8
6.	VAC Answer Key	9-10
7.	Attendance Of Students	11-11
8.	VAC Mark Statement	12-12
9.	Course Completion Certificates	13-18



Indra Ganesan

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Madurai Main Road (NH-45B), Manikandam, Tiruchirappalli - 620 012
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Department of Management Studies

Academic Year 2022-2023 – Even Semester

22.03.2023

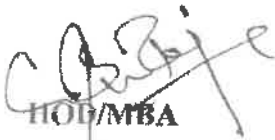
Ref: IGCE/MBA/2022-23/VAC/02

DEPARTMENT CIRCULAR

Department of Management Studies and IQAC IGCE in association with Bizme Analytix, Trichy organizing Value Added Course for all First year students on “Structural Equation Model (SEM) and CFA - Average Variance Extracted (AVE) Using AMOS” from 03.04.2023 to 07.04.2023. Certificates will be issued to the eligible participants at the end of the Course. This training is to be provided in our campus.

Interested students can register their names with the VAC Co-ordinator Ms.Minipriya N For this program on or before 28th March 2023.

Resource Person:	Mr.Mohamed Shuaib Siddiqui – Head Strategy & Customer Outreach, Bizme Aalytix, Trichy
Venue:	MBA Seminar Hall


HOD/MBA
Cc:

- Principal Office
- IQAC Co-Ordinator
- HoD/ MBA
- I-Year MBA Students
- Notice Board


PRINCIPAL


Dr. G. Balakrishnan, M.E., Ph.D.,
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**Value Added Course on "Structural Equation Model (SEM) and CFA - Average
Variance Extracted (AVE) Using AMOS"**

SYLLABUS

S.NO	TOPIC COVERED	DURATION (in hours)	DATE
1	Structural Equation Model (SEM) - Introduction	1	03/04/2023
2	SEM - Create Model	1	03/04/2023
3	SEM - Model Fit: GFI, AGFI, CFI, NFI, RMSEA	2	03/04/2023
4	Practical	2	03/04/2023
5	SEM - Mediation and Moderation Analysis	3	04/04/2023
6	practical	3	04/04/2023
7	Confirmatory Factor Analysis (CFA) - Introduction	1	05/04/2023
8	CFA - Average Variance Extracted (AVE)	2	05/04/2023
9	Practical	3	05/04/2023
10	CFA - Construct Reliability (CR)	3	06/04/2023
11	Practical	3	06/04/2023
12	CFA - Discriminant Validity (DV)	3	07/04/2023
13	Practical	3	07/04/2023
14	Assessment	1	07/04/2023
Total Hours		30	


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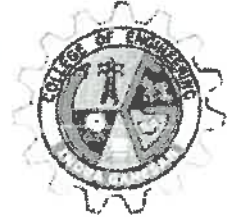

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STUDENTS PARTICIPATION LIST

VAC PROGRAM- "Structural Equation Model (SEM) and CFA - Average Variance Extracted (AVE) Using AMOS"

S.No.	Reg.No	Student's Name	Year/ Branch
1	811222631001	Abinaya G	I/MBA
2	811222631001	Anitha S	I/MBA
3	811222631001	Arunkumar R	I/MBA
4	811222631001	Ashwin J	I/MBA
5	811222631001	Balamurugan A	I/MBA
6	811222631001	Devaraj S	I/MBA
7	811222631001	Dhivya S	I/MBA
8	811222631001	Dineshkumar J	I/MBA
9	811222631001	Gunaseelan M	I/MBA
10	811222631001	Helina Trathy G	I/MBA
11	811222631001	Kabilkalan K	I/MBA
12	811222631001	Kalanithi G S	I/MBA
13	811222631001	Karthika K	I/MBA
14	811222631001	Mohamed Ashik Y	I/MBA
15	811222631001	Monika S	I/MBA
16	811222631001	Narmatha P	I/MBA
17	811222631001	Ranjitha S	I/MBA
18	811222631001	Sam Sundar M	I/MBA
19	811222631001	Sarani V	I/MBA
20	811222631001	Selveravivek S	I/MBA
21	811222631001	Seraphin Sheela S	I/MBA
22	811222631001	Sivakumar P	I/MBA
23	811222631001	Vignesh P	I/MBA


VAC Coordinator


HoD MBA


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Report on Value Added Course

Title:

***Structural Equation Model (SEM) and CFA - Average Variance Extracted (AVE) Using AMOS**

Resource Person:

Mr. Mohamed Shuaib Siddiqui
Head Strategy & Customer Outreach,
Bizme Aalytix,
Trichy

Date of conduct from :

03.04.2023

To:

07.04.2023

Duration:

30 Hours

Organized Department :

MANAGEMENT STUDIES

Participant Year:

1 Year MBA

No. of Students Registered :

23

Venue:

MBA Seminar Hall

Outcome of Value Added Course (VAC): At the end of the Course, Students can able to

- Relate Multiple variables at any point in time.
- Explain Benefits of the Tool AMOS
- Identify if observed variables contribute to latent or unobserved variables.

Assessment Process

- Students, who are securing more than 70% on total score and secured more than 75% in attendance is eligible to receive the certificate for the VAC course conducted
- Total Score = $(0.5 * \text{Attendance in VAC out of 100 percentage} + 0.5 * \text{Test mark in VAC out of 100 marks})$


VAC Coordinator


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Name of the Student :
AU Register Number:

Year/Sem:

Value Added Course on "Structural Equation Model (SEM) and CFA - Average Variance Extracted (AVE) Using AMOS"

ASSESSMENT QUESTIONS (1X100 = 100 Marks)

A) To determine the impact of Organizational Commitment and Job satisfaction on the perceived performance of the Employee in an organization. There are factors like:

- Organizational rewards
- Family support
- Supervisor support
- Favorable working conditions that affect the organizational commitment level of an employee.

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Value Added Course on "Structural Equation Model (SEM) and CFA - Average Variance Extracted (AVE) Using AMOS"

ANSWER KEY

A) The codes that are included in the model for representing different factors and variables are shown below:

Factors or Variables	Code
Perceived Performance (Dependent)	PP
Organizational Commitment	OC
Organizational Rewards	oc1
Family Support	oc2
Supervisor Support	oc3
Favourable Working Condition	oc4
Job Satisfaction	JS
Advancement Opportunity	js1
Workload	js2
Relationship with Supervisor	js3
Financial Rewards	js4


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Name of category	Name of index	Adequate fit	Index Value	Comments
Absolute Fit measure	CMIN/Df	Less than 5	1.540	The required level is derived
	GFI	Greater than 0.90	0.983	The required level is derived
	AGFI	Greater than 0.90	0.962	The required level is derived
	RMSEA	Less than 0.10	0.037	The required level is derived
Incremental fit measure	NFI	Greater than 0.90	0.989	The required level is derived
	CFI	Greater than 0.90	0.996	The required level is derived
	TLI	Greater than 0.90	0.983	The required level is derived
	IFI	Greater than 0.90	0.996	The required level is derived
Parsimonious fit measure	PGFI	Greater than 0.50	0.437	The required level is not derived
	PCFI	Greater than 0.50	0.553	The required level is derived
	PNFI	Greater than 0.50	0.550	The required level is derived

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Jr. G. Balakrishnan, M.E., Ph.D.
Principal

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Trichirappalli - 620 012.

STUDENTS ATTENDANCE

VAC PROGRAM – Structural Equation Model (SEM) and CFA - Average Variance Extracted (AVE) using AMOS

S.No.	Reg.No	Student's Name	Year/ Branch	DATE: 03.04.23		DATE: 04.04.23		DATE: 05.04.23		DATE: 06.04.23		DATE: 07.04.23		NO OF SESSIONS ATTENDED	SIGNATURE OF THE STUDENT
				FN	AN	FN	AN	FN	AN	FN	AN	FN	AN		
1	811222631001	Abinaya G	I/MBA	/	/	/	/	/	/	/	/	/	/	30	Abinaya G
2	811222631001	Anitha S	I/MBA	/	/	/	/	/	A	/	/	/	/	27	Anitha S
3	811222631001	Arunkumar R	I/MBA	/	/	/	/	/	/	/	/	/	/	30	Arunkumar R
4	811222631001	Ashwin J	I/MBA	/	/	/	/	/	/	/	/	/	/	30	Ashwin J
5	811222631001	Balamurugan A	I/MBA	/	/	/	/	/	/	/	/	/	/	30	Balamurugan A
6	811222631001	Devaraj S	I/MBA	/	/	/	/	/	/	/	/	/	/	30	Devaraj S
7	811222631001	Dhivya S	I/MBA	/	/	/	A	/	/	/	/	/	/	30	Dhivya S
8	811222631001	Dineshkumar J	I/MBA	/	/	/	/	/	/	/	/	/	/	27	Dineshkumar J
9	811222631001	Gunaseelan M	I/MBA	/	/	/	/	/	/	/	/	/	/	30	Gunaseelan M
10	811222631001	Helina Trathy G	I/MBA	/	A	/	/	/	/	/	/	/	/	30	Helina Trathy G
11	811222631001	Kabilkalan K	I/MBA	/	/	/	/	/	/	/	/	/	/	27	Kabilkalan K
12	811222631001	Kalanithi G S	I/MBA	/	/	/	/	/	A	/	/	A	A	24	Kalanithi G S
13	811222631001	Karthika K	I/MBA	/	/	/	/	/	A	/	/	/	/	27	Karthika K
14	811222631001	Mohamed Ashik Y	I/MBA	/	/	/	/	/	/	/	/	/	/	30	Mohamed Ashik Y
15	811222631001	Monika S	I/MBA	/	/	/	/	/	/	/	/	/	/	30	Monika S
16	811222631001	Narmatha P	I/MBA	/	/	/	/	/	/	/	/	/	/	30	Narmatha P
17	811222631001	Ranjitha S	I/MBA	/	/	/	/	/	/	/	/	/	/	30	Ranjitha S
18	811222631001	Sam Sundar M	I/MBA	/	/	/	/	/	/	/	/	/	/	30	Sam Sundar M
19	811222631001	Sarani V	I/MBA	/	/	/	A	/	/	/	/	/	/	30	Sarani V
20	811222631001	Selveravivek S	I/MBA	/	/	/	/	/	/	/	A	/	/	27	Selveravivek S
21	811222631001	Seraphin Sheela S	I/MBA	/	/	/	/	/	/	/	/	/	/	27	Seraphin Sheela S
22	811222631001	Sivakumar P	I/MBA	/	/	/	/	/	/	/	/	/	/	30	Sivakumar P
23	811222631001	Vignesh P	I/MBA	/	/	/	/	/	A	/	/	/	/	27	Vignesh P

VAC Coordinator

HOD/MBA



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(Signature)
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Principal

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IG Valley, Madurai Main Road

Manikandam, Trichy-620 012.

STUDENTS EVALUATION

MARK SHEET FOR VALUE ADDED COURSE PROGRAM - Structural Equation Model and CFA - Average Variance
Extracted (AVE) Using AMOS

S.No.	Reg.No	Student's Name	Year/ Branch	Attendance Details		VAC-MCQ TEST		OVERALL MARK(100) (50% of A + 50% of B)
				No. of Session Attended	Attendance Mark(100) (A)	No of Correct Answers	MCQ Mark(100) (B)	
1	811222631001	Abinaya G	I/MBA	30	100	19	76	88
2	811222631001	Anitha S	I/MBA	27	90	18	72	81
3	811222631001	Arunkumar R	I/MBA	30	100	20	80	90
4	811222631001	Ashwin J	I/MBA	30	100	22	88	94
5	811222631001	Balamurugan A	I/MBA	30	100	21	84	92
6	811222631001	Devaraj S	I/MBA	30	100	22	88	94
7	811222631001	Dhivya S	I/MBA	27	90	21	84	87
8	811222631001	Dineshkumar J	I/MBA	30	100	20	80	90
9	811222631001	Gunaseelan M	I/MBA	30	100	20	80	90
10	811222631001	Helina Trathy G	I/MBA	27	90	21	84	87
11	811222631001	Kabilkalan K	I/MBA	24	80	22	88	84
12	811222631001	Kalanithi G S	I/MBA	27	90	21	84	87
13	811222631001	Karthika K	I/MBA	30	100	19	76	88
14	811222631001	Mohamed Ashik Y	I/MBA	30	100	18	72	86
15	811222631001	Monika S	II/MBA	30	100	21	84	92
16	811222631001	Narmatha P	II/MBA	30	100	21	84	92
17	811222631001	Ranjitha S	II/MBA	30	100	23	90	95
18	811222631001	Sam Sundar M	II/MBA	30	100	20	80	90
19	811222631001	Sarani V	II/MBA	27	90	19	76	83
20	811222631001	Selveravivek S	II/MBA	27	90	21	84	87
21	811222631001	Seraphin Sheela S	II/MBA	30	100	21	84	92
22	811222631001	Sivakumar P	II/MBA	30	100	22	88	94
23	811222631001	Vignesh P	II/MBA	27	90	21	84	87

(Signature)
VAC Coordinator

(Signature)
HOD/MBA



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DEPARTMENT OF MANAGEMENT STUDIES

Certificate of Completion

This is to certify that Mr/Ms/Mrs. *Ashwin J*
of *II* year MBA has successfully completed the Value Added Course
"Structural Equation Model (SEM) and CFA - Average Variance Extracted
(AVE) Using AMOS" Conducted by Department of MASTER OF BUSINESS
ADMINISTRATION From 03.04.2023 to 07.04.2023 during the Academic
Year 2022-2023.

C. Sankar Raj

HOD/MBA

(Signature)

Dr. G. Balakrishnan, M.E., Ph.D.,
Principal

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DEPARTMENT OF MANAGEMENT STUDIES

Certificate of Completion

This is to certify that Mr/Ms/Mrs. *Devaraj S*
.....
of ^{II}..... year MBA has successfully completed the Value Added Course
"Structural Equation Model (SEM) and CFA - Average Variance Extracted
(AVE) Using AMOS" Conducted by Department of MASTER OF BUSINESS
ADMINISTRATION From 03.04.2023 to 07.04.2023 during the Academic
Year 2022-2023.

C. Sankar Raj

HOD/MBA

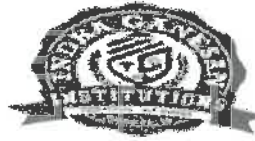
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DEPARTMENT OF MANAGEMENT STUDIES

Certificate of Completion

This is to certify that Mr/Ms/Mrs. *Karthika K*
of year MBA has successfully completed the Value Added Course
"Structural Equation Model (SEM) and CFA - Average Variance Extracted
(AVE) Using AMOS" Conducted by Department of MASTER OF BUSINESS
ADMINISTRATION From 03.04.2023 to 07.04.2023 during the Academic
Year 2022-2023.

C. Sankar Raj
HOD/MBA

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DEPARTMENT OF MANAGEMENT STUDIES

Certificate of Completion

This is to certify that Mr/Ms/Mrs. *Sarani V*
of *II* year MBA has successfully completed the Value Added Course
"Structural Equation Model (SEM) and CFA - Average Variance Extracted
(AVE) Using AMOS" Conducted by Department of MASTER OF BUSINESS
ADMINISTRATION From 03.04.2023 to 07.04.2023 during the Academic
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DEPARTMENT OF MANAGEMENT STUDIES

Certificate of Completion

This is to certify that Mr/Ms/Mrs. *Abinaya G*
of year MBA has successfully completed the Value Added Course
“Structural Equation Model (SEM) and CFA - Average Variance Extracted
(AVE) Using AMOS” Conducted by Department of MASTER OF BUSINESS
ADMINISTRATION From 03.04.2023 to 07.04.2023 during the Academic
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Dr. G. Balakrishnan

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DEPARTMENT OF MANAGEMENT STUDIES

Certificate of Completion

This is to certify that Mr/Ms/Mrs. **Kabilkalan K**.....
of **II** year MBA has successfully completed the Value Added Course
“Structural Equation Model (SEM) and CFA - Average Variance Extracted
(AVE) Using AMOS” Conducted by Department of MASTER OF BUSINESS
ADMINISTRATION From 03.04.2023 to 07.04.2023 during the Academic
Year 2022-2023.



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