Example of an OKRs (Objectives and Key Results)of School of Mechanical Engineering

The School of Mechanical Engineering has adopted OKRs (Objectives and Key Results) as a tool to plan and effectively monitor the execution of key activities so that the value addition to our deliverables is impactful. The OKRs have been formulated after extensive interactions with the faculty members and the top management. The OKRs, Initiatives and the associated Activities with Responsibilities for the School are as follows. The time-frame for assessing the effectiveness of this exercise is 1 year.

Objective-1		
Achieve 10% enhancement in attainment of Program outcomes PO2, PO3 and PO4		
Key Results (Lag Indicators)		**Initiative (Lead Measures)**
1.1	Achieve 10% (attainment) enhancement in student's ability to analyse problems (PO2) (DME, FEM)	1. Identify 1 or 2 course/semester that have opportunities to focus on the problem analysis / solving skills 16th Jan 2019 2. Modify content, pedagogy and assessment (mode & weightage) to address the ability targeted, more effectively by 10th Feb 2019 3. Assess the impact using case study approach
1.2	Increase 10% (attainment) in the student's competence to design and develop solutions for complex engineering problems (PO3) (Minor Project)	1. Introduce a flagship course to help enhance the design & development skills by 16th Jan 2019 2. Develop a plan consisting of team of domain experts for mentoring, guides for team performance monitoring, review team including industry experts, review schedule, rubrics used, and templates to be used by 16th Jan 2019 3. Conduct the review of all teams as per schedule and assess for PO3 attainment 4. Involve industry experts for 50% reviews and share the performance with all students and guides 5. Ensure 20% prototypes that shall have potential to become products
1.3	Enhance 10% (attainment) in student's ability to conduct investigations of complex problems (PO4) (Engg. Materials, CAD Lab)	1. Plan for Open ended experiment @ one course/sem where concepts of design of experiments can be applied to help investigate the complex problem scenario by 16th Jan 2019 2. Form student groups by 10th Feb. 2019 to start the work early 3. Ensure 80% groups complete the experiment by 30th April 2019 4. Assess 80% students for higher attainment of PO4

Objective-2		
Enhance employability prospects for students by adopting differentiated market strategy		
Key Results (Lag Indicators)		**Initiative (Lead Measures)**
2.1	Increase the number of niche technology verticals offered in undergraduate program from 3 to 5 (4 faculty members)	1. Interact with at least 10 companies to identify the niche areas – identify the companies by 15th Feb 2019 (for even semester, to be planned for Odd sem. later) 2. Organize a discussion session on the suitability of identified niche courses before 10th June 2019 3. Design course content before 5th July 2019 4. Organize resources for delivery of the courses – complete by 30th July 2019
2.2	Reach out to 50 companies with brochure on student competences in the differentiating verticals (4 faculty members)	1. Identify a faculty member as SPoC for companies by 5th Feb. 2019 2. Plan and carryout the visit – identify companies, develop a crisp brochure that reflects the wide range of competencies that our students acquire as part of curriculum and the expertize they develop in niche areas to be ready by 15th March 2019 3. Update the School website with student dossiers by 10th Feb 2019 4. Ensure that at least 20 companies respond to student resume
2.3	Achieve 20% increase in internship / project opportunities for students to work on live, industry offered problems (4 faculty members)	1. Identify the suitable companies to which the student competencies match (Odd sem.) 2. Establish contact with the companies ahead of 1 semester 3. Develop a plan for regular interactions between industry mentor, student and project guide that would help assessment 4. Obtain a feedback from the companies on student work indicating a satisfactory level in excess of 50%

Objective-3		
Create enabling mechanism to strengthen faculty research engagement that enhances quality and productivity of their research		
Key Results (Lag Indicators)		**Initiative (Lead Measures)**
3.1	1. Define research path for 100 % ERS category faculty by 20th March 2019 2. Define research path for 100 % ERG category faculty by 25th March 2019 (2 faculty members)	1. Brainstorm at department level with research mentors to decide upon the research path of the department, research groups, capability of each group to mentor etc., and prepare a document to share with all the faculty by 15th Feb. 2019 2. Schedule one to one meeting with ERS faculty from 20th Feb 2019 to 15th Mar 2019 3. Schedule One to one meeting with ERG faculty from 16th Mar 2019 to 24th Mar 2019 4. Conduct quarterly reviews and report
3.2	Ensure submission and review of Research proposals by all the ERS category faculty (registered for PhD) (2 faculty members)	1. Workshop for faculty for writing research proposals by 2. Submissions of Research Proposals by 25th Feb 2019 3. Reviews by mentor groups by 30th Feb 2019 4. Feedback to the faculty by 1st April 2019
3.3	Enhancement research active faculty by 30 % (2 faculty members)	1. Number faculty present in department colloquia 2. Number of faculty presenting at department colloquia 3. Number of papers communicated (indexed) 4. Extent of achievement of performance goals defined