PO-01, Rev.0, 01.09.2023

|  |  |  |
| --- | --- | --- |
|  | **KONGU ENGINEERING COLLEGE**  **(Autonomous) PERUNDURAI – 638060**  **INTERNAL QUALITY ASSURANCE CELL** | C:\Documents and Settings\MBA\Desktop\ISO_9001.jpg |
| **Programme Articulation Matrix** |

Department of Electronics and Instrumentation Engineering

Batch: Coordinator

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **S.No** | **Course Code** | **Program Outcomes** | | | | | | | | | | | | | |
| **PO1** | **PO2** | **PO3** | **PO4** | **PO5** | **PO6** | **PO7** | **PO8** | **PO9** | **PO10** | **PO11** | **PO12** | **PSO1** | **PSO2** |
| 1 | 14EGT11 |  |  |  |  |  | 1.2 |  |  | 1.6 | 3 |  | 1.8 |  |  |
| 2 | 14MAT11 | 3 | 3 | 1.5 | 1 |  |  |  |  |  |  |  | 1 |  |  |
| 3 | 14PHT11 | 3 | 2 |  | 2 |  | 1 |  | 1 | 2 | 2 |  | 1 |  |  |
| 4 | 14CYT11 | 3 | 2 |  | 2 | 1 |  |  | 1 |  | 3 |  | 3 |  |  |
| 5 | 14CSC11 | 1.3 | 2 | 1.75 | 1.6 | 1 |  |  |  |  | 1 |  |  |  |  |
| 6 | 14EET11 | 3 | 3 | 3 |  |  |  |  |  |  |  |  | 1 |  |  |
| 7 | 14PHL11 | 3 | 2 |  | 3 | 1 |  | 1 | 1 | 2 | 2 |  | 2 |  |  |
| 8 | 14EEL11 | 3 | 3 | 3 |  |  |  |  | 1 | 2 |  |  | 2 |  |  |
| 9 | 14EGT21 | 1.3 |  |  |  |  | 1.4 |  |  | 1.4 | 3 |  | 1.6 |  |  |
| 10 | 14MAT21 | 3 | 3 | 1 | 1 |  |  |  |  |  |  |  | 1 |  |  |
| 11 | 14PHT21 | 3 | 2 |  | 2 |  | 1 | 2 | 1 | 2 | 2 |  | 1 |  |  |
| 12 | 14CYT21 | 2 | 1 | 2 |  |  | 2 | 3 | 1 |  | 3 |  | 3 |  |  |
| 13 | 14MET11 | 3 | 2 | 2 |  | 2 | 1 | 2 | 1 |  | 2 |  | 2 |  |  |
| 14 | 14MEC11 | 3 | 2 | 3 |  | 2 | 1 |  |  |  | 2 |  | 2 |  |  |
| 15 | 14PHL21 | 3 | 2 |  | 3 |  |  | 1 | 1 | 2 | 2 |  | 2 |  |  |
| 16 | 14MEL11 | 3 | 1 | 2 |  | 2 | 2 | 1 |  | 2 | 2 |  | 2 |  |  |
| 17 | 14VEC11 |  |  |  |  |  | 3 |  | 3 |  |  |  | 3 |  |  |
| 18 | 14MAT31 | 3 | 3 | 1 | 1 |  |  |  |  |  |  |  | 1 | 1.6 | 1 |
| 19 | 14EIT31 | 3 | 3 | 3 |  | 3 |  |  |  |  |  | 3 |  |  |  |
| 20 | 14EIT32 | 2 | 3 |  | 1 |  |  |  |  |  |  |  |  |  |  |
| 21 | 14EIT33 | 3 | 2.7 | 3 |  |  |  |  |  |  |  |  |  | 3 |  |
| 22 | 14CST35 | 3 | 2.4 | 1 | 3 |  |  |  |  |  | 2 |  |  | 1 | 2 |
| 23 | 14EIL31 | 3 | 2.5 | 1 |  |  |  |  |  |  |  |  |  | 2 |  |
| 24 | 14EIL32 |  | 3 | 3 | 3 |  |  |  |  |  |  |  |  |  |  |
| 25 | 14CSL34 | 2.6 | 2.5 | 2 | 2.6 | 2 |  |  |  | 1 | 2 |  |  | 2 | 2 |

**Coordinator Academic Coordinator HOD**

PO-02, Rev.0, 01.09.2023

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|  | **KONGU ENGINEERING COLLEGE**  **(Autonomous) PERUNDURAI – 638060**  **INTERNAL QUALITY ASSURANCE CELL** |  |
| **Direct CO-PO Attainment (Theory)** |

Department of Electronics and Instrumentation Engineering

Batch: Coordinator

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Name of Faculty(s)** |  |  | |  | |  |
| **Course Code and Name** |  |  | | | | |
| **Branch / Year / Semester** |  | |  | |  | |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Impact of Delivery Methods | | | |  |  | | | | | |
| Innovation in teaching-learning | | | |  |  | | | | | |
| Course outcome Attainment | | | | | CO-1 | CO-2 | CO-3 | CO-4 | CO-5 |  |
|  |  |  |  |  |
| POs | Target Level | Attainment Level | %Attainment | PO Indirect  Attainment  [3] (Course End Survey) | Observations | | | Actions for Improvement | | |
| 1 | 2 | 1.50 | 75 | 2.00 |  | | |  | | |
| 2 | 2.5 | 2.00 | 80 | 2.50 |
| 3 | 3 | 2.60 | 86.6666667 | 3.00 |
| 4 | 4 | 3.60 | 90 | 4.00 |
| 5 | 4 | 3.60 | 0.9 | 4.00 |
| 6 | 9 | 8.60 | 0.95555556 | 9.00 |
| 7 | 4 | 3.60 | 0.9 | 4.00 |
| 8 | 4 | 3.60 | 0.9 | 4.00 |
| 9 | 2 | 1.60 | 0.8 | 2.00 |
| 10 | 3 | 2.60 | 0.86666667 | 3.00 |
| 11 | 2 | 1.60 | 0.8 | 2.00 |
| 12 | 2 | 1.60 | 0.8 | 2.00 |
| PSO1 | 1 | 0.60 | 60 | 1.00 |
| PSO2 | 1 | 0.60 | 60 | 1.00 |

PO-03, Rev.0, 01.09.2023

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|  | **KONGU ENGINEERING COLLEGE**  **(Autonomous) PERUNDURAI – 638060**  **INTERNAL QUALITY ASSURANCE CELL** |  |
| **Direct CO-PO Attainment (Lab)** |

Department of Electronics and Instrumentation Engineering

Batch: Coordinator

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| --- | --- | --- | --- | --- | --- | --- |
| **Name of Faculty(s)** |  |  | |  | |  |
| **Course Code and Name** |  |  | | | | |
| **Branch / Year / Semester** |  | |  | |  | |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Impact of Delivery Methods | | | |  | |  | | | | | | |
| Innovation in teaching-learning | | | |  | |  | | | | | | |
| Course outcome Attainment | | | | | | CO-1 | | CO-2 | CO-3 | CO-4 | CO-5 |  |
|  | |  |  |  |  |
| POs | Target Level | Attainment Level | %Attainment | | PO Indirect  Attainment  [3] (Course End Survey) | | Observations | | | Actions for Improvement | | |
| 1 | 2 | 1.50 | 75 | | 2.00 | |  | | |  | | |
| 2 | 2.5 | 2.00 | 80 | | 2.50 | |
| 3 | 3 | 2.60 | 86.6666667 | | 3.00 | |
| 4 | 4 | 3.60 | 90 | | 4.00 | |
| 5 | 4 | 3.60 | 0.9 | | 4.00 | |
| 6 | 9 | 8.60 | 0.95555556 | | 9.00 | |
| 7 | 4 | 3.60 | 0.9 | | 4.00 | |
| 8 | 4 | 3.60 | 0.9 | | 4.00 | |
| 9 | 2 | 1.60 | 0.8 | | 2.00 | |
| 10 | 3 | 2.60 | 0.86666667 | | 3.00 | |
| 11 | 2 | 1.60 | 0.8 | | 2.00 | |
| 12 | 2 | 1.60 | 0.8 | | 2.00 | |
| PSO1 | 1 | 0.60 | 60 | | 1.00 | |
| PSO2 | 1 | 0.60 | 60 | | 1.00 | |

PO-04, Rev.0, 01.09.2023

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|  | **KONGU ENGINEERING COLLEGE**  **(Autonomous) PERUNDURAI – 638060**  **INTERNAL QUALITY ASSURANCE CELL** |  |
| **Direct CO-PO Attainment (Project)** |

Department of Electronics and Instrumentation Engineering

Batch: Coordinator

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Name of Faculty(s)** |  |  | |  | |  |
| **Course Code and Name** |  |  | | | | |
| **Branch / Year / Semester** |  | |  | |  | |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Course outcome Attainment | | | | | CO-1 | CO-2 | CO-3 | CO-4 | CO-5 |  |
|  |  |  |  |  |
|  | | | | | | | | | | |
| POs | Target Level | Attainment Level | %Attainment | PO Indirect Attainment  [3] (Course  End Survey) | Observations | | | Actions for Improvement | | |
| 1 | 2 | 1.50 | 75 | 2.00 |  | | |  | | |
| 2 | 2.5 | 2.00 | 80 | 2.50 |
| 3 | 3 | 2.60 | 86.6666667 | 3.00 |
| 4 | 4 | 3.60 | 90 | 4.00 |
| 5 | 4 | 3.60 | 0.9 | 4.00 |
| 6 | 9 | 8.60 | 0.95555556 | 9.00 |
| 7 | 4 | 3.60 | 0.9 | 4.00 |
| 8 | 4 | 3.60 | 0.9 | 4.00 |
| 9 | 2 | 1.60 | 0.8 | 2.00 |
| 10 | 3 | 2.60 | 0.86666667 | 3.00 |
| 11 | 2 | 1.60 | 0.8 | 2.00 |
| 12 | 2 | 1.60 | 0.8 | 2.00 |
| PSO1 | 1 | 0.60 | 60 | 1.00 |
| PSO2 | 1 | 0.60 | 60 | 1.00 |

PO-05, Rev.0, 01.09.2023

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|  | **KONGU ENGINEERING COLLEGE**  **(Autonomous) PERUNDURAI – 638060**  **INTERNAL QUALITY ASSURANCE CELL** |  |
| **Programme Outcome Direct Attainment Matrix** |

Department of Electronics and Instrumentation Engineering

Batch: Coordinator

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **SI.NO.** | **Course Code** | **Program Outcomes** | | | | | | | | | | | | | |
| **PO1** | **PO2** | **PO3** | **PO4** | **PO5** | **PO6** | **PO7** | **PO8** | **PO9** | **PO10** | **PO11** | **PO12** | **PSO1** | **PSO2** |
| 1 | 14EGT11 | - | 1.5 | - | 1.5 | - | - | 2.81 | - | 1.5 | 1.125 | - | - | - | - |
| 2 | 14MAT11 | 2.99 | 3.10 | 1.96 | 1.31 | - | - | - | - | - | - | - | 1.27 | - | - |
| 3 | 14PHT11 | 2.82 | 1.87 | - | 1.87 | - | 0.93 | - | 0.93 | 1.87 | 1.87 | - | 0.93 | - | - |
| 4 | 14CYT11 | 2.22 | 1.48 | - | 1.48 | 0.74 | 1.46 | 2.22 | - | - | 2.22 | - | 2.22 | - | - |
| 5 | 14CSC11 | 1.1 | 1.85 | 1.6 | 1.4 | 0.6 |  |  |  |  | 0.6 |  |  |  |  |
| 6 | 14EET11 | 0.97 | 0.97 | 0.97 | - | - | - | - | - | - | - | - | - | - | 0.32 |
| 7 | 14PHL11 | 2.5 | 1.6 |  | 2.4 |  |  | 0.6 | 0.7 | 1.6 | 1.5 |  | 1.8 |  |  |
| 8 | 14EEL11 | 1.94 | 1.94 | 1.94 | - | - | - | - | - | 1.29 | - | - | - | - | 1.29 |
| 9 | 14EGT21 |  | 1.50 |  | 1.50 |  |  | 2.81 |  | 1.50 | 1.12 |  |  |  |  |
| 10 | 14MAT21 | 2.5 | 2.5 | 0.85 | 0.85 | - | - | - | - | - | - | - | 0.85 | - | - |
| 11 | 14PHT21 | 2.9 | 1.94 | - | 1.94 | - | 0.95 | - | 0.95 | 1.94 | 1.94 | - | 0.95 | - | - |
| 12 | 14CYT21 | 1.52 | 1.36 | - | - | - | 1.17 | 1.59 | 1.59 | - | 1.59 | - | 1.17 | - | - |
| 13 | 14MET11 | 2.2 | 1.8 | 1.3 |  | 1.7 | 0.6 | 1.9 | 0.4 |  | 1.6 |  | 1.7 |  |  |
| 14 | 14MEC11 | 2.3 | 1.7 | 1.5 |  | 1.8 | 0.7 |  |  |  | 1.7 |  | 1.6 |  |  |
| 15 | 14PHL21 | 2.34 | 1.95 | - | 1.56 | - | - | - | - | - | 1.78 | - | 1.56 | - | - |
| 16 | 14MEL11 | 1.55 | 0.52 | 1.03 | - | 1.03 | 1.03 | 0.52 | - | 1.03 | 1.03 | - | 1.03 | - | - |
| 17 | 14VEC11 | 3 | 3 | 3 | 3 | - | - | - | - | - | - | - | - | - | - |
| 18 | 14MAT31 | 2.36 | 2.36 | 0.79 | 0.79 | - | - | - | - | - | - | - | 0.79 | 1.27 | 0.80 |
| 19 | 14EIT31 | 2.12 | 2.02 | 2.14 | - | 2.08 | - | - | - | - | - | 2.15 | - | - | - |
| 20 | 14EIT32 | 1.41 | 2.12 | - | 0.71 | - | - | - | - | - | - | - | - | - | - |
| 21 | 14EIT33 | 1.93 | 2.58 | - | - | - | - | - | - | - | - | - | - | 2.31 | - |
| 22 | 14CST35 | 4.60 | 4.60 | 4.20 | 4.60 | - | - | - | - | - | 4.60 | - | - | 4.60 | 4.50 |
| 23 | 14EIL31 | 2.28 | 1.89 | 0.76 | - | - | - | - | - | - | - | - | - | 1.52 | - |
| 24 | 14EIL32 | - | 2.23 | 2.20 | 2.20 | - | - | - | - | - | - | - | - | - | - |
| 25 | 14CSL34 | 4.63 |  |  |  |  |  |  |  |  |  |  |  |  |  |

**Coordinator Academic Coordinator HOD**

PO-06, Rev.0, 01.09.2023

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|  | **KONGU ENGINEERING COLLEGE**  **(Autonomous) PERUNDURAI – 638060**  **INTERNAL QUALITY ASSURANCE CELL** |  |
| **Student Portfolio PO mapping & Indirect Assessment - PO Target** |

# Department of

**Batch : Coordinator:**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Description** | **PO1** | **PO2** | **PO3** | **PO4** | **PO5** | **PO6** | **PO7** | **PO8** | **PO9** | **PO10** | **PO11** | **PO12** | **PSO1** | **PSO2** |
| Paper& Project Presentation |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Clubs & Cells Activities |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Industrial visit and Site visit |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Internship/IPT |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Target (Average) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Indirect Assessment - PO Target** | | | | | | | | | | | | | | | |
| SI.NO. | Survey | Program Outcomes | | | | | | | | | | | | | |
| PO1 | PO2 | PO3 | PO4 | PO5 | PO6 | PO7 | PO8 | PO9 | PO10 | PO11 | PO12 | PSO1 | PSO2 |
| 1 | Course End Survey | 2.75 | 2.39 | 2.36 | 2.22 | 2.16 | 2.07 | 2.07 | 1.65 | 2.10 | 2.23 | 2.24 | 1.95 | 2.26 | 1.98 |
| 2 | Employer Feedback | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 |
| 3 | Graduate Exit Survey | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 |
| 4 | Student Portfolio | 3.00 | 3.00 | 2.25 | 3.00 | 3.00 | 2.75 | 2.75 | 3.00 | 3.00 | 3.00 | 3.00 | 2.25 | 3.00 | 3.00 |
|  | Target (Average) | 2.94 | 2.85 | 2.65 | 2.81 | 2.79 | 2.71 | 2.70 | 2.66 | 2.77 | 2.81 | 2.81 | 2.55 | 2.82 | 2.74 |

**Coordinator Academic Coordinator HOD**

PO-07, Rev.0, 01.09.2023

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|  | **KONGU ENGINEERING COLLEGE**  **(Autonomous) PERUNDURAI – 638060**  **INTERNAL QUALITY ASSURANCE CELL** |  |
| **Indirect PO attainment Rubrics** |

# Department of

**Batch : Coordinator:**

Rubrics for Paper& Project Presentation

|  |  |  |  |
| --- | --- | --- | --- |
| Criteria | 3 | 2 | 1 |
|  |  |  |  |
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Rubrics for Clubs & Cells Activities

|  |  |  |  |
| --- | --- | --- | --- |
| Criteria | 3 | 2 | 1 |
|  |  |  |  |
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Rubrics for Industrial visit and Site visit

|  |  |  |  |
| --- | --- | --- | --- |
| Criteria | 3 | 2 | 1 |
|  |  |  |  |
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Rubrics for Internship/IPT

|  |  |  |  |
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| Criteria | 3 | 2 | 1 |
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**Coordinator Academic Coordinator HOD**

PO-08, Rev.0, 01.09.2023

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|  | **KONGU ENGINEERING COLLEGE**  **(Autonomous) PERUNDURAI – 638060**  **INTERNAL QUALITY ASSURANCE CELL** | C:\Documents and Settings\MBA\Desktop\ISO_9001.jpg |
| **Programme Outcome Attainment** |

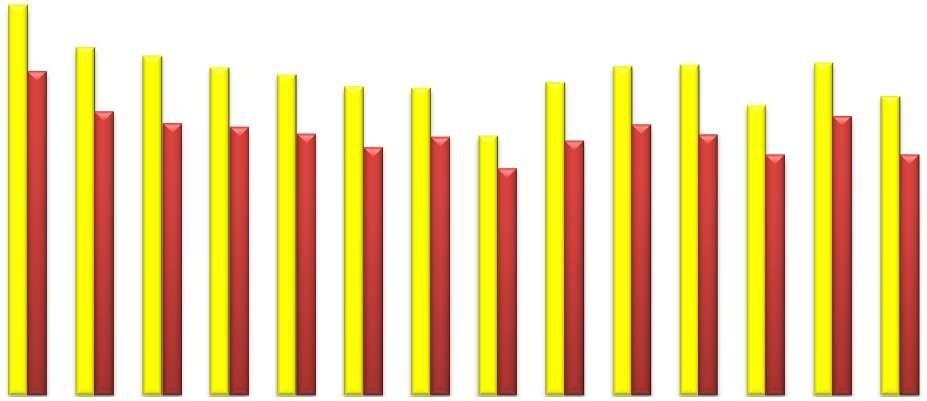
Department of Electronics and Instrumentation Engineering

Batch: Coordinator

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Attainment of PO's by Direct & Indirect Assessment** | | | | | | | | | | | | | |
|  | **PO1** | **PO2** | **PO3** | **PO4** | **PO5** | **PO6** | **PO7** | **PO8** | **PO9** | **PO10** | **PO11** | **PO12** | **PSO1** | **PSO2** |
| **2014-2018** | | | | | | | | | | | | | | |
| Target-Direct Assessment | 2.75 | 2.39 | 2.36 | 2.22 | 2.16 | 2.07 | 2.07 | 1.65 | 2.10 | 2.23 | 2.24 | 1.95 | 2.26 | 1.98 |
| Target - In Direct  Assessment | 2.94 | 2.85 | 2.65 | 2.81 | 2.79 | 2.71 | 2.70 | 2.66 | 2.77 | 2.81 | 2.81 | 2.55 | 2.82 | 2.74 |
| **Target (80% Direct**  **+ 20% Indirect )** | 2.78 | 2.48 | 2.42 | 2.34 | 2.29 | 2.20 | 2.19 | 1.85 | 2.23 | 2.35 | 2.36 | 2.07 | 2.37 | 2.13 |
| Attained Direct  Assessment | 2.22 | 1.89 | 1.83 | 1.78 | 1.71 | 1.61 | 1.69 | 1.42 | 1.65 | 1.78 | 1.69 | 1.59 | 1.86 | 1.58 |
| Attained In Direct  Assessment | 2.67 | 2.54 | 2.37 | 2.44 | 2.46 | 2.41 | 2.45 | 2.38 | 2.48 | 2.52 | 2.54 | 2.21 | 2.50 | 2.25 |
| **Attained (80%**  **Direct + 20% Indirect)** | 2.31 | 2.02 | 1.94 | 1.91 | 1.86 | 1.77 | 1.84 | 1.62 | 1.81 | 1.93 | 1.86 | 1.71 | 1.99 | 1.71 |
| % of Attainment | 82.96% | 81.53% | 80.15% | 81.83% | 81.44% | 80.30% | 84.00% | 87.34% | 81.30% | 82.22% | 78.84% | 82.92% | 83.96% | 80.44% |
|  | | | | | | | | | | | | | | |
| **2015-2019** | | | | | | | | | | | | | | |
| Target-Direct  Assessment | 2.22 | 1.89 | 1.83 | 1.78 | 1.71 | 1.61 | 1.69 | 1.42 | 1.65 | 1.78 | 1.69 | 1.59 | 1.86 | 1.58 |
| Target - In Direct Assessment | 2.67 | 2.54 | 2.37 | 2.44 | 2.46 | 2.41 | 2.45 | 2.38 | 2.48 | 2.52 | 2.54 | 2.21 | 2.50 | 2.25 |
| **Target (80% Direct**  **+ 20% Indirect )** | 2.31 | 2.02 | 1.94 | 1.91 | 1.86 | 1.77 | 1.84 | 1.62 | 1.81 | 1.93 | 1.86 | 1.71 | 1.99 | 1.71 |
| Attained Direct Assessment | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! |
| Attained In Direct  Assessment | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! |
| **Attained (80%**  **Direct + 20% Indirect)** | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! |
| % of Attainment | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! | #REF! |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **0.00** | **PO1** | **PO2** | **PO3** | **PO4** | **PO5** | **PO6** | **PO7** | **PO8** | **PO9** | **PO10** | **PO11** | **PO12** | **PSO1** | **PSO2** |
| **Target (80% Direct + 20% Indirect )** | **2.78** | **2.48** | **2.42** | **2.34** | **2.29** | **2.20** | **2.19** | **1.85** | **2.23** | **2.35** | **2.36** | **2.07** | **2.37** | **2.13** |

**Coordinator Academic coordinator HOD**



**2014-2018**

**3.00**

**2.50**

**2.00**

**1.50**

**1.00**

**0.50**

**Attained (80% Direct + 20% Indirect) 2.31 2.02 1.94 1.91 1.86 1.77 1.84 1.62 1.81 1.93 1.86 1.71 1.99 1.71**

**Target (80% Direct + 20% Indirect )**

**Attained (80% Direct + 20% Indirect)**