

Program outcomes, Program specific outcomes and Course outcomes

PROGRAM: MHRM

### **Programme Outcome (PO)**

**PO1** :- To understand human resource issues and management trends in a competitive global economy as well as a broad spectrum of state and federal employment legislation.

**PO2**:- To equip students with the tools necessary to effectively meet the challenges of an ever-changing business climate.

**PO3**:- To inculcate specialized knowledge and skills required by managers who are responsible primarily of managing human resources and improving industrial relations

**PO4** :- To develop a sound theoretical base in the domain of Human Resource Management.

**PO5**:- To develop communication, interpersonal skills and leadership qualities to work in and with teams in organisations.

### **Programme Specific Outcomes (PSO)**

PSO1:- Understand the basic concepts of Human resources management and its applications in the individual, team and organizational levels

PSO2 :- Theoretical Knowledge in Enterprise Resource Planning, Innovation and Change Management, Organisational Behavior, Labour Laws, Knowledge and Talent Management, Marketing Management, MIS etc.

PSO3:- Practical knowledge and training in various areas of HR such as recruitment, selection, induction, communication, performance appraisal, stress etc

PSO4 :- Practical exposure to the real life organisational situations and opportunities of Human resources management through the two practical project studies Internship and a Problem centered study

## **Course Outcome (CO)**

### **COURSE OUTCOMES**

#### ***Course Code CC 01:- Principles and Practices of Management***

CO1:- To study about the concept and evolution of management

CO2:- To know about the meaning and importance of planning

CO3:- To understand the various forms of organisational structure and the concept of Staffing function

CO4:- To understand the emerging trends and challenges in management

CO5:- To study about various control techniques

#### ***Course Code CC 02:- Indian Ethos in Management***

CO1:- To introduce students to the ethical principles of society, general moral issues and principles engulfing society

CO2:- To understand the management concepts from Indian Ethos Perspective

CO3:- To study about the relevance of ethical values in management

CO4:- To get an insight about CSR activities of an organisation

CO5:- To know about the ethics related to various functional areas of management

#### ***Course Code CC 03: Organizational Behavior***

CO1 :- To familiarize the students about the concept of organisational behaviour and its applications

CO2 :- To understand the concept of Personality and Perception

CO3:- To study the various theories governing leadership and motivation

CO4:- To get an insight about group behaviour

CO5 :- To know about the organisational culture and management of stress

#### ***Course Code CC 04:- Introduction to Human Resource Management***

CO1:- To provide the students a synthesized framework theory and practice

CO2:- To impart fundamentals of HR practices in organisations

CO3:-To study the challenges and constraints of recruitment and selection process

CO4:- To study the importance of imparting training and development programmes

CO5:- To convey the concept of rewarding an employee

### ***Course Code CC 05:- Application of Quantitative Techniques in Business***

CO1:- To acquaint the students to formulate problems, solving them using Statistical analysis of data and interpreting the results.

CO2:- To acquaint the students to formulate problems, solving them using Statistical analysis of data and interpreting the results.

CO3:- To provide an knowledge about the basic (Optimization) programming techniques models commonly used in business decision-making.

CO4:- To inculcate in the students ‘situation oriented –application thinking’ approach towards a number of areas of Operations Research .

CO5:- To study the applications, methods, and interpretations to various business and management related situations.

### ***Course Code CC 06:- Accounting for Managers***

CO1:- To familiarize the students with financial statements, principles of accounting and develop their skills in reading annual reports.

CO2:- To provide foundations for developing the skills in interpreting financial statements for managerial decisions.

CO3:- To acquaint the students with the intricacies of Financial Accounting and Management Accounting

CO4:- To study about Financial Statement Analysis

CO5:- To learn about Budget Forecasting

### ***Course Code CC 07:- Business Law***

CO1:- To provide a basic understanding to the students about the relevant provisions of various laws

CO2:- To familiarise the students various laws, which are to be observed in performing the day -to-day business.

CO3:- To study about the formation, incorporation and working of a company

CO4:- To know about different latest provisions of the law relating to negotiable instruments

CO5:- To know about Consumer Protection Act and various IPR

### ***Course Code CC 08 :- Business Communication***

CO1:- To equip the students with the necessary skills and techniques of communication to inform

CO2:- To inspire students and enlist their activity and willing cooperation in the performance of their jobs.

CO3:- It aims to make student aware about the importance, the role and the content of soft skills through instruction, knowledge acquisition, and practice

CO4:- To develop and nurture the soft skills that help develop student as a team member, leader, and all round professional.

CO5:- To learn about employment communication

### ***Course Code CC 09:- Enviornmental Management and Sustainable Development***

CO1:- To make the students aware of the general environmental issues surrounding business

CO2:- To familiarize with the concept of sustainable global development and issues affecting ecological equilibrium

CO3:- To gain knowledge into environment pollution, its prevention, recycling technology, waste management etc

CO4:- To study about green marketing and sustainable development

CO5:- To study about various enviornment legislations

### ***Course Code CC 10:- Managerial Economics and Global Business***

CO1:- To familiarize the concepts and techniques of economics and global business environment

CO2:- To sensitise the students about how economic and business environment affects organisation

CO3:- To study about various market structure

CO4:- To study about international trade

CO5:- To know about the various motives of foreign investment

### ***Course Code CC 11 :- Financial Management***

CO1:- To familiarize students with fundamentals of Financial Management in an Organization

CO2:- To provide the participants various techniques in Financial Management

CO3:- To study about various financial decisions and theories of capital structure

CO4:- To study about policy and types dividend decisions

CO5:- To study about the concept of working capital management

### ***Course Code CC 12 :- Marketing Management***

CO1:- To facilitate understanding of the conceptual framework of marketing and its applications in decision making under various environmental constraints

CO2:- To study about product and pricing policies in market

CO3:- To know about the various tools and techniques in product distribution and promotion

CO4:- To know about the concept and importance of marketing research

CO5:- To study about service marketing

### ***Course Code CC 13:- Operations Management***

CO1:- To provide basic understanding of the Production / Operations Management function in Organizations.

CO2:- To study the role of production planning & control in operations management

CO3:- To know about Selection & Design of Material Handling and Vendor management system

CO4:- To learn about Work Study & Maintenance management

CO5:- To understand about Supply Chain Management & Lean Systems

### ***Course Code CC 14:- Innovation and Change Management***

CO1:- To familiarize the various concept, dimenstions and types of innovation

CO2:- To study about applications of innovation

CO3:- To learn about process, role and dynamics to organizational change

CO4:- To study about the evolution, concept and techniques of Organisational development

CO5:- To learn about emerging OD approaches and techniques

### ***Course Code CC 15:- MIS and Cyber Security***

CO1:- To understand the importance of Information System in business

CO2:- To make the participants familiarize with the technologies and methods used for effective decision making in an organization.

CO3:- To learn to use Information Technology to gain competitive advantage in business.

CO4:- To learn about business change models

CO5:- To study about cyber security

### ***Course Code CC 16 :- Internship***

CO1:- To apply and update the knowledge gained from theories into practice.

CO2:- To understand how core HR functions are being carried out in an organization.

CO3:- To help interns appreciate the importance of the human factor in the success and growth of businesses

CO4:- To put trainees in the dynamic world of business organization and there by maximize human productivity in manifold sectors.

CO5:- To learn how to take skills she or he may have acquired in college related to his or her particular areas of interest, and apply them in a professional setting

### ***Course Code CC 17 :- Research Methodology***

CO1:- To familiarize the participants with concepts and process of research

CO2:- To make the participants understand the application of research in business decision making

CO3:- To expose the participants to the tools and techniques in business research

CO4:- To study about various measurement scales & preparation of research data

CO5:- To learn about the format of Research Report

### ***Course Code CC 18:- Knowledge and Talent Management***

CO1:- To define talent management and discuss the process of linking talent management to organizational strategy and other HR practices.

CO2:- To Examine the process for identifying high potential talent and developing a pipeline of talent to serve organizational present and future needs.

CO3:- To examine the processes for talent development and succession planning

CO4:- To study about future directions in talent management practice and

research

CO5:- Individual vs organizational perspective of managing career

### ***Course Code CC 19:- Industrial Relations***

CO1:- To familiarize students with the basic concepts of industrial relations, its philosophy, origin and development

CO2:- To develop knowledge on trade unions and its formation, structure, functions and legal framework

CO3:- To gain insight into the process of collective bargaining, its origin and development

CO4:- To gain understanding on industrial disputes, its causes, manifestation and effects

CO5:- To study the statutory and non statutory measures of industrial discipline

### ***Course Code CC 20:- Training and Development***

CO1:- To make students learn how to design a training environment to maximize learning at workplace

CO2:- To enable students to be aware of the field of learning and development and its role in optimizing performance.

CO3:- To make students understand how assessment, relationships, courses, and job experiences can be used for development.

CO4:- To learn about various techniques of MDP programme

CO5:- To learn about various models and framework for evaluating a training programme

### ***Course Code CC 21:- Leadership Development***

CO1:- To know about role and dynamics to organizational change

CO2:- To study the need, phases and conditions for successful organizational development

CO3:- To know about different leadership models

CO4:- To learn about Organisational development

CO5:- To study the various approaches and techniques of OD

### ***Course Code CC 22:- Compensation Management and Reward System***

CO1:- To study about components of pay structure in India

CO2:- To study about the various statutory provisions relating to wage policy in India

CO3:- To learn about various methods of wage payment

CO4:- To understand the concept and elements of Reward

CO5:- To study about various exit policies

### ***Course Code CC 23:- Enterprise Resource Planning***

CO1:- To get an insight of fundamentals of ERP system

CO2:- To grasp the activities of ERP project management cycle.



CO3:- To understand the emerging trends in ERP developments

CO4:- To learn about the success and failure factors of ERP implementation

CO5:- To learn about an overview of ERP network solution

### ***Course Code CC 24:- Labour Law***

CO1:- The students will be acquainted with Social Security Framework prevailing in our Country

CO2:- . To know the concept of social security, its importance and also constitutional basis in India.

CO3:- To know about the importance of ensuring the health, safety and welfare of the workmen

CO4:- To learn about various labour welfare legislations

CO5:- To study about labour policy

### ***Course Code CC 25:- Strategic Human Resource Management***

CO1:- To impart to the students the basic concepts of strategic management process.

CO2:- To focus on how firms formulate, implement and evaluate corporate business strategies

CO3:- To promote skills of evaluating and implementing strategies to sustain a firm's competitive advantage

CO4:-To study role of HR in strategic formulation

CO5:- To learn about strategic HR issues in global assignments

### ***Course Code CC 26:- Entrepreneurship Development***

CO1:- To familiarize the participants with the concept and overview of entrepreneurship with a view to enhance entrepreneurial talent.

CO2:- To impart knowledge on the basics of entrepreneurial skills and competencies to provide the participants with necessary inputs for creation of new ventures.

CO3:- To explore new vistas of entrepreneurship in 21st century environment to generate innovative business ideas.

CO4:- To get an insight into creativity and entrepreneurship

CO5:- To learn about new generation trends in entrepreneurship

### ***Course Code EC 01:- HRM in service sector***

CO1:- To give a theoretical framework for budding HR professionals.

CO2:- To understand the importance of territory sector in developing human resources

CO3:- To equip future HR professionals industry ready with the required skill sets.

CO4:- To get an insight about competency building and development in service sector

CO5:- To know about various softwares used in service sector

### ***Course Code EC 02:- Conflict and Negotiation Management***

CO1:- To understand the nature of various dimensions of conflict

CO2:- To learn various strategies and techniques to manage conflicts

CO3:- To understand the importance and role of negotiation in conflict resolution

CO4:- To understand the importance of cross-cultural and gender dimensions of negotiation

CO5:- To learn about levels and sources of conflict

### ***Course Code EC 03:- Project Management for HR Managers***

CO1:- To learn about the basic concepts of project management

CO2:- To improve the skill set of HR Learners with respect to project management knowledge relevant for business.

CO3:-To know about project planning and implementation

CO4:- To learn about project report preparation

CO5:- To enhance the students the insight to project management which stimulate entrepreneurial desires of learners

### ***Course Code EC 04:- Manpower Sourcing***

CO1:- To learn the concept of Human Resource Planning, its objectives, different approaches to HRP and HRP process

CO2:- To develop deep knowledge on the importance of job analysis, job description, job specification and job designing in Human Resources Management

CO3:- To understand the issues relating to manpower sourcing in organizations

CO4:- To gain knowledge on the legal aspects related to manpower sourcing

CO5:- To study about employment offers

### ***Course Code EC 05:- Counselling Skills for Managers***

CO1:- To aid the students in having a clear understanding about the concepts, methods, techniques and issues involved in counselling

CO2:- To learn about various strategies and skills in counselling to deal with employees

CO3:- To introduce students to the various approaches to deal with human problems at work place

CO4:- To gain an understanding on the basics of employee counseling, its need and goals.

CO5:- To provide knowledge on the application of counseling in organizational situations

### ***Course Code EC 06:- Human Resource Accounting and Auditing***

CO1:- To introduce the concept of Human resource accounting, its objectives, approaches to accounting process

CO2:- To make the students understand the importance of investment in human resources and the need for accounting of human capital

CO3:- To provide information on responsibility accounting and management control

CO4:- To provide knowledge on human resource auditing, balanced score card, HRD score card, accounting and financial statements

CO5:- To learn about organisational climate

### ***Course Code EC 07:- Diversity Management at Workplace***

CO1:- To discuss diversity and its importance in the emerging economy.

CO2:- To Understand the internal factors contribute to conflict in diverse environments

CO3:- To Identify how to thrive in a diverse environment.

CO4:- To understand the various organisational strategies for workforce diversity

CO5:- To know about socio-economic transitions of global workforce \

### ***Course Code EC 08:- Human Resource Analytics***

CO1:- To provide basic insights into application of HR Analytics to HR Management.

CO2:- To introduce HR Analytics as a tool for HR Decision Making.

CO3:-To know about the key components of HR planning analytics

CO4:- To get an insight about talent sourcing, acquisition and engagement analytics

CO5:- To study about analytical performane management

### ***Course Code CC 27:- Problem Centered Project***

CO1:- To undertake a problem centered study at a reputed organization on any of the HR topics learned

CO2:- To prepare a research report based on the collection, analysis and interpretation of the data and present the findings and suggestions

### ***Course Code CC 28:- Comprehensive viva voce***

CO1:- To test the level of practical knowledge gained out of completing the problem centered study

CO2:- To check the level of knowledge on the various topics studied in human resources throughout the course