

## **PG DEPARTMENT OF HUMAN RESOURCE MANAGEMENT**

### **PROGRAM OUTCOMES (PO), PROGRAM SPECIFIC OUTCOME (PSO) AND COURSE OUTCOMES (CO)**

#### **PROGRAMME OUTCOMES:**

PO1: Graduates are able to gain an insight into the current scholarly knowledge in the field of HR and Management leading to creativity and innovation in their profession.

PO2: Graduates are able to integrate and synthesize the various approaches to organizational and HR problems

PO3: Graduates are able to develop knowledge and understanding of related norms and ethics in the field of human resources and the various laws associated with HR functions

PO4: Graduates are able to undertake responsibility either as an individual or as a team member within the interdisciplinary framework of human resources and related fields.

PO5: Graduates are able to develop a framework to support successful decision making in all relevant functions and activities of any business or international operations of a domestic business within the competitive environment.

PO6: Graduates are able to buildup self confidence and competency to take up self employable business ventures.

#### **PROGRAM SPECIFIC OUTCOME (PSO)**

PSO1: Groomed with competency in knowledge, skills (Life, Communication and Managerial) and Attitude.

PSO2: Enhanced knowledge in HR Functions, Modern Management Techniques like HR Analytics, Updated labour laws and allied subjects such as Accounting for Managers, Financial Management and Marketing Management, and Operation Management, etc.

PSO3: Practical knowledge and hands on training in various areas of HR and other Management Functions through Forum Activities HR symphony, Innovatia, Dipstick, HURECANE, HR Coffee Club, Co Create, etc.

PSO4: Practical exposure to the problems and opportunities of human resource management through field visits, internships, Project studies.

PSO5: Proficient in taking up lead roles catering to local, national and international assignments.

PSO6: Sensitized in the changing scenario of Social and Industrial environment and being competent to start new ventures.

## COURSE OUTCOMES (CO)

### **SEMESTER- I**

#### **PAPER 1: MANAGEMENT PRINCIPLES**

##### **Course Outcomes:**

- CO 1: To understand the concept of Management and the evolution of various management theories, models and concepts
- CO2: To identify the various the managerial roles executed at various levels of management.
- CO3: Summarize and discuss the development of management thoughts along with its suitability.
- CO 4: To understand the concepts, of planning and forecasting has a key role in the management function of the organization.
- CO 5: To identify the various forms and dimensions of organizing function in the organization.
- CO 6: To explain the process of delegation, decentralization, centralization and communication required for working in the organization.
- CO 7: To analyze the role of coordination in the Organization
- CO 8: To explain the concept of control and the techniques used by the management regarding controlling in the organization.

#### **PAPER 2: ORGANISATIONAL BEHAVIOUR**

##### **Course Outcomes:**

- CO1: To understand organisational behavioural issues in the context of organisational behaviour theories, models and concepts
- CO2: To identify the various Personality attributes that impacts Organization Behaviour
- CO3: To summarize and discuss perceptions, learning, individual attitudes and values
- CO4: To understand the concepts and theories of motivation at the workplace
- CO5: To identify the various leadership styles and theories.
- CO6: To explain group dynamics and demonstrate skills required for working in groups and team building
- CO7: To analyse the role of Power and Politics in the Organization
- CO8: To explain organizational culture and Climate and describe its dimensions

#### **PAPER 3: STRATEGIC HUMAN RESOURCE MANAGEMENT (SHRM)**

##### **Course Outcomes:**

- CO1: To understand the various concepts, principles, importance of Human Resource Management for an organization.
- CO2: To design a Human Resource Plan for an organization and construct its Selection Process
- CO3: To develop a job analysis and produce a job description and job specification for a given job profile.
- CO4: To evaluate/justify the applicability of various techniques of Training
- CO5: To identify the performance appraisal process, Job evaluation, Compensation factors and explain the utility of various methods involved in it.
- CO6: To understand the emerging trends and practices in HRM.
- CO7: To distinguish the strategic approach to human resources from the traditional functional approach.
- CO8: To understand the strategic role of specific HR Systems and appreciate SHRM in the context of changing forms of organizations.

CO9: To assess the effectiveness of HR functions through various approaches.

#### **PAPER 4: LABOUR LEGISLATION- I**

##### **Course Outcomes:**

CO1: Identify and apply the basic duties and rights.

CO2: Understand and experiment the various provisions in a corporate

CO3: Determined to be a competent person to deal with real labour problem

CO4: Equipped to defend the rights of labour

CO5: Display exceptional skills to rationalize the various provisions of the legislations

CO6: Prepared to meet the various competitive examinations

Expert in handling labour crisis in the industrial arena

#### **PAPER 5: MANAGERIAL ECONOMICS**

##### **Course Outcomes:**

CO1: To understand the fundamental concepts of Economics

CO2: To analyze real-world business problems with a systematic theoretical framework of Demand Analysis & Forecasting.

CO3: To understand the concepts of supply and Production

CO4: To understand the basic concepts of demand and supply and analyzing the effects of these factors on business dynamics

CO5: To enable the students in decision making within the larger framework of macroeconomics.

### **SEMESTER II**

#### **PAPER 6: LEARNING AND DEVELOPMENT**

##### **Course Outcomes:**

CO1: To develop an understanding of the basic principles of learning and its influence on individual development.

CO2: To understand the need, importance and types of training.

CO3: To understand how to identify training needs analysis.

CO4: To gain an insight on designing and implementing Training Programs for an organization.

CO5: To understand the evaluation of training Programs.

#### **PAPER 7: LABOUR LEGISLATION - II**

##### **Course Outcomes:**

CO1: Understand the various provisions applicable to women and child

CO2: Equipped to defend the women's rights and child's right.

CO3: Proficient in distinguish between wages and bonus

CO4: Prepared to meet labour department officials and industrial court

CO5: Apply the various forms pertaining to various legislations

CO6: Integrate the Indian constitution and Labour legislations

CO7: Examine the labour problems and bring solutions

CO8: Infer the various provisions applicable to accident.

## **PAPER 8: COMPENSATION MANAGEMENT**

### **Course Outcomes:**

- CO1: To gain an insight to the introduction of Compensation Management.
- CO2: To understand the various dimensions of Compensation Management
- CO3: To Compare Pay structure, job based structure and person based structure
- CO4: To analyze Employees Compensation and Benefits Packages
- CO5: To Describe Union rule in wage and salary administration

## **PAPER 9: PERFORMANCE MANAGEMENT**

### **Course Outcomes**

- CO 1: To understand the foundation and the need to have performance management by the organization.
- CO2: Summarize and discuss the various Approaches to performance appraisal process carried out by the organization.
- CO 3: To understand the concepts, theories and the legal issues that are associated with the performance appraisal.
- CO 4: To identify the various methods of performance appraisal and its downsides.
- CO 5: To explain the concept of reward management and the ways in which organization links with the performance.
- CO 6: To explore and analyse the performance appraisal methods by various leading MNC's.

## **PAPER 10: RESEARCH METHODOLOGY**

### **Course Outcomes:**

- CO1: To understand the concepts and techniques used in Research and apply this knowledge in business decision making.
- CO2: To define business research problems and will also able to formulate an abbreviated version of research proposal
- CO3: To describe and choose appropriate sampling design and will also be able to estimate appropriate sample size.
- CO4: To construct appropriate hypotheses and draw conclusions by using a suitable hypothesis testing procedure so as to address the research problem in question.
- CO5: To develop measurement tools and construct appropriate scales therein.
- CO6: To select suitable method of data collection and will be able to make questionnaire/e-questionnaire
- CO7: To assess the level of association between given variables in the data using various types of Statistical analysis techniques.
- CO8: To derive inferences by applying various techniques of interpretation and be and write various types of research reports

## **SEMESTER III**

## **PAPER 11: EMPLOYEE RELATIONS AND WELFARE**

### **Course outcomes**

- CO1: Understand the meaning of Employee relations real industrial relations
- CO2: Equipped to distinguish the different types of trade unions and employer organizations.
- CO3: Prepared to solve industrial disputes by deploying appropriate negotiations skills
- CO4: Expert in executing disciplinary action
- CO5: Proficient in drafting charge sheet by make use of relevant literature
- CO6: Competent to encounter the trade unions by acquiring appropriate skills
- CO7: Apply the appropriate industrial relations approach to safeguard the employee relations
- CO8: Examine the various social security benefits to implement in the organization

## **PAPER 12: WORKPLACE COUNSELLING**

### **Course Outcomes:**

CO1: To introduce students to the fundamentals of counselling and application of Workplace Counselling.

CO2: To gain an understanding on the basics of employee counselling, its need and goals.

CO3: To provide knowledge on the application of setting up counselling in the workplace.

CO4: To demonstrate the students on how to deal with specific workplace problems.

CO5: To gain an insight on industrial counselling.

## **PAPER 13: ACCOUNTING FOR MANAGERS**

### **Course outcomes:**

CO1: To describe the basic concepts related to Accounting, Financial Statements, Management Accounting, Cost Accounting & and perform their application in actual practice

CO2: To prepare the financial statements and calculate the profit or loss of a firm as at the end of the financial year

CO3: To understand the Principles and techniques of Cost Accounting and Management accounting for management information and decision making process.

CO4: To analyze the situation based on the financial as well as non-financial elements.

## **PAPER 14: BUSINESS POLICY AND STRATEGIC MANAGEMENT**

### **Course Outcomes**

CO 1: To understand the business perspective of the organization and the components of business.

CO2: To explore the concept of business environment and its opportunities and threats

CO3: Summarize and discuss about various business policies and its related aspects.

CO 4: To understand the concept of economic system and the business policies in the various economic systems.

CO 5: To understand the concept of strategy and the process of strategy formulation.

CO 6: To explain the various types of Strategy implementation with its importance.

CO 7: To analyze the Strategic evaluation and control techniques by the business firms.

## **PAPER 15: OPERATIONS MANAGEMENT**

### **Course Outcomes:**

CO1: To familiarize with the production and operation management functions and its relation to the other management functions

CO2: To acquaint students with the decision making in planning, scheduling and controlling of productions and operations function

CO3: To gain knowledge on the various aspects of operations management like material management, inventory management and JIT

CO4: To gain insight into the productivity improvement in operations through Statistical Quality Control and total quality management

CO5: To understand the concept of Ergonomics, Work Study and Method Study.

## **SEMESTER IV**

## **PAPER 16: ORGANISATION CHANGE & ORGANISATION DEVELOPMENT**

### **Course Outcomes:**

CO1: To understand the nature of change, the forces for change, resistance to change and approaches to managing organizational change

CO2: To understand the nature and concept of organizational transformation and transition

CO3: To gain an insight into the organizational development programmes and techniques, emerging OD approaches and techniques and its application in organizations

CO4: To provide conceptual and practice based approach on the implications of change tailoring the specific needs of the organization through organizational development techniques

CO5: To familiarize students on the future implications of Organizational Development.

### **PAPER 17: ENTREPRENEURIAL DEVELOPMENT**

#### **Course Outcomes:**

CO1: To understand the concept of entrepreneurship and identify the success factors of an enterprise.

CO2: To assess the role of environment on different economic sectors and opportunities in India.

CO3: To justify the role of EDPs in growth of entrepreneurship

CO4: To classify projects and formulate a basic business plan (project)

CO5: To examine the importance of project appraisal and evaluate the different factors based on feasibility of a business project.

CO6: To analyze the role of Government and various support organizations in encouraging and supporting Entrepreneurship.

CO7: To explain the marketing functions and its applicability in Entrepreneurship.

CO8: To formulate steps in starting a small enterprise and visualize a model of small business.

### **PAPER 18: INTERNATIONAL HUMAN RESOURCE MANAGEMENT**

#### **Course Outcomes:**

CO1: To introduce students to the study and practice of IHRM.

CO2: To provide an insight on the contemporary issues in IHRM.

CO3: To discuss on the national culture and cross-cultural and diversity management

CO4: To analyze the various issues of expatriation, Repatriation, Mergers and Acquisitions.

CO5: To analyse cases on Globalization and International business.

### **PAPER 19: HR ANALYTICS**

#### **Course outcomes:**

CO1: Apply appropriate statistical analysis to HR questions and problems to improve decision-making with understanding of limitation;

CO2: Think critically about data and metrics for HR problem-solving and decision-making;

CO3: Understand the logic underlying statistical significance;

CO4: Proficient in using statistical software to manipulate and organize data for analysis;

CO5: Effectively interpret and communicate results from statistical analysis into actionable decisions.

CO6: Apply appropriate analytical tools in hr functions

CO7: Equipped to execute appropriate types of analytics for the betterment of the organization

CO8: Outline the difference between big data, and business analytics

CO9: Expert in using relevant formulas in excel and brings pertinent results

### **PAPER 20 A: FINANCIAL MANAGEMENT**

#### **Course Outcomes**

CO 1: To understand the basic concepts of Financial Management and its significances.

CO2: To identify the organization's perspective regarding various avenues for long term investment decisions.

CO3: Summarize and discuss the various methods involved in estimating cost of capital.

CO 4: To understand the concepts, models and theories related to dividend issued by the organization.

CO 5: To explore and understand the basic concepts of working capital management.

## **PAPER 29B:     MARKETING MANAGEMENT**

### **Course Outcomes**

CO 1: To understand the basic concept of marketing and conceptual framework of marketing.

CO2: To identify the Marketing interface with other functional areas of the organization.

CO3: Summarize and discuss the key drivers of marketing strategies and Strategic Marketing Mix components.

CO4: To understand the concepts of Product life cycle strategies and new product development: strategy.

CO 5: To explore the concepts associated with consumer buyer behaviour.

CO 6: To understand the concept of marketing research and trends in recent marketing terms.