

**M. Com (HR)/MHRM**

- Gain knowledge of various Human Resource functions.
- Analyze the role of human resources in supporting organizational strategy.
- Develop interdepartmental relationships to further strategic leadership goals.
- Incorporate ethical and legal perspectives into all human resource activities.
- Knowledge of different factors of financial compensation enables one to understand in developing a suitable compensation package.
- Understanding of different techniques of performance appraisal and design of appraisal system.
- Understanding that helps in designing of selection process-based assessment of manpower requirement.
- Knowledge of performance management system, its process, review and analysis
- Analysis of various models of performance.
- Understand organizational development components and interventions.
- Understand both legally required and discretionary benefits to be provided to an employee in the real-time work environment.
- Enter into the corporate sector and research institutions and get them ready for research (Ph.D.)

# COURSE OUTCOMES

## M. Com (HR)/MHRM

<i>Previous</i>		
Paper Code	Paper Name	Course Outcome
P-I	<b>Human Resource Management</b>	<ul style="list-style-type: none"> <li>Describe trends in the labour force and how they impact human resource management practice</li> <li>Discuss the importance of performance management, human resource planning and succession planning</li> <li>Explain the benefits of the reward system</li> <li>Explain the different strategies used in resolving conflict</li> <li>Describe how organizations contribute to employee's job satisfaction and retain key employees.</li> </ul>
P-II	<b>Human Resource Development</b>	<ul style="list-style-type: none"> <li>Identify the origin of HRD and learn various concepts of HRD.</li> <li>Write down the qualities and competencies required for an HRD manager and to learn HRD as a culture to learn subsystems of HRD.</li> <li>Explicate the role of HRD in recent times and building HRD mechanisms in real-time.</li> <li>Describe the concept of organization development and understand the impact of the professional OD interventions.</li> <li>Describe the training objects, methods and budget.</li> <li>Describe succession planning and counselling and learn the importance of career planning.</li> </ul>
P-III	<b>Labour Economics &amp; Labour Welfare</b>	<ul style="list-style-type: none"> <li>Basic mechanisms of the labour market, in particular how unemployment and wage and productivity differences can arise as equilibrium phenomena</li> <li>The building blocks for studying the relationship between the micro and the macro sides of the economy</li> <li>Key elements of empirical work that aim at evaluating and quantifying the mechanisms of the models</li> <li>Use analytical models of behaviour and interactions in the labour market as tools to analyze the mechanisms that determine outcomes in the labour market, the performance of labour markets</li> <li>Analyze policy questions related to labour markets</li> </ul>
P-IV	<b>Industrial Relations and Social Security</b>	<ul style="list-style-type: none"> <li>The focus of the course is to understand the role and importance of industrial relations and security systems in the HR systems of an organization.</li> <li>It covers the bargaining and industrial laws &amp; procedures used by unions and employers for the well-being of their workforce.</li> <li>How to safeguard the interest of labour and management by securing the highest level of mutual understanding and goodwill among all the sections in the industry.</li> <li>Learning the strategies to avoid industrial conflict and develop harmonious relations.</li> <li>To learn about the status of government initiatives in the direction of labour welfare and security.</li> </ul>

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Paper Code	Paper Name	Course Outcome
P-V	Labour Legislation	<ul style="list-style-type: none"> <li>• Become acquainted with the core principles and structures of Labour Law.</li> <li>• Apply labour legislation in practical subjects pertaining to their professional life, indicatively; drafting from an accountant or tax-consultant payroll charts, insurance contributions and work schedules</li> <li>• Acquire the ability to understand the legal framework regarding relations within the entrepreneurial environment in which - as members of the Accounting and Finance community – shall be called upon to demonstrate their professional skills.</li> <li>• Are in a position to deal with basic subjects pertaining to the structure and application of collective labour relations, and in particular acquire the ability to process collective labour agreements.</li> <li>• They have gained the ability of decision-making in labour matters.</li> </ul>
<i>Final</i>		
Paper Code	Paper Name	Course Outcome
P-VI	Management Concepts and Organizational Behaviour	<ul style="list-style-type: none"> <li>• Define basic organizational behaviour principles and analyze how these influence behaviour in the workplace.</li> <li>• Analyze individual human behaviour in the workplace as influenced by personality values, perception and motivation.</li> <li>• Explain group dynamics and demonstrate skills required for working in groups</li> <li>• Identify the various leadership styles and the role of leaders in the decision-making process.</li> <li>• Discuss the main problems about stress power, politics and ethics</li> <li>• To discuss the implementation of organizational change</li> </ul>
P-VII	Organizational Development	<ul style="list-style-type: none"> <li>• Establish the foundation for understanding the field of OD and to learn contemporary definitions of organization development.</li> <li>• Explain assumptions and values associated with organization development.</li> <li>• Describe the values and beliefs of OD and HRD theory and the application of mechanisms in real life.</li> <li>• Explain the OD process and identify the OD process and design systems.</li> <li>• Critical thinking reasons for change and effective methods to manage resistance to change.</li> <li>• Explain the personnel management and group process using the analytical model.</li> <li>• Explicate the role of the manager as an agent of change.</li> </ul>

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<i>Final</i>		
Paper Code	Paper Name	Course Outcome
P-VIII	<b>Business Research Methods</b>	<ul style="list-style-type: none"> <li>• Apply a range of quantitative and/or qualitative research techniques to business and management problems/issues</li> <li>• Understand and apply research approaches, techniques and strategies in the appropriate manner for managerial decision-making</li> <li>• Demonstrate knowledge and understanding of data analysis and interpretation in relation to the research process</li> <li>• Conceptualize the research process</li> <li>• Develop necessary critical thinking skills to evaluate different research approaches utilized in the service industries.</li> </ul>
P-IX	<b>Human Resource Information System</b>	<ul style="list-style-type: none"> <li>• Describe the role of information technology and information systems in business</li> <li>• Record the current issues of information technology and relate those issues to the firm</li> <li>• Reproduce a working knowledge of concepts and terminology related to information technology</li> <li>• Appraise the knowledge previously acquired of Microsoft Office</li> <li>• Analyze how information technology impacts a firm</li> <li>• Interpret how to use information technology to solve business problems</li> <li>• Illustrate the impact of information systems on society</li> </ul>
P-X	<b>Contemporary Issues in Human Resource Management</b>	<ul style="list-style-type: none"> <li>• Identify HR challenges facing Multinational corporations</li> <li>• Explain how growth in International business activity affects human resource management</li> <li>• Identify the factors that strongly influence HRM in international markets</li> <li>• Describe how companies select and train human resources in the global labour market</li> <li>• Define high-performance work system in the 21st century</li> <li>• Describe the role of cultural context in the organization</li> <li>• Compare and contrast framework for managing and embracing diversity.</li> </ul>
P-XI	<b>Project Report and Viva -Voce</b>	<ul style="list-style-type: none"> <li>• To expose students to the 'real' working environment and get acquainted with the organization structure, business operations and administrative Functions.</li> <li>• To have hands-on experience in the students' related field so that they can relate and reinforce what has been taught at the university.</li> <li>• To promote cooperation and to develop synergetic collaboration between industry and the university in promoting a knowledgeable society.</li> <li>• To set the stage for future recruitment by potential employers.</li> <li>• An ability to write technical documents and give oral presentations related to the work completed.</li> </ul>