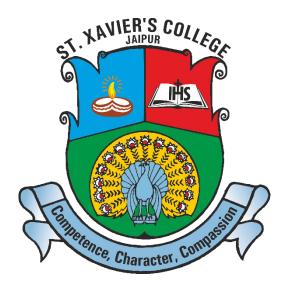
ST. XAVIER'S COLLEGE JAIPUR

Nevta - Mahapura Road, Jaipur - 302029, Rajasthan, India Affiliated to the University of Rajasthan Approved under Section 2(f) &12(B) of the UGC Act, 1956



COURSE OUTCOMES M.Com. HRM (Master of Human Resource Management)

COURSE OUTCOMES (COs) M. Com (HRM) Previous Year **P-I Human Resource Management** Describe trends in the labour force and how they impact human resource CO 1. management practice Discuss the importance of performance management, human resource planning and CO 2. succession planning Explain the benefits of the reward system CO 3. CO 4. Explain the different strategies used in resolving conflict Describe how organizations contribute to employee's job satisfaction and retain key CO 5. employees **P-II Human Resource Development** CO 1. Identify the origin of HRD and learn various concepts of HRD Write down the qualities and competencies required for an HRD manager and to CO 2. learn HRD as a culture to learn subsystems of HRD Explicate the role of HRD in recent times and building HRD mechanisms in real-CO 3. time Describe the concept of organization development and understand the impact of the CO 4. professional OD interventions CO 5. Describe the training objects, methods and budget Describe succession planning and counselling and learn the importance of career CO 6.

planning

P-III Labour Economics and Labour Welfare		
CO 1.	Basic mechanisms of the labour market, in particular how unemployment and wage and productivity differences can arise as equilibrium phenomena	
CO 2.	The building blocks for studying the relationship between the micro and the macro sides of the economy	
CO 3.	Key elements of empirical work that aim at evaluating and quantifying the mechanisms of the models	
CO 4.	Use analytical models of behaviour and interactions in the labour market as tools to analyse the mechanisms that determine outcomes in the labour market, the performance of labour markets	
CO 5.	Analyse policy questions related to labour markets	
P-IV Industrial Relations and Social Security		
CO 1.	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	
CO 2.	It covers the bargaining and industrial laws & procedures used by unions and employers for the well-being of their workforce	
CO 3.	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	
CO 4.	Learning the strategies to avoid industrial conflict and develop harmonious relations	
CO 5.	To learn about the status of government initiatives in the direction of labour welfare and security	
CO 6.	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	

P-V Labour Legislation		
CO 1.	Become acquainted with the core principles and structures of Labour Law	
CO 2.	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	
CO 3.	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	
CO 4.	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	
CO 5.	They have gained the ability of decision-making in labour matters	

M. Com. (HRM) Final Year		
P-I Management Concepts and Organizational Behavior		
CO 1.	Define basic organizational behaviour principles and analyse how these influence behaviour in the workplace	
CO 2.	Analyse individual human behaviour in the workplace as influenced by personality values, perception and motivation	
CO 3.	Explain group dynamics and demonstrate skills required for working in groups	
CO 4.	Identify the various leadership styles and the role of leaders in the decision-making process	
CO 5.	Discuss the main problems about stress power, politics and ethics	
CO 6.	To discuss the implementation of organizational change	
P-II Organizational Development		
CO 1.	Establish the foundation for understanding the field of OD and to learn contemporary definitions of organization development	
CO 2.	Explain assumptions and values associated with organization development	
CO 3.	Describe the values and beliefs of OD and HRD theory and the application of mechanisms in real-life	
CO 4.	Explain the OD process and identify the OD process and design systems	
CO 5.	Critical thinking reasons for change and effective methods to manage resistance to change	
CO 6.	Explain the personnel management and group process using the analytical model	
CO 7.	Explicate the role of the manager as an agent of change	

P-III Business Research Methods		
CO 1.	Apply a range of quantitative and/or qualitative research techniques to business and management problems/issues	
CO 2.	Understand and apply research approaches, techniques and strategies appropriately for managerial decision-making	
со 3.	Demonstrate knowledge and understanding of data analysis and interpretation in relation to the research process	
CO 4.	Conceptualize the research process	
CO 5.	Develop necessary critical thinking skills to evaluate different research approaches utilized in the service industries	
P-IV Human Resource Information System		
CO 1.	Describe the role of information technology and information systems in business	
CO 2.	Record the current issues of information technology and relate those issues to the firm	
со 3.	Reproduce a working knowledge of concepts and terminology related to information technology	
CO 4.	Appraise the knowledge previously acquired of Microsoft Office	
CO 5.	Analyse how information technology impacts a firm	
CO 6.	Interpret how to use information technology to solve business problems	
CO 7.	Illustrate the impact of information systems on society	

P-V Contemporary Issues in Human Resource Management		
CO 1.	Identify HR challenges facing Multinational corporations	
CO 2.	Explain how growth in International business activity affects human resource management	
CO 3.	Identify the factors that strongly influence HRM in international markets	
CO 4.	Describe how companies select and train human resources in the global labour market	
CO 5.	Define high-performance work system in the 21 st century	
CO 6.	Describe the role of cultural context in the organization	
CO 7.	Compare and contrast framework for managing and embracing diversity	
P-VI Project Report and Viva -Voce		
CO 1.	To expose students to the 'real' working environment and get acquainted with the organization structure, business operations and administrative Functions	
CO 2.	To have hands-on experience in the students' related field so that they can relate and reinforce what has been taught at the university	
CO 3.	To promote cooperation and to develop synergetic collaboration between industry and the university in promoting a knowledgeable society	
CO 4.	To set the stage for future recruitment by potential employers	
CO 5.	An ability to write technical documents and give oral presentations related to the work completed	