

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

CO 1.	Describe trends in the labour force and how they impact human resource management practice
CO 2.	Discuss the importance of performance management, human resource planning and succession planning
CO 3.	Explain the benefits of the reward system
CO 4.	Explain the different strategies used in resolving conflict
CO 5.	Describe how organizations contribute to employee's job satisfaction and retain key employees

P-II Human Resource Development

CO 1.	Identify the origin of HRD and learn various concepts of HRD
CO 2.	Write down the qualities and competencies required for an HRD manager and to learn HRD as a culture to learn subsystems of HRD
CO 3.	Explicate the role of HRD in recent times and building HRD mechanisms in real-time
CO 4.	Describe the concept of organization development and understand the impact of the professional OD interventions
CO 5.	Describe the training objects, methods and budget
CO 6.	Describe succession planning and counselling and learn the importance of career 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
CO 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
CO 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