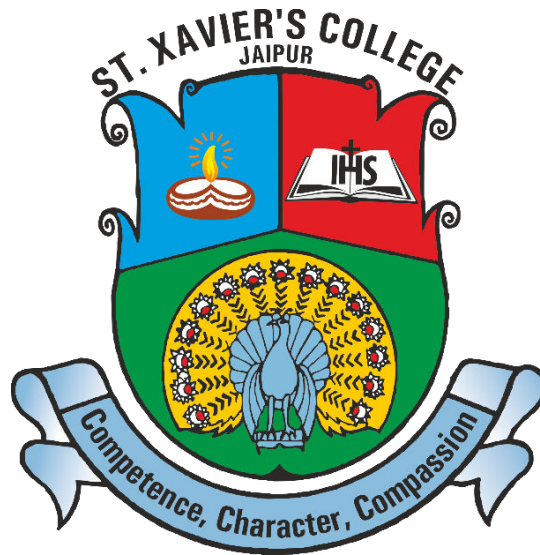


# **ST. XAVIER'S COLLEGE JAIPUR**

**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)**

**Department of Business Administration**

## Course Outcomes (COs)

### M. Com. (HRM) Previous

#### P-I Human Resource Management

The Learners will be able to:

<b>CO 1.</b>	Describe trends in the labour force and how they impact human resource management practices
<b>CO 2.</b>	Discuss the importance of performance management, human resource planning and succession planning
<b>CO 3.</b>	Identify the benefits of reward system
<b>CO 4.</b>	Compare the different strategies used in resolving conflict
<b>CO 5.</b>	Evaluate how organisations contribute to employee's job satisfaction and retain key employees

#### P-II Human Resource Development

<b>CO 1.</b>	Identify the origin of HRD and learn various concepts of HRD
<b>CO 2.</b>	Define the qualities and competencies required for an HRD manager and to learn HRD as a culture to learn subsystems of HRD
<b>CO 3.</b>	Examine the role of HRD in recent times and building HRD mechanisms in real-time
<b>CO 4.</b>	Describe the concept of organisation development and understand the impact of the professional organisational development interventions
<b>CO 5.</b>	Integrate training objects, methods and budget
<b>CO 6.</b>	Assess succession planning and counselling and learn the importance of career planning

## Course Outcomes (COs)

### M. Com. (HRM) Previous

#### P-III Labor Economics and Labor Welfare

<b>CO 1.</b>	Describe basic mechanisms of the labour market, in particular how unemployment and wage and productivity differences can arise as equilibrium phenomena
<b>CO 2.</b>	Classify the building blocks for studying the relationship between the micro and the macro sides of the economy
<b>CO 3.</b>	Identify key elements of empirical work that aim at evaluating and quantifying the mechanisms of the models
<b>CO 4.</b>	Analyse models of behaviour and interactions in the labour market as tools to determine the mechanisms that influence outcomes and performance in labour markets
<b>CO 5.</b>	Evaluate policy questions related to labour markets

#### P-IV Industrial Relations and Social Security

<b>CO 1.</b>	Define the role and importance of industrial relations and security systems in the HR systems of an organisation
<b>CO 2.</b>	Describe the industrial laws & procedures used by unions and employers for the well-being of the workforce
<b>CO 3.</b>	Articulate 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
<b>CO 4.</b>	Compare the strategies to avoid industrial conflict and develop harmonious relations
<b>CO 5.</b>	Evaluate government initiatives in the direction of labour welfare and security

## Course Outcomes (COs)

### M. Com. (HRM) Previous

#### P-V Labor Legislation

<b>CO 1.</b>	Define the core principles and structures of Labor Law
<b>CO 2.</b>	Apply labour legislation in practical contexts, such as drafting payroll charts, insurance contributions, and work schedules
<b>CO 3.</b>	Discuss the legal framework regarding relations within the entrepreneurial environment
<b>CO 4.</b>	Categorise the basis related to collective labour relations and process collective labour agreements
<b>CO 5.</b>	Develop decision-making abilities in labor matters

## Course Outcomes (COs)

### M. Com. (HRM) Final

#### P-I Management Concepts and Organizational Behavior

CO 1.	Define basic organisational 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.	Measure the implementation of organisational change

#### P-II Organizational Development

CO 1.	Enumerate the concept of Organizational Development (OD) and learning its contemporary aspects
CO 2.	Explain assumptions and values associated with Organizational Development
CO 3.	Describe the values and beliefs of OD and HRD theory and the application of mechanisms in real-life
CO 4.	Identify the OD process and design systems
CO 5.	Analyse the reasons for change and effective methods to manage resistance to change
CO 6.	Define the personnel management and group process using the analytical model
CO 7.	Assess the role of the manager as an agent of change

## Course Outcomes (COs)

### M. Com. (HRM) Final

#### P-III Business Research Methods

<b>CO 1.</b>	Apply a range of quantitative and/or qualitative research techniques to business and management problems/issues
<b>CO 2.</b>	Apply research approaches, techniques and strategies appropriately for managerial decision-making
<b>CO 3.</b>	Demonstrate knowledge and understanding of data analysis and interpretation in relation to the research process
<b>CO 4.</b>	Define the research process
<b>CO 5.</b>	Develop necessary critical thinking skills to evaluate different research approaches utilised in the service industries

#### P-IV Human Resource Information System

<b>CO 1.</b>	Describe the role of information technology and information systems in business
<b>CO 2.</b>	Record the current issues of information technology and relate those issues to the firm
<b>CO 3.</b>	Reproduce a working knowledge of concepts and terminology related to information technology
<b>CO 4.</b>	Apply the knowledge previously acquired of Microsoft Office
<b>CO 5.</b>	Analyse how information technology impacts a firm
<b>CO 6.</b>	Interpret how to use information technology to solve business problems
<b>CO 7.</b>	Illustrate the impact of information systems on society

## Course Outcomes (COs)

### M. Com. (HRM) Final

#### P-V Contemporary Issues in Human Resource Management

CO 1.	Identify HR challenges in 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 <sup>st</sup> century
CO 6.	Describe the role of cultural context in the organisation
CO 7.	Compare the framework for managing and embracing diversity

#### P-VI Project Report and Viva -Voce

CO 1.	Demonstrate the 'real' working environment and get acquainted with the organisation structure, business operations and administrative functions
CO 2.	Acquire hands-on experience in the students' related field so that they can relate and reinforce what has been taught
CO 3.	Integrate cooperation and develop synergetic collaboration between industry and the institute in promoting a knowledgeable society
CO 4.	Prepare the stage for future recruitment by potential employers
CO 5.	Write technical documents and give oral presentations related to the work completed