

MASTER OF HUMAN RESOURCE MANAGEMENT

COURSE OUTCOMES (COs)

On completion of the course students will be able to

COURSE COMPONENT	COURSE	COURSE OUTCOME
CORE THEORY	PRINCIPLES OF MANAGEMENT	CO1: Get aware about the varied management principles and practices. CO2: Describe the process of management's four functions: planning, organizing, leading, and controlling CO3: Identify and properly use vocabularies within the field of management to articulate one's own position on a specific management issue and communicate effectively within the organisation. CO4: Evaluate leadership styles to anticipate the consequences of each leadership style. CO5: Make ethical decision as a good leader by applying various control techniques in management.
CORE THEORY	ORGANIZATIONAL BEHAVIOR	CO1: Apply various organization models to understand organizational strategies. CO2: Identify the types of motivation theory. CO3: Analyze the group and team behaviour in organization. CO4: Understands the organizational Conflict. CO5: Describes the multicultural organizational behaviour.
CORE THEORY	HUMAN RESOURCE MANAGEMENT	CO1: Learn the concept of Human Resource Management and to understand its relevance in organizations. CO2: Develop the human resource planning and policies. CO3: Build necessary skill set for application of various HR issues. CO4: Apply the Recruitment and Selection methods in Organisation.

		CO5: Understand the Ethics and recent trends in HR profession
CORE THEORY	COMMUNICATION SKILLS FOR MANAGERS	CO1: Demonstrate their verbal and non-verbal communication ability through presentations. CO2: Stimulate their Critical thinking by designing and developing clean and lucid writing skills. CO3: Write error free business letters while making an optimum use of Correct Business Vocabulary & Grammar and in preparing business reports. CO4: Distinguish among various levels of organizational communication and Communication barriers while developing an understanding of Communication as a process in an organization. CO5: Negotiate business using modern methods of business communication
CORE ELECTIVE I	HUMAN RIGHTS AND DUTIES	CO1: Understand the origin and terminologies of human rights that would pave way for understanding human behaviors. CO2: Describe the different classification of Human rights and thereby understanding the privileges associated with different groups CO3: Demonstrate the rights of women and children on female infanticide, domestic violence, physical assault, sexual harassment, violence at work place and their remedial measures. CO4: Developing investigative and analytical skills which will help for better people management CO5: Identifying and assessing primary sources as well scholarly literature about human beings by understanding their rights and benefits.
CORE THEORY	PERFORMANCE	CO1: Understand the process and

	MANAGEMENT	implementation of Performance Management CO2: Apply the approaches measuring the performance. CO3: Develop the knowledge on conducting the staff appraisal. CO4: Analyze the Reward system. CO5: Develop necessary skills for performing performance appraisal.
CORE THEORY	RESEARCH METHODS	CO1: Assess the various research methods pertinent to technology innovation research. CO2: Perform literature reviews using print and online databases CO3: Relate the various sampling methods, measurement scales and instruments, and appropriate uses of each CO4: Describe, compare, and contrast the descriptive and inferential statistics using different statistical analysis CO5: Prepare the key elements of a research proposal or report
CORE THEORY	LABOUR LAWS	CO1 : Learn and understand the development and the judicial setup of Labour Laws. CO2: Integrate the knowledge of Labour Law in General HRD Practice CO3: learn the laws relating to Industrial Relations, Social Security and Working conditions. CO4: Know the statutory procedures with respect to industrial discipline. CO5 : Can Involve in workplace bargaining and agreements.
CORE THEORY	STRESS MANAGEMENT	CO1: Understand the term 'stress' and its emotional basis to handle people in a better way CO2: Incorporate strategies to overcome work related stress and thereby enhancing the productivity CO3: Identify the specific stressors and curtailing it from the workplace

		for effective organizational performance CO4 : Addressing stress at the workplace which will certainly pave ways for better human resource management CO5: Learning stress busting techniques to overcome its negative impacts on employees work related outcomes.
CORE ELECTIVE II	SPSS	CO1: Able to perform a wide range of data management tasks in SPSS application. CO2: Understanding the basic workings of SPSS, and perform basic statistical analyses. CO3: Possessing analytical skills to deal the real life/organizational-related problems quantitatively which is unbiased CO4: Continue their higher studies and scientific research to analyze and solve complex problems in the field of management (HRM). CO5: Gaining a knowledge on testing the relationship between variables (HRM variables) which would help the students to progress well in their career
CORE THEORY	STRATEGIC MANAGEMENT	CO1: Understand the basic concepts and principles of strategic management analyse the internal and external environment of business CO2: Develop and prepare organizational strategies that will be effective for the current business environment CO3: Devise strategic approaches to managing a business successfully in a global context CO4: Identify and analyse the business problems
CORE THEORY	INDUSTRIAL RELATIONS AND LABOUR WELFARE	CO1: Acquire a solid theoretical, practical and ethical perspective on many aspects of industrial relations CO2: Critically analyse theories,

		models, and paradigms in the field CO3: Understanding the key participants, institutions, relationships and processes in employment relations, so that students acquire an enhanced ability to influence industrial relations outcomes in an informed manner CO4: Developing research, writing and speaking skills necessary for work and life CO5: Strengthening key competencies in group participation, oral and written communication and persuasion, critical thinking, problem-solving, information processing and planning.
CORE THEORY	MANAGEMENT TRAINING AND DEVELOPMENT	CO1: Understand the role of training and development in Human Resource Management. CO2: Analyze the need of training, designing the training program, and the techniques of training in the organization. CO3: Apply the training methods and training styles in the functional areas. CO4: Analyze the career development and to manage the time in the practical business environments. CO5: Update the future and recent trends in training and development for the challenges in the organization.
CORE THEORY	COUNSELLING SKILLS FOR MANAGERS	CO1: Know the basics of counselling and how to use various approaches of counselling. CO2: Understand the problem and assess a counselee during emergency situations in the organizations. CO3: Use the various types of counselling strategies. CO4: Leverage personal strengths and expertise to create & maintain a managerial relationship

		CO5: Apply the learnt counselling techniques in organisation situations which improves performance among the employee
CORE ELECTIVE III	TOTAL QUALITY MANAGEMENT	CO1: Know the principles of total quality management and peculiarities of their Implementation in business CO2: Understand the Implications of Quality in Business using conventional and modern quality control tools. CO3: Implement the contributions of various quality gurus in modern organisation. CO4: Know about the various recent quality management techniques CO5: Gain knowledge towards various Quality management systems.
CORE THEORY	COMPENSATION AND BENEFITS	CO1: Analyze how the pay decision help the organization achieve a competitive advantage. CO2: Apply the knowledge to solve compensation related issues in organizations. CO3: Understand the concept of compensation and its practices, to strengthen the performance linked with compensation and other employee benefits in the organization. CO4: Apply the job evaluation process and methods to fix a competitive package in the business environment. CO5: Evaluate the international compensation and salary fixation for expatriates and repatriates to the global trends.
CORE ELECTIVE V	ENTREPRENEURSHIP DEVELOPMENT	CO1: Understand the various domains of Entrepreneurship. CO2: Know the parameters to assess opportunities and constraints for new business ideas and its importance towards business planning.

		CO3: Understand the Components of macro and micro business environment related to entrepreneurship development CO4: Know about the Impact of SSIs in India and its importance in economic improvement CO5: Understand the importance of diversity in modern organizations and the emergence of entrepreneurship with special reference to export promotions
CORE ELECTIVE IV	INTERNATIONAL HUMAN RESOURCE MANAGEMENT	CO1: Provides the knowledge, understanding and key skills required by HR professionals working in an international firms. CO2: Enabling students to effectively contribute to dynamic organizations CO3: Creates an avenue for the students to understand the significance of ethical issues in HR practices and the management of people in the workplace CO4: Provides an in-depth knowledge of specific IHRM-related theories, skills and practices CO5: Generate students who are competent with diverse skills, experience levels and way of thinking.