

**MA HUMAN RESOURCE MANAGEMENT (MA HRM)**

**PROGRAMME OUTCOMES (PO)**

**On completion of the Post Graduate Programme, the student is expected to attain the following learning outcomes**

<b>PO No</b>	<b>Post Graduate Programme Outcomes</b>
<b>PO.1</b>	Develops into professional managers who can contribute to the growth of business and industry in India and abroad.
<b>PO.2</b>	Develops astute leaders with a strong ethical background who can efficiently and effectively manage business amidst environmental turbulences
<b>PO.3</b>	Nurtures entrepreneurial skills among young generation and make them effective change agents
<b>PO.4</b>	Contributes towards better management practices in the country by offering quality management education.
<b>PO.5</b>	Facilitates the Institutions to contribute towards the management of non-corporate sectors and social enterprises with main focus at local and regional level.

**PROGRAMME SPECIFIC OUTCOMES (PSO)**

Master of Human Resource Management Programme has been designed to prepare post graduates for attaining the following specific outcomes.

<b>PSO No</b>	<b>Post Graduate Programme Specific Outcomes</b>
<b>PSO 1</b>	Attains specialized knowledge and skills required by managers who are responsible primarily of managing human resources and improving industrial relations.
<b>PSO 2</b>	Develops a sound theoretical base in the domain of Human Resource Management.
<b>PSO 3</b>	Develops communication, interpersonal skills and leadership qualities to work in and with teams in organizations.

## Semester 1

Name of the Course	Course Outcome
<p><b>PRINCIPLES &amp; PRACTICES OF MANAGEMENT</b></p>	<p><b>CO1</b> Gets introduced to the Profession of Management and gains understanding of the functions and responsibilities of the manager.</p> <p><b>CO2</b> Acquires tools and techniques to be used in the performance of the managerial job.</p> <p><b>CO3</b> Enables to analyze and understand the environment of the organization.</p>
<p><b>INDIAN ETHOS IN MANAGEMENT</b></p>	<p><b>CO1</b> Learns to appreciate the cause and effect relationship of individual actions on a business.</p> <p><b>CO2</b> Learns to critically examine ethical dilemmas and to understand the management practices in the context of Indian management</p> <p><b>CO3</b> Understands contribution of Indian culture and ethos to service, leadership and management</p>
<p><b>ORGANISATIONAL BEHAVIOUR</b></p>	<p><b>CO1</b> Understands people behavior at work</p> <p><b>CO2</b> Understands how to motivate employees towards greater productivity.</p> <p><b>CO3</b> Understands how to ensure employee satisfaction</p> <p><b>CO4</b> Learns to apply theory and research to become effective future managers</p> <p><b>CO5</b> Understands how individuals, groups and whole organizations work together more effectively within the increasing pace of corporate change, dramatic restructuring and downsizing and advanced global competition</p>
<p><b>INTRODUCTION TO HRM</b></p>	<p><b>CO1</b> Provides a synthesized framework of Human Resources theory &amp; practice</p> <p><b>CO2</b> Learns fundamentals of HR Practices in Organizations</p> <p><b>CO3</b> Learns to align HR systems with the strategic business objectives of a firm.</p>

<p style="text-align: center;"><b>QUANTITATIVE TECHNIQUES FOR MANAGEMENT</b></p>	<p><b>CO1</b> Gets acquaintance with formulating problems, solving them using Statistical analysis of data and interpreting the results.</p> <p><b>CO2</b> Gets familiarized with operations research tools to build concepts and ability to formulate and solve optimizing models relating to practical decision making situations in business and management.</p> <p><b>CO3</b> Provides knowledge about the basic (Optimization) programming techniques and models commonly used in business decision-making.</p>
<p style="text-align: center;"><b>ACCOUNTING FOR MANAGERS</b></p>	<p><b>CO1</b> Familiarization with financial statements, principles of accounting and developing skills in reading annual reports</p> <p><b>CO2</b> Provides foundations for developing the skills in interpreting financial statements for managerial decisions</p> <p><b>CO3</b> Gets acquainted with the intricacies of Financial Accounting and Management Accounting</p>
<p style="text-align: center;"><b>BUSINESS LAWS</b></p>	<p><b>CO1</b> Provides a basic understanding about the relevant provisions of various laws influencing business</p> <p><b>CO2</b> Familiarisation with various laws, which are to be observed in performing the day-to-day business.</p> <p><b>CO3</b> Understands the different provisions of law and how these can be used in the best interest of the organization</p>
<p style="text-align: center;"><b>BUSINESS COMMUNICATION</b></p>	<p><b>CO1</b> Gets exposed o the world of business communication, understanding its scope and importance in business, and the role of communication in establishing a favourable environment outside the firm as well as an effective internal communications program.</p> <p><b>CO2</b> Creates an understanding of business practices, and social norms to communicate more effectively in internal and external business contexts.</p>

	<p><b>CO3</b> Develops an awareness of the importance of concise written expression to modern business communication with effective use of audio visual aids</p>
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## Semester 2

Name of the Course	Course Outcome
<b>ENVIRONMENTAL MANAGEMENT &amp; SUSTAINABLE DEVELOPMENT</b>	<p><b>CO1</b> Familiarizes with the concepts and process of Environment Management</p> <p><b>CO2</b> Understands the importance of environment in Business Management</p> <p><b>CO3</b> Gets an understanding of the threats our environment faces with non-sustainable practices</p>
<b>MARKETING MANAGEMENT</b>	<p><b>CO1</b> Gets introduced to the core functional Area of Marketing</p> <p><b>CO2</b> Provides the modern conceptual framework of Marketing</p> <p><b>CO3</b> Gets key insights into the practical aspects of Marketing</p>
<b>MANAGERIAL ECONOMICS AND GLOBAL BUSINESS</b>	<p><b>CO1</b> Gets familiarized with the concepts and techniques of economics and global business environment</p> <p><b>CO2</b> Understands how economic and business environment affects organisation</p> <p><b>CO3</b> Enables to apply this knowledge in business decision-making.</p>
<b>FINANCIAL MANAGEMENT</b>	<p><b>CO1</b> Familiarizes with fundamentals of Financial Management in an Organization</p> <p><b>CO2</b> Provides various techniques in Financial Management</p> <p><b>CO3</b> Gives an overview of the emerging financial issues facing an Organization</p>
<b>MARKETING MANAGEMENT</b>	<p><b>CO1</b> Gets introduced to the key business function of Marketing with modern realities</p> <p><b>CO2</b> Provides the conceptual framework of Marketing</p>

	<p><b>CO3</b> Gets key insights into the practical aspects of Marketing in different type of Organizations</p>
<p><b>OPERATIONS MANAGEMENT</b></p>	<p><b>CO1</b> Gets a basic understanding of the Production / Operations Management function in Organizations.</p> <p><b>CO2</b> Gets a basic understanding of the efficiency &amp; effectiveness in Operations function</p> <p><b>CO3</b> Gets a basic understanding of the materials management, vendor analysis, inventory management and supply chain management</p>
<p><b>INNOVATION AND CHANGE MANAGEMENT</b></p>	<p><b>CO1</b> Understands the meaning of Change and need for Organizational Change</p> <p><b>CO2</b> Learns the intricacies of Change Management</p> <p><b>CO3</b> Improves entrepreneurial skills and makes them effective change agents</p>
<p><b>MIS &amp; CYBER SECURITY</b></p>	<p><b>CO1</b> Understands the importance of Information System in business</p> <p><b>CO2</b> Familiarizes with the technologies and methods used for effective decision making in an organization.</p> <p><b>CO3</b> Learns to use Information Technology to gain competitive advantage in business.</p>

## Semester 3

Name of the Course	Course Outcome
<p align="center"><b>RESEARCH METHODOLOGY</b></p>	<p><b>CO1</b> Gets familiarized with the concepts and process of research</p> <p><b>CO2</b> Understands the application of research in business decision making</p> <p><b>CO3</b> Gets exposed to the tools and techniques in business research</p>
<p align="center"><b>KNOWLEDGE &amp; TALENT MANAGEMENT</b></p>	<p><b>CO1</b> Familiarizes with the concepts and process of Knowledge &amp; Talent Management</p> <p><b>CO2</b> Understands the application of Knowledge in Talent Management</p> <p><b>CO3</b> Exposition to the tools and techniques in Talent Management</p>
<p align="center"><b>INDUSTRIAL RELATIONS</b></p>	<p><b>CO1</b> Sensitization of the tasks of industrial relations</p> <p><b>CO2</b> Familiarization with the current IR practices.</p> <p><b>CO3</b> Sensitization of the importance of ensuring the health, safety and welfare of the workmen</p>
<p align="center"><b>TRAINING &amp; DEVELOPMENT</b></p>	<p><b>CO1</b> Learns how to design a training environment to maximize learning at workplace</p> <p><b>CO2</b> Enables to be aware of the field of learning and development and its role in optimizing performance</p> <p><b>CO3</b> Understands how assessment, relationships, courses, and job experiences can be used for development.</p>
<p align="center"><b>LEADERSHIP DEVELOPMENT</b></p>	<p><b>CO1</b> Examines and analyses various approaches and theories of leadership and its role in managerial performance</p> <p><b>CO2</b> Learns the issues related to leadership in the context of Management Profession</p> <p><b>CO3</b> Comprehends the Issues related to Leadership and the Status of Women Leadership</p>

<p><b>COMPENSTION MANAGEMENT &amp; REWARD SYSTEM</b></p>	<p><b>CO1</b> Familiarization with the concepts and process of Compensation Management <b>CO2</b> Understands the application of Compensation in Reward Management <b>CO3</b> Gets exposed to the tools and techniques in Compensation Management</p>
<p><b>ENTERPRISE RESOURCE PLANNING</b></p>	<p><b>CO1</b> Gets a basic understanding of business process of an enterprise. <b>CO2</b> Understands the activities of ERP project management cycle. <b>CO3</b> Gets a basic understanding of the emerging trends in ERP developments.</p>
<p><b>LABOUR LAWS</b></p>	<p><b>CO1</b> Gets acquainted with Social Security Frame-work prevailing in our Country. <b>CO2</b> Learns the concept of social security, its importance and also constitutional basis for the same in India. <b>CO3</b> Learns the importance of ensuring the health, safety and welfare of the workmen and social assistance and social Insurance Schemes under various legislations</p>

## Semester 4

Name of the Course	Course Outcome
<p><b>STRATEGIC HRM</b></p>	<p><b>CO1</b> Learns the basic concepts of strategic management process. <b>CO2</b> Learns how firms formulate, implement and evaluate corporate business strategies <b>CO3</b> Understands skills of evaluating and implementing strategies to sustain a firms competitive advantage.</p>
<p><b>ENTREPRENEURSHIP DEVELOPMENT</b></p>	<p><b>CO1</b> Familiarization with the concept and overview of entrepreneurship with a view to enhance entrepreneurial talent.</p>



	<p><b>CO2</b> Gets knowledge on the basics of entrepreneurial skills and competencies with necessary inputs for creation of new ventures.</p> <p><b>CO3</b> Explores new vistas of entrepreneurship in 21st century environment to generate innovative business ideas.</p> <p><b>CO4</b> Improves the understanding of participants about various schemes offered by government for developing entrepreneurship</p>
<b>HRM IN SERVICES SECTOR</b>	<p><b>CO1</b> Gets a theoretical framework for budding HR professionals.</p> <p><b>CO2</b> Understands the importance of territory sector in developing human resources.</p> <p><b>CO3</b> Equips future HR professionals, industry ready with the required skill sets.</p>
<b>MANPOWER SOURCING</b>	<p><b>CO1</b> Understands the Human Resource Planning</p> <p><b>CO2</b> Understands the issues related to manpower sourcing and the sourcing process in organizations right from planning to placement</p> <p><b>CO3</b> Learns how to recruit the right and the best employee for the jobs</p>
<b>HUMAN RESOURCE ANALYTICS</b>	<p><b>CO1</b> A basic understanding of HR Analytics as a tool for HR Decision Making</p> <p><b>CO2</b> Basic insights into application of HR Analytics to HR Management.</p> <p><b>CO3</b> A basic understanding about functioning of various HR Analytics tools.</p>
<b>COUNSELLING SKILLS FOR MANAGERS</b>	<p><b>CO1</b> Gets a clear understanding about the concepts, methods, techniques, and issues involved in counselling.</p> <p><b>CO2</b> Comprehensive learning of various strategies and skills in counselling to deal with employees.</p> <p><b>CO3</b> Learns to instil basic skills of Counselling to the students</p>





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	<p><b>CO4</b> Provides a clear understanding about the Concepts, Methods, Techniques, and Issues involved in Counselling as an HR Function</p>
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