

MAR AUGUSTHINOSE COLLEGE RAMAPURAM

Department of Management Studies

POs, PSOs and COs of Post Graduate MA-HRM Programme

PROGRAMME OUTCOMES (POs)

Upon completion of the MA-HRM Degree Programme, the postgraduate will be able to

PO1	Equip with specialized knowledge and skills required by managers who are responsible primarily of managing human resources and improving industrial relations
PO2	Develop a sound theoretical base in the domain of Human Resource Management
PO3	Develop communication, interpersonal skills and leadership qualities to work in and with teams in organisations.
PO4	Equip with the tools necessary to effectively meet the challenges of an ever-changing business climate.
PO5	Apply skills in key functional areas of human resources.
PO6	Students will demonstrate effective oral and written communication skills in the professional context.

PROGRAMME SPECIFIC OUTCOMES (PSOs)

PSO1	Students will be able to understand the basic concepts of Human resources management and its applications in the individual, group as well as organizational levels
PSO2	Students will be able to demonstrate the role of HRM in an organization
PSO3	Students will have a theoretical knowledge in allied subjects such as organizational behavior, business ethics, communication, quantitative techniques in management, labour and industrial laws etc.
PSO4	Students will have the practical knowledge and hands on training in various areas of HR such as recruitment and selection, performance appraisal, management of change, conflict, stress, counseling etc.
PSO5	Students will have a practical exposure to the problems and opportunities of Human resources management through the two project studies one theoretical (Organizational study) and the other practical (Problem centered study)
PSO6	Students will be able to utilize the knowledge to gain competitive advantage through people

First Semester	
1.1 Principles and Practices of Management	
CO1	Induce core concepts, tools and techniques of management
CO2	Equip the students with managerial skills that are essential to take effective decision
CO3	Make students suitable for profession in management
CO4	Application of knowledge, skills and abilities to analyze the environment within which the business operate
CO5	Generate creative ideas, translate them into concrete action plans and produce results
1.2 Indian Ethos in Management	
CO 1	Aware of the ethical principles of society, general moral issues and principles engulfing society
CO 2	Students understand the management concepts from Indian Ethos Perspective
CO 3	Reflect on commonalities of all cultures and application of universal values in management
CO 4	Contribution to service leadership and management through various strands of Indian philosophy
CO 5	Lead to stress free life and be able to form great relationships for the success of business
1.3 Organisational Behaviour	
CO1	Students gain insight into the concept of organisational behaviour and its applications
CO2	Application of various theories governing leadership and motivation
CO3	Identifies the different types of individuals and groups typically found in organisations and list the stairs of group development
CO4	Project the main sources of conflict and various techniques for managing organisational conflict
CO5	Impart the fundamentals of various organisational culture and its characteristics

1.4 Introduction to HRM	
CO 1	Synthesizes framework theory and practice
CO 2	Imparts fundamentals of HR practices in organisations
CO 3	Learn to align HR systems with the strategic business objectives of the firm.
CO 4	Gain the significance of motivation and team building in a business enterprise.
CO 5	Grasps career goal and career development in an organisation
1.5 Application of Quantitative Techniques in business	
CO 1	Acquaints the students to formulate problems, solving them using Statistical analysis of data and interpreting the results.
CO 2	Expertize operation research tools to build concepts and ability to formulate and solve optimizing models relating to practical decision making situations in business and management
CO 3	Apply various methods that are used for quantitative decision making
CO 4	Make them aware and apply the basic (Optimization) programming techniques models commonly used in business decision making.
CO 5	Inculcates ‘situation oriented- application thinking’ approach in students towards a number of areas of Operation Research covering applications, methods and interpretations to various business and management related situation.
1.6 Accounting for Managers	
CO1	Understand financial statements, principles of accounting and develop their skills in reading annual reports.
CO2	Develop the skills in interpreting financial statements for managerial decisions.
CO3	Projects accounting statements and can analyze the financial statement with ratio and fund flow analysis.
CO4	Acquaints the students with the intricacies of Financial Accounting and Management Accounting
CO5	Making them capable to prepare different types of budgets
1.7 Business Law	

CO 1	Make them aware about the relevant provisions of various laws influencing business.
CO 2	Familiarise the students about various laws, which are to be observed in performing the day-to-day business. Here the emphasis will be on the different latest provisions of the law and on how these can be used in the best interest of the organization without violating them rather than cases.
CO 3	Aware about the consumer protection measures taken in this country and also knowledge about consumer grievance mechanisms in this country
CO 4	Gains the legal framework involved in the corporate sector in this country
CO 5	Inculcates knowledge about cyber laws and patent laws among students.
1.8 Business Communication	
CO 1	Students get insight into the concepts related to Business Communication
CO 2	Learn the process, methods and principles of communication
CO 3	Equip with the necessary skills and techniques for effective communication
CO 4	Train them for better performance in job recruitments.
CO 5	Enable the students to write effective business letters.
Second Semester	
2.1 Environmental Management and Sustainable development	
CO 1	Acquaints the students with the environmental issues surrounding business and helps them to develop a perspective for effectively managing these issues.
CO 2	Familiarize with the concept of sustainable global development and issues affecting ecological equilibrium
CO 3	Learn more about industrial pollution and waste management
CO 4	Gain thorough knowledge about ecology and ecosystem and biodiversity
CO 5	Explore the environment impact studies and assessments
2.3	
2.2 Managerial Economics and Global Business	

CO 1	Familiarize the concepts and techniques of economics and global business environment
CO 2	Sensitate the participants how economic and business environment affects organisation
CO 3	Make them capable to take scientific business decisions
CO 4	Cultivates skills in problem-solving strategies, critical thinking and effective communication that lead to promising careers
CO 5	Gains insights into the global economic and business climates
2.3 Financial Management	
CO 1	Familiarize participants with fundamentals of Financial Management in an Organization
CO 2	Application of various techniques in Financial Management
CO 3	Gain overview of the emerging financial issues facing an Organization
CO 4	Explore various sources of finance for the fund acquisition
CO 5	Foster an in-depth view of objective of financial management
2.4 Marketing Management	
CO1	Understands conceptual framework of marketing and the role of marketing in business and society
CO2	Familiarize the concepts, techniques and tools of marketing and its applications in decision making
CO3	Gains the knowledge, skills and abilities to analyze the marketing environment within which the business operate
CO4	Becomes apt for profession in marketing
CO5	Enable to design effective marketing plans and marketing mix strategies.
2.5 Operations Management	
CO1	Gains basic understanding of the Production / Operations Management function in Organizations.
CO2	Sensitize the participants about efficiency & effectiveness in Operations function

CO3	Familiarize various concept of materials management and its functions
CO4	Understands the importance of work study and maintenance management
CO5	Learn the use and application of supply chain management in operation management system
2.6 Innovation and change Management	
CO 1	Familiarize the various concept, dimensions and types of innovation
CO 2	Aware about applications of innovation
CO 3	Learn the process role and dynamics to organisational change
CO 4	Understands need, phases and conditions for organisational development
CO 5	Gains an insight into various leadership models in business organisations
2.7 MIS and Cyber Security	
CO1	Understands the importance of Information System in business
CO2	Participants gets familiarity with the technologies and methods used for effective decision making in an organization.
CO3	Applications of Information Technology to gain competitive advantage in business.
CO4	Enable them to participate in an organisation's information systems and technology decision making processes.
CO5	Become confident enough to identify current and emerging MIS topics and their related techniques.
2.8 Internship	
CO1	Application and updates of the knowledge gained from theories into practice.
CO2	Understands how core HR functions are being carried out in an organization.
CO3	Enable trainees in the dynamic world of business organization and there by maximize human productivity in manifold sectors
CO4	Makes the interns capable to appreciate the importance of the human factor in the success and growth of businesses

Third Semester	
3.1 Research Methodology	
CO 1	Gains familiarity with concepts and process of research
CO 2	Participants understand the application of research in business decision making
CO 3	Identifies the importance of data analysis and learn hypotheses through various Parametric and Non - parametric test
CO 4	Exposes the participants to the tools and techniques in business research
CO 5	Familiarize the students with report writing
3.2 Knowledge and Talent Management	
CO 1	Identify Knowledge management and understand the five P's in Strategic Knowledge management.
CO 2	Understand the framework of Talent management.
CO 3	Familiarise the processes for talent development and talent pipeline.
CO 4	Evaluate the importance of 360 degree feedback process in Talent management.
CO 5	Explore the talent pipeline.
3.3 Industrial Relations	
CO 1	Sensitize the students to the tasks of industrial relations and to familiarize them with the current IR practices.
CO 2	Develops the knowledge on trade unions and its formation, structure, functions and legal framework.
CO 3	Gain insight into the causes of industrial disputes and ways of solving disputes.
CO 4	Learn the importance of collective bargaining in the industrial sector
CO 5	Learn about the importance of maintaining discipline in organisations
3.4 Training and Development	

CO 1	Learn how to design a training environment to maximize learning at workplace
CO 2	Awareness about the field of learning and development and its role in optimizing performance.
CO 3	Understand how assessment, relationships, courses, and job experiences can be used for development
CO 4	Identify and describe different training styles
CO 5	Understand the various evaluation criteria in training
3.5 Leadership Development	
CO 1	Understand the process, role and dynamics to organizational change
CO 2	Explore the need, phases and conditions for successful organizational development
CO 3	Get an idea about different leadership styles, developed by well known management experts.
CO 4	Identify the possibility of developing leadership skills among women executives.
CO 5	Study the nature, scope and types of organisational change.
3.6 Compensation Management and Reward System	
CO 1	Study the components of pay structure in India
CO 2	Make them capable to understand the various statutory provisions relating to wage policy in India
CO 3	Analyze, integrate, and apply the knowledge to solve compensation related problems in organizations
CO 4	Attract, engage, and retain employees through competitive compensation plans
CO 5	Recognize how pay decisions help the organization achieve a competitive advantage
3.7 Enterprise Resource Planning	
CO1	Get an insight of fundamentals of ERP system
CO2	Understand the emerging trends in ERP developments.

CO3	Explore the business process of an enterprise.
CO4	Grasp the activities of ERP project management cycle.
CO5	Communicate the basic structure of ERP system.
3.8 Labour Laws	
CO 1	The students will be acquainted with Social Security Frame-work prevailing in our Country
CO 2	Know the concept of social security, its importance and also constitutional basis in India.
CO 3	Gain an insight about the importance of ensuring the health, safety and welfare of the workmen
CO 4	Learn the laws relating to Industrial Relations, Social Security and Working conditions
CO 5	Understand the various legislations regarding Provident fund, gratuity, Bonus, Wage and remuneration, etc.
Fourth Semester	
4.1 Strategic Human Resource Management	
CO 1	Imparts the students about the basic concepts of strategic management process.
CO 2	Get a focus on how the firms formulate, implement and evaluate corporate business strategies
CO 3	Develops an understanding of the role of Human Resource Management in forwarding the strategy of the organization
CO 4	Promotes skills of evaluating and implementing strategies to sustain a firms competitive advantage
CO 5	Study the role of HR in strategic formulation
4.2 Entrepreneurial Development	
CO 1	Familiarize the participants with the concept and overview of entrepreneurship with a view to enhance entrepreneurial talent.
CO 2	Imparts knowledge about the basics of entrepreneurial skills and competencies to provide the participants with necessary inputs for creation of new ventures.
CO 3	Helps the students to identify and create entrepreneurial business opportunities

CO 4	Develops entrepreneurship way of thinking in students
CO 5	Creates an innovative mind and impart creativity
4.3 Conflict and Negotiation Management	
CO1	Learn the nature of various dimensions of conflict and strategies and techniques to manage conflicts.
CO2	Understand the importance and role of negotiation in conflict resolution
CO3	Students develop the skill of conflict management and negotiation
CO4	Evaluate various aspects of conflict and its management
CO5	Students become an effective negotiator
4.4 Manpower Sourcing	
CO 1	Learn the concept of Human Resource Planning, its objectives, different approaches to HRP and HRP process
CO 2	Develop a deep knowledge on the importance of job analysis, job description, job specification and job designing in Human Resources Management
CO 3	Learn the importance of socialisation in enterprises
CO 4	Get an idea about framing a recruitment policy and new methods of recruitment
CO 5	Students know more about interview techniques for those who are eager to get selected for jobs in organisations.
4.5 Counselling Skill for Management	
CO 1	Helps the students get a clear understanding about the concepts of counselling
CO 2	Familiarize them with the methods and strategies of counselling
CO 3	Enable them to solve the issues involved in counselling
CO 4	Empower them with skills required in counselling to deal with employees.
CO 5	Amour them to solve organizational issues like strikes and conflicts

4.6 Human Resource Accounting Auditing	
CO 1	Awareness about the concept of Human resource accounting, its objectives, approaches to the accounting process.
CO 2	Students understand the importance of investment in human resources and the need for accounting of human capital
CO 3	Enable them to make proper and effective management decisions about acquiring, allocating, developing and maintaining human resources
CO 4	Helps in identifying key employees and their cost and benefits
CO 5	Provide a basis for planning about human resources
4.7 Problem Centered Project Work	
CO 1	Make the students capable to undertake a problem centered study at a reputed organization on any of the HR topics learned
CO 2	Enable to make research report based on the collection, analysis and interpretation of the data and present the findings and suggestions
4.8 Comprehensive Viva	
CO 1	Evaluates the level of practical knowledge gained out of completing the problem centered study
CO 2	Checks out the level of knowledge on the various topics studied in human resources throughout the course