



# SHRI DHARMASTHALA MANJUNATHESHWARA COLLEGE OF BUSINESS MANAGEMENT

MANGALURU – 575 003 (DAKSHINA KANNADA)

Office : 0824-2494186  
Principal : 0824-2496980

NAAC Reaccredited (2017)  
with 'A' Grade

Fax : 0824-2494186  
Email : [sdmcbm@sdmcbm.ac.in](mailto:sdmcbm@sdmcbm.ac.in)  
Website : [www.sdm.ac.in](http://www.sdm.ac.in)

## **BACHELOR OF ARTS (HUMAN RESOURCE DEVELOPMENT) (B.A. (H.R.D.))**

### **COURSE OUTCOMES**

**CHOICE BASED CREDIT SYSTEM  
(CBCS)**

**(2017-18 Batch onwards)**

**COURSE OUTCOMES (COs)  
FIRST SEMESTER**

<b>Semester</b>	<b>I SEMESTER</b>
<b>Subject</b>	<b>PRINCIPLES AND PRACTICE OF MANAGEMENT</b>
<b>Code</b>	<b>HRDHRC 131</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To enable the students to understand the evolution of management.</li> <li>2. To study the functions and principles of management.</li> <li>3. To learn the application of management principles in an organization.</li> <li>4. To study the system and process of effective controlling in the organization.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Understand the basic concepts of principles of management.</p> <p><b>CO2:</b> Understand the different activities performed by middle level and lower-level managers in the organization.</p> <p><b>CO3:</b> Plan, Prepare and executive the right decisions.</p>

<b>Semester</b>	<b>I SEMESTER</b>
<b>Subject</b>	<b>ENGLISH</b>
<b>Code</b>	<b>HRDENL 131</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. Reading: To develop an advanced level of reading and comprehension skills.</li> <li>2. To learn different ways of reading (skimming, scanning, etc.)</li> <li>3. To develop critical and reflective reading skills</li> <li>4. Writing:</li> <li>5. To develop composition skills in English (write essays, stories etc.)</li> <li>6. To develop the ability to write letters, CVs, applications, advertisements, dialogues, etc.</li> <li>7. To develop the ability to write in English for purposes of study (note making, book reviews semester papers etc.)</li> <li>8. Speaking: To develop the ability to speak coherently and contribute usefully to a discussion</li> <li>9. To develop the ability to introduce oneself and others</li> <li>10. To develop the ability to make suitable contextual responses – verbal &amp; non-verbal</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> It enhances and improves their linguistic skills.</p> <p><b>CO2:</b> It fosters among learners the ability to read texts closely and scrutinize them critically</p>

<b>Semester</b>	<b>I SEMESTER</b>
<b>Subject</b>	<b>HINDI</b>
<b>Code</b>	<b>HRDHDL 131</b>
<b>Learning Objectives</b>	1. छात्रों के चरित्र का उद्देश्य 2. किसी भी परिस्थिति या वातावरण के समयोजना का उद्देश्य
<b>Learning Outcomes</b>	<b>CO1:</b> कहानी के पठन पाठन में रूचि उत्पन्न होगी   <b>CO2:</b> कहानी के माध्यम से जीवन की वास्तविक और आदर्श की पहचान <b>CO3:</b> भाषा कौशल का निर्माण

<b>Semester</b>	<b>I SEMESTER</b>
<b>Subject</b>	<b>KANNADA</b>
<b>Code</b>	<b>HRDKAL 132</b>
<b>Learning Objectives</b>	ನಾಡು, ನುಡಿ, ಸಂಸ್ಕೃತಿಯ ಚಿಂತನೆ ಮಾನವ ಸಂಪನ್ಮೂಲದ ಬಳಕೆ ಕುರಿತು ವಿವೇಚಿಸುವುದು
<b>Learning Outcomes</b>	<b>CO1:</b> ಕನ್ನಡ ಭಾಷಾ ಕಲಿಕೆಯ ನಾಲ್ಕು ಆಯಾಮಗಳು – ಓದುವುದು, ಬರೆಯುವುದು, ಅರ್ಥ ಮಾಡಿಕೊಂಡು ಮಾತಾಡುವುದು. <b>CO2:</b> ಯುವ ಜನಾಂಗದ ಮನಸ್ಸನ್ನು, ವ್ಯಕ್ತಿತ್ವವನ್ನು ರೂಪಿಸುವುದರ ಜೊತೆಗೆ ವೈಚಾರಿಕ ಮನೋಭಾವ ಬೆಳೆಸಿಕೊಂಡು ಪ್ರಾಯೋಗಿಕ ಚಿಂತನೆಗೆ ಒತ್ತುಕೊಡುವುದು. <b>CO3:</b> ಕನ್ನಡ ಭಾಷಾ ಕೌಶಲ್ಯವನ್ನು ಕಲಿಯುವುದರ ಜೊತೆಗೆ ಕನ್ನಡ ಸಾಹಿತ್ಯ ಸಂಸ್ಕೃತಿಯ ಆಯಾಮಗಳನ್ನು ಪರಿಚಯಮಾಡಿಕೊಳ್ಳುವುದು

<b>Semester</b>	<b>I SEMESTER</b>
<b>Subject</b>	<b>COMPUTER APPLICATION</b>
<b>Code</b>	<b>HRDHRC 132</b>
<b>Learning Objectives</b>	1. To provide computer literacy and skill 2. To acquaint the use of computers in research 3. To use computer in human resource development training
<b>Learning Outcomes</b>	<b>CO1:</b> Operate a variety of spreadsheet, operating system and word processing functions. <b>CO2:</b> Equip themselves to potentially rich & employable field of computer applications.

<b>Semester</b>	<b>I SEMESTER</b>
<b>Subject</b>	<b>BUSINESS AND SOCIETY</b>
<b>Code</b>	<b>HRDHRC 133</b>
<b>Learning Objectives</b>	To familiarize the students with changing economic, legal and social environment of the business
<b>Learning Outcomes</b>	<p><b>CO1:</b> Understand introductory BUSINESS environment in a local, regional, national and international scenario</p> <p><b>CO2:</b> Students learned various BUSINESS skills to solve basic problems of business</p> <p><b>CO3:</b> Get introduced to the framework for learning about consumer behaviour and analyzing consumer decisions</p>

<b>Semester</b>	<b>I SEMESTER</b>
<b>Subject</b>	<b>INDIVIDUAL DEVELOPMENT</b>
<b>Code</b>	<b>HRDHRC 134</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To foster the growth of students that would lead to personal effectiveness</li> <li>2. To give an opportunity to students to identify areas that have to be developed to become effective communicator</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Students will be acquainted with interpersonal skill which will lead to personal effectiveness.</p> <p><b>CO2:</b> Course gives the opportunity to the students to focus on self-management in return helping in overall development of the personality</p>

<b>Semester</b>	<b>I SEMESTER</b>
<b>Subject</b>	<b>HUMAN RESOURCE ACCOUNTING</b>
<b>Code</b>	<b>HRDHRE 135</b>
<b>Learning Objectives</b>	1. To understand the values of human resources in organization to familiarize the process and approaches of human resource accounting
<b>Learning Outcomes</b>	<p><b>CO1:</b> Students will be able to ascertain HR contribution to the organization.</p> <p><b>CO2:</b> Students will be able to apply and integrate performance measurement and control principles</p>

<b>Semester</b>	<b>I SEMESTER</b>
<b>Subject</b>	<b>INDIAN CONSTITUTION</b>
<b>Code</b>	<b>HRDCIF 131</b>
<b>Learning Objectives</b>	To be aware about different types of human rights such as civil, political, and economic and social and their Indian context.
<b>Learning Outcomes</b>	<b>CO1:</b> To explain the rights of a citizen and various policies of human rights. <b>CO2:</b> To define and state the importance of the concepts of human rights to address complex human right issues from problem-oriented, interdisciplinary perspective

## SECOND SEMESTER

<b>Semester</b>	<b>II SEMESTER</b>
<b>Subject</b>	<b>BUSINESS ECONOMICS</b>
<b>Code</b>	<b>HRDHRC 155</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To provide basic knowledge of the concepts of Business Economics</li> <li>2. To understand the application of Economic theory in Decision making.</li> </ol>
<b>Learning Outcomes</b>	<b>CO1:</b> Students will apply the knowledge of business Economics in their real-life situations <b>CO2:</b> Students will be aware about the concepts and theories to facilitate decision making and forward planning

<b>Semester</b>	<b>II SEMESTER</b>
<b>Subject</b>	<b>ENGLISH</b>
<b>Code</b>	<b>HRDENL 132</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To enable students to read, comprehend and write short and long type</li> <li>2. answers set on the prescribed Prose texts</li> <li>3. To enable students to read, comprehend and write short and long type</li> <li>4. answers and annotations on the prescribed poems</li> <li>5. To encourage students to improve their vocabulary by exposing them to the usage of synonyms, antonyms, homonyms, homophones, word forms and one-word substitutes</li> <li>6. To strengthen students' proficiency in the usage of articles, prepositions, question tags.</li> </ol>
<b>Learning Outcomes</b>	<b>CO1:</b> It helps students understand the emergence of literary studies, textuality, and the canon. <b>CO2:</b> It fosters among learners the ability to read texts closely and scrutinize them critically.

<b>Semester</b>	<b>II SEMESTER</b>
<b>Subject</b>	<b>HUMAN RIGHTS</b>
<b>Code</b>	<b>HRDHRC 181</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To be aware about different types of human rights such as civil, political, and economic and social and their Indian context.</li> <li>2. To understand and value the importance of rights in one's life as a human being.</li> <li>3. To analyze everyday incidents from the perspective of enjoyment or violation of rights.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> To explain the rights of a citizen and various policies of human rights.</p> <p><b>CO2:</b> To define and state the importance of the concepts of human rights to address complex human right issues from problem-oriented, interdisciplinary perspective</p>

<b>Semester</b>	<b>II SEMESTER</b>
<b>Subject</b>	<b>KANNADA</b>
<b>Code</b>	<b>HRDKAL 182</b>
<b>Learning Objectives</b>	ಕನ್ನಡ ಭಾಷೆಯ ಮೂಲಕ ನಾಡು, ನುಡಿ, ಸಂಸ್ಕೃತಿ ಮತ್ತು ವೈಚಾರಿಕ ಮನೋಭಾವ ವನ್ನು ವೃದ್ಧಿಸುವುದು
<b>Learning Outcomes</b>	<p><b>CO1:</b> ಕನ್ನಡ ಭಾಷಾ ಕಲಿಕೆಯ ನಾಲ್ಕು ಆಯಾಮಗಳು – ಓದುವುದು, ಬರೆಯುವುದು, ಅರ್ಥ ಮಾಡಿಕೊಂಡು ಮಾತಾಡುವುದು.</p> <p><b>CO2:</b> ಯುವ ಜನಾಂಗದ ಮನಸ್ಸನ್ನು, ವ್ಯಕ್ತಿತ್ವವನ್ನು ರೂಪಿಸುವುದರ ಜೊತೆಗೆ ವೈಚಾರಿಕ ಮನೋಭಾವ ಬೆಳೆಸಿಕೊಂಡು ಪ್ರಾಯೋಗಿಕ ಚಿಂತನೆಗೆ ಒತ್ತುಕೊಡುವುದು.</p>

<b>Semester</b>	<b>II SEMESTER</b>
<b>Subject</b>	<b>HINDI</b>
<b>Code</b>	<b>HRDHDL 182</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. आत्म अभिव्यक्ति का उद्देश्य</li> <li>2. किसी भी परिस्थिति या वातावरण के समयोजना का उद्देश्य</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> भाषा शुद्धता के प्रति सजगता उत्पन्न होगी  </p> <p><b>CO2:</b> कहानी के माध्यम से जीवन की वस्ताविक्ताका और सामाजिक आदर्श का चिंतन  </p> <p><b>CO3:</b> कहानी के विविध रूप का पहचान  </p>

<b>Semester</b>	<b>II SEMESTER</b>
<b>Subject</b>	<b>BASICS OF MARKETING</b>
<b>Code</b>	<b>HRDHRC 182</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To Understand the concepts and functions of the marketing.</li> <li>2. To get the knowledge of the environment of marketing.</li> <li>3. To understand the market segmentation and consumer behavior.</li> <li>4. To study the 4 P's of marketing.</li> <li>5. To understand 7P's of service marketing.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Understand the concepts and functions of the marketing.</p> <p><b>CO2:</b> Analyze marketing environment impacting the business.</p> <p><b>CO3:</b> Segment the market and understand the consumer behavior.</p> <p><b>CO4:</b> Describe the 4 P's of marketing.</p> <p><b>CO5:</b> Describe the 7 P's of service marketing.</p>

<b>Semester</b>	<b>II SEMESTER</b>
<b>Subject</b>	<b>DYNAMICS OF HUMAN BEHAVIOR</b>
<b>Code</b>	<b>HRDHRC 183</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To help the students to identify the suitable forms of behavior</li> <li>2. To understand the different facets of behaviour</li> <li>3. To develop competence in the area of social relation</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Student will be able to identify suitable forms of behaviour.</p> <p><b>CO2:</b> Students will be able understand the different facets of human behaviour.</p> <p><b>CO3:</b> Students will be acquainted with the skills of social relations.</p>

<b>Semester</b>	<b>II SEMESTER</b>
<b>Subject</b>	<b>PROFESSIONAL SKILLS DEVELOPMENT</b>
<b>Code</b>	<b>HRDHRC 184</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To familiarize the students about basics of Professional skills.</li> <li>2. To acquaint students with the concept of Skill Development.</li> <li>3. To develop personal quality through studying the different Professional skills.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> To introduce the skills necessary for an effective Manager.</p> <p><b>CO2:</b> To develop the skills to deal with various situations</p>

<b>Semester</b>	<b>II SEMESTER</b>
<b>Subject</b>	<b>TRAINING AND DEVELOPMENT (ELECTIVE)</b>
<b>Code</b>	<b>HRDHRC 186</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To familiarize the students with the basics of training and development</li> <li>2. To develop a positive attitude to become effective personnel.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Familiarize with the basic of training and development</p> <p><b>CO2:</b> Develop a positive attitude towards professional growth and development to become effective personnel.</p>

### **THIRD SEMESTER**

<b>Semester</b>	<b>III SEMESTER</b>
<b>Subject</b>	<b>ENGLISH</b>
<b>Code</b>	<b>HRDENL 231</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To enable students to read, comprehend and write short and long type answers set on the prescribed texts</li> <li>2. To enable students to read, comprehend and write short and long type answers and annotations on the prescribed poems</li> <li>3. To encourage students to improve their vocabulary by exposing them to the usage of synonyms, antonyms, homonyms, homophones, word forms and one-word substitutes</li> <li>4. To strengthen students' proficiency in tenses and their usage, subject-verb agreement (concord), identification of sentence types, correct use of capital letters and punctuation</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> It enables the students to analyze their critical and analytical skills.</p> <p><b>CO2:</b> It improves and enriches their language skills like reading, writing, listening and speaking.</p>

<b>Semester</b>	<b>III SEMESTER</b>
<b>Subject</b>	<b>KANNADA</b>
<b>Code</b>	<b>HRDKAL 231</b>
<b>Learning Objectives</b>	ಕನ್ನಡ ಭಾಷಾ ಕೌಶಲ್ಯವನ್ನು ಹೆಚ್ಚಿಸುತ್ತಾ ಸಮಕಾಲೀನ ವಿಚಾರಗಳನ್ನು ಸೃಜನಾತ್ಮಕ ನೆಲೆಯಲ್ಲಿ ವಿವೇಚಿಸುವುದು
<b>Learning Outcomes</b>	<p><b>CO1:</b> ಕನ್ನಡ ಭಾಷಾ ಕಲಿಕೆಯ ನಾಲ್ಕು ಆಯಾಮಗಳು – ಓದುವುದು, ಬರೆಯುವುದು, ಅರ್ಥ ಮಾಡಿಕೊಂಡು ಮಾತಾಡುವುದು.</p> <p><b>CO2:</b> ಯುವ ಜನಾಂಗದ ಮನಸ್ಸನ್ನು, ವ್ಯಕ್ತಿತ್ವವನ್ನು ರೂಪಿಸುವುದರ ಜೊತೆಗೆ ವೈಚಾರಿಕ ಮನೋಭಾವ ಬೆಳೆಸಿಕೊಂಡು ಪ್ರಾಯೋಗಿಕ ಚಿಂತನೆಗೆ ಒತ್ತುಕೊಡುವುದು.</p> <p><b>CO3:</b> ಕನ್ನಡ ಭಾಷಾ ಕೌಶಲ್ಯವನ್ನು ಕಲಿಯುವುದರ ಜೊತೆಗೆ ಕನ್ನಡ ಸಾಹಿತ್ಯ ಸಂಸ್ಕೃತಿಯ ಆಯಾಮಗಳನ್ನು ಪರಿಚಯಮಾಡಿಕೊಳ್ಳುವುದು, ಹಾಗೂ ಸಾಹಿತ್ಯದಿಂದ ವಿಮುಖರಾಗದಂತೆ ಸಮಕಾಲೀನದ ಔಚಿತ್ಯದ ಅರಿವು ಮೂಡಿಸುವುದು.</p>

<b>Semester</b>	<b>III SEMESTER</b>
<b>Subject</b>	<b>HINDI</b>
<b>Code</b>	<b>HRDHDL 231</b>
<b>Learning Objectives</b>	ಕिसी भी परिस्थिति या वातावरण के समयोजना का उद्देश्य अवकाश के सदुपयोग का उद्देश्य
<b>Learning Outcomes</b>	<p><b>CO1:</b> कविता के अध्ययन के द्वारा काव्य सृजन के लिए प्रेरणा मिलेगी  </p> <p><b>CO2:</b> उपन्यास के माध्यम से जीवन की वास्तविकता और सामाजिक आदर्श का चिंतन  </p> <p><b>CO3:</b> कविता के अध्ययन के द्वारा काव्य सृजन के लिए प्रेरणा मिलेगी  </p>

<b>Semester</b>	<b>III SEMESTER</b>
<b>Subject</b>	<b>BASIC ACCOUNTING</b>
<b>Code</b>	<b>HRDHRC 231</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To help the students to develop cognizance of the importance of accounting in organization financial statements.</li> <li>2. To help the students to apply knowledge of generally accepted accounting principles (GAAP) and managerial accounting theories to business organizations, state and local governments, and nonprofit organizations</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Apply knowledge of generally accepted accounting principles (GAAP) and managerial accounting theories to business organizations, state and local governments, and nonprofit organizations</p> <p><b>CO2:</b> Students will be able to describe, explain, and integrate fundamental concepts underlying accounting</p> <p><b>CO3:</b> Use information to support business processes and practices, such as problem analysis and decision making</p>

<b>Semester</b>	<b>III SEMESTER</b>
<b>Subject</b>	<b>GENDER EQUITY</b>
<b>Code</b>	<b>HRDGEF 231</b>
<b>Learning Objectives</b>	To understand Gender difference and discrimination, to create an equal society of human relation.
<b>Learning Outcomes</b>	<p><b>CO1:</b> Define and evaluate gender as a social construct</p> <p><b>CO2:</b> Identify the ways gender, power, privilege, and oppression play out across a range of cultures and human experiences</p> <p><b>CO3:</b> Demonstrate an understanding of gender as it intersects with sexuality, race, ethnicity, religion, class and other variables.</p>

<b>Semester</b>	<b>III SEMESTER</b>
<b>Subject</b>	<b>ORGANIZATIONAL BEHAVIOR</b>
<b>Code</b>	<b>HRDHRC 232</b>
<b>Learning Objectives</b>	1. Organization behavior's objective is to set up an organizational culture, hiring the best people and creating meaningful connections among them, resolving the conflicts, developing the qualities of the employees, and establish a firm
<b>Learning Outcomes</b>	<p><b>CO1:</b> Demonstrate the applicability the concept of organization behavior to understand the behavior of people in the organization.</p> <p><b>CO2:</b> Students will be able to describe ethical power, political and influence to accomplish their work</p>

<b>Semester</b>	<b>III SEMESTER</b>
<b>Subject</b>	<b>HUMAN RESOURCE RESEARCH AND DEVELOPMENT METHODOLOGIES</b>
<b>Code</b>	<b>HRDHRC 233</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To understand objectives and research in HRD</li> <li>2. To learn Methodology of research</li> <li>3. To get acquainted with various tools employed HRD</li> <li>4. To get acquainted with research and development to identify areas of human development</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Understand the overall process of designing a research study from its inception to its report.</p> <p><b>CO2:</b> Understand and develop various development methodologies for human resource of an organization.</p>

<b>Semester</b>	<b>III SEMESTER</b>
<b>Subject</b>	<b>HUMAN RESOURCE MANAGEMENT</b>
<b>Code</b>	<b>HRDHRC 234</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To develop the skills related to human resource management.</li> <li>2. To identify and apply new ideas to solve organization problems</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Students are able to enhance various skills related to HRM and effectively work in team.</p> <p><b>CO2:</b> Identify and apply new ideas to solve organization problem and think positively.</p>

<b>Semester</b>	<b>III SEMESTER</b>
<b>Subject</b>	<b>COMPENSATION MANAGEMENT</b>
<b>Code</b>	<b>HRDHRE 235</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. The art and science of compensation practice and its role in promoting a company's competitive advantage.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Enables the students to internalize practical application of compensation practices</p> <p><b>CO2:</b> The students will be able to analyze the performance evaluation methods.</p>

## FOURTH SEMESTER

<b>Semester</b>	<b>IV SEMESTER</b>
<b>Subject</b>	<b>ENGLISH</b>
<b>Code</b>	<b>HRDENL 232</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To enable students to read, comprehend and write short and long type answers on the prescribed novel in translation</li> <li>2. To read and understand the culture, traditions, socio-political contexts, belief systems of the people/society described in the novel.</li> <li>3. To read and understand the effects of unmitigated 'progress' on the environment, the affected people and on the life of the displaced populace</li> <li>4. To familiarize students with the construction of creative advertisements for commercial products in a frame using slogans and Unique Selling Points</li> <li>5. To enable students to inculcate bibliographical skills and train the mind the art of writing and interpreting notices and CV.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> It improves their linguistic skills and enriches their reading, writing, listening and speaking skills.</p> <p><b>CO2:</b> It enables learners to negotiate concepts, ideas and critical approaches to literature.</p>

<b>Semester</b>	<b>IV SEMESTER</b>
<b>Subject</b>	<b>KANNADA</b>
<b>Code</b>	<b>HRDKAL 281</b>
<b>Learning Objectives</b>	ಕನ್ನಡ ಸಾಹಿತ್ಯ ಸಂಸ್ಕೃತಿಯ ಆಯಾಮಗಳನ್ನು ಪರಿಚಯ ಮಾಡಿಕೊಳ್ಳುವುದು, ಹಾಗೂ ಅಭಿಮಾನದಿಂದ ಜಾಗೃತರಾಗುವುದು
<b>Learning Outcomes</b>	<p><b>CO1:</b> ಕನ್ನಡ ಭಾಷಾ ಕಲಿಕೆಯ ನಾಲ್ಕು ಆಯಾಮಗಳು – ಓದುವುದು, ಬರೆಯುವುದು, ಅರ್ಥ ಮಾಡಿಕೊಂಡು ಮಾತಾಡುವುದು.</p> <p><b>CO2:</b> ಯುವ ಜನಾಂಗದ ವ್ಯಕ್ತಿತ್ವವನ್ನು ರೂಪಿಸುವುದರ ಜೊತೆಗೆ ವೈಚಾರಿಕ ಮನೋಭಾವ ಬೆಳೆಸಿಕೊಂಡು ಪ್ರಾಯೋಗಿಕ ಚಿಂತನೆಗೆ ಒತ್ತುಕೊಡುವುದು.</p> <p><b>CO3:</b> ಕನ್ನಡ ಭಾಷಾ ಕೌಶಲ್ಯವನ್ನು ಹಾಗೂ ಕನ್ನಡ ಸಾಹಿತ್ಯ ಸಂಸ್ಕೃತಿಯ ಆಯಾಮಗಳನ್ನು ಪರಿಚಯ ಮಾಡಿಕೊಳ್ಳುವುದು, ಹಾಗೂ ಅಭಿಮಾನದಿಂದ ನಾಡು ನುಡಿಯ ಬಗೆಗೆ ಜಾಗೃತರಾಗುವುದು .</p>

<b>Semester</b>	<b>IV SEMESTER</b>
<b>Subject</b>	<b>HINDI</b>
<b>Code</b>	<b>HRDHDL 281</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. वास्तविकता का उद्देश्य</li> <li>2. आत्म अभिव्यक्ति का उद्देश्य</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> भाषा कौशल का निर्माण  </p> <p><b>CO2:</b> नाटक के माध्यम से जीवन की वास्तविकता और सामाजिक आदर्श का चिंतन</p> <p><b>CO3:</b> प्रयोजनमूलक हिन्दी के अंतर्गत राष्ट्रभाषा, राजभाषा और संपर्क भाषा की जानकारी प्राप्त होगी  </p>

<b>Semester</b>	<b>IV SEMESTER</b>
<b>Subject</b>	<b>FINANCIAL MANAGEMENT</b>
<b>Code</b>	<b>HRDHRC 281</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To make the students understand relevance of finance for an organization</li> <li>2. To teach basic concepts of financial management</li> <li>3. To prepare the students to apply cost benefit analysis for different projects</li> <li>4. To prepare the students to analyze financial viability of a project/proposal</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Learners will be well versed with the basics of Finance and basic knowledge about working capital management skills.</p> <p><b>CO2:</b> Learners will attain knowledge about time value of money and evaluate the projects based on cash flows</p>

<b>Semester</b>	<b>IV SEMESTER</b>
<b>Subject</b>	<b>EMPLOYEE RELATION</b>
<b>Code</b>	<b>HRDHRC 282</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To create awareness among students on new HR initiatives</li> <li>2. To familiarize students with industrial regulation and dispute settlement</li> <li>3. To acquire the students with the basic concepts of the discipline</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Student would familiarize new HR initiatives</p> <p><b>CO2:</b> Student would acquire skills to solve industrial disputes and manage trade unions</p>

<b>Semester</b>	<b>IV SEMESTER</b>
<b>Subject</b>	<b>ADMINISTRATION AND MANAGEMENT OF NGOS</b>
<b>Code</b>	<b>HRDHRC 283</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To develop the skills related to the procedures of starting and managing an NGO.</li> <li>2. To identify and apply new ideas related to administration and management of NGOs</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Students are familiarizing with the procedures of starting and managing an NGO.</p> <p><b>CO2:</b> Students have gained knowledge related to administration and management of NGOs</p>

<b>Semester</b>	<b>IV SEMESTER</b>
<b>Subject</b>	<b>STRATEGIC MANAGEMENT AND CORPORATE POLICIES</b>
<b>Code</b>	<b>HRDHRC 284</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To facilitate students to understand present management strategies and policies.</li> <li>2. To teach the basic concepts and policies.</li> <li>3. To make student understand and apply these techniques in day-to-day management policies and practices</li> <li>4. To prepare students to use these concepts efficiently and effectively for the success of the organization.</li> <li>5. To facilitate the users to apply policies and strategies in their business problems</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Understand and apply techniques in day-to-day management policies and practices.</p> <p><b>CO2:</b> Learners will be able to apply various strategies efficiently and effectively for the success of the organization.</p> <p><b>CO3:</b> Understand the crucially important role that the HRM function plays in the setting and implementation of an organization's strategy</p>

<b>Semester</b>	<b>IV SEMESTER</b>
<b>Subject</b>	<b>ENTREPRENEURSHIP</b>
<b>Code</b>	<b>HRDHRC 285</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To Impart the entrepreneur skill</li> <li>2. Understanding basic concepts in the area of entrepreneurship Developing personal creativity and entrepreneurial initiative</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Students would advance their skills in entrepreneurship</p> <p><b>CO2:</b> Develop perusal creativity and initiatives in the field of business and entrepreneurship.</p>

<b>Semester</b>	<b>IV SEMESTER</b>
<b>Subject</b>	<b>HUMAN RESOURCE DEVELOPMENTS</b>
<b>Code</b>	<b>HRDHRC 286</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To impart the conceptual knowledge about the HRD</li> <li>2. To understand the recent trends in the HRD</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Develop, analyze and apply advanced training strategies and specifications for the delivery of training programs</p> <p><b>CO2:</b> Student would learn the importance of the performance management system in enhancing employee performance</p>

### **FIFTH SEMESTER**

<b>Semester</b>	<b>V SEMESTER</b>
<b>Subject</b>	<b>STRATEGIC HUMAN RESOURCE MANAGEMENT</b>
<b>Code</b>	<b>HRDHRC 331</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To cater the needs of management student who wish to move from, general HR approach to strategic approach</li> <li>2. To focus on issues on how HR function can create an alignment with A strategic perspective.</li> <li>3. To provide linkages of business strategies to HR strategies</li> <li>4. To equip the students with the tools and techniques essential as strategic contribution of HRM</li> <li>5. To focus on issues how HR function can create business strategy and contribution to business performance.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Learners will perceive the human resource management from a strategic perspective and will get information about linking the HRM functions to corporate strategies in order to understand HR as a strategic resource</p> <p><b>CO2:</b> Learners will identify the relationship between strategic human resource management and organizational performance.</p> <p><b>CO3:</b> Learners will enumerate the purpose and process of developing Human Resource Policies.</p> <p><b>CO4:</b> Learners will realize the application of theories and concepts relevant to strategic human resource management in contemporary organizations.</p>

<b>Semester</b>	<b>V SEMESTER</b>
<b>Subject</b>	<b>PRINCIPLES OF TRAINING AND DEVELOPMENT-</b>
<b>Code</b>	<b>HRDHRC 332</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To familiarize the students with knowledge of the basic concepts of Training and development.</li> <li>2. To understand the concept of Training need Assessment and its techniques</li> <li>3. To understand various training and development tools and equipment's</li> <li>4. To familiarize with evaluation design to assess training program effectiveness.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> The students will be able to understand the importance of training and development in human resources management.</p> <p><b>CO2:</b> The students will be able to analyze the training needs of an individual and organization.</p> <p><b>CO3:</b> Students would gain in depth knowledge of the issues related to training and learning process</p> <p><b>CO4:</b> The Students would be able to understand the evaluation process.</p>

<b>Semester</b>	<b>V SEMESTER</b>
<b>Subject</b>	<b>BUSINESS LAW</b>
<b>Code</b>	<b>HRDHRC 333</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To make the students understand the basic rules of business.</li> <li>2. To make students observe a code of conduct or set of rules in managing a business or a company.</li> <li>3. To prepare the students to float a company on their own.</li> <li>4. To make students understand the rules and principals which regulate our relation with the state and other individuals.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Students would learn the relevant legislation affecting business</p> <p><b>CO2:</b> Student would learn various legal and semi legal authorities and their impact on carrying out business.</p>

<b>Semester</b>	<b>V SEMESTER</b>
<b>Subject</b>	<b>CORPORATE COMMUNICATION AND PUBLIC RELATION</b>
<b>Code</b>	<b>HRDHRC 334</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To understand the techniques of corporate communication.</li> <li>2. To familiarize the students with the business correspondence</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Acquaint the students with the reason technique of corporate communication.</p> <p><b>CO2:</b> Familiarize the students with the business correspondence to meet the challenges of the global market</p>

<b>Semester</b>	<b>V SEMESTER</b>
<b>Subject</b>	<b>BUSINESS ETHICS AND CORPORATE GOVERNANCE</b>
<b>Code</b>	<b>HRDHRC 335</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. Provide clarity and insight into concepts of business and corporate governance</li> <li>2. Inculcate high level of integrity and create moral and social awareness</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Students acquired knowledge about ethical aspects in business</p> <p><b>CO2:</b> Students acquired new ethical skills of Manpower management in corporate world and global human resources management.</p> <p><b>CO3:</b> Students learned to Build good corporate governance in organization, which is pillar of good will of the company, Industry, and economy.</p>

<b>Semester</b>	<b>V SEMESTER</b>
<b>Subject</b>	<b>FIELD STUDY</b>
<b>Code</b>	<b>HRDHRC 336</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To introduce the student to an area of operation of a human resource developer.</li> <li>2. To help the student understand different areas in which she or he may work as a resource developer.</li> <li>3. To equip the student with skills in studying the realities that exist impossible work areas in the field of Human Resource field</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Will enhance research ability in the concerned field of knowledge</p> <p><b>CO2:</b> Students will be able to analyze the problem and draw conclusions based on that.</p> <p><b>CO3:</b> Develop report writing skill</p>

## SIXTH SEMESTER

<b>Semester</b>	<b>VI SEMESTER</b>
<b>Subject</b>	<b>MANAGEMENT INFORMATION SYSTEM</b>
<b>Code</b>	<b>HRDHRC 381</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To describe the role of information technology and decision support systems in business and record the current issues with those of the firm to solve business problems.</li> <li>2. To introduce the fundamental principles of computer-based information systems analysis and design and develop an understanding of the principles and techniques used.</li> <li>3. To enable students to understand the various knowledge representation methods and different expert system structures as strategic weapons to counter the threats to business and make business more competitive.</li> <li>4. To enable the students to use information to assess the impact of the Internet and Internet technology on electronic commerce and electronic business and understand the specific threats and vulnerabilities of computer systems.</li> <li>5. To provide the theoretical models used in database management systems to answer business questions</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Students will be able to describe and manage the digital firm</p> <p><b>CO2:</b> Students will be able to evaluate the role of information systems in today's competitive business environment.</p> <p><b>CO3:</b> Students will be able to describe the types of information systems supporting the major functional areas of the business.</p>

<b>Semester</b>	<b>VI SEMESTER</b>
<b>Subject</b>	<b>TRENDS IN HUMAN RESOURCES DEVELOPMENT</b>
<b>Code</b>	<b>HRDHRC 382</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To understand and analyze different trends in HRD that have influenced both human resource development and human development</li> <li>2. To help the student differentiate between trends in HRD and select and adopt them for resource development programs.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Equipped with the knowledge on different trends in HRD that have influenced both human resource development and human development</p> <p><b>CO2:</b> Enabled the student differentiate between trends in HRD and select and adopt them for resource development programme.</p>

<b>Semester</b>	<b>VI SEMESTER</b>
<b>Subject</b>	<b>ORGANISATIONAL DEVELOPMENT AND MANAGEMENT OF CHANGE.</b>
<b>Code</b>	<b>HRDHRC 383</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To Understand the process of the organization development in order to make it effective.</li> <li>2. To understand reasons for resistance to change.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Understand the nature of organizational development as a means for bringing change in the organization.</p> <p><b>CO2:</b> Understand the process of the organization development in order to make it effective.</p> <p><b>CO3:</b> Understand reasons for resistance to change.</p> <p><b>CO4:</b> Understand the role of change agents in managing organizational change effectively.</p>

<b>Semester</b>	<b>VI SEMESTER</b>
<b>Subject</b>	<b>LABOUR LEGISLATION</b>
<b>Code</b>	<b>HRDHRC 384</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To well acquaint the students with the aspects of welfare legislation.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Respond positively to problems in unfamiliar contexts.</p> <p>Students will be able to understand the various labour legislation of the country related to Human resource of the organization.</p>

<b>Semester</b>	<b>VI SEMESTER</b>
<b>Subject</b>	<b>GLOBAL HUMAN RESOURCE MANAGEMENT</b>
<b>Code</b>	<b>HRDHRC 385</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To ensure an international look with respect to local sensitiveness</li> <li>2. Spread across cultural sensitiveness and awareness amongst managers and employees across the globe.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> An international look with local sensitivities.</p> <p><b>CO2:</b> Spread cross-culture sensitivities.</p> <p><b>CO3:</b> Awareness among managers and employees across globe</p>

<b>Semester</b>	<b>VI SEMESTER</b>
<b>Subject</b>	<b>COST ACCOUNTING</b>
<b>Subject Code</b>	<b>HRDHRC 386</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To enable students to get acquainted with the terms related to Cost accounting and understand the conceptual knowledge of costing Accounting</li> <li>2. To enable students to classify costs and prepare Cost Sheet.</li> <li>3. To enable students to discuss the concepts related to elements, types of cost and methods of costing.</li> <li>4. To understand the concept of distribution of overheads.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Students would classify costs and would be able to prepare a cost sheet for manufacturing concerns.</p> <p><b>CO2:</b> Students would be able to understand the costs of raw materials, labour, overheads etc. in an industry.</p> <p><b>CO3:</b> Students would be able to differentiate between different types of cost.</p> <p><b>CO4:</b> Understand the methods of costing and its applications in different industries.</p>