



# SHRI DHARMASTHALA MANJUNATHESHWARA COLLEGE OF BUSINESS MANAGEMENT

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

### **COURSE OUTCOMES**

**NATIONAL EDUCATION POLICY  
(NEP)**

**(2020 Batch onwards)**

**COURSE OUTCOMES (COs)**  
**FIRST SEMESTER**

<b>Semester</b>	<b>I SEMESTER</b>
<b>Subject</b>	<b>ENVIRONMENTAL STUDIES</b>
<b>Code</b>	<b>COMEVSN 101</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To help students acquire basic understanding of the total environment and associated problems.</li> <li>2. To help students acquire social values, strong feelings of concern for the environment and the motivation to act in protecting and improving.</li> <li>3. To help students acquire the skills for identifying and solving environmental problems.</li> </ol>
<b>Learning Outcomes</b>	<p>At the end of the course, students will be able:</p> <p><b>CO1:</b> To Understand the importance and dimension of a healthy environment, become environmentally conscious, skilled and responsible in all their actions with a concern for sustainable development.</p> <p><b>CO2:</b> To Comprehend the significance and issues related to ecosystems, natural resources and biodiversity and become aware of the need and ways to protect/preserve them.</p> <p><b>CO3:</b> To Grasp the issues related to environmental pollution, solid waste management and climate change, and become conscious and proactive in the discharge of their responsibilities towards the environment.</p> <p><b>CO4:</b> To Become aware and appreciate the values and concerns of environmental movements and policies and the role of communities, and act responsibly on environment-related issues.</p>

<b>Semester</b>	<b>I SEMESTER</b>
<b>Subject</b>	<b>PRINCIPLES OF MANAGEMENT</b>
<b>Code</b>	<b>HRDHRCN 101</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>HRDENLN 101</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To develop the students' ability to listen, speak, read and write coherently about the literary, semi literary forms and engage in academic writing in English.</li> <li>2. To reinforce the vocabulary, grammatical structures and common usages in both written and spoken English and to strengthen their use of English in career related contexts.</li> <li>3. To provide opportunities for serious study of different kinds of writing in English through the study of prose, poetry, drama and novel, academic writing, essays, CVs and Creative advertisements.</li> <li>4. To encourage the students to express their views independently on academic and social contexts in the texts</li> <li>5. To inspire them to relate these contexts to evaluate and write on the current issues and real-life contexts</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> <p><b>CO3:</b> It helps students understand the emergence of literary studies, textuality, and the canon.</p> <p><b>CO4:</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>KANNADA</b>
<b>Code</b>	<b>HRDKALN 101</b>
<b>Learning Objectives</b>	ಕನ್ನಡ ಸಾಹಿತ್ಯದ ಮೂಲಕ ವಿದ್ಯಯ ಧಿಗಳ ಚಿಂತನಾ ಸಾಮರ್ಥಯ ಿವನ್ನನ ಹೆಚಿ ಸುವುದು
<b>Learning Outcomes</b>	ಕನ್ನಡ ಭೂಷಾ ಕಲಿಕೆಯಿಂದ ಕಲಾ ನಿಕಾಯದ ವಿದ್ಯಯ ಧಿಗಳು ಪಡೆಯುವ ಪರ ಯೋಜನ್  <b>CO1:</b> ಕನ್ನಡ ಭೂಷಾ ಕಲಿಕೆಯ ನಾಲ್ಕು ಆಯಾಮಗಳು – ಓದುವುದು, ಬರೆಯುವುದು, ಅರ್ಥಿ ಮಾಡಿಕಿಂಡು ಮಾತಾಡುವುದು. <b>CO2:</b> ಯುವ ಜನಾಂಗದ ಮನ್ನನ, ವಯ ಕ್ಷಿತ್ವ ವನ್ನನ ರೂಪಿಸುವುದರ ಜೊತೆಗೆ ವೈಚಾರಿಕ ಮನೋಭಾವ ಬೆಳೆಸಿಕಿಂಡು ಪ್ರರ ಯೋಗಿಕ ಚಿಂತೆಗೆ ಒತ್ತಿಕಡುವುದು. <b>CO3:</b> ಕನ್ನಡ ಭೂಷಾ ಕೌಶಲಯ ವನ್ನನ ಕಲಿಯುವುದರ ಜೊತೆಗೆ ಕನ್ನಡ ಸಾಹಿತ್ಯ ಸಂಸ್ಕೃತಿಯ ಆಯಾಮಗಳನ್ನನ ಪರಿಚಯಮಾಡಿಕಳು ವುದು.

<b>Semester</b>	<b>I SEMESTER</b>
<b>Subject</b>	<b>हिन्दी</b>
<b>Code</b>	<b>HRDHDLN 101</b>
<b>Learning Objectives</b>	कक्षा व्याख्यान, कहानी का पठन, गतितिति आारि तिक्षण, सामूतहक चचा
<b>Learning Outcomes</b>	<b>CO1:</b> कहानी के पठन पाठन में रूतच उत्पन्न होगी <b>CO2:</b> कहानी के माध्यम से जीिन की िास्ततिका औ आदिा की पहचान <b>CO3:</b> भाषा कौिल का तनमाण <b>CO4:</b> भाषा िुध्दिा के प्रति सजगिा उत्पन्न होगी

<b>Semester</b>	<b>I SEMESTER</b>
<b>Subject</b>	<b>PERSONAL DEVELOPMENT AND INTERPERSONAL SKILLS</b>
<b>Code</b>	<b>HRDHRCN 103</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To foster the growth of the students that would lead to personal effectiveness.</li> <li>2. To recognize the importance of interpersonal skills.</li> <li>3. To understand the behaviour needs to be adopted while interacting with different categories of people.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Plan for personal development</p> <p><b>CO2:</b> Develop interpersonal skill</p> <p><b>CO3:</b> Focus on self-management helping in overall development of the personality</p>

<b>Semester</b>	<b>I SEMESTER</b>
<b>Subject</b>	<b>BUSINESS ENVIRONMENT</b>
<b>Code</b>	<b>HRDHRCN 102</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To understand the different environment in the business climate.</li> <li>2. To know the minor and major factors affecting the business in various streams.</li> <li>3. To know the different environment like, political, technological and economic environment in the business.</li> <li>4. To acquire in-depth knowledge about legal environment etc.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> To enable students to evaluate business and its environment.</p> <p><b>CO2:</b> To enable students to understand business and society.</p>

**COURSE OUTCOMES (COs)  
SECOND SEMESTER**

<b>Semester</b>	<b>II SEMESTER</b>
<b>Subject</b>	<b>ENGLISH</b>
<b>Code</b>	<b>HRDENLN 201</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"><li>1. To acquaint the student with some of the exemplary pieces of writing in English.</li><li>2. To enable the student to comprehend life in its diverse dimensions through literature.</li><li>3. To strengthen the learner's vocabulary and descriptive writing skills.</li><li>4. To help the learner to overcome most common mistakes in English usage.</li><li>5. To empower the student with language skills most needed in professional fields.</li></ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> It enables the students to analyse their critical and analytical skills.</p> <p><b>CO2:</b> It improves and enriches their language skills like reading, writing, listening and speaking.</p> <p><b>CO3:</b> It helps students understand the emergence of literary studies, textuality, and the canon.</p> <p><b>CO4:</b> It fosters among learners the ability to read texts closely and scrutinize them critically.</p>

<b>Semester</b>	<b>II SEMESTER</b>
<b>Subject</b>	<b>KANNADA</b>
<b>Code</b>	<b>HRDKALN 201</b>
<b>Learning Objectives</b>	ಕನ್ನಡ ಸಾಹಿತ್ಯದ ಮೂಲಕ ವೈಚಾರಿಕ ಮನೋಭಾವ ವವನ್ನನ ಬೆಳೆಸಿಕೊಂಡು ಪ್ರರ ಯೋಗಿಕ ಚಿಂತೆಗೆ ಒತ್ತಿಕೊಡುವುದು
<b>Learning Outcomes</b>	<p>ಕನ್ನಡ ಭಾಷಾ ಕಲಿಕೆಯಿಂದ ಕಲಾ ನಿಕಾಯದ ವಿಧ್ಯಯ ಧಿಗಳು ಪಡೆಯುವ ಪರ ಯೋಜನ್</p> <p><b>CO1:</b> ಕನ್ನಡ ಭಾಷಾ ಕಲಿಕೆಯ ನಾಲ್ಕು ಆಯಾಮಗಳು – ಓದುವುದು, ಬರೆಯುವುದು, ಅರ್ಥಿ ಮಾಡಿಕೊಂಡು ಮಾತಾಡುವುದು.</p> <p><b>CO2:</b> ಯುವ ಜನಾಂಗದ ಮನ್ನನ, ವಯ ಕ್ರಿತ್ವ ವನ್ನನ ರೂಪಿಸುವುದರ ಜೊತೆಗೆ ವೈಚಾರಿಕ ಮನೋಭಾವ ಬೆಳೆಸಿಕೊಂಡು ಪ್ರರ ಯೋಗಿಕ ಚಿಂತೆಗೆ ಒತ್ತಿಕೊಡುವುದು.</p> <p><b>CO3:</b> ಕನ್ನಡ ಭಾಷಾ ಕೌಶಲಯ ವನ್ನನ ಕಲಿಯುವುದರ ಜೊತೆಗೆ ಕನ್ನಡ ಸಾಹಿತ್ಯ ಸಂಸ್ಕೃತಿಯ ಆಯಾಮಗಳನ್ನನ ಪರಿಚಯಮಾಡಿಕೊಳ್ಳುವುದು.</p>

<b>Semester</b>	<b>II SEMESTER</b>
<b>Subject</b>	<b>HINDI</b>
<b>Code</b>	<b>HRDHDLN 201</b>
<b>Learning Objectives</b>	ಕಕ್ಷಾ ವ್ಯಾಖ್ಯಾನ,ಕಹಾನಿ ಕಾ ಪಠನ,ಗತಿಯಿತಿ ಆಿಾರಿ ತಿಕ್ಷಣ,ಸಾಮೂಹಕ ಚಚಾ
<b>Learning Outcomes</b>	<p><b>CO1:</b> ಉಪನ್ಯಾಸ ಕೆ ಪಠನ ಪಾಠನ ಢೆ ರೂತಚ ಉತ್ಪನ್ನ ಹೂಗಿ</p> <p><b>CO2:</b> ಉಪನ್ಯಾಸ ಕೆ ಢಾಧ್ಯಮ ಸೆ ಜಿಿನ ಕಿ ಿಸ್ತತಿಕಾ ಆಿ ಆದಿ ಕಿ ಪಹಚಾನ </p> <p><b>CO3:</b> ತಹನ್ದಿ ಉಪನ್ಯಾಸ ಕೆ ಬಾಿ ಢೆ ಢೆ ಜಾನಕಾಿಿ ಪೂಪ್ತ ಹೂಗಿ  </p> <p><b>CO4:</b> ಪ್ರಯೂಜನ ಢೂಲಕ ತಹನ್ದಿ ಕೆ ಅಂಗಿಕಾಿ ಿಾಠ್ಠ ಭಾಷಾ, ಿಾಜಭಾಷಾ ಆಿ ಸಂಪಕಾ ಭಾಷಾ ಪೂಪ್ತ ಹೂಗಿ  </p>

<b>Semester</b>	<b>II SEMESTER</b>
<b>Subject</b>	<b>HUMAN RESOURCE MANAGEMENT</b>
<b>Code</b>	<b>HRDHRCN 201</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To provide an introductory overview of human resource management.</li> <li>2. To well acquaint with human resource management tends to create a high-performance work system.</li> <li>3. To acquire knowledge on HR training methods.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Develop necessary skill sets for application of various HR practices.</p> <p><b>CO2:</b> Equip with knowledge on modern HR techniques.</p> <p><b>CO3:</b> Acquire knowledge on modern trends in HRM.</p>

<b>Semester</b>	<b>II SEMESTER</b>
<b>Subject</b>	<b>PROFESSIONAL SKILL DEVELOPMENT</b>
<b>Subject Code</b>	<b>HRDHRCN 202</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. Training Students in basic economic theory, management and techniques of economic Analysis.</li> <li>2. Enabling students to analyze economic issues and find solutions to complex economic and Business problems and take correct economic judgment.</li> <li>3. Keeping tact with the latest development in the dynamic field of economic science.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Would be able to find a rewarding job in the organized job market of both in private and public sector.</p> <p><b>CO2:</b> Would be able to start his/her own business like setting up his/her own concerns or taking-up consultancy services.</p> <p><b>CO3:</b> Would be better equipped in policy formulation and economic administration.</p> <p><b>CO4:</b> Would have orientation towards achieving excellence, maintaining high ethical standards and a capacity to work effectively and efficiently, both individually and in-groups.</p>

<b>Semester</b>	<b>II SEMESTER</b>
<b>Subject</b>	<b>BUSINESS ECONOMICS</b>
<b>Code</b>	<b>HRDHRCN 203</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. Training Students in basic economic theory, management and techniques of economic Analysis.</li> <li>2. Enabling students to analyze economic issues and find solutions to complex economic and Business problems and take correct economic judgment.</li> <li>3. Keeping tact with the latest development in the dynamic field of economic science.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Would be able to find a rewarding job in the organized job market of both in private and public sector.</p> <p><b>CO2:</b> Would be able to start his/her own business like setting up his/her own concerns or taking-up consultancy services.</p> <p><b>CO3:</b> Would be better equipped in policy formulation and economic administration.</p> <p><b>CO4:</b> Would have orientation towards achieving excellence, maintaining high ethical standards and a capacity to work effectively and efficiently, both individually and in-groups.</p>

<b>Semester</b>	<b>II SEMESTER</b>
<b>Subject</b>	<b>DIGITAL FLUENCY</b>
<b>Code</b>	<b>COMDFSN 201</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To enable learner use digital tools to demonstrate learning or create original work.</li> <li>2. To demonstrate an ability to use freely available digital multimedia applications in developing, processing, and presenting information.</li> <li>3. To make use of available internet functions and web applications, social networks, communication tools, and search engines to facilitate academic work.</li> </ol>

<b>Learning Outcomes</b>	<p>At the end of the course the student should be able to</p> <p><b>CO1:</b> Have an intelligent conversation on the key concepts and applications of Artificial Intelligence (AI), Big Data Analytics (BDA), Internet of Things (IoT), Cloud Computing, and Cybersecurity.</p> <p><b>CO2:</b> Develop holistically by learning essential skills such as effective communication, problem-solving, design thinking, and teamwork.</p> <p><b>CO3:</b> Build his/her personal brand as an agile and expansive learner – one who is interested in horizontal and vertical growth.</p>
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**COURSE OUTCOMES (COs)**  
**THIRD SEMESTER**

<b>Semester</b>	<b>III SEMESTER</b>
<b>Subject</b>	<b>GENERIC ENGLISH</b>
<b>Code</b>	<b>HRDENLN301</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 One Act Plays</li> <li>2. To expose students to history, culture and life through a study of the prescribed One Act Plays</li> <li>3. To enable students to study and understand the structure and techniques used in theater and drama with specific reference to One Act Plays</li> <li>4. To familiarize students with the mechanics and skills of essay writing – descriptive, reflective and argumentative</li> <li>5. To enable students to become proficient in the art of dialogue writing through role play, letters of application and CV</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Students are expected to be able to read, comprehend and write short and long type answers on the prescribed One Act Plays</p> <p><b>CO2:</b> Students are expected to be familiar with history, culture and life through a study of the prescribed One Act Plays</p> <p><b>CO3:</b> Students are expected to be familiar with the structure and techniques used in theatre and drama with specific reference to One Act Plays</p> <p><b>CO4:</b> Students are expected to become proficient in writing cogent descriptive, reflective and argumentative essays.</p> <p><b>CO5:</b> Students are expected to be able to create dialogues, write good letters of application and prepare their C Vs</p>



<b>Semester</b>	<b>III SEMESTER</b>
<b>Subject</b>	<b>ORGANISATIONAL BEHAVIOUR</b>
<b>Code</b>	<b>HRDHRCN301</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To understand the behavior of human at work.</li> <li>2. To know the students attitude in different situations.</li> <li>3. To develop personal quality through studying the different theories of personality.</li> <li>4. To motivate the student in classroom and analyze the particular case in his own way.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> To apply the conceptual foundation and theories of organizational behaviour.</p> <p><b>CO2:</b> To analyse inefficiency and weakness in individual and apply various measures to improve it in the organisation.</p> <p><b>CO3:</b> To analyze how to develop coordination and teamwork in the organisation.</p> <p><b>CO4:</b> To apply how to use organisation power and politics in an effective manner.</p>

<b>Semester</b>	<b>III SEMESTER</b>
<b>Subject</b>	<b>STRATEGIC MANAGEMENT</b>
<b>Code</b>	<b>HRDHRCN302</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To facilitate the students to understand present management strategies and policies.</li> <li>2. To make students understand and apply techniques of strategic management.</li> <li>3. To acquaint the students with SWOC analysis.</li> </ol>

<b>Learning Outcomes</b>	<p><b>CO1:</b> Students will be able to critically analyse the internal and external environments in which business operates and assess their significance for strategic planning.</p> <p><b>CO2:</b> Apply the theories, concepts and tools that support strategic management in organisations.</p> <p><b>CO3:</b> Enhance the ability to identify strategic issues and design appropriate solutions.</p>
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<b>Semester</b>	<b>III SEMESTER</b>
<b>Subject</b>	<b>EMPLOYEE RELATIONS</b>
<b>Code</b>	<b>HRDHRCN303</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To Review the aspects of the employee relation in the organization</li> <li>2. To impart knowledge on basic concepts of industrial relations</li> <li>3. To familiarize students with industrial regulation and dispute settlements.</li> <li>4. To acquaint the students with the concepts of employee participation in management</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Describe and critique the concept of employee participation</p> <p><b>CO2:</b> Identify problems associated with employee relations</p> <p><b>CO3:</b> Critically evaluate the role of trade union in settlement of industrial disputes</p> <p><b>CO4:</b> Identify the issues associated with wage and salary administration</p>

<b>Semester</b>	<b>III SEMESTER</b>
<b>Subject</b>	<b>RURAL MARKETING</b>
<b>Code</b>	<b>BBABMEN302</b>

<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To Review the aspects of the rural population and consumer engagement</li> <li>2. To impart knowledge on basic concepts of rural industrial relations</li> <li>3. To familiarize students with industrial regulation of Rural Markets</li> <li>4. To acquaint the students with the concepts of Rural marketing segments</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Describe and critique the concept of rural marketing</p> <p><b>CO2:</b> Identify problems associated with rural market</p> <p><b>CO3:</b> Critically evaluate the role of government to develop rural markets</p> <p><b>CO4:</b> Identify the challenges associated with rural markets</p>

<b>Semester</b>	<b>III SEMESTER</b>
<b>Subject</b>	<b>ARTIFICIAL INTELLIGENCE</b>
<b>Code</b>	<b>COMAISN301</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To Know the theory of Artificial Intelligence</li> <li>2. To learn the working of AI algorithms</li> <li>3. To get advance knowledge of AI</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Appraise the theory of Artificial Intelligence and list the significance of AI</p> <p><b>CO2:</b> Discuss the various competence that are involved in solving an AI problem</p> <p><b>CO3:</b> Illustrate the working of AI algorithms in the given contrast</p> <p><b>CO4:</b> Analyze the various knowledge representation schemes, reasoning and learning techniques of AI</p>

<b>Semester</b>	<b>III SEMESTER</b>
<b>Subject</b>	<b>FINANCIAL EDUCATION &amp; INVESTMENT AWARENESS</b>
<b>Code</b>	<b>COMFISN301</b>

<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To help students develop the skills and knowledge necessary to make informed financial decisions.</li> <li>2. To improve the understanding of financial products and concepts and, through information, instruction and objective advice, develop skills and confidence to become more aware of financial risks.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Provide the foundations for financial decision making</p> <p><b>CO2:</b> List out various saving and investment alternatives available for a common man.</p> <p><b>CO3:</b> Give a detailed overview of stock markets and stock selection.</p> <p><b>CO4:</b> Orient the learners about mutual funds and the criteria for selection.</p>





	<b>CO4:</b> To Gain insights into organization development as learning system.
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<b>Semester</b>	<b>IV SEMESTER</b>
<b>Subject</b>	<b>HUMAN RESOURCE RESEARCH METHODOLOGY</b>
<b>Code</b>	<b>HRDHRCN402</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To learn Methods of research</li> <li>2. To get exposure to the fundamentals of various research techniques and methods.</li> <li>3. To acquaint with the qualitative and quantitative strategies.</li> <li>4. To understand the statistical values in the numerical data.</li> <li>5. To learn Research Ethics.</li> </ol>
<b>Learning Outcomes</b>	<p>On successful completion of the course, the students will be able to,</p> <p><b>CO1:</b> Understand the philosophy of Research</p> <p><b>CO2:</b> Learn various research techniques and methods</p> <p><b>CO3:</b> Use statistical values in Human research</p> <p><b>CO4:</b> Handle Quantitative and Qualitative data in research.</p> <p><b>CO5:</b> Understand the Research Ethics</p>

<b>Semester</b>	<b>IV SEMESTER</b>
<b>Subject</b>	<b>ENTREPRENEURSHIP DEVELOPMENT</b>
<b>Code</b>	<b>HRDHRCN403</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To impart knowledge on basic concepts in the area of entrepreneurship</li> <li>2. To promote entrepreneurship as life skills to improve quality of life</li> <li>3. To develop and strengthen entrepreneurial quality and instinct</li> <li>4. To inculcate personal creativity and entrepreneur initiative</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Equip the knowledge of defining basic terms of entrepreneurship</p> <p><b>CO2:</b> Identify the elements for success of entrepreneurial ventures</p> <p>Interpret their own business plan</p>

<b>Semester</b>	<b>IV SEMESTER</b>
<b>Subject</b>	<b>CONSTITUTION OF INDIA</b>
<b>Code</b>	<b>COMCOIN401</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To familiarize the students with the key elements of the Indian constitution.</li> <li>2. To enable students to grasp the constitutional provisions and values.</li> <li>3. To acquaint the students with the powers and functions of various constitutional offices and institutions.</li> <li>4. To make students understand the basic premises of Indian politics and role of constitution and citizen-oriented measures in a democracy.</li> </ol>
<b>Learning Outcomes</b>	<p>At the end of the course the students will-</p> <p><b>CO1:</b> Understand the key aspects of the Indian Constitution.</p> <p><b>CO2:</b> Comprehend the structure and philosophy of the Constitution</p> <p><b>CO3:</b> Understand the power and functions of various constitutional offices and institutions.</p> <p><b>CO4:</b> Realise the significance of the constitution and appreciate the role of constitution and citizen-oriented measures in a democracy.</p>

<b>Semester</b>	<b>IV SEMESTER</b>
<b>Subject</b>	<b>FINANCIAL EDUCATION &amp; INVESTMENT AWARENESS</b>
<b>Code</b>	<b>COMFISN401</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To help students develop the skills and knowledge necessary to make informed financial decisions.</li> <li>2. To improve the understanding of financial products and concepts and, through information, instruction and objective advice, develop skills and confidence to become more aware of financial risks.</li> </ol>

<b>Learning Outcomes</b>	<p><b>CO1:</b> Provide the foundations for financial decision making</p> <p><b>CO2:</b> List out various saving and investment alternatives available for a common man.</p> <p><b>CO3:</b> Give a detailed overview of stock markets and stock selection.</p> <p><b>CO4:</b> Orient the learners about mutual funds and the criteria for selection.</p>
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<b>Semester</b>	<b>IV SEMESTER</b>
<b>Subject</b>	<b>Cyber security</b>
<b>Code</b>	<b>COMCSSN401</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To understand the basics of cybersecurity.</li> <li>2. To familiarize students on Information technology act and its amendments.</li> <li>3. To acquire the basic knowledge of Artificial Intelligence and its applications.</li> <li>4. To know the recent developments in social media which can affect cyber security.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1.</b> Explain the application of cyber security and various tool used</p> <p><b>CO2.</b> Make students aware of dos and don'ts on the internet.</p> <p><b>CO3.</b> Analyze cyber security measures using various tools for business decisions.</p>

**COURSE OUTCOMES (COs)**  
**FIFTH SEMESTER**

<b>Semester</b>	<b>V SEMESTER</b>
<b>Subject</b>	<b>GLOBAL HUMAN RESOURCE MGT.</b>
<b>Code</b>	<b>HRDHRCN501</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To ensure an international look concerning local sensitivities.</li> <li>2. Spread cross-cultural sensitivities and awareness amongst global employees Pedagogy: Classroom lectures, case analysis, group discussions, assignments, ICT teaching, fieldwork, etc.</li> </ol>
<b>Learning Outcomes</b>	<p>On successful completion of the course the student will be able to</p> <p><b>CO1:</b> Effectively manage key global human resource functions.</p> <p><b>CO2:</b> Examine current trends and practices in HRM.</p> <p><b>CO3:</b> Contribute to global employee performance management</p> <p><b>CO4:</b> Problem-solve global human resource challenges.</p>

<b>Semester</b>	<b>V SEMESTER</b>
<b>Subject</b>	<b>FINANCIAL ANALYSIS FOR HR MANAGER</b>
<b>Code</b>	<b>HRDHRCN502</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To understand the Financial and Accounting tools required for HR Manager.</li> <li>2. To analyse the inter firm comparison and basic ratio for Company financial comparison.</li> <li>3. To acquire the knowledge of preparation of fund flow and cashflow statements.</li> <li>4. To know the various types of Techniques of financial analysis</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Explain the application of accounting and various tool used</p> <p><b>CO2:</b> Make inter – firm and inter- period comparison of financial statements</p> <p><b>CO3:</b> Analyse financial statements using various ratios for business decisions.</p> <p><b>CO4:</b> Prepare fund flow and cash flow statements</p>

<b>Semester</b>	<b>V SEMESTER</b>
<b>Subject</b>	<b>CORPORATE COMM. &amp; PUBLIC RELATIONS</b>
<b>Code</b>	<b>HRDHRCN503</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To acquaint the students with the recent techniques of corporate communication and business correspondence.</li> <li>2. To familiarize the students with the public relations to meet the challenges of the modern business world.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Able to use and draft a business correspondent needed.</p> <p><b>CO2:</b> Develop skills and techniques for Public Relation.</p>

<b>Semester</b>	<b>V SEMESTER</b>
<b>Subject</b>	<b>LABOUR LAW</b>
<b>Code</b>	<b>HRDHREN502</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To impart the basic knowledge about labour law system in India.</li> <li>2. To know the development and the judicial setup of Labour Laws</li> <li>3. To acquaint the students with the aspects of welfare legislation.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Understand the various industrial laws and its mechanism</p> <p><b>CO2:</b> Understand the various rights available to the workmen employed in industries and the remedies for its misuse by the employer.</p> <p><b>CO3:</b> Demonstrate an understanding of the underlying legal principles, rules and institutions which regulate Indian Labour law.</p>

<b>Semester</b>	<b>V SEMESTER</b>
<b>Subject</b>	<b>STRATEGIC HUMAN RESOURCE MGT.</b>
<b>Code</b>	<b>HRDHREN503</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To discuss the human resource management from a strategic perspective.</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 &amp; techniques essential as strategic contribution of HRM.</li> <li>5. To focus on issues how HR function can create business strategy &amp; contribution to business performance.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Understand the human resource management from a strategic perspective.</p> <p><b>CO2:</b> Get information about linking the HRM functions to corporate strategies in order to understand HR as a strategic resource.</p> <p><b>CO3:</b> Identify the reward and compensation strategies followed in organisations.</p>

<b>Semester</b>	<b>V SEMESTER</b>
<b>Subject</b>	<b>PRINCIPLES OF TRAINING &amp; DEVELOPMENT</b>
<b>Code</b>	<b>HRDHRVN501</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To acquaint the students with the recent techniques of corporate communication and business correspondence.</li> <li>2. To familiarize the students with the public relations to meet the challenges of the modern business world.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Able to use and draft a business correspondent needed</p> <p><b>CO2:</b> Develop skills and techniques for Public Relation</p>

<b>Semester</b>	<b>V SEMESTER</b>
<b>Subject</b>	<b>EMPLOYABILITY SKILLS</b>
<b>Code</b>	<b>COMESSN501</b>
<b>Learning Objectives</b>	<b>1.</b> To develop quantitative aptitude of the students <b>2.</b> To develop logical reasoning ability of the students <b>3.</b> To help students improve their analytical skills.
<b>Learning Outcomes</b>	<b>CO1:</b> Students will be able to develop systematic problem-solving abilities <b>CO2:</b> Enhance verbal and non-verbal reasoning skills <b>CO3:</b> Improve numerical and analytical abilities.

**COURSE OUTCOMES (COs)**  
**SIXTH SEMESTER**

<b>Semester</b>	<b>VI SEMESTER</b>
<b>Subject</b>	<b>TRENDS IN HUMAN RESOURCES DEVELOPMENT</b>
<b>Code</b>	<b>HRDHRCN601</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. Learn to design and implement effective HRD strategies that align with organizational goals.</li> <li>2. Analyze the impact of trends on HR practices and employee development.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Apply knowledge of emerging HRD trends to create and improve HRD initiatives within an organization.</p> <p><b>CO2:</b> Demonstrate the ability to align HRD strategies with organizational objectives to drive success.</p>

<b>Semester</b>	<b>VI SEMESTER</b>
<b>Subject</b>	<b>BUSINESS ETHICS AND CORPORATE GOVERNANCE</b>
<b>Code</b>	<b>HRDHRCN602</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. Provide clarity and insights into concepts of business ethics 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> Evaluate the range of ethical issues that arises in business and the theories that are used to model these issues.</p> <p><b>CO2:</b> Students Will be able to identify various issues that may arise in the domain of Marketing, HRM and Finance in a given organization/situation.</p> <p><b>CO3:</b> Students Will be able to analyses various ethical codes in corporate governance.</p>

<b>Semester</b>	<b>VI SEMESTER</b>
<b>Subject</b>	<b>HUMAN RESOURCE INFORMATION SYSTEM</b>
<b>Code</b>	<b>HRDHRCN603</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To provide an introduction to the use of technology in the HRM</li> <li>2. Basic knowledge of different HRIS software in the organisation</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> To discuss issues related to HRIS.</p> <p><b>CO2:</b> To develop an understanding about application of HRIS.</p>

<b>Semester</b>	<b>VI SEMESTER</b>
<b>Subject</b>	<b>STRESS MANAGEMENT</b>
<b>Code</b>	<b>HRDHREN601</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To understand how stress affects productivity and the sources and causes of stress.</li> <li>2. To get equipped with the various strategies of stress management and different methods of relieving stress to increase overall productivity.</li> <li>3. To know the concept of counseling and its functions.</li> <li>4. To understand the nature and consequences of stress</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> The student will be able to identify the types of stress.</p> <p><b>CO2:</b> Understand the issues relating to their daily lives that cause stress.</p> <p><b>CO3:</b> Understand how healthy habits and proper nutrition can defend against stress and prevent.</p> <p><b>CO4:</b> Understand the concepts of counseling</p>

<b>Semester</b>	<b>VI SEMESTER</b>
<b>Subject</b>	<b>WAGE AND SALARY ADMINISTRATION</b>
<b>Code</b>	<b>HRDHREN602</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To familiarize the students with wage and salary concepts.</li> <li>2. To impart the knowledge on wage incentive concept.</li> <li>3. To explore emerging trends in wage concepts.</li> <li>4. To calculate incentive packages offered in an organisation.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Analyze the wage structure in an organisation.</p> <p><b>CO2:</b> Understand and calculate incentive packages offered in an organisation.</p> <p><b>CO3:</b> Recognize legal and ethical considerations in compensation management.</p> <p><b>CO4:</b> Explore emerging trends in wage concepts</p>

<b>Semester</b>	<b>VI SEMESTER</b>
<b>Subject</b>	<b>HUMAN RESOURCE ACCOUNTING</b>
<b>Code</b>	<b>HRDHRVN601</b>
<b>Learning Objectives</b>	<ol style="list-style-type: none"> <li>1. To understand the values of human resources in organization</li> <li>2. To familiarize the process and approaches of human resource accounting.</li> <li>3. To know the human resource cost and HR audit.</li> <li>4. To determine human capital investment.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Able to measure human Value.</p> <p><b>CO2:</b> enables human resource planning and demand forecasting.</p> <p><b>CO3:</b> Assess and evaluate human capital investment.</p> <p><b>CO4:</b> Measure Human resource cost and conduct HR audit.</p>

<b>Semester</b>	<b>VI SEMESTER</b>
<b>Subject</b>	<b>MINI PROJECT</b>
<b>Code</b>	<b>HRDPRON601</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 in the field of Human Resource.</li> <li>4. To learn to assess the research studies and findings.</li> <li>5. To develop the skills for library work and documentation for research.</li> <li>6. To develop logical thinking and critical analysis.</li> </ol>
<b>Learning Outcomes</b>	<p><b>CO1:</b> Students will understand different areas in which she or he may work as a resource developer.</p> <p><b>CO2:</b> Equips the student with skills in studying the realities that exist in the field of Human Resource.</p> <p><b>CO3:</b> Improves analytical skills in research studies and findings.</p> <p><b>CO4:</b> Develops the skills for library work and documentation for research.</p> <p><b>CO5:</b> Develops logical thinking and critical analysis.</p>