



SHRI DHARMASTHALA MANJUNATHESHWARA COLLEGE OF BUSINESS MANAGEMENT

MANGALURU – 575 003 (DAKSHINA KANNADA)

Office : 0824-2494186
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NAAC Reaccredited (2023)
with 'A' Grade

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

COURSE OUTCOMES

**STATE EDUCATION POLICY
(SEP)**

(2024 Batch onwards)

COURSE OUTCOMES (COs)
FIRST SEMESTER

Semester	I SEMESTER
Subject	ENGLISH
Code	HRDENLS101
Learning Objectives	Creative and critical response to literature in light of cultural values and literary history.
Learning Outcomes	CO1: To enable students to understand and utilize the English language in various forms (speaking, listening, reading, writing) across different contexts, including everyday conversations, academic situations, and professional settings, by developing their vocabulary, grammar, pronunciation, and comprehension skills to effectively communicate in English

Semester	I SEMESTER
Subject	HINDI
Code	HRDHDL101
Learning Objectives	भाषा विकास, सांस्कृतिक ज्ञान और मूल्यों का संचार
Learning Outcomes	CO1: कहानी पठन-पाठन से समाज और जीवन को समझना CO2: कहानी लेखन की क्षमता उत्पन्न होगी CO3: विद्यार्थियों में सृजनात्मक विक्सित होगी

Semester	I SEMESTER
Subject	KANNADA
Code	HRDKALS101
Learning Objectives	<ul style="list-style-type: none"> • ಸಂಪರ್ಕ ಮಾಧ್ಯಮದ ಜೊತೆಗೆ ಸಂಸ್ಕೃತಿ ಮತ್ತು ಮೌಲ್ಯಗಳನ್ನು ಬಹುಶಿಸ್ತೀಯ ಪದವಿ ಕೋರ್ಸುಗಳಲ್ಲಿ ಬೆಳೆಸುವುದು ಭಾಷಾ ಕಲಿಕೆಯ ಅಭಿಲಾಷೆ • ವಿದ್ಯಾರ್ಥಿಗಳಲ್ಲಿ ಸಾಹಿತ್ಯದ ಅಭಿರುಚಿ ಮೂಡಿಸುವುದು
Learning Outcomes	CO1: ನಾಡು- ನುಡಿ ಜಲ, ಭೂಮಿ, ಸಮಕಾಲೀನ ಸವಾಲುಗಳನ್ನು ಕನ್ನಡದ ಅತ್ಯುತ್ತಮ ಪಟ್ಟಗಳ ಮುಖಾಂತರ ಕಲಿಸಬಹುದೆನ್ನುವ ನಂಬಿಕೆ. CO2: ಸೃಜನಶೀಲತೆ ಮತ್ತು ಸಂವಹನ ಕೌಶಲ್ಯವನ್ನು ಕಲಿಯುವುದು ಇಂದಿನ ಅಗತ್ಯ ಅದಕ್ಕೆ ಭಾಷಾ ಬೋಧನೆ ಅತೀ ಅಗತ್ಯ.

Semester	I SEMESTER
Subject	PRINCIPLES AND PRACTICE OF MANAGEMENT
Code	HRDHRCS101
Learning Objectives	<ul style="list-style-type: none"> ● To enable the students to understand the evolution of management. ● To study the functions and principles of management. ● To learn the application of management principles in an organization. ● To study the system and process of effective control in the organization.
Learning Outcomes	<p>CO1: Understand the basic concepts of principles of Management.</p> <p>CO2: Understand the different activities performed by middle level and lower-level managers in the organization.</p> <p>CO3: Plan, prepare and execute the right decisions.</p>

Semester	I SEMESTER
Subject	BUSINESS AND SOCIETY
Code	HRDHRCS102
Learning Objectives	<ul style="list-style-type: none"> ● To understand the principles and objectives of business and its interaction with various environmental factors. ● To examine the role of social responsibility and consumer rights in business ethics and stakeholder management. ● To analyze different economic systems and the impact of globalization on business operations. ● To explore the role of technological advancements and multinational corporations (MNCs) in shaping the business environment.
Learning Outcomes	<p>CO1: To assess the influence of economic, social, political, and technological factors on business operations.</p> <p>CO2: To evaluate the ethical responsibilities of businesses and their obligations toward stakeholders and consumer rights.</p> <p>CO3: To compare the different economic systems and analyze the impact of liberalization, privatization, and globalization on businesses.</p> <p>CO4: To develop critical insights into the role of technological advancements and MNCs in the Indian and global business environment.</p>

Semester	I SEMESTER
Subject	PERSONAL DEVELOPMENT & INTERPERSONAL SKILLS
Code	HRDHRCS103
Learning Objectives	<ul style="list-style-type: none"> • To foster the growth of the students that would lead to personal effectiveness. • To recognize the importance of interpersonal skills. • To understand the behavior need to be adopted while interacting with different categories of people.
Learning Outcomes	<p>CO1: Plan for personal development. CO2: Develop interpersonal skill. CO3: Focus on self-management helping in overall development of the personality.</p>

Semester	I SEMESTER
Subject	EMPLOYEE ENGAGEMENT
Code	HRDHRES101
Learning Objectives	<ul style="list-style-type: none"> • To enable the students, gain knowledge of the importance of employee engagement. • To study the various models of employee engagement. • To understand the measurement of employee engagement levels. • To study the practices to manage employee engagement levels in the organization.
Learning Outcomes	<p>CO1: Identify the concepts and practices of employee engagement. CO2: Recognize and sustain the focus of employee engagement in the organization. CO3: Create the strategies for employee engagement.</p>

Semester	I SEMESTER
Subject	CONSTITUTIONAL VALUES
Code	COMCOVS101
Learning Objectives	<ul style="list-style-type: none"> • To equip with comprehensive understanding the principles and their relevance in daily life • To understand the basic fundamental rights and duties applicable in daily life
Learning Outcomes	<p>CO1: Students are equipped with democratic values, critical thinking skills and civic engagement CO2: Students can engage in organising and promoting social changes by strengthening their understanding of constitutional values</p>



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COURSE OUTCOMES (COs)
SECOND SEMESTER

Semester	II SEMESTER
Subject	ENGLISH
Code	HRDENLS201
Learning Objectives	To enable students to learn and comprehend the written and spoken form of the English Language.
Learning Outcomes	CO1: To enable the learner to communicate effectively and appropriately in real life situation.

Semester	II SEMESTER
Subject	HINDI
Code	HRDHDL201
Learning Objectives	साहित्यिक रूचि का ज्ञान
Learning Outcomes	CO1: कविता पठान में रूचि उत्पन्न करना CO2: कल्पना क्षमता में वृद्धि

Semester	II SEMESTER
Subject	KANNADA
Code	HRDKALS201
Learning Objectives	ಭಾಷೆ ಕೇವಲ ಮಾಧ್ಯಮವಾಗಿರದೇ ಅದೊಂದು ಸಂಸ್ಕೃತಿಯಾಗಿರಬೇಕು
Learning Outcomes	CO1: ವಿದ್ಯಾರ್ಥಿಗಳಲ್ಲಿ ನಮ್ಮ ಸಮೃದ್ಧ ಸಾಂಸ್ಕೃತಿಕ, ಸಾಹಿತ್ಯಿಕ ಪರಂಪರೆಯ ಅರಿವು ಮೂಡಬೇಕು ಎಂಬ ಕಾಳಜಿ CO2: ನಾಡು ನುಡಿಯ ಅಭಿಮಾನವನ್ನು ಬೆಳೆಸುವಲ್ಲಿ ಪೂರಕ

Semester	II SEMESTER
Subject	HUMAN RESOURCE MANAGEMENT
Code	HRDHRC201
Learning Objectives	<ol style="list-style-type: none"> 1. To enable students to understand key concepts in HRM. 2. To give them an insight into the working of the HR department. 3. To well acquaint with human resource management trends to create high level of performance
Learning Outcomes	<p>CO1: Develop necessary skill set for application of various HR practices.</p> <p>CO2: Acquire knowledge on modern trends in HRM</p> <p>CO3: Equip with the knowledge on importance of employee engagement.</p>

Semester	II SEMESTER
Subject	BASICS OF MARKETING
Code	HRDHRC202
Learning Objectives	<ol style="list-style-type: none"> 1. Understand the conceptual foundations in terms of core concepts. 2. Understand the current role of marketing in the business and society. 3. Comprehend the marketing issues in a growing business context through real marketing
Learning Outcomes	<p>CO1: Apply the working knowledge of the field of marketing in their respective businesses.</p> <p>CO2: Develop the cognitive and analytical ability with application of marketing knowledge required for marketing career prospects.</p> <p>CO3: Understand the concepts and functions of marketing.</p> <p>CO4: Analyse marketing environment impacting the business.</p>

Semester	II SEMESTER
Subject	BUSINESS ECONOMICS
Code	HRDHRCS203
Learning Objectives	<ol style="list-style-type: none"> 1. Basic Understanding of fundamentals of Business Economics and Its applications 2. It will enable students to apply Business Economics concepts to consumer and producer behaviour in the real world.
Learning Outcomes	<p>CO1: Gain specialised knowledge of economic theories and methodologies in facing the diverse challenges of a competitive business environment.</p> <p>CO2: Explain how the business organisation works by applying economic principles and thereby enhancing entrepreneurial skills and acquiring career opportunities.</p> <p>CO3: To know the applications of theory of production and cost structure</p> <p>CO4: To study various forms of market structure and how they work to allocate resources and the optimal decision making for efficient outcome.</p>

Semester	II SEMESTER
Subject	PROFESSIONAL SKILL DEVELOPMENT
Code	HRDHRCS205
Learning Objectives	<ol style="list-style-type: none"> 1. To understand the qualities required to be a good professional. 2. To develop skills for efficient performance. 3. To understand the quality and attributes to build a high-performance team.
Learning Outcomes	<p>CO1: Students will develop the skills to deal with the various situations.</p> <p>CO2: Apply negotiation skills to be effective in the work place.</p>

Semester	II SEMESTER
Subject	ENVIRONMENTAL STUDIES
Code	COMEVS201
Learning Objectives	<ol style="list-style-type: none"> 1. To make Students realize the importance of a healthy environment and understand the various aspects of ecosystem 2. To enable students to grasp the significance and issues related to biodiversity and natural resources and way of conservation 3. To raise awareness of environmental policies and conservation efforts and encourage public awareness and individual role in protecting the environment through sustainable practices
Learning Outcomes	<p>CO1: Student will able to understand environmental significance</p> <p>CO2: Engage in conservation efforts, - Develop confidence and skills to actively participate in the conservation of water, soil and biodiversity.</p> <p>CO3: Mitigate climate change and pollution - Initiate and adopt eco-friendly practices in daily life to contribute change mitigation and pollution prevention.</p>