

MANGALORE UNIVERSITY
BA(HRD) 2021-22
CHOICE BASED CREDIT SYSTEM
Programme Out Come Report

<i>Programme outcome</i>	BA(HRD) course is offered at graduation level to the graduates as three years Programme.
<i>PO1 Human resource knowledge:</i>	Applying the of human resource for the benefit of the organization and analyze the problem and solving various complex problems.
<i>PO2. Professional Skill enhancement:</i>	Enhancement of skills which are needed in the organization which assist achieving the organizational goal and assist in solving organizational problems.
<i>PO3. Effective communication:</i>	Communicating effectively with all the wings of the organization on principle of hierarchy about its objectives means of realizing it either through media and technology.
<i>PO4 HR and Management:</i>	Enhance knowledge about, principles, methods and techniques of management used in the specific cases in the organizational level.
<i>PO5. Business and society:</i>	Applying human knowledge in changing economic, legal and social environment of the business and make business as human friendly and eco- friendly and role and responsibility of the human personnel in this perspective to attain both social and economic goal
<i>PO6. HR and Individual Development:</i>	To develop basic qualities to become effective member of the organization and control the emotional feelings in the organizational set up to achieve both individual and organizational goal.
<i>PO7. HR and Ethics:</i>	Applying ethical principles in HR professional and follow norms are laid down in an organization.
<i>PO8.HR and Research</i>	To conduct investigation organizational problems use research skills in analysis of problems, acquaint with various tools employed HRD in approaching management problems.
<i>PO9. HR and Finance Management:</i>	To understand relevance of finance for an organization, concepts of financial management, apply cost benefit principles analysis for different projects of the organization.

PROGRAMME SPECIFIC	<ol style="list-style-type: none"> 1. Developing specific HR skills to manage the workforce in an organization 2. Demonstrate effectively best solutions to organizational problems through application of HR knowledge. 3. Evaluation of HR related knowledge in success of organization. 	
COURSE OBJECTIVE	<p>HR course helps to students to learn about significance of human resource. It highlights potentials of human and enhancement of various skills that inhibited among them . It helps to understand each other's skills and use these skills for the organizational benefits. The form of training imparted to graduates resulted into become human personnel.</p>	
Course : BA(HRD) Outcomes I SEMESTER		
GROUP-1 (CORE COURSES)	Principles and Practice of Management	Gain knowledge on concept principles and functions of management like Planning, Organizing, Staffing, Motivation and Controlling various aspects of management.
	Computer Application	Familiarize with basic concepts of computer, operating systems, data base management.
	Business and Society	Familiarize the students with the factors like economic, legal, social, international, influencing business environment and understand international aspects, MNC's.
	Individual Development	Equips students with skills of communication, resolving conflicts, getting along with superiors and others and also helps in developing oneself.
GROUP-2 (ELECTIVE COURSES)	Human Resource Accounting	To familiarize human resource and to understand approaches of HR Accounting.
	Human Resource development Skill	To familiarize the students about various Human Resource Development skills like time management, team building, etiquettes.

II SEMESTER		
GROUP-1 (CORE COURSES)	Business Economics	Familiarize the students with the concepts like demand, cost analysis, market and its types, profit, and its theories, business cycle and national income.
	Basics of Marketing	Enable the student to understand the Principles of marketing management, market segmentation Product life cycle, pricing, branding etc.
	Dynamics of Human Behaviour	Gains knowledge on factors influencing human behaviour like sensations and sensory experience, thoughts and related process learning process social conditions and psychological interventions.
	Professional Skills Development	Familiarize students with professional skills like, Time Management, Decision Making, Crisis Management, Team Building and Problem Solving.
GROUP-2 (ELECTIVE COURSES)	Development of Professional practices	To enhance professional skills among the students and to build self confidence.
	Training and Development	To familiarize students about forms of training and its principles and techniques.
III SEMESTER		
GROUP-1 (CORE COURSES)	Basic Accounting	Familiarize students process of accounting and its concepts, accounting conventions. Areas like depreciation, trail balance are being understood. Make students understand the concepts of Human Resource Accounting.
	Organizational behaviour	Students understand the factors influencing one's personality perception, motivation, job satisfaction, morale group dynamics, stress management and organizational culture. Leadership traits, Counseling and guidance, etc

	Human Resource Research and development Methodology	Students learn concepts of research and develops various research skills and understand role of researchers in organization, to understand the Research methods and sampling techniques, Analysis and interpretation of data, Application of research.
	Human Resource Management	Get an idea on basics of Human Resource management like Human resource planning, recruitment, selection, placemen, induction and Human resource Audit. performance appraisal, Salary administration, Labour Welfare, Industrial Relations
GROUP-2 (ELECTIVE COURSES)	Compensation Management	To familiarize concepts of compensation, compensation practices and management of compensation.
	Field study- Training and Development	To develop Research culture and skills among the students.
IV SEMESTER		
GROUP-1 (CORE COURSES)	Financial Management	To familiarize the concepts of Financial Management in an organization and create awareness about financial decision about capital budgeting, capital structure and theories of capital structure, working capital and time value of money
	Employee Relations	Students learns about employee relations in industrial setup and also aware about industrial disputes, employee grievance trade unions and their participation in management.
	Administration and Management of NGO	To acquaint students about structure and functions of NGO's and its financial management and administration aspects.
	Strategic Management and Corporate policies	To familiarize strategic management and corporate policies , apply various models to the business field for success of any organizations.

GROUP-2 (ELECTIVE COURSES)	Entrepreneurship	To impart entrepreneur skills through various approaches and programmes to become a successful entrepreneur.
	Human Resource Development	To familiarize the concepts of Human Resource development and to understand its recent trends.
V SEMESTER		
GROUP-1 (CORE COURSES)	Strategic Human Resource Management	Students learn the link between business strategy and Human Resource strategies and understand the relevance of strategies in undertaking HR functions
	Principles of Training Development	To familiarize students on training and learning process and also about training aids, training methods and developmental strategies and use of modern technical aids in training.
	Business Law	Create awareness about various legislation related to business and various business concepts like contract negotiation, company law, issue of capital, stock market, law of agency, Negotiable Instruments Act etc.
	Corporate communication and public relation	Students understood the importance of business communication and its channels, theories of public relations and its changes, skills of public relations and its challenges in the global market.
	Business Ethics and corporate Governance	Students understand significance of business ethics and able to manage ethical dilemmas, code of conduct for professional and ethics in governance and leadership.
	Field study (HR Topics)	Gives practical experience of conducting research in-depth and also helps to study HR problems in any organizational setup

VI SEMESTER

GROUP-1 (CORE-COURSES)	Management Information System	Students become familiar with the MIS system and its evolutions and able to understand use of MIS in organizational functions. It also familiarize moral dimension of information technology, evolution of internet and use of e-commerce.
	Trends in Human Resource Development	It helps to understand recent trends in HRD in India like kaizen approach, JIT, Benchmarking, employee discipline and grievance and traits approach
	Organizational Development and Management of Change	To familiarize concept of organization development and its process, effectiveness structure and design and also changes in management, its culture.
	Labour Legislation	To acquaint various labour legislations in relation with labour welfare and programme.
	Global Human Resource Management	To familiarize the concept of International HRM and its benefits, international staffing, training and development in global scenario and also to enhance process of globalization and global perspective.
	Cost Accounting	To familiarize costing and management accounting and to understand different methods of costing, to develop basic skills of analyze financial information of the organization, inculcate knowledge on Cost sheet, Material issues, Labour cost.