



St. Mary's College (Autonomous)
Reaccredited with 'A+' Grade by NAAC (Cycle IV)
Thoothukudi



Criterion: I – Curricular Aspects
1.1 – Curriculum Design and Development
Year: 2018-2023

Programme: MHRM

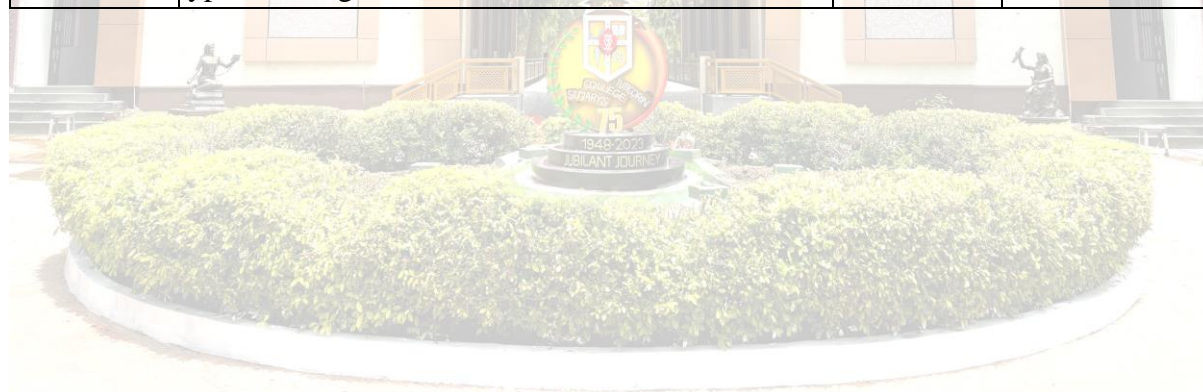
SEMESTER I			
Core I Principles and Practices of Management			
Code: 21PHRC11	Hrs/Week: 6	Hrs/Sem: 90	Credits: 4

Course Outcome

CO No.	On completion of this course students will be able to	PSOs Addressed	CL
CO-1	understand the managerial function, role of manager and managerial skills.	1,3,5	Un
CO-2	gain knowledge on the development of managerial thought.	1	Un
CO-3	examine the concepts of planning to make planning effective.	1,3	An , Cr
CO-4	analyse the concept of organizing and departmentation and identify the need, strategy for planned change and organisational development	1,3	An
CO-5	gain knowledge on decision making and co-ordinating .	1,3,5	Un
CO-6	analyse the stages of conflict and management of conflict.	1,3,5	Ap , An

SEMESTER I**Core III****Accounting for HR Managers****Code: 21PHRC13****Hrs/Week: 6****Hrs/Sem: 90****Credits: 4****Course Outcome**

CO No.	On completion of this course students will be able to	PSOs Addressed	CL
CO-1	understand the concept of accounting	1,4	Un , Re
CO-2	prepare final accounts	1,4	Ap
CO-3	understand the nature, scope and functions of managerial accounting.	1,4	Un , Re
CO-4	prepare cash flow statement and able to use the various types of ratios for managerial decision.	4,6	Ap, An ,Cr
CO-5	prepare fund flow statement and apply accounting knowledge for planning and control.	1,4,6	Ap, Un
CO-6	understand the objectives and steps in budgetary control and prepare the various types of budget.	4,6	Un , Ap

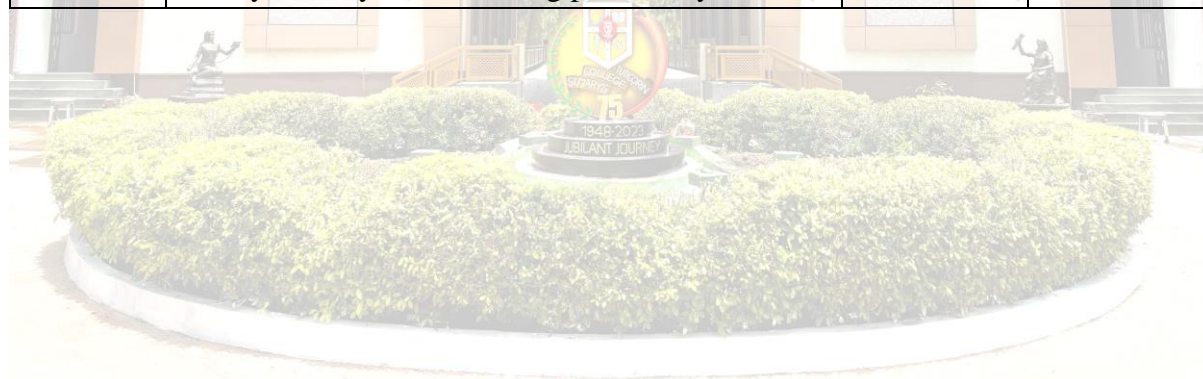


SEMESTER I**Core IV****Organisational Behaviour****Code: 21PHRC14****Hrs/Week: 6****Hrs/Sem: 60****Credits: 4****Course Outcome**

CO No.	Upon completion of this course students will be able to	PSOs Addressed	CL
CO-1	understand the concept of Organisational behaviour and Personality.	1,3	Un
CO-2	gain insights on Perception and Attitude.	3	Re
CO-3	understand the concept of Learning and evaluate the Organisation Change.	3	Un, Ev
CO-4	examine the concepts and theories of Motivation, Organisational Development and Effectiveness and Leadership.	1,3	An
CO-5	understand the Characteristics and types of Group behaviour.	3	Un
CO-6	describe and apply the concept of Team Building.	1,3	Re , Ap

SEMESTER II**Core VII****Behavioural HRM****Code: 21PHRC22****Hrs/Week: 6****Hrs/Sem: 60****Credits: 4****Course Outcome:**

CO No.	Upon completion of this course students will be able to	PSOs Addressed	CL
CO-1	acquire the basic knowledge of psychology of HumanResource Management.	3	Un
CO-2	understand the schools of psychology.	3	Un
CO-3	understand the theories and measurement of intelligence.	1,3	Un
CO-4	understand the concept, types and factors influencing perception and examine the functions of industrial psychologist.	1,3	An, Un
CO-5	know the process of learning, aptitude and attitude.	3	Un , Ap
CO-6	determine the factors, causes, effects, classification of adjustment and develop ways to manage stress and discuss the meaning, factors, theories and identify the ways of measuring personality.	1,3	Ev, Ap



SEMESTER II**Core IX****Recruitment and Selection Procedures****Code: 21PHRC24****Hrs/Week: 5****Hrs/Sem: 90****Credits: 4****Course Outcome:**

CO No.	Upon completion of this course students will be able to	PSOs Addressed	CL
CO-1	understand the skills needed for recruitment and selection.	5	Un
CO-2	understand the meaning, sources, advantage and disadvantages of internal and external hiring and illustrate the process of internal and external hiring.	5	Un , Ap
CO-3	write application form, bio data and resume and design different ability tests and practice interview techniques.	5	Cr, Ap
CO-4	determine the features, purpose, types, process, advantage and disadvantage of testing and interviewing.	5	Ev
CO-5	discuss the purpose, methods of collecting referencedata, contents of appointment order and medical examination and develop appointment orders.	5	Un ,Cr
CO -6	describe the meaning, functions, objective, importanceof recruitment and hiring process.	5	Un

SEMESTER II**Core X****Total Quality Management****Code: 21PHRC25****Hrs/Week: 4****Hrs/Sem: 60****Credits: 4****Course Outcome**

CO No.	On completion of this course students will be able to	PSOs Addressed	CL
CO-1	discuss the concept of quality and total quality management.	4	Un
CO-2	gain insights on TQM approaches and knowledge on the tools and techniques of TQM.	4 ,6	Ev ,Re, Ap
CO-3	define and list the steps in supplier partnering and state the Quality systems and ISO 9000	4	Re
CO-4	gain knowledge on the concept of six sigma and quality circles	4	Re , Ap
CO-5	discuss the concept of benchmarking	4	Un
CO-6	examine ISO 14000.	4	An

SEMESTER III**Core XII****Research Methodology****Code: 21PHRC31****Hrs/Week: 5****Hrs/Sem:90****Credits: 4****Course Outcome**

CO No.	On completion of this course students will be able to	PSOs Addressed	CL
CO-1	help students develop a thorough understanding of the fundamental theoretical ideas and logic of research.	7	Ap
CO-2	understand the objectives of research, types of research and criteria of good research and also decide the methods of data collection and process of data collection.	7	Un , An
CO-3	demonstrate the research problem and research design and experiment with the collection, processing and interpretation of data.	7	Ap
CO-4	gain knowledge of sampling design and scaling techniques and demonstrate the knowledge of scaling methods.	7	Un ,Ev
CO-5	train students in learning the accepted formats for writing research report.	7	An
CO-6	analyse the findings and formulate their own reports.	7	Cr

SEMESTER III**Core XIII****Compensation Management****Code: 21PHRC32****Hrs/Week: 5****Hrs/Sem:75****Credits: 4****Course Outcome**

CO No.	Upon completion of this course students will be able to	PSOs Addressed	CL
CO-1	summarize the concepts of Compensation Management.	5	Un
CO-2	describe the objectives, types, theories, factors of compensation administration and demonstrate compensation administration.	5	Un
CO-3	understand and calculate compensation structure and ESOP	5	Un , Ap
CO-4	examine the legal framework of wages and salary administration and investigate the types of Fringe benefits and other benefit programmes.	2	An
CO-5	determine the determinants and types of incentives.	5	Ev
CO-6	understand the types of rewards for employees and the meaning, objectives, features and forms of employee benefits and services.	5	Un

SEMESTER III**Core XIV Statistics for Management****Code: 21PHRC33****Hrs/Week: 5****Hrs/Sem:90****Credits: 4****Course Outcome**

CO No.	On completion of this course students will be able to	PSOs Addressed	CL
CO-1	learn the basic statistical methods with a focus on the application of these methods to the business world.	6 , 7	Ap
CO-2	understand the basic statistical concepts such as types of data, classification of data, frequency distribution and construct frequency distributions.	6 , 7	Un , Ap
CO-3	become aware of the concepts of sampling, sampling distributions and estimation.	6 , 7	An
CO-4	understand the concept and steps of performing a hypothesis (z, t, F) test and use it as a tool for statistical decision making in a business context.	6 , 7	An , Ev
CO-5	understand the assumptions of an ANOVA model and apply ANOVA in a business context and to use correlation and regression models to analyse the relationships between variables.	6 , 7	Un , Ap
CO-6	understand the concept of Chi-square and use it as an analytical tool for making business decisions and to appreciate the importance and application of non parametric tests.	6 , 7	Un , Ap

SEMESTER III**Elective I****Performance Management****Code:21PHRE31****Hrs. / Week : 4****Hrs / Sem : 60****Credits: 3****Course Outcome**

CO No.	On completion of this course students will be able to	PSOs Addressed	CL
CO-1	acquire in-depth knowledge about performance management.	5	Un
CO-2	gain a working knowledge of performance management systems.	5	Un
CO-3	distinguish between performance management and performance appraisal	5	Ev
CO-4	understand about KPA's and KRA's and acquire knowledge about the performance evaluation.	5	Un
CO-5	the different methods of measuring performance	5	Un
CO-6	gain knowledge and analyse about the different performance tools and learn and conduct appraisal interviews and BARS	5	Un ,An , Ap

SEMESTER III**Elective I Business Ethics and Governance****Code: 21PHRE31****Hrs/Week: 4****Hrs/Sem: 60****Credits: 3****Course Outcome**

CO No.	On completion of this course students will be able to	PSOs Addressed	CL
CO-1	understand the nature and characteristics of Business ethics and identify the challenges and implementation of Corporate Social Responsibility.	6	Un, Ap
CO-2	gain Knowledge on the Evolution of Business Ethics and Kohlberg's Six Stage Moral Development.	6	Un
CO-3	examine the concepts of management of ethics in the wake of changing business ambience.	4,6,7	An, Ap
CO-4	analyse the role and function of ethical managers in real-life situations.	5,6	An, Ap
CO-5	gain knowledge on the Legal Aspects of Ethics and Economic Environment and its implications for business.	4,6,7	Un
CO-6	gain knowledge on the concept of corporate governance and analyse the cases in Corporate Governance.	4,6	Ap, An



SEMESTER- III			
Elective II		Managerial Economics	
Code: 21PHRE32	Hours / Week :4	Hrs / Semester: 60	Credits :3

Course Outcome

CO No.	On completion of this course students will be able to	PSOs Addressed	CL
CO-1	understand the concept of managerial economics.	4	Un
CO-2	gain knowledge on the nature and scope of Managerial Economics.	4	Re
CO-3	understand and determine the types of demand	4	Un , Ap
CO-4	infer the supply factors	4	Re
CO-5	understand the concept of production and cost and gain knowledge on the monetary and fiscal policies..	4	Un , Ap
CO -6	gain knowledge of market structure , pricing and insights to the macro economic factors.	4	Un , Ap



SEMESTER IV**Core XVI****Strategic Human Resource****Code: 21PHRC41****Hrs/Week: 6****Hrs/Sem:90****Credits: 4****Course Outcome**

CO No.	On completion of this course students will be able to	PSOs Addressed	CL
CO-1	understand the kinds of strategies and importance of strategic management and the features of effective evaluation and control.	3,7	Un
CO-2	gain knowledge of strategic management process.	3	Un
CO-3	understand the strategy formation for objectives, policies and company mission.	1,3	Un
CO-4	analyse the strategy for internal and external environment.	3	An
CO-5	gain knowledge and use the business level strategy .	3,6,7	Re , Ap
CO-6	evaluate the corporate level strategy and describe the concept of strategy implementation.	3,6	Ev , Re

SEMESTER IV**Core XVIII****Training and Development****Code: 21PHRC43****Hrs/Week: 5****Hrs/Sem:75****Credits: 4****Course Outcome**

CO No.	Upon completion of this course students will be able to	PSOs Addressed	CL
CO-1	understand the meaning, objectives, values, Difference between training, development and education.	5	Un
CO-2	analyse the types, benefits principles and changing facets in training and discuss the need, approaches and examine the types and stages of evaluation.1.	5	An ,Un
CO-3	identify the roles and responsibilities of trainers.	5	Ev
CO-4	illustrate the needs, identification of needs and process of training	5	Ap
CO-5	discuss the different methods of training and determinethe training method necessary for training.	5	Cr, Ev
CO-6	describe the different types of training tools and recommend it for training purposes.	5	Un, Ev

SEMESTER IV**Core XIX Coaching , Mentoring and Counselling****Code: 21PHRC44****Hrs/Week: 5****Hrs/Sem:75****Credits: 4****Course Outcome**

CO No.	Upon completion of this course students will be able to	PSOs Addressed	CL
CO-1	understand the concepts of Coaching, Mentoring and Counselling and identifying Road blocks.	3	Un , Ap
CO-2	understand and exhibiting skills of coaching techniques.	3	Un
CO-3	understand the concepts of mentoring and stages of mentoring relationship.	3	Un
CO-4	explain the counselling types and distinguish between individual and group counselling.	3	Un ,Cr
CO -5	describe the principles, functions, goals, concept and roles of employee counselling.	3	Un
CO-6	evaluate the problems faced by employees in industries and learn about creating a physical environment for rapport building.	3	Ev , An

SEMESTER IV

Core XX

Project

Code: 21PHRP41

Hrs/Week: 8

Hrs/Sem:120

Credits: 8

Course Outcome

CO No.	Expected Learning Outcome	PSOs Addressed	CL
CO-1	On completion of this course students will be able to collect data and analyse the data using research methods and techniques.	8,10	Cr
CO-2	compare their theoretical knowledge with the professional environment and enrich their competencies, Knowledge and skills.	10	An
CO-3	produce reports and recommend changes in human resource practices.	8,10	Cr &Ev



SEMESTER I			
Core I		Principles of Management	
Code: 19PHRC11	Hrs/Week: 6	Hrs/Sem: 90	Credits: 4

Course Outcome:

CO No.	Upon completion of this course, students will be able to	PSO addressed	CL
CO-1	understand the managerial function, role of manager and managerial skills.	1,3,5	Un
CO-2	gain knowledge on the development of managerial thought.	1	Un
CO-3	examine the concepts of planning to make planning effective.	1,3	An , Cr
CO-4	analyse the concept of organizing and departmentation.	1,3	An
CO-5	gain knowledge on decision making and co-ordinating.	1,3,5	Un
CO-6	apply the techniques of control.	1,3,5	Ap ,An
CO-7	analyse the stages of conflict and management of conflict.	1,3	An
CO-8	identify the need, strategy for planned change and organizational development.	3	Un ,Ap

SEMESTER I

Core III

Accounting for Managers

Code: 19PHRC13	Hrs/Week: 6	Hrs/Sem: 90	Credits: 4
-----------------------	--------------------	--------------------	-------------------

Course Outcome

CO No.	Upon completion of this course, students will be able to	PSO addressed	CL
CO-1	understand the concept of accounting	1,4	Un , Re
CO-2	prepare final accounts	1,4	Ap
CO-3	understand the nature ,scope and functions of managerial accounting.	1,4	Un , Re
CO-4	prepare cash flow statement.	4	Ap
CO-5	prepare fund flow statement.	4	Ap
CO-6	understand the objectives and steps in budgetary control and prepare the various types of budget.	4,6	Un , Ap
CO-7	able to use the various types of ratios for managerial decision.	4,6	An ,Cr
CO-8	apply accounting knowledge for planning and control.	1,4,6	Un ,Ap

SEMESTER II**Core VI****Organisational Behaviour****Code: 19PHRC21****Hrs/Week: 4****Hrs/Sem: 60****Credit: 4****Course Outcome:**

CO No.	Upon completion of this course students will be able to	PSO addressed	CL
CO-1	understand the concept of Organisational behaviour and Personality.	1,3	Un
CO-2	gain insights on Perception and Attitude.	3	Re
CO-3	understand the concept of Learning	3	Un
CO-4	examine the concepts and theories of Motivation and Leadership.	1,3	An
CO-5	understand the Characteristics and types of Group behaviour.	3	Un
CO-6	describe and apply the concept of Team Building.	1,3	Re , Ap
CO-7	evaluate the Organisational change and reasons for Organisation Change.	3	Ev
CO-8	examine the concept of Organisation Development and Effectiveness.	3	An

SEMESTER II**Core VII****Labour Legislation****Code: 19PHRC22****Hrs/Week: 6****Hrs/Sem: 90****Credit: 4****Course Outcome:**

CO No.	Upon completion of this course, students will be able to	PSO addressed	CL
CO-1	gain knowledge of labour laws and enable the students to acquire skills to handle employment relations.	2	Un , Ap
CO-2	familiarise the students to the practical problems inherent in the implementation of the labour statutes.	2	Un , Ev
CO-3	understand the basic concepts of Labour Legislation and labour related provisions in the constitution of India.	2	Un , Ev
CO-4	understand the structure and functioning of ILO.	2	Un
CO-5	examine the Acts related to health, safety and welfare and make use of the Acts in case of Factories contract labourers and plantation labours.	2	Un , Ap
CO-6	interpret the knowledge in laws related to social security and apply the laws according to the needs.	2 ,5	Ap
CO-7	understand the implications of labour laws for industrial relations to know how to resolve industrial relations and human relations problems and promote welfare of industrial labour.	2	Un , Ap
CO-8	be competent with the various legal aspects of women and children.	2	Un , Ap

SEMESTER II**Core IX****Recruitment and Selection****Code: 19PHRC24****Hrs/Week: 6****Hrs/Sem: 90****Credit: 4****Course Outcome:**

CO No.	Upon completion of this course students will be able to	PSO addressed	CL
CO-1	understand the skills needed for recruitment and selection.	5	Un
CO-2	describe the meaning, functions, objective, importance of recruitment and hiring process.	5	Un
CO-3	understand the meaning, sources, advantage and disadvantages of internal and external hiring and illustrate the process of internal and external hiring.	5	Un , Ap
CO-4	write application form, bio data and resume.	5	Cr
CO-5	determine the features, purpose, types, process, advantage and disadvantage of testing and interviewing.	5	Ev
CO-7	design different ability tests and practice interview techniques.	5	Cr , Ap
CO-8	discuss the purpose, methods of collecting reference data, contents of appointment order and medical examination and develop appointment orders.	5	Un ,Cr

SEMESTER II			
Core X		Total Quality Management	
Code: 17PHRC25	Hrs/Week: 4	Hrs/Sem: 60	Credit: 4

Course Outcome:

CO No.	Upon completion of this course, students will be able to	PSO addressed	CL
CO-1	discuss the concept of quality and total quality management.	4	Un
CO-2	gain insights on TQM approaches	4	Ev
CO-3	define and list the steps in supplier partnering.	4	Re
CO-4	gain knowledge on the tools and techniques of TQM	4,6	Re , Ap
CO-5	gain knowledge on the concept of six sigma and quality circles	4	Re , Ap
CO-6	discuss the concept of benchmarking	4	Un
CO-7	state the quality systems and ISO 9000	4	Re
CO-8	examine ISO 14000.	4	An

SEMESTER II			
Core XI Practical –I		Soft Skills Development	
Code: 19PHRCR2	Hrs/Week: 4	Hrs/Sem:60	Credit: 2

Course Outcome:

CO No.	Upon completion of this course, students will be able to	PSO addressed	CL
CO-1	become self-confident individuals by mastering the skills needed.	5, 8	Ap
CO-2	develop the way of thinking to increase creativity and critical thinking.	5, 8	Un , Ap
CO-3	converse fluently in English.	5, 8	Cr
CO-4	develop proper dressing skills and business dining etiquette effectively.	5, 8	Cr
CO-5	create newsletters, magazines and also write reviews on books and films.	5, 8	Ap , Cr
CO-6	create blogs and design brochures.	5, 8	Un ,Ap
CO-7	develop better workplace etiquettes.	5, 8	Un
CO-8	obtain a sense of responsibility for the multi-disciplinary nature of event management.	5, 8	Un, Cr

SEMESTER III			
Core XII		Research Methodology	
Code: 19PHRC31	Hrs/Week: 6	Hrs/Sem:90	Credit: 4

Course Outcome:

CO No.	Upon completion of this course, students will be able to	PSO addressed	CL
CO-1	help students develop a thorough understanding of the fundamental theoretical ideas and logic of research.	7	Ap
CO-2	understand the objectives of research, types of research and criteria of good research.	7	Un
CO-3	demonstrate the research problem and research design.	7	Ap
CO-4	gain knowledge of sampling design and scaling techniques and demonstrate the knowledge of scaling methods.	7	Un , Ev
CO-5	understand and decide the methods of data collection and process the data collected.	7	Un , An
CO-6	experiment with the collection, processing and interpretation of data.	7	Ap
CO-7	train students in learning the accepted formats for writing research report.	7	An
CO-8	analyse the findings and formulate their own reports.	7	Cr

SEMESTER III			
Core XIII		Compensation Management	
Code: 19PHRC32	Hrs/Week: 5	Hrs/Sem:75	Credits: 4

Course Outcome:

CO No.	Upon completion of this course students will be able to	PSO addressed	CL
CO-1	summarize the concepts of Compensation Management.	5	Un
CO-2	describe the objectives, types, theories, factors of compensation administration and demonstrate compensation administration.	5	Un
CO-3	understand and calculate compensation structure and ESOP	5	Un , Ap
CO-4	examine the legal framework of wages and salary administration.	2	An
CO-5	determine the determinants and types of incentives.	5	Ev
CO-6	understand the types of rewards for employees	5	Un
CO-7	understand the meaning, objectives, features and forms of employee benefits and services.	5	Un
CO -8	investigate the types of fringe benefits and other benefit programmes.	5	An

SEMESTER III			
Core XIV		Statistics For Management	
Code: 19PHRC33	Hrs/Week: 6	Hrs/Sem:90	Credit: 4

Course Outcome:

CO No.	Upon completion of this course, students will be able to	PSO addressed	CL
CO-1	learn the basic statistical methods with a focus on the application of these methods to the business world.	6 ,7	Ap
CO-2	understand the basic statistical concepts such as types of data, classification of data, frequency distribution and construct frequency distributions.	6 ,7	Un ,Ap
CO-3	become aware of the concepts of sampling, sampling distributions and estimation.	6 , 7	An
CO-4	understand the concept and steps of performing a hypothesis (z, t,F) test and use it as a tool for statistical decision making in a business context.	6 ,7	An , Ev
CO-5	understand the assumptions of an ANOVA model and apply ANOVA in a business context.	6 , 7	Un , Ap
CO-6	understand the concept of Chi-square and use it as an analytical tool for making business decisions.	6 , 7	Un ,Ap
CO-7	appreciate the importance and application of non-parametric tests.	6 , 7	Un
CO-8	use correlation and regression models to analyse the relationships between variables.	6 ,7	Un, Cr

SEMESTER III			
Elective I		Performance Management	
Code:19PHRE31	Hrs. / Week : 4	Hrs / Sem : 60	Credit: 3

Course Outcome:

CO No.	Upon completion of this course, students will be able to	PSO addressed	CL
CO-1	acquire in-depth knowledge about performance management.	5	Un
CO-2	gain a working knowledge of performance management systems.	5	Un
CO-3	distinguish between performance management and performance appraisal	5	Ev
CO-4	understand about KPA's and KRA's	5	Un
CO-5	the different methods of measuring performance	5	Un
CO-6	gain knowledge and analyse about the different performance tools.	5	Un ,An
CO-7	learn and conduct appraisal interviews and BARS	5	Un, Ap
CO-8	acquire knowledge about the performance evaluation	5	Un

SEMESTER III**Elective I Business Ethics, Corporate Social Responsibility and Governance****Code: 19PHRE31****Hrs/Week: 4****Hrs/Sem: 60****Credit: 3****Course Outcome:**

CO No.	Upon completion of this course, students will be able to	PSO addressed	CL
CO-1	understand the nature and characteristics of Business ethics.	6	Un
CO-2	Gain knowledge on the Evolution of Business Ethics and Kohlber's Six Stage Moral Development .	6	Un
CO-3	examine the concepts of management of ethics in the wake of changing business ambience.	4,6,7	An , Ap
CO-4	analyse the role and function of ethical managers in real-life situations.	5,6	An , Ap
CO-5	gain knowledge on the Legal Aspects of Ethics and Economic Environment and its implications for business.	4,6,7	Un
CO-6	gain knowledge on the concept of corporate governance.	4,6	Ap , An
CO-7	analyse the cases in corporate governance.	4,6	Ap ,An
CO-8	identify the challenges and implementation of Corporate Social Responsibility.	6	Ap

SEMESTER- III			
Elective II		Managerial Economics	
Code: 19PHRE32	Hours / Week :4	Hrs / Semester: 60	Credit :3

Course Outcome:

CO No.	Upon completion of this course, students will be able to	PSO addressed	CL
CO-1	understand the concept of managerial economics.	4	Un
CO-2	gain knowledge on the nature and scope of managerial economics.	4	Re
CO-3	understand and determine the types of demand	4	Un , Ap
CO-4	infer the supply factors	4	Re
CO-5	understand the concept of production and cost.	4	Un , Ap
CO -6	gain knowledge of market structure and pricing.	4	Un , Ap
CO-7	gain insights to the macro economic factors.	4	Un
CO-8	gain knowledge on the monetary and fiscal policies.	4,7	Un



SEMESTER III			
Elective II		Business Environment	
Code: 19PHRE32	Hrs/Week: 4	Hrs/Sem: 60	Credit: 3

Course Outcome:

CO No.	Upon completion of this course, students will be able to	PSO addressed	C L
CO-1	understand the Overview of Business Environment	4	Un
CO-2	gain knowledge of Business and Its Environment and the influence of the forces in the external environment.	4,6	An ,Ev
CO-3	understand the concept of Economic System.	4	Un
CO-4	understand the concept of Political Environment	4	Un ,Ap
CO-5	gain knowledge of the Economic Environment	4,6	Un , An
CO-6	understand the influence of Social Environment in business.	4,6	Un ,Ap
CO- 7	gain knowledge of the technological developments and the impact of informational technology.	4,6	Un , Ap
CO-8	explain the Economics of development and help in preparing appropriate strategies for organisations to face the challenges.	4	Re, Un



SEMESTER IV			
Core XVI		Strategic Management	
Code: 19PHRC41	Hrs/Week: 6	Hrs/Sem:90	Credit: 4

Course Outcome:

CO No.	Upon completion of this course, students will be able to	PSO addressed	CL
CO-1	understand the kinds of strategies and importance of strategic management .	3	Un
CO-2	gain knowledge of strategic management process.	3	Un
CO-3	understand the strategy formation for objectives, policies and company mission.	1,3	Un
CO-4	analyse the strategy for internal and external environment.	3	An
CO-5	gain knowledge and use the business level strategy .	3,6,7	Re , Ap
CO-6	evaluate the corporate level strategy.	3,6	Ev
CO-7	describe the concept of strategy implementation.	3	Re
CO-8	understand the features of effective evaluation and control.	3,7	Un

SEMESTER IV			
Elective III		Training and Development	
Code: 19PHRE41	Hrs/Week: 5	Hrs/Sem:75	Credit: 3

Course Outcome:

CO No.	Upon completion of this course students will be able to	PSO addressed	CL
CO-1	understand the meaning, objectives, values, difference between training, development and education.	5	Un
CO-2	analyse the types, benefits principles and changing facets in training.	5	An
CO-3	identify the roles and responsibilities of trainers.	5	Ev
CO-4	illustrate the needs, identification of needs and process of training	5	Ap
CO-5	discuss the different methods of training and determine the training method necessary for training.	5	Cr, Ev
CO-6	describe the different types of training tools and recommend it for training purposes.	5	Un, Ev
CO-7	understand the meaning, concept, objectives, need and role of Development programme.	5	Un
CO-8	discuss the need, approaches and examine the types and stages of evaluation.	5	Un ,An

SEMESTER IV**Elective III International Human Resource Management****Code: 19PHRE41****Hrs/Week: 5****Hrs/Sem: 75****Credit: 3****Course outcome:**

CO No.	Upon completion of this course, students will be able to	PSO addressed	CL
CO-1	understand the concept of International Human Resource Management.	1,5	Un
CO-2	gain knowledge on the Cross-border Alliances and SMEs.	4	Un
CO-3	examine the concepts of Staffing International Assignments.	1,5	An , Cr
CO-4	explain the concept of the Roles of Expatriates and Non-Expatriates.	1,5	Ap, An
CO-5	gain knowledge on International training and development.	1,5	Un
CO-6	utilize and apply the knowledge in managing human resources in offshoring countries.	1,5	Ap, An
CO-7	analyse the key issues in International Industrial Relations.	1,5	Re,An
CO-8	understand the concept of trade unions and response of trade unions to multinationals.	1,5,6	Un

SEMESTER IV**Elective IV****Coaching , Mentoring and Counselling****Code: 19PHRE42****Hrs/Week: 5****Hrs/Sem:75****Credits: 3****Course Outcome:**

CO No.	Upon completion of this course students will be able to	PSO addressed	CL
CO-1	understand the concepts of Coaching, Mentoring and Counselling.	3	Un
CO-2	understanding and exhibiting skills of coaching techniques.	3	Un
CO-3	understand the concepts of mentoring and stages of mentoring relationship.	3	Un
CO-4	explain the counselling types and distinguish between individual and group counselling.	3	Un ,Cr
CO -5	describe the principles, functions, goals, concept and roles of employee counselling.	3	Un
CO-6	evaluate the problems faced by employees in industries.	3	Ev
CO-7	learn about creating a physical environment for rapport building.	3	An
CO-8	identifying roadblocks	3	Ap

SEMESTER IV			
Core XVIII		Project	
Code: 19PHRP41	Hrs/Week: 8	Hrs/Sem:120	Credits: 8

Course Outcome:

CO No.	Upon completion of this course, students will be able to	PSO addressed	CL
CO-1	collect data and analyse the data using research methods and techniques.	8,10	Cr
CO-2	compare their theoretical knowledge with the professional environment and enrich their competencies, knowledge and skills.	10	An
CO-3	produce reports and recommend changes in human resource practices.	8,10	Cr,Ev



Louis Rose
Principal
St. Mary's College (Autonomous)
Thoothukudi-628 001.