



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 II Fundamentals of Human Resource Management			
Code: 19PHRC12	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	summarise the concepts of Human Resource Management	1	Un
CO-2	interpret the objectives, scope, functions, importance and evolution of HRM and personnel Management.	1	Un
CO-3	examine the approach and process of job design, job analysis, job specification and job description.	1	An
CO-4	formulate the process of selection, placement.	5	Cr
CO-5	understand and explain and analyse the induction programme.	1	An
CO-6	examine the process of performance appraisal and potential appraisal.	1	An
CO-7	understand the concept of QWL and QC.	1	Un
CO 8	evaluate Job satisfaction, morale, industrial peace and harmony.	1	Ev

SEMESTER I**Core IV Psychology for Human Resource Management****Code: 19PHRC14****Hrs/Week: 4****Hrs/Sem: 60****Credits: 4****Course Outcome:**

CO No.	Upon completion of this course students will be able to	PSO addressed	CL
CO-1	acquire the basic knowledge of psychology of Human Resource 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.	1,3	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.	1,3	Ev,Ap
CO-7	examine the functions of industrial psychologist.	3	An
CO-8	discuss the meaning, factors, theories and identify the ways of measuring personality.	3	Ap

SEMESTER II**Core VIII Human Resource Planning and Development****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 objectives, importance and techniques of human resource planning.	1,3	Un
CO-2	know the concepts of job evaluation and job performance.	1,5	Re
CO-3	recall the process, system and strategies of hrd. understand the features and process of career planning.	1	Re
CO-4	discuss the concept of employee empowerment	1,5	Re , Un
CO-5	know the concept managing hr in virtual organisation.	1,3	Re
CO-6	recall and interpret the objectives, scope and steps in hr audit.	1,5	An
CO-7	examine the ethical issues in Organisation and the factors influencing ethical behavior at work.	1	An
CO-8	discuss the concept of international human resource management	1,3	Re, Un

SEMESTER IV**Core XVII Human Resource Information System****Code: 19PHRC42****Hrs/Week: 5****Hrs/Sem:75****Credit: 4****Course Outcome:**

CO No	Upon completion of this course, students will be able to	PSO addressed	CL
CO-1	describe the role of Human Resource Information Systems in business.	7	Un
CO-2	understand the concepts of HRIS and evaluate the usage of different software packages for HRIS.	7	Un, Ev
Co-3	effectively utilize database, DBMS and RDBMS to organise, store and retrieve data.	7	Un ,Ap
CO-4	create database using MS – Access.	7	Ap
CO-5	understand the concepts and methods of HR accounting	7	Un
CO-6	evaluate the steps in system development, and describe the process of system design and implementation.	7	Un, Ev
CO-7	discuss the types of IS threats and various kinds of security technology.	7	An
CO-8	discuss the emerging trends of HRIS and outsourcing of HR	7	An

SEMESTER I			
Core II		Human Resource Management	
Code: 21PHRC12	Hrs/Week: 6	Hrs/Sem: 90	Credits: 4

Course Outcome:

CO.No.	Upon completion of this course students will be able to	PSOs Addressed	Cognitive Level
CO -1	summarize the concepts of Human Resource Management	1	Un
CO-2	interpret the objectives, scope, functions, importance and evolution of HRM and personnel Management.	1	Un
CO-3	examine the approach and process of job design, job analysis, job specification and job description.	1	An
CO-4	formulate the process of selection, placement.	5	An, Cr
CO-5	understand and explain and analyse the induction programme and evaluate job satisfaction, morale, industrial peace and harmony.	1	Un, An, Ev
CO-6	examine the process of performance appraisal and potential appraisal and understand the concept of QWL and QC	1	An, Un



SEMESTER II**Core VI Human Resource Planning and Development****Code: 21PHRC21****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 objectives, importance and techniques of human resource planning and discuss the concept of employee empowerment.	1,3,5	Re, Un
CO-2	know the concepts of job evaluation and job performance.	1,5	Re
CO-3	recall the process, system and strategies of hrd. understand the features and process of career planning.	1	Re
CO-4	recall and interpret the objectives, scope and steps in hr audit.	1,5	An
CO-5	examine the ethical issues in organization and the factors influencing ethical behaviour at work.	1	An
CO-6	discuss the concept of international human resource management	1,3	Re, Un

SEMESTER II**Core VIII****Labour Legislation****Code: 21PHRC23****Hrs/Week: 5****Hrs/Sem: 90****Credits: 4****Course Outcome:**

CO No.	On 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 and be competent with the various legal aspects of women and children.	2	Un, Ap
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. And interpret the knowledge in laws related to society security and apply the laws according to the needs.	2 ,5	Un , Ap
CO-6	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

SEMESTER IV			
Core XVII		Human Resource Information System	
Code: 21PHRC42	Hrs/Week: 6	Hrs/Sem:75	Credits: 4

Course Outcome:

CO No	On completion of this course, students will be able to	PSOs Addressed	CL
CO-1	describe the role of Human resource Information Systems in business and understand the concepts and methods of HR accounting.	7	Un
CO-2	understand the concepts of HRIS and evaluate the usage of different software packages for HRIS.	7	Un, Ev
Co-3	effectively utilize database, DBMS and RDBMS to organise, store and retrieve data.	7	Un, Ap
CO-4	create database using MS – Access.	7	Un, Ap
CO-5	evaluate the steps in system development, and describe the process of system design and implementation.	7	Un, Ev
CO-6	discuss the types of IS threats and various kinds of security technology and emerging trends of HRIS and outsourcing of HR.	7	An

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