



**Dr. MGR-JANAKI COLLEGE
OF ARTS & SCIENCE FOR WOMEN**

SATHYABAMA MGR MALIGAI
11 & 13, Durgabai Deshmukh Road, RA Puram, Chennai - 28

An ISO 9001:2015 CERTIFIED INSTITUTION
Affiliated to the University of Madras



DR.MGR JANAKI COLLEGE OF ARTS AND SCIENCE FOR WOMEN

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT



**Dr. MGR-JANAKI COLLEGE
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M.A. Human Resource Management

(With effect from the Academic Year 2023-24)

TANSICHE REGULATIONS ON LEARNING OUTCOMES - BASED CURRICULUMFRAME WORK FOR POST GRADUATE EDUCATION	
Programme:	M.A. Human Resource Management
Programme code:	HR
Duration:	2 Years [PG]
Programme Outcomes:	<p>PO1: Graduates are able to gain an insight in the field of HR & General Management leading to creativity and innovation in their profession.</p> <p>PO2: Graduates are able to develop knowledge and understanding of related norms and ethics in the field of human resources and the various laws associated with HR functions in industry and community.</p> <p>PO3: Graduates are able to develop a framework to support successful decision making in all relevant functions and activities of any business and international operations of a domestic business within the competitive environment and promote individual & team effectiveness.</p> <p>PO4: Graduates are able to gain self - confidence and become self-employable by launching startups.</p>



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PROGRAMME SPECIFIC OUTCOMES (PSOs)

PSO1: Gaining in-depth knowledge and understanding in the field of human resource management

PSO2: Able to acquire skills to analyze and solve issues related to Employees, Groups and Organizations as a whole.

PSO3: Developing the competencies to design and develop frameworks in HR and business environments to meet the changing industry expectations.

PSO4: Preparing future entrepreneurs for the nation and socially sensitive individuals.

SCHEME OF EXAMINATIONS:

FIRST SEMESTER

Semester	Course component	Name of the Subject	Hour allotment /week	Credits	Exam hour	Maximum Mark		
						Internal	External	Total
I	Core 1– Theory	Management Principles	7	5	3	25	75	100
I	Core 2 – Theory	Organizational Behavior	6	4	3	25	75	100
I	Core 3 – Theory	Human Resource Management	7	5	3	25	75	100
I	Elective I – Theory	Labour Legislation –I	5	3	3	25	75	100
I	Elective II– Theory	Managerial Economics	5	3	3	25	75	100



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SECOND SEMESTER

Semester	Course component	Name of the Subject	Hour allotment /week	Credits	Exam hour	Maximum Mark		
						Internal	External	Total
II	Core 4 – Theory	Learning & Development	6	5	3	25	75	100
II	Core 5 – Theory	Employee Relations & Welfare	6	5	3	25	75	100
II	Core 6 – Theory	Organization Change & Organizational Development	6	4	3	25	75	100
II	Elective-III Discipline Centric	Labour Legislation –II	4	3	3	40	60	100
II	Elective – IV- Generic	Accounting for Managers	4	3	3	25	75	100
II	Skill Enhancement – I	Entrepreneurial Development	4	2	3	25	75	100

THIRD SEMESTER

Semester	Course component	Name of the Subject	Hour allotment /week	Credits	Exam hour	Maximum Mark		
						Internal	External	Total
III	CORE -7	Compensation Management	6	5	3	25	75	100
III	CORE – 8	Performance Management	6	5	3	25	75	100
III	CORE – 9	Research Methodology	6	5	3	25	75	100
III	CORE – 10	HR Analytics	5	4	3	25	75	100
III	ELECTIVE – V Discipline centric	Work Place Counseling	4	3	3	25	75	100
III	SKILL ENHANCEMENT – II	Computer Language for Management	3	2	3	25	75	100
III	Internship* / Industrial Activity		-	2				



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FOURTH SEMESTER

Semester	Course component	Name of the Subject	Hour allotment /week	Credits	Exam hour	Maximum Mark		
						Internal	External	Total
IV	CORE – 11	Strategic Human Resource Management	6	5	3	25	75	100
IV	CORE – 12	International Human Resource Management	6	5	6	25	75	100
IV		PROJECT and Viva Voce	8	7	3			
IV	Elective – VI	BUSINESS POLICY AND STRATEGIC MANAGEMENT	6	3	3	25	75	100
IV	SKILL Enhancement Course/Professional Competency Skill	Business Ethics & Corporate Social Responsibility	4	2	3	25	75	100
		Extension Activity		1				



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LEARNING OUTCOME:



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Programme Name		MA HUMAN RESOURCE MANAGEMENT	
Shift		I	
Course Name	Course Code	Course Outcome	
SEMESTER I			
MANAGEMENT PRINCIPLES	433C1A	<ol style="list-style-type: none">1. To introduce the students to concepts and theories of Management.2. To understand the basic functions of Management.3. To give them an exposure to the different schools of management thoughts.4. To give them Knowledge about leading and motivating people5. To make them learn about the decision making process in the organization.	https://egovernance.unom.ac.in/syllabuspg2324/pdf/433C1A.pdf?1100220534
Organizational Behavior	433C1B	CO1: To know how the individual difference will affect the organization performance. CO2: To analyze the Learning approaches and attitudes-behaviour relationship CO3: To apply motivational theories in practice to motivate employees CO4: To ethically use the power in the appropriate place in the organization CO5: To make employees to use the strategies for overcoming workplace stress	https://egovernance.unom.ac.in/syllabuspg2324/pdf/433C1B.pdf?1116778691
Human Resource Management	433C1C	CO1: To understand and apply the concepts of HRM. CO2: To gain the competency to recruit and choose people for the organization CO3: To apply the Performance Evaluation and Compensation Strategies in practice CO4: To develop the employability skills needed for the workplace CO5: To know about the feasibility and the link between business strategy and HR.	https://egovernance.unom.ac.in/syllabuspg2324/pdf/433C1C.pdf?1208182272
Labour Legislation –I	433E1A	CO1: To Understand the legal structure prevailing in the country. CO2: To identify the situations of legal issues affecting both the employer and the worker. CO3: To apply various labour legislations in the business. CO4: To use the innovative approaches to the legal applications CO5: To enable them to take ethical decisions in both personal and professional lives.	https://egovernance.unom.ac.in/syllabuspg2324/pdf/433E1A.pdf?1395719893



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Managerial Economics	433E1B	CO1 :To understand the key concepts, tools and techniques of economics and apply them. CO2 :To apply the various economic techniques in taking business decisions. CO3: To understand the choices of the customer and take the needed decision. CO4: To analyze the problems faced by the firms. CO5:To come out with the strategies for selling the products in the market	https://egovernance.unom.ac.in/syllabuspg2324/pdf/433E1B.pdf?1623936951
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Programme Name		MA HUMAN RESOURCE MANAGEMENT	
Shift		I	
Course Name	Course Code	Course Outcome	
SEMESTER III			
Compensation Management	533C3A	CO1: To learn the existing compensation practices existing in different industries. CO2: To Compare the Pay structure of different companies. CO3: To devise strategies for Pay for performance plans and employee benefits CO4: To understand the Compensation structure for international assignments and compensation of special groups CO5: To understand the legally required benefits for the employees.	https://egovernance.unom.ac.in/syllabuspg2324/pdf/533C3A.pdf?590741831
Performance Management	533C3B	CO1: To identify the importance of performance management systems in various organization CO2: To design the Process of performance management CO3: To Apply Theories of goal setting and performance analysis process CO4: To conduct Performance review discussions process CO5: To Evaluate Individual/team performance.	https://egovernance.unom.ac.in/syllabuspg2324/pdf/533C3B.pdf?1670359693
Research Methodology	533C3C	CO1: To identify the research problem CO2: To apply the different methods of data collection in real life situations CO3: To understand the relevance of research for decision making CO4: To Analyze the data using statistical tools CO5: To Examine the Presentation of research results.	https://egovernance.unom.ac.in/syllabuspg2324/pdf/533C3C.pdf?1406371160
HR Analytics	533C3D	CO1: To understand the logical underlined statistical significance. CO2: To apply appropriate analytical tools in HR functions CO3: To develop experts in using excel and analytics CO4: To implement different types of analytics for various applications of organizations CO5: To gain knowledge in big data and business analytics	https://egovernance.unom.ac.in/syllabuspg2324/pdf/533C3D.pdf?22220053



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Work Place Counseling	533E3A	CO1: To understand the process of counseling. CO2: To apply the various models of counseling at workplace CO2: To apply the various models of counseling at workplace CO4: To demonstrate with setting up of counseling in workplace CO5: To develop individuals to handle employee related issues.	https://egovernance.unom.ac.in/syllabuspg2324/pdf/533E3A.pdf?609160303
Computer Language for Management	533S3A	CO1: To understand computer languages and generation of computers CO2: To Adopt Text Processing software, mail merge concept in various applications. CO3: To Illustrate Worksheet preparation and constructing Excel formulae CO4: To Create an understanding of Networks and internet providers CO5: To Apply HTML basics and tags	https://egovernance.unom.ac.in/syllabuspg2324/pdf/533S3A.pdf?155094975
Programme Name		MA HUMAN RESOURCE MANAGEMENT	
Shift		I	
Course Name	Course Code	Course Outcome	
SEMESTER IV			
Strategic Human Resource Management	533C4A	CO1 :Understand the concepts and principles of Strategic Human resource Management CO2 :Summarize strategic role of HR and do HR Forecasting CO3: Design solutions to Succession Management and restructuring CO4:Understand and implement Mergers and Acquisitions CO5:Compare and justify the process of outsourcing and evaluate HRM activities.	https://egovernance.unom.ac.in/syllabuspg2324/pdf/533C4A.pdf?306155112
International Human Resource Management	533C4B	CO1: To understand international HRM models CO2: To apply Recruiting and selecting staff for international assignments CO3: To analyze the methods of Performance management and international industrial relation CO4: To compare American, European, Japanese innovative management practice CO5: To adopt the contemporary strategies in International business context.	https://egovernance.unom.ac.in/syllabuspg2324/pdf/533C4B.pdf?1153774325
PROJECT and VivaVoce			



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BUSINESS POLICY AND STRATEGIC MANAGEMENT	533E4A	CO1: To Create Strategic Management process and develop a strategic vision in companies CO2: To Analyze Social responsibility of business, corporate governance and ethical responsibility CO3: To demonstrate Environment scanning and industrial analysis CO4: To apply Strategy formulation and analysis CO5: To evaluate Strategy implementation and strategic control	https://egovernance.unom.ac.in/sylabuspg2324/pdf/533E4A.pdf?970686243
Business Ethics & Corporate Social Responsibility	533S4A	CO1: To understand the concept of ethics and CSR CO2: To explore the roles and responsibilities of employee. CO3: To Identify the CSR practice carried out in an organization CO4: To impart skills in making ethical decisions CO5: To promote E-governance .at workplace	https://egovernance.unom.ac.in/sylabuspg2324/pdf/533S4A.pdf?1794525026



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ASSESSMENT PATTERN

CORE PAPERS, ELECTIVE PAPERS AND EXTRA DISCIPLINARY PAPERS

INTERNAL ASSESSMENT: 25 Marks

EXTERNAL ASSESSMENT: 75 Marks

TOTAL: 100 Marks

INTERNAL ASSESSMENT PATTERN

			Seminar	Assignment	Test	Total
Attendance (5 Marks)						
90-100	80-90	70-80	(5 Marks)	(5 Marks)	(10 Marks)	25



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EXTERNAL ASSESSMENT

End Semester External University Examination: 75 MARKS

Duration 3 Hours

- ☐ Part -A-(10X1=10) Answer any 10 out of 12 Questions 1-12
- ☐ Part -B-(5X5=25) Answer any 5 out of 7 Questions 13-19
- ☐ Part -C-(4X10=40) Answer any 4 out of 6 Questions 20-25

QUESTION PAPER PATTERN

Subject Name	Marks	Total
Core, Elective, Extra Disciplinary, Soft skills,	PART- A: 10 out of 12 = $10 \times 1 = 10$ marks	75
	PART- B: 5 out of 7 = $5 \times 5 = 25$ marks	
	PART- C: 3 out of 5 = $4 \times 10 = 40$ marks	



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APPENDIX – (i)4(R)	
UNIVERSITY OF MADRAS	
Programme:	M.A. (HUMAN RESOURCE MANAGEMENT) CHOICE BASED CREDIT SYSTEM (w.e.f.2022- 2023)
Programme Code:	
Duration:	2 years
Programme Outcomes:	<p><u>PO1: Problem Solving Skill:</u> Apply knowledge of Management theories and Human Resource practices to solve business problems through research in Global context</p> <p><u>PO2: Decision Making Skill:</u> Foster analytical and critical thinking abilities for data-based decision-making.</p> <p><u>PO3: Ethical Value:</u> Ability to incorporate quality, ethical and legal value-based perspectives to all organizational activities.</p> <p><u>PO4: Communication Skill:</u> Ability to develop communication, managerial and interpersonal skills.</p> <p><u>PO5: Individual and Team Leadership Skill:</u> Capability to lead themselves and the team to achieve organizational goals.</p> <p><u>PO6: Employability Skill:</u> Inculcate contemporary business practices to enhance employability skills in the competitive environment.</p> <p><u>PO7: Entrepreneurial Skill:</u> Equip with skills and competencies to become an entrepreneur.</p> <p><u>PO8: Contribution to Society:</u> Succeed in career endeavors and contribute significantly to society.</p>
Programme Specific Outcomes:	<p><u>PSO1 – Placement:</u> To prepare the students who will demonstrate respectful engagement with others' ideas, behaviors, beliefs and apply diverse frames of reference to decisions and actions.</p>



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FIRST SEMESTER

SL.NO	COURSE COMPONENTS	NAME OF COURSE	SEMESTER	INST. HOURS	CREDITS	EXAM DURATION	MAX MARKS	
							CIA	EXTERNAL
1.	CORE	PAPER 1 - Managerial Concepts and Business Ethics	I	6 HRS	4	3	25	75
2.	CORE	PAPER 2 - Organisational Behaviour	I	6 HRS	4	3	25	75
3.	CORE	PAPER 3 - Human Resource Management	I	6 HRS	4	3	25	75
4.	CORE	PAPER 4 – Labour Legislations	I	5 HRS	4	3	25	75
5.	ELECTIVE	Elective - I Managerial Economics	I	5HRS	3	3	25	75
6.	SOFT-SKILL	Soft Skill I	I	2HRS	2	3	25	75



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SECOND SEMESTER

SL.NO	COURSE COMPONENTS	NAME OF COURSE	SEMESTER	INST. HOURS	CREDITS	EXAM DURATION	MAX MARKS	
							CIA	EXTERNAL
7.	CORE	PAPER - 5 Learning and Development	II	5 HRS	4	3	25	75
8.	CORE	PAPER - 6 Industrial Relations	II	5 HRS	4	3	25	75
9.	CORE	PAPER - 7 Performance Management	II	5 HRS	4	3	25	75
10.	ELECTIVE	Elective - II Organizational Change & Development	II	4 HRS	3	3	25	75
11.	ELECTIVE (Extra Disciplinary)	Extra-Disciplinary - I Accounting for Managers	II	5 HRS	3	3	25	75
12.	ELECTIVE	Elective - III Strategic Management	II	4HRS	3	3	25	75
13.	SOFT-SKILL	Soft Skill II	II	2 HRS	2	3	25	75

THIRD SEMESTER

SL.NO	COURSE COMPONENTS	NAME OF COURSE	SEMESTER	INST. HOURS	CREDITS	EXAM DURATION	MAX MARKS	
							CIA	EXTERNAL
14.	CORE	PAPER 8 - Work Place Counselling	III	5 HRS	4	3	25	75
15.	CORE	PAPER 9 - Strategic Human Resource Management	III	5 HRS	4	3	25	75
16.	CORE	PAPER 10 - Research Methods	III	5 HRS	4	3	25	75
17.	CORE	PAPER 11 - Labour Welfare	III	5 HRS	4	3	25	75
18.	ELECTIVE (Extra Disciplinary)	Extra-Disciplinary - II Human Resource Information System	III	4 HRS	3	3	25	75
19.	ELECTIVE	Elective - IV Innovation and Entrepreneurship	III	4 HRS	3	3	25	75
20.	SOFT-SKILL	SOFT SKILL III	III	2 HRS	2	3	25	75
21.	INTERNSHIP	SUMMER INTERNSHIP (6WEEKS)	III	6 WEEKS	2	---	---	100



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**** Internship will be carried out during the summer vacation of the first year and marks should be sent to the University by the College and the same will be included in the Third Semester Marks Statement.**

FOURTH SEMESTER

SL.NO	COURSE COMPONENTS	NAME OF COURSE	SEMESTER	INST. HOURS	CREDITS	EXAM DURATION	MAX MARKS	
							CIA	EXTERNAL
22..	CORE	PAPER 12 – Compensation Management	IV	6 HRS	4	3	25	75
23.	CORE	PAPER 13 – International Human Resource Management	IV	5 HRS	4	3	25	75
24.	ELECTIVE	Elective – V Total Quality Management	IV	5HRS	3	3	25	75
25.	CORE	PAPER 14 – PROJECT WORK & VIVA – VOCE	IV	---	8	---	---	200
26..	SOFT SKILL	SOFT SKILL – IV	IV	2HRS	2	3	25	75



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LEARNING OUTCOME

Programme Name		MA HUMAN RESOURCE MANAGEMENT	
Shift		I	
Course Name	Course Code	Course Outcome	Links
SEMESTER I			
Managerial Concepts and Business Ethics		<ol style="list-style-type: none">1. Possess the knowledge on the basic concepts of management and understand how an organization functions.2. Possess knowledge on Scope and types of planning along with decision making techniques and process .3. Have insights on various functions of organizing managing change and Innovation4. Learn Concepts of coordination and controlling techniques5. Have better understanding on business ethics and social responsibility.	https://egovernance.unom.ac.in/ugsyllabus/pg/MHM-SY.pdf?t=1162026745



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Organizational Behaviour		<ol style="list-style-type: none">1. Possess the knowledge on the basic concepts of organization behaviour and understand how an organization function.2. Possess knowledge on various types of attitudes, values, perception and types and traits on personality.3. Have insights on Concepts on Learning and Motivation4. Learn on Group Dynamics and inter-personal communication & its impact on performance and decision making5. Have better understanding on Leadership, Power and Politics & Conflict and Negotiation along with their types and process	https://egovernance.unom.ac.in/ugsyllabus/pg/MHM-SY.pdf?t=1162026745
Human Resource Management		<ol style="list-style-type: none">1. Possess the knowledge on the basic concepts and models of HRM2. Possess knowledge on human resources planning, job analysis, recruitment and selection process, various placements, till their exit3. Have insights on Importance on training and development & performance appraisal and its methods4. To have understanding on the fundamentals of job evaluation process, compensation techniques and its performance5. Have better understanding on HR Accounting & Audit practices	https://egovernance.unom.ac.in/ugsyllabus/pg/MHM-SY.pdf?t=1162026745



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Labour Legislations		<ol style="list-style-type: none">1. Possess the knowledge on the basic concepts of Labour Laws and its jurisprudence2. Possess knowledge on Laws on Working Conditions and its applications3. Have insights on Industrial Relations laws and its benefits4. To understand the fundamentals on Laws of wages and its applicability on industries5. Have better understanding on laws on social security and its uses and workings.	https://egovernance.unom.ac.in/ug-syllabus/pg/MHM-SY.pdf?t=1162026745
Managerial Economics		<ol style="list-style-type: none">1. Possess the knowledge on the basic concepts of Managerial Economics, demand analysis and forecasting2. Possess knowledge on Law of Variable Proportions, production function, cost determinants3. Have insights on product markets, market structure and various concepts of pricing and its determinants4. To understand the fundamentals on National Income, Business cycle and challenges5. Have better understanding on Macro Economic Environment, concept of LPG and Business and Government	https://egovernance.unom.ac.in/ug-syllabus/pg/MHM-SY.pdf?t=1162026745



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Programme Name		MA HUMAN RESOURCE MANAGEMENT	
Shift		I	
Course Name	Course Code	Course Outcome	
SEMESTER II			
Learning and Development		<ol style="list-style-type: none">1. Possess the knowledge on the basic concepts of learning and development, its theories, principles and process2. Possess knowledge on Training and development, how to design a training programme3. Have insights on executive development and its techniques4. To understand the fundamentals on evaluation on training and development models and Human Capital	https://egovernance.unom.ac.in/ugsyllabus/pg/MHM-SY.pdf?t=1162026745
Industrial Relations		<ol style="list-style-type: none">1. Possess the knowledge on the basic concepts of Industrial Relations factors affecting employee stability and its application on psychology2. Possess knowledge on Industrial Harmony and Conflict, its nature and machinery for settlement3. Have insights on Industrial Relations in Government Level and its approaches4. To understand the fundamentals and problems on trade union, and its impact on economic and social development5. Have better understanding on Collective Bargaining, methods and its administration	https://egovernance.unom.ac.in/ugsyllabus/pg/MHM-SY.pdf?t=1162026745



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Performance Management		<ol style="list-style-type: none">1. Recognize and apply performance management techniques.2. Design performance management process across various business units.3. Formulate, comply and implement performance analysis tools and standards of Performance Planning4. Construct performance review and employee Performance Management system.5. Critique team management strategies, Managing Team Performance	https://egovernance.unom.ac.in/ugsyllabus/pg/MHM-SY.pdf?t=1162026745
Organization Change and Development		<ol style="list-style-type: none">1. Comprehend and justify basic concepts on Organisational Change.2. Assimilate and design Organisational development by practicing ethical standards3. Summarize team and Organisational intervention process and techniques.4. Develop a quality to manage work-life5. Interpret constructs of wellbeing and approaches to achieving a balance in Organisational Culture	https://egovernance.unom.ac.in/ugsyllabus/pg/MHM-SY.pdf?t=1162026745



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11 & 13, Durgabai Deshmukh Road, RA Puram, Chennai - 28

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Accounting for Managers		<ol style="list-style-type: none">1. Be able to understand the fundamentals of principles of accounting2. Be able to prepare, and analyze Financial Accounting3. Be able to use the tools and techniques of budgetary control and ratio analysis to help management in various decision making activities4. Be able to take decisions using cost accounting methods5. Be able to prepare are the reports with understanding the marginal costing techniques	https://egovernance.unom.ac.in/ugsyllabus/pg/MHM-SY.pdf?t=1162026745
Strategic Management		<ol style="list-style-type: none">1. Be able draft corporate strategy and institutional vision2. Understand the link between society, business and corporate policy3. Use techniques to do environmental analysis4. Formulate strategy based on analysis5. Be able to execute strategy effectively	https://egovernance.unom.ac.in/ugsyllabus/pg/MHM-SY.pdf?t=1162026745



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Programme Name		MA HUMAN RESOURCE MANAGEMENT	
Shift		I	
Course Name	Course Code	Course Outcome	
SEMESTER III			
		<ol style="list-style-type: none">1. Understand Workplace Counselling need and assume role of a counsellor2. Establish a counseling ecosystem3. Design solutions to workplace counseling through interventions4. Contrast counseling evaluation formats and implement appropriately5. Compare and justify ethical code of conduct in counseling and construct guidelines	https://egovernance.unom.ac.in/ugsyllabus/pg/MHM-SY.pdf?t=1162026745



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Strategic Human Resource Management		<ol style="list-style-type: none">1. Understand the concepts and principles of Strategic Human resource Management2. Summarize strategic role of HR and do HR Forecasting3. Design solutions to Succession Management and restructuring4. Understand and implement Mergers and Acquisitions5. Compare and justify the process of outsourcing and evaluate HRM activities.	https://egovernance.unom.ac.in/ugsyllabus/pg/MHM-SY.pdf?t=1162026745
Research Methods		<ol style="list-style-type: none">1. Understand the concepts and principles of Research2. Summarize and establish a setting on data collection3. Summarize and establish solutions to data analysis4. Understand the concepts of Multivariate Analysis5. Compare and justify the process of writing and organizing a research report.	https://egovernance.unom.ac.in/ugsyllabus/pg/MHM-SY.pdf?t=1162026745



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LABOUR WELFARE		<ol style="list-style-type: none">1. Understand the concepts and principles of Labour Welfare2. Summarize and establish the setting on social security3. Establish knowledge on Corporate Social Responsibilities4. Understand the Problems Faced by Labour Welfare Activities in Indian Industries5. Compare and justify the roles of labour welfare officer	https://egovernance.unom.ac.in/ugsyllabus/pg/MHM-SY.pdf?t=1162026745
Human Resource Information System		<ol style="list-style-type: none">1. Be familiarized with the basic concepts of Data & Information2. Have knowledge on Data Management for HRIS3. Know about DBMS & ERP4. Utilize the knowledge of HRIS Applications5. Create awareness, importance, types of Security and its management in HRIS	https://egovernance.unom.ac.in/ugsyllabus/pg/MHM-SY.pdf?t=1162026745
INNOVATION AND ENTREPRENEURSHIP		<ol style="list-style-type: none">1. Be able to know about growth of entrepreneurship in India2. Gain knowledge on innovation, its types, role of technology in innovation, patents and licensing3. Obtain knowledge on new venture creation4. Be able to prepare a business plan5. Gain knowledge on various types of financing available for new ventures.	https://egovernance.unom.ac.in/ugsyllabus/pg/MHM-SY.pdf?t=1162026745



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Programme Name		MA HUMAN RESOURCE MANAGEMENT	
Shift		I	
Course Name	Course Code	Course Outcome	
SEMESTER IV			
COMPENSATION MANAGEMENT		<p>1.Be familiarized with basic concepts of compensation.</p> <p>2.Understand pay structure, strategies and components of Compensation</p> <p>3. Design the pay for performance and Employee benefits</p> <p>4.Understand The Compensation For International Assignments and special groups</p> <p>5. Be aware of the importance of Pay System in India and compensation ethics</p>	<p>https://egovernance.unom.ac.in/ugsyllabus/pg/MHM-SY.pdf?t=1162026745</p>
INTERNATIONAL HUMAN RESOURCE MANAGEMENT		<p>1.Be familiarized with basic concepts of International HRM Models, Cultural approaches</p> <p>2. Understand International Staffing Policy, assignments, cross-border mergers and acquisitions</p>	<p>https://egovernance.unom.ac.in/ugsyllabus/pg/MHM-SY.pdf?t=1162026745</p>



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TOTAL QUALITY MANAGEMENT		<ol style="list-style-type: none">1. Be familiarized with the basic concepts of Data & Information2. Understanding the insights on Statistical and Quality Control.3. Have a knowledge on sampling, analysis and Inspection.4. Have awareness and knowledge of the recent techniques for quality improvement5. Will create awareness of ISO Standards, procedures and process	https://egovernance.unom.ac.in/ugsyllabus/pg/MHM-SY.pdf?t=1162026745
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ASSESSMENT PATTERN

CORE PAPERS, ELECTIVE PAPERS AND EXTRA DISCIPLINARY PAPERS

INTERNAL ASSESSMENT: 25 Marks

EXTERNAL ASSESSMENT: 75 Marks

TOTAL: 100 Marks

INTERNAL ASSESSMENT PATTERN

Attendance (5 Marks)			Seminar	Assignment	Test	Total
90-100	80-90	70-80	(5 Marks)	(5 Marks)	(10 Marks)	25



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EXTERNAL ASSESSMENT

End Semester External University Examination: 75 MARKS

Duration 3 Hours

- ☐ Part -A-(10X1=10) Answer any 10 out of 12 Questions 1-12
- ☐ Part -B-(5X5=25) Answer any 5 out of 7 Questions 13-19
- ☐ Part -C-(4X10=40) Answer any 4 out of 6 Questions 20-25

QUESTION PAPER PATTERN

Subject Name	Marks	Total
Core, Elective, Extra Disciplinary, Soft skills,	PART- A: 10 out of 12 = $10 \times 1 = 10$ marks	75
	PART- B: 5 out of 7 = $5 \times 5 = 25$ marks	
	PART- C: 3 out of 5 = $4 \times 10 = 40$ marks	