

Department of Master of business Administration
Subject: Law's Governing HR (LG HR)
Subject Code: MANB-501H

Course Outcome of CO's

- Students understood the provisions of different Labor legislations
- Students understand labor welfare and working conditions of law
- Students understood the objectives of Industrial Relations and list the factors affecting IR
- Students able to understand the concept for Indian law of wages
- Students gained familiarity with the key social security laws in India,



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Program Specific Outcome (PSO's)

1. Students developed a thorough understanding of the constitutional provisions relevant to labor laws in India.
2. Students acquired knowledge about the historical context and evolution of labor-related constitutional provisions, tracing their development from pre-independence legislations to contemporary amendments and judicial interpretations.
3. Students comprehended how labor laws intersect with fundamental rights guaranteed by the Indian Constitution, such as the right to equality, freedom of trade and occupation, right against exploitation, and right to social justice.
4. Students understood legal principles and concepts to analyze and address issues related to workplace welfare, safety, health, and working conditions.
5. Students assessed the compliance of employers with statutory requirements regarding welfare amenities, occupational safety measures, and working condition standards.
6. Students developed skills in advocating for the rights of workers and promoting improvements in welfare amenities, occupational safety standards, and working conditions through legal and policy advocacy.
7. Students have acquired a deep understanding of key concepts and theories related to industrial relations, such as collective bargaining, trade unions, dispute resolution mechanisms, and worker-management relations.
8. Students have demonstrated knowledge of the rights and protections afforded to workers under Indian labor laws, including the right to organize, strike, collective bargaining, and protection against unfair labor practices.
9. Students applied legal principles to real-world scenarios or case studies involving industrial relations issues, such as strikes, lockouts, collective bargaining negotiations, or unfair labor practices.
10. Students able to communicate effectively, both orally and in writing, on wage-related issues, demonstrating the ability to articulate arguments, analyze complex legal concepts, and advocate for policy reforms.


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Department of Master of business Administration

Subject: Law's Governing HR (LG HR)

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Program Outcome (PO's)

- Apply knowledge of management theories and practices to solve business problems
- Foster Analytical and critical thinking abilities for data-based decision making
- Ability to develop Value based Leadership ability.
- Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business.
- Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.
- Adapt life-long learning and professional development to enrich knowledge and competencies
- Apply Knowledge of creative and innovative strategic and entrepreneurship



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Department of Master of business Administration
Subject: Human resource Planning & Development
Subject Code: MANB-502H

Course Outcome of CO's

- Students define the purpose, process, and related theories of Human Resource Planning.
- Students summarized fundamental concepts and techniques in supply-demand forecasting.
- Students identified the impact of HRD on the culture, climate, and quality of work life of the organization.
- Students outlined the concept of career management, performance planning, and career development.
- Students outlined the importance of the human resource information system.



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Department of Master of business Administration
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Subject Code: MANB-502H

Program Specific Outcome (PSO's)

- Students demonstrated a thorough understanding of the principles and techniques involved in human resource planning, including forecasting, talent acquisition, and workforce development.
- Students demonstrated proficiency in the systematic analysis and forecasting of manpower needs within an organization, taking into account factors such as growth, turnover, and skill requirements.
- Students apply ethical principles in the decision-making process related to human resource planning and development, considering the impact on individuals and the organization as a whole.
- Students proficient in identifying and sourcing qualified candidates through various channels.
- Students design and implement effective selection processes.
- Students outline the needs and related challenges for training and development in an organization.
- Students demonstrated a comprehensive understanding of the principles and concepts underlying Human Resource Development.
- Students to develop an understanding about the functions of human resource planning and Development
- Students to distinguish between Recruitment and Selection
- Students to develop an understanding about basics of compensation management and Performance appraisal.
- Students to Understand how to integrate HRIS into overall HR processes, aligning the system with organizational goals and strategies for effective Human Resource Planning and Development.
- Students demonstrated proficiency in analyzing past trends in the Indian labour market, including changes in employment rates, skill demand, and industry-specific dynamics.
- Students demonstrated the ability to align human resource strategies with the overall goals and objectives of the organization, ensuring a coherent and integrated approach to human resource planning.

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Department of Master of business Administration
Subject: Training & Development
Subject Code: MANB-503M

Course Outcome of CO's

- Student was demonstrate and understood of the importance of training and development in organizational success, and be able to design and implement effective training programs.
- Students was develop a comprehensive knowledge of different training techniques and methods, and be able to select and utilize appropriate techniques based on the needs of the learners and the desired learning outcomes.
- Student was have the skills to identify and assess training needs within an organization, using various methods such as needs analysis, surveys, and performance evaluations.
- Students was be equipped with the knowledge and tools to evaluate the effectiveness of training programs, including assessments of learner performance, feedback mechanisms, and measuring organizational impact.
- Students understood the fundamental principles of learning, including cognitive and social theories, and be able to apply these principles in the design and delivery of training programs.




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Department of Master of business Administration
Subject: Training & Development
Subject Code: MANB-503H

Program Specific Outcome (PSO's)

- Students were learning how to identify and analyze organizational training needs. They were be able to use various methods and tools to assess skill gaps, job requirements, and individual development needs.
- Students were gain the ability to design comprehensive and impactful training programs. They were learning how to developed appropriate learning objectives, select appropriate instructional methods, and design meaningful training materials.
- Students were applying learning principles and theories to their training programs. They were understanding the importance of engaging learners, creating a supportive learning environment, and incorporating experiential learning techniques.
- Students were being able to critically analyze complex business situations, evaluate various solutions, and make informed decisions that align with organizational goals.
- Students possessed the competency to formulate and implement strategic plans that align with the long-term vision of the organization, considering internal and external factors impacting business growth.
- Students were demonstrating the ability to lead and manage diverse teams, understanding the dynamic nature of leadership and its impact on employee engagement and performance.
- Students were a comprehensive understanding of various training techniques used in corporate environments. This includes knowledge of instructional design, learning principles, and different training methodologies such as on-the-job training, e-learning, simulations, and classroom-based training.
- Students were be capable of conducting thorough training needs analyses to identify gaps in employee competencies. This involves assessing organizational objectives, evaluating employee performance, and aligning training programs to close those identified gaps effectively.
- Students were demonstrating expertise in designing and developing training programs tailored to specific organizational needs. They were be able to create comprehensive training plans, formulate learning objectives, and developed relevant content to meet those objectives.


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- Students were recognizing the significance of evaluating training programs to measure their effectiveness. They were comprehended how proper evaluation can lead to continuous improvement and enhance organizational performance.
- Students need to be familiar with the Kirkpatrick model, a widely-used framework for evaluating training programs. They were understand its four levels: reaction, learning, behavior, and results, and be able to apply this model to assess training initiatives.
- Students were be capable of developing comprehensive evaluation plans for different training programs. They were learn how to align evaluation methods with specific training objectives and select appropriate tools and techniques.
- Students were demonstrate a comprehensive understanding of various learning theories, such as behaviorism, cognitive, and constructivism, and their applications in professional contexts. This knowledge were enable students to design effective learning experiences for themselves and their future teams.
- Students were be able to apply principles of learning to enhance their personal and professional growth. They were understand the importance of self-directed learning, experiential learning, and reflective practice in their continuous development as business leaders.


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Department of Master of business Administration
Subject: Training & Development (T & D)
Subject Code: MANB-503H

Program Outcome (PO's)

- Apply knowledge of management theories and practices to solve business problems
- Foster Analytical and critical thinking abilities for data-based decision making
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Department of Master of business Administration
Subject: Performance & Compensation Management
Subject Code: MANB-504H

Course Outcome of CO's

- Student understood the concept and importance of performance and compensation management in organizations
- Students evaluate the various performance management systems and their impact on employees and organizations.
- Student developed skills in designing and implementing effective performance appraisal systems.
- Students analyse the role of job evaluation in determining the relative worth of jobs within an organization.
- Students assess the link between performance appraisal and compensation decisions, and its impact on employee motivation and retention.

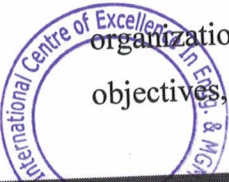



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Department of Master of business Administration
Subject: Performance & Compensation Management
Subject Code: MANB-504H

Program Specific Outcome (PSO's)

- Students were learning how to identify and analyze organizational training needs. They were be able to use various methods and tools to assess skill gaps, job requirements, and individual development needs.
- Students were gain the ability to design comprehensive and impactful training programs. They were learning how to developed appropriate learning objectives, select appropriate instructional methods, and design meaningful training materials.
- Students were applying learning principles and theories to their training programs. They understood the importance of engaging learners, creating a supportive learning environment, and incorporating experiential learning techniques.
- Students were being able to critically analyze complex business situations, evaluate various solutions, and make informed decisions that align with organizational goals.
- Students possessed the competency to formulate and implement strategic plans that align with the long-term vision of the organization, considering internal and external factors impacting business growth.
- Students were demonstrating the ability to lead and manage diverse teams, understanding the dynamic nature of leadership and its impact on employee engagement and performance.
- Students were a comprehensive understanding of various training techniques used in corporate environments. This includes knowledge of instructional design, learning principles, and different training methodologies such as on-the-job training, e-learning, simulations, and classroom-based training.
- Students were be capable of conducting thorough training needs analyses to identify gaps in employee competencies. This involves assessing organizational objectives, evaluating employee performance, and aligning training programs to close those identified gaps effectively.
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Department of Master of business Administration
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Program Outcome (PO's)

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Department of Master of business Administration
Subject: HRD-Strategies and Systems (HRD-S&S)
Subject Code: MANB-505M

Course Outcome of CO's

- Student was Understood the importance of aligning HRM strategy with overall organizational objectives and goals.
- Student was developed and Understood of the strategic importance of human resource planning in an organization.
- Student Developed skills in designing and implementing HRM strategies that support organizational growth and competitiveness.
- Students explored the impact of technology and flexible working arrangements on work-life balance.
- Students were Learn to identify and interpret key HR metrics and use them to assess organizational performance.





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Department of Master of business Administration
Subject: HRD-Strategies and Systems (HRD-S&S)
Subject Code: MANB-505H

Program Specific Outcome (PSO's)

- Students demonstrated a thorough understanding of HRM Strategy by formulating and implementing effective strategies to align HR practices with overall organizational goals.
- Students exhibited proficiency in evaluating and improving the quality of work life balance within organizations, promoting employee satisfaction, well-being, and productivity.
- They effectively analysed and identified areas of improvement within HR systems to enhance employee engagement and overall organizational performance.
- Students demonstrated their ability to critically analyse various HR metrics and apply HR analytics techniques to support decision-making processes.
- They utilized HR data to identify patterns, trends, and correlations, enabling organizations to make informed and data-driven HR decisions.
- Students conducted research and applied statistical methods to measure the effectiveness of HR interventions, providing evidence-based recommendations for improvement.
- They generated insightful HR reports and presentations, effectively communicating complex HR analytics findings to diverse stakeholders within the organization.
- Students successfully developed and implemented HR strategies focusing on talent acquisition, retention, and development to achieve organizational objectives.
- They evaluated and revised HR policies and procedures, ensuring compliance with legal, ethical, and diversity standards.
- Students analysed and led change management initiatives, effectively managing the impact of HR strategies on organizational culture and employee morale.
- They demonstrated proficiency in assessing and managing risks associated with HR processes and strategies, ensuring a stable and compliant work environment.




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- Students effectively applied workforce planning models to anticipate future HR needs, facilitating proactive talent management practices.
- They formulated and implemented performance management systems that aligned individual goals with organizational objectives, promoting continuous improvement and accountability.
- Students designed and implemented compensation and benefits programs that attracted, motivated, and retained top talent, creating a competitive advantage for the organization.
- Students exhibited proficiency in evaluating and improving the quality of work life balance within organizations, promoting employee satisfaction, well-being, and productivity.
- Students enabled MBA students to define and align CRM goals with overall business objectives. Emphasize the importance of ensuring that CRM initiatives support broader organizational strategies.
- Taught students how to align the CRM vision with broader business objectives. Emphasize the importance of ensuring that CRM strategies are directly tied to the overall goals and mission of the organization.
- Students equipped participants with skills in identifying and mitigating risks associated with CRM initiatives, promoting successful and sustainable implementations.
- Students integrated compliance management features within the CRM system to ensure adherence to regulatory requirements and industry standards.



Gp 27
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Department of Master of business Administration
Subject: Cross culture And Global HRM
Subject Code: MANB-506H

Course Outcome of CO's

- Students gained a comprehensive understanding of cultural differences, including values, norms, and behaviors across various cultures worldwide.
- Students were able to demonstrate an understanding of various cultural practices, beliefs, and values across different countries.
- Students assessed the legal, ethical, and logistical challenges associated with expatriate management, including compliance with international employment laws and regulations.
- Students evaluated various strategies for selecting, training, and supporting expatriates before, during, and after their assignments.
- Students understood classification of organizational culture

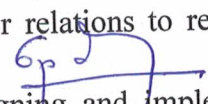

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Department of Master of business Administration
Subject: Cross culture And Global HRM
Subject Code: MANB-506H

Program Specific Outcome (PSO's)

- Students had developed a comprehensive understanding of the role of culture within human resource management practices.
- They were able to articulate how cultural factors influence various HRM processes such as recruitment, training, and employee relations.
- Students successfully applied theoretical frameworks related to culture in real-world HRM scenarios.
- Students should be proficient in communicating effectively across cultures, recognizing and adapting communication styles to accommodate diverse cultural backgrounds.
- Students should demonstrate an understanding of various cultural nuances, values, and practices prevalent in different countries
- Demonstrated understanding of the complexities and challenges associated with expatriate management, including cultural differences, legal considerations, and logistical issues.
- Ability to analyze and apply various strategies for selecting, training, and supporting expatriates before, during, and after their assignments.
- Proficiency in evaluating the impact of expatriate assignments on organizational performance, including factors such as employee satisfaction, retention, and cross-cultural communication.
- Skill development in addressing common issues faced by expatriates and their families, such as cultural adjustment, language barriers, and work-life balance.
- Capacity to design and implement policies and procedures that promote successful expatriate management within an organization, considering factors like compensation, benefits, and repatriation.
- Students have demonstrated proficiency in understanding the complexities of global labor markets, analyzing international labor laws and regulations, and implementing effective strategies for managing cross-cultural workplace dynamics
- Students successfully applied their knowledge and skills in international labor relations to real-world HRM scenarios during their course of study.
- Students gained a deep understanding of the complexities involved in designing and implementing compensation packages across borders.
- They demonstrated proficiency in evaluating the impact of cultural, legal, economic, and organizational factors on compensation
- Students were tasked with evaluating the effectiveness of HRM practices in addressing challenges specific to each country's socio-economic environment.


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