

Commerce HRM

Course Outcomes

1. Principles & Functions of Management

- Understand principles of management and decision-making levels.
- Identify managerial skills.
- Analyze delegation, coordination, and control.
- Assess the role of communication.
- Understand motivation and leadership in management.

2. Fundamentals of Human Resource Management

- Understand importance and effective HR management.
- Analyze recruitment, selection, and performance systems.
- Recommend compensation strategies for productivity.

3. Training & Development

- Understand training and development concepts.
- Analyze learning domains and techniques.
- Differentiate between training and development.
- Design and evaluate training programs.
- Recognize career development mechanisms.

4. Compensation Management

- Discuss principles and importance of compensation.
- Appraise incentive systems and pay structures.
- Design compensation systems.
- Identify strategic compensation practices.

5. Labour & Employment Laws in India

- Understand basic labour and employment laws.
- Appraise trends in relevant Acts and legal frameworks.

6. Labour Welfare & Social Security

- Understand constitutional provisions and labor welfare mechanisms.
- Analyze structure and roles of welfare agencies and international organizations.

7. Industrial Relations

- Illustrate industrial relations, conflicts, and grievance handling.

- Understand trade unions and settlement machinery.

8. Group Dynamics

- Understand group nature, decision-making, and conflict resolution.
- Analyze collective behavior and group effectiveness.

9. Business Mathematics & Statistics

- Apply mathematical and statistical concepts in business scenarios.
- Solve problems involving finance, progression, correlation, and time series.

10. Organisational Behaviour

- Understand individual and group behavior.
- Learn about stress, communication, leadership, and change management.

11. Stress Management

- Understand stress types and consequences.
- Learn stress coping strategies and lifestyle practices.

12. Management of Change

- Understand organizational change processes.
- Implement HR strategies and evaluate change.

13. Business Economics

- Analyze economic problems, demand/supply, cost concepts.
- Understand market structures and capital budgeting techniques.

14. Research Methodology

- Understand research methods and design.
- Collect, analyze data and report findings effectively.

15. Business Law

- Examine contract formation and implications.
- Interpret regulations on sales, partnerships, and negotiable instruments.

16. Business Communication

- Understand communication processes in business.
- Analyze barriers and strategies for effective communication.
- Develop job-related communication skills.

Program Outcomes (POs)

B.Com in Human Resource Management

(Aligned with the NEP 2020 CBCS framework)

1. **Foundational Business and Management Understanding**
Develop a strong foundation in core principles of business management, organizational behavior, and decision-making processes, enabling students to contribute effectively in managerial roles.
2. **Human Resource Management Expertise**
Gain comprehensive knowledge of HRM concepts, including recruitment, training, performance appraisal, compensation, industrial relations, labor laws, and strategic HR practices, fostering professional HR capabilities.
3. **Analytical and Critical Thinking Skills**
Apply analytical thinking to evaluate business problems and HR-related challenges using qualitative and quantitative techniques including statistics, economics, and research methodology.
4. **Regulatory and Legal Acumen**
Understand and interpret legal frameworks related to labor and employment, business contracts, and statutory compliance, ensuring lawful and ethical HR practice in organizations.
5. **Effective Communication and Teamwork**
Demonstrate effective written, verbal, and interpersonal communication skills. Participate productively in teams and exhibit collaborative leadership and group decision-making abilities.
6. **Adaptability to Organizational Change**
Recognize the dynamics of organizational change and develop strategic approaches to manage transformation, workforce diversity, and technological disruptions within a corporate setting.
7. **Stress and Conflict Management**
Understand workplace stressors, manage stress effectively, and resolve conflict through practical coping mechanisms, emotional intelligence, and behavioral strategies.
8. **Career and Professional Development**
Design and assess training and career development programs to enhance employee growth. Identify evolving HR trends and apply global HRM strategies for a competitive advantage.
9. **Ethical, Social, and Legal Responsibility**
Promote ethical practices, labor welfare, and social security in alignment with Indian constitutional and international labor standards, contributing to a socially responsible business environment.
10. **Research and Innovation Orientation**
Demonstrate the ability to design, conduct, and report research in business and HRM contexts. Use data-driven insights for decision-making and policy formulation.
11. **Entrepreneurship and Strategic Thinking**
Cultivate entrepreneurial and strategic thinking by integrating HR strategies with broader business goals, enabling students to drive organizational performance and innovation.

Integration of Crosscutting Issues in Curriculum Transaction

1. Professional Ethics

The curriculum emphasizes ethical dimensions across various subjects:

Courses like Business Law, Organizational Behaviour, and HRM Practices train students to handle real-world ethical dilemmas in recruitment, performance appraisal, and grievance redressal.

Labour Laws, Compensation Management, and Industrial Relations ensure students understand the legal-ethical interface of employee rights, fair wages, and employer obligations.

Emphasis is placed on corporate social responsibility (CSR) and ethical leadership in Strategic HRM.

2. Gender Sensitization

Courses like Human Resource Management, Organizational Behaviour, and Group Dynamics include modules on workplace diversity, inclusion, and equal opportunity practices.

Training & Development encourages awareness of gender-specific learning needs and supports inclusive policy formulation.

Class discussions, case studies, and projects often incorporate issues such as gender bias, harassment at the workplace, and the importance of gender equity in leadership roles.

3. Human Values

Subjects like Stress Management, Labour Welfare, and Organizational Behaviour emphasize empathy, emotional intelligence, cooperation, and respect in workplace settings.

Business Communication develops interpersonal values like integrity, transparency, and professionalism.

Management of Change cultivates attitudes of flexibility, fairness, and social responsibility during organizational transitions.

4. Environment and Sustainability

Integrated into Environmental Science (Ability Enhancement Course) as per NEP-2020.

Labour Welfare & Social Security includes aspects of sustainable labor practices and occupational health and safety.

Strategic HRM encourages environmentally sustainable HR practices such as green HRM (e.g., remote work policies, paperless practices, and environmental awareness campaigns).

5. Curriculum Delivery Strategies

Guest lectures and workshops on ethics, gender issues, sustainability, and CSR.

Role-plays, simulations, group discussions, and real-life case studies addressing ethical, gender-based, and environmental challenges. Internship programs and projects aligned with SDG goals and ethical business models.

