

SNDT Women's University

Jankidevi Bajaj Institute of management studies

Name of Program: Master of Business Administration - Human Resource Management (MBA - Human Resource Management)

Program Outcomes

- Provide the student with opportunities to pursue a career in an industry in Human resource department
- Enable students in acquiring knowledge, skills and attitudes that give a strong foundation for holding competent and responsible executive positions.
- Enable the student to develop a thorough knowledge of the basic concepts and techniques of modern management with special emphasis on Human Resource Functions
- Enable the student to develop analytical, decision-making and managerial skills.
- Prepare the students to contribute and manage the various HR functions ranging from HR planning, recruitment, selection, placement, performance management, compensation and benefits administration, Training and development of human capital, Internal mobility of employees, talent management and development, worker relations and managing legal aspects of HR , and strategic HR planning in the current global business.
- Provide students with appropriate inputs on Soft Skills, Personality Development, negotiation and Communication; team- working capabilities, leadership and networking skills with and critical thinking ability

Program Specific Outcomes

The MBA - Human Resource Management Program will prepare its graduates to acquire

- knowledge, skills and attitudes that give a strong foundation for carrying out HR function
- Techniques for understanding Individual, group and organizational behaviour and devising effective Human Resources strategies.
- People skills, analytical skills, decision-making and managerial skills required for the industry
- Ability and analytical skills for designing appropriate HR strategies.
- Knowledge and skills to handle worker relations and manage legal aspects of HR

Course Outcomes**MBA- HR Semester-I**

Course Code	Course Name	Course Outcomes
1001	Managerial Economics	<ul style="list-style-type: none">• understand the concepts and principles of microeconomics, impacting the household, firms and the markets• analyse cost, revenue and profit implications across various types of markets• evaluate the demand, determinants of demand and demand forecasting techniques
1002	Business Communication	<ul style="list-style-type: none">• understand the basics of communication• improve their communication skills• make effective presentations
1003	Financial Reporting, Statements and Analysis	<ul style="list-style-type: none">• understand the accounting mechanics and process involved in preparing the financial statements• analyse the accounting statements of companies and prepare comparative study of the financial strength of different firms• distinguish and appreciate the importance of internal and external audit
1004	Marketing Management	<ul style="list-style-type: none">• understand the marketing concepts and practices in consumer and business markets• evaluate marketing mix adopted by organizations• develop analytical skills, and acumen for designing marketing plans.• design marketing strategies for organizations
1005	Computer Applications for Business	<ul style="list-style-type: none">• understand the concepts of information technology applied in the areas of management• appreciate the use of Information Technology in an organization• learn to apply IT solutions for faster business decision-making• use office productivity improvement tools such as word processing, spreadsheets, business presentations and databases
1006	Managerial Skills for Effectiveness	<ul style="list-style-type: none">• understand the basic principles of a management and evolution of management philosophy, and management thought• appreciate the management processes such as planning, organizing, motivating and controlling• acquire the ability to apply general management principles in practical situations• develop the skills for managing work and organization
1007	Organizational Behaviour	<ul style="list-style-type: none">• understand the main theories of Organizational Behavior• analyze how these theories can help understand contemporary organizational issues• apply theories to practical problems in organizations in a critical manner• evaluate organizational practices and their impact on work behaviors, attitudes and performance
1008	Business Statistics and Analytics for Decision Making	<ul style="list-style-type: none">• understand the importance and scope of mathematics and statistics from the point of view of application to business• apply mathematical and statistical techniques in business decision making

Semester-II		
2001	Indian Economy and Policy	<ul style="list-style-type: none"> • understand the role of economy specific to India • analyze the impact of economic policies on the business •
2002	Legal and Business Environment	<ul style="list-style-type: none"> • understand legal matters that they will be exposed in their business and professional life • understand legal aspects of companies •
2003	Corporate Finance	<ul style="list-style-type: none"> • apply the concept of time value of money in valuation of Stocks and Bonds • analyze capital investments • relate capital structure decisions of the firms on the value of the firm • appreciate the role of cost of capital in capital investment decisions • assess working capital requirements of a firm •
2004	Business Research Methodology	<ul style="list-style-type: none"> • understand and develop insights about different methods of research, research methodology, and design aimed at solving business problems • design and execute Research Projects •
2005	Operations Management	<ul style="list-style-type: none"> • understand the types of manufacturing systems • appreciate the role of production and operations management functions in an organization • compare production and operations management practices across various types of manufacturing systems • evaluate the current operations management practices in organizations
2006	Project Management	<ul style="list-style-type: none"> • understand concepts of project management • execute various projects, starting from project identification till project termination • apply IT tools in project management.
2007	Human Resource Management	<ul style="list-style-type: none"> • understand the role of human resource management, concepts and theories • appreciates how HRM contributes to organizational strategy and planning • develop the skills to analyze a firm's HRM system and evaluate its strengths and weaknesses and propose changes to improve.
2008	Quantitative Techniques	<ul style="list-style-type: none"> • understand the concept of Operations Research • gain knowledge on the application of various OR techniques in decision making in management of all aspects of an organization.
Semester-III		
3001	Indian Ethos, Business Ethics and Corporate Social Responsibility and Sustainability	<ul style="list-style-type: none"> • understand the value and significance of doing business ethically, ethical issues and dilemmas and their influence on decision making in business activities • appreciate the significance of corporate governance from local and global perspective, doing business ethically, ethical issues and dilemmas and their influence on corporate decision making • identify the need and importance for an organization to be a corporate citizen and the impact of CSR, and sustainability on corporate sector • gain insight into the present day leadership imperatives and leadership challenges in the global scenario, and the role of women leaders
3002	Entrepreneurship and Sectoral Specialisation	<ul style="list-style-type: none"> • understand the value and significance of doing business ethically, ethical issues and dilemmas and their influence on decision making in business activities

		<ul style="list-style-type: none"> • appreciate the significance of corporate governance from local and global perspective, doing business ethically, ethical issues and dilemmas and their influence on corporate decision making • identify the need and importance for an organization to be a corporate citizen and the impact of CSR, and sustainability on corporate sector • gain insight into the present day leadership imperatives and leadership challenges in the global scenario, and the role of women leaders
3003	Summer Internship	<ul style="list-style-type: none"> • provide the student with a firsthand experience of working in an organization • understand the various business functions practically by observation and participation wherever feasible.
3004	Organization Design	<ul style="list-style-type: none"> • understand components of structure and its determinants like strategy, size, technology, environment, power and politics for designing organizations for effective functioning • learn how organizations can adapt to or control external elements and stakeholders • design the strategic and structural changes needed to attain effectiveness • appreciate the impact of power and politics in organizations and learn to handle internal conflict and coordination between work units • analyze the existing corporate culture and how managers shape the culture •
3005	Human Resource Development	<ul style="list-style-type: none"> • understand and apply learning styles • understand training need analysis • use job analysis technique for understanding organizations training needs • develop, implement and evaluate training programmes • apply various quantitative techniques for personnel assessment
3006	Employee Relations	<ul style="list-style-type: none"> • understand the interaction pattern among labour, management and the State • appreciate the importance of certain important and critical issues in Indian Industrial Relations System • evaluate the role of trade unions in industrial disputes and labour welfare • apply various methods of resolving industrial disputes
3007	Human Resource Metrics and Analytics	<ul style="list-style-type: none"> • appreciate the use of technology in the administration of human resources • understand how new technologies can contribute significantly to the efficiencies in the management of a company's human capital • apply HR audits skills • accomplish a variety of objectives for the firm ensuring legal compliances • establish efficient documentation and technology practices
3008	Compensation and Benefits Management and Performance Management Systems	<ul style="list-style-type: none"> • understand the concepts and theories of compensation • gain knowledge of various aspects of managerial compensation • understand the concepts of performance management • gain knowledge of various aspects of performance evaluation, methods, and applications • Equip the student with comprehensive knowledge and practical skills to improve their ability for compensation management and performance appraisal in their organizations

4001	Corporate Strategy	<ul style="list-style-type: none"> • understand basic concepts and theories in strategic management in corporate sector • analyze strategic management techniques, strategy formulation and compare the alternatives in the context of rapidly changing technology • apply appropriate strategic management tools to diagnose internal and external factors affecting organizations • Evaluate strategies adopted for various purpose •
4002	Organization Change and Development	<ul style="list-style-type: none"> • develop effective organizations through proper understanding of organizational dynamics. • appreciate the theoretical underpinnings of Organizational Analysis, Diagnosis, Effectiveness and Change • get a “hands-on” experience of interventions for change and organizational development • deal more effectively with employers, employees and other stakeholders in OD process change for achieving organizational effectiveness.
4003	Team Dynamics and Behavioral Dynamics	<ul style="list-style-type: none"> • understand the basic principles of behavioral dynamics in workplace • develop effective organizations through proper understanding of organizational dynamics. • deal more effectively with employers, employees and people in work life.
4004	Strategic HRM	<ul style="list-style-type: none"> • Distinguish the strategic approach to human resources from the traditional functional approach • Develop the perspective of strategic human resource management. • Understand the relationship of HR strategy with overall corporate strategy • Appreciate SHRM in the context of changing forms of organisation • understand HR implications of organizational strategies • think strategically and integrate the activities of HR with the organizations goals.
4005	International HRM	<ul style="list-style-type: none"> • appreciate the globalization and its implications for businesses • understand the issues in global talent management, negotiation strategies and competencies of a global manager • evaluate various social security legislations from an international perspective • apply international HR practices in developing cross-cultural training for expatriates • develop skills to create and manage multicultural teams and HR systems for different countries and cultures. •
4006	Talent Management	<ul style="list-style-type: none"> • learn techniques of training, coaching, mentoring and leadership • be equipped to apply relevant tools for managing talent in organizations • be able to identify new approaches for attracting, rewarding and retaining talent • be able to appreciate the role and integration of talent management with the culture and business practices of an organization • understand ways to align HR strategies with the business strategies of an organization •
4007	Research Project (Year Long Project)	<ul style="list-style-type: none"> • critically review literature related to the topic of research • demonstrate the capability of conducting research • apply relevant tools to analyze data and interpret the results • document the research work following well accepted norms for presenting research

