



# SYMBIOSIS COLLEGE OF ARTS AND COMMERCE

An Empowered Autonomous College | Under Savitribai Phule Pune University

Reaccredited 'A+' with 3.51 CGPA For Third Cycle By NAAC | COLlege with Potential for Excellence

## Programme Specific Outcomes (PSO's) and Course Outcomes ( CO's)

### Department of Marketing

#### Specialization; Human Resource Management

#### Programme: B.Com.( Human Resource Management)

S. No.	On Completing B.Com Human Resource Management student will be able to:
PSO 1	Enhance their people management skills.
PSO 2	Apply their knowledge in various processes like Recruitment, Learning and Development, CSR etc. in Manufacturing and Service sectors.
PSO 3	Get employment and self-employment opportunities globally for contemporary entry level roles in the field of HR.
PSO 4	Get tuned to the best practices in HR, which will eventually lead to research and consultancy opportunities.



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3	S.Y.B.Com.	4	43205C19	Organizational Capacity Building through Training and Development
4	S.Y.B.Com.	4	44205C19	Industrial Relations and Trade Union
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12	T.Y.B.Com. Honours	6	61305C19	Workforce Diversity
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## S. Y B.COM Semester 3

S. Y B.COM Semester 3			
<b>Course Title</b>	<b>Introduction to Human Resource Management</b>	<b>No. of Credits :04</b>	
<b>Course Code</b>	<b>31205C19</b>		
<b>S. No.</b>	<b>On Completing Introduction to Human Resource Management student will be able to:</b>	<b>PSOs Addressed</b>	<b>Cognitive Levels R,U, Ap, An, E,C</b>
CO 1	To discuss about managing employee relations.	PSO1	R, U
CO 2	To classify the various stages in Training Cycle.	PSO2	An, E
CO 3	To distinguish between Recruitment and Selection	PSO1, 2	An ,E
CO 4	To Assess the functions of HRM	PSO3	E
<b>Course Title</b>	<b>Managing Individual and Group Behaviour in Organisations</b>	<b>No. of Credits :04</b>	
<b>Course Code</b>	<b>32205C19</b>		
<b>S. No.</b>	<b>On Completing Managing Individual and Group Behaviour in Organisations student will be able to:</b>	<b>PSOs Addressed</b>	<b>Cognitive Levels R,U, Ap, An, E,C</b>
CO 1	Describe and critically evaluate models and theories of Organizational Behaviour.	PSO1	R, U, E



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CO 2	Develop and discuss human behavior in the workplace from an individual, group, and organizational perspective	PSO2	An ,E ,C
CO 3	Describe and anticipate the concepts related to Personality and attitude, Perception and motivation, leadership, change management, stress management and organizational culture.	PSO1, 2,4	An, E
CO 4	Imbibe themselves with requisite knowledge, skills & right attitude necessary to provide effective leadership in a global environment.	PSO2, 3	An, E

## SY B.COM Semester 4

<b>Course Title</b>	<b>Organizational Capacity Building Through Training and Development</b>	<b>No. of Credits :04</b>	
<b>Course Code</b>	<b>43205C19</b>		
<b>S.No.</b>	<b>On Completing Organizational Capacity Building Through Training and Development student will be able to:</b>	<b>PSOs Addressed</b>	<b>Cognitive Levels R,U, Ap, An, E,C</b>
CO 1	To identify the issues and challenges in Training in an organisation.	PSO 1, 3,4	R, U
CO 2	To apply fundamental concepts of HRD from Campus to Corporate.	PSO3,4	Ap
CO 3	To test training effectiveness in organisation using training evaluation methods.	PSO4	An
CO 4	To analyse various initiatives like coaching, Mentoring and Counselling.	PSO2,4	An



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<b>Course Title</b>	<b>Industrial Relations and Trade Union</b>	<b>No. of Credits :04</b>	
<b>Course Code</b>	<b>44205C19</b>		
<b>S.No.</b>	<b>On Completing Industrial Relations and Trade Union student will be able to:</b>	<b>PSOs Addressed</b>	<b>Cognitive Levels R,U, Ap, An, E,C</b>
CO 1	Memorize and describe the legal framework in manufacturing organisations.	PSO 1, 3, 4	R, U
CO 2	Describe and get acquainted to the concepts of Industrial relations, Trade union, Collective bargaining, workers participation in Management and ADR.	PSO2, 4	Ap, An
CO 3	Identify and describe the relevance of human labour dignity and the need for protecting and safeguarding the interest of labour as human beings.	PSO 4	U, Ap, An
CO 4	Justify and provide supporting solutions with reference to various case laws about the industrial dispute settlement machinery.	PSO2, 4	An, E
<b>T.Y B.COM Semester 5</b>			
<b>Course Title</b>	<b>Strategic Human Resource Management</b>	<b>No. of Credits :04</b>	
<b>Course Code</b>	<b>55205C19</b>		
<b>S.No.</b>	<b>On completing Strategic Human Resource Management student will be able to:</b>	<b>PSOs Addressed</b>	<b>Cognitive Levels R,U, Ap, An, E,C</b>
CO 1	To establish the linkage between HR strategy and Business strategy.	PSO2	U, Ap



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CO 2	To identify the measure of workforce diversity.	PSO2, 4	U
CO 3	To compare career planning and succession planning.	PSO1, 2	U
CO 4	To devise a Global ethical environment.	PSO1, 4	An, E



<b>Course Title</b>	<b>Labour Laws</b>	<b>No. of Credits :04</b>	
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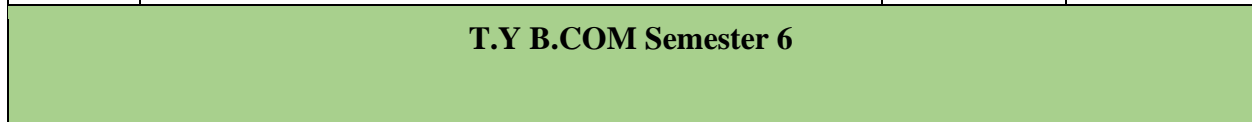
<b>Course Code</b>	<b>56205C19</b>		
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<b>S.No.</b>	<b>On completing Labour Laws student will be able to:</b>	<b>PSOs Addressed</b>	<b>Cognitive Levels R,U, Ap, An, E,C</b>
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CO 1	Understand the relevance of dignity of human labour and the need for protecting and safeguarding the interest of labour as human being	PSO1, 2	U
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CO 2	Observe and Interpret the social welfare legislations like Employee State Insurance Act, Employee Provident fund Act.	PSO 2, 3	U, Ap
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CO 3	Describe and relate to certain industrial, labour and general legislations which have direct bearing on the functioning of Companies.	PSO 2, 4	U, An
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<b>Course Title</b>	<b>Compensation Management and Performance Management</b>	<b>No. of Credits :04</b>	
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<b>Course Code</b>	<b>67205C19</b>		
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S.No.	On completing Compensation Management and Performance Management student will be able to:	PSOs Addressed	Cognitive Levels R,U, Ap, An, E,C
CO 1	To describe how pay decisions help the organisation achieve a competitive advantage.	PSO3, 4	U
CO 2	To compute compensation and solve related problems in organisations.	PSO2, 3, 4	Ap
CO 3	To justify the concept of social security.	PSO1	E
CO 4	To infer rational and contemporary compensation systems in modern organisations.	PSO2	Ap
Course Title	Human Resource Accounting and Auditing	No. of Credits :04	
Course Code	68205C19		
S.No.	On Completing Human Resource Accounting and Auditing student will be able to:	PSOs Addressed	Cognitive Levels R,U, Ap, An, E,C
CO 1	Describe the Human Resource Accounting Practices in India and explain the process and approaches of Human Resources Accounting and Audit.	PSO1, 2	U
CO 2	Illustrate the significance of Human Resource Auditing as a Tool of Human Resource Valuation.	PSO2,	Ap
CO 3	Describe and illustrate the concepts related to human resource accounting & compensation management.	PSO4, 2	U, Ap
CO 4	Describe and facilitate the HR Audit for Legal Compliance and Safe Business Practices.	PSO1, 3, 4	U, E



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## **Programme Specific Outcomes (PSO's) Honours and Course Outcomes (CO's)**

### **Department of Marketing**

#### **Programme: B.Com. Honours ( Human Resource Management)**

<b>S. No.</b>	<b>On Completing : B.Com Honours HRM student will be able to:</b>
<b>PSO 1</b>	The students will be able to get an overview of all the aspects of 'Employee Life Cycle Management.' i.e. right from pre-recruitment to post-separation.





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<b>PSO 2</b>	The courses will help students to enhance interpersonal skills and develop empathy. It will also help them to understand the connection between HRM, Organizational Behavior and Industrial Relations.
<b>PSO 3</b>	Students will gain practical exposure in the field of Human Resource Management research and will equip them in successful development of Research based projects.
<b>PSO 4</b>	The Students will be able to learn to think critically, identify their own prejudices, accept the unknown and respect the ethical quandaries.

SY B.COM Semester 3			
<b>Course Title</b>	<b>Human Resource Management in Service Sector</b>	<b>No. of Credits :04</b>	
<b>Course Code</b>	<b>31305C19</b>		
<b>S.No.</b>	<b>On completing Human Resource Management in Service Sector student will be able to:</b>	<b>PSOs Addressed)</b>	<b>Cognitive Levels R,U, Ap, An, E,C</b>



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CO 1	Describe the concept and growing importance of HRM in service sector & how to manage human resources in service sector.	PSO 1	U
CO 2	Distinguish between employment practices in Service industry and in manufacturing.	PSO 1, 4	U
CO 3	Develop the skills to apply HRM concepts to different types of service organisations.	PSO 4, 2	Ap
CO 4	Describe the significance of human element in creating customer satisfaction through service quality.	PSO 1	U
CO 5	Observe and interpret the issues and challenges of HR in various service sectors.	PSO 1, 2, 4	Ap, An

## SY B.COM Semester 4

Course Title	Human Resource Information Systems	No. of Credits :04	
Course Code	41305C19		
S.No.	On completing Human Resource Information Systems student will be able to:	PSOs Addressed	Cognitive Levels R,U, Ap, An, E,C
CO 1	Develop conceptual understanding about latest developments in the field of Human Resource Information Technology and the impact of HRIS in managing a business	PSO1	U
CO 2	Describe and anticipate the use of Human Resource Information Systems to gain competitive advantage in business.	PSO1	U
CO 3	Develop specific HRIS skills competencies needed by modern day professionals	PSO1, 3	Ap
CO 4	Develop an understanding about application of HRIS.	PSO1, 3	U



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SY B.COM Semester 5			
<b>Course Title</b>	<b>Research Methodology</b>	<b>No. of Credits :04</b>	
<b>Course Code</b>	<b>59395C19</b>		
<b>S.No.</b>	<b>On completing Research Methodology student will be able to:</b>	<b>PSOs Addressed</b>	<b>Cognitive Levels R,U, Ap, An, E,C</b>
<b>CO 1</b>	Develop an understanding of the basic framework of the research process	PSO 3	U,AP
<b>CO 2</b>	Identify various sources of information for literature review and data collection	PSO 2	U
<b>CO 3</b>	Assess, analyze, present and interpret data in an organized manner.	PSO1 3	C
<b>CO 4</b>	Develop an understanding of the ethical dimensions of conducting research.	PSO 4	An
<b>CO 5</b>	Write a research paper or prepare research project to add to the body of knowledge.	PSO1,3	Ap
T.Y B.COM Semester 6			
<b>Course Title</b>	<b>Workforce Diversity</b>	<b>No. of Credits :04</b>	
<b>Course Code</b>	<b>61305C19</b>		
<b>S.No.</b>	<b>On completing Workforce Diversity student will be able to:</b>	<b>PSOs Addressed</b>	<b>Cognitive Levels</b>



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			<b>R,U, Ap, An, E,C</b>
<b>CO 1</b>	Describe and express various strategies to deal with work force diversity.	PSO1	U
<b>CO 2</b>	Relate and interlink between workforce diversity and HRM functions.	PSO1	U
<b>CO 3</b>	Analyze individual perspectives of diversity & primary and secondary dimensions of diversity at workplace.	PSO1, 4	An
<b>CO 4</b>	Support the business case for workforce diversity and inclusion.	PSO1, 2	An
<b>CO 5</b>	Assess contemporary organizational strategies for managing workforce diversity	PSO4	E
<b>Course Title</b>	<b>Co-creating workplaces for Future</b>	<b>No. of Credits :04</b>	
<b>Course Code</b>	<b>80681C22</b>		
<b>S.No.</b>	<b>On Completing Co-creating workplaces for Future student will be able to:</b>	<b>PSOs Addressed</b>	<b>Cognitive Levels R, U, Ap, An, E, C</b>
CO 1	To identify factors that are driving changes at workplaces	PSO 5	U, Ap
CO 2	To appraise SDG 8 and challenges related to it	PSO 4	AP
CO 3	To co-relate between income, workplace and wellbeing	PSO 4	AP, E
CO 4	To critically view the different workplaces in the world in context to decent work place	PSO 1	E
CO 5	To create a business case for sustainable workplace through an assignment	PSO 5	C