

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.