

## 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.