

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.