

**ST. JOSEPH'S COLLEGE OF ARTS & SCIENCE  
(AUTONOMOUS)  
CUDDALORE-1**



**PG & RESEARCH DEPARTMENT OF COMMERCE**

**SYLLABUS 2016-2017**

**DEPARTMENT OF COMMERCE**  
**M.PHIL**

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**CHOICE BASED CREDIT SYSTEM**  
**COURSE PATTERN- 2016 -2017 BATCH**

<b>Year/ Semester</b>	<b>Subject</b>	<b>Paper</b>	<b>Code</b>	<b>Title of the Paper</b>	<b>Hrs</b>	<b>Credit</b>
I Year I Semester	Core	1	MCM101	Research methodology	9	5
	Core	2	MCM102B	Human Resource Management	9	5
I Year II Semester				Project Work/Dissertation  With viva voce		

<b>M.PHIL</b>	<b>RESEARCH METHODOLOGY</b>	<b>MCM101</b>
<b>SEMESTER - I</b>		<b>HRS/WK - 6</b>
<b>CORE-1</b>		<b>CREDIT-5</b>

**Objective:**

**To impart the students with knowledge in exposing in the field of research by both theoretical and practical.**

**UNIT: I**

Meaning of research and scope of research methodology- Stakeholder's of social research – Ethical consideration – Significance of research in social and business science - Identification of the problem area – Selection of the problem – Formulation of research questions – Pilot study – Meaning and components of research design – Review of literature purpose.

**UNIT: II**

Meaning and role of hypothesis – Structure of hypothesis: concept, construction and variables – the relationship between variables – Types of hypothesis – Strong and weak hypothesis – Sampling theory – Sampling methods and techniques – Sample size – Sample error.

**UNIT: III**

Data collection – Sources: primary and secondary – Data matrix – Unit of data collection and unit of data analysis – Methods and tools of data collection: interview and questionnaires and their types – Observation and its types – Audio visual aids in data collection – Scaling and testing techniques – Reliability and validity of instrument – Uses of information technology in data collection.

**UNIT: IV**

Data analysis – Analysis of quantitative data: descriptive statistics – Inferential statistic – Test of significant – Parametric and nonparametric test – Presentation of data – Computer software for quantitative data analysis. Analysis of qualitative data: data reduction, data display and conclusion drawing – Saturation – Conceptual mapping – Computer software for qualitative data analysis – Interpretation – Explanation theorization.

**UNIT: V**

Report writing – Meaning techniques and precautions of interpretation – Significance of report writing – Target audience – Different steps in writing report – Layout of research report – Types: technical report, popular report – Mechanics of writing a research report.

**REFERENCE: BOOKS**

1. C.R. Kothari (2012), Research Methodology- Methods and Techniques, New age International Publishers, New Delhi.
2. Dr.D. Amarchand, (2000) Research Methods in Commerce, Emerald Publications, Chennai.

**QUESTION PATTERN:**

Part – A =  $5 \times 6 = 30$  Marks – Five Questions with Internal Choice.

1. Part – B =  $3 \times 15 = 45$  Marks – Three Out of Five – Open Choice.

**Note:** Questions should be asked from all Units. Equal importance should be given to all Units.

<b>M.PHIL</b>	<b>HUMAN RESOURCE MANAGEMENT NEW SYLLABUS – 2015 BATCH</b>	<b>MCM102B</b>
<b>SEMESTER - I</b>		<b>HRS/ WK- 9</b>
<b>CORE - 2</b>		<b>CREDIT – 5</b>

**Objectives:**

To give exposure to the scholars on Contemporary issues in Human Resource Management Practices at National and International Level and enable them to Conduct Research.

**UNIT – I**

Human resource management- Meaning, Definition, Nature, Scope, Objectives and Importance. HRM and competitive advantage, Qualities of a good personnel manager, Roles of HR Manager, Functions of HR manager. Personnel policy- Meaning,, Types, Characteristics, Formulation and evaluating its impact. Strategic HRM- Benefits of strategic HRM (SHRM)- Nature, Benefits, Barriers, Typical HR Strategies.

**UNIT-II**

Training and development- Meaning, Need and Objectives, Determining training needs, Selection of trainees and trainers, Methods of training, Evaluation of training programme, how to make training effective.

**UNIT III**

Performance appraisal and reward management concept-traditional and nontraditional methods of performance appraisal – BOS, BARS, 360 degree performance appraisal -financial and non-financial rewards.

**UNIT IV**

HR Audit - HR Research – HR Accounting- HR Information System – HR and the Globalization of Business, The Global Challenges – International HRM - Cultural factors and HRM, Need for Cultural Training. International Recruitment Policy, International Labour Management Relations.

**UNIT V**

Contemporary issues in HRM – Introduction, Sexual Harassment – Forms and categories of Sexual Harassment, Factors Affecting Sexual Harassment, Reactions of Victims, Negative Impact of Sexual Harassment. Employer as a Brand – Becoming an Employer of Choice. Talent Management – Career Planning and Management. Work Life Balance – E-HRM – Meaning, Types, objectives, Advantages and Disadvantages of E-HRM, Scope of E-HRM.

**TEXT BOOKS:**

1. C. B. Mamoria, V.S.P Rao, Personnel Management , Himalaya Publication, Mumbai, 2014
2. SubaRao and VSP Rao, Personnel/Human Resource Management, Konark publishers, 1997

**REFERENCE BOOKS:**

1. R.S. Dwivedi, managing human resources, galgotia pub, 2002
2. L.M.Prasad, OrganisationalBehaviour ,Sultan chand& sons
3. Fredluthans, OrganastionalBehaviour, Tata McGraw hill , 2005
4. Stephen P. Robbins, OrganisationalBehaviour, Prentice hall, 1994
5. H. Kaushal, Human Resource Development, Mac Milan, 2004
6. Darrel ray and Howard Bronstein, Teaming up, Tata McGraw hill, 1995
7. P.C.Tripathi, Personnel management and Industrial Relations, Sultanchand& sons
8. K. Ashwathappa , Human Resource and Personnel Management, Tata McGraw hill , 2006

**QUESTION PATTERN:**

Part – A = 5x6 = 30 Marks – Five Questions with Internal Choice.

Part – B = 3x15 = 45 Marks – Three Out of Five – Open Choice.

**Note:** Questions should be asked from all Units. Equal importance should be given to allUnits.