SYLLABUS
ACADEMIC YEAR 2018-2019

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

PG & RESEARCH DEPARTMENT OF COMMERCE

CHOICE BASED CREDIT SYSTEM
CURRICULAM TEMPLATE- 2017 -2018 BATCH

Year/ Semester	Subject	Paper	Code	Title of the Paper	Hrs	Credit
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		

M.PHIL	RESEARCH METHODOLOGY	MCM101
SEMESTER - I	*(For the students admitted from the year 2015 onwards)*	HRS/WK - 9
CORE-1		CREDIT-5

Objectives:
- To impart the students with knowledge in exposing in the field of research by both theoretical and practical.
- 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.
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Course Outcomes
After completing this course, the student will be able to:
CO1: Understand the basic concepts of Research and Research Design
CO2: Formulate hypotheses for the research
CO3: Make data collection through Framing Questionnaire and interview schedule
CO4:.Apply different statistical tools for data analysis in research.
CO5: Interpret the results of the research and write research report.

SEMESTER I	COURSE CODE: MPCM 101 PROGRAMME OUTCOMES(PO)					TITLE OF THE PAPER: RESEARCH METHODOLOGY PROGRAMME SPECIFIC OUTCOMES(PSO)					HOURS: 9	CREDITS:5
COURSE OUTCOMES											MEAN SCORE OF CO'S	
	PO1	PO2	PO3	PO4	PO5	PSO1	PSO2	PSO3	PSO4	PSO5		
CO1	4	5	4	4	4	4	5	5	5	5	4.5	
CO2	5	5	4	4	5	5	5	5	5	5	4.8	
CO3	4	5	4	4	5	3	4	5	5	4	4.3	
CO4	4	5	5	5	5	5	4	5	4	5	4.7	
CO5	5	3	3	5	3	5	5	3	3	4	3.9	
	Mean Overall Score										4.4 4	

This Course is having **VERY HIGH** association with Programme Outcome and Programme Specific Outcome.

UNIT: I **(15 Hrs)**
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 **(15 Hrs)**
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   (20 Hrs)

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   (20 Hrs)

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   (15 Hrs)

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.

TEXT 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.

REFERENCE BOOKS
1. Paneerselvam.R. - "Research Methodology" Prentice Hall of India, New Delhi, 2004.
2. Krishnaswami .O.R. – "Methodology of Research in Social sciences" Himalaya Publishing House, Mumbai.
3. P.Saravanavel. Research Methodology. Margam Publication , Chennai.

QUESTION PAPER PATTERN

Theory 60% Problem 40%
Time: 3 Hours   **Marks: 75**
1. Part - A = 5 x 6 = 30 Marks – Five Questions with Internal Choice.
2. Part – B = 3 x 15 = 45 Marks – Three Out of Five – Open Choice.
Note: Questions should be asked from all units with equal weightage.

M.PHIL	HUMAN RESOURCE MANAGEMENT	MCM102B
SEMESTER - I	*(For the students admitted from the year 2015 onwards)*	HRS/WK - 9
CORE-2		CREDIT-5

Objectives:
- To enable the students to understand the Human resource management concepts and principles
- To create an awareness about the existing HR practices of the companies in India

Course Outcomes:

After completing the course the student will be able to:

CO1: Know the basic principles and practices of Human Resource Management.

CO2: Assimilate various dimensions of training and development.

CO3: Know the performance appraisal and reward management in HRM.

CO4: Carryout research in HRM to identify Cultural factors, HR audit and international HRM.

CO5: Understand various contemporary issues in HRM like sexual harassment and E-HRM

MPHIL	MPCM102					TITLE OF THE PAPER: HUMAN RESOURCE MANAGEMENT					HOURS:9	CREDITS:5
COURSE OUTCOMES	**PROGRAMME OUTCOMES(PO)**					**PROGRAMME SPECIFIC OUTCOMES(PSO)**					**MEAN SCORE OF CO'S**	
	PO 1	PO2	PO3	PO4	PO5	PSO 1	PSO2	PSO3	PSO4	PSO 5		
CO1	5	4	4	4	5	5	3	5	5	5	4.5	
CO2	4	5	5	5	4	4	2	5	5	5	4.4	
CO3	5	4	4	4	4	5	3	4	4	5	4.2	
CO4	5	4	4	4	4	5	3	4	4	5	4.2	
CO5	4	4	5	4	4	5	3	4	4	4	4.1	
Mean Overall Score											4.3	

UNIT – I   **(20 Hrs)**

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   **(15 Hrs)**

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 (15 Hrs)
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 (15 Hrs)
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.

fgUNIT V   (20 Hrs)

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.Eployer 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 Pubilication, 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 PAPER PATTERN
Time: 3 Hours   **Marks: 75**

1. Part - A = 5 x 6 = 30 Marks – Five Questions with Internal Choice.
2. Part – B = 3 x 15 = 45 Marks – Three Out of Five – Open Choice.

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