

**SYLLABUS  
ACADEMIC YEAR 2021-2022**

***PG & RESEARCH DEPARTMENT OF  
COMMERCE***



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

**CHOICE BASED CREDIT SYSTEM  
CURRICULAM TEMPLATE- 2021 -2022**

<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	New Code	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> (For the students admitted from the year 2015 onwards)	<b>New Code</b>
<b>SEMESTER - I</b>		<b>HRS/WK - 9</b>
<b>CORE-1</b>		<b>CREDIT-5</b>

**Objectives:**

- To enable the research scholars, understand the basic concepts of research methods.
- To expose the research scholars, have a thorough knowledge on Research.

**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.

**Relationship Matrix Course Outcomes, Programme Outcomes and Programme Specific Outcomes.**

SEMESTER I	COURSE CODE:					COURSE TITLE: RESEARCH METHODOLOGY					HOURS: 9	CREDITS: 5
COURSE OUTCOMES	PROGRAMME OUTCOMES(PO)					PROGRAMME SPECIFIC OUTCOMES(PSO)					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											4.44	

**Result: The Score of this Course is 4.44 ( Very High)**

Association	1%-20%	21%-40%	41%-60%	61%-80%	81%-100%
Scale	1	2	3	4	5
Interval	0<=rating<=1	1.1<=rating<=2	2.1<=rating<=3	3.1<=rating<=4	4.1<=rating<=5
Rating	Very Poor	Poor	Moderate	High	Very High

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

**UNIT-I****(15 Hrs)**

Research methodology- meaning- objectives- types- approaches – significance- methods vs. methodology –research process, criteria of good researcher, problems encountered by researchers. What is the research problem. Identification and selecting the research problems, research questionnaire, pilot study, meaning and component ,of research design, review of literature meaning and purpose importance ,search procedure, sources of literature.

**UNIT-II****(15 Hrs)**

Hypothesis-meaning , need, types, sources, characteristics of good hypothesis, sampling-

meaning, types of sampling, sample design ,sampling and non sampling error, steps in developing plan, methods techniques of sampling and sample size.

**UNIT-III****(20 Hrs)**

Data collection , sources of data , primary and secondary , methods of data collections measurements and scaling classifications of measurements scales, quantitative and qualitative data, techniques of developing measurement tools, scaling and its techniques, uses of information data in collection.

**UNIT-IV****(20 Hrs)**

Analysis and interpretation- correlation regression, test of significance –t-test, F-test, distribution, analysis of variance- one way classification, two way classifications factor analysis cluster analysis. interpretation meaning, techniques, principles of interpretation.

**UNIT-V****(15 Hrs)**

Report writing-meaning-significance, steps, layout. types of reports , techniques of writing a research report. research proposal , principles of 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.
4. .C.R. Kothari.gaurav garg, new age international publication delhi 2016.
5. Research methodology R.M.C.murthy vrinda publication delhi 2019.

**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

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

**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**

**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 Relation.

**UNIT 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. 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, Organisational Behaviour ,Sultan chand& sons
3. Fredluthans, Organastional Behaviour, Tata McGraw hill , 2005
4. Stephen P. Robbins, Organisational Behaviour, 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.

**Note:** Questions should be asked from all units with equal weightage.

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	
<b>Mean Overall Score</b>											4.3	

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