



Yogoda Satsanga Mahavidyalaya

JAGANNATHPUR, DHURWA, RANCHI – 834004

Email address: ysmranchi4@gmail.com

(NAAC Accredited, Grade: B++, CGPA: 2.89)

COURSEPLAN

NAME OF THE DEPARTMENT: COMMERCE

NAME OF THE FACULTY: Dr. Mayuri Gaur

ACADEMIC SESSION: 2023-2026

YEAR: 2024

PROGRAMME: B.Com.

SEMESTER: III

COURSE TYPE: CBCS

COURSE: Human Resource Management

COURSE CODE: CC 7

TOTAL CREDIT: Theory-5, Tutorial -1

PROGRAMME OUTCOME (POs)

Students should be able to,

PO1: Demonstrate reflective and independent thinking by understanding the concepts in every area of Commerce and business.

PO2: Develop managerial knowledge and tactical dexterity, with a broader skill set to evolve as visionary management leaders.

PO3: Create innovative and sustainable solutions for modern-day business problems compassionately yet efficiently.

PO4: Demonstrate capability to use various technical ICT tools for exploring, analyzing and using the information for business purposes.

PO5: Design processes and solutions for complex business situations to meet the specified needs with appropriate consideration for public health & safety, cultural, societal, legal, constitutional and environmental considerations.

PO6: Ability to decide the appropriate technology, tools and models to solve problems based on the understanding of the available resources, their judicious use, and thereby executing business projects in a sustainable way.

PO7: Develop scientific temperament and ability to merge, interconnect and extrapolate information and knowledge across various streams.



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PO8: User research-based knowledge and research methods in the collection, analysis, and interpretation of data, and synthesis of the information to draw valid conclusions.

PO9: Communicate effectively on complex business activities and practices with the business community, relevant professional bodies, Government, and society at large, such as being able to comprehend and write effective project reports and design documents, make effective presentations, and give and receive clear instructions.

PO10: Demonstrate knowledge and understanding of the management principles and apply these to one's own work, as a member and leader in a team, to manage projects and in multidisciplinary environments.

PO11: Recognize the need for, and have the preparation and ability to engage in independent and life-long learning in the broadest context of emerging trends in the business environment.

PO12: Value and foster Physical, Physiological and Psychological well-being through personal practice and conduct.

PO13: Ability to apply the learnings for a lifelong commitment to ethics in the fulfillment of professional and social obligations.

PO14: Apply academic learning to promote higher studies, sustainable living through employment, and initiation of entrepreneurial advent to create opportunities and wealth for self and society.

PO15: Value and support social causes and rural development through service and philanthropic activities.

PROGRAMME SPECIFIC OUTCOME

Student Should be able to,

PSO 1: Apply the comprehensive knowledge of Marketing, Human Resource Management, Business and Corporate Law, Economics, Finance, Accounting, Management, Tax, Statistics, and several other branches of Commerce that include Investment, Insurance, and Banking To stand with the requirements of different industries that seek youth fit for employment and/or build a concrete footing for advanced/professional studies/research in commerce.

PSO 2: Apply the specialized knowledge and expertise of different branches of Accounting in preparing various accounts and financial statements and interpreting financial data to serve as a basis for sound and efficient decision-making.

PSO 3: Demonstrate progressive learning of various Tax issues and Tax forms related to individuals and businesses.

PSO 4: Analysing Consumer Behavior within the spectrum of the dynamic business environment and applying marketing tools to analyze and develop appropriate products and solutions to serve the consumers.



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PSO 5: Generate proactive decisions pertaining to business solutions through the application of techniques and principles at the micro and macro levels.

COURSEOUTCOMES (COs):

On successful completion of this course the students should be able to:

CO 1: Understand functions of human resources and implement techniques of job design.

CO 2: Competency to recruitment, selection and appraisal of the employees' performance.

CO 3: Understand the various techniques of Training and Development.

CO 4: Rational design of compensation and salary administration

CO 5: Ability to handle employee issues and evaluate the new trends in HRM

A.CORRELATION BETWEEN POs ANDCOs

POs Cos	PO 1	P O 2	P O 3	P O 4	P O5	PO 6	PO 7	PO 8	PO 9	PO 10	PO 11	PO 12	PO 13	PO 14	PO 15	PS O1	PS O2	PS O3
CO1	3	1	2	2	3	2	2	2	2	2	1	1	3	3	2	2	2	3
CO2	2	3	1	2	2	3	2	3	2	2	1	1	1	2	2	1	2	2
CO3	2	2	3	2	3	3	1	2	1	2	2	1	3	3	1	3	2	2
CO4	1	3	3	2	2	3	1	1	2	1	2	2	2	2	2	1	1	3
CO5	2	2	2	2	2	3	2	1	2	2	1	2	1	1	1	2	2	1

1.Weak

2. Moderate

3.Strong

COURSE TEACHING AND LEARNING ACTIVITIES

A.PEDAGOGY

- i. Whiteboard
- ii. FlippedClass
- iii. PPT



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COURSE COMPLETION PLAN

UNIT	NO.OFLCTURES		TEST	QUIZ	ASSIGNMENT
	Lectures	Tutorial Lectures			
1	15	4			1
2	15	3	1		
3	15	3		1	1
4	15	3	1		
5	15	2			1

B. COURSE DELIVERY PLAN:

UNIT	TOPIC/SUBTOPIC	LECTURE RE REQUI RED	CO ADDRES SED	ASSIGNMEN T/TEST/QUI Z
1	Human Resource Management: Role and Functions	15	CO 2, CO 3	Assignment
2	Acquisition on Human Resources: Human Resource Planning	15	CO 2, CO 3, CO 4	Test
3	Training and Development: Concept and importance	15	CO 2	Quiz, Assignment
4	Performance Appraisal: Nature and objectives	15	CO 4, CO 6	Test
5	Maintenance: Employee Health and safety	15	CO 4, CO 5	Assignment

C. COURSE OUTCOME ASSESSMENT PLAN

a. DIRECT ASSESSMENT

COURSE OUTCOME	ASSESSMENT				REMARKS
	QUIZ	TEST	MID SEMESTER	TermExam	
CO1		1	1	✓	
CO2		1	1	✓	
CO3	1	1	1	✓	
CO4		1	1	✓	
CO5		1	1	✓	



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b. INDIRECTASSESSMENT(STUDENT SURVEY)

NameoftheStudent:
UniversityRollno/Classrollno.:
NameoftheProgramme:
Semesterand Session:
CourseandCourseCode:

Rate the following aspects of course outcomes. Use the scale 1-3

S. No	Course Outcome	1	2	3
1.	CO1		2	
2.	CO2	1		3
3.	CO3			3
4.	CO4		2	
5.	CO5		2	

1. Average
2. Good
3. Very Good

C. REMEDIAL CLASSES

S.NO.	ROLL. NO. & SESSION	NAME OF THE STUDENT	MARKS OF MID SEM/CLASSTEST	REMEDIAL CLASSES HELD			TERM EXAM	IMPROVEMENT (Y/S)
				DATE	TIME	MODE		

D. SUGGESTED READINGS

a. TEXTBOOKS

Suggested readings as per Ranchi university syllabus shared with the students in their WhatsApp group.



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b. REFERENCEBOOKS

- Dessler Gary, Warkkey Biju- Human Resource Management, Pearson
- Decenzo and Robbins- Fundamentals of Human Resource Management, John Wiley and sons

c. VIDEORESOURCE

- <https://www.youtube.com/watch?v=A2HFusWQIeE>
- <https://www.youtube.com/playlist?list=PLsh2FvSr3n7f63hhfOBbYwUsUAlvHFDxA>

d. WEB RESOURCES:-

- <https://www.sscasc.in/wp-content/uploads/downloads/BBM/Human-Resource-Management.pdf>
- https://ddceutkal.ac.in/Downloads/UG_SLM/Commerce/Elective_1.pdf

e. E-RESOURCES:

Study material provided on website Central Library (e-Library) repository,