



Course Outcome
Department of IR&PM

Sl No.	Paper Title	Paper Code	Course Objectives	Course Outcomes
1	INDUSTRIAL RELATIONS	CORE-I & G.E.-I	The course objective is to acquaint the students about scope of industrial relation,labour management cooperation and significance of labour participation in various committees.	The students will be able to know about Industrial relation and labour management.
2	LABOUR LEGISLATION-I	CORE-II	The course objective is to acquaint students about importance of labour legislation,importance of factories act 1948,importance of industrial act 1947.	The students will be able to know about labour legislation.
3	PRINCIPLES AND PARTICES OF MANAGEMENT	CORE-III	The course objective is to acquaint thestudents with development of management thought,strategic managent and concept of core compentence ,business etic concept and practices in management.	The students will be able to know strategic management.

4	LABOUR WELFARE	CORE-IV & G.C-II	The course objective is to acquaint the student about welfare concept ,labor welfare programmers ,concepts of labor administration in state and central.	The students will be able to know about importance of welfare programmes.
5	HUMAN RESOURCE MANAGEMENT	CORE-V	The course objective is to acquaint the students about management concept, human resource management.	The students will be able to know about importance of human resource management.
6	TRADE UNIONS AND EMPLOYMENT RELATIONS	CORE-VI	The course objective is to acquaint the students about function of trade union, different methods of trade union and employees federation Growth function role of employers federation in industrial relation.	The students will be able to-i)understand the role, functions, growth and employer's federation in India. ii) understand types, problems and challenges of trade union.
7	SOCIAL SECURITY	CORE-VII	The course objective is to acquaint the students about concept and scope of social security, benefits of employees state insurance act 1948 and concept of maternity benefit act 1961.	The students will be able to- Understand the scope, benefits and concept of social security. To get knowledge about the benefits of Employees state insurance.

8	HUMAN RESOURCE DEVELOPMENT	CORE-VIII	The course objective is to acquaint the students about importance of Human resource development, concept of career planning,	At the end of the course the student will be able to know Concept and philosophy of human resource development About the concept of training development About career planning and development.
9	LABOUR ECONOMICS	CORE-IX	The course objective is to acquaint the students with importance of labour economics,labour marketclassification,wage concept and wage policy in india.	The students will be able to learn about scope of labour economics, wage concept and wage policy in India.
10	LABOUR LEGISLATION-II	CORE-X	The objective of the course is to acquaint the students about revising of minimum wage and details of different act.	The students will be able to- Understand about the different provisions under Payment Act, 1965, Minimum wages act, 1948, migrant workmen act 1979.
11	CORPORATE SOCIAL RESPONSIBILITY	CORE-XI	The course objective is to acquaint the students with concept of corporate social responsibility ,role of various institution in corporate social responsibility.	The students will be able to- Know about history and importance of co-operative social responsibility. To understand scope of social audits and role of NGOs.

12	COMPENSATION MANAGEMENT	CORE- XII	The course objective is to acquaint the students with basic knowledge of compensation management and planning, different types of compensation, incentive and benefits administration.	<p>The students will be able to-</p> <p>Know about concept, internal, external equity of compensation management.</p> <p>Know about incentive plans and wage policy.</p>
13	STRATEGIC HUMAN RESOURCE MANAGEMENT	DSE-I	The course objective is to acquaint the students with scope of SHRM, business strategy planning problems and its implementation.	<p>The students will be able to-</p> <p>Understand about concept and scope of strategic Human Resource Management, business strategy and Human Resource strategy and its implications.</p>
14	PERFORMANCE MANAGEMENT	DSE-II	The course objective is to acquaint the students with importance of performance management, performance planning and importance of competency planning.	<p>The students will be able to-</p> <p>Know about concept, importance of performance management.</p> <p>Know about counselling strategy for improving performance.</p>
15	ORGANIZATIONAL BEHAVIOUR	CORE- XIII	The objective of the is to acquaint with scope of organization behavior, formal organization system and behavior modification and reinforcement.	<p>The students will be able to-</p> <p>Understand concept, methods and scope of organizational behavior.</p> <p>Know about organizational system, social system and group dynamics.</p>
16	INDIAN LABOUR PROBLEMS	DSE-III	The course objective is to acquaint the students with the basic concept of challenges in Indian labour force.	<p>The students will be able to-</p> <p>Understand challenges of Indian labour force.</p>

17	ORGANIZATIONAL CHANGE AND DEVELOPMENT	DSE-IV	The course objective is to acquaint the students with basic ideas and importance of organizational change.	The students will be able to- Know about meaning, concept and importance of organizational change and development. Know its traditional and modern methods.
<div style="display: flex; justify-content: space-between; align-items: flex-end;"> <div style="text-align: center;">  Head of the Department </div> <div style="text-align: center;">  Principal, Gunupur College, Gunupur Dist: Rayagada </div> </div>				