



*Ready for
Every Good Work*

SACRED HEART COLLEGE (AUTONOMOUS)

Tirupattur – 635 601, Tamil Nadu, S.India

Resi : (04179) 220103

College : (04179) 220553

Fax : (04179) 226423

A Don Bosco Institution of Higher Education, Founded in 1951 * Affiliated to Thiruvalluvar University, Vellore * Autonomous since 1987

Accredited by NAAC (4th Cycle – under RAF) with CGPA of 3.31 / 4 at 'A+' Grade

Name of the Programme: PG Diploma in Human Resources Management

S No	Title of the Paper	Course Code	Course Objectives	Course Outcomes	Relevance
1	HUMAN RESOURCE MANAGEMENT AND INFORMATION SYSTEM	MSDH122	The basic objective of this course is to provide to the country a steady stream of competent young men & women with the necessary knowledge, skills and foundations for acquiring a wide range of rewarding careers into the rapidly expanding world of Human Resource Management.	<ul style="list-style-type: none"> • Understand the concept of human resource management and to understand its relevance in organizations • Analyze the strategic issues and strategies required to select and develop manpower resources. • Integrate the knowledge of HR concepts to take correct business decisions • Explain the purpose of Human Resources Information System and how it facilitates HR Program • Develop HRIS software with a focus on Recruitment, Selection, Performance Management, Employee Tracking, Payroll, and Employee Separation 	National
2	INDUSTRIAL RELATIONS AND EMPLOYEE WELFARE	MSDH124	The basic objective of this course is to provide to the country a steady stream of competent young men & women with the necessary knowledge, skills and foundations for acquiring a wide range of rewarding careers into the rapidly expanding world of Human	<ul style="list-style-type: none"> • Describe fundamental concepts and nature of Industrial Relations • Understand the nature and role of trade unions for workers and industries • Examine the relevance of Welfare measures collective bargaining and its impact on employee- 	National

			Resource Management.	<ul style="list-style-type: none"> management relations Assess the issues related to Industrial health hazards, hygiene and psychological problems faced by the employees in Industry Acquire skills in handling employer-employee relations in labour management 	
3	EMPLOYEE LEGISLATION	MSDH221	The basic objective of this course is to provide to the country a steady stream of competent young men & women with the necessary knowledge, skills and foundations for acquiring a wide range of rewarding careers into the rapidly expanding world of Human Resource Management.	<ul style="list-style-type: none"> Illustrate the laws relating to Industrial Relations, Social Security and Working conditions and also learn the enquiry procedural and industrial discipline Evaluate the role of trade union in the industrial setup Explain the laws regarding Issues of wages, bonus and State Insurance. Appraise the laws relating to Industrial Relations, Social Security and Working conditions Comprehend the salient features of welfare and wage legislations also to integrate the knowledge of labour law in general HRD practice 	National

4	COMPENSATION AND BENEFITS	MSDH222	<p>The basic objective of this course is to provide to the country a steady stream of competent young men & women with the necessary knowledge, skills and foundations for acquiring a wide range of rewarding careers into the rapidly expanding world of Human Resource Management.</p>	<ul style="list-style-type: none"> • Relate compensation management to behavioral theories and concepts and within the wider context of human resources management • Examine the factors of job analysis and job description as the basis of compensation strategy offering students an opportunity to develop competencies in making equitable compensation decisions • Describe the process and evaluate the implications of job evaluation • Analyze, integrate, and apply the knowledge to solve compensation related problems in organizations • Demonstrate an understanding of the process of designing a pay structure taking account of the company environment 	National
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