



Bharatiya Vidya Bhavan Institute of Management Science

Program – Master of Business Administration

Semester – 1st

Course Name – Organizational Behaviour

Course Code – MB-102

Course outcomes:

- Define the different theories that described human behavior in work settings from time to time.
- Understand developing cognizance and the importance of human behavior.
- Understand why people, behave as they do.
- Enable students in describing how people behave under different conditions, i.e., individual, group (dyad and teams), and organizational levels.
- Analyze positive and negative outcome behavior in work settings.
- Analyze group behavioral influence in the organization.
- Evaluate the most logical and optimal solutions in such a way that they would be able to predict and control human behavior at various levels to get an improved result.
- Formulate guidelines that could positively shape the organizations embracing of working with different people from different cultural and diverse backgrounds in the workplace.



Bharatiya Vidya Bhavan Institute of Management Science

Program – Master of Business Administration

Semester – 3rd

Course Name – HR Metrics and Analytics

Course Code – HR-302

Course outcomes:

- Label the theory, concepts, and business application of human resources research, data, metrics, systems, analyses, and reporting.
- Infer and make use of descriptive, predictive, and prescriptive analytics.
- Demonstrate how to connect HR results to business results.
- Develop an understanding of the role and importance of HR analytics, and the ability to track, store, retrieve, analyse and interpret HR data to support decision making.
- Employ appropriate software to record, maintain, retrieve and analyse human resources information (e.g., staffing, skills, performance ratings and compensation information).
- Apply quantitative and qualitative analysis to understand trends and indicators in human resource data; understand and apply various statistical analysis methods.
- Determine applicable benchmarks/metrics to conduct research and statistical analyses related to Human Resource Management
- Evaluate and Formulate different analytical functions into real-life HR problems in business contexts.
- Predict and Prescribe solutions to HR issues by applying analytical functions.



Bharatiya Vidya Bhavan Institute of Management Science

Program – Master of Business Administration

Semester – 3rd

Course Name – Organizational Design

Course Code – HR-304

Course outcomes:

- Understand and recognize the contribution of HR to organizational success, growth, and development.
- List the external environmental factors influencing organizational design.
- Analyze the interrelationship between an organization's strategy and structure.
- Justify how to achieve a competitive advantage through different organizational designs.
- Assess how to manage structural change.
- Estimate structural alternatives such as functional, divisional, and matrix.
- Discuss the relationship among organizational change, design, redesign, and organizational effectiveness.



Bharatiya Vidya Bhavan Institute of Management Science

Program – Master of Business Administration

Semester – 4th

Course Name – Employee Relations & Labour Laws

Course Code – HR-402

Course outcomes:

- Illustrate the pre-requisites of an organization/establishment in the contemporary to maintain a sustainable workforce in a proactive manner.
- Elaborate on the concept of Industrial Relations.
- Analyze the role of trade unions in industrial relations.
- Determine the important causes and impact of Industrial Dispute settlement procedures.
- Outline the development and the judicial setup of Labour Laws.
- Compile the provisions of Wage Legislations, in reference to Payment of Wages Act 1936, Minimum Wages Act 1948 & Payment of Bonus Act 1965.
- Compile the provisions of the important provisions of Social Security Legislations, in reference to the Employees' State Insurance Act 1948, Employees Provident Fund Act 1952, Payment of Gratuity Act 1972, and Maternity Benefits Act.
- Compile the provisions of the Contract Labour Regulations, Employment Standing Orders (S.O.), Plantation Act, Mines Act, and Shops & Establishment Act.



Bharatiya Vidya Bhavan Institute of Management Science

Program – Master of Business Administration

Semester – 4th

Course Name – Strategic HRM

Course Code – HR-405

Course outcomes:

- Learn the concept of ‘Strategy’ and ‘Strategic Human Resource Management, Strategic role of HRM, environmental issues in HRM, etc.
- Underline the main differentiating features and characteristics of the strategic human resource management paradigm.
- Get acquainted with the challenges faced and strategies for retention of the workforce. (II)
- Develop an attitude toward understanding business strategy and organization structure and processes through learning the fundamentals of information management, information technology, and its usage in managing a business organization. (III)
- Internalize the basics of the development of human resources by assessing their needs and adopting strategic human resource development techniques. (III)
- Simplify the acquisition of human resources, human resources work analysis, and strategic HR planning process, Strategic HR planning process, strategic approach to recruitment and selection, employee socialization, etc. (IV)
- Criticize strategic changes through transformational leadership, designing strategies in an organizational culture context, and implementing strategic control processes. Understanding different organizational culture. (V)