

**Father C Rodrigues Institute of Management Studies,
Vashi, Navi Mumbai**

Document Title	Program Specific Outcomes of Two Years Full Time MMS Program (HR Specialisation)
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Objectives of this document	To provide Program Specific Outcomes of Two year Full Time MMS program (HR Specialisation)
PSO1 - To provide a thorough understanding of human resource concepts, theories and the ability to apply these in practice as well as impart the knowledge, understanding and key skills that are required by HR professionals to effectively contribute to dynamic organisations.	
1.	PSO2 -Understand the role and importance of human resource management in organisations and develop analytical skills to evaluate different HR strategies and their implications in the organisations
	PSO3- To develop an understanding of elements of HR function from recruitment, selection, training, performance evaluation, compensation to separation and the analytical skills required to evaluate different HR strategies and their implications in the organisations
	PSO4 - Understanding the process and importance of human resource planning, and the different tools used in forecasting , Identify and apply new technologies in HR and understand its impact on the organisation
	PSO5-Understand the legal context of handling labour and workers in the organisations, study the various Labour Laws and its implications on Industrial Relations
	PSO6- Understand the concept of competency and competency mapping, competency based HR practices, knowledge about assessment centres and learning the implementation and challenges of a performance management system
	PSO7-Learn the process of training needs assessment, designing training modules, implementation and evaluation of training

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PS08 - Understanding the various components of the compensation structure, calculating the CTC, taxation, rewards strategies

PS09 - To develop and demonstrate HR specific competencies like hiring, onboarding, interviewing for selection, assessing competencies, conducting performance interviews, designing pay structure, employee engagement, handling negotiations ,managing diversity at workplace. Also help acquire social skills and attitudes like teamwork, leadership, decision making, problem solving, communication and motivation

PS010 - Learn the basics of HR strategy formulation and implementation in domestic and global setting

POS11- Provide an opportunity for personal growth ,personal and interpersonal effectiveness by using different tools like personality tests like MBTI,PF16, Big 5,NLP, Emotional Intelligence, Transactional Analysis, Johari Window