

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

<b>Document Title</b>	Program Outcomes of Two Years Full Time MMS Program
<b>Date of Issue</b>	1 July 2016
<b>Document / Process Owner</b>	Dr. R.C.Walke
<b>Last Modified</b>	
<b>Objectives of this document</b>	To provide Program Outcomes of Two year Full Time MMS program
<b>PO 1 - To develop an ability to acquire a systemic understanding of what organizations are, how they work and how they can interact effectively with their commercial, social and physical environment</b>	
<b>PO 2 - To develop an ability to apply knowledge of management theories and practices to solve business problems.</b>	
PO 3 - To foster analytical and critical thinking for data-based decision making.	
PO 4 - To develop Value based Leadership and make them responsible citizens.	
<b>PO 5 - To generate an understanding of analyzing and communicating the Global, Economic, Legal, and Ethical aspects of business.</b>	
<b>PO 6 - To develop an ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.</b>	
<b>PO 7 – To make them able, future ready and employable</b>	
PO 8 – To develop an ability to learn from actions and application (Application oriented and experiential learning).	
PO 9: To inculcate the spirit of entrepreneurship among students	

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<b>Document Title</b>	<b>Program Specific Outcomes of Two Years Full Time MMS Program (HR Specialisation)</b>
<b>Date of Issue</b>	1st July 2016
<b>Document / Process Owner</b>	Neeta Krishna
<b>Last Modified</b>	
<b>Objectives of this document</b>	To provide Program Specific Outcomes of Two year Full Time MMS program (HR Specialisation)
<b>1.</b>	<b>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.</b>
	<b>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</b>
	<b>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</b>
	<b>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</b>
	<b>PSO5-Understand the legal context of handling labour and workers in the organisations, study the various Labour Laws and its implications on Industrial Relations</b>
	<b>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</b>
	<b>PSO7-Learn the process of training needs assessment, designing training modules, implementation and evaluation of training</b>

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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**

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<b>Document Title</b>	<b>Program Specific Outcomes of Two Years Full Time MMS Program (Finance Specialization)</b>
<b>Date of Issue</b>	1 <sup>st</sup> July 2016
<b>Document / Process Owner</b>	Dr. Sujata Chincholkar
<b>Last Modified</b>	
<b>Objectives of this document</b>	To provide Program Specific Outcomes of Two year Full Time MMS program
PSO1 - Introduction of financial accounting concepts to all students, create awareness about how performance of the company gets affected by the respective areas of work(Finance, HR, Marketing, Operations)	
<b>PSO2 - In- depth analysis of corporate financial statements and their interpretation. Understanding basic concepts of financial management by explaining them about investment decisions, financing decisions, dividend policy and working capital management</b>	
<b>PSO3- Understanding the basic concepts of costing, budgeting, break-even analysis and Variance Analysis and control.</b>	
<b>PSO4 - Understanding of components of Indian Financial system through primary, secondary and fixed income market</b>	
<b>PSO5- To enable them to value a company through the understanding of PE valuation and DCF Valuation. Application of valuation in mergers and Acquisitions</b>	
<b>PSO6- To enable them to understand pricing of stocks using fundamental analysis and technical analysis. Construction, valuation and review of the portfolio.</b>	
<b>PSO7 - Understanding of the regulatory framework involved in financial system</b>	
<b>PSO8 -To understand the concepts of derivatives, pricing and application of trading strategies in derivatives market</b>	
<b>PSO9- Proficiency in excel and its Application to develop</b>	

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**models in Corporate valuation, M&A, Investment banking**

**PSO10 - Understanding of fundamentals, structure and**

**various services rendered through commercial banks**

**POS11-Application of learnings from the previous semesters**

**in the area of finance.**

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<b>Document Title</b>	<b>Program Specific Outcomes of Two Years Full Time MMS Program</b>
<b>Date of Issue</b>	June 25 ,2017
<b>Document / Process Owner</b>	Dr. Sujata Chincholkar
<b>Last Modified</b>	
<b>Objectives of this document</b>	To provide Program Specific Outcomes of Two year Full Time MMS program
<p>PSO1 - Introduction of financial accounting concepts to all students, create awareness about how performance of the company gets affected by the respective areas of work(Finance, HR, Marketing, Operations)</p>	
<p><b>PSO2 - In- depth analysis of corporate financial statements and their interpretation. Understanding basic concepts of financial management by explaining them about investment decisions, financing decisions, dividend policy and working capital management</b></p>	
<p><b>PSO3- Understanding the basic concepts of costing, budgeting, break-even analysis and Variance Analysis and control.</b></p>	
<p><b>PSO4 - Understanding of components of Indian Financial system through primary, secondary and fixed income market</b></p>	
<p><b>PSO5- To enable them to value a company through the understanding of PE valuation and DCF Valuation. Application of valuation in mergers and Acquisitions</b></p>	
<p><b>PSO6- To enable them to understand pricing of stocks using fundamental analysis and technical analysis. Construction, valuation and review of the portfolio.</b></p>	
<p><b>PSO7 - Understanding of the regulatory framework involved in financial system</b></p>	

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**PSO8 -To understand the concepts of derivatives, pricing and application of trading strategies in derivatives market**

**PSO9- Proficiency in excel and its Application to develop models in Corporate valuation, M&A, Investment banking**

**PSO10 - Understanding of fundamentals, structure and various services rendered through commercial banks**

**POS11-Application of learnings from the previous semesters in the area of finance.**

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<b>Document Title</b>	<b>Program Specific Outcomes of Two Years Full Time MMS Program</b>
<b>Date of Issue</b>	July 2 ,2016
<b>Document / Process Owner</b>	Dr. Sujata Chincholkar
<b>Last Modified</b>	
<b>Objectives of this document</b>	To provide Program Specific Outcomes of Two year Full Time MMS program
PSO1 - Introduction of financial accounting concepts to all students, create awareness about how performance of the company gets affected by the respective areas of work(Finance, HR, Marketing, Operations)	
<b>PSO2 - In- depth analysis of corporate financial statements and their interpretation. Understanding basic concepts of financial management by explaining them about investment decisions, financing decisions, dividend policy and working capital management</b>	
<b>PSO3- Understanding the basic concepts of costing, budgeting, break-even analysis and Variance Analysis and control.</b>	
<b>PSO4 - Understanding of components of Indian Financial system through primary, secondary and fixed income market</b>	
<b>PSO5- To enable them to value a company through the understanding of PE valuation and DCF Valuation. Application of valuation in mergers and Acquisitions</b>	
<b>PSO6- To enable them to understand pricing of stocks using</b>	



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**fundamental analysis and technical analysis. Construction, valuation and review of the portfolio.**

**PSO7 - Understanding of the regulatory framework involved in financial system**

**PSO8 -To understand the concepts of derivatives, pricing and application of trading strategies in derivatives market**

**PSO9- Proficiency in excel and its Application to develop models in Corporate valuation, M&A, Investment banking**

**PSO10 - Understanding of fundamentals, structure and various services rendered through commercial banks**

**POS11-Application of learnings from the previous semesters in the area of finance.**

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<b>Document Title</b>	<b>Program Specific Outcomes of Two Years Full Time MMS Program (Marketing Specialization)</b>
<b>Date of Issue</b>	1 <sup>st</sup> July 2016
<b>Document / Process Owner</b>	Dr. Manisha Karandikar
<b>Last Modified</b>	
<b>Objectives of this document</b>	To provide Program Specific Outcomes (Marketing) of Two year Full Time MMS program
	<b>PSO1</b> - Introduction of role and importance of marketing to all organizations across all sectors including NGO/NPO
	<b>PSO2</b> - To drive home the importance of customer in all functions/departments of an organization and importance of linking all departments to customers
	<b>PSO3</b> - To help students understand the structure of marketing and sales department across different sectors.
	<b>PSO4</b> - To introduce students to the four pillars of Marketing Viz. Segmentation, Targeting, Differentiation & Positioning (STPD)
	<b>PSO5</b> - To sensitize students to the impact of macro and micro environmental factors on marketing
	<b>PSO6</b> - To understand the role and importance of 4P/7P framework to organizations
	<b>PSO7</b> - To study consumer behavior and understand its role in formulation of long term & short term strategies
	<b>PSO8</b> -To emphasize on marketing strategy formulation and understand the nuances of implementation of these strategies
	<b>PSO9</b> - To understand sales force management and management of distribution channels
	<b>PSO10</b> - To learn management of retail stores and resolve challenges associated with them
	<b>PSO11</b> -To learn about the ever evolving and changing trends in marketing

Document File	Program Specific Outcomes (Operations Specialization) of Two Years Full Time MMS Program
<b>Date of Issue</b>	1 July 2016
<b>Document / Process Owner</b>	Dr. R.C.Walke
<b>Last Modified</b>	
<b>Objectives of this document</b>	To provide Program Specific Outcomes (Operations Specialization) of Two Years Full Time MMS Program
PSO 1 - To give an exposure of operations management and operation research principles to the students of MMS and to make students understand the basic operating principles in product and service industry.	
PSO 2 - Making students familiarize with the concepts of Supply Chain Management and make them understand the importance of supply chain strategies and international logistics.	
PSO 3 - To make students understand the basic aspects of analytics and learn various analytical techniques.	
PSO 4 - Making students familiarize with various concepts and examples related to the role of Operations in service industry.	
PSO5 - To make students able to apply different analytical techniques of operations management in different industry sectors like hotel, hospital, mall, BPO, Airlines, manufacturing, consulting etc.	
PSO 6 - To make students understand the importance of manufacturing resources planning and control and making them familiar with various tools of resources planning, physical processes in manufacturing, capacity utilization and characteristics of workflow	
PSO 7 – To make them understand the importance of material planning and documents control	
PSO 8 – To make students understand the importance of application of technology in a manufacturing industry as well as in new product development.	
PSO 9 – To make students understand the importance of cost reduction through optimal utilization of resources	
PSO 10 - To make students understand the importance of aligning operations strategy to a corporate strategy. To make them able to understand the importance of the tools like Process Analysis and ERP Systems.	
PSO 11 - To make students understand the various advance techniques of operation research and its utilization in industrial applications	
PSO 12 - To make students understand the importance of productivity and a system approach	

PSO 13 - To make students understand the concept of Project Management, risks and benefits involved in outsourcing and offshoring, decision making process of offshoring and outsourcing

