



ST. ALOYSIUS INSTITUTE OF TECHNOLOGY, JABALPUR
DEPARTMENT OF COMMERCE
PROGRAMME – B.COM. (BACHELORS OF COMMERCE)

Program Objectives -

- To develop a strong foundation for the students in the different areas of commerce.
- To develop the skills required for applying the concepts and techniques in the field of Commerce.
- To build a strong attitude in the minds of students to work efficiently and effectively.
- To make the students of B.Com to develop entrepreneurship skills.
- To make the students of B.Com to take the business decisions in an apt manner.
- To develop the students to work efficiently in different business environment.

Program Outcomes

- PO1** - After completing three years Bachelors in Commerce (B.Com.) program, students would gain a thorough grounding in the fundamentals of Commerce and Finance.
- PO2** - The commerce and finance focused curriculum offers a number of specializations and practical exposures which would equip the student to face the modern-day challenges in commerce and business.
- PO3** - The all-inclusive outlook of the course offers a number of value-based and job-oriented courses ensuring that students are professionally trained.
- PO4** - Graduates will be prepared to acquire a range of general skills, to solve problems, to evaluate information, to use computers productively, to communicate with society effectively and learn independently. Graduates will acquire a job efficiently in diverse fields such as Education, Banking, Public Services, Business etc.

ST. ALOYSIUS INSTITUTE OF TECHNOLOGY GAUR, JABALPUR
Department of Commerce
Program Specific Outcomes
Bachelor of Commerce (B.Com.) – Applied Economics

PSO No.	Programme Specific Outcomes Upon completion of these courses the student would
PSO-1	Students will be able to recognize features and roles of businessmen, entrepreneur, managers, which will help them to possess knowledge and other soft skills and to respond aptly when confronted with critical decision making in business.
PSO-2	After the completion of programme, students will be ready for employment in functional areas like Accounting, Taxation, Business, Banking, Insurance and Corporate Law.
PSO-3	The student pursuing this program will be competent in Applied Economics and get exposed to the details of varied areas of Economics thus making it easier to acquire leadership and managerial role in the financial sector.
PSO-4	Learners will gain subject skills within various disciplines of commerce like business, accounting, economics, and finance, auditing and marketing.
PSO-5	Learners will acquire the skills like effective business communication, decision making, problem solving in day-to-day business affairs.
PSO-6	Learners will be able to do higher education and advance research in the field of commerce and finance. B.Com. graduates can pursue Post Graduate Studies like M.Com., MBA, ICWA, ISCI, etc.

ST. ALOYSIUS INSTITUTE OF TECNOLOGY GAUR, JABALPUR
Department of Commerce
Program Specific Outcomes
Bachelor of Commerce (B.Com.) – Tax Procedure and Practices

PSO No.	Programme Specific Outcomes Upon completion of these courses the student would
PSO-1	Students will be able to demonstrate progressive learning of various tax issues and tax forms related to individuals. Students will acquire knowledge in setting up a computerized set of 'books of accounts'
PSO-2	Learners will also possess practical skills to work as tax consultant, audit assistant and take up roles in other financial supporting services
PSO-3	Students will learn relevant financial accounting skills, applying both quantitative and qualitative knowledge in their future careers in business.
PSO-4	Learners will be able to recognise features and roles as Tax consultants, businessmen, entrepreneur and managers. The course will help them to react aptly when confronted with critical decision making in their careers
PSO-5	Learners will be able to engage in professional exams like CA, CMA, CFA and other competitive exams

ST. ALOYSIUS INSTITUTE OF TECHNOLOGY GAUR, JABALPUR

Department of Commerce

Bachelor of Commerce (B.Com.)

SUBJECT: Financial Accounting

B.Com. I Year

Major 1

Objectives –

- To make the students to develop the skill of preparing Final Accounts and Accounting for Departmental and Branch.
- To develop the students to understand concepts and conventions and accounting standards developed by of ICAI and IFRS.

Course Outcomes -

- Acquire conceptual knowledge of basics of accounting .
- Identify events that need to be recorded in the accounting records
- Develop the skill of recording financial transactions and preparation of reports in accordance with GAAP .
- Describe the role of accounting information and its limitations.
- Equip with the knowledge of accounting process and preparation off in a accounts of sole trader
- Identify and analyze the reasons for the difference between cash book and pass book balances
- Recognize circumstances providing for increased exposure to errors and frauds

SUBJECT: Business Regulatory Framework
Major 2

Objectives –

- Knowledge: Basic and broad knowledge in business laws in management. Ability to apply concepts, principles and theories to understand simple business laws.
- Global Perspective: Awareness of the different business laws.
- To help the students to understand the basic rules of Agreements and Contracts along with the basic Rules of Offer, Acceptance, Consideration, Capacity/Competency to contract & rules governing Consideration.
- To help the students to understand the nuance of Law of Indemnity & Guarantee.
- To make the students understand various provisions related to The Negotiable Instrument.

Course Outcomes -

- To provide the students with practical and legal knowledge of general business law issues.
- To Understand the Essentials of A Valid Contract , The Laws Of The Act , Consideration And The Various Modes Of Discharge Of A Contract.
- To Explain the Various Laws with Regard to The Sale of Goods and Performance of a Sale Contract and Remedial Measures.
- To Familiarize the Students with The Various Law with Regard to Consumer Protection in India And the Functions of Various Consumer Forums and,
- To Understand the Meaning and The Various Legislations with Regard to The Cyber Laws.

SUBJECT: Business Organisation and Communication
Minor

Objectives –

- To provide an overview of Prerequisites to Business Communication.
- To help the students in understanding the process of business management and its Functions.
- To impart the correct practices of the strategies of Effective Business writing.

Course Outcomes -

- The student shall understand the basics of the business and will be able to imbibe how any business can be organized successfully
- The chapters related communication shall be able to elucidate how communication plays an important role in modern business scenario.
- Understand various forms of Business Organisation and various factors pertaining to size, location, and layout.
- The student shall understand the various forms of communication and its barriers.

SUBJECT: Business Economics
Open Elective

Objectives –

- To familiarize the students with the basic concept of microeconomics. .
- To make student understand the demand and supply analysis in business applications
- To familiarise students with the production and cost structure under different stages of production.
- To understand the pricing and output decisions under various market structure.
- To help students understand and apply the various decision tools to understand the market structure.

Course Outcomes -

- Understand how households (demand) and businesses (supply) interact in various market structures to determine price and quantity of a good produced.
- Understand the links between household behavior and the economic models of demand.
- Represent demand, in graphical form, including the downward slope of the demand curve and what shifts the demand curve.
- Understand the links between production costs and the economic models of supply.
- Understand the concept of Pricing
- Analyze operations of markets under varying competitive conditions

SUBJECT: Banking and Insurance
Open Elective

Objectives –

- To provide basic knowledge of banking and insurance system and its operations
- To develop the skill that is required for the students to work efficiently and effectively in the dynamic banking and insurance scenarios.
- To make the students understand the various services offered and various risks faced by banks.
- To make them aware of various banking innovations after nationalization To give them an overview about insurance industry.
- To make the students understand various principles, provisions that govern the Life General Insurance Contracts.

Course Outcomes -

- To understand banking and insurance services for the economic growth of a country and importance for the entire business procedure.
- To understand the banking system, banking procedure, practical banking, etc.
- To understand the insurance system, insurance procedure, regulation of banking and insurance.
- They shall also be able to earn employment in the field of banking and insurance.

SUBJECT: Business Mathematics
Open Elective

Objectives –

- To understand the basic concepts of Mathematics.
- To make students familiar with the concepts of ratio, proportion, variation and percentage.
- To enable students to understand various terms and formulae involved in computation of profit or loss.
- To make students equipped with the concepts of interest, rate of interest, annuity and installments.

Course Outcomes -

- To apply basic terms of integration in solving practical problems field of as of business.
- To understand basic methods of business calculus, types and methods of interest account and their basic applications in practice.
- To solve problems in the areas of business calculus, simple and compound interest account, use of compound interest account, loan and consumer credit.
- To discuss effects of various types and methods of interest account.
- To connect acquired knowledge and skills with practical problems in economic practice.

SUBJECT: E – Accounting and Taxation with GST
Vocational

Objectives –

- To enable the students to identify the basic concepts, definitions and terms related to Income Tax.
- To enable the students to compute income under various heads namely income from salaries, house property, business/ profession, capital gains and income from other sources
- To enable the students to determine the residential status of an individual and scope of total income.
- This paper aims to facilitate students to have knowledge regarding application of computer in accounting and finance and to support them to work in computerized environment.

Course Outcomes -

- Know the concept of E - Accounting.
- Obtain of theoretical and practical knowledge of Income Tax Act.
- Achieve Information relating Computation of Taxable Income and Tax Liability .
- Know of historical background and implementation of GST Act.
- Know of Concept of supply and Information of Input Tax Credit.

**SUBJECT: E – Accounting and Tally
Vocational**

Objectives –

- The students are introduced to computerized accounting environment.
- Knowledge of Tally, computerized accounting software is imparted to the students.
- To train the students in preparations of final accounts and other financial statements in Tally.
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Course Outcomes -

- Understand the elements of electronic accounting process
- Apply the basics of accounting with the help of sophisticated software like Tally.
- Create a Company , Ledgers and Groups creation , stock groups , Stock items , stock units formation , various Vouchers Entry , etc in tally software .
- Make adjustment entries through Tally and produce financial statements like P & L account , Balance Sheet etc. Develop skills to prepare account manually and computerized.

**SUBJECT: Personality Development
Vocational**

Objectives –

- The course intends to develop talent, facilitate employability enabling the incumbent to excel and sustain in a highly competitive world of business.
- The programme aims to bring about personality development with regard to the different behavioural dimensions that have far reaching significance in the direction of organisational effectiveness.
- To make students know about self-awareness, life skills, soft skills, need for personal development etc.

Course Outcomes -

- Cultivate skills for successful life and learn to handle failures.
- Understand the process of goal setting and SWOT analysis.
- To understand the importance of time and stress management.
- To develop core skills for employability.
- To develop effective communication skills.
- To realize the role of technology in personality development.

ST. ALOYSIUS INSTITUTE OF TECHNOLOGY GAUR, JABALPUR

Department of Commerce

Course Outcomes

Bachelor of Commerce (B.Com.)

SUBJECT: Principle of Statistics

Management Group

B.Com. II Year

Course Outcomes

- CO1 - Students will understand the utility of statistics, familiarize them with the application of basic statistical tools used to summarize and analyze quantitative information for decision making. The student would develop competence to use averages, measures of variation, correlation and regression coefficients.
- CO2 - Explain the primary concepts of statistics, data collection, sampling and tabulation
- CO3 - Will be able to calculate the index numbers and understand the concept of time series and their application
- CO4 - Compute Mean, Median, Mode and Quartiles
- CO5 - Computation of Dispersion, Skewness and Time series

SUBJECT: Principles of Management

Management Group

B.Com. II Year

Course Outcomes

- CO1 - Knowledge of principles of management and school of management thoughts
- CO2 - Use of management tools like coordination in rational decision making.
- CO3 - Familiarize with directing, motivation theories, communication process and leadership.
- CO4 - Understanding types of organization and relevance of CSR and green management.
- CO5 - Develop knowledge about management.

SUBJECT: Corporate Accounting

Accounts Group

B.Com. II Year

Course Outcomes

- CO1 - Understand scope, nature and learn Accounting treatment of Issue and Forfeiture of shares, Redemption of Preference shares, Debentures.
- CO2 - Understand scope, nature and learn Accounting treatment of Profit Prior to Incorporation, Final Account, and Managerial Remuneration.
- CO3 - Understand scope, nature and learn Accounting treatment of Valuation of Goodwill, Shares and Final Account of Electric company.
- CO4 - Understand scope, nature and learn accounting treatment of Holding company and Liquidation of companies.
- CO5 - Understand scope, nature and learn accounting treatment of Amalgamation of companies and Internal Reconstruction of companies.

SUBJECT: Cost Accounting
Accounts Group
B.Com. II Year

Course Outcomes

- CO1 - This course exposes students to a broad range of cost accounting concepts and their terminology, identification and determination of cost behavior.
- CO2 - Understand the importance of costing in companies.
- CO3 - Analyze the situation of industry and company with Marginal Costing and BEP.
- CO4 - Learn contract and job costing.
- CO5 - Understand cost sheet and overhead costing.

SUBJECT: Indian Company Act
Applied Economics Group
B.Com. II Year

Course Outcomes

- CO1 - Remember the procedure of incorporation of company.
- CO2 - Understand the legal provisions relating to alter the contents of the statutory documents of a company.
- CO3 - Understand various meetings of the company.
- CO4 - Elucidate the administration setup of a company.
- CO5 - Understand different types of winding up of a company and legal provisions relating to winding up of a company.

SUBJECT: Banking & Insurance
Applied Economics Group
B.Com. II Year

Course Outcomes

- CO1 - Understand the relationship between the banker and the customer, how to apply crossing and endorsement in cheques.
- CO2 - Understand the functions of RBI and methods of credit control.
- CO3 - Evaluate the elements of modernized banking.
- CO4 - Understand the Deposit Mobilization, Investment Management and to analyze risks and financial Problems.
- CO5 - Understand the importance, principals, provisions of life insurance policies, general insurance policies and apply them.

SUBJECT: Tax Procedure and Practices
B.Com. II Year
Paper- I: Income Tax Procedure and Practices

Course Outcomes

- CO1- The course will provide practical knowledge of income tax and will enable application of various provisions of income tax act for tax calculation. Upon the successful completion of this course, students will be equipped with the concepts of income tax laws in India and will be able to file Income Tax Returns.
- CO2- Understand scope and nature of Income Tax Law and learn provision of Residence and Tax Liability
- CO3- Understand scope, nature and learn provision of Income from Salary and House property.
- CO4- Understand scope, nature and learn provision of Income from Business or Profession, Capital Gain and Other sources.
- CO5- Understand scope, nature and learn provision of Taxable Income of Individual and Tax liability.
- CO6- Understand scope, nature and learn provision of Assessment, Advance Tax, TDS, Penalties

SUBJECT: Tax Procedure and practices
B.Com. II Year
Paper- II: Advanced study of Goods & Service Tax

Course Outcomes

- CO1- Explain the framework, benefits and challenges in implementing GST
- CO2- To impart skill in applying and analysing the provisions of Goods and Service Tax Act and Customs Act in handling practical situations.
- CO3- To understand the implications of GST on the taxable capacity consumers, dealers and of the society at large and its changes.
- CO4- To make them to be a tax consultant in preparing the tax planning, tax management. Payment of tax and filing of tax returns.
- CO5- To gain expert knowledge of the principles and law relating to Goods and Service Tax and Customs Act.

ST. ALOYSIUS INSTITUTE OF TECHNOLOGY GAUR, JABALPUR

Department of Commerce

Course Outcomes

Bachelor of Commerce (B.Com.)

SUBJECT: Income Tax Law & Practice

Accounts Group

B.Com. III Year

Course Outcomes

- CO1- Learning objectives upon completing income tax law and practice entails knowledge of the concepts, principles and provisions of taxation of individuals and small business. It will enable students to assess total income and compute tax liability.
- CO2 - Understand scope and nature of Income Tax Law and learn provision of Residence and Tax Liability.
- CO3 - Understand scope, nature and learn provision of Income from Salary and House property.
- CO4 - Understand scope, nature and learn provision of Income from Business or Profession, Capital Gain and Other sources.
- CO5 - Understand scope, nature and learn provision of Taxable Income of Individual and Tax liability.
- CO6 - Understand scope, nature and learn provision of Assessment, Advance Tax, TDS, Penalties.

SUBJECT: Goods & Service Tax & Custom Duty

Accounts Group

B.Com. III Year

Course Outcomes

- CO1- Know about meaning, terms and general provision of GST.
- CO2- Understand about taxable value of goods and supply and input tax credit.
- CO3- Understand about composition scheme and job work.
- CO4- Compute taxable value and tax liability of IGST and Customs duty.

SUBJECT: Auditing

Management Group

B.Com. III Year

Course Outcomes

- CO1- Introduction to audit, types and understanding audit working papers.
- CO2- Learning about verification of assets and liabilities
- CO3- Understanding provisions of appointment of auditor and audit report.
- CO4- Understanding investigation and knowing about special audit
- CO5- Understanding audit procedure of internal check and internal control.

SUBJECT: Management Accounting
Management Group
B.Com. III Year

Course Outcomes

- CO1- Understand origin and growth, meaning scope and limitations and functions of management accounting.
- CO2- Analyze the financial statement using various ratios, Prepare Fund Flow Statement and Cash Flow Statement.
- CO3- Calculation of Variances & Interpretations of Inter Process Transfers.
- CO4- Decision Making Procedure under Marginal Costing.
- CO5- Prepare different budgets for the business.

SUBJECT: Principles of Marketing
Applied Economics Group
B.Com. III Year

Course Outcomes

- CO1- Express the concept and application of marketing principles.
- CO2- To comprehend marketing decisions, based upon the combination of product, price, promotion, and distribution elements. In this course, you will study consumer and industrial markets and understand the value of the marketing mix in the marketing planning process.
- CO3- To understand marketing carried out by an organization to meet the requirements of domestic and international buyers, both households and businesses, within the bounds of ethics and the legal environment.
- CO4- To apply key frameworks and methods, and develop analytical skills to solve marketing problems.
- CO5- To understand how organizations identify customers and their wants/needs.

SUBJECT: International Marketing
Applied Economics Group
B.Com. III Year

Course Outcomes

- CO1- Classify strategies for entering export markets from extant knowledge and research
- CO2- Knowledge and relevant business skills to analyze challenges in the international marketing environment and develop, critically evaluate and implement international marketing-related strategies.
- CO3- To understand techniques of product, promotion advertising and E-marketing in international market.
- CO4- Understand various dimensions of product mix.
- CO5- Propose revised strategies and marketing communications to enter diverse international markets.

**SUBJECT: Various Central, Provincial and Local Tax
Tax Procedure and practices (Optional Group)
B.Com. III Year
Paper – I**

Course Outcomes

- CO1- The course will provide practical knowledge of income tax and will enable application of various provisions of income tax act for tax calculation. Upon the successful completion of this course, students will be equipped with the concepts of income tax laws in India and will be able to file Income Tax Returns.
- CO2- Will understand the provisions of setting-off & carry forward of losses while calculating GTI.
- CO3- Helps to minimize taxable income and tax liability by various deductions.
- CO4- Will be helpful to fill & file the various ITR forms.
- CO5- Analyze the imposition of income tax on HUF & a Partnership firm
- CO6- Will be able to understand the income tax provisions to calculate tax liability on a Company & Co-operative Society.

**SUBJECT: Income Tax Planning And Management
Tax Procedure and practices (Optional Group)
B.Com. III Year
Paper – II**

Course Outcomes

- CO1- To impart deep knowledge about the latest provisions of Income Tax Act
- CO2- To identify the Tax Planning and Assessment Procedures for Individuals, Firms and Companies.
- CO3- will get working knowledge regarding legitimate way of tax planning under different financial/managerial decisions after taking into consideration the impact of Direct Tax Laws.
- CO4- To develop application and analytical skill of the provisions of Income Tax Law for Income Tax planning and Management.
- CO5- To develop application and analytical skill of the provisions of Income Tax Law for Income Tax planning and Management.



St. Aloysius Institute of Technology
Department of Commerce & Management
Course Learning Outcome – B.Com (Bachelor of Commerce)
Course Learning Outcome

B.Com – First Year (According to NEP)

S. No.		Subject Name
1	Major 1	Financial Accounting
2	Major 2	Business Regulatory Framework
3	Minor	Business Organisation and Communication
4	Open Elective	Banking & Insurance
5	Vocational	Accounting & Tally/Personality Development/ E-Accounting with GST

Major 1 – Financial Accounting

CO No.	Course Outcomes
CLO 1	Acquire conceptual knowledge of basics of accounting.
CLO 2	Identify events that need to be recorded in the accounting records
CLO 3	Develop the skill of recording financial transactions and preparation of reports in accordance with GAAP.
CLO 4	Describe the role of accounting information and its limitations.
CLO 5	Equip with the knowledge of accounting process and preparation off in a accounts of sole trader.
CLO 6	Identify and analyze the reasons for the difference between cash book and pass book balances
CLO 7	Recognize circumstances providing for increased exposure to errors and frauds.

Major 2 - Business Regulatory Framework

CO No.	Course Outcomes
CO-1	To provide practical legal knowledge of general business law issues
CO-2	To understand the essentials of valid contract
CO-3	To explain the various laws with regard to sale of goods and performance of sale contract and remedial measures
CO-4	To familiarise with various law regarding consumer protection act in India
CO-5	To understand the meaning and the various legislations with regard to cyber laws

Minor - Business Organisation and Communication

CO No.	Course Outcomes
CO-1	To understand the basics of the business and will able to imbibe how any business can be organized successfully.
CO-2	To Understand the most widely used business organization and communication terms and concepts.

CO-3	Understand the process of business communication and its impact on the evolution on the growth of business organization.
CO-4	Familiarize students with the communication environment, and get them acquainted with the basic working of organization.

Open Elective - Banking & Insurance

CO No.	Course Outcomes
CO-1	To understand banking and insurance services for the economic growth of a country and importance for the entire business procedure.
CO-2	To understand the banking system, banking procedure, practical banking, etc.
CO-3	To understand the insurance system, insurance procedure, regulation of banking and insurance.
CO-4	They shall also be able to earn employment in the field of banking and insurance.

Vocational - Accounting & Tally

CO No.	Course Outcomes
CO-1	Understand the elements of electronic accounting process
CO-2	Apply the basics of accounting with the help of sophisticated software like Tally
CO-3	Create a company, ledgers and group creations, stock group, stock items, stock units formation, various voucher entry, etc in tally software.
CO-4	Make adjustment entries through tally and produce financial statements like profit and loss account and balance sheet etc.
CO-5	Develop skills to prepare account manually and computerised.

Vocational - Personality Development

CO No.	Course Outcomes
CO-1	Cultivate skills for successful life and learn to handle failures.
CO-2	Understand the process of goal setting and SWOT analysis.
CO-3	To understand the importance of time and stress management.
CO-4	To develop core skills for employability.
CO-5	To develop effective communication skills.
CO-6	To realize the role of technology in personality development.

Vocational - E- Accounting with GST

CO No.	Course Outcomes
CO-1	Know the concept of E-Accounting.
CO-2	Obtain the theoretical and practice knowledge of Income Tax and Tax liability.
CO-3	Know the historical background and implementation of GST.
CO-4	Know the concept of Supply and Input Tax Credit.

B.Com – Second Year (According to NEP)

S. No.		Subject Name
1	Major 1	Cost Account
2	Major 2	Corporate Account
3	Minor	Business Statistics
4	Open Elective	Principles of Management
5	Vocational	Accounting & Tally/Personality Development/ E-Accounting with GST

Major 1 – Cost Account

CO No.	Course Outcomes
CO-1	In the event of setting up your own industry, being self-sufficient in cost accounting, you will be able to acquire knowledge of the methods of material issue, control and labour payment.
CO-2	Will be expert in finding out unit cost, finding tender price, finding contract cost including profit.
CO-3	Develop decision making ability through marginal cost analysis, standard cost analysis.
CO-4	Will be able to get employment as a cost analyst in small, big business houses.

Major 2 – Corporate Account

CO No.	Course Outcomes
CO-1	Construct the financial statements of company within the frame work of Ind AS.
CO-2	Devise a plan for Redemption of Preference shares.
CO-3	Reconstruct the capital structure in the financial statement of Joint stock company ltd.
CO-4	Evaluate the Restructuring of capital structure of public company ltd.
CO-5	Develop the procedure involved in Amalgamation of companies.
CO-6	Develop the procedure involved in Absorption of companies.
CO-7	illustrate the implication of unethical accounting practices on the society.

Minor -Business Statistics

CO No.	Course Outcomes
CO-1	Apply a basic knowledge of statistics to business disciplines
CO-2	Develop the ability to analyse and interpret data to provide meaningful information to assist in management decision making activities.
CO-3	Apply appropriate graphical and numerical descriptive statistics for different types of data
CO-4	Apply probability rules and concepts relating to discrete and continuous random variables to answer questions within a business context
CO-5	Explain and interpretate a variety of hypothesis test to 8 decision making in a business context
CO-6	Use simple/multiple regression models to analyse and underlying relationships between the variables

Open Elective -Principles of Management

CO No.	Course Outcomes
CO-1	To demonstrate understanding of the role of manager in an organisation Summarise the elementary concepts, principles and theories of management
CO-2	Examine the managerial functions having an impact on the organisational effectiveness
CO-3	Identify the contemporary issues and challenges in management
CO-4	Develop ethical workplace practices
CO-5	Appraise the sources of influence to inspire the action of other organisational members and evaluate the best control methods

Vocational - Accounting & Tally

CO No.	Course Outcomes
CO-1	Understand computerized accounting system and environment in India.
CO-2	Create structure of computerized accounting system for a business firm.
CO-3	Record day to day business transactions in computerized accounting system.
CO-4	Introduce the students to basic accounts and the usage of Tally for accounting purposes.
CO-5	Help students to work with well-known accounting software i.e. Tally ERP 9.0, an accounting package.
CO-6	Demonstrate an understanding of various predefined inventory vouchers.
CO-7	Develop the students use the Tally software , that helps prepare accounting, payroll, billing, sales and profit analysis, auditing banking inventory, taxation such as GST, VAT, TDS, TCS etc.

Vocational - Personality Development

CO No.	Course Outcomes
CO-1	Student will gain knowledge about the basics of personality dynamics
CO-2	Students will learn to implement techniques of personality development
CO-3	Students will develop skills of self-Resilience and assertiveness in their personality
CO-4	Students will learn interview skills
CO-5	Students will be able to understand about the importance of life skills needed for personality development.

Vocational - E- Accounting with GST

CO No.	Course Outcomes
CO-1	Know the difference between E-Filing and regular filing of Income Tax return and understand the e-filing.
CO-2	Understand the basic process of computing taxable income and tax liability, and know various types of income tax return.
CO-3	Understand the process of Advance Payment of Tax and TDS.
CO-4	Know various types of E-Filing.

B.Com – Third Year (According to NEP)

S. No.		Subject Name
1	Major 1	Marketing Management
2	Major 2	Human Resource Management
3	Minor	Management Accounting
4	Open Elective	International Business
5	Vocational	Accounting & Tally/Personality Development/ E-Accounting with GST

Major 1 – Marketing Management

CO No.	Course Outcomes
CO-1	To understand the role of marketing within society and within an economic system.
CO-2	To learn the vital role of marketing within a firm and the necessary relationships between marketing and other functional areas of business
CO-3	To consider the various decision areas within marketing and tools and methods used by marketing manager for making decisions.
CO-4	To learn key marketing principle and terminology.
	To appreciate how a marketing perspective is important in your own personal and professional development.

Major 2 – Human Resource Management

CO No.	Course Outcomes
CO-1	To develop an understanding about the functions of HRM.
CO-2	To distinguish between Recruitment and Selection.
CO-3	To relate the various stages in Training cycle.
CO-4	To develop an understanding about basics of compensation management and Performance appraisal.
CO-5	To discuss about managing employee relations.

Minor -Management Accounting

CO No.	Course Outcomes
CO-1	Be well versed in a thorough analysis of any company's financial Statements such as profit and loss account and position statement, and be able to make accurate estimates of the financial position, solvency and profitability of that company.
CO-2	By studying the cash flow statement, you will get the knowledge of proper use of cash in the organization and adequate availability of cash in the organization.
CO-3	Learn to control costs by creating different types of budgets from Budgetary control.
CO-4	Prepare the managerial report of the company

Open Elective -International Business

CO No.	Course Outcomes
CO-1	To Understand the most widely used international business terms and concepts.
CO-2	To Identify the role and impact of political, economic, social and cultural variables in international business.
CO-3	To analyse international business from a multi-centric perspective, avoiding ethnocentrism.
CO-4	Understand the process of globalization, its impact on the evolution and growth of international business.
CO-5	Understand the significance of different forms of regional economic integration and to appreciate the role played by various international economies organisations such as the WTO, UNCTAD, IMF and World Bank.
CO-6	Familiarize students with the international financial environment, and get them acquainted with the basic features of the foreign exchange market its characteristics and determinants.

Vocational - Accounting & Tally

CO No.	Course Outcomes
CO-1	After studying this Course, the Student will be able to- Understand the elements of electronic accounting process.
CO-2	Apply the basics of accounting with the help of sophisticated software like Tally.
CO-3	Create a Company, Ledgers and Groups creation, stock groups, Stock items, stock units formation, various Vouchers Entry, etc in tally software.
CO-4	Make adjustment entries through Tally and produce financial statements like P&L account, Balance Sheet etc.
CO-5	Develop skills to prepare account manually and computerized.

Vocational - E- Accounting with GST

CO No.	Course Outcomes
CO-1	Examine how tax planning is useful and essential for every tax payer
CO-2	Understand the concept of tax evasion and tax planning from direct taxes point of view.
CO-3	Determine residential status and its relationship with tax planning.
CO-4	Examine how tax planning is permitted under different provisions of the Income Tax Act.
CO-5	Assess the tax liability of individuals and HUFs having income under different heads, by considering tax planning measures providing for optimal tax relief.
CO-6	Choose the avenues of investment with an intent to reduce tax liabilities and identify merits and limitations of different means of investments and examine various provisions relating to deduction and collection of tax at source and advance tax obligations.

Vocational - Personality Development

CO No.	Course Outcomes
CO-1	Students will acquired the knowledge of different skills of personality development.
CO-2	Students will gain insights about the importance of attitude in personality development.
CO-3	Students will be capable of assessing the personality.
CO-4	Students will be able to develop the ability for use of projective test and personality inventories.
CO-5	Students will be aware about the psychological tests and their use in personality evaluation.



ST. ALOYSIUS INSTITUTE OF TECHNOLOGY, JABALPUR
DEPARTMENT OF MANAGEMENT
PROGRAMME – BBA (BACHELORS OF BUSINESS ADMINISTRATION)

1. PROGRAMME OUTCOMES (PO)

After completing the three-year programme of BBA students will be able to:

- PO1-** To remember the conceptual knowledge with an integrated approach to various functions of management.
- PO2-** To develop leadership and communication skills to become successful business leaders and managers.
- PO3-** To encourage and develop critical thinking, analysis and initiative ability skills.
- PO4-** To develop problem-solving skills through experiential learning and innovative pedagogy to ensure utilization of knowledge in professional careers.
- PO5-** To apply the various concepts, theories and models in the area of HR, Marketing, Finance.
- PO6-** To develop a positive attitude and life skills to become a multi facet personality with a sense of environmental consciousness and ethical values.

2. PROGRAMME LEARNING OUTCOMES (PLO)

- PLO1- Management knowledge:** Acquire adequate knowledge through principles, theory and models of business management, Accounting, Marketing, Finance, IT, Operations and Human Resource.
- PLO2-Communication:** Demonstrate proficiency for Business Communication for effective and professional business management.
- PLO3-Technical Knowledge:** Acquire employability skills through practical exposure of IT and its usage in management.
- PLO4-Investigation of Business Problems:** Analyze and comprehend the applicability of management principles in solving complex business issues.
- PLO5-Entrepreneurial Perspective:** Develop entrepreneurial skills to become an entrepreneur.
- PLO6-Environment and Sustainability:** To build perspective about global environment including cultural, social and sustainability issues.
- PLO7-Leadership Skills:** Ability to develop group behaviour and lead a team to achieve the individual, group and organizational goals.
- PLO8-Ethics:** Understand importance of ethics in business decision-making and inculcate the spirit of social responsibility.
- PLO9-Global Perspective:** Comprehend the applicability of management principles in the situations pertaining to global business world.
- PLO10-Area Specific Expertise:** Apply various concepts, theories and models in the functional areas of business like Marketing, HR and Finance in the Organizations.
- PLO11-Cross-Disciplinary Integration and Strategic Perspective:** Acquire and apply knowledge of economics, mathematics, statistics and production and operation management and its integration relevant to business decisions.
- PLO12-Legal Knowledge:** Obtain legal knowledge of various business operations for effective decision-making.

3. PROGRAM SPECIFIC OUTCOMES (PSO)

- PSO1-** Acquire Practical learning through summer internship, industrial visit and Business Plan etc.
- PSO2-** Demonstrate analytical and problem-solving skills through core elective area of specialization in Finance, Human Recourse, and Marketing to solve the business issues.
- PSO3-** Understand and develop the new dimensions of knowledge through open electives to cater the need of the industry.

COURSES STRUCTURE OF BBA THREE-YEAR PROGRAMME (ANNUAL SYSTEM)

BBA FIRST YEAR (ACCORDING TO NEP 2020)	
GROUP	PAPER NUMBER AND NAME
Group I	BBAA1T- BUSINESS MANAGEMENT
	BBAA2T- COMMUNICATION SKILLS (MINOR)
Group II	BBAA1T- MICRO ECONOMICS
	BBAA2T- BUSINESS STATISTICS (MINOR)
Group III	BBAA1T- FINANCIAL ACCOUNTING
	BBAA2T- BUSINESS MATHEMATICS (MINOR)
VOCATIONAL	PERSONALITY DEVELOPMENT
BBA SECOND YEAR	
Group IV	PAPER VII MARKETING MANAGEMENT
	PAPER VIII MARKETING RESEARCH
Group V	PAPER IX FINANCIAL MANAGEMENT
	PAPER X PROJECT MANAGEMENT
Group VI	PAPER XI HUMAN RESOURCE MANAGEMENT
	PAPER XII ORGANIZATIONAL BEHAVIOUR
BBA THIRD YEAR	
Group VII	PAPER XIII ENTREPRENEURIAL DEVELOPMENT
	PAPER XIV MANAGEMENT INFORMATION SYSTEM
Group VIII	PAPER XV BUSINESS ENVIRONMENT
	PAPER XVI BUSINESS LAW
Group IX	ELECTIVES
	ELECTIVE A : MARKETING
	PAPER XVII CONSUMER BEHAVIOUR
	PAPER XVIII ADVERTISING MANAGEMENT&SALES PROMOTION

4. COURSE OUTCOMES

BBA FIRST YEAR GROUP I PAPER- BUSINESS MANAGEMENT (MAJOR I)

COURSE OUTCOMES

CO1- Students will be able to assess the global context for planning, coordinating, and monitoring managerial behavior.

CO2- Through various planning and decision-making techniques, students can learn about how business ensure to remain in the competitive market.

CO3- Students will understand various forms of organizational structures and their importance.

CO4- Students can learn about various strategies used by businesses to maintain and improve employee efficiency.

CO5- Students will be able to understand how organizations use different leaderships styles to stay competitive.

GROUP I
PAPER - COMMUNICATION SKILLS (MAJOR II)

COURSE OUTCOMES

CO1- Imagination, ethical theory and skills to interact. Students can learn how to do this ethically and effectively.

CO2- students can learn and practice group communication skills. They will learn how to respond in discussions, interviews and conferences.

CO3- Students can learn nonverbal communication, listening and organizational culture.

CO4- Students can be equipped with knowledge of professional communication through the basic principles of writing professional papers and other documents.

GROUP II
PAPER – MICRO ECONOMICS (MINOR)

COURSE OUTCOMES

CO1- Students will understand the importance of basic principles of micro economics.

CO2- Students will be able to understand the basics of demand-supply rules and elasticity. They will also learn how to implement it.

CO3- Utility, apathy analysis and market surplus, students will be able to understand.

CO4- Students will be able to understand production principles, classify costs and incomes.

CO5- Students will be able to understand the comparison of different market systems.

CO6- Students will be able to understand how national income is calculated.

GROUP II
PAPER – BUSINESS STATISTICS

COURSE OUTCOMES

CO1- Statistical Research Tools will increase student's ability to understand how to perform social researches.

CO2- Students will be equipped with knowledge about analysing professional reports and will be able to make decisions based on the reports analysed.

CO3- Students will learn about, Quantization, analysis of performance relationship.

GROUP III
PAPER – FINANCIAL ACCOUNTING

COURSE OUTCOMES

CO1- Students will be able to understand the basics of book keeping and accounting.

CO2- Students will be able to know about accounting software.

CO3- Students will be able to do the accounting work of the business unit.

CO4- They will be in a position to understand and technically use bank reconciliation, branch accounts and departmental accounts.

CO5- Students will understand the concept of Royalty accounting and Hire-purchase accounting and learn what accounting remedies relate to them and where it can be used.

GROUP III
PAPER – BUSINESS MATHEMATICS

COURSE OUTCOMES

CO1- Students will learn to prepare and calculate Invoice, Ratio. Simultaneous equation in two or three variables, Matrices, Logarithm, formulate word problems in order to solve the problems using various methods, Commission, Discount, and Brokerage, Profit and Loss, and then interpret and clearly convey the results in real-world scenarios.

VOCATIONAL
SUBJECT: PERSONALITY DEVELOPMENT

- CO1-** Cultivate skills for successful life and learn to handle failures.
- CO2-** Understand the process of goal setting and SWOT analysis.
- CO3-** To understand the importance of time and stress management.
- CO4-** To develop core skills for employability.
- CO5-** To develop effective communication skills.
- CO6-** To realize the role of technology in personality development.

BBA SECOND YEAR

GROUP IV
PAPER VII- MARKETING MANAGEMENT

- CO1:** Understand the basic concepts, importance of marketing and marketing environment.
- CO2:** Learn concepts related to consumer behaviour and market segmentation.
- CO3:** Analyze the concept of product, branding and product life cycle.
- CO4:** Learn and understand the concepts of pricing and distribution.
- CO5:** Demonstrate the concepts of promotion and promotion mix.

GROUP IV
PAPER VIII- MARKETING RESEARCH

COURSE OUTCOMES

- CO1-** The students will be able to define the basic concepts related to marketing research and can also explain the concepts about contemporary marketing research.
- CO2-** They will be able to explain relationship and differences between marketing research and marketing information systems and will be able to interpret development of marketing research.
- CO3-** They can list the marketing research process in detail and can define each step and concept in the marketing research process that will relate each step to other steps in the marketing research process.
- CO4-** Will be able to evaluate the corporate public relations and tools.
- CO5-** Application of research in the marketing area.
- CO6-** Realization to gather data in the marketing research, coding the data and analyzing the data and arranging of marketing research report.

GROUP V
PAPER IX- FINANCIAL MANAGEMENT

COURSE OUTCOMES

- CO1-** To understand the concept of financial management and identify the tools for best

financial management practices.

CO2- To acquaint the students with the skills for reporting and decision making in areas of investment, finance and dividend decisions by applying the various tools and techniques.

CO3- To give an insight about Finance manager role and responsibility and develop those skills in students. Analysis of qualitative and quantitative information needed to develop a financial plan.

CO4- To impart knowledge for efficient utilization of organization funds and evaluation of financial instruments.

GROUP V

PAPER X- PROJECT MANAGEMENT

COURSE OUTCOMES

CO1- To make students understand the concepts of Project Management for planning to execution of projects and making them understand the feasibility analysis in Project Management and network analysis tools for cost and time estimation.

CO2- Enabling students to comprehend the fundamentals of Contract Administration, Costing and Budgeting.

CO3- Understanding the conceptual clarity about project organization and feasibility analysis of Market, Technical, Financial and Economic resources.

CO4- Analysing the learning and understand techniques for Project planning, scheduling and Execution Control.

CO5- Applying the risk management plan and analysing the role of stakeholders and understand the contract management, Project Procurement, Service level Agreements and productivity.

GROUP VI

PAPER XI- HUMAN RESOURCE MANAGEMENT

COURSE OUTCOMES

CO1- To develop the understanding of the concept of human resource management and to understand its relevance in organizations.

CO2- To develop necessary skill set for application of various HR issues.

CO3- To analyse the strategic issues and strategies required to select and develop manpower resources.

CO4- To integrate the knowledge of HR concepts to take correct business decisions.

GROUP VI

PAPER XI- ORGANISATIONAL BEHAVIOUR

COURSE OUTCOMES

CO1- Understanding the concept of Organisational behaviour in work environment and know about the implication of OB in today's organization work life.

CO2- Demonstrate the basic elements that shape human behaviour and its importance in managing work environment.

CO3- Demonstrate Leadership, its theories and Group Dynamics and its importance.

CO4- Illustrate the concept and techniques of Stress Management and define Organizational Change and Development.

CO5- Illustrate international dimension of Organisational Behaviour, and the management of cultural diversity in global platform.

BBA THIRD YEAR
GROUP VII
PAPER XII – ENTREPRENEURIAL DEVELOPMENT

COURSE OUTCOMES

CO1- The students will be able to describe the basics of entrepreneur, its importance and entrepreneurship process. Understand and apply traits of successful entrepreneurs in doing projects.

CO2- Understand the kinds of feasibility analysis and evaluating business plans with respect to real life case studies. Creating business models with real life examples.

CO3- Understand and analyse the ethical and legal issues in entrepreneurship, employ people for the new venture, marketing challenges faced by the new venture and intellectual property rights.

CO4- Understanding the evolution, features, role, limitations, and types of venture capital. Analyze process of venture capital.

GROUP VII
PAPER XIV MANAGEMENT INFORMATION SYSTEM

COURSE OUTCOMES

CO1- Relate the basic concepts and technologies used in the field of management information systems.

CO2- Compare the processes of developing and implementing information systems.

CO3- Outline the role of the ethical, social, and security issues of information systems.

CO4- Translate the role of information systems in organizations, the strategic management processes, with the implications for the management.

CO5- Students will have an ability to support the delivery, use and management of information systems within an information systems environment.

GROUP VIII
PAPER XV BUSINESS ENVIRONMENT

CO1- Understand dimension of Business Environment, and the role of business environment.

CO2- Illustrate new and old economic and industrial policy.

CO3- Recognize the technological environment, its effects and techniques of adopting new technology.

CO4- Understand about the concept of culture and its role in business growth and profitability.

CO5- Understand about global business environment, global market and strategies adopted by companies in global market.

CO6- Examine the concept and role of social environment, ethics and corporate governance, and understand various government policies, institutions and its role in business.

GROUP VIII
PAPER XVI BUSINESS LAW

CO1- Explain the concepts in business laws and analyse contract and define the business transactions as valid contracts.

CO2- Apply the global business laws to current business environment.

CO3- Analyse the principle of international business and strategies adopted by firms to expand globally

CO4- Integrate concept of business law with foreign trade.

CO5- Develop an understanding about legal formality related to incorporation of a company.

GROUP IX
MARKETING (ELECTIVES) PAPER XVII CONSUMER BEHAVIOUR

- CO1-** Learn the concept and application of consumer behaviour in market and identifying the major influences in consumer behaviour.
- CO2-** Understand the various stages involved in consumer decision making process, and distinguishing between different consumer behaviour influences and their relationships
- CO3-** Express how consumer perceptions impact consumer behaviour.
- CO4-** Infer the product innovation diffusion and adoption process
- CO5-** Demonstrate the difference between consumer and industrial buying behaviour.

GROUP IX

MARKETING (ELECTIVES) PAPER XVIII ADVERTISING MANAGEMENT & SALES PROMOTION

- CO1-** Know the functions and relevance of advertising for marketers and consumers
- CO2-** Prepare effective advertising programme for promotion of goods and services.
- CO3-** Undertake media planning, media selection and scheduling and identifying and making decisions regarding the most feasible advertising appeal and media mix.
- CO4-** Understand various consumer and trade-oriented sales promotion schemes and identifying the dealer-oriented promotion techniques, customer-oriented promotion techniques and the salesmen-oriented promotion techniques.
- CO5-** Implement and evaluate the various trade promotion schemes and programs.



St. Aloysius Institute of Technology
Department of Commerce & Management
Course Learning Outcome – B.B.A. (Bachelors of Business Administration)
Course Learning Outcome

B.B.A. – First Year (According to NEP)

S. No.		Subject Name
1	Major 1	Business Management
2	Major 2	Communication Skills
3	Minor	Business Statistics
4	Open Elective	Business Maths
5	Vocational	Accounting & Tally/Personality Development

Major 1- Business Management

CO No.	Course Outcomes
CO-1	Students will be able to assess the global context for planning, coordinating, and monitoring managerial behavior.
CO-2	Through various planning and decision-making techniques, students can learn about how business ensure to remain in the competitive market.
CO-3	Students will understand various forms of organizational structures and their importance.
CO-4	Students can learn about various strategies used by businesses to maintain and improve employee efficiency.
CO-5	Students will be able to understand how organizations use different leaderships styles to stay competitive.

Major 2- Communication Skills

CO No.	Course Outcomes
CO-1	Imagination, ethical theory and skills to interact. Students can learn how to do this ethically and effectively.
CO-2	Students can learn and practice group communication skills. They will learn how to respond in discussions, interviews and conferences.
CO-3	Students can learn nonverbal communication, listening and organizational culture.
CO-4	Students can be equipped with knowledge of professional communication through the basic principles of writing professional papers and other documents.

Minor - Business Statistics

CO No.	Course Outcomes
CO-1	Statistical research tools I will increase students ability to understand how to perform social researches
CO-2	Student will be equipped with knowledge about analysing professional reports and will be able to make decision based on the report analysis
CO-3	Students will learn about quantization analysis of performance relationship

Open Elective -Business Maths

CO No.	Course Outcomes
CO-1	Students will learn to prepare and calculate invoice ratio simultaneous equation in two or three variables
CO-2	To formulate word problem in order to solve the problem using various methods like commission discount and brokerage
CO-3	Students will be able to interpret and clearly convey the results in real world scenarios

Vocational - Accounting & Tally

CO No.	Course Outcomes
CO-1	Understand the elements of electronic accounting process
CO-2	Apply the basics of accounting with the help of sophisticated software like Tally
CO-3	Create a company, ledgers and group creations, stock group, stock items, stock units formation, various voucher entry, etc in tally software.
CO-4	Make adjustment entries through tally and produce financial statements like profit and loss account and balance sheet etc.
CO-5	Develop skills to prepare account manually and computerised.

Vocational -

CO No.	Course Outcomes
CO-1	Cultivate skills for successful life and learn to handle failures.
CO-2	Understand the process of goal setting and SWOT analysis.
CO-3	To understand the importance of time and stress management.
CO-4	To develop core skills for employability.
CO-5	To develop effective communication skills.
CO-6	To realize the role of technology in personality development.

B.B.A. – Second Year (According to NEP)

S. No.		Subject Name
1	Major 1	HRM
2	Major 2	Organisational Behaviour
3	Minor	Marketing Research
4	Open Elective	Financial Market & Financial Services
5	Vocational	Accounting & Tally/Personality Development

Major 1- Human Resource Management

CO No.	Course Outcomes
CO-1	Demonstrate proficiency in fundamental human resources theories and concepts and how they apply to real world situations.
CO-2	Formulate human resources policies and practices that help promote the organization's strategic goals.
CO-3	Students will understand how organizations link training programs to organisational needs.

CO-4	Students will learn how organizations evaluate jobs and design salary structure based on that and develop an understanding of the challenges of human resources management and successfully manage and resolve conflicts.
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Major 2- Organisational Behaviour

CO No.	Course Outcomes
CO-1	Students will be able to know the organisational behaviour, its importance and comparison of various theories of organisational behaviour. This outcome of organisational behaviour will introduce to several theories on management framework, role of manager, skills of manager and manager's job.
CO-2	Examine the components and theories behind leadership, power and politics. They can analyse real situations where leadership, power and politics are illustrated positively and negatively.
CO-3	Analyse various stress management and coping strategies.
CO-4	Compare different organisation cultures, examine characteristics of cultures, explore global implications and examine creating and sustaining a positive culture, and assessing the impact of culture on organisational behaviour.

Minor –Marketing Research

CO No.	Course Outcomes
CO-1	Understand and critically discuss the marketing research process.
CO-2	Know and critically discuss the various philosophical debates surrounding research in marketing/business studies Understand and apply the various methodologies and methods of marketing research.
CO-3	Understand the various methodologies and methods of marketing research.
CO-4	Critically assess the relative benefits and costs of specific methods of data collection, data analysis and presentation of data.
CO-5	Apply and evaluate different sources of marketing information.

Open Elective -Financial Market & Financial Services

CO No.	Course Outcomes
CO-1	To provide the student a basic knowledge of financial markets and institutions and to familiarize them with major financial services in India.
CO-2	They will be able to know various money markets and capital market instruments.
CO-3	They will be able to understand the functions and organisation of capital market and money market in India.
CO-4	They will be able to know about various financial services provided in the financial market.
CO-5	They will understand various financial institutions and their role in financing of the business.

Vocational - Accounting & Tally

CO No.	Course Outcomes
CO-1	Understand computerized accounting system and environment in India.
CO-2	Create structure of computerized accounting system for a business firm.
CO-3	Record day to day business transactions in computerized accounting system.
CO-4	Introduce the students to basic accounts and the usage of Tally for accounting purposes.
CO-5	Help students to work with well-known accounting software i.e. Tally ERP 9.0, an accounting package.
CO-6	Demonstrate an understanding of various predefined inventory vouchers.
CO-7	Develop the students use the Tally software , that helps prepare accounting, payroll, billing, sales and profit analysis, auditing banking inventory, taxation such as GST, VAT, TDS, TCS etc.

Vocational - Personality Development

CO No.	Course Outcomes
CO-1	Student will gain knowledge about the basics of personality dynamics
CO-2	Students will learn to implement techniques of personality development
CO-3	Students will develop skills of self-Resilience and assertiveness in their personality
CO-4	Students will learn interview skills
CO-5	Students will be able to understand about the importance of life skills needed for personality development.

B.B.A. – Third Year (According to NEP)

S. No.		Subject Name
1	Major 1	Personnel Management
2	Major 2	Human Resource Development
3	Minor	Functional Management
4	Open Elective	Wages & Salary Management
5	Vocational	Accounting & Tally/Personality Development

Major 1- Personnel Management

CO No.	Course Outcomes
CO-1	Get a Comprehensive understanding of the elements of Personnel Management.
CO-2	Derive the utility of key principles of Personnel Management.
CO-3	Understanding the job duties and responsibilities of Personnel Manager and to gain practical understanding of Personnel Audit.
CO-4	Understand the industrial relation and their environmental framework and the evolution of industrial relation and their modern applicability.

Major 2- Human Resource Development

CO No.	Course Outcomes
CO-1	To understand the concept of Human Resource Management.
CO-2	To understand the Human Resource Planning.
CO-3	To understand the Human Resource Development Process.
CO-4	To understand the importance of Learning and Human Resource Development.
CO-5	To understand the process of Human Resources Development Activities.

Minor – Functional Management

CO No.	Course Outcomes
CO-1	To understand the concept of financial management.
CO-2	To Understand the concept of personel management.
CO-3	To Understand the concept of production management.
CO-4	To understand the concept of marketing management.
CO-5	To understand the concept of digital marketing.
CO-6	To understand the need of business ethics in management.

Open Elective -Wages & Salary Management

CO No.	Course Outcomes
CO-1	Recognize how pay decisions help the organization achieve a competitive advantage.
CO-2	Analyse, integrate, and apply the knowledge to solve compensation related problems in organizations.
CO-3	Demonstrate comprehension by constructing a compensation system encompassing; internal consistency, external competitiveness, employee contributions, organizational benefit systems, and administration issues.
CO-4	Design rational and contemporary compensation systems in modern organizations.
CO-5	Analyse the effectiveness of compensation, benefit and Rewards systems in organisations.

Vocational - Accounting & Tally

CO No.	Course Outcomes
CO-1	After studying this Course, the Student will be able to- Understand the elements of electronic accounting process.
CO-2	Apply the basics of accounting with the help of sophisticated software like Tally.
CO-3	Create a Company, Ledgers and Groups creation, stock groups, Stock items, stock units formation, various Vouchers Entry, etc in tally software.
CO-4	Make adjustment entries through Tally and produce financial statements like P&L account, Balance Sheet etc.
CO-5	Develop skills to prepare account manually and computerized.

Vocational - E- Accounting with GST

CO No.	Course Outcomes
CO-1	Examine how tax planning is useful and essential for every tax payer
CO-2	Understand the concept of tax evasion and tax planning from direct taxes point of view.
CO-3	Determine residential status and its relationship with tax planning.
CO-4	Examine how tax planning is permitted under different provisions of the Income Tax Act.
CO-5	Assess the tax liability of individuals and HUFs having income under different heads, by considering tax planning measures providing for optimal tax relief.
CO-6	Choose the avenues of investment with an intent to reduce tax liabilities and identify merits and limitations of different means of investments and examine various provisions relating to deduction and collection of tax at source and advance tax obligations.

Vocational - Personality Development

CO No.	Course Outcomes
CO-1	Students will acquired the knowledge of different skills of personality development.
CO-2	Students will gain insights about the importance of attitude in personality development.
CO-3	Students will be capable of assessing the personality.
CO-4	Students will be able to develop the ability for use of projective test and personality inventories.
CO-5	Students will be aware about the psychological tests and their use in personality evaluation.