

STELLA MARIS COLLEGE (AUTONOMOUS), CHENNAI
COURSE PLAN (June - November 2026)

Department : MA HRM
Name of the Faculty : Dr. P. VIJAYALAKSHMI
Course Title : EMPLOYEE WELFARE AND INDUSTRIAL RELATIONS
Course Code : 23HR/PC/EW34
Shift : II

COURSE OUTCOMES (COs)

COs	Description	CL
CO1	Gain knowledge about employee's behaviour and challenges in their relationship.	K1
CO2	Identify employee's personal goals and their contribution as a productive employee to an organization.	K2
CO3	Formulate a skill for effective usage of social media platforms and ethical workplace communication.	K3
CO4	Construct and plan an employee engagement programme.	K4
CO5	Develop an understanding of the different laws of employment and labour relations.	K5, K6

Week	Unit No.	Content	Cognitive Level	Teaching Hours	COs	Teaching Learning Methodology	Assessment Methods
Jun 15 – 22, 2026 (Day Order 1- 6)	1	Employee Relations – Concepts, Definitions and Needs Approaches: The Systems Model, The Pluralist Approach, Marxist Approach	K1- K3 K1- K3	1 4	CO1-5	Presentation	Group Discussion
Jun 23 – July 1, 2026 (Day Order 1- 6)	1	Employment as a Psychological Contract Employee Burnout – Causes, Symptoms and Treatment	K1-K4 K1-K6	2 4	CO1-5	Board and Chalk	Component 1 Surveys - Students will conduct employee surveys to understand stress and burn outs level in the company (20 Marks)
July 2 – July 8, 2026 (Day Order 1- 6)	2	Employee Welfare-Meaning, Objectives Types of Employee Welfare - Statutory and Non-Statutory Welfare Measures	K1- K3 K2-K6	2 3	CO1-5	Presentation	Group Discussion
July 9 – 16, 2026 (Day Order 1- 6)	2	Labour Welfare Theories	K3-K6	5	CO1-5	Presentation	Group Discussion

July 17 – 24, 2026 (Day Order 1- 6)	3	Industrial Relations: Meaning, Objectives Industrial Disputes: Forms of Disputes and Settlement Machineries – Works Committee, Conciliation, Adjudication, Voluntary Arbitration	K1- K3 K2-K6	1 4	CO1-5	Presentation	Case study analysis on various industrial disputes
July 25 – 28, 2026 (Day Order 1- 3)	3	Role of ILO in Industrial Relations	K1-K4	3	CO1-5	Presentation	Group Discussion
July 29 – Aug 3, 2026	C.A. Test - I						
Aug 4 - 6, 2026 (Day Order 4 - 6)	3	Trade Union: Purpose and Functions, Policies, Recognition and Registration, Affiliation, Membership	K1-K6	2	CO1-5	Presentation	Component 2 Assignment - Students will source details regarding various trade union and their benefits in India (10 Marks)
Aug 7 – 14, 2026 (Day Order 1- 6)	4	Collective Bargaining – Meaning, Types, Process and Importance	K1- K6	5	CO1-5	Presentation	Class Activity demonstrating Collective Bargaining Process
Aug 17 - 24, 2026 (Day Order 1- 6)	4	Suggestions to improve Collective Bargaining	K3-K6	4	CO1-5	Presentation	Group Discussion

Aug 25 – Sep 2, 2026 (Day Order 1- 6)	4	Negotiations - Types of Negotiations, Problem solving attitude, Negotiation skills	K2-K6	5	CO1-5	Board and Chalk	Component 3 Role Play – Enacting various negotiation types (20 Marks)
Sep 3 – 11, 2026 (Day Order 1- 6)	4	Exit policy: Voluntary retirements and Golden Handshake	K1-K5	5	CO1-5	Presentation	Quiz
Sep 15-17, 2026 (Day Order 1 - 3)	5	Discipline: Causes of Indiscipline, Maintenance of discipline	K1-K5	3	CO1-5	Board and Chalk	Seminar
Sep 18 –23, 2026	C.A. Test – II						
Sep 24 - 28, 2026 (Day 4 – 6)	5	Procedure of taking disciplinary action	K1-K5	2	CO1-5	Presentation	Group activity - Interview from various HR experts to understand organizational grievances
Sep 29 – Oct 7, 2026 (Day Order 1 - 6)	5	Domestic Enquiry: Concept and Practice, Principles of Natural Justice Principles of Hot stove rule	K1-K5	5	CO1-5	Presentation	Case Study Analysis

Oct 8 - 14, 2026 (Day Order 1 - 6)	5	Grievance handling: - Meaning of Grievance, Sources of grievance, Constitution of Grievance committee, Benefits of Grievance system, Grievance Redressal machinery	K2-K6	5	CO1-5	Board and Chalk	Group Discussion
Oct 15 - 21, 2026 (Day Order 1- 4)	REVISION						

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STELLA MARIS COLLEGE (AUTONOMOUS), CHENNAI

COURSE PLAN (June - November 2026)

Department : MA HRM
Name/s of the Faculty : Dr.R.Manimalar
Course Title : Compensation Management And Social Security
Course Code : 23HR/PC/CM34
Shift : II

COURSE OUTCOMES (COs)

COs	Description	CL
CO1	Infer procedures and policies in planning compensation for employees	K1,K2
CO2	Infer procedures and policies in planning compensation for employees	K3
CO3	Evaluate rational and contemporary compensation systems in organisations.	K4
CO4	Develop a fair decision in helping employees to gain benefits.	K5
CO5	Formulate approaches to manage legal requirements related to compensation.	K6

Week	Unit No.	Content	Cognitive Level	Teaching Hours	COs	Teaching Learning Methodology	Assessment Methods
Jun 15 – 22, 2026 (Day Order 1- 6)	1	Concepts related to Compensation Introduction: Compensation meaning, objectives, Nature of compensation Types of compensations, compensation responsibilities.	K1-K6	5	1-5	Lecture, Discussion,	Quiz
Jun 23 – July 1, 2026 (Day Order 1- 6)		Components of Compensation, Compensation system design issues, Compensation approaches, Individual Vs team rewards	K1-K6	4	1-5	Lecture and Discussion,	Debate
July 2 – July 8, 2026 (Day Order 1- 6)		Perceptions of pay Fairness, legal constraints on pay systems.	K1-K6	4	1-5	Lecture and Video Presentation	Classroom Activity
July 9 – 16, 2026 (Day Order 1- 6)	2	Compensation Management - Managing Compensation: Strategic Compensation planning,	K1-K3	3	1-5	Lecture and Presentation	Test

		Aligning Business strategy and compensation strategy Compensation Challenges	K1-K3	2			
July 17 – 24, 2026 (Day Order 1- 6)		Method of Job evaluation systems, Wage and Salary surveys, the wage curve, pay grades and Broad banding. Factors affecting the wage mix	K1-K6	4	1-5	Lecture and Presentation	Component 1 (15 marks) Assignment – Analyse and compare the compensation strategies of two different industries.
July 25 – 28, 2026 (Day Order 1- 3)	3	Government regulation on compensation. Variable Pay and Executive Compensation Variable Pay Concept	K1-K6 K1-K6	4 1	1-5	Lecture and Classroom Discussion	Collage
July 29 – Aug 3, 2026	C.A. Test - I						
Aug 4 - 6, 2026 (Day Order 4 - 6)		Types -Individual, Group and Organisational	K1-K6	3	1-5	Lecture and Classroom	MCQ

		Executive Compensation				Discussion	
Aug 7 – 14, 2026 (Day Order 1- 6)		Individual incentive plans-Piecework, Standard hour plan, Bonuses, Merit Pay Group incentive plans- Team compensation, Gain sharing incentive Plans.	K1-K6 K1-K6	3 2	1-5	Lecture and Classroom Discussion	Quiz
Aug 17 - 24, 2026 (Day Order 1- 6)		Organizational incentive plans-Profit Sharing plans, Stock Options - ESOP, ESPP Executive Compensation and International compensation Management.	K1-K6 K1-K6	2 2	1-5	Lecture – Board and Chalk	Component 2 (20 marks) Report – Prepare a paylip for 5 given job roles.
Aug 25 – Sep 2, 2026 (Day Order 1- 6)	4	Benefits- Nature and Services. Strategic perspectives on benefits- Employee Benefit Communication Methods.	K1-K6	5	1-5	Lecture and Video Presentation	Debate
Sep 3 – 11, 2026		Benchmarking benefit	K1- K4	3	1-5	Lecture and Video Presentation	Quiz

(Day Order 1- 6)		schemes, Compensation Benchmarking Analysis Employee benefits programs	K1-K6	2			
Sep 15-17, 2026 (Day Order 1 - 3)		Security benefits, retirement security benefits, health care benefits, time-off benefits, Fringe Benefits.	K1-K6	3	1-5	Lecture and Video Presentation	Role Play
Sep 18 –23, 2026	C.A. Test - II						
Sep 24 - 28, 2026 (Day 4 – 6)	5	Security Benefits and Legal aspects Wage Boards: Objectives.	K1-K6	2	1-5	Lecture and Video Presentation	Component 3 (15 marks) Presentation of compensation Laws with Cases
Sep 29 – Oct 7, 2026 (Day Order 1 - 6)		Structure and Working of Wage Boards Concept of Social Security: Laws relating to Social Security, Provident Fund, ESI,	K1-K6 K1-K5	2 4	1-5	Lecture and Video Presentation	Quiz

		Gratuity, Bonus, Retirement.					
Oct 8 - 14, 2026 (Day Order 1 - 6)		Pay Commissions: Features, Objectives, Importance	K1-K6	5	1-5	Lecture and Video Presentation	Test
Oct 15 - 21, 2026 (Day Order 1- 4)	REVISION						

STELLA MARIS COLLEGE (AUTONOMOUS), CHENNAI

COURSE PLAN (June - November 2026)

Department : MA HRM

Name/s of the Faculty : Dr. Indumathi MK

Course Title : Strategic Human Resource Management

Course Code : 23HR/PC/SM34

Shift : II

COURSE OUTCOMES (COs)

COs	Description	CL
CO1	Explain the basic concepts, principles and practices associated with strategic formulation and implementation.	K1
CO2	Demonstrate competencies to plan and execute investment modules	K2
CO3	Develop creative solutions using a strategic management perspective.	K3
CO4	Prepare employees towards professional growth	K4
CO5	Design CSR Strategies towards organisational sustainability	K5,K6

Week	Unit No.	Content	Cognitive Level	Teaching Hours	COs	Teaching Learning Methodology	Assessment Methods
Jun 15 – 22, 2026 (Day Order 1- 6)	1	Strategic Framework 1.1 Nature and Scope of Human Resource Management.	K1- K4	3	CO1-5	Lecture, Presentation, discussion	Test
		1.2 SHRM Characteristics, SHRM Framework, Strategic role of HRM	K1- K6	3			
Jun 23 – July 1, 2026 (Day Order 1- 6)	1	Strategic HRM vs Traditional HRM	K1- K6	1	CO1-5	Lecture, presentation, Video Lecture	Classroom discussions
		1.3 HR Policies, Sound HR policies, HR policies in recent times	K1- K6	3			
		1.4 HR Strategies to enhance performance	K1- K6	2			
July 2 – July 8, 2026 (Day Order 1- 6)	1	1.4 HR Strategies to enhance performance	K1- K6	1	CO1-5	Lecture, presentation, discussion	Component I – 10 Marks (Quiz on Organizational renewal)
	2	Organizational Renewal 2.1 Strategic Organizational renewal – challenges, Job redesign, Job redefining	K2- K6	4			

July 9 – 16, 2026 (Day Order 1- 6)	2	2.2 Managing Organizational renewal	K2- K6	4	CO1-5	Lecture, presentation, discussion, Case study	Test
July 17 – 24, 2026 (Day Order 1- 6)	2	2.3 Managing Change and Organizational development	K2- K6	3	CO1-5	Lecture, presentation	Classroom discussions
		2.4 Creating Team based Organizations, Flexi work arrangement	K2- K6	2			
July 25 – 28, 2026 (Day Order 1- 3)	3	Strategic HRM System and Investment 3.1 Investment Perspective of HR: investment consideration	K1-K4	2	CO1-5	Lecture, presentation, Field work	Classroom discussions
July 29 – Aug 3, 2026	C.A. Test – I						
Aug 4 - 6, 2026 (Day Order 4 - 6)	3	3.2 Defining and Measuring the investment in HR	K1-K6	3	CO1-5	Lecture, presentation, discussion, Video	Test
Aug 7 – 14, 2026 (Day Order 1- 6)	3	3.3 E-Employee profile, Designing HR portals, Issues in employee privacy, Employee surveys online.	K1-K6	4	CO1-5	Lecture, presentation, discussion, Video	Component II- 20 Marks (Flip book- Students will prepare flip book based

							on employee privacy issues)
Aug 17 - 24, 2026 (Day Order 1- 6)	3 4	3.4 Development and Implementation of HRIS Career & Competency Development 4.1 Career Concepts: Roles, Career stages	K2-K6 K1-K6	4 2	CO1-5	Lecture, presentation, Case study	Classroom discussions
Aug 25 – Sep 2, 2026 (Day Order 1- 6)	4	Career planning and Process 4.2 Career Development Models: Career Motivation and Enrichment.	K1-K6 K2-K6	2 3	CO1-5	Lecture, presentation	Classroom discussions
Sep 3 – 11, 2026 (Day Order 1- 6)	4	4.3 Managing Career plateaus, Designing Effective Career Development Systems 4.4 Competencies and Career Management: Competency Mapping Models, Equity and Competency based Compensation	K1-K6 K1-K6	3 3	CO1-5	Lecture, presentation, Case study	Class room discussions

Sep 15-17, 2026 (Day Order 1 - 3)	5	Corporate Social Responsibility & Sustainability 5.1 Corporate Social Responsibility: Meaning, Definition and Scope. History and Evolution of CSR, Concept of Charity, Corporate Philanthropy, Corporate Citizenship.	K1-K6	3	CO1-5	Lecture, presentation, activity	Test
Sep 18 –23, 2026	C.A. Test – II						
Sep 24 - 28, 2026 (Day 4 – 6)	5	5.2 History and Models of CSR in India, CSR through Triple bottom line, CSR initiative in India	K1- K6	3	CO1-5	Lecture, presentation	Class room discussions
Sep 29 – Oct 7, 2026 (Day Order 1 - 6)	5	5.3 CSR Tools, CSR Programme Planning: Planning, Evaluation, Implementation and Monitoring, Documentation.	K1- K6	4	CO1-5	Lecture , Case study	Component III-20 Marks (Photo series- CSR activities spotted within a specific month will be captured and

STELLA MARIS COLLEGE (AUTONOMOUS), CHENNAI

COURSE PLAN (June - November 2026)

Department : MA HRM
Name/s of the Faculty : Dr.R.Manimalar
Course Title : Total Quality Management
Course Code : 23HR/PE/TQ15
Shift : II

COURSE OUTCOMES (COs)

COs	Description	CL
CO1	understand the concepts and principles of Total Quality Management	K1
CO2	adapt concepts and principles in developing the human resources for the organizational effectiveness.	K2
CO3	apply process improvement techniques for high quality output.	K3
CO4	analyze various Quality Control Tools and to implement the quality process.	K4
CO5	enriched knowledge with TQM system adopted by national and international countries.	K5,K6

Week	Unit No.	Content	Cognitive Level	Teaching Hours	COs	Teaching Learning Methodology	Assessment Methods
Jun 15 – 22, 2026 (Day Order 1- 6)	1	Introduction to TQM:Definition of Quality, Dimensions of Quality, Need for Quality. Evolution of Quality Management	K1-K4 K3,K4	3 3	CO1-5	Lecture	Group Discussion
Jun 23 – July 1, 2026 (Day Order 1- 6)		TQM: meaning, Characteristic and fundamental concepts. TQM Framework – Principles- Historical review: W.Edwards Deming	K1-K5 K1-K6	3 2	CO1-5	Lecture & Video Presentation	Quiz
July 2 – July 8, 2026 (Day Order 1- 6)	2	Joseph .M. Juran and Philip.B. Crossby, Ishikawa Customer satisfaction, Customer perception, customer complaints, service quality, customer retention.	K1-K6 K3-K6	2 3	CO1-5	Lecture – Board & Chalk	Component 1 (15 marks) Scrap Book on TQM Guru's and their contributions

July 9 – 16, 2026 (Day Order 1- 6)		Employee involvement- motivation, empowerment, teams, recognitions and rewards, performance appraisal and supplier partnership	K1-K4	4	CO1-5	Lecture – Board & Chalk	Role play
July 17 – 24, 2026 (Day Order 1- 6)	3	TQM Framework – Techniques -Continuous process improvements- Juran Triology, PDSA cycle	K1-K6	6	CO1-5	Lecture & Video Presentation	Classroom Assessment
July 25 – 28, 2026 (Day Order 1- 3)		5S, Kaizen	K1-K6	3	CO1-5	Lecture & Video Presentation	Quiz
July 29 – Aug 3, 2026	C.A. Test - I						
Aug 4 - 6, 2026 (Day Order 4 - 6)		Quality Circle	K1-K6	2	CO1-5	Lecture & Video Presentation	Group Discussion
Aug 7 – 14, 2026 (Day Order 1- 6)		FMEA, QFD	K1-K6	5	CO1-5	Lecture & Video Presentation	Component 2 (15 marks) Project on House of Quality

Aug 17 - 24, 2026 (Day Order 1- 6)	4	TQM Tools -Seven basic QC tools-Check sheets, Cause and Effect diagram,	K1-K6	5	CO1-5	Lecture & Video Presentation	Collage activity
Aug 25 – Sep 2, 2026 (Day Order 1- 6)		Pareto analysis. Scatter diagram, Histogram, Control charts.	K1-K6	5	CO1-5	Lecture & Video Presentation	MCQ
Sep 3 – 11, 2026 (Day Order 1- 6)		Flow diagram. Concepts of Six Sigma	K1-K6	5	CO1-5	Lecture & Video Presentation	Component 3 (20 marks) Demonstration of TQM Models
Sep 15-17, 2026 (Day Order 1 - 3)	5	Benchmarking Quality System : Quality audit, Quality awards - Deming Prize (Japan)	K1-K6 K1-K4	1 2	CO1-5	Lecture	Debate
Sep 18 –23, 2026	C.A. Test - II						
Sep 24 - 28, 2026 (Day 4 – 6)		Malcolm Baldrye National Quality Award (United States), European Quality Award, Golden Peacock	K1-K4	3	CO1-5	Lecture -Board & Chalk	Quiz

STELLA MARIS COLLEGE (AUTONOMOUS), CHENNAI

COURSE PLAN (June - November 2026)

Department : MA. HRM
Name/s of the Faculty : Ms S JULIET SILVIYA
Course Title : ENTREPRENEURSHIP DEVELOPMENT
Course Code : 23HR/PE/ED15
Shift : II

COURSE OUTCOMES (COs)

COs	Description	CL
CO1	explore entrepreneurial skills and management functions of an organization	K1
CO2	build strategies and tactics to assess enterprise creation	K2
CO3	apply competencies to profit and non-profit firms to create social and economic value.	K3
CO4	demonstrate entrepreneurial skills to craft innovative business	K4
CO5	create women entrepreneurs in recognizing opportunities, mobilizing resources, and managing risks, to build viable enterprises	K5, K6

Week	Unit No.	Content	Cognitive Level	Teaching Hours	COs	Teaching Learning Methodology	Assessment Methods
Jun 15 – 22, 2026 (Day Order 1- 6)	Unit 1	Introduction 1.1 Entrepreneurship: Meaning, Definition, Characteristics, Scope Business model	K1-K4	2	CO 1-4	Lecture, Discussion	Class Interaction
		1.2 Entrepreneur - Meaning, Definition, Scope, Need, Function and Types of Entrepreneurs	K1-K6	3	CO 1-5		
Jun 23 – July 1, 2026 (Day Order 1- 6)		1.2 Entrepreneur - Meaning, Definition, Scope, Need, Function and Types of Entrepreneurs	K1-K6	1	CO 1-5	Case Analysis, Lecture	Class Interaction
		1.3 Role of Entrepreneurship in Economic Development	K1-K5	3	CO 1-5		
		1.4 Factors Influencing Entrepreneurship Development	K1-K5	1	CO 1-5		
July 2 – July 8, 2026 (Day Order 1- 6)		1.4 Internal and External Environment Economic	K1-K5	3	CO 1-5	Presentation, Collaborative Learning	Component 1

	Unit 2	and Non - Economic, Psychological, Social, Cultural, Political, Legal and Economic Factor Social Entrepreneurship Models 2.1 Social Entrepreneurship - Models: Entrepreneur Support Model, Market Intermediary Model, Employment Model,	K1-K6	2	CO1-5		15 Marks Collect newspaper articles, startup success stories, government schemes, entrepreneur interviews and innovative business ideas related to entrepreneurship
July 9 – 16, 2026 (Day Order 1- 6)		2.1 Market Linkage Model, Fee-for-Service Model, Low-Income Client as Market, Service Subsidization Model, Cooperative Model, Organisational Support Model, Empowerment Model, Networking Model	K1-K6	5	CO1-5	Lecture, Group Discussion	Seminar
July 17 – 24, 2026 (Day Order 1- 6)		2.1 Market Linkage Model, Fee-for-Service Model, Low-Income Client as Market, Service Subsidization Model, Cooperative Model,	K1-K5	3	CO1-5	Case Study, Participatory Learning	Seminar

		Organisational Support Model, Empowerment Model, Networking Model 2.2 Social Entrepreneurship: Micro Credit Model, Cooperative Model, Public Private Partnership	K1-K5	2	CO1-5		
July 25 – 28, 2026 (Day Order 1- 3)		2.2 Social Entrepreneurship: Micro Credit Model, Cooperative Model, Public Private Partnership	K1-K5	1	CO1-5	Problem Solving	Case Analysis
July 29 – Aug 3, 2026	C.A. Test - I						
Aug 4 - 6, 2026 (Day Order 4 - 6)	Unit 3	Institutional support 3.1 Institutional support: District Industries Centre (DIC) & National Small Industries Corporation (NSIC)	K1-K5	2	CO1-5	Lecture, Case Analysis	Component II 15 Marks Quiz on Institutional Support
Aug 7 – 14, 2026 (Day Order 1- 6)		3.2 Small Industries Development Organisation (SIDO) & Small Industries Development Bank of India (SIDBI)	K1-K5	3	CO1-5	Problem Solving, Discussion	Case Analysis

		3.3 National Bank for agriculture and Rural Development (NABARD & Tamil Nadu- TAHDCO	K1-K5	2	CO1-5		
Aug 17 - 24, 2026 (Day Order 1- 6)		3.4 National Scheduled Caste Finance and Development Corporation (NSFDC)	K1-K5	5	CO1-5	Role Play, Experiential Learning	Class Discussion
Aug 25 – Sep 2, 2026 (Day Order 1- 6)	Unit 4	3.4 National Scheduled Caste Finance and Development Corporation (NSFDC)	K1-5	1	CO1-5	Lecture, Group Activity	Discussion
		Business Venture - Feasibility and Planning 4.1 Idea Generation and Screening of Business Idea, Sources of Idea, Evaluation of Idea. Selection of Business Idea	K1-K6	4	CO1-5		
Sep 3 – 11, 2026 (Day Order 1- 6)		4.2 Business Plan – Meaning, Contents and Significance of Business Plan, Business Plan	K1-K6	5	CO1-5	Case Study, Discussion	Case Analysis

		Process, Advantages of Planning Business					
Sep 15-17, 2026 (Day Order 1 - 3)		4.3 Project Formulation; Feasibility Report, Preparing a Model Project Report for Starting a New Venture	K1-K6	2	CO1-5	Lecture, Problem Solving	Component III 20 Marks Create a startup stall or prototype model showcasing a business idea, product or service innovation
Sep 18 –23, 2026	C.A. Test - II						
Sep 24 - 28, 2026 (Day 4 – 6)	Unit 5	Women Entrepreneurs 5.1 Importance and Characteristics of Women Entrepreneurs	K1-K6	2	CO1-5	Collaborative Learning	Seminar
Sep 29 – Oct 7, 2026 (Day Order 1 - 6)		5.2 Functions, Growth and Challenges of Women Entrepreneurs	K1-K3	5	CO1-3	Lecture, Problem Solving	Discussion

Oct 8 - 14, 2026 (Day Order 1 - 6)		5.3 Recent Trends of Women Entrepreneurs in India	K1-K4	2	CO1-4	Project Based Learning	Class Interaction
		5.4 Women Entrepreneurs- Case study	K1-K6	3	CO1-5		
Oct 15 - 21, 2026 (Day Order 1- 4)	REVISION						

STELLA MARIS COLLEGE (AUTONOMOUS), CHENNAI

COURSE PLAN (June - November 2026)

Department : MA. HRM

Name/s of the Faculty : Ms S JULIET SILVIYA

Course Title : MANAGEMENT OF DEVELOPMENT ORGANISATIONS

Course Code : 23HR/PE/MD23

Shift : II

COURSE OUTCOMES (COs)

COs	Description	CL
CO1	utilize the gained knowledge in applying the concepts related to management.	K1
CO2	apply the skills to manage the function of the organization effectively.	K2
CO3	understand how the various business organization structures process.	K3
CO4	demonstrate the roles, skills and functions to participate positively in the global management	K4
CO5	exhibit moral principles in a leadership position to guide their actions and behaviours	K5, K6

Week	Unit No.	Content	Cognitive Level	Teaching Hours	COs	Teaching Learning Methodology	Assessment Methods
Jun 15 – 22, 2026 (Day Order 1- 6)	Unit 1	Introduction to Management 1.1 Management: Meaning, Definition, Nature of management	K1- K4	3	CO1-4	Lecture, Discussion	Class Interaction
Jun 23 – July 1, 2026 (Day Order 1- 6)		1.2 Management: Basic Concepts and Principles, Goals of Management, Approaches to Management, Behavioral Approach, Human Relation Approach of Social Work Principles in Management of Welfare Organization	K1-K6	3	CO1-5	Case Analysis, Lecture	Class Interaction
July 2 – July 8, 2026 (Day Order 1- 6)	Unit II	Management Functions 2.1 Management Functions: Concept and Principles of Management Planning, Policy Making, Goal Setting, Organization, Staffing, Coordination, Communication, Supervision and Control, Public Relations and	K1-K6	2	CO1-5	Presentation, Collaborative Learning	Component 1 20 Marks Collage of Management School of Thoughts

		Publicity; Reporting and Evaluation					
July 9 – 16, 2026 (Day Order 1- 6)		2.2 Managerial Role, Functions & skills Managerial Role, levels of management, functions, Managerial skills of an effective manager.	K1-K6	3	CO 1-5	Lecture, Group Discussion	Seminar
July 17 – 24, 2026 (Day Order 1- 6)		2.3 Conflict Management: Meaning, types of Conflict, impact of Conflict on organisations performance, Conflict management and strategies	K1-K6	3	CO1-5	Case Study, Participatory Learning	Seminar
July 25 – 28, 2026 (Day Order 1- 3)	Unit III	Management of Organisations 3.1.Board, Trustee Committees, Executives and their roles and functions Laws related to CBOs and NGOs	K1-K4	1	CO 1-4	Problem Solving	Case Analysis
July 29 – Aug 3, 2026	C.A. Test - I						
Aug 4 - 6, 2026 (Day Order 4 - 6)		3.2.Society Registration Act 1976s, Trust Act of 1-5 1912, Cooperative	K1-K6	2	CO1-5	Lecture, Case Analysis	Component II 20 Marks

		Societies Act 1912 and issues related issues					Role Play on Management Functions
Aug 7 – 14, 2026 (Day Order 1- 6)		3.2.Society Registration Act 1976s, Trust Act of 1-5 1912, Cooperative Societies Act 1912 and issues related issues	K1-K6	3	CO1-5	Problem Solving, Discussion	Case Analysis
Aug 17 - 24, 2026 (Day Order 1- 6)		3.3 Organisational Management Mission and Vision; Governance, Delegation, decentralization, coordination, collaboration, authority, responsibility accountability; Organisational design of Partnerships between private and public spaces, collaborations	K1-K5	3	CO105	Role Play, Experiential Learning	Class Discussion
Aug 25 – Sep 2, 2026 (Day Order 1- 6)	Unit IV	Financial Support 4.1 Public Funding Agents: State and National Government Projects	K1-K6	3	CO1-5	Lecture, Group Activity	Discussion
Sep 3 – 11, 2026 (Day Order 1- 6)		4.2 International agencies	K1-K6	3	CO1-5	Case Study, Discussion	Case Analysis

