

M.Phil.Commerce

Programme Outcomes

PO.No.	Upon the completion of the Programme, the students will be able to:
PO-1	Identify Research Problem
PO-2	Draft questionnaire/interview schedule/collect data
PO-3	Analyse data and bring out interpretations
PO-4	Carryout Research Projects
PO-5	Identify interest in research, employment or trade
PO-6	Understand the role of individuals in organizational behaviour

Programme Specific Outcome (PSO)

PSO No.	Upon the completion of the programme, the students will be able to :	PO Mapped
PSO-1	Prepare research articles for presentation/publication	PO-4
PSO-2	Describe the importance of human resource	PO-5
PSO-3	Understand the procedure for export and import trade and commerce	PO-5
PSO-4	Undertake projects on social issues	PO-5
PSO-5	Understand leadership styles, individual and organizational behavior, attitudes and perceptions	PO-6

Semester I

C1: Professional Skills for Teaching – Learning

Sub Code: MPE181

No. of hours per week			Credit	Total no. of hours	Marks
T	P	Library	3 + 1	75	100
3	2	2			

Course Outcomes

Co No.	Upon completion of this course, scholars will be able to
CO-1	Communicate competently in groups and organisations
CO-2	Construct effective written messages in various formats and styles to a variety of audiences
CO-3	Asses the various theories of learning and their association in the development of learning process in children and adults

Teaching Plan

Total Contact hours : 75 (Lectures, Assignments, Teaching practice and tests)

Unit	Module	Topics	Lecture Hours	Learning Outcome	Pedagogy	Assessment/ evaluation
I	Soft Skills					
	1	Introduction to soft skills, Soft skills vs Hard Skills, Types of soft skills	1	Distinguish between soft skills and hard skills	Brain storming, Lecture with PPT	Formative Assessment I
	2	Communication skills: Basics in communication, structure of written and oral sentences, verbal, non verbal, body language, interpersonal and intra personal communication	3	To communicate competently in groups and organisations	Lecture with PPT, Conversation session, Inquiry based activity , Role play	
	3	Behavioural skills: Leadership skills, time management, Creativity and Lateral Thinking	3	To comprehend the leadership skills and to perform effectively as a leader	Lecture ,Group Discussion, Role Play	
	4	Interview skills: Resume writing, different types of interviews, Etiquettes in interviews, mock interviews	3	To apply the principles and techniques in resume writing and in interviews	Lecture, Demonstration, Mock interview	
	5	Team building and group discussion: progressive stages of team building, parameters of GD	3	To apply the procedures of GD in real life situation during formal interviews	Lecture, video clippings, mock group discussion	
	6	Language skills: Strategies to acquire LSRW skills	2	To comprehend listening texts/ speeches by the native speakers. To read effectively with considerable speed and comprehend the texts. To speak and write on simple known topics.	Session in the Language lab for acquiring LSRW skills	
II	Techniques and dynamics of teaching-learning					
	1	Emerging trends in educational psychology: meaning, scope and	2	To understand the significance of various methods of	Brain storming, Lecture with	Formative Assessment I

		methods		educational psychology	PPT	
	2	Learning: Theories of learning, Approaches to learning (Classical conditioning –Ivan Pavlov and Operant conditioning- B.F.Skinner), kinds of learning, factors that affect learning	5	To review the various theories of learning and their association in the development of learning process in children and adults	Video clippings, Lecture with PPT	Formative Assessment II
	3	Motivation: Intrinsic and extrinsic, development of memory and intelligence	3	To apply the effect of motivation in the development of memory and intelligence	Lecture with PPT, Video clippings and Lecture	Formative Assessment II
III	Incorporating Teaching and learning via Modern Gadgets					
	1	MS Word-2007, MS Excel-2007,MS Power point-2007, Concepts in e-resources: making use of web resources	6	To develop an understanding of the various e-resources	Lecture, Preparation of documents in word, excel and Power point (Practical session)	Formative Assessment II
	2	ICT for Research: On-line journals, e-books, courseware, Tutorials, Technical reports, Theses and dissertation	6	To acquire skills to use the e-resources in teaching, learning and research work	Lecture, tutorial based on e-content, methods of preparation of dissertation	Formative Assessment II
IV	Instructional Technology					
	1	Definition, objectives and types of instruction technology, difference between teaching and instruction	2	To understand the difference between teaching and instruction	Lecture	Presentations by the learner using creative methods
	2	Lecture technique: steps, planning and delivery of lecture, lecture with PPT, LCD Projector, AV aids, Smart Class room	3	To classify the various methods of lecturing using ICT tools. To apply the various techniques in the class room techniques.	Lecture with PPT and demonstrati on on how to use LCD projector, Smart class rooms and AV aids (Language lab)	Presentations by the learner using creative methods

	3	Teaching learning techniques: Team teaching, group discussion, seminar, workshop, symposium and panel discussion	4	To differentiate the learning techniques and the strategies to be followed by adopting various methods	Lecture with PPT	Presentations by the learner using creative methods
	4	Modes of teaching: CAI, CMI and WBI	2	To develop the methods of teaching using technology. To apply computer assisted technology for automatic grading.	Lecture with PPT	Presentations by the learner using creative methods
V	Learning, teaching and Evaluation Practice					
	1	Teacher assisted class room teaching	5	To develop teaching skills	Lecture	Teacher evaluation and suggestions
	2	Teacher assisted laboratory practice	3-5 sessions	To improve instructional practices	Demonstration	Teacher evaluation and suggestions

Name &Signature of the Instructor: Mr.D. Arun, 'Vantage', Nagercoil
Ms. P. Sathya, Dr. Brisca Renuga and Dr. Sheeba Daniel , Dr.Shyla Suganthi -Guest Lecturers

Name &Signature of the coordinator: Dr. Sr. Gerardin Jayam, M.Phil. Coordinator

Semester I
Research Methodology
Sub. Code: MPA181

No. of hours per week	Credit	Total no. of hours	Marks
4	6	60	100

Course Outcomes

CO No.	Upon completion of the course, the students will be able to:	PSO	C.L
CO-1	Understand the relevance and the role of research in management	1&4	U
CO-2	Apply reasoning strategies to formulate a research problem	1	Ap
CO-3	Draft Research design	1	C
CO-4	Evaluate various types of sampling methods	2	E
CO-5	Understand the procedure for collection of data, formulation of hypotheses, analysis and interpretation of data	1&4	C
CO-6	Draft report	4	C

Teaching Plan
Total Contact hours: 60 (Including lecture, Seminar and tests)

Unit	Module	Topics		Learning Outcome	Pedagogy	Assessment/ Evaluation
I		Introduction				
	1.	Research; Meaning, purpose, Types	3	Understand the meaning of research	Lecture , Discussion	Short test
	2.	Steps in Research, Research Methodology	2	Analyse the steps in research methodology	Lecture , Discussion	Assignment
	3.	Nature of Social Research, Procedures of conducting Research	2	Assess the Procedures of conducting Research	Lecture, Question Answer Session	Seminar, Test
	4.	Selection and formulation of Research Problem	3	Discuss about the selection and formulation of Research Problem	Lecture , Discussion	Seminar
	5.	Review of Literature Research Gap.	2	Know the concept of Review of Literature and Research Gap.	Lecture , Discussion	Short test, Formative Assessment
II	Research Design & Data Collection					
	1.	Preparation of Research Design, Evaluation of research design, Factors affecting research design	3	Understanding of good research design	Lecture , Discussion	Class test
	2.	Sampling techniques , Methods of sampling	3	Analyse the sampling techniques and methods	Lecture Sharing by students	Seminar Assignment
	3.	Sources of Information, Collection of data , Methods of data collection	2	Know the concepts of data and methods of data collection	Lecture , Discussion	Test Seminar
	4.	Selection of a appropriate method of data collection , Sources , Techniques	2	Discuss the selection of a appropriate methods and techniques of data collection	Lecture , Discussion	Class test
	5.	Questionnaire design: Pilot study , pretesting, Interview schedule	2	Evaluate the questionnaire design and interview schedule	Lecture Sharing by students	Quiz
	6.	Scaling techniques	2	Critically analyse the essentials of scaling	Lecture , Discussion	Test Seminar Formative Assessment
III	Analysis of Data -I					
	1.	Data processing: Meaning, Steps	3	Evaluate the processing of data	Lecture , Group Discussion	Seminar Assignment
	2.	Correlation – Partial and	4	Critically analyse the	Lecture,	Short test

		multiple,		correlation with examples	Question Answer Session	
	3.	Regression – Partial and Multiple	3	Analyse partial and multiple regression	Lecture Sharing	Short test
	4.	Garret Ranking Techniques.	3	Understanding of Garret Ranking Techniques.	Lecture , Group Discussion	Assignment Formative Assessment
IV	Analysis of Data –II					
	1.	Hypothesis , Concept, steps, sources	2	Analyse the steps and sources of hypothesis	Lecture , Discussion	Seminar Test
	2.	Formulation of hypothesis - Testing of hypothesis	2	Understand formulation and testing of hypothesis	Lecture , Discussion	Assignment Short Test
	3.	Two tailed and one tailed test - Chi – Square test	4	Analyse Two tailed and one tailed test and Chi – Square test	Lecture , Discussion	Assignment Brain Storming
	4.	‘t’ test, ‘z’ test.	4	Analyse ‘t’ test, ‘z’ test.	Lecture , Discussion	Assignment Brain Storming Session Formative Assessment
V	Report Writing					
	1.	Research Reports, Problems and Precautions, Types, Mechanics	2	Evaluate the problems of research report	Lecture , Group Discussion	Test Assignment
	2.	Layouts , Formats, Style sheets	2	Know about Layouts , Formats, Style sheets	Lecture, Question Answer Session	Seminar Assignment
	3.	Contents of research report - Steps in drafting reports -	3	Understand the Steps in drafting reports	Lecture , Group Discussion	Seminar Brain Storming
	4.	Footnotes and bibliography writing.	2	Understand the concept of Footnotes and bibliography		Short Test Formative Assessment

Dr. J. Divya Merry Malar
Course Instructor

Dr. C.K.Sunitha
Head of the Department

Major Core

Semester : I
Name of the Course : International Trade
Subject code : MPA182

Course Outcome

CO	Upon completion of this course the students will be able to:	PSO addressed	CL
CO-1	Understand the status of global trade in developing countries	3	U
CO-2	Analysis the role of developing countries in promoting regional economic integration	3	A
CO-3	Describe the methods of correcting balance of payments disequilibrium	3	A
CO-4	Discuss the functions of Foreign Exchange Market	3	A
CO-5	Critically evaluate the Uruguay Round Agreement with special reference to India	3	E
CO-6	Analyse the reasons for the growing dominance of multinational corporations.	3	A
CO-7	Identify the export promotion measures taken by Government of India.	3	U

Teaching Plan

Unit	Module	Topics		Learning Outcome	Pedagogy	Assessment/ Evaluation
I	An Overview of International Trade, Theories of International Trade, Trade Policy					
	1	Mercantile Trade, Global sourcing, Global trade and developing countries	5	Understand the meaning of Mercantile Trade and global sourcing and status of global trade in developing countries	Lecture , Discussion	Short test
	2	Theories of International Trade, Gains from Trade	4	Analyse the theories of International Trade and Gains from Trade	Lecture , Discussion	Assignment
	3	Free trade Vs protection, Trade barriers and Non-tariff barriers	5	Know the arguments in favour and against of free trade and protection and understand the barriers of trade	Lecture, Question Answer Session	Seminar, Test

II	International Commodity Agreements, Balance of Payments					
	1	International commodity agreements, cartels and state trading	5	Understand commodity agreements, cartels and state trade.	Lecture , Discussion	Seminar Class test
	2	Components of Balance of Payments , BOP – disequilibrium, financing of BOP deficit	5	Analyse the components, disequilibrium of Balance of Payment and financing of BOP deficit	Lecture Sharing by students	Assignment
III	Foreign Exchange Market					
	1	Meaning of foreign exchange market, determination of exchange rate system, devaluation, Foreign Exchange Management Act	6	evaluate the exchange rate, devaluation and to gain knowledge about FEMA	Lecture , Group Discussion	Seminar Assignment
	2	Meaning and scope of Eurocurrency market, origin and growth, factors that contribute to the growth.	6	Critically analyse the Eurocurrency market, origin, growth and factors that contribute to the growth.	Lecture, Question Answer Session	Short test Seminar
IV	World Trade Organisation, Multinational Corporation and Globalisation					
	1	Meaning and features of WTO, GATT, WTO, GATs, TRIMs and TRIPs	7	Analyse the functions of WTO, role of Uruguay agreement in the development of developing Countries	Lecture , Discussion	Seminar Test
	2	Meaning, importance and dominance of Multinational Corporations, Multi Nationals in India	6	Understand the pros and cons of multinational corporation	Lecture , Discussion	Assignment Short Test
	5.	Meaning dimensions stages, Conditions and impact of Globalisation	6	Analyse the dimensions of Globalisation and Globalisation of Indian Business	Lecture , Discussion	Assignment Brain Storming Session Formative Assessment
V	Foreign Trade Policy and Regulation					
	1	Foreign Trade Policy, Regulation and development of foreign	6	Evaluate the features of foreign trade policy and the promotional measures taken	Lecture , Group Discussion	Test Assignment

		trade, EOUS, EPZS and SEZS		to improve foreign trade		
	2	International Trade financing, EXIM Bank, Export Credit Risk Insurance	6	Know the features and functions of international trade financing and EXIM bank	Lecture, Question Answer Session	Seminar Assignment

Dr.C.K.Sunitha
Course Instructor

Dr. C.K.Sunitha
Head of the Department

Semester -I

Option - A

Human Resource Management- MPA183

CO No.	Course Outcome	PSO	C.L
CO-1	Understand personnel management and Human Resource management	2	U
CO-2	Understand the traits of HR managers	2	U
CO-3	Illustrate environmental influences of HRM	2	App
CO-4	Evaluate the methods of recruitment and selection	2	E
CO-5	Appraise the job related issues in corporate sector	5	A
CO-6	Develop management development programmes	5	C
CO-7	Compose performance appraisal of an organization.	5	C
CO-8	Understand the quality of work life	2	U

Teaching Plan

Total Contact hours: 60

Unit	Module	Topics	Hours	Learning Outcome	Pedagogy	Assessment/ Evaluation
I	Introduction to Human Resource Management					
	1	Meaning - Nature - Scope - Objectives - Personnel Management Vs. HRM - Importance of HRM - Problems of HRM - HRM as a Profession.	3	To understand the basic concepts of HRM	Discussion	Short test
	2	Classification of HRM - Functions of HRM - Managerial Functions and Operative Functions -	3	To understand the classification of HRM, Organization, Qualities	Discussion	Assignment

		Organisation of HRM Department - Qualities and Qualification of Personnel / Human Resource Managers.		and Qualification of Personnel / Human Resource Managers.		
II	Planning, Recruitment and Selection					
	1	Human Resource Planning, Recruitment and Selection: Human Resource Planning - Meaning- Need and Importance - Objectives - Problems - Process - Responsibility - Meaning - Factors influencing Recruitments - Recruitments Policy - Problems in Recruitments - Sources	4	Understand the concepts of Human Resource Planning, Recruitment and Selection.	Discussion	Seminar Class test
	2	Selection - Meaning - Factors affecting selection decisions - Selection policy - Steps in selection process - Techniques of selection, Placements and induction.	2	Analyse the Techniques of selection, Placements and induction	Lecture Sharing by students	Assignment
	Job Related Issues					
III	1	Job Analysis - Job Description - Job Specification - Job Evaluation	3	Understand the concepts of job analysis, job description and job evaluation	Group Discussion	Seminar Assignment
	2	Job Design - Job Simplifications - Job Enlargement - Job Rotation and Job Enrichment.	3	Analyse the concepts of Job Design, Job Simplifications, Job Rotation and Job Enrichment.	Question Answer Session	Short test Seminar
IV	Training and Development					
	1	Development of Human Resources : Meaning of Training, developments and education - Training: Need and importance - Objectives - Types	2	Analyse the Development of Human Resources	Discussion	Seminar Test
	2	Steps in training programmes - Evaluation of training programmes Management Development Programmes (MDP) - Essentials. Training and Developments in India	4	Understand the Steps in training programmes and MDP	Discussion	Assignment Short Test
V	Performance Appraisal					
	1	Performance Appraisal - Problems	3	Evaluate the features and	Group	Test

		in performance Appraisal		problems of performance Appraisal	Discussion	Assignment
	2	Factors influencing performance appraisal - Techniques - appraisal by MBO	3	Know the Factors influencing performance appraisal and - appraisal by MBO	Question Answer Session	Seminar Assignment

Dr.R.Evalin Latha
Course Instructor

Dr. C.K.Sunitha
Head of the Department