

PROGRAMME & COURSE OUTCOMES

PROGRAMME OUTCOMES

Vision

Fostering excellence in thinking, commitment, and engagement for holistic transformation

Mission

Engaged knowledge building for grooming positive, innovative, and value-oriented thought leaders capable of driving sustainable social transformation

Motto

Excellence in life through service

Core values

Excellence/Magis, Integrity, Secularity, Inclusiveness

M.A. SOCIOLOGY

PROGRAMME SPECIFIC OUTCOMES

- Excellence in research, teaching, learning and practice of Sociology and exploring new vistas of research with social sensitivity
- Forming a community of committed sociologists with concern for the marginalized in the society

COURSE OUTCOMES

S.No.	Course Name	Outcome
1	SO211. THEORETICAL FOUNDATIONS IN SOCIOLOGY	<ul style="list-style-type: none">• To acquaint the students with the historical background of the emergence of sociological theory.• To introduce the students to the theoretical insights of classical thinkers with a view to understand, analyze and interpret the contemporary social scenario.• To help the students to relate theories of the classical thinkers to contemporary societal issues.
2	SO212. PERSPECTIVES ON INDIAN SOCIETY	<ul style="list-style-type: none">• To develop a clear perception on the nature of Indian Society.• To understand the various kinds of theoretical perspectives in understanding the Indian society.• To understand various social institutions and structures of

		<p>hierarchy in India</p> <ul style="list-style-type: none"> To understand the major sources of tension and conflict in Indian society
3	SO213- INTRODUCTION TO SOCIAL RESEARCH METHODS	<ul style="list-style-type: none"> This course is at the introductory level Enable students to develop a primary idea about the concepts and processes of social research. To introduce the basics of major social research techniques
4	SO214A- INTRODUCTION TO SOCIOLOGICAL IMAGINATION	<ul style="list-style-type: none"> To help the students to understand the nature and character of sociological perspective. To familiarize the students with some of the renowned introductory texts in Sociology. To equip students with sociological imagination
5	SO214B- DEVELOPMENT OF SOCIOLOGY AS A DISCIPLINE	<ul style="list-style-type: none"> To help the students to understand the nature and character of sociological perspective. To familiarize the students with the critical exploration of the social processes, social issues and problems of society sociologically. To equip students with sociological imagination
6	SO214C-PUBLIC SOCIOLOGY	<ul style="list-style-type: none"> To help the students to understand the nature and scope of public sociology To familiarize with the student regarding the dimensions of public Sociology To equip the students to coping and adjusting with the public or community.
7	SO221- THEORETICAL PERSPECTIVES IN MODERN SOCIOLOGY	<ul style="list-style-type: none"> To introduce the students to the major theoretical traditions that continues To concern the practice of contemporary sociology. To initiate the students to interpret the relevance and significance of theoretical traditions in analyzing contemporary social reality.
8	SO222-SOCIAL POLICY AND PLANNING	<ul style="list-style-type: none"> To introduce students to the concepts of social policy and planning To familiarize with the major National Social policies in India To understand global social policies and the role of International organizations in global/ Regional social Policies. To enable them to understand the dynamics of public policy formulation and project development in modern/democratic/globalized societies.
9	SO223- ADVANCED SOCIAL RESEARCH METHODS	<ul style="list-style-type: none"> To enable students to develop an in-depth idea about the two major strategies in Research, the quantitative and qualitative. To provide students with an opportunity to acquaint

		himself/herself with the practical skills in developing a research proposal.
10	SO224A- SOCIOLOGY OF DEVELOPMENT	<ul style="list-style-type: none"> • To familiarize the students with the fundamental concepts of Sociology of Development. • To acquaint with the theories of development. • To examine the process of development in the Indian context. • To explain the development related issues and problems in the age of globalization.
11	SO224B- SOCIOLOGY OF MARGINALIZED COMMUNITIES	<ul style="list-style-type: none"> • To sensitize the students to the significance of sociological study of the marginalized communities • To provide the different perspectives on marginalization • To familiarize the students with the problems, movements, programmes and policies of marginalized communities.
12	SO224C- SOCIOLOGY OF KERALA SOCIETY	<ul style="list-style-type: none"> • To make the students inquisitive of the historical and cultural underpinning of the Kerala society • To introduce the salient social and cultural institutions of Malayalees and reasons of its origin and dissolution • To assist the students in locating Kerala's development experience in relation to India and rest of world • To enable them to have a critical inquiry into contemporary challenges of Kerala society.
13	SO231- CURRENT DEBATES IN SOCIAL THEORY	<ul style="list-style-type: none"> • To introduce the students to the recent developments in social theory. • To overview the emerging theoretical and conceptual constructs in social theory in relation to the contemporary changes in society. • To understand the changing trends in contemporary society and familiarize with the theory building process thereof
14	SO232- SOCIAL STATISTICS	<ul style="list-style-type: none"> • To familiarize students with the statistical tools useful in social research. • To train students to use statistical packages and web resources relevant for social research.
15	SO233A- SOCIAL GERONTOLOGY	<ul style="list-style-type: none"> • To enable the students to look at the aging process from a broader social Perspective. • To encourage each student to think about issues raised by social gerontology. • Explain the interaction of sociological, biological, and psychological aspects of aging. Course
16	SO233B- SOCIOLOGY OF TOURISM	<ul style="list-style-type: none"> • To examine the interface between tourism development and society. • To sensitize the students to the need for sustainable tourism development. • To make a comparative analysis of the experiences of

		<p>tourism development in different countries.</p> <ul style="list-style-type: none"> • To examine the social cost of tourism.
17	SO233C-SOCIOLOGY OF INDUSTRY	<ul style="list-style-type: none"> • To give a theoretical understanding on the historical changes in industrial work and labour since the industrial revolution. • To understand the changes in management strategies. • To provide an overview of Industrial relations in India. • To understand the changes in Industry and society due to ICT. • To provide the opportunity for students to obtain first-hand knowledge in the working of secondary and tertiary industries.
18	SO234A-ETHNICITY, CIVIL SOCIETY AND CITIZENSHIP	<ul style="list-style-type: none"> • To introduce the students to the dynamics of identity politics in the world moving around the issues of ethnicity, pluralism and civil society.
19	SO234B- SOCIAL WELFARE ADMINISTRATION	<ul style="list-style-type: none"> • To help students understand the basics of social welfare administration. • To analyze the role of legislations in social welfare administration • To study different approaches of social welfare and governance • To equip the students to administer human service organization
20	SO234C- POPULATION AND SOCIETY	<ul style="list-style-type: none"> • To understand the influence of population on social phenomena. • To acquaint students with the demographic features and trends of Indian society Vis-à-Vis World population. • To acquaint with the population control measures and their Implementation.
21	SO241- URBAN PLANNING AND DEVELOPMENT	<ul style="list-style-type: none"> • To provide an in-depth understanding of cities--how and why they exist, how they develop, and the impacts they have on individuals and on social relationships. • To analyze the relationship between urbanization and political economy of a society. • To analyze the recent trends in urban development
22	SO242- GENDER AND SOCIETY	<ul style="list-style-type: none"> • To introduce students to the context, history and trajectory of Gender and Sexuality. • To sensitize the students to the significance of gender as an analytical tool to understand the social realities. • To equip the students with theoretical insight to analyze and interpret the social system around men and women. • To familiarize the students with the problems, movements and strategies taken by the society.

23	SO243A- RURAL PLANNING AND DEVELOPMENT	<ul style="list-style-type: none"> • To understand the concepts, and models of rural planning & development. • To understand how national rural planning and development are impacted by global policies. • To understand the processes and problems of rural development in India. • To develop in students the skills for rural need assessments, implementation and evaluation of development programmes.
24	SO243B-HUMAN BEHAVIOR & PERSONALITY DEVELOPMENT	<ul style="list-style-type: none"> • To understand the fundamental components of human behavior. • To acquaint with the theoretical perspectives on human behavior. • To familiarize with the socio-psychological theories of human behavior. • To familiarize with the issues of HRD. • To examine the steps in Leadership development
25	SO243C- ENVIRONMENTAL SOCIOLOGY	<ul style="list-style-type: none"> • To understand the need and significance of environmental sociology. • To study the relationship between environment and society. To familiarize with the environmental policy and movements • To familiarize with the environmental issues
26	SO244A- MASS MEDIA AND COMMUNICATION	<ul style="list-style-type: none"> • To provide an understanding of various aspects and forms of communication and mass media • To familiarize the various theories on media to the students • To examine the pertinent issues in modern mass media and new media • To expose the students to the media industry in India
27	SO244B- SOCIOLOGY OF HEALTH	<ul style="list-style-type: none"> • To introduce the students the concepts of health and disease. • To understand the problems of health in India • To examine the problems of health and the role of sociologists in health care.
28	SO 244C- SOCIOLOGY OF CHILDHOOD	<ul style="list-style-type: none"> • To understand the situation of children in India. • To understand the concept & process of socialization. • To understand the history & philosophy of child welfare in India. • To understand the national & international efforts for child welfare. • To familiarize with the programmers& services for child welfare

MASTERS OF SOCIAL WORK

PROGRAMME SPECIFIC OUTCOMES

- To mould professionals with conviction, capable of upholding human dignity, and in interpreting quality
- To work towards the holistic development of the individual and the community
- To evolve into a knowledge centre capable of transforming knowledge into action.

COURSE OUTCOMES

S.No.	Course Name	Outcome
1	SW 2.1.1. HISTORY AND PHILOSOPHY OF SOCIAL WORK	<ul style="list-style-type: none">• Understand Social Work and allied concepts• Understand the history and development of professional social work• Inculcate the philosophical base of social work• Become aware of the Professional growth of their Personal Self• Imbibe the values and ethics of Social Work Units
2	SW 2.1.2. SOCIOLOGY AND ECONOMICS FOR SOCIAL WORK	<ul style="list-style-type: none">• Understand the basic concepts and relevant theories in sociology and economics in order to examine the structure and functions of society• Understand about development and the trends and instruments accompanying globalization• Critically analyse social problems in order to understand their socio-political and economic bases• Develop a critical socio-economic perspective to analyze Indian society and global society.
3	SW 2.1.3. PSYCHOLOGY FOR SOCIAL WORK	<ul style="list-style-type: none">• Understand and appreciate the bases of individual (general psychology) and group behaviour (social psychology) and approaches to understanding Psychology• develop a holistic understanding of human behaviour in the context of human growth & development across the human life-span• understand the developmental tasks and hazards across the lifespan in order to formulate social work intervention strategies• comprehend the concept of abnormality and the various systems of classification
4	SW 2.1.4. WORKING WITH COMMUNITIES	<ul style="list-style-type: none">• Understand the concept of community and the importance of revitalization of community for social development

		<ul style="list-style-type: none"> • Understand of the history of community organization and its pivotal place as a method of social work • Recognize various phases and models of Community Organization • Understand Social Action as a practice approach with communities • Be skilled enough to guide the community process
5	SW 2.1.5. WORKING WITH GROUPS AND FAMILIES	<ul style="list-style-type: none"> • Appraise group work as a method of social work and its application in social work practice • Appraise and inculcate the values and principles of working with groups • Develop ability to critically analyze problems of group and culture, and factors affecting them • Acquire skills, tools and techniques in working with groups and families • Appreciate the importance of recording in Social group work and acquire skills
6	SW 2.2.1. WORKING WITH INDIVIDUALS	<ul style="list-style-type: none"> • Understand case work as a method of social work and its place in social work practice. • Comprehend the values and principles of working with individuals. • Assess and critically analyse problems of individuals. • Appreciate the various models of case work intervention. • Identify various situations and settings where case work can be practiced • Develop skills in case work practice and case work recording • Value the importance of supervision in case work practice • Reflect on ‘self’ as a person and develop as a professional.
7	SW 2.2.2. THEORY AND PRACTICE OF COUNSELLING	<ul style="list-style-type: none"> • Acquire a holistic understanding of counselling as a process and tool for intervention • Development self-awareness as well as skills to handle clients • Understand the process and the phases the client is taken thorough • Acquire skills necessary and understand the principles to be abided by, while counseling individuals • Appreciate various approaches to the practice of counselling and therapy, and develop proficiency

		<p>in at least one approach</p> <ul style="list-style-type: none"> • Recognize and imbibe attitudes and values necessary to be a professional counselor • Familiarize the various contexts and clientele for intervention
8	SW 2.2.3 ADMINISTRATION OF HUMAN SERVICE ORGANISATIONS	<ul style="list-style-type: none"> • Acquire knowledge and skills to administer the Human Service Organisations • Be informed about the different kinds of services available at the Governmental and NGO levels for clients to take advantage of • Become familiar with the legislation covering different aspects of the functioning of HSOs • Become familiar with the process of initiating social service programmes • Formulate the different policy documents concerning the functioning of the HSO and prepare reports to the different stakeholders
9	SW 2.2.4SOCIAL LEGISLATIONS AND HUMAN RIGHTS	<ul style="list-style-type: none"> • Understand Indian constitution and legal system and acquire skills to practice legal services. • Understand the personal laws pertaining to various faiths as well as social legislations to protect the vulnerable • Imbibe socio-political and economic context of human rights violations at the national and international level • Identify crimes and vulnerabilities in the context of cyber age and familiarize with the appropriate law enforcement strategies Units
10	SW 2.2.5 SOCIAL WORK RESEARCH AND STATISTICS	<ul style="list-style-type: none"> • Develop an understanding of scientific methods and its characteristics, and appreciate its significance in Social Work • Develop skills in the selection and formulation of research problems with an understanding of the rationale and the different steps involved in the process • Develop an understanding of the various research Designs and their elements, as well as design requirements • Develop skills to construct, select and use tools of data collection • Apply statistics in analysis and interpretation and use the same in processing • Develop skills for processing, analysis, interpretation, documentation, presentation and report writing

11	SW 2.3.1.PROJECT PLANNING AND MANAGEMENT	<ul style="list-style-type: none"> • Understand the process of strategic planning of social development organizations (NGOs). • Appreciate the relevance of vision, mission, and objectives, in the designing of programs and projects for organizations engaged in social development • Imbibe skills for project preparation and undertaking the same in various stages - planning, implementation, management, monitoring and evaluation • Develop an understanding of resource mobilization and fundraising
12	SW 2.3.2. COMMUNITY HEALTH CARE AND HEALTH ADMINISTRATION	<ul style="list-style-type: none"> • Evolve a holistic and integrated approach to health and health care, as a basis for medical and psychiatric social work intervention • Appreciate the various dynamics operating in the functioning of the health care system in the changing global socio-political scenario • Appreciate the organisation of Health care system in India and its challenges • Understand the implication of various health-related legislations
13	SW 2.3.3.A MEDICAL SOCIAL WORK	<ul style="list-style-type: none"> • Appraise changing concept of health, its indicators and the various models • Appreciate the basics of physiology and systems, their functions and diagnostics • Acquire a basic understanding about diseases – communicable and non-communicable • Facilitate the effective understanding of the psychosocial aspects of various diseases and devise appropriate strategies for effective interventions
14	SW 2.3.3 B URBAN PLANNING AND COMMUNITY DEVELOPMENT	<ul style="list-style-type: none"> • Be conceptually clear of urban planning and community development and aware of related theoretical frameworks • Identify and analyse the issues pertaining to urban community development • Acquaint with various agencies engaged in working for the urban community development • Understand the structure, functions and the administration of community development institutions - municipalities and corporations • Acquire skills in addressing emerging social challenges in the urban social settings
15	SW 2.3.4 A -PSYCHIATRIC	<ul style="list-style-type: none"> • Appraise the concepts of normal and abnormal

	SOCIAL WORK	<p>behavior as well as the factors contributing to mental health</p> <ul style="list-style-type: none"> • Be familiar with psychiatric case assessment, symptoms and systems of classification • Acquire basic knowledge and must be able to diagnose various common mental disorders • Analyse the psychosocial aspects of various diseases and devise appropriate strategies for effective interventions • Understand Psychiatric Social Work and its practice in various settings
16	SW 2.3.4 B RURAL COMMUNITY DEVELOPMENT AND PANCHAYATI RAJ	<ul style="list-style-type: none"> • Appraise the concept of Community Development and frame a historical perspective of community development • Understand the origin and evolution of village life, the changes happening to village life and people, and develop perspectives at improving it • Understand the history of Community Development Programme and the evolution and implications of Panchayati Raj System as a continuation of the Community Development Programme • Understand the Gandhian Concept of Rural Development and the role of co-operatives • appraise the concept of Cooperatives and appreciate the possibilities and the role of Co-operatives in Rural Development • Be familiar with the on-going programmes for rural development at the State and Central levels
17	SW 2.4.1 ECOLOGICAL SOCIAL WORK, DEVELOPMENTAL COMMUNICATION AND SOCIAL ENTREPRENEURSHIP	<ul style="list-style-type: none"> • Appraise the interrelatedness of human life and environment and the importance of sustainable development and develop a perspective • Understand the role, dynamics and implications of media and communication in moderating social development and be informed about theories, models, and approaches • Understand the problems arising out of environmental degradation and globalization • Understand the concept of entrepreneurship in the social context • Analyze various models of contemporary social entrepreneurship. Understand the Strategies and skills for social entrepreneurship • Visualize an appropriate social problem and design a social enterprise in their preferred area of

		social change
18	SW 2.4.2 INTEGRATED SOCIAL WORK INTERVENTIONS	<ul style="list-style-type: none"> • Understand the core processes and models of integrated social work and international social work practice • Use analytical tools to assess their practice, circumstances, events and situations they engage with, and the theories, perspectives, strategies, techniques and skills of practice • Understand role of human activity and eco-system disequilibrium in contributing to disasters; acquire understanding of the strategies for prevention, mitigation and visualize social work interventions • Imbibe methods of integrated social work intervention and strategies in dealing with disaster management, geriatric care management, youth development, children and persons in distress, as well as persons with disability units.
19	SW 2.4.3 A THERAPEUTIC INTERVENTIONS FOR SOCIAL WORK PRACTICE	<ul style="list-style-type: none"> • Familiarize with some of the basic therapeutic approaches applicable to Medical and Psychiatric Social Work settings • Engage and acquire an understanding of various therapies • Choose at least two types of therapies in the field and acquire competency
20	SW2.4.3. B DEVELOPMENT ECONOMICS	<ul style="list-style-type: none"> • Appraise the concepts of economic growth and development, appreciate the scope of community development in the context of national development • Appraise the concept of poverty and the process of poverty alleviation. • Acquire knowledge about the growing Indian economy and its importance to the various sectors • Appreciate the importance of population as Human Resource in the development of the country • Appreciate the importance of planned development in the progress of the county
21	SW 2.4.4. A SOCIAL WORK PRACTICE AND HEALTH	<ul style="list-style-type: none"> • Appreciate the prospects of Social Work Interventions in Health setting • Understand family as a unit, appreciate the dynamics of family life cycle and plan intervention • Acquire skills in working with mental health issues in schools; intervening with the chronically

		<p>ill and dying; handle suicide prevention and dealing with individuals grappling with issues related to gender orientations</p> <ul style="list-style-type: none"> • Acquire and understanding of dealing with substance abuse, HIV/AIDS, • Understand intervention in the various setting – family, school, hospital • Appreciating the importance of psycho-education and learn to design modules in order to provide psycho-education
22	SW 2.4.4. B SOCIAL ANALYSIS FOR SOCIAL CHANGE	<ul style="list-style-type: none"> • Evaluate critically social process and the social system in the context of social change • Develop skills the social analysis skill from various perspectives- class, caste, gender, ecology etc. • Appraise various types of social awareness programmes to attain the desired goals of community development. • Develop a critical understanding about the social, political, economic and meaning systems and the present day influence of these systems in society. • Critically understand human rights in the national and international concept

M.A. HUMAN RESOURCE MANAGEMENT

PROGRAMME SPECIFIC OUTCOMES

- To impart professional education and training in human resource management.
- To develop professionals with humaneness, ethics in action, and the drive to excel.
- To facilitate knowledge based action.
- To develop the Loyola brand HR professionals.

COURSE OUTCOMES

S.No.	Course Name	Outcome
1	2.1.1. ORGANISATIONAL BEHAVIOUR	<ul style="list-style-type: none"> • To understand the dynamics of human behavior in organisational settings • To learn to create win-win situation in people management • To understand how we perceive and interpret events, situation and people

2	2.1.2 FUNDAMENTALS OF MANAGEMENT AND HRM	<ul style="list-style-type: none"> • To understand the evolution of management thoughts. • To get to know the managerial functions of management. • To introduce the learners to the fundamentals of Human Resource Management. • To position Human Resource management in the overall functions of the corporate world.
3	2.1.3 LABOUR AND MANAGERIAL ECONOMICS	<ul style="list-style-type: none"> • To introduce students to the domain of economics • To acquaint with the labour market in a developing economy like India. • To introduce them to the changes in economic environment in the world and India • To acquaint them with the industrial policies of the government • To enable students to participate in debates on economic matters.
4	2.1.4. BUSINESS COMMUNICATION	<ul style="list-style-type: none"> • To familiarize the students with the basic concepts of communication in the organisational context. • To understand the various forms and applications of communication in business. • To develop the skills of written and oral communication • To equip students to apply IT and audio visual tools for effective communication • To acquire active listening and presentation skills for professional excellence.
5	2.1.5. RESEARCH AND STATISTICS FOR MANAGEMENT	<ul style="list-style-type: none"> • To develop an inquisitive mind and foster a scientific temperament among the learners. • To get competence to undertake a study into the observable phenomena. • To understand the process involved in scientific inquiry. • To understand the differences in qualitative and quantitative approaches • To gain insights about the practical application of research in HR and related issues. • To familiarize with the basic concepts and application of statistics in business research
6	2.2.1. URBAN PLANNING AND SUSTAINABLE DEVELOPMENT	<ul style="list-style-type: none"> • To understand the changing scenario of urban planning and its impact on environment • To provide insights about the concept of sustainable development • To develop sensitivity among students about the rising issues related to environment

		<ul style="list-style-type: none"> • To analyze the impact of CSR implementation on corporate culture, particularly as it relates to sustainability • To enable students to understand the various dimensions of Corporate Social Responsibility activities
7	2.2.2. TALENT MANAGEMENT	<ul style="list-style-type: none"> • To assess the human resource requirement of an enterprise and human potential at work • To acquaint students with the development and implementation of Human Resources Information Systems for various levels in an organisation. • To familiarize with the application of various Human Resources Information Systems in organisations. • To acquire skills in imparting developmental training based on training needs identified • To workout strategies in retaining the human resources in a knowledge- based work environment
8	2.2.3. FINANCIAL MANAGEMENT	<ul style="list-style-type: none"> • To understand the significance and functions of finance • To understand the basic ideas of income and expense • To prepare a balance sheet in the proper format • To enable the students to understand concepts and decisions of financial management • To equip them to apply the knowledge of financial management in the organisation.
9	2.2.4. MARKETING MANAGEMENT	<ul style="list-style-type: none"> • To enhance the understanding of the concepts in marketing • To sharpen the analysis of business strategy and tactics from a marketing person's perspective. • To harness the managerial skills that could enable each one to analyze the problems faced by marketing companies in real life • To appraise the students with various dimensions of emerging knowledge in marketing and its impact on changing relationships between the marketing and society.
10	2.2.5. INDUSTRIAL ENGINEERING AND OPERATIONS MANAGEMENT	<ul style="list-style-type: none"> • To provide a broad introduction to the field of Industrial Engineering for managing manufacturing organizations • To familiarize students with factory system to enhance productivity. • To introduce operations management and explain

		<p>the concepts, strategies, tools and techniques for managing the transformation process applicable to service organizations for competitive advantage.</p> <ul style="list-style-type: none"> • To acquaint the students with the concepts of project management and quality management.
11	2.3.1. BUSINESS ENVIRONMENT & ENTREPRENEURSHIP	<ul style="list-style-type: none"> • To acquaint with the business environment in the country • To develop and acquire cognitive framework to understand and analyses the hyper turbulent business environment • To in-still a spirit of entrepreneurship among the student participants • To give insights into the management of small and medium enterprises • To expose the students to the need of innovation and creativity for sustainability
12	2.3.2. INDUSTRIAL RELATIONS AND EMPLOYEE WELLNESS	<ul style="list-style-type: none"> • To acquire skills in handling employer-employee relations. • To get to know the composition of the parties to industrial relations. • To familiarize with the role of management and unions in the promotion of industrial growth of the economy. • To acquaint with the concept and evolution of Employee Welfare • • To understand the need and relevance of health and safety at workplace
13	2.3.3. PERFORMANCE MANAGEMENT AND EMPLOYEE COUNSELLING	<ul style="list-style-type: none"> • To familiarize the students with the need and relevance of performance management in organisations. • To equip students with comprehensive knowledge about performance appraisal of employees and its management in the organisation. • To understand the process involved in the performance management. • To acquaint the students with the various methods, techniques and practices used to measure performance of employees for professional advantage.
14	2.3.4. LABOUR LAWS	<ul style="list-style-type: none"> • To get an idea of industrial jurisprudence in India • To develop an attitude of preponderance of human relations over legal relations • To be versatile with the provisions of various labour laws • To acquaint with the labour administration

		machinery in India and Kerala
15	2.4.1 . BUSINESS STRATEGY & SHRM	<ul style="list-style-type: none"> • To understand the basics of business strategy. • To learn the various strategic options in front of an organization. • To understand the intricacies in strategy of global companies. • To learn the strategic role of HR from the traditional functional approach. • To study the cultural dimensions of an organization from a bird's eye view.
16	2.4.2. HR ANALYTICS	<ul style="list-style-type: none"> • To enhance the awareness of learners on the application of HR analytics in workplace • To familiarize the application of various financial and statistical measures in HR activities • To understand the relevance of Analytics in various HR process to derive tangible benefits from HR practices. • • To familiarize with applications of various HR metrics in an organization
17	2.4.3. MANAGEMENT OF CHANGE AND ORGANISATIONAL DEVELOPMENT	<ul style="list-style-type: none"> • To understand the concepts and practice relating to the processes of organisation development and change. • To develop insight and competence in diagnostic and intervention processes and skills for initiating and facilitating change in organisations. • To provide necessary self-insight, skills and techniques to become effective change agents and internal OD consultants.
18	2.4.4. COMPENSATION MANAGEMENT	<ul style="list-style-type: none"> • To promote understanding in issues related to compensation in corporate sector. • To impart skills in designing, analysis and restructure compensation management system, policies and strategies. • To understand the role of compensation in determining the competitive advantage of an organisation.

M.Sc. COUNSELLING PSYCHOLOGY

PROGRAMME SPECIFIC OUTCOMES

- To mould a caring cadre of professional counselors committed to empowering individuals, families and society
- To enhance professional practice by encouraging critical reflection, freedom of inquiry, academic excellence and high standards of ethical decision-making
- To create benchmarks in counselling, counsellor education, training, research and publication
- To advocate for progressive state and national mental health policies

COURSE OUTCOMES

S.No.	Course Name	Outcome
1	CP 211 Foundations of Psychology	<ul style="list-style-type: none">• To provide students with a conceptual understanding of the psychological foundations of human behavior• To provide students with diverse perspectives on the functioning of human behavior• To enable the students to make possible links between various functions of the mind and behavior
2	CP 212 Fundamentals of Counselling Psychology	<ul style="list-style-type: none">• To familiarize students with the basic concepts and issues of counselling.• To be informed of the history and development of professional counselling• To provide a comprehensive overview and general understanding of the profession of counselling.• To imbibe the values and ethics of Counselling• To be able to locate oneself as a professional Counsellor in the developmental milieu of the country
3	CP 213 Psychology of Individual Differences	<ul style="list-style-type: none">• To be able to understand and appreciate differences between individuals• To provide students with a theoretical outlook regarding individual differences• To understand why individuals behave in ways in social situations• To understand how individual differences evolve across the lifespan
4	CP 214 Research Methodology	<ul style="list-style-type: none">• To familiarize the student with the methodology of research in psychology.• To enable the student to understand the process of 'knowledge production' in psychology• To familiarize the student with the basics of

		research Report Writing
5	CP 221 Understanding Abnormal Behavior	<ul style="list-style-type: none"> • To introduce students to the concept of abnormality • To equip students with the basic knowledge of the various classificatory systems of abnormality • To enable students to understand the features of mental disorders and their causative factors
6	CP 222 Counseling Process and Skills	<ul style="list-style-type: none"> • To provide students with an understanding of the basic models of Counselling • To introduce students to the micro skills of counselling
7	CP 223 Approaches to Counseling	<ul style="list-style-type: none"> • To provide students with an understanding of the different psychological perspectives of case conceptualization • To provide the students with an understanding of the techniques used across various approaches to Counselling • To train students with the skills underlying various approaches
8	CP 224 Psychometry	<ul style="list-style-type: none"> • To provide students with an understanding of the basics of psychological measurement • To enable students to understand scientific facts underlying the construction of psychological tests • To familiarize students with psychological tests that assess basic functions of the mind and behaviour
9	CP 225 Psychological Testing – Practicals	<ul style="list-style-type: none"> • To introduce students to Psychological Test Administration • To familiarize students with basic tests of intelligence, aptitude and personality
10	CP 231 Counselling in Community Settings	<ul style="list-style-type: none"> • To introduce students to the basics of Community Psychology and the underlying Principles • To prepare students with a theoretical perspective for conducting action research • To introduce students to the variety of models and techniques used in Community settings
11	CP 232 Counselling in Educational Settings	<ul style="list-style-type: none"> • To introduce students to the Discipline of Educational Psychology and the Underlying Principles • To provide students with an understanding of the role of Counsellor in school and College Settings
12	CP 233 Counselling in Organizational Settings	<ul style="list-style-type: none"> • To introduce students to basic Principles of Organizational behaviour • To educate students about the role and scope of a Workplace Counsellor

13	CP 241 Counselling the Family	<ul style="list-style-type: none"> • To enable the student as a counsellor appreciate the specifics in addressing family counselling in terms of the following: • Evolving relationships - marriage and family • Family as an institution, its building and effective maintenance
14	CP 242 Counselling in Hospital Settings	<ul style="list-style-type: none"> • To introduce the students to the basic concepts of Health Psychology • To help students to understand the Process of Illness and the Psychological Factors associated with it • To provide students with the understanding about the role and scope of a Counsellor in Hospital Settings • To orient students to counselling Special Groups
15	CP 243 COUNSELLING AND LEGISLATIONS	<ul style="list-style-type: none"> • Helping the learner to appreciate the legal nuances of counselling and its implications to the counsellor-counselee relationships • Understand the various legislations operational in the context of counselling as a helping profession