

TIRPUDE COLLEGE OF SOCIAL WORK

(An Autonomous Institution)

Syllabus for MASTERS OF COMMERCE (Industrial Relation & personnel Management).

M.Com (IR & PM) CBCS

M.Com (IR & PM) Part-I from Academic Year- 2023-24

M.Com (IR & PM) Part-II from Academic Year-2024-25

Introduction: The name of the course shall be Master's Degree Course in Master of Commerce (Industrial Relation & personnel Management) as per direction No 37 of 2023, has proved to be a vitally competitive factor in the present scenario in an organized sector.

The functions of Human Resource Development and Human Resource Management need high professional skill and competence considering take off stage of globalization in India.

The duration of the course shall be of Two years consisting of four semesters with final examination at the end of each semester.

II) The main objectives of M.Com (IR & PM) course are highlighted as under:

(a) To provide basic knowledge of theoretical concepts of personnel and HR functions at all levels. b) To impart such training and education which will be applied further in the field of HR by using skill and competence to conceptual, managerial and operational functions in all the areas of personnel and HRD/HRM.

(b) Intake of Students for Admission is 60

III) Eligibility for Admission to Semester I: Graduates of any faculty from any statutory University minimum passing marks shall be eligible for admission to the M.Com (IR&PM) course.

(IV) Examination: Examinations shall be conducted at the end of each semester i.e. during November and in May. The Results will be declared within one month from the close of examination.

(V) Fee Structure: Rs 25,000/- Per year (Two Semesters). Registration Fee Rs 100/- . Examination Fee: Rs 500/- Per paper. Degree Fee extra.

(VI) ATKT Rules : An unsuccessful examinee at the any semester examination shall be allowed to keep terms in accordance with the following methods:

VII) 1. Admission to Semester II

Candidate should have completed the term and filled examination form of Semester I.

2. Admission to Semester III

Candidate should have completed the Term of second semester and filled the Semester II examination form and have obtained exemption in 50% subjects (Minimum 5 subjects out of 9 subjects) of first and second semester taken together.

3. Admission to Semester IV

Candidate should have completed I, II & III semesters term and filled examination form for Semester III examination as well as cleared first & second Semester.

(VIII) Assessment: 1. the final total assessment of the candidate is made in terms of an Internal assessment and an external assessment for each for each paper, 20% marks will be based on internal assessment and 80% marks for semester end examination (Theory Paper). The division of the 20% marks allotted to internal assessment of theory papers is on the basis of class test 10 marks, seminars and presentations 05 marks and attendance 5 marks. Marks obtained by the students will be considered for the declaration of the results.

.(IX) Standard of Passing: Every candidate must secure 40% marks in each Paper inclusive of Theory and Internal assessment.

a) There shall be no classification of examinees successful at the M.Com (IR&PM) Semester I, Semester II and Semester III Examination where as SGPA will be notified.

b) Division at the M.Com (IR&PM) (CBCS) Semester IV examination shall be declared on the basis of the aggregate marks obtained in SEMESTER I, Semester II, Semester III, and Semester IV examination taken together and CGPA will be calculated and notified.

(X) Credit System of Evaluation:- The M.Com (IR&PM) programme shall consist of Seventeen Papers (Subjects). Five subjects in First semester and Four each in rest of the semester. The subjects are categorized as Core subjects & Elective subjects. The Core subjects are compulsory whereas, student has a choice to select any one from Elective & foundation subjects

Abbreviations and Formulae Used

G: Grade

GP: Grade Points

C: Credits

CP: Credit Points

CG: Credits X Grades (Product of credits & Grades)

SGPA = $\frac{\sum CG}{\sum C}$: Sum of Product of Credits & Grades points / $\sum C$: Sum of Credits points
SGPA: Semester Grade Point Average shall be calculated for individual semesters. (It is also designated as GPA)

CGPA: Cumulative Grade Point Average shall be calculated for the entire Programme by considering all the semesters taken together.

While calculating the CG the value of Grade Point 1 shall be consider Zero (0) in case of students who failed in the concerned course/s i.e. obtained the marks below 50.

After calculating the SGPA for an individual semester and the CGPA for entire programme, the value can be matched with the grade in the Grade Point table as per the TEN (10) Points Grading System and expressed as a single designated GRADE such as O, A, B, etc....

Grade Conversion table as under:

(Pls See Next Page).

(XI) Medium of Instruction: The medium of Instruction shall be English.

(XII) Course Structure: four Semesters 17 papers

SEMESTER I

Sl No	Paper Type	Paper Code	Subjects	Maximum Marks		Minimum Passing Marks (Th + Pr)out of 100
				Th	PR	
1.	Core	CC01	Industrial & Organizational Psychology	80	20	40
2.	Core	CC02	Labour Law I	80	20	40
3.	Core	CC03	Industrial and Labour Economics	80	20	40
4	Elective	DSE01	(i) Organizational Behaviour. OR (ii) Organization Development	80	20	40
5	Core	CC04	Research methodology	80	20	40

Semester II

Sl. No	Paper type	Paper Code	Subject/Papers	Maximum Marks		Minimum Passing marks (TH + PR) Out of 100
				TH	PR	
1	Core	CC05	Principles of management	80	20	40
2	Core	CC06	Labour Law II	80	20	40
3	Elective	DSE02	(1) Compensation Management OR (ii) Business Environment.	80	20	40
4	Core	CC07	Industrial Relation & Trade Union Movement	80	20	40

Semester III

Sl No	Paper Type	Paper Code	Subjects	Maximum Marks		Minimum Passing Marks (Th + Pr)out of 100
				Th	PR	
1.	Core	CC08	Industrial Safety Management	80	20	40
2.	Core	CC09	Labour Law III	80	20	40
3.	Elective	DSE03	(I)Labour Welfare OR (ii) Cross Cultural Management	80	20	40
4	Core	CCO10	Human Resource management	80	20	40

Semester IV

Sl No	Paper Type	Paper Code	Subjects	Maximum Marks		Minimum Passing Marks (Th + Pr)out of 100
				Th	PR	
1.	Core	CC011	International HRM	80	20	40
2.	Core	CC012	Labour Law IV	80	20	40
3.	Elective	DSE04	(i) Strategic HRM (ii) Current Trend in HR Practices	80	20	40
4	Core	CCO13	Dissertation	80	20	40

Each paper consisting of four Units. There will be Two questions from each unit either or type. Student has to attempt any one of the two questions asked from each unit.

.(XIII) Question Paper Pattern: 1. There shall be two questions from each unit. Students shall attempt one question, out of two questions asked from each unit. Thus out of eight questions, students shall attempt four, ie one question from each unit.

(XIV) For Whom?

1. Students who want to pursue higher studies in HRM and Labour Law.
2. Executives & managers of any field.
3. Professionals such as CA/CS/ICWA/Advocates.
4. Faculties in the field of Management, Engineering, Social work etc.
5. Government employees, self employed, Employees of Public and private sectors.

(XV) Job Opportunities:

Every industry, business and trade needs Human Resource Development Managers for maintaining their work force. So job prospects for HRD specialists are bright. These mainly include major business and corporate houses, multinational companies, airlines, factories, industries, government departments.
