



AQAR 2021-22

1.1 Curriculum Design and Development

1.1.2 Human Resource Management – Board of Studies



PG & RESEARCH DEPARTMENT OF HUMAN RESOURCES MANAGEMENT St. JOSEPH'S COLLEGE (Autonomous)

*Special Heritage Status awarded by UGC Accredited at A++ Grade (4th Cycle) by NAAC
College with Potential for Excellence by UGC DBT-STAR & DST-FIST sponsored College*

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Minutes of the Board of Studies Meeting for Human Resource Management

The Board of Studies Meeting for revising the PG syllabus of HRM was held on 18th May 2021 at 10.00 AM in the virtual HRM staff Room. The meeting started with a silent prayer. Later, Dr. J Wilfred Angello Gerald, Head of the Department welcomed Rev Dr. K Arockiam SJ, Director of SH hostel, SJC and the external members of the Board as well as the internal board members. The members present for the meeting are listed below;

External Members invited & participated in the Board of Studies were;

1. Dr. S.Anbazhagan, Professor & Head, Department of Life Long Learning, Bharathidasan University, Khajamalai Campus, Tiruchirappalli-23 (University Representative)
2. Dr. K.Selvavinayagam, Principal, Government Arts & Science College, Pennagaram, Dharmapuri District - 636 705 (Subject Expert)
3. Mr. S.Ramesh Kumar, Manager - HR, Egston Electronics (India) Pvt Ltd, Pudukkottai Main Road, Tiruchy- 620 007 (Industrial expert)
4. Mr. B.Karthikeyan, Sr. Executive -HR, The AkshayaPatra Foundation, Pondicherry (Alumni)

Internal Members participated in the Board of Studies were;

1. Dr. J. Wilfred Angelo Gerald, Head of the Department, Dept. of HRM, SJC, Tri-2
2. Rev Fr. K Arockiam SJ, Director of SH hostel, Dept. of HRM, SJC, Tri-2
3. Dr J. Michael Raj, Assistant Professor, Dept. of HRM, SJC, Tri-2
4. Prof. G. Louis Victor, Assistant Professor, Dept. of HRM, SJC, Tri-2
5. Dr. Y. Vijila, Assistant Professor, Dept. of HRM, SJC, Tri-2
6. Dr. J Vincent Xavier, Assistant Professor, Dept. of HRM, SJC, Tri-2
7. Prof. Annie Jane C, Assistant Professor, Dept. of HRM, SJC, Tri-2

Agenda for the Board of Studies Meeting

Following are the areas discussed in the Board of Studies meeting;

- The changes or modifications to be carried out in the syllabus.
- Question Paper Model Selection

Dr. S.Anbazhagan (University Representative) expressed his opinion that the paper- Research Methodology can be shifted from semester II to semester III as it will help the students to remember the concepts while carrying out the project work in semester IV. It was also recommended by Dr. K.Selvavinayagam (subject expert). Similarly Dr. S.Anbazhagan expressed to use the term statistical application instead of SPSS in unit -IV as it refers to the brand of a company.

Mr. S.Ramesh Kumar and Mr. B.Karthikeyan insisted to include CTC (cost to the company) in the unit III of the paper-Compensation Management. They also referred, in the paper- Managing interpersonal

effectiveness, warning letters to be included in unit V. The members proposed to include KPI (key performance indicator) and KRA (key result areas) in unit III of the paper – Performance Management. Similarly the concept licensing procedure could be included in unit III of the paper – Entrepreneurial development.

Mr. B.Karthikeyan expressed his view to replace 'Resource' into 'Capital' in the title of the paper – Human Resource Development & Planning. Dr. K.Selvavinayagam (subject expert) suggested to have a separate topic on the workers' awareness towards punishment imposed in the event of violating the said orders and rule in any of labour legislation related papers. Since this particular portion is part of The ID Act, 1948 in unit III of the paper- Industrial relation management, members agree not to have a separate topic on workers' awareness towards punishment.

Finally Members insisted to include the concept –basics of Logical reasoning in unit III of the paper- Knowledge Management as it will help the students to clear competitive examinations successfully. Later, The selected question paper pattern-1 (Four Tier) General Model) for PG programme and the one framed by our department for AEC (Ability Enhancement Course) was also approved by the board.

Towards the conclusion of the meeting, Dr. S.Anbazhagan, (University Representative) appreciated our syllabus by saying "your syllabus is well crafted as per the UGC NET requirement and it covers even much more than that". Finally Dr. J Michael Raj thanked all members presented in the board of studies. The Board of Studies meeting came to an end at 12.00 Noon.

The outcome of the meeting based on the discussions and the suggestions given by the members are tabulated below;

| SEM | Course Code & Course title | Revised Course Code & Course title | Changes | |
|-----|--|--|---|--|
| | | | Topics Removed | Topics Added |
| I | 18PHR1201A Knowledge Management | 21PHR1AEC1 AEC: Knowledge Management | | Unit-3: Basics of Logical reasoning |
| II | 18PHR2106 Industrial Relation & Collective Bargaining | 21PHR2CC05 Industrial Relations Management | | Unit-3: elaborate the ID Act, 1948 |
| | 18PHR2107 Research Methodology | 21PHR2CC06 Research Methodology | This course is moved to Semester III | Unit- IV: the word SPSS is replaced by statistical applications. |
| | 18PHR2202 Core Elective: (Within School) Managerial Effectiveness | 21PHR3ES3B DSE -3: Managing Interpersonal Effectiveness | | Unit V: warning letter |
| III | 18PHR3112 Total Quality management | 21PHR3CC09 Total Quality management | This course is moved to Semester II- in the place of Research Methodology | |
| | 18PHR3203 Core Elective (Within School) | 21PHR3ES3A DSE -3: Compensation Management | | Unit 3: CTC (cost to the company) |

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|----|---------------------------------------|--|--|--|
| | Compensation Management | | | |
| IV | 18PHR4114 Performance Management | 21PHR4CC12 Performance Management | | Unit-3: KPI (key performance indicator) and KRA (key result areas) |
| | 18PHR4116 Entrepreneurial Development | 21PHR4ES4A DSE – 4: Entrepreneurial Development | | Unit-3: Licensing procedure |
| | | 21PHR4ES4A DSE –4: Human Resource Development & Planning | Title has been changed to Human Capital Development Planning | |

Members

Dr J Wilfred Angello Gerald

Rev Dr K Arockiam SJ

Dr J Michael Raj

Mr.G Louis Victor

Dr Y .Vijila

Dr J Vincent Xavier

Ms. CAnnie Jane

Signatures

J. Wilfred Angello Gerald

Fr. Arockiam SJ

Dr. J. Michael Raj

Mr. G. Louis Victor

Dr. Y. Vijila

Dr. J. Vincent Xavier

Dean, School of Management studies



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