M.sc Psychology (HRDM)

2019-2021

Programme Educational Objectives

PEO1: To enhance professional competency among students to apply psychological knowledge in various settings of organization like recruitment, psychometric assessment, job analysis, competency mapping, training, performance appraisal, research and development.

PEO2: To enable students to obtain specialized knowledge in training need analysis and project management by giving a unique perspective which addresses employee behavior concerns.

PEO3: To prepare creative minds to be a leader for Organizations, Entrepreneurship and Start-ups.

PEO4: To enable students with psychology training for employment in business and human resource related organization and to prepare for further professional training in related areas.

PEO5: To inculcate professional expertise, ethical values, social responsibility, commitment, accountability and sustainability for a positive work environment.

Programme Outcomes (POs)

PO1: Competency: To understand the importance of behavioral science in organizational development

PO2: Leadership: To enhance requisite knowledge, motivation, attitude, skills to be an effective leader in organization for global change.

PO3: Ethical Values: To develop competent HR professionals with strong ethical values, corporate social responsibility and effective management skills.

PO4: Research Skills: To impart quality research skills with in-depth knowledge of concepts, theories, research methodology and statistics.

PO5: Psychometric Assessment: To train students in development of psychological tests, psychometric assessment and intervention/training modules according to the professional requirement.

PO6: Counselling Skills and Interventions: To equip students to address mental health issues in the professional domain and provide guidance and counselling. By the end of the program the students will be trained to address employee's intrapersonal, interpersonal, group and societal issues by applying scientific principles of psychology. And also will be able to plan intervention to manage employees stress and balance their work life and to improve quality of

work life.

Program Specific Outcomes (PSOs)

PSO1: Students will demonstrate analytical and critical skills to solve organizational problems in a variety of settings like recruitment, job analysis, competency mapping, training, and performance management.

PSO2: Students will be equipped in entrepreneurial skills, to develop organizational set up in current and futuristic business environments.

PSO3: Students will demonstrate innovative and creative plans, execute ideas for entrepreneurship, startups, national and multinational organizations and its growth.

PSO4: Students will exhibit ability to work, manage and train diverse groups of employees to progress and excel.

PSO5: Students will function effectively as an individual, team member, and leaders in global multi-disciplinary settings.

PSO6: Students will demonstrate progressive, affective, social, ethical and cultural values.

First Semester

1. Course Code: 7MPC101

Course Title: Foundation of Psychology
Course Outcomes:

CO1: Place their own professional lives and work in a larger picture shaped by historical and social factors of psychology. (L2)
CO2: Articulate a philosophy of their own, and apply that philosophy to their professional work. (L2)
CO3: Analyze psychological theory, to apply what can be applied in the current situations. (L3)
CO4: Critical ability to think uniquely for different situations. (L4)
CO5: Understand the present dynamics with an overview of the past. (L2)

CO-PO-PSO Mapping												
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2. Course Code: 7MPC110

Course Title: Behavioural Statistics – I
Course Outcomes:

CO1: Understand and know the relevance of statistics in behavioural science research. (L2)
CO2: Demonstrate the knowledge to quantify data. (L3)
CO3: Demonstrate the knowledge in analyzing and interpreting the data. (L3)
CO4: Analyze and interpret data sets in charts, graphs, and distributions. (L4)
CO5: Evaluate the relationship between data sets. (L5)

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CO-PO-PSO Mapping

3. Course Code: 7MPH101

Course Title: Performance Management
Course Outcomes:

CO1: Systematically formulate and communicate performance management's aims, objectives, priorities, and targets in accordance with business function. (L6)
CO2: Plan effective performance management policies and practices to improve organizational and employee performance. (L6)
CO3: Assess how increased employee involvement can contribute to effective performance and coach employees to identify career paths and resources available to support individual development. (L5)
CO4: Demonstrate the communication skills required in managing high performers and low performers. (L3)

CO5: Critically evaluate the effectiveness of performance management. (L5)

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Course Code: 7MPH102

Course Title: HUMAN RESOURCE AND PERSONNEL
Course Outcomes:

CO1: Understand and plan effectively managerial skills within an organization. (L2)
CO2: Examine current issues, trends, practices, and processes in human resource management. (L3)
CO3: Develop employability skills in an organization. (L4)
CO4: Understand the importance of Human Resource Management. (L2)
CO5: Understand the importance of organizational communication. (L2)

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Course Code: 7MPH103

Course Title: LEADERSHIP AND DEVELOPMENT
Course Outcomes:

CO1: Demonstrate knowledge of different theoretical concepts of human learning. (L3)
CO2: Define and understand different perspectives of human learning. (L2)
CO3: Analyze learning in personal, professional, and social situations based on principles of learning. (L4)
CO4: Apply theoretical expertise in various settings. (L3)
CO5: Evaluate the impact of learning theories on different aspects of human life. (L5)

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Table caption: CO-PO-PSO Mapping

Course Code: 7MPH104

Course Title: INDUSTRIAL PSYCHOLOGY
Course Outcomes:

CO1: Understand and integrate key concepts of psychology in industrial settings. (L2)
CO2: Apply understanding of human uniqueness in organizational growth. (L2)
CO3: Analyze how theories and empirical evidence promote talent in organizations. (L4)
CO4: Critically evaluate organizational practices and their impact on work behavior, attitudes, and performance. (L5)
CO5: Develop job-specific selection designs, competency models, and training programs. (L5)

CO	PO						PSO					
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Table caption: CO-PO-PSO Mapping

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Course Code: 7MPH105

Course Title: SUPERVISED INTERNSHIP
Course Outcomes:

CO1: Apply theoretical understanding of concepts, theories, and interventions. (L3)
CO2: Demonstrate skills in interacting and establishing professional relationships with clients. (L3)
CO3: Demonstrate therapeutic and professional skills required in professional settings. (L3)
CO4: Acquire experiential learning and sensitization toward professional requirements. (L4)
CO5: Be professionally prepared to deal effectively in professional environments. (L4)

Second Semester

Course Code: 7MPC201

Course Title: RESEARCH METHODOLOGY
Course Outcomes:

CO1: Define and distinguish among the principles, techniques, and methods involved in research. (L2)
CO2: Apply knowledge of various methods of research design and sampling techniques. (L3)
CO3: Critically analyze research methodologies in existing literature. (L4)
CO4: Apply scientific principles of research methodology to research projects. (L3)
CO5: Evaluate research questions, hypotheses, data, and findings. (L5)

CO-PO-PSO Mapping												
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Course Code: 7MPC203

Course Title: PERSONALITY THEORIES
Course Outcomes:

CO1: Understand the relevance of personality in defining human behavior. (L2)

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CO2: Differentiate between major theoretical approaches to personality. (L2)
CO3: Assess and analyze the different dimensions of personality. (L4)
CO4: Evaluate suitable methods of personality assessment. (L5)

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Course Code: 7MPH201

Course Title: Organizational Behaviour

Course Outcomes:

CO1: Understand and integrate theoretical knowledge of psychology in organizational behavior. (L2)
CO2: Assess potential factors that affect organizational structure, communication, culture, and design. (L5)
CO3: Critically evaluate organizational practices and their impact on employees' behavior, motivation, attitudes, and performance. (L5)
CO4: Analyze emerging trends in understanding contemporary and modern organizational challenges. (L4)
CO5: Apply management skills and training to deal with organizational change and development. (L5)

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Course Code: 7MPH202

Course Title: International HRM

Course Outcomes:

CO1: Integrate and evaluate different perspectives on International Human Resource Management (IHRM). (L2)
CO2: Systematically define, categorize, and analyze a broad range of issues faced by MNCs in their IHRM strategies. (L4)
CO3: Use concepts and tools to develop practical applications of IHRM theories. (L2)
CO4: Articulate and synthesize the impact of IHRM in multinational companies. (L3)
CO5: Critically evaluate ethical issues and formulate policies for emerging IHRM trends. (L6)

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
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Course Code: 7MPH203

Course Title: Integrated Talent Management

Course Outcomes:

CO1: Define talent management and align processes with organizational strategy and HR practices. (L1)
CO2: Develop processes to identify high-potential talent and formulate databases for organizational needs. (L6)
CO3: Develop management strategies for global talent challenges and opportunities. (L6)
CO4: Map and evaluate compensation and reward strategies for effective talent retention. (L5)
CO5: Examine processes for talent development and succession planning. (L5)

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
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7MPH204: Learning and Development

CO1: Demonstrate knowledge of different theoretical concepts of human learning.
CO2: Define and understand different perspectives of human learning.
CO3: Analyze learning in personal, professional, and social situations based on principles of learning.
CO4: Apply theoretical expertise in various settings.
CO5: Evaluate the impact of learning theories on different aspects of human life.

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7MPC207: Personality Theory (Practical)

CO1: Define concepts and assessment procedures in personality assessment.
CO2: Understand the application of personality assessment in various fields.
CO3: Demonstrate skills in assessing dimensions of personality.
CO4: Analyze and interpret results of personality assessments.
CO5: Summarize reports based on personality assessments.

CO	CO-PO-PSO Mapping											
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7MPC211: Behavioural Statistics – II

CO1: Understand and distinguish methods of inferential statistics.
CO2: Analyze distribution and significance of data using statistical methods.
CO3: Apply knowledge of testing hypotheses and levels of significance.
CO4: Critically analyze applications of statistical methods based on data distribution.
CO5: Evaluate assumptions of statistics in data analysis.

CO-PO-PSO Mapping												
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7MPH205: Summer Internship

CO1: Apply theoretical understanding of concepts, theories, and interventions.
CO2: Demonstrate skills in interacting with clients and establishing professional relationships.
CO3: Demonstrate therapeutic and professional skills in practical settings.
CO4: Acquire experiential learning and sensitivity toward professional requirements.
CO5: Be professionally prepared to handle real-world environments effectively.

Third Semester

7MPH301: COMPENSATION MANAGEMENT

Course Outcomes (COs):

CO1: Evaluate compensation philosophies aligned with organizational culture and business goals for various levels and functions (L5).
CO2: Identify the significance of compensating human resources and creating equitable pay systems (L6).
CO3: Learn principles, methods, and techniques for designing market-competitive compensation systems (L3).
CO4: Analyze, integrate, and apply knowledge to solve compensation-related problems (L4).
CO5: Construct a compensation system encompassing internal consistency, external competitiveness, employee contributions, and administration issues (L3, L6).

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7MPH312: MENTAL HEALTH AT THE WORKPLACE

Course Outcomes (COs):

CO1: Discuss the signs and symptoms of mental illness and other behavioral dysfunctions in the workplace (L2).
CO2: Understand DSM-5 and ICD-10 classification systems for diagnosing psychological disorders (L2).
CO3: Demonstrate skills to identify symptoms, causes, and treatment for various psychological disorders (L3).
CO4: Analyze complex factors contributing to psychological and behavioral dysfunction (L4).
CO5: Critically evaluate different conceptual approaches to the etiology and treatment of mental disorders (L5).

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7MPH303: TEST CONSTRUCTION

Course Outcomes (COs):

CO1: Define principles of quantifying human behavior (L1).
CO2: Discuss and distinguish the various methods of testing reliability and validity (L2).
CO3: Demonstrate knowledge of psychometric principles to construct a psychological test (L3).
CO4: Analyze challenges in testing, measurement issues, and test biases in constructing a psychological test (L4).
CO5: Evaluate the psychometric strengths and weaknesses of individual psychological tests (L5).
CO6: Create new psychological measurements suited to specific theories and hypotheses (L6).

CO-PO-PSO Mapping												
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7MPH304: ADVANCED HUMAN RESOURCE DEVELOPMENT

Course Outcomes:

CO1: Demonstrate knowledge about fundamental principles, generalizations, and/or theories and concepts in advanced human resources management.
CO2: Use and explain the meaning for factual knowledge such as understanding and addressing the increasing multi-generational issues, and implementing a retention strategy that addresses the needs of all generations.
CO3: Apply the principles to effective HR consulting skills.
CO4: Understand the conceptual framework of Human Resources and its applications in decision-making under various environmental constraints.

CO5: Design effective training and retention strategies for the growth of the human resource of the organization.

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7MPC308: BASIC COUNSELLING SKILLS

Course Outcomes:

CO1: Discuss the principles and elements of effective interviewing in counselling.
CO2: Develop appropriate counselling goals and design intervention strategies for an effective counselling process.
CO3: Demonstrate effective therapeutic relationships and professional boundaries.
CO4: Apply ethical and legal principles in the counselling process and the relationship.
CO5: Evaluate client outcomes and have a successful termination of counsellor-client relationships.

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7MPH315: MENTAL HEALTH AT WORKPLACE (PRACTICAL)

Course Outcomes:

CO1: Define the concepts and assessment procedures in psychopathology assessment for adults.
CO2: Understand the application of psychopathological assessment for various mental health and behavioral problems in adults.
CO3: Demonstrate skills in assessing various forms of psychopathology in adults.
CO4: Analyze and interpret the results of assessments for diagnosis and treatment plans.
CO5: Summarize reports based on the assessment.

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<tr><td colspan="13" align="center">CO-PO-PSO
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</table>

7MPC316: BASIC COUNSELLING SKILLS (PRACTICAL)

Course Outcomes:

CO1: Identify the range of interpersonal skills required in the counselling process.
CO2: Understand the application of counselling principles to diverse populations.
CO3: Demonstrate skills in establishing a healthy counsellor-client relationship.
CO4: Develop an appropriate course of action in addressing mental health concerns.
CO5: Evaluate the need for therapy and intervention.

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PLSI301: SOFT SKILLS

Course Outcomes:

CO1: Apply the concepts and understanding in their day-to-day lives more consciously.
CO2: Identify their areas of strengths and weaknesses, and work on them systematically.
CO3: Make use of the knowledge to become well-rounded individuals.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*		*				*					
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7MPH317: INTERNSHIP

Course Outcomes:

CO1: Apply the theoretical understanding of concepts, theories, and interventions.
CO2: Demonstrate skills in interacting with the client and establishing professional relationships with the client.
CO3: Demonstrate therapeutic and professional skills required in professional settings.
CO4: Acquire experiential learning and get sensitized toward the requirements of professional settings.
CO5: Be professionally ready to deal effectively in the environment.

Course Code: 7MPH316

Course Name: Dissertation

Course Outcomes (CO)

CO1: Synthesize the knowledge and skills previously gained in the training of research methodology and statistics.
CO2: Identify key areas of research gaps to formulate the literature gaps and formulate the objectives of their research.
CO3: Skill of formulating a research design and suitable methodology for conducting empirical research.
CO4: Propose a suitable theoretical and conceptual framework for conducting the research.
CO5: Demonstrate the skills for writing a scientific research proposal within the ethical guidelines.

Fourth Semester

7MPC411: CORPORATE SOCIAL RESPONSIBILITY AND SUSTAINABILITY

Course Outcomes:

1. To understand the policies, procedures, and integration of corporate governance with business ethics that constitute best practices. (L2)
2. To demonstrate skills in aspects of business ethics and corporate governance in a manner that is analytical, logical, and critical. (L3)
3. To examine the ethical basis of corporate organization and governance for and against the concepts of corporate social responsibility. (L3)
4. To analyze and identify situations where ethical dilemmas occur and utilize the skills to deal with those effectively. (L4)
5. To evaluate the theory of corporate governance and apply it in dealing with corporate structures and management. (L5)

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7MPC412: POSITIVE PSYCHOLOGY

Course Outcomes:

1. To understand a variety of techniques designed to enhance happiness/subjective well-being. (L2)
2. To demonstrate an in-depth understanding of the range of positive psychology interventions to strengthen optimism, resilience, and self-esteem. (L2)
3. To evaluate the difference between weaknesses and strengths and to emphasize strengths as an approach towards well-being. (L5)
4. To apply positive psychology techniques to enhance the well-being of individuals, groups, workplaces, communities, and institutions. (L3)
5. To reflect and analyze how a range of techniques in positive psychology affect experience, contributing to lasting happiness. (L4)

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7MPH411 - CORPORATE COUNSELLING

Course Outcomes (CO):

CO1: Explain the theoretical understanding of corporate culture and the role of counsellor in an organization.
CO2: Differentiate among various counselling models.
CO3: Demonstrate the counselling process addressing issues such as stress and motivation.
CO4: Apply and analyse the principles of different counselling perspectives.
CO5: Be equipped with skills required in counselling, interviewing, and dealing with professional ethical and legal issues in corporate counselling.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
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7MPH402 - INDUSTRIAL RELATIONS AND LABOUR LAWS

Course Outcomes (CO):

CO1: Define labour welfare and list related terms.
CO2: Apply labour policies in the organization.
CO3: Discuss the constitutional aspects of industrial jurisdiction.
CO4: Verify wages, working conditions, and social security.

CO5: Explain worker participation in management.

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PLSI401 - FINISHING SCHOOL SKILLS

Course Outcomes (CO):

CO1: Understand the importance of behaviour in the business world and adapt it to fit the corporate culture.
CO2: Develop a formal dressing sense.
CO3: Understand the importance of diction and brevity in resume writing.
CO4: Apply the nuances involved in Group Discussions.
CO5: Attend Personal Interviews with confidence.

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7MPH413 - CORPORATE COUNSELLING (PRACTICAL)

Course Outcomes (CO):

CO1: Demonstrate essential interviewing and counselling skills to achieve appropriate counselling goals, design intervention strategies, evaluate client outcomes, and successfully terminate the counselor-client relationship.
CO2: Develop skills required to complete a comprehensive case conceptualization.
CO3: Demonstrate skills required to be a professional and competent corporate counsellor.

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</table>

7MPH414 - INTERNSHIP

Course Outcomes (CO):

CO1: Apply the theoretical understanding of concepts, theories, and interventions.
CO2: Demonstrate skills in interacting with clients and establishing professional relationships.
CO3: Demonstrate therapeutic and professional skills in professional settings.
CO4: Acquire experiential learning and get sensitized toward professional requirements.
CO5: Be professionally ready to deal effectively in various environments.

<table>
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7MPH415 - DISSERTATION

Course Outcomes (CO):

CO1: Integrate theoretical knowledge, research methodology, and statistics in practice.
CO2: Demonstrate statistical and research training in designing research strategies and methodology.
CO3: Able to score, analyse and interpret the data obtained (L4).
CO4: Able to acquire coherent and logical understanding and demonstrate competence in analyzing and discussing the results and report writing (L2).
CO5: Able analyse and synthesis research findings, its implication, limitations within the ethical guidelines of APA and publish the research (L5, L6).

M.sc psychology (HRDM)

2020-2022

Programme Educational Objectives

PEO1: To enhance professional competency among students to apply psychological knowledge in various settings of organization like recruitment, psychometric assessment, job analysis, competency mapping, training, performance appraisal, research and development.

PEO2: To enable students to obtain specialized knowledge in training need analysis and project management by giving a unique perspective which addresses employee behavior concerns.

PEO3: To prepare creative minds to be a leader for Organizations, Entrepreneurship and Start-ups.

PEO4: To enable students with psychology training for employment in business and human resource related organization and to prepare for further professional training in related areas.

PEO5: To inculcate professional expertise, ethical values, social responsibility, commitment, accountability and sustainability for a positive work environment.

Programme Outcomes (POs)

PO1: Competency: To understand the importance of behavioral science in organizational development
PO2: Leadership: To enhance requisite knowledge, motivation, attitude, skills to be an effective leader in organization for global change.
PO3: Ethical Values: To develop competent HR professionals with strong ethical values, corporate social responsibility and effective management skills.
PO4: Research Skills: To impart quality research skills with in-depth knowledge of concepts, theories, research methodology and statistics.
PO5: Psychometric Assessment: To train students in development of psychological tests,

psychometric assessment and intervention/training modules according to the professional requirement.

PO6: To apply best practices in talent management, competency mapping and in performance management to create a positive workplace and to contribute for organizational development.

Program Specific Outcomes (PSOs)

PSO1: Students will demonstrate analytical and critical skills to solve organizational problems in a variety of settings like recruitment, job analysis, competency mapping, training, and performance management.

PSO2: Students will be equipped in entrepreneurial skills, to develop organizational set up in current and futuristic business environments.

PSO3: Students will demonstrate innovative and creative plans, execute ideas for entrepreneurship, startups, national and multinational organizations and its growth.

PSO4: Students will exhibit ability to work, manage and train diverse groups of employees to progress and excel.

PSO5: Students will function effectively as an individual, team member, and leaders in global multi- disciplinary settings.

PSO6: Students will demonstrate progressive, affective, social, ethical and cultural values.

First Semester

7MPC111: Personality Theories

Course Outcomes

CO1: Understand the relevance of personality in defining human behavior. (L2)
CO2: Differentiate between major theoretical approaches to personality. (L2)
CO3: Assess and analyze the different dimensions of personality. (L4)
CO4: Evaluate suitable methods of personality assessment. (L5)

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
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7MPC110: Behavioral Statistics-I

Course Outcomes

CO1: Understand the relevance of statistics in behavioral science research. (L2)
CO2: Demonstrate the ability to quantify data. (L3)
CO3: Analyze and interpret data effectively. (L3)
CO4: Create visual representations of data using charts and graphs. (L4)
CO5: Evaluate relationships between datasets. (L5)

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
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7MPH111: Learning and Development

Course Outcomes

CO1: Demonstrate knowledge of theoretical concepts of human learning. (L3)
CO2: Define and understand different perspectives of human learning. (L2)
CO3: Analyze learning in personal, professional, and social contexts. (L4)
CO4: Apply theoretical expertise to diverse settings. (L3)
CO5: Evaluate the impact of learning theories on various aspects of life. (L5)

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
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7MPH112: Human Resource Management and Development

Course Outcomes

CO1: Understand key HRM and HRD concepts and organizational issues. (L2)
CO2: Examine trends and processes in HR management. (L3)
CO3: Appraise issues related to promotion and transfer. (L5)
CO4: Develop career management and development plans for employees. (L5)
CO5: Analyze training strategies for organizational growth. (L4)

CO-PO-PSO Mapping												
CO	PO						PSO					
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7MPH103: Leadership and Development

Course Outcomes:
CO1: Understand and know the relevance of core competencies of an effective leader. (L2)
CO2: Gain self-awareness of personal leadership style, strength, and personality for effective team leadership. (L2)
CO3: Differentiate between different styles of leadership. (L3)
CO4: Apply appropriate leadership styles according to situational changes in an organization. (L3)
CO5: Evaluate pros and cons of various leadership styles in people management. (L5)

CO-PO-PSO Mapping												
CO	PO						PSO					
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7MPH104: Industrial Psychology

Course Outcomes:
CO1: Understand and integrate core psychology concepts in industrial settings. (L2)
CO2: Apply knowledge of human uniqueness to organizational growth. (L2)
CO3: Analyze theories and evidence to promote talent within organizations. (L4)
CO4: Critically evaluate organizational practices and their impact on work behavior, attitudes, and performance. (L5)
CO5: Develop job-specific selection designs, competency models, and training programs. (L5)

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
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7MPC117: Personality Assessments (Practical)

Course Outcomes:
CO1: Define concepts and procedures in personality assessments. (L1)
CO2: Understand the application of personality assessment in various fields. (L2)
CO3: Demonstrate skills in assessing personality dimensions. (L3)
CO4: Analyze and interpret results from personality assessments. (L5)
CO5: Summarize reports based on personality assessment. (L6)

CO-PO-PSO Mapping		
CO	**PO**	**PSO**

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7MPH115: Supervised Internship

Course Outcomes (COs):

CO1: Apply theoretical understanding of concepts, theories, and interventions. *(L3)*
CO2: Demonstrate skills in client interaction and professional relationships. *(L3)*
CO3: Display therapeutic and professional skills in real-world settings. *(L3)*
CO4: Acquire experiential learning and sensitivity toward professional requirements. *(L4)*
CO5: Be professionally prepared to handle work environments effectively. *(L4)*

CO-PO-PSO Mapping												
CO	PO						PSO					
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PLSI101: Functional English

Course Outcomes (COs):

CO1: Develop effective written and spoken English communication skills.
CO2: Identify weaknesses and work on improvement strategies.
CO3: Apply language knowledge in debates, interviews, and other contexts.
CO4: Build language skills and confidence among peers and professionals.
CO5: Use English effectively in academic writing and public speaking conventions.

CO-PO-PSO Mapping												
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Second Semester

7MPC201: RESEARCH METHODOLOGY

Course Outcomes:

CO1: To define and distinguish among the principles, techniques, and methods involved in research. (L2)
CO2: To apply the knowledge of various methods of research design and sampling techniques while conducting research. (L3)
CO3: To critically analyse research methodologies identified in existing literature. (L4)
CO4: To apply the scientific principles of research methodology for various research projects. (L3)
CO5: To evaluate research questions, hypothesis, data, and findings. (L5)

CO-PO-PSO Mapping												
CO	PO						PSO					
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7MPC211: BEHAVIOURAL STATISTICS – II

Course Outcomes:

CO1: To understand and distinguish the different methods of inferential statistics. (L2)

CO2: To analyse the distribution and significance of the data using appropriate statistical methods. (L4)
CO3: To apply the knowledge of testing hypotheses and levels of significance using appropriate statistical methods. (L3)
CO4: To critically analyse the application of relevant statistical methods based on the distribution of data and sampling. (L4)
CO5: To evaluate the underlying assumptions of statistics for data analysis. (L5)

CO	CO-PO-PSO Mapping											
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7MPH201: ORGANIZATIONAL BEHAVIOUR

Course Outcomes:

CO1: To understand and integrate theoretical knowledge of psychology in organizational behavior. (L2)
CO2: To assess the potential factors that affect organizational structure, communication, culture, and design. (L5)
CO3: To critically evaluate organizational practices and their impact on employee behavior, motivation, attitudes, and performance. (L5)
CO4: To analyze emerging trends in understanding contemporary and modern organizational challenges. (L4)
CO5: To apply management skills and training in dealing with organizational change and development. (L5)

CO	CO-PO-PSO Mapping											
	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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5	*											

7MPH202: INTERNATIONAL HRM

CO1: To integrate and evaluate different perspectives on IHRM.
CO2: Systematically define, categorize, and analyze a broad range of issues and problems faced by MNCs in their IHRM strategies.
CO3: Use concepts and tools for explaining and developing theories and methods which can be integrated into practical applications of IHRM.
CO4: Will be able to articulate and synthesize the impact of IHRM in multinational companies.
CO5: Critically reflect upon and evaluate ethical issues related to IHRM and formulate policies and innovative strategic management for dealing with emerging trends.

CO-PO-PSO Mapping													
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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7MPH203: INTEGRATED TALENT MANAGEMENT

CO1: Define talent management and discuss the process aligned with talent management, organizational strategy, and other HR practices.
CO2: Develop the process for identifying high potential talent and formulate a database of talent to serve organizational present and future needs.
CO3: Discuss and develop management strategies for the unique challenges and opportunities of TM resulting from globalization.
CO4: Map and Evaluate compensation and reward strategies for effective talent management in the challenging scenarios of retaining talent.
CO5: Examine the processes for talent development and succession planning.

CO-PO-PSO Mapping													
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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7MPH214: PERFORMANCE MANAGEMENT

CO1: Systematically formulate and communicate performance management's aims, objectives, priorities, and targets in accordance with business function.
CO2: Plan effective performance management policies and practices to improve organizational and employee performance.
CO3: Assess how increased employee involvement can contribute to effective performance and coach employees to identify career paths and resources available to support individual development.
CO4: Demonstrate the communication skills required in managing high performers and low performers.
CO5: Critically evaluate the effectiveness of performance management.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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7MPH215: SUMMER INTERNSHIP

CO1: To apply the theoretical understanding of concepts, theories, and interventions.
CO2: To demonstrate skills in interacting with the client and establishing professional relationships with the client.
CO3: To demonstrate therapeutic and professional skills required in professional settings.
CO4: To acquire experiential learning and get sensitized toward the requirements of professional requirements.
CO5: To be professionally ready to deal effectively in the environment.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**

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PLSI201: APTITUDE SKILLS

CO1: Apply number theory methods for quick calculation and manipulation of numbers.
CO2: Solve problems of various arrangements (Circular and Linear).
CO3: Apply the concepts of ratio, proportions, percentages, and averages to calculate class/set relationships.
CO4: Utilize the concept of work-time-efficiency and distance-time-speed to solve problems.
CO5: Illustrate their conceptual knowledge of blood relationships.
CO6: Identify and make use of English grammar to understand problems relating to verbal ability.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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Third Semester

7MPH301: COMPENSATION MANAGEMENT

CO1: Evaluate the underlying Compensation Philosophies of different organizations, aligned with their culture and business goal as a deciding factor for compensation of employees for different functions and levels across the organizations.
CO2: Identify the significance of the issues of compensating human resources by creating Equitable Pay Systems in organizations.
CO3: Learn the principles, method and techniques of designing and implementing Market Competitive Compensation Systems.
CO4: Analyze, integrate, and apply the knowledge to solve compensation-related problems in organizations.

CO5: Demonstrate comprehension by constructing a compensation system encompassing internal consistency, external competitiveness, employee contributions, organizational benefit systems, and administration issues.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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7MPH312: MENTAL HEALTH AT WORKPLACE

CO1: Discuss the signs and symptoms of mental illness and other forms of psychological and behavioral dysfunction in the workplace.
CO2: Understand DSM-5 and ICD-10 nosological system for the classification and diagnosis of psychological disorders.
CO3: Demonstrate skills of identifying symptoms, causes, and treatment for psychological disorders such as organic, mood, neurotic, stress, somatoform, and personality disorders.
CO4: Analyze the complex factors that contribute to psychological and behavioral dysfunction.
CO5: Critically evaluate different conceptual approaches to etiology and treatment of mental disorders.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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7MPH303: TEST CONSTRUCTION

CO1: Define principles of quantifying human behavior.
CO2: Discuss and distinguish the various methods of testing reliability and validity.
CO3: Demonstrate the knowledge of psychometric principles to construct a psychological test.
CO4: Analyze challenges in testing, fundamental measurement issues, and test biases in constructing a psychological test.
CO5: Evaluate the psychometric strengths and weaknesses of individual psychological tests and measurements, using both conceptual and applied metrics.
CO6: Create new psychological measurements suited to specific theories and hypotheses.

CO-PO-PSO Mapping													
CO	**PO**						**PSO**						
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**	
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7MPH314: ORGANISATIONAL DEVELOPMENT AND INTERVENTION

CO1: Understand and know the conceptual knowledge in OD.
CO2: Examine current issues, trends, practices, values, and beliefs in OD.
CO3: Analyse and apply effective managerial skills in the OD process.
CO4: Appraise issues regarding different models in managing change.
CO5: Design and develop appropriate OD intervention according to the organisation requirements.

CO-PO-PSO Mapping													
CO	**PO**						**PSO**						
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**	
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7MPC308: BASIC COUNSELLING SKILLS

CO1: Discuss the principles and elements of effective interviewing in counselling.
CO2: Develop appropriate counselling goals and design intervention strategies for an effective counselling process.
CO3: Demonstrate effective therapeutic relationships and professional boundaries.
CO4: Apply ethical and legal principles in the counselling process and the relationship.
CO5: Evaluate client outcomes and have a successful termination of counsellor-client relationships.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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7MPH315: MENTAL HEALTH AT WORKPLACE (PRACTICAL)

CO1: Define the concepts and assessment procedures in psychopathology assessment for adults.
CO2: Understand the application of psychopathological assessment for various mental health and behavioural problems in adults.
CO3: Demonstrate skills in assessing various forms of psychopathology in adults.
CO4: Analyse and interpret the results of assessments for diagnosis and treatment plan.
CO5: Summarize reports based on the assessment.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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7MPC316: BASIC COUNSELLING SKILLS (PRACTICAL)

CO1: Identify the range of interpersonal skills required in the counselling process.
CO2: Understand the application of counselling principles to diverse populations.
CO3: Demonstrate skills in establishing a healthy counsellor-client relationship.
CO4: Develop an appropriate course of action in addressing mental health concerns.
CO5: Evaluate the need for therapy and intervention.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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7MPH317: INTERNSHIP

CO1: Apply the theoretical understanding of concepts, theories, and interventions.
CO2: Demonstrate skills in interacting with the client and establishing professional relationships with the client.
CO3: Demonstrate therapeutic and professional skills required in professional settings.
CO4: Acquire experiential learning and get sensitized toward the requirements of professional settings.
CO5: Be professionally ready to deal effectively in the environment.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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7MPH316: DISSERTATION

CO1: Synthesize the knowledge and skills previously gained in the training of research methodology and statistics.
CO2: Identify key areas of research gaps to formulate the literature gaps and objectives of their research.
CO3: Formulate a research design and suitable methodology for conducting empirical research.
CO4: Propose a suitable theoretical and conceptual framework for conducting the research.
CO5: Demonstrate the skills for writing a scientific research proposal within ethical guidelines.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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Fourth Semester

7MPC411: CORPORATE SOCIAL RESPONSIBILITY AND SUSTAINABILITY

CO1: To understand the policies, procedures, and integration of corporate governance with business ethics that constitute best practices. (L2)
CO2: To demonstrate skills in aspects of business ethics and corporate governance in a manner that is analytical, logical, and critical. (L3)
CO3: To examine the ethical basis of corporate organization and governance for and against the concepts of corporate social responsibility. (L3)
CO4: To analyze and identify situations where ethical dilemmas occur and utilize the skills to deal with those effectively. (L4)
CO5: To evaluate the theory of corporate governance and apply in dealing with corporate structures and management. (L5)

CO-PO-PSO Mapping		
CO	**PO**	**PSO**

	1	2	3	4	5	6	1	2	3	4	5	6
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7MPC412: POSITIVE PSYCHOLOGY

CO1: To understand a variety of techniques designed to enhance happiness/subjective well-being. (L2)
CO2: To demonstrate an in-depth understanding of the range of positive psychology interventions to strengthen optimism, resilience, and self-esteem. (L2)
CO3: To evaluate the difference between weaknesses and strengths and to emphasize strengths as an approach towards well-being. (L5)
CO4: To apply positive psychology techniques to enhance the wellbeing of individuals, groups, workplaces, communities, and institutions. (L3)
CO5: To reflect and analyze on how a range of techniques in positive psychology affect experience, and contribute to lasting happiness. (L4)

CO-PO-PSO Mapping												
CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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7MPH411: CORPORATE COUNSELLING

CO1: Explain the theoretical understanding of corporate culture, role of counsellor in an organization.
CO2: Differentiate among various counselling models.
CO3: Demonstrate the counselling process addressing issues relating to stress and motivation.
CO4: Apply and analyze the principles of different perspectives in counseling.
CO5: Be equipped with skills and competence required in counseling, interviewing and dealing with professional ethical and legal issues of corporate counseling.

CO-PO-PSO Mapping												
CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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7MPH402: INDUSTRIAL RELATIONS AND LABOUR LAWS

CO1: To define labour welfare and list the related terms. (L1)
CO2: To apply the labour policies in the organization. (L3)
CO3: To discuss the constitutional aspects of industrial jurisdiction. (L3)
CO4: To verify the wages, working conditions & social security. (L5)
CO5: To explain the workers participation in management. (L2)

CO-PO-PSO Mapping												
CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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7MPH413: CORPORATE COUNSELLING (PRACTICAL)

CO1: Able to demonstrate essential interviewing and counseling skills required for attaining appropriate counseling goals, design intervention strategies, evaluate client outcomes, and successfully terminate the counselor-client relationship. (L3)
CO2: Develop skills required to complete a comprehensive case conceptualization. (L4)
CO3: To demonstrate skills required to be a professional and competent corporate counselor. (L3)

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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7MPH414: INTERNSHIP

Course Outcomes (COs):
1. Apply theoretical understanding of concepts, theories, and interventions (L3).
2. Demonstrate skills in interacting with clients and establishing professional relationships (L3).
3. Demonstrate therapeutic and professional skills in professional settings (L3).
4. Acquire experiential learning and be sensitized to professional requirements (L4).
5. Be professionally ready to deal effectively with the environment (L4).

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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7MPH415: DISSERTATION

Course Outcomes (COs):

1. Apply theoretical knowledge, research methodology, and statistics in practice (L1).
2. Demonstrate statistical and research training in implementing appropriate research procedures (L3).
3. Score, analyze, and interpret data obtained (L4).
4. Demonstrate competence in analyzing and discussing results and report writing (L2).
5. Analyze and synthesize research findings within ethical guidelines and publish research (L5, L6).

CO-PO-PSO Mapping												
CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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PLSI401: FINISHING SCHOOL SKILLS

Course Outcomes (COs):

1. Understand the importance of behavior in the business world and adapt it to fit corporate culture.
2. Develop a formal dressing sense.
3. Understand the importance of diction and brevity in resume writing.
4. Apply the nuances involved in group discussions.
5. Attend personal interviews with confidence.

CO-PO-PSO Mapping												
CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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M.sc psychology (HRDM)

2021-2023

Programme Educational Objectives (PEOs)

PEO1: Graduates will be competent to apply psychological knowledge in various settings of organization like recruitment, psychometric assessment, job analysis, competency mapping, training, performance appraisal, research and development.

PEO2: Graduates will be equipped with specialized knowledge in training need analysis and project management by giving a unique perspective which addresses employee behavior concerns.

PEO3: Graduates will demonstrate skills in psychological training for employment in business and human resource related organizations and to prepare for further professional training in related areas.

PEO4: To prepare creative minds to be a leader for Organizations, Entrepreneurship and Start-ups.

PEO5: To inculcate professional expertise, ethical values, social responsibility, commitment, accountability and sustainability for a positive work environment.

Programme Outcomes (POs)

PO1: Enhance ability and Competency: To understand the importance of behavioral science in organizational development and to apply best practices in talent management, competency mapping and in performance management to create a positive workplace and to contribute for organizational development

PO2: Ethical Values and Leadership Qualities: To develop competent HR professionals with strong ethical values, corporate social responsibility and effective management skills with required knowledge, motivation, attitude, skills to be an effective leader in organization for global change.

PO3: Psychometric Assessment and Research Skills: To train students in development of psychological tests, psychometric assessment and intervention/training modules according to the professional requirement and to impart quality research skills with in- depth knowledge of concepts, theories, research methodology and statistics.

PO4: Counselling Skills and Interventions: To equip students to address mental health issues in the professional domain and provide guidance and counseling. By the end of the program the students will be trained to address employee's intrapersonal, interpersonal, group and societal issues by applying scientific principles of psychology. And also will be able to plan intervention to manage employees stress and balance their work life and to improve quality of work life.

PO5: Training and development: To inculcate skills in domain specific areas of induction, training-need analysis, training/coaching/mentoring, and appraisal.

PO6: Lifelong learning: To prepare students to adapt themselves according to the changing dynamics of organization, leadership and become a resilient, lifelong learner.

Program Specific Outcomes (PSOs)

PSO1: Graduate will demonstrate analytical and critical skills to solve organizational problems in a variety of settings like recruitment, job analysis, competency mapping, training, and performance management.

PSO2: Graduate will be equipped in entrepreneurial skills, to develop organizational set up in current and futuristic business environments.

PSO3: Graduate will demonstrate innovative and creative plans, execute ideas for entrepreneurship, startups, national and multinational organizations and its growth.

PSO4: Graduates will exhibit ability to work, manage and train diverse groups of employees to progress and excel.

PSO5: Graduates will function effectively as an individual, team member, and leaders in global multi-disciplinary settings.

PSO6: Graduates will demonstrate progressive, affective, social, ethical and cultural values.

First Semester

7PSYC5011: PERSONALITY THEORIES

Course Outcomes (COs):
1. To understand the relevance of personality in defining human behaviour. (Level 2)
2. To differentiate between major theoretical approaches to personality. (Level 2)
3. To assess and analyse the different dimensions of personality. (Level 4)
4. To evaluate suitable methods of personality assessment. (Level 5)

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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7PSYC5021: BEHAVIOURAL STATISTICS-I

Course Outcomes (COs):

1. To understand and know the relevance of statistics in behavioural science research. (Level 2)
2. To demonstrate the knowledge to quantify data. (Level 3)
3. To demonstrate the knowledge in data distribution. (Level 3)
4. To analyse and interpret data sets in charts, graphs, and distributions. (Level 4)

CO-PO-PSO Mapping												
CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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7PSYH5011: LEARNING AND DEVELOPMENT

Course Outcomes (COs):

1. To demonstrate the knowledge of different theoretical concepts of human learning. (Level 3)
2. To define and understand different perspectives of human learning. (Level 2)
3. To analyse the learning which occurs in personal, professional, and social situations based on principles of learning. (Level 4)
4. To apply the theoretical expertise in various settings. (Level 3)
5. To evaluate the impact of learning theories on different aspects of human life. (Level 5)

CO-PO-PSO Mapping												
CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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4					*			*				
5												

7PSYH5021: INDUSTRIAL PSYCHOLOGY

Course Outcomes:

CO1: To understand and integrate the main concepts of psychology in the area of Industrial settings.

CO2: To apply the understanding of human uniqueness in organizational growth.

CO3: To analyse how the theories and empirical evidence can help to promote talents in an organization.

CO4: To facilitate a critical evaluation of organizational practices and their impact on work behavior, attitudes, and performance.

CO5: Equipped to validate and develop a job-specific selection design, a thorough and systematic competency model (job analysis), and job-specific training program.

CO	PO						PSO					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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5					*						*	

(Header: **CO-PO-PSO Mapping**)

7PSYH5031: ORGANIZATIONAL BEHAVIOUR

Course Outcomes:

CO1: To understand and integrate theoretical knowledge of psychology in organizational behavior.

CO2: Assess the potential factors that affect organizational structure, communication, culture, and design.

CO3: To critically evaluate organizational practices and its impact on employees behavior, motivation, attitudes, and performance.

CO4: To analyze the emerging trends in understanding contemporary and modern organizational challenges.

CO5: To apply management skills and training in dealing with organizational change and development.

CO	PO						PSO					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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(Header: **CO-PO-PSO Mapping**)

7PSYH5041: MENTAL HEALTH AT WORKPLACE

Course Outcomes:

CO1: To discuss the signs and symptoms of mental illness and other forms of psychological and behavioral dysfunction in the workplace.

CO2: To understand DSM-5 and ICD-10 nosological system for the classification and diagnosis of psychological disorders.

CO3: To demonstrate skills of identifying symptoms, causes, and treatment for psychological disorders such as organic, mood, neurotic, stress, somatoform, and personality disorders.
CO4: To analyze the complex factors that contribute to psychological and behavioral dysfunction.
CO5: To critically evaluate different conceptual approaches to etiology and treatment of mental disorders.

CO	CO-PO-PSO Mapping											
	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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7PSYC5081: PERSONALITY ASSESSMENTS (Practical)
Course Outcomes:
CO1: To define the concepts and assessment procedures in personality assessment.
CO2: To understand the application of assessment of personality in different fields.
CO3: To demonstrate skills in assessing various dimensions of personality.
CO4: To analyze and interpret the results of personality assessment.
CO5: To summarize reports based on personality assessment.

CO	CO-PO-PSO Mapping											
	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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7PSYH5051: MENTAL HEALTH IN WORKPLACE (Practical)
Course Outcomes:
CO1: To define the concepts and assessment procedures in psychopathology assessment for adults.
CO2: To understand the application of psychopathological assessment for various mental health and behavioral problems in adults.
CO3: To demonstrate skills in assessing various forms of psychopathology in adults.
CO4: To analyze and interpret the results of assessments for diagnosis and treatment plan.
CO5: To summarize reports based on the assessment.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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Second Semester

7PSYC6111: RESEARCH METHODOLOGY

Course Outcomes:

CO1: To define and distinguish among the principles, techniques, and methods involved in research.

CO2: To apply the knowledge of various methods of research design and sampling techniques while conducting research.

CO3: To critically analyse research methodologies identified in existing literature.

CO4: To apply the scientific principles of research methodology for various research projects.

CO5: To evaluate research questions, hypotheses, data, and findings.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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7PSYC6121: BEHAVIOURAL STATISTICS – II

Course Outcomes:

CO1: To understand and distinguish the different methods of inferential statistics.

CO2: To analyse the distribution and significance of the data using appropriate statistical methods.

CO3: To apply the knowledge of testing hypotheses and levels of significance using appropriate statistical methods.

CO4: To critically analyse the application of relevant statistical methods based on distribution of data and sampling.

CO5: To evaluate the underlying assumptions of statistics for data analysis.

CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1	*		*				*					
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3			*				*					
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5			*						*			

CO-PO-PSO Mapping

7PSYH6061: HRM

Course Outcomes:

CO1: To understand and know Human Resource Management and Development issues in Organization.

CO2: To examine the current issues, trends, and processes in human resource management.

CO3: To appraise issues regarding promotional growth and transfer.

CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1	*							*				
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3	*							*				

CO-PO-PSO Mapping

7PSYH6071: PRINCIPLES OF MANAGEMENT

Course Outcomes:

CO1: To demonstrate the knowledge of principles of Management.

CO2: To define and understand different perspectives and approaches towards Management.

CO3: To apply the theoretical expertise in various settings in Management.

CO4: To evaluate the implication of various managerial skills in organizations.

CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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CO-PO-PSO Mapping

CO												
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4						*					*	

7PSYH6081: Leadership and Development

Course Outcomes (CO):

CO1: Understand core competencies of an effective leader (Level 2).
CO2: Gain self-awareness of personal leadership style for effective team leadership (Level 2).
CO3: Differentiate between different leadership styles (Level 3).
CO4: Apply appropriate leadership style according to the situation or change in an organization (Level 3).
CO5: Evaluate pros and cons of different leadership styles in people management (Level 5).

CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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7PSYH6091: Emotional Intelligence and Managerial Effectiveness

Course Outcomes (CO):

CO1: Explain the concepts and perspectives of emotional intelligence (Level 2).
CO2: Demonstrate the application of emotional competencies in personal and professional life (Level 3).
CO3: Describe the role of emotional intelligence and its effectiveness in the workplace (Level 4).

CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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3					*						*	

7PSYH6101: International HRM

Course Outcomes (CO):

CO1: Integrate and evaluate different perspectives on IHRM (Level 2).
CO2: Systematically define, categorize, and analyze a broad range of issues and problems faced by MNCs in their IHRM strategies (Level 4).
CO3: Use concepts and tools for explaining and developing theories and methods for practical applications of IHRM (Level 2).
CO4: Articulate and synthesize the impact of IHRM in multinational companies (Level 3).
CO5: Critically reflect upon and evaluate ethical issues related to IHRM and formulate policies and strategies for emerging trends (Level 6).

CO	\multicolumn{6}{c	}{PO}	\multicolumn{6}{c	}{PSO}

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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4		*									*	
5		*			*						*	

7PSYH6111: HRD

Course Outcomes (CO):

CO1: Demonstrate knowledge about fundamental principles, generalizations, and/or theories in advanced human resources management (Level 2).
CO2: Use and explain the meaning for factual knowledge such as understanding and addressing multi-generational issues and implementing retention strategies (Level 2).
CO3: Apply the principles to effective HR consulting skills (Level 3).
CO4: Understand the conceptual framework of Human Resources and its applications in decision making under various environmental constraints (Level 2).
CO5: Design effective training and retention strategies for the growth of the human resource of the organization (Level 4).

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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7PSYH6121: Integrated Talent Management

Course Outcomes (CO):

CO1: Define talent management and discuss the process aligned with talent management, organizational strategy, and other HR practices (Level 1).
CO2: Develop the process for identifying high-potential talent and formulate a database of talent to serve organizational present and future needs (Level 6).
CO3: Discuss and develop management strategies for the unique challenges and opportunities of talent management resulting from globalization (Level 6).
CO4: Map and evaluate compensation and reward strategies for effective talent management in the challenging scenarios of retaining talent (Level 5).
CO5: Examine the processes for talent development and succession planning (Level 5).

CO-PO-PSO Mapping												
C O	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*							*				
2	*								*			
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4					*				*			
5					*				*			

7PSYH6131: Organisational Change and Management

Course Outcomes (CO):

CO1: Understand and integrate the main concepts of change management and organisational development (Level 2).
CO2: Critically review the components and processes of organisational change and their implications for managers in contemporary and emerging organisations (Level 5).
CO3: Demonstrate, clearly articulate, and facilitate a change management intervention within an organisation (Level 4).
CO4: Ascertain and develop change strategies for the individual, group, inter-group, and organisation levels (Level 4).

CO-PO-PSO Mapping

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CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1	*							*				
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3					*			*				
4						*			*			

7PSYH6141: Performance Management

Course Outcomes (CO):

CO1: Systematically formulate and communicate performance management's aims, objectives, priorities, and targets in accordance with business functions (Level 6).
CO2: Plan effective performance management policies and practices to improve organisational and employee performance (Level 6).
CO3: Assess how increased employee involvement can contribute to effective performance and coach employees to identify career paths and resources available to support individual development (Level 5).
CO4: Demonstrate the communication skills required in managing high performers and low performers (Level 3).
CO5: Critically evaluate the effectiveness of performance management (Level 5).

CO-PO-PSO Mapping												
CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1	*								*			
2	*								*			
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7PSYH6151: Business Ethics

Course Outcomes (CO):

CO1: Evaluate the application of fundamental ethical principles in business decision-making and action-taking (Level 5).
CO2: Prepare a code of ethics as a statement of norms and beliefs, and shape the company and strategy in business practice (Level 5).

CO3: Understand the importance of ethics in business and business communication and interpersonal relationships (Level 2).

CO-PO-PSO Mapping												
C O	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*											*
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Third Semester

7PSYC5241: Basic Counseling Skills

Course Outcomes:

CO1: Discuss the principles and elements of effective interviewing in counselling. (L2)
CO2: Develop appropriate counselling goals and design intervention strategies for an effective counselling process. (L4)
CO3: Demonstrate effective therapeutic relationships and professional boundaries. (L3)
CO4: Apply ethical and legal principles in the counselling process and the relationship. (L4)
CO5: Evaluate client outcomes and have a successful termination of counsellor-client relationships. (L5)

CO-PO-PSO Mapping												
C O	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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2		*	*									
3			*			*	*		*			
4						*						
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7PSYC5251: Basic Counseling Skills (Practical)

Course Outcomes:

CO1: Identify the range of interpersonal skills required in the counselling process. (L1)
CO2: Understand the application of counselling principles to diverse populations. (L2)

CO3: Demonstrate skills in establishing a healthy counsellor-client relationship. (L3)
CO4: Develop an appropriate course of action in addressing mental health concerns. (L4)
CO5: Evaluate the need for therapy and intervention. (L5)

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Mapping</td></tr>
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7PSYH6161: Compensation Management

Course Outcomes:

CO1: Evaluate the underlying Compensation Philosophies of different organizations, aligned with their culture and business goal as a deciding factor for compensation of employees for different functions and levels across the organizations (L5).
CO2: Identify the significance of the issues of compensating human resources by creating Equitable Pay Systems in organizations (L6).
CO3: Learn the principles, method, and techniques of designing and implementing Market Competitive Compensation Systems (L3).
CO4: Analyze, integrate, and apply the knowledge to solve compensation-related problems in organizations (L4).
CO5: Demonstrate comprehension by constructing a compensation system encompassing; internal consistency, external competitiveness, employee contributions, organizational benefit systems, and administration issues (L3, L6).

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7PSYH6171: Consumer Behavior

Course Outcomes:

CO1: Understand how consumers make decisions, process information, develop preferences, and make choices. (L2)
CO2: Apply concepts and theories of consumer behavior in contemporary marketing strategy. (L3)
CO3: Apply the knowledge of consumer behavior to marketing. (L3)

<table>
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7PSYH6181: Industrial Relations and Labor Laws
Course Outcomes (CO):

CO1: Define labor welfare and list the related terms. (L1)
CO2: Apply labor policies in the organization. (L3)
CO3: Discuss the constitutional aspects of industrial jurisdiction. (L3)
CO4: Verify the wages, working conditions, & social security. (L5)
CO5: Explain workers' participation in management. (L2)

<table>
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<tr><td rowspan="2">CO</td><td colspan="6" align="center">PO</td><td colspan="6" align="center">PSO</td></tr>
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7PSYH6191: **Entrepreneurship Management**
Course Outcomes (CO):

54

CO1: Demonstrate knowledge of current information, theories, and models in entrepreneurship. (L2)
CO2: Demonstrate knowledge of the legal and ethical environment impacting business organizations. (L3)
CO3: Exhibit an understanding and appreciation of the ethical implications of decisions. (L3)

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*					*		*	*			*
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3		*						*	*			*

7PSYH6201: **Strategic Management**
Course Outcomes (CO):

CO1: Describe major theories, background work, concepts, and research output in strategic management. (L2)
CO2: Demonstrate a clear understanding of the concepts, tools & techniques used by executives in developing and executing strategies. (L3)
CO3: Apply strategic skills in corporate/industrial settings. (L5)

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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7PSYH6211: **Diversity Management**
Course Outcomes (CO):

CO1: Understand diversity and promote a culture of equality in the workplace. (L2)
CO2: Apply research-based knowledge relevant to culture, race, religion, gender, sexual orientation, and disabilities in assessing, planning, intervening, and acting as leaders with employees and employers in the broader community. (L3)
CO3: Demonstrate progressive, affective, social, ethical, and cultural values and apply them in corporate/industrial settings. (L3)

CO-PO-PSO Mapping		
C	**PO**	**PSO**

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7PSYH6221: **Organizational Development and Intervention**
Course Outcomes (CO):

CO1: Understand and know conceptual knowledge in OD. (L2)
CO2: Examine current issues, trends, practices, values, and beliefs in OD. (L3)
CO3: Analyze and apply effective managerial skills in the OD process. (L3)
CO4: Appraise issues regarding different models in managing change. (L5)
CO5: Design and develop appropriate OD interventions according to organizational requirements. (L5)

CO-PO-PSO Mapping												
C O	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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7PSYH6231: HR Analytics

CO1: To understand the processes and practices HR analytics in the modern scenario.
CO2: To demonstrate skills in implementing HR analytics to improve performance of individual employees as well as help the Management to achieve success.
CO3: To demonstrate skills related to HR Data Analytics.

CO-PO-PSO Mapping												
C O	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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7PSYC6361: Positive Psychology

CO1: To understand a variety of techniques designed to enhance happiness/subjective well-being.
CO2: To demonstrate an in-depth understanding of the range of positive psychology interventions to strengthen optimism, resilience and self-esteem.
CO3: To evaluate the difference between weaknesses and strengths and to emphasize on the strengths as an approach towards well-being.
CO4: To apply positive psychology techniques to enhance the wellbeing of individuals, groups, workplaces, communities and institutions.
CO5: To reflect and analyse on how a range of techniques in positive psychology affect experience, and contribute in the future to lasting happiness.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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7PSYC6371: Qualitative Research in Psychology

CO1: To define and distinguish among the principles, techniques and methods involved in qualitative research.
CO2: To apply the knowledge of various Qualitative Data Collection Techniques Research.
CO3: To analyse data using data analysis softwares.
CO4: To apply the scientific principles of qualitative research methods in various research projects.
CO5: To apply the techniques of qualitative research methods to develop understanding of problems and interventions.

CO-PO-PSO Mapping											
CO	**PO**						**PSO**				
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**
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Fourth Semester

7PSYH6251: Corporate Counselling

CO1: Explain the theoretical understanding of corporate culture, role of counsellor in an organization.
CO2: Differentiate among various counselling models.
CO3: Demonstrate the counselling process addressing issues relating to stress and motivation.
CO4: Apply and analyse the principles of different perspectives in counseling.
CO5: Be equipped with skills and competence required in counseling, interviewing and dealing with professional ethical and legal issues of corporate counseling.

CO-PO-PSO Mapping												
CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1	*		*	*		*	*	*				
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4						*						
5			*						*			

7PSYH6261: Corporate Counselling (Practical)

CO1: Able to demonstrate essential interviewing and counseling skills required for attaining appropriate counseling goals, design intervention strategies, evaluate client outcomes, and successfully terminate the counselor-client relationship.
CO2: Develop skills required to complete a comprehensive case conceptualization.
CO3: To demonstrate skills required to be a professional and competent corporate counselor.

CO-PO-PSO Mapping												
CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1	*		*			*	*					
2			*									

	PO1	PO2	PO3	PO4	PO5	PO6	PSO1	PSO2	PSO3	PSO4	PSO5	PSO6
3			*				*					
4				*				*		*		
5				*					*			

7INTS7010: Internship I

CO1: To apply the theoretical understanding of concepts, theories, and interventions (L3).
CO2: To demonstrate skills in interacting with the client and establishing professional relationships with the client (L3).
CO3: To demonstrate therapeutic and professional skills required in professional settings (L3).
CO4: To acquire experiential learning and get sensitised toward the requirements of professional environment (L5).
CO5: To be professionally ready to deal effectively in the environment (L5).

CO												
CO-PO-PSO Mapping												
CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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5						*	*					

7INTS7020: Internship II

CO1: To apply the theoretical understanding of concepts, theories, and interventions (L3).
CO2: To demonstrate skills in interacting with the client and establishing professional relationships with the client (L3).
CO3: To demonstrate therapeutic and professional skills required in professional settings (L3).
CO4: To acquire experiential learning and get sensitised toward the requirements of professional environment (L5).
CO5: To be professionally ready to deal effectively in the environment (L5).

CO-PO-PSO Mapping												
CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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2				*							*	
3			*	*					*			
4							*					
5					*	*						

7INTS7030: Internship III

CO1: To apply the theoretical understanding of concepts, theories, and interventions (L3).
CO2: To demonstrate skills in interacting with the client and establishing professional relationships with the client (L3).
CO3: To demonstrate therapeutic and professional skills required in professional settings (L3).
CO4: To acquire experiential learning and get sensitised toward the requirements of professional environment (L5).
CO5: To be professionally ready to deal effectively in the environment (L5).

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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2				*							*	
3			*	*					*			
4							*					
5						*	*					

7INTS7040: Internship IV

CO1: To apply the theoretical understanding of concepts, theories, and interventions (L3).
CO2: To demonstrate skills in interacting with the client and establishing professional relationships with the client (L3).
CO3: To demonstrate therapeutic and professional skills required in professional settings (L3).
CO4: To acquire experiential learning and get sensitised toward the requirements of professional environment (L5).
CO5: To be professionally ready to deal effectively in the environment (L5).

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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CO	1	2	3	4	5	6	1	2	3	4	5	6
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3			*	*					*			
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5							*	*				

7DISS7010: Dissertation

CO1: To apply theoretical knowledge, research methodology, and statistics in practice (L5).
CO2: To demonstrate statistical and research training in implementing an appropriate research procedure (L5).
CO3: To score, analyse, and interpret the data obtained (L5).
CO4: To acquire a coherent and logical understanding and demonstrate competence in analyzing and discussing the results and report writing (L5).
CO5: To analyse and synthesize research findings, their implications, limitations within ethical guidelines of APA, and publish the research (L5).

CO	CO-PO-PSO Mapping											
	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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M.sc psychology (HRDM)

2022-2024

Programme Educational Objectives (PEOs)

PEO1: Graduates will be competent to apply psychological knowledge in various settings of organization like recruitment, psychometric assessment, job analysis, competency mapping, training, performance appraisal, research and development.

PEO2: Graduates will be equipped with specialized knowledge in training need analysis and project management by giving a unique perspective which addresses employee behavior concerns

PEO3: Graduates will demonstrate skills in psychological training for employment in business and human resource related organizations and to prepare for further professional training in related areas.

PEO4: To prepare creative minds to be a leader for Organizations, Entrepreneurship and Start- ups.

PEO5: To inculcate professional expertise, ethical values, social responsibility, commitment, accountability and sustainability for a positive work environment.

Programme Outcomes (POs)

PO1: Enhance ability and Competency: To understand the importance of behavioral science in organizational development and to apply best practices in talent management, competency mapping and in performance management to create a positive workplace and to contribute for organizational development

PO2: Ethical Values and Leadership Qualities: To develop competent HR professionals with strong ethical values, corporate social responsibility and effective management skills with required knowledge, motivation, attitude, skills to be an effective leader in organization for global change.

PO3: Psychometric Assessment and Research Skills: To train students in development of psychological tests, psychometric assessment and intervention/training modules according to the professional requirement and to impart quality research skills with in-depth knowledge of concepts, theories, research methodology and statistics.

PO4: Counselling Skills and Interventions: To equip students to address mental health issues in the professional domain and provide guidance and counseling. By the end of the program the students will be trained to address employee's intrapersonal, interpersonal, group and societal issues by applying scientific principles of psychology. And also will be able to plan intervention to manage employees stress and balance their work life and to improve quality of work life.

PO5: Training and development: To inculcate skills in domain specific areas of induction, training-need analysis, training/coaching/mentoring, and appraisal.

PO6: Lifelong learning: To prepare students to adapt themselves according to the changing dynamics of organization, leadership and become a resilient, lifelong learner.

Program Specific Outcomes (PSOs)

PSO1: Graduate will demonstrate analytical and critical skills to solve organizational problems in a variety of settings like recruitment, job analysis, competency mapping, training, and performance management.

PSO2: Graduate will be equipped in entrepreneurial skills, to develop organizational set up in current and futuristic business environments.

PSO3: Graduate will demonstrate innovative and creative plans, execute ideas for entrepreneurship, startups, national and multinational organizations and its growth.

PSO4: Graduates will exhibit ability to work, manage and train diverse groups of employees to progress and excel.

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PSO5: Graduates will function effectively as an individual, team member, and leaders in global

multi-disciplinary settings.

PSO6: Graduates will demonstrate progressive, affective, social, ethical and cultural values.

First Semester

7PSYC5011: PERSONALITY THEORIES

- **Course Outcomes (COs)**:
    1. To understand the relevance of personality in defining human behaviour. (Level 2)
    2. To differentiate between major theoretical approaches to personality. (Level 2)
    3. To assess and analyse the different dimensions of personality. (Level 4)
    4. To evaluate suitable methods of personality assessment. (Level 5)

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*						*					
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7PSYC5021: BEHAVIOURAL STATISTICS-I

Course Outcomes (COs):

1. To understand and know the relevance of statistics in behavioural science research. (Level 2)

2. To demonstrate the knowledge to quantify data. (Level 3)

3. To demonstrate the knowledge in data distribution. (Level 3)

4. To analyse and interpret data sets in charts, graphs, and distributions. (Level 4)

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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7PSYH5011: LEARNING AND DEVELOPMENT

Course Outcomes (COs):

1. To demonstrate the knowledge of different theoretical concepts of human learning. (Level 3)

2. To define and understand different perspectives of human learning. (Level 2)

3. To analyse the learning which occurs in personal, professional, and social situations based on principles of learning. (Level 4)

4. To apply the theoretical expertise in various settings. (Level 3)

5. To evaluate the impact of learning theories on different aspects of human life. (Level 5)

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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3					*					*		
4					*			*				
5												

7PSYH5021: INDUSTRIAL PSYCHOLOGY

Course Outcomes:

CO1: To understand and integrate the main concepts of psychology in the area of Industrial settings.

CO2: To apply the understanding of human uniqueness in organizational growth.

CO3: To analyse how the theories and empirical evidence can help to promote talents in an organization.

CO4: To facilitate a critical evaluation of organizational practices and their impact on work behavior, attitudes, and performance.

CO5: Equipped to validate and develop a job-specific selection design, a thorough and systematic competency model (job analysis), and job-specific training program.

CO-PO-PSO

Mapping												
C O	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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7PSYH5031: ORGANIZATIONAL BEHAVIOUR

Course Outcomes:

CO1: To understand and integrate theoretical knowledge of psychology in organizational behavior.

CO2: Assess the potential factors that affect organizational structure, communication, culture, and design.

CO3: To critically evaluate organizational practices and its impact on employees behavior, motivation, attitudes, and performance.

CO4: To analyze the emerging trends in understanding contemporary and modern organizational challenges.

CO5: To apply management skills and training in dealing with organizational change and development.

CO-PO-PSO Mapping												
C O	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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7PSYH5041: MENTAL HEALTH AT WORKPLACE

Course Outcomes:

CO1: To discuss the signs and symptoms of mental illness and other forms of psychological and behavioral dysfunction in the workplace.

CO2: To understand DSM-5 and ICD-10 nosological system for the classification and

diagnosis of psychological disorders.
CO3: To demonstrate skills of identifying symptoms, causes, and treatment for psychological disorders such as organic, mood, neurotic, stress, somatoform, and personality disorders.
CO4: To analyze the complex factors that contribute to psychological and behavioral dysfunction.
CO5: To critically evaluate different conceptual approaches to etiology and treatment of mental disorders.

CO	CO-PO-PSO Mapping											
	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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7PSYC5081: PERSONALITY ASSESSMENTS (Practical)
Course Outcomes:
CO1: To define the concepts and assessment procedures in personality assessment.
CO2: To understand the application of assessment of personality in different fields.
CO3: To demonstrate skills in assessing various dimensions of personality.
CO4: To analyze and interpret the results of personality assessment.
CO5: To summarize reports based on personality assessment.

CO	CO-PO-PSO Mapping											
	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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7PSYH5051: MENTAL HEALTH IN WORKPLACE (Practical)
Course Outcomes:
CO1: To define the concepts and assessment procedures in psychopathology assessment for adults.
CO2: To understand the application of psychopathological assessment for various mental health and behavioral problems in adults.
CO3: To demonstrate skills in assessing various forms of psychopathology in adults.
CO4: To analyze and interpret the results of assessments for diagnosis and treatment plan.
CO5: To summarize reports based on the assessment.

CO	CO-PO-PSO Mapping											
	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1			*				*					
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Second Semester

7PSYC6111: RESEARCH METHODOLOGY
Course Outcomes:
CO1: To define and distinguish among the principles, techniques, and methods involved in research.
CO2: To apply the knowledge of various methods of research design and sampling techniques while conducting research.
CO3: To critically analyse research methodologies identified in existing literature.
CO4: To apply the scientific principles of research methodology for various research projects.
CO5: To evaluate research questions, hypotheses, data, and findings.

CO	CO-PO-PSO Mapping											
	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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CO	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PSO 1	PSO 2	PSO 3	PSO 4	PSO 5	PSO 6
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7PSYC6121: BEHAVIOURAL STATISTICS – II

Course Outcomes:

CO1: To understand and distinguish the different methods of inferential statistics.

CO2: To analyse the distribution and significance of the data using appropriate statistical methods.

CO3: To apply the knowledge of testing hypotheses and levels of significance using appropriate statistical methods.

CO4: To critically analyse the application of relevant statistical methods based on distribution of data and sampling.

CO5: To evaluate the underlying assumptions of statistics for data analysis.

CO-PO-PSO Mapping												
CO	PO						PSO					
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4			*				*					
5			*						*			

7PSYH6061: HRM

Course Outcomes:

CO1: To understand and know Human Resource Management and Development issues in Organization.

CO2: To examine the current issues, trends, and processes in human resource management.

CO3: To appraise issues regarding promotional growth and transfer.

CO-PO-PSO Mapping												
CO	PO						PSO					
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2		*						*				
3	*							*				

7PSYH6071: PRINCIPLES OF MANAGEMENT

Course Outcomes:

CO1: To demonstrate the knowledge of principles of Management.

CO2: To define and understand different perspectives and approaches towards Management.

CO3: To apply the theoretical expertise in various settings in Management.

CO4: To evaluate the implication of various managerial skills in organizations.

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7PSYH6081: Leadership and Development

Course Outcomes (CO):

CO1: Understand core competencies of an effective leader (Level 2).

CO2: Gain self-awareness of personal leadership style for effective team leadership (Level 2).

CO3: Differentiate between different leadership styles (Level 3).

CO4: Apply appropriate leadership style according to the situation or change in an organization (Level 3).

CO5: Evaluate pros and cons of different leadership styles in people management (Level 5).

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7PSYH6091: Emotional Intelligence and Managerial Effectiveness

Course Outcomes (CO):

CO1: Explain the concepts and perspectives of emotional intelligence (Level 2).

CO2: Demonstrate the application of emotional competencies in personal and professional life (Level 3).
CO3: Describe the role of emotional intelligence and its effectiveness in the workplace (Level 4).

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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7PSYH6101: International HRM

Course Outcomes (CO):

CO1: Integrate and evaluate different perspectives on IHRM (Level 2).
CO2: Systematically define, categorize, and analyze a broad range of issues and problems faced by MNCs in their IHRM strategies (Level 4).
CO3: Use concepts and tools for explaining and developing theories and methods for practical applications of IHRM (Level 2).
CO4: Articulate and synthesize the impact of IHRM in multinational companies (Level 3).
CO5: Critically reflect upon and evaluate ethical issues related to IHRM and formulate policies and strategies for emerging trends (Level 6).

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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5		*			*						*	

7PSYH6111: HRD

Course Outcomes (CO):

CO1: Demonstrate knowledge about fundamental principles, generalizations, and/or theories in advanced human resources management (Level 2).

CO2: Use and explain the meaning for factual knowledge such as understanding and addressing multi-generational issues and implementing retention strategies (Level 2).
CO3: Apply the principles to effective HR consulting skills (Level 3).
CO4: Understand the conceptual framework of Human Resources and its applications in decision making under various environmental constraints (Level 2).
CO5: Design effective training and retention strategies for the growth of the human resource of the organization (Level 4).

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7PSYH6121: Integrated Talent Management

Course Outcomes (CO):

CO1: Define talent management and discuss the process aligned with talent management, organizational strategy, and other HR practices (Level 1).
CO2: Develop the process for identifying high-potential talent and formulate a database of talent to serve organizational present and future needs (Level 6).
CO3: Discuss and develop management strategies for the unique challenges and opportunities of talent management resulting from globalization (Level 6).
CO4: Map and evaluate compensation and reward strategies for effective talent management in the challenging scenarios of retaining talent (Level 5).
CO5: Examine the processes for talent development and succession planning (Level 5).

<table>
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7PSYH6131: Organisational Change and Management

Course Outcomes (CO):

CO1: Understand and integrate the main concepts of change management and organisational development (Level 2).
CO2: Critically review the components and processes of organisational change and their implications for managers in contemporary and emerging organisations (Level 5).
CO3: Demonstrate, clearly articulate, and facilitate a change management intervention within an organisation (Level 4).
CO4: Ascertain and develop change strategies for the individual, group, inter-group, and organisation levels (Level 4).

CO	| PO						| PSO					
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Table title: CO-PO-PSO Mapping

7PSYH6141: Performance Management

Course Outcomes (CO):

CO1: Systematically formulate and communicate performance management's aims, objectives, priorities, and targets in accordance with business functions (Level 6).
CO2: Plan effective performance management policies and practices to improve organisational and employee performance (Level 6).
CO3: Assess how increased employee involvement can contribute to effective performance and coach employees to identify career paths and resources available to support individual development (Level 5).
CO4: Demonstrate the communication skills required in managing high performers and low performers (Level 3).
CO5: Critically evaluate the effectiveness of performance management (Level 5).

CO	| PO						| PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1	*								*			
2	*								*			

Table title: CO-PO-PSO Mapping

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7PSYH6151: Business Ethics

Course Outcomes (CO):

CO1: Evaluate the application of fundamental ethical principles in business decision-making and action-taking (Level 5).
CO2: Prepare a code of ethics as a statement of norms and beliefs, and shape the company and strategy in business practice (Level 5).
CO3: Understand the importance of ethics in business and business communication and interpersonal relationships (Level 2).

CO-PO-PSO Mapping												
C O	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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2		*										*
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Third Semester

7PSYC5241: Basic Counseling Skills

Course Outcomes:

CO1: Discuss the principles and elements of effective interviewing in counselling. (L2)
CO2: Develop appropriate counselling goals and design intervention strategies for an effective counselling process. (L4)
CO3: Demonstrate effective therapeutic relationships and professional boundaries. (L3)
CO4: Apply ethical and legal principles in the counselling process and the relationship. (L4)
CO5: Evaluate client outcomes and have a successful termination of counsellor-client relationships. (L5)

CO-PO-PSO Mapping												
C O	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**

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7PSYC5251: Basic Counseling Skills (Practical)

Course Outcomes:

CO1: Identify the range of interpersonal skills required in the counselling process. (L1)
CO2: Understand the application of counselling principles to diverse populations. (L2)
CO3: Demonstrate skills in establishing a healthy counsellor-client relationship. (L3)
CO4: Develop an appropriate course of action in addressing mental health concerns. (L4)
CO5: Evaluate the need for therapy and intervention. (L5)

CO	**CO-PO-PSO Mapping**											
	PO						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
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7PSYH6161: Compensation Management

Course Outcomes:

CO1: Evaluate the underlying Compensation Philosophies of different organizations, aligned with their culture and business goal as a deciding factor for compensation of employees for different functions and levels across the organizations (L5).
CO2: Identify the significance of the issues of compensating human resources by creating Equitable Pay Systems in organizations (L6).
CO3: Learn the principles, method, and techniques of designing and implementing Market Competitive Compensation Systems (L3).
CO4: Analyze, integrate, and apply the knowledge to solve compensation-related problems in organizations (L4).
CO5: Demonstrate comprehension by constructing a compensation system encompassing; internal consistency, external competitiveness, employee contributions, organizational benefit systems, and administration issues (L3, L6).

CO-PO-PSO Mapping												
C O	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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7PSYH6171: Consumer Behavior

Course Outcomes:

CO1: Understand how consumers make decisions, process information, develop preferences, and make choices. (L2)
CO2: Apply concepts and theories of consumer behavior in contemporary marketing strategy. (L3)
CO3: Apply the knowledge of consumer behavior to marketing. (L3)

CO-PO-PSO Mapping												
C O	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1	*					*	*					*
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3	*					*	*					*

7PSYH6181: **Industrial Relations and Labor Laws**
Course Outcomes (CO):

CO1: Define labor welfare and list the related terms. (L1)
CO2: Apply labor policies in the organization. (L3)
CO3: Discuss the constitutional aspects of industrial jurisdiction. (L3)
CO4: Verify the wages, working conditions, & social security. (L5)
CO5: Explain workers' participation in management. (L2)

CO-PO-PSO Mapping

CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
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4	*					*	*				*	
5	*					*	*					

7PSYH6191: **Entrepreneurship Management**
Course Outcomes (CO):

CO1: Demonstrate knowledge of current information, theories, and models in entrepreneurship. (L2)
CO2: Demonstrate knowledge of the legal and ethical environment impacting business organizations. (L3)
CO3: Exhibit an understanding and appreciation of the ethical implications of decisions. (L3)

CO-PO-PSO Mapping												
CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1	*					*		*	*			*
2		*						*				
3		*						*	*			*

7PSYH6201: **Strategic Management**
Course Outcomes (CO):

CO1: Describe major theories, background work, concepts, and research output in strategic management. (L2)
CO2: Demonstrate a clear understanding of the concepts, tools & techniques used by executives in developing and executing strategies. (L3)
CO3: Apply strategic skills in corporate/industrial settings. (L5)

CO-PO-PSO Mapping												
CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1			*							*		

	1	2	3	4	5	6	1	2	3	4	5	6
2					*			*				
3	*								*			

7PSYH6211: **Diversity Management**
Course Outcomes (CO):

CO1: Understand diversity and promote a culture of equality in the workplace. (L2)
CO2: Apply research-based knowledge relevant to culture, race, religion, gender, sexual orientation, and disabilities in assessing, planning, intervening, and acting as leaders with employees and employers in the broader community. (L3)
CO3: Demonstrate progressive, affective, social, ethical, and cultural values and apply them in corporate/industrial settings. (L3)

CO-PO-PSO Mapping												
C O	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*		*						*			
2					*					*		
3			*									*

7PSYH6221: **Organizational Development and Intervention**
Course Outcomes (CO):

CO1: Understand and know conceptual knowledge in OD. (L2)
CO2: Examine current issues, trends, practices, values, and beliefs in OD. (L3)
CO3: Analyze and apply effective managerial skills in the OD process. (L3)
CO4: Appraise issues regarding different models in managing change. (L5)
CO5: Design and develop appropriate OD interventions according to organizational requirements. (L5)

CO-PO-PSO Mapping												
C O	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*									*		
2		*							*			
3		*					*					
4					*		*					

5			*							*	

7PSYH6231: HR Analytics

CO1: To understand the processes and practices HR analytics in the modern scenario.
CO2: To demonstrate skills in implementing HR analytics to improve performance of individual employees as well as help the Management to achieve success.
CO3: To demonstrate skills related to HR Data Analytics.

CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1		*										
2	*				*		*		*			
3		*						*				

CO-PO-PSO Mapping

7PSYC6361: Positive Psychology

CO1: To understand a variety of techniques designed to enhance happiness/subjective well-being.
CO2: To demonstrate an in-depth understanding of the range of positive psychology interventions to strengthen optimism, resilience and self-esteem.
CO3: To evaluate the difference between weaknesses and strengths and to emphasize on the strengths as an approach towards well-being.
CO4: To apply positive psychology techniques to enhance the wellbeing of individuals, groups, workplaces, communities and institutions.
CO5: To reflect and analyse on how a range of techniques in positive psychology affect experience, and contribute in the future to lasting happiness.

CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1	*									*		
2		*							*			
3		*					*					
4					*		*					
5				*							*	

CO-PO-PSO Mapping

7PSYC6371: Qualitative Research in Psychology

CO1: To define and distinguish among the principles, techniques and methods involved in qualitative research.
CO2: To apply the knowledge of various Qualitative Data Collection Techniques Research.
CO3: To analyse data using data analysis softwares.
CO4: To apply the scientific principles of qualitative research methods in various research projects.
CO5: To apply the techniques of qualitative research methods to develop understanding of problems and interventions.

CO	PO						PSO				
	1	2	3	4	5	6	1	2	3	4	5
1	*										
2	*										
3											
4											*
5			*						*		

Table heading: CO-PO-PSO Mapping

Fourth Semester

7PSYH6251: Corporate Counselling

CO1: Explain the theoretical understanding of corporate culture, role of counsellor in an organization.
CO2: Differentiate among various counselling models.
CO3: Demonstrate the counselling process addressing issues relating to stress and motivation.
CO4: Apply and analyse the principles of different perspectives in counseling.
CO5: Be equipped with skills and competence required in counseling, interviewing and dealing with professional ethical and legal issues of corporate counseling.

CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1	*		*	*		*	*	*				
2		*	*									
3			*			*	*		*			
4						*						

Table heading: CO-PO-PSO Mapping

5			*					*			

7PSYH6261: Corporate Counselling (Practical)

CO1: Able to demonstrate essential interviewing and counseling skills required for attaining appropriate counseling goals, design intervention strategies, evaluate client outcomes, and successfully terminate the counselor-client relationship.
CO2: Develop skills required to complete a comprehensive case conceptualization.
CO3: To demonstrate skills required to be a professional and competent corporate counselor.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*		*			*	*					
2			*									
3			*				*					
4				*				*		*		
5				*					*			

7INTS7010: Internship I

CO1: To apply the theoretical understanding of concepts, theories, and interventions (L3).
CO2: To demonstrate skills in interacting with the client and establishing professional relationships with the client (L3).
CO3: To demonstrate therapeutic and professional skills required in professional settings (L3).
CO4: To acquire experiential learning and get sensitised toward the requirements of professional environment (L5).
CO5: To be professionally ready to deal effectively in the environment (L5).

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1				*			*					
2				*							*	
3			*	*					*			
4							*					

| 5 | | | | | | * | * | | | | | |

7INTS7020: Internship II

CO1: To apply the theoretical understanding of concepts, theories, and interventions (L3).
CO2: To demonstrate skills in interacting with the client and establishing professional relationships with the client (L3).
CO3: To demonstrate therapeutic and professional skills required in professional settings (L3).
CO4: To acquire experiential learning and get sensitised toward the requirements of professional environment (L5).
CO5: To be professionally ready to deal effectively in the environment (L5).

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1				*			*					
2				*							*	
3			*	*					*			
4							*					
5						*	*					

7INTS7030: Internship III

CO1: To apply the theoretical understanding of concepts, theories, and interventions (L3).
CO2: To demonstrate skills in interacting with the client and establishing professional relationships with the client (L3).
CO3: To demonstrate therapeutic and professional skills required in professional settings (L3).
CO4: To acquire experiential learning and get sensitised toward the requirements of professional environment (L5).
CO5: To be professionally ready to deal effectively in the environment (L5).

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1				*			*					
2				*							*	

CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
3			*	*					*			
4							*					
5						*	*					

7INTS7040: Internship IV

CO1: To apply the theoretical understanding of concepts, theories, and interventions (L3).
CO2: To demonstrate skills in interacting with the client and establishing professional relationships with the client (L3).
CO3: To demonstrate therapeutic and professional skills required in professional settings (L3).
CO4: To acquire experiential learning and get sensitised toward the requirements of professional environment (L5).
CO5: To be professionally ready to deal effectively in the environment (L5).

CO	PO						PSO					
CO-PO-PSO Mapping												
	1	2	3	4	5	6	1	2	3	4	5	6
1				*			*					
2				*							*	
3			*	*					*			
4							*					
5						*	*					

7DISS7010: Dissertation

CO1: To apply theoretical knowledge, research methodology, and statistics in practice (L5).
CO2: To demonstrate statistical and research training in implementing an appropriate research procedure (L5).
CO3: To score, analyse, and interpret the data obtained (L5).
CO4: To acquire a coherent and logical understanding and demonstrate competence in analyzing and discussing the results and report writing (L5).
CO5: To analyse and synthesize research findings, their implications, limitations within ethical guidelines of APA, and publish the research (L5).

CO	PO						PSO					
CO-PO-PSO Mapping												
	1	2	3	4	5	6	1	2	3	4	5	6

1			*			*				
2			*				*			
3			*				*			
4			*					*		
5			*					*		

M.sc psychology (HRDM)

2023-2025

Programme Educational Objectives (PEOs)

PEO1: Graduates will be competent to apply psychological knowledge in various settings of organization like recruitment, psychometric assessment, job analysis, competency mapping, training, performance appraisal, research and development.

PEO2: Graduates will be equipped with specialized knowledge in training need analysis and project   management by giving a unique perspective which addresses employee behavior concerns.

PEO3: Graduates will demonstrate skills in psychological training for employment in business and human resource related organizations and to prepare for further professional training in related areas.

PEO4: To prepare creative minds to be a leader for Organizations, Entrepreneurship and Start-ups.

PEO5: To inculcate professional expertise, ethical values, social responsibility, commitment, accountability and sustainability for a positive work environment.

Programme Outcomes (POs)

PO1: Enhance ability and Competency: To empathize the importance of behavioral science in organizational development and to apply best practices in talent management, competency mapping and in performance management to create a positive workplace and to contribute for organizational development

PO2: Ethical Values and Leadership Qualities: To develop competent HR professionals with strong ethical values, corporate social responsibility and effective management skills

with required knowledge, motivation, attitude, skills to be an effective leader in organization for global change.

PO3: Psychometric Assessment and Research Skills: To train students in development of psychological tests, psychometric assessment and intervention/training modules according to the professional requirement and to impart quality research skills with in-depth knowledge of concepts, theories, research methodology and statistics.

PO4: Counselling Skills and Interventions: To equip students to address mental health issues in the professional domain and provide guidance and counseling. By the end of the program the students will be trained to address employee's intrapersonal, interpersonal, group and societal issues by applying scientific principles of psychology. And also, will be able to plan intervention to manage employees stress and balance their work life and to improve quality of work life.

PO5: Training and development: To inculcate skills in domain specific areas of induction, training-need analysis, training/coaching/mentoring, and appraisal.

PO6: Lifelong learning: To prepare students to adapt themselves according to the changing dynamics of organization, leadership and become a resilient, lifelong learner.

Program Specific Outcomes (PSOs)

PSO1: Graduate will demonstrate analytical and critical skills to solve organizational problems in a variety of settings like recruitment, job analysis, competency mapping, training, and performance management.

PSO2: Graduate will be equipped in entrepreneurial skills, to develop organizational set up in current and futuristic business environments.

PSO3: Graduate will demonstrate innovative and creative plans, execute ideas for entrepreneurship, startups, national and multinational organizations and its growth.

PSO4: Graduates will exhibit ability to work, manage and train diverse groups of employees to progress and excel.

PSO5: Graduates will function effectively as an individual, team member, and leaders in global multi-disciplinary settings.

PSO6: Graduates will demonstrate progressive, affective, social, ethical and cultural values.

First Semester

7PSYH501: Psychology of Individual Differences

Course Outcomes (COs):

1. Explain the biological, cultural, and gender influences on personality and critically evaluate psychodynamic, trait, behavioristic, cognitive, humanistic, and existential perspectives on personality. (Level 1)
2. Compare and contrast classical and contemporary theories of intelligence, including multiple intelligences and emotional intelligence, and identify characteristics of intelligence extremes. (Level 2)
3. Demonstrate understanding of classical and operant conditioning, observational and cognitive learning, and relate these to practical applications in different contexts. (Level 3)
4. Evaluate major theories of emotion and the nature, causes, and consequences of stress, and propose effective coping mechanisms based on GAS theory and moderating factors. (Level 5)
5. Investigate methods and challenges in problem-solving, decision-making, and creativity, and explain processes related to memory, including encoding, storage, retrieval, and forgetting. (Level 4)

	CO-PO-PSO Mapping											

CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1	*		*				*			*		
2	*		*				*			*		
3			*	*			*			*		
4			*				*			*		
5	*				*		*			*	*	

7PSYH503: Behavioural Statistics

Course Outcomes (COs):

1. Explain the meaning, characteristics, and applications of statistics in psychological and social science contexts. (Level 2)
2. Organize and describe data using graphical representations and statistical measures of central tendency and variability. (Level 3)
3. Analyze distributions of data, assess normality, and apply probability concepts in inferential statistics. (Level 4)
4. Formulate and test hypotheses using appropriate statistical tools and interpret the outcomes. (Level 3)
5. Apply parametric and non-parametric tests in data analysis and critically evaluate their assumptions. (Level 3)

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*						*					
2		*						*				
3			*						*			
4				*						*		
5					*						*	

7PSYH502: Principles of Social Psychology

Course Outcomes (COs):

1. Define and discuss the nature, scope, and historical evolution of social psychology and its research methods. (Level 1)
2. Illustrate theoretical concepts of social thinking, social influence, and social relationships. (Level 2)
3. Evaluate and analyze social behaviors such as stereotyping, aggression, and attraction in interpersonal and group contexts. (Level 4)
4. Summarize and critique classic studies in social psychology, connecting them to contemporary issues. (Level 2)
5. Design and evaluate appropriate intervention strategies for issues related to social influences on behavior. (Level 5)

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**

CO	1	2	3	4	5	6	1	2	3	4	5	6
1	*						*					
2				*								*
3					*					*		
4					*			*				
5												

7PSYH5021: Industrial Psychology

Course Outcomes (COs):

1. Understand and integrate the main concepts of psychology in industrial settings. (Level 1)
2. Apply the understanding of human uniqueness in organizational growth. (Level 3)
3. Analyze how theories and empirical evidence can help promote talents in an organization. (Level 3)
4. Critically evaluate organizational practices and their impact on work behavior, attitudes, and performance. (Level 4)
5. Develop and validate job-specific selection designs, competency models, and training programs. (Level 3)

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*						*					
2	*							*				
3					*		*					
4					*						*	
5					*						*	

7PSYH5031: Organizational Behavior

Course Outcomes (COs):

1. Understand and integrate theoretical knowledge of psychology in organizational behavior. (Level 2)
2. Assess the potential factors that affect organizational structure, communication, culture, and design. (Level 5)
3. Critically evaluate organizational practices and their impact on employees' behavior, motivation, attitudes, and performance. (Level 5)
4. Analyze emerging trends in understanding contemporary and modern organizational challenges. (Level 4)
5. Apply management skills and training in dealing with organizational change and development. (Level 5)

CO-PO-PSO Mapping												
CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1	*						*					
2	*							*				
3					*				*			
4					*		*					
5					*						*	

7PSYH504: Psychometric Testing (Practical)

Course Outcomes (COs):

1. Define concepts and assessment procedures in personality assessment. (Level 1)
2. Understand the application of personality assessment in different fields. (Level 2)
3. Demonstrate skills in assessing various dimensions of personality. (Level 3)
4. Analyze and interpret the results of personality assessments. (Level 5)
5. Summarize reports based on personality assessment. (Level 6)

CO-PO-PSO Mapping												
CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6

CO	1	2	3	4	5	6	1	2	3	4	5	6
1			*				*					
2			*				*					
3			*				*					
4			*				*					
5			*				*					

7PSYG505: Academic Writing

Course Outcomes (COs):

1. Develop arguments in thoughts and on paper in scientific and academic formats.
2. Evaluate scientific papers and literature.
3. Write academic papers and reports.

CO-PO-PSO Mapping												
CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1			*				*					
2			*				*					
3			*				*					

Second Semester

7PSYC6111: RESEARCH METHODOLOGY
Course Outcomes (COs):

CO1: Define and distinguish principles, techniques, and methods involved in research.
CO2: Apply methods of research design and sampling techniques in research.
CO3: Critically analyze research methodologies identified in literature.

CO4: Apply scientific principles of research methodology for research projects.
CO5: Evaluate research questions, hypotheses, data, and findings.

CO	PO						PSO					
CO-PO-PSO Mapping												
	1	2	3	4	5	6	1	2	3	4	5	6
1	*		*				*					
2			*				*					
3			*				*					
4			*				*					
5			*						*			

7PSYH5011: HRM
Course Outcomes (COs):

CO1: Understand Human Resource Management and Development issues in organizations.
CO2: Examine current issues, trends, and processes in human resource management.
CO3: Appraise issues regarding promotional growth and transfer.

CO	PO						PSO					
CO-PO-PSO Mapping												
	1	2	3	4	5	6	1	2	3	4	5	6
1	*							*				
2		*						*				
3	*							*				

7PSYH601: Talent Acquisition and Retention (TAR)
Course Outcomes (COs):

CO1: Define Talent Acquisition & Retention and understand forecasting and planning for talent.
CO2: Understand the importance of career planning and succession planning.
CO3: Apply methods to attract, recruit, and select employees.
CO4: Understand newer concepts and techniques of Talent Acquisition.
CO5: Examine the processes and plan for Talent Retention within the organization.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*		*				*					
2			*				*					
3			*				*					
4			*				*					
5			*						*			

7PSYH6171: Consumer Behavior
Course Outcomes (COs):

CO1: Understand how consumers make decisions, process information, develop preferences, and make choices.
CO2: Apply concepts and theories of consumer behavior in contemporary marketing strategy.
CO3: Apply knowledge of consumer behavior to marketing.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**

CO	1	2	3	4	5	6	1	2	3	4	5	6
1	*					*	*					*
2	*					*	*					*
3	*					*	*					*

7PSYH5041: Mental Health at Workplace
Course Outcomes (COs):

CO1: Discuss the signs and symptoms of mental illness and psychological dysfunction in the workplace.
CO2: Understand the DSM-5 and ICD-10 systems for diagnosing psychological disorders.
CO3: Demonstrate skills in identifying symptoms, causes, and treatments for psychological disorders.
CO4: Analyze factors contributing to psychological and behavioral dysfunction.
CO5: Critically evaluate different conceptual approaches to the etiology and treatment of mental disorders.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*						*					
2	*									*		
3				*						*		
4				*						*		
5				*						*		

7PSYH5051: Mental Health in Workplace (Practical)
Course Outcomes:

1. Define the concepts and assessment procedures in psychopathology assessment for adults (Level 1).

2. Understand the application of psychopathological assessment for various mental health and behavioral problems in adults (Level 2).
3. Demonstrate skills in assessing various forms of psychopathology in adults (Level 3).
4. Analyze and interpret the results of assessments for diagnosis and treatment plan (Level 5).
5. Summarize reports based on the assessment (Level 6).

CO-PO-PSO Mapping												
	PO						PSO					
CO	1	2	3	4	5	6	1	2	3	4	5	6
1			*				*					
2			*				*					
3			*				*					
4			*				*					
5			*				*					

7PSYH6081: Leadership and Development
Course Outcomes:

1. Understand and know the relevance of core competencies of an effective leader (Level 2).
2. Gain self-awareness of personal leadership style, strength, and personality for effective team leadership (Level 2).
3. Differentiate between different styles of leadership (Level 3).
4. Apply appropriate leadership style according to the situation or change in an organization (Level 3).
5. Evaluate pros and cons of different leadership styles in people management (Level 5).

CO-PO-PSO Mapping												
	PO						PSO					
CO	1	2	3	4	5	6	1	2	3	4	5	6
1	*							*				
2		*						*				

	1	2	3	4	5	6	1	2	3	4	5	6
3		*									*	
4		*									*	
5		*			*						*	

7PSYH6101: International HRM
Course Outcomes:

1. Integrate and evaluate different perspectives on IHRM (Level 2).
2. Systematically define, categorize, and analyze issues and problems faced by MNCs in their IHRM strategies (Level 4).
3. Use concepts and tools for explaining and developing theories and methods for practical applications of IHRM (Level 2).
4. Articulate and synthesize the impact of IHRM in multinational companies (Level 3).
5. Critically reflect upon and evaluate ethical issues related to IHRM and formulate innovative strategic management policies (Level 6).

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*							*				
2		*						*				
3		*									*	
4		*									*	
5		*				*					*	

7PSYH602: Strategic HRM (S-HRM)
Course Outcomes:

1. Demonstrate the use of basic and proper HR strategies required in today's business environment (Level 3).
2. Understand the importance of business and HR strategies (Level 3).

3. Understand the importance of approaches to Strategic HRM (Level 4).
4. Understand the importance of change management with HR strategies (Level 3).
5. Understand the skills and competencies required of Strategic HR professionals (Level 5).

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*							*				
2		*						*				
3		*									*	
4		*									*	
5		*				*					*	

7PSYH506: Professional Communications (PC)
Course Outcomes:

1. Demonstrate the use of basic and proper communication techniques required in today's business environment (Level 3).
2. Write effective and concise letters, memos, and reports (Level 4).
3. Plan and participate in successful meetings (Level 5).
4. Understand the importance of listening (Level 4).
5. Make successful business presentations (Level 5).

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*							*				

CO	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PSO 1	PSO 2	PSO 3	PSO 4	PSO 5	PSO 6
2		*					*					
3		*									*	
4		*									*	
5		*			*						*	

7PSYH6141: Performance Management
Course Outcomes:

1. Formulate and communicate performance management's aims, objectives, priorities, and targets (Level 6).
2. Plan effective performance management policies and practices (Level 6).
3. Assess how employee involvement can contribute to effective performance and support career development (Level 5).
4. Demonstrate communication skills in managing high and low performers (Level 3).
5. Critically evaluate the effectiveness of performance management (Level 5).

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*								*			
2	*								*			
3					*				*			
4					*					*		
5					*					*		

7PSYH6151: Business Ethics
Course Outcomes:

1. Evaluate the application of fundamental ethical principles in business decision-making (Level 5).
2. Prepare a code of ethics as a statement of norms and beliefs (Level 5).
3. Understand the importance of ethics in business communication and interpersonal relationships (Level 2).

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*											*
2		*										*
3						*						*

M.sc psychology (HRDM)

2024-2026

Programme Educational Objectives (PEOs)

PEO1: Graduates will be competent to apply psychological knowledge in various settings of organization like recruitment, psychometric assessment, job analysis, competency mapping, training, performance appraisal, research and development.

PEO2: Graduates will be equipped with specialized knowledge in training need analysis and project   management by giving a unique perspective which addresses employee behavior concerns.

PEO3: Graduates will demonstrate skills in psychological training for employment in business and human resource related organizations and to prepare for further professional training in related areas.

PEO4: To prepare creative minds to be a leader for Organizations, Entrepreneurship and Start-ups.

PEO5: To inculcate professional expertise, ethical values, social responsibility, commitment, accountability and sustainability for a positive work environment.

Programme Outcomes (POs)

PO1: Enhance ability and Competency: To empathize the importance of behavioral science in organizational development and to apply best practices in talent management, competency mapping and in performance management to create a positive workplace and to contribute for organizational development

PO2: Ethical Values and Leadership Qualities: To develop competent HR professionals with strong ethical values, corporate social responsibility and effective management skills with required knowledge, motivation, attitude, skills to be an effective leader in organization for global change.

PO3: Psychometric Assessment and Research Skills: To train students in development of psychological tests, psychometric assessment and intervention/training modules according to the professional requirement and to impart quality research skills with in-depth knowledge of concepts, theories, research methodology and statistics.

PO4: Counselling Skills and Interventions: To equip students to address mental health issues in the professional domain and provide guidance and counseling. By the end of the program the students will be trained to address employee's intrapersonal, interpersonal, group and societal issues by applying scientific principles of psychology. And also, will be able to plan intervention to manage employees stress and balance their work life and to improve quality of work life.

PO5: Training and development: To inculcate skills in domain specific areas of induction, training-need analysis, training/coaching/mentoring, and appraisal.

PO6: Lifelong learning: To prepare students to adapt themselves according to the changing dynamics of organization, leadership and become a resilient, lifelong learner.

Program Specific Outcomes (PSOs)

PSO1: Graduate will demonstrate analytical and critical skills to solve organizational problems in a variety of settings like recruitment, job analysis, competency mapping, training, and performance management.

PSO2: Graduate will be equipped in entrepreneurial skills, to develop organizational set up in current and futuristic business environments.

PSO3: Graduate will demonstrate innovative and creative plans, execute ideas for entrepreneurship, startups, national and multinational organizations and its growth.

PSO4: Graduates will exhibit ability to work, manage and train diverse groups of employees to progress and excel.

PSO5: Graduates will function effectively as an individual, team member, and leaders in global multi-disciplinary settings.

PSO6: Graduates will demonstrate progressive, affective, social, ethical and cultural values.

First Semester

7PSYH501: Psychology of Individual Differences

Course Outcomes (COs):

1. Explain the biological, cultural, and gender influences on personality and critically evaluate psychodynamic, trait, behavioristic, cognitive, humanistic, and existential perspectives on personality. (Level 1)
2. Compare and contrast classical and contemporary theories of intelligence, including multiple intelligences and emotional intelligence, and identify characteristics of intelligence extremes. (Level 2)
3. Demonstrate understanding of classical and operant conditioning, observational and cognitive learning, and relate these to practical applications in different contexts. (Level 3)
4. Evaluate major theories of emotion and the nature, causes, and consequences of stress, and propose effective coping mechanisms based on GAS theory and moderating factors. (Level 5)
5. Investigate methods and challenges in problem-solving, decision-making, and creativity, and explain processes related to memory, including encoding, storage, retrieval, and forgetting. (Level 4)

CO-PO-PSO Mapping												
	PO						PSO					
CO	**1**	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**

CO	PO1	PO2	PO3	PO4	PO5	PO6	PSO1	PSO2	PSO3	PSO4	PSO5	PSO6
1	*		*				*			*		
2	*		*				*			*		
3			*	*			*			*		
4			*				*			*		
5	*				*		*			*	*	

7PSYH503: Behavioural Statistics

- **Course Outcomes (COs):**
1. Explain the meaning, characteristics, and applications of statistics in psychological and social science contexts. (Level 2)
2. Organize and describe data using graphical representations and statistical measures of central tendency and variability. (Level 3)
3. Analyze distributions of data, assess normality, and apply probability concepts in inferential statistics. (Level 4)
4. Formulate and test hypotheses using appropriate statistical tools and interpret the outcomes. (Level 3)
5. Apply parametric and non-parametric tests in data analysis and critically evaluate their assumptions. (Level 3)

CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1	*						*					
2		*						*				
3			*						*			
4				*						*		
5					*						*	

7PSYH502: Principles of Social Psychology

- **Course Outcomes (COs):**
1. Define and discuss the nature, scope, and historical evolution of social psychology and its research methods. (Level 1)

2. Illustrate theoretical concepts of social thinking, social influence, and social relationships. (Level 2)
3. Evaluate and analyze social behaviors such as stereotyping, aggression, and attraction in interpersonal and group contexts. (Level 4)
4. Summarize and critique classic studies in social psychology, connecting them to contemporary issues. (Level 2)
5. Design and evaluate appropriate intervention strategies for issues related to social influences on behavior. (Level 5)

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*						*					
2				*							*	
3					*					*		
4					*			*				
5												

7PSYH5021: Industrial Psychology

- **Course Outcomes (COs):**
1. Understand and integrate the main concepts of psychology in industrial settings. (Level 1)
2. Apply the understanding of human uniqueness in organizational growth. (Level 3)
3. Analyze how theories and empirical evidence can help promote talents in an organization. (Level 3)
4. Critically evaluate organizational practices and their impact on work behavior, attitudes, and performance. (Level 4)
5. Develop and validate job-specific selection designs, competency models, and training programs. (Level 3)

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*						*					
2	*							*				

CO	1	2	3	4	5	6	1	2	3	4	5	6
3					*		*					
4					*						*	
5					*						*	

7PSYH5031: Organizational Behavior

- **Course Outcomes (COs):**
1. Understand and integrate theoretical knowledge of psychology in organizational behavior. (Level 2)
2. Assess the potential factors that affect organizational structure, communication, culture, and design. (Level 5)
3. Critically evaluate organizational practices and their impact on employees' behavior, motivation, attitudes, and performance. (Level 5)
4. Analyze emerging trends in understanding contemporary and modern organizational challenges. (Level 4)
5. Apply management skills and training in dealing with organizational change and development. (Level 5)

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*						*					
2	*							*				
3					*				*			
4					*		*					
5					*						*	

7PSYH504: Psychometric Testing (Practical)

- **Course Outcomes (COs):**
1. Define concepts and assessment procedures in personality assessment. (Level 1)
2. Understand the application of personality assessment in different fields. (Level 2)
3. Demonstrate skills in assessing various dimensions of personality. (Level 3)

4. Analyze and interpret the results of personality assessments. (Level 5)
5. Summarize reports based on personality assessment. (Level 6)

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1			*				*					
2			*				*					
3			*				*					
4			*				*					
5			*				*					

7PSYG505: Academic Writing

- **Course Outcomes (COs):**
1. Develop arguments in thoughts and on paper in scientific and academic formats.
2. Evaluate scientific papers and literature.
3. Write academic papers and reports.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1			*				*					
2			*				*					
3			*				*					

Second Semester

7PSYC6111: RESEARCH METHODOLOGY
Course Outcomes (COs):

CO1: Define and distinguish principles, techniques, and methods involved in research.
CO2: Apply methods of research design and sampling techniques in research.
CO3: Critically analyze research methodologies identified in literature.
CO4: Apply scientific principles of research methodology for research projects.
CO5: Evaluate research questions, hypotheses, data, and findings.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*		*				*					
2			*				*					
3			*				*					
4			*				*					
5			*						*			

7PSYH5011: HRM
Course Outcomes (COs):

CO1: Understand Human Resource Management and Development issues in organizations.
CO2: Examine current issues, trends, and processes in human resource management.
CO3: Appraise issues regarding promotional growth and transfer.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**

1	*							*					
2		*						*					
3	*							*					

7PSYH601: Talent Acquisition and Retention (TAR)
Course Outcomes (COs):

CO1: Define Talent Acquisition & Retention and understand forecasting and planning for talent.
CO2: Understand the importance of career planning and succession planning.
CO3: Apply methods to attract, recruit, and select employees.
CO4: Understand newer concepts and techniques of Talent Acquisition.
CO5: Examine the processes and plan for Talent Retention within the organization.

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*		*				*					
2			*				*					
3			*				*					
4			*				*					
5			*						*				

7PSYH6171: Consumer Behavior
Course Outcomes (COs):

CO1: Understand how consumers make decisions, process information, develop preferences, and make choices.
CO2: Apply concepts and theories of consumer behavior in contemporary marketing strategy.
CO3: Apply knowledge of consumer behavior to marketing.

CO-PO-PSO Mapping

CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1	*					*	*					*
2	*					*	*					*
3	*					*	*					*

7PSYH5041: Mental Health at Workplace
Course Outcomes (COs):

CO1: Discuss the signs and symptoms of mental illness and psychological dysfunction in the workplace.
CO2: Understand the DSM-5 and ICD-10 systems for diagnosing psychological disorders.
CO3: Demonstrate skills in identifying symptoms, causes, and treatments for psychological disorders.
CO4: Analyze factors contributing to psychological and behavioral dysfunction.
CO5: Critically evaluate different conceptual approaches to the etiology and treatment of mental disorders.

CO-PO-PSO Mapping

CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1	*						*					
2	*									*		
3				*						*		
4				*						*		

5				*						*		

7PSYH5051: Mental Health in Workplace (Practical)
Course Outcomes:

1. Define the concepts and assessment procedures in psychopathology assessment for adults (Level 1).
2. Understand the application of psychopathological assessment for various mental health and behavioral problems in adults (Level 2).
3. Demonstrate skills in assessing various forms of psychopathology in adults (Level 3).
4. Analyze and interpret the results of assessments for diagnosis and treatment plan (Level 5).
5. Summarize reports based on the assessment (Level 6).

CO-PO-PSO Mapping												
CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1			*				*					
2			*				*					
3			*				*					
4			*				*					
5			*				*					

7PSYH6081: Leadership and Development
Course Outcomes:

1. Understand and know the relevance of core competencies of an effective leader (Level 2).
2. Gain self-awareness of personal leadership style, strength, and personality for effective team leadership (Level 2).
3. Differentiate between different styles of leadership (Level 3).
4. Apply appropriate leadership style according to the situation or change in an organization (Level 3).
5. Evaluate pros and cons of different leadership styles in people management (Level 5).

CO-PO-PSO Mapping												
CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1	*							*				
2		*						*				
3		*									*	
4		*									*	
5		*				*					*	

- **7PSYH6101: International HRM**
  Course Outcomes:
1. Integrate and evaluate different perspectives on IHRM (Level 2).
2. Systematically define, categorize, and analyze issues and problems faced by MNCs in their IHRM strategies (Level 4).
3. Use concepts and tools for explaining and developing theories and methods for practical applications of IHRM (Level 2).
4. Articulate and synthesize the impact of IHRM in multinational companies (Level 3).
5. Critically reflect upon and evaluate ethical issues related to IHRM and formulate innovative strategic management policies (Level 6).

CO-PO-PSO Mapping												
CO	PO						PSO					
	1	2	3	4	5	6	1	2	3	4	5	6
1	*							*				
2		*						*				

CO	PO1	PO2	PO3	PO4	PO5	PO6	PSO1	PSO2	PSO3	PSO4	PSO5	PSO6
3		*									*	
4		*									*	
5		*			*						*	

- **7PSYH602: Strategic HRM (S-HRM)**
  Course Outcomes:
1. Demonstrate the use of basic and proper HR strategies required in today's business environment (Level 3).
2. Understand the importance of business and HR strategies (Level 3).
3. Understand the importance of approaches to Strategic HRM (Level 4).
4. Understand the importance of change management with HR strategies (Level 3).
5. Understand the skills and competencies required of Strategic HR professionals (Level 5).

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*							*				
2		*						*				
3		*									*	
4		*									*	
5		*				*					*	

- **7PSYH506: Professional Communications (PC)**
  Course Outcomes:
1. Demonstrate the use of basic and proper communication techniques required in today's business environment (Level 3).
2. Write effective and concise letters, memos, and reports (Level 4).
3. Plan and participate in successful meetings (Level 5).
4. Understand the importance of listening (Level 4).
5. Make successful business presentations (Level 5).

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*							*				
2		*						*				
3		*									*	
4		*									*	
5		*				*					*	

- **7PSYH6141: Performance Management**
  Course Outcomes:
1. Formulate and communicate performance management's aims, objectives, priorities, and targets (Level 6).
2. Plan effective performance management policies and practices (Level 6).
3. Assess how employee involvement can contribute to effective performance and support career development (Level 5).
4. Demonstrate communication skills in managing high and low performers (Level 3).
5. Critically evaluate the effectiveness of performance management (Level 5).

CO-PO-PSO Mapping												
CO	**PO**						**PSO**					
	1	**2**	**3**	**4**	**5**	**6**	**1**	**2**	**3**	**4**	**5**	**6**
1	*								*			
2	*								*			
3					*				*			