PROGRAMME PROJECT REPORT

P.G. DIPLOMA

IN

HUMAN RESOURCE MANAGEMENT

DIRECTORATE OF DISTANCE EDUCATION
ALAGAPPA UNIVERSITY
KARAIKUDI – 630 003
PROGRAMME PROJECT REPORT
P.G. DIPLOMA IN HUMAN RESOURCE MANAGEMENT

a) PROGRAMME MISSION AND OBJECTIVES

Business Studies have fascinated humans for two reasons, namely generating interest and augmenting essentials of running a firm effectively. That is why their study is enchanting and glorifying. The primary objective of this programme is to provide ample exposure to subjects from the fields of business legacy and accountancy, equip the Students for entry level jobs in industry and to contribute to the economic development of the country.

b) RELEVANCE OF THE PROGRAMME WITH HEI’S MISSION AND GOALS:

The Alagappa University is functioning with following Vision and Mission:

Mission: Achieving Excellence in all spheres of Education, with particular emphasis on ‘PEARL”- Pedagogy, Extension, Administration, Research and Learning

Vision: Affording High Quality Higher Education to the learners so that they are transformed into intellectually competent human resources that will help in the uplift of the nation to Educational, Social, Technological, Environmental and Economic Magnificence.

Therefore, the introduction of MBA HUMAN RESOURCE MANAGEMENT programme in the Directorate of Distance Education will contribute substantially in fulfilling the mission of Alagappa University. Such a higher education in subject with appropriate Practical Exposer will enrich the human resources for the uplift of the Nation to Educational, Social, Technological, Environmental and Economic Magnificence (ESTEEM).

c) NATURE OF PROSPECTIVE TARGET GROUP OF LEARNERS

- Working Professionals
- Entrepreneurs
- Service Personnel
- Academic Faculty
- Government Officials
- Researchers
- Home makers
- Unemployed Graduates
d) APPROPRIATENESS OF PROGRAMME

To Attain Leadership in spearheading qualitative and responsible academic programs relevant to the society through cost effective off-campus distance mode of education. knowledge and understanding, skills, qualities and other attributes in the following areas:

- The fundamental concepts of Management
- The higher-level taxonomy and diversity of Business Studies.
- How principles of Business can be applied to problems
- Internship training in Industry
- Undertake Inter tasks and techniques.
- Inter-disciplinary knowledge like statistics, Mathematics, Computer and E-Banking.
- Using the SPSS package for the analysis of data
- It also improves the Intellectual skills of the students.
- In nutshell, these skills will improve the performance of the students parameters.
E) INSTRUCTIONAL DESIGN

P.G.DIPLOMA IN HUMAN RESOURCE MANAGEMENT

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Title</th>
<th>CIA Max.</th>
<th>ESE Max.</th>
<th>TOT Max.</th>
<th>C</th>
</tr>
</thead>
<tbody>
<tr>
<td>I Semester</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>42111</td>
<td>Management principles and practices</td>
<td>25</td>
<td>75</td>
<td>100</td>
<td>4</td>
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<tr>
<td>42112</td>
<td>Human Resource Management</td>
<td>25</td>
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<td>Training and Development</td>
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<tr>
<td>42114</td>
<td>Industrial Relations Management</td>
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<td>75</td>
<td>100</td>
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<td>Total</td>
<td>100</td>
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<td>400</td>
<td>16</td>
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<td>II Semester</td>
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<td></td>
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<tr>
<td>42121</td>
<td>Labour Legislations - I</td>
<td>25</td>
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<td>100</td>
<td>4</td>
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<td>42122</td>
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<td>100</td>
<td>4</td>
</tr>
<tr>
<td>42123</td>
<td>Compensation Management</td>
<td>25</td>
<td>75</td>
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<td>4</td>
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<tr>
<td>42124</td>
<td>Emotional Competence</td>
<td>25</td>
<td>75</td>
<td>100</td>
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<tr>
<td></td>
<td>Total</td>
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<td></td>
<td>Total</td>
<td>800</td>
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<td>32</td>
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</table>

Course Code Legend:

4  2  1  Y  Z

421 - PG DIPLOMA IN HRM Programme
Y - Semester Number
Z - Course Number in the Semester
CIA: Continuous Internal Assessment, ESE: End Semester Examination, TOT: Total,
C: Credit Points, Max.: Maximum

<table>
<thead>
<tr>
<th>No. of Credits per Course (Theory) - 4</th>
<th>Total No. of Credits per Semester- 16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Credits for the Programme- 16 X 2 = 32</td>
<td></td>
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</table>
42111 - MANAGEMENT PRINCIPLES AND PRACTICES

Objectives:
- To introduce the basic concepts of Management functions and principles
- To learn the scientific decision making and modern trend in the management process
- To understand the contemporary practices and issues in management

BLOCK I: BASIC CONCEPTS OF MANAGEMENT

UNIT 2 Management Science and Theories : Contributions of FW Taylor, Henri Fayol, Elton Mayo, Roethlisberger, H.A.Simon and P.F Drucker - Universality of Management - Relevance of management to different types of organization.


BLOCK II: RECRUITMENT AND SELECTION


BLOCK III: FUNCTIONS OF MANAGEMENT

UNIT 10 Communications: Meaning – Types – Process – Communication in the decision making – Global Leading - Effective communication in the levels of management. – Uses of Communication to Planning, Organizing, coordinating and controlling.

UNIT 11 Co-ordination: Concept; Meaning, Characteristics, Importance in the organization, Co-ordination process and principles - Techniques of Effective co-ordination in the organization - Understanding and managing the group process.

BLOCK IV: BUSINESS ETHICS WITH NEW PERSPECTIVES IN MANAGEMENT
UNIT 12 Business ethics: Relevance of values in Management; Holistic approach for managers in decision-making: Ethical Management: Role of organizational culture in ethics – Ethics Committee in the organization.

UNIT 13 Controlling: Objectives and Process of control Devices of control – Integrated control – Special control techniques- Contemporary - Perspectives in Device of Controls

UNIT 14 New Perspectives in Management - Strategic alliances – Core competence – Business process reengineering – Total quality management – Six Sigma- Benchmarking- Balanced Score-card.

REFERENCES

6. Ricky W. Griffin, Management, South-WesternCollege Publications, 2010
42112 - HUMAN RESOURCE MANAGEMENT

Objective:

- To understand the concepts and methods and techniques of Human Resource Management
- To know the Human resource management theories and real time practices
- To identify the contemporary issues in human resource management

BLOCK I: BASICS OF HUMAN RESOURCE MANAGEMENT


UNIT 4 Recruitment and Selection Process: Employment planning and fore casting Sources of recruitment- internal Vs. External; Domestic Vs. Global sources- Selection process Building employee commitment : Promotion from within - Sources, Developing and Using application forms – IT and recruiting on the internet.

BLOCK II: RECRUITMENT & SELECTION

UNIT 5 Employee Testing & selection : Selection process, basic testing concepts, types of test, work samples & simulation, selection techniques, interview, common interviewing mistakes, Designing & conducting the effective interview, small business applications, computer aided interview.

UNIT 6 Training and Development: Orientation & Training: Orienting the employees, the training process, need analysis, Training techniques, special purpose training, Training via the internet. - Need Assessment - Training methods for Operatives and Supervisors

UNIT 7 Executive Development: Need and Programs - Computer applications in human resource management – Human resource accounting and audit. On-the - job and off-the-job Development techniques using HR to build a responsive organization
UNIT 8 Employee Compensation: Wages and Salary Administration – Bonus – Incentives – Fringe Benefits – Flexi systems - and Employee Benefits, Health and Social Security Measures,

**BLOCK III: EMPLOYEES APPRAISALS**

UNIT 9 Employee Retention: Need and Problems of Employees – various retention methods– Implication of job change. The control process – Importance – Methods – Employment retention strategies for production and services industry

UNIT 10 Appraising and Improving Performance: Performance Appraisal Programs, Processes and Methods, Job Evaluation, Managing Compensation, Incentives Performance appraisal: Methods - Problem and solutions - MBO approach - The appraisal interviews - Performance appraisal in practice.


**BLOCK IV: APPRAISAL AND TRAIL UNION**


REFERENCES

4. Venkataraman & Srivastava, Personnel Management & Human Resources
5. Arun Monappa, Industrial Relations
6. Yodder & Standohar, Personnel Management & Industrial Relations
8. Pigors and Myers, Personnel Administration
9. R.S. Dwivedi, Manpower Management

42113 - TRAINING AND DEVELOPMENT

Objective:

- To know the basic concept of training and development
- To understand the various training methods

BLOCK I: BASICS OF TRAINING AND DEVELOPMENT


UNIT 2  Levels of Training: Individual, operational and organizational levels – horizontal, vertical, top, bottom & official training.

UNIT 3  Training Organisation: Need assessment of Training- Organisational structure of training organizations


BLOCK II: ROLES OF MANAGERS
UNIT 5  Duties and responsibilities of training managers – Challenges – Selection of trainers: Internal and external.

UNIT 6  Employees Training: Meaning – Need – importance = implications – features – functions- organizational climate for training and development

UNIT 7  Areas of training: Knowledge, skill, attitude – Methods of training: On the job – Off the job.

UNIT 8  Executive Development Programmes: Meaning – Need –importance – nature – scope – implications

BLOCK III: APPRAISALS AND AWARDS
UNIT 9  Methods of evaluation of effectiveness of training - development programmes - Key performance parameter


UNIT 11  Concept of return on Investment and cost benefit analysis –ROI – IRR – CPA- CBA Linking training needs and objectives of various theories of learning and methods of training

BLOCK IV: CURRENT SCENARIO OF TRAINING AND DEVELOPMENT

UNIT 13 Training and Development in India: Government policy on training – budget estimate – allocation - CSR - Conducting the programs – ice breaking and games – relevance of culture of participants

UNIT 14 Training Institutes in India – Management Associations – Development programmes in Public and Private Sector organization – Cost benefit analysis – Role of trainer and line manager in evaluations – Design of Evaluation – Kirkpatrick’s model
REFERENCES

5. RudraBaswaraj, Personnel Administration Practice in India, Vaikunta Lal Mehta Inst. of Co-op. Management, Pune.
42114 - INDUSTRIAL RELATIONS MANAGEMENT

Objective:

- To gain knowledge about the trade unions
- To know the basic concept of industrial relations management

BLOCK I: BASICS OF INDUSTRIAL RELATIONS MANAGEMENT

UNIT 1 Constitution of India – Salient features – Fundamental rights and directive principles of State policy – Labour movement

UNIT 2 Concept of labour movement and Union Organization – Trade union movement and various phases of the movement – Trade unions and economic development.

UNIT 3 Development of Trade Unionism in India – Historical retrospect – Central organization of workers in India – Role of internal trade union

UNIT 4 Inter and intra union rivalries – Union recognition – International Labour Movement: ICFTU – WFTU – ILO – History

BLOCK II: IR MACHINERY AND LABOUR


UNIT 6 Concept of Industrial Relations – Social obligations of industry – Role of government employers and the unions in industrial relations

UNIT 7 Industrial relations machinery – Joint consultation – Works committee – Negotiation: Types of Negotiations – Conciliations

UNIT 8 Adjudication, voluntary arbitration – Workers participation in industry – Grievance procedure.

BLOCK III: COLLECTIVE BARGAINING PROCESS

UNIT 9 Process of collective bargaining – Problems and prospects – Bipartisan in agreements – Code of conduct and code of discipline –


BLOCK IV: WELFARE SAFETY COMMITTEE AND

UNIT 13  Employee communication – House journals – Notice boards suggestion schemes – upward communication, personnel counselling and mental health –


REFERENCE

42121 - LABOUR LEGISLATIONS – I

Objective:

- To know the basic concept of labour legislations.
- To gain knowledge about the labour act

BLOCK I: BASICS OF LABOUR LEGISLATIONS - I

UNIT 1  Factories Act, 1948: Provision’s relating to health, safety, welfare, working hours, leave etc., of workers approval

UNIT 2  Licensing and registration of factories, manager and occupier – Their obligations under the Act, powers of the authorities under the Act, Penalty provisions.

UNIT 3  Workmen’s Compensation Act, 1923: Employer’s liability for compensation, amount of compensation method of calculating wages – Review

UNIT 4  distribution of compensation – Remedies of employer against stranger – Returns as to compensation – Commission for workmen’s compensation.

BLOCK II: INDUSTRIAL DISPUTE AND UNFAIR PRACTICES ACT

UNIT 5  Industrial Dispute Act, 1947: Industrial dispute – Authorities for settlement of industrial disputes – Reference of industrial disputes


UNIT 7  Unfair labour practices – Miscellaneous provision offences by companies, conditions of service to remain unchanged under certain circumstances, etc.

**BLOCK III: EMPLOYEES WELFARE INSURANCE ACT**

UNIT 9 Employee’s State Insurance Act, 1948: Registration of Factories and Establishments, the employee’s State Insurance Corporation, Standing Committee and Medical Benefit Council, provisions relating to contributions

UNIT 10 Inspectors – Their functions and disputes and claims – Offences and penalties – Miscellaneous provisions.

UNIT 11 Employees Provident Fund and Miscellaneous Provisions Act, 1952: Employees provident fund and other schemes

**BLOCK IV: EXEMPTION RELATING TO THE ACT**

UNIT 12 Determination and recovery of money due from employer, appointment of inspectors and their duties

UNIT 13 Provisions relating to transfer of accounts and liability in case of transfer of establishment exemption under the Act –

UNIT 14 Contract Labour Regulations and Abolition Act, 1970, Count’s power under the act - employer and employee relationship – Problems – pertaining to the employee – solvation at door steps.

REFERENCES:

1. Bare Acts
2. Kapoor N D, Industrial Law
3. Shukla M C, Industrial Law
Objective:

- To know the basic concept of LL and provisions.
- To gain knowledge on payment of gratuity act on 1972

BLOCK I: BASICS OF LABOUR LEGISLATIONS - II

UNIT 1  Payment of Bonus Act: Computation of available surplus calculation of direct tax payable surplus calculation of direct tax payable by the employer

UNIT 2  Eligibility for bonus and payment of bonus – deduction from bonus payable – adjustment of customary of interim bonus payable

UNIT 3  Adjustment of customary or interim bonus linked with production or productivity – set on and set off allocable surplus

UNIT 4  Set on and set off allocable surplus set on and set off allocable surplus presumption about accuracy of balance sheet and profit and loss account.

BLOCK II: PAYMENT OF GRATUITY AND WAGES ACT


UNIT 6  Payment of Wages Act, 1936: Objects, provisions relating to responsibility for payment of wages

UNIT 7  Fixation of wage periods, time of payment, deduction and fines

UNIT 8  Maintenance of records and registers, inspectors appointment of authorities and adjudication of claims.

BLOCK III: MINIMUM WAGE ACT AND FEATURES

UNIT 9  Minimum Wages Act, 1948: Objects, fixing of minimum rate or wages – procedure for fixing and receiving minimum wages

UNIT 10  Appointment of advisory board – payment of minimum wages, maintenance of registers and records contracting out
UNIT 11  An Act to provide for fixing minimum rates of wages in certain employments. Powers of appropriate government offences and penalties.

**BLOCK IV: STANDING ORDERS AND LEVEL OUTS**


UNIT 13  Duration and modification of standing orders – power of certifying officer – interpretation of standing orders.

UNIT 14  Trade Union Act, 1926: Registration of Trade Unions, rights, and liabilities trade unions – procedure – penalties

**REFERENCE**

1  Bare Acts
2  Kapoor N D, Industrial Laws
3  Shukla M C, Industrial Laws
42123 - COMPENSATION MANAGEMENT

Objective:

- To know the basic concept of compensation management
- To gain knowledge on wage theories

BLOCK I: BASICS OF COMPENSATION MANAGEMENT

UNIT 1 Introduction to Compensation, Rewards, Wage Levels and Wage Structures; Introduction to Wage Determination Process and Wage Administration rules; -Pay Compensation based on macroeconomic - micro economic factors – wage settlement – safety measures


UNIT 3 Introduction to Minimum Wages; Introduction to Basic Kinds of Wage Plans; Introduction to Wage-Differentials & Elements of a Good Wage Plans Wage Fixation Factors: Job factors – Personnel factors – Company factors

UNIT 4 Trade unionism – Price levels – Competition factors – perfect competition – imperfect competition

BLOCK II: PROCESS OF PAY FIXATION

UNIT 5 Pay Fixation Process: Surveying pay and compensation practices – Designing pay structure.

UNIT 6 Incentive Schemes: Monetary and Non-monetary dimensions – Incentive plans – Incentives for direct and indirect categories

UNIT 7 Introduction to Importance of Wage Differentials; Introduction to Executive Compensation and Components of Remuneration Individual/ group incentives – Fringe benefits/ perquisites – Profit sharing
UNIT 8  Introduction to Nature and Objectives of Job Evaluation; Introduction to Principles and Procedure of Job Evaluation Programs; Introduction to Basic Job Evaluation Methods; Employee Stock Option Plan – Non-monetary incentive schemes: Types and relevance.

BLOCK III: KPP AND PERFORMANCE COMPENSATION

UNIT 10  Introduction to Institutional Mechanisms for Wage Determination Performance parameters – service benefit – merit cum reward –citation – token of gift - promotions


BLOCK IV: CURRENT TRENDS IN WAGE INCENTIVES AND COMPENSATION
UNIT 12  Legislations regarding Compensations – Key provisions of Payment of Wages Act, Minimum Wages Act and Payment of Bonus Act.


UNIT 14  Introduction to Wage Incentives in India; Introduction to Types of Wage Incentive Plans- Compensation and satisfaction – Compensation and motivation – Compensation for knowledge personnel.

REFERENCES :

3.  Dravid W Belcher, Wage and Salary Administration.
42124- EMOTIONAL COMPETENCE

Objective:

- To know the basic concept of Emotional Competence.
- To gain knowledge on self marketing adoptability social skills

BLOCK I: FUNDAMENTALS OF EMOTIONAL COMPETENCE
UNIT 2 Emotional Competencies: Meaning – Types: Personal competence – Social competence - intercultural communication- creative and critical thinking
UNIT 4 Accurate self-assessment – Knowing one’s inner resources - abilities and limits – Self-Confidence

BLOCK II: MUTUAL TRUST AND CONCIOUSNESS
UNIT 5 Developing strong sense of one’s self-worth and capabilities - Personal Competence: Self-control
UNIT 6 leadership straits-team work- career planning -Keeping disruptive emotions and impulses in check – passive emotions – stress
UNIT 7 Trustworthiness and consciousness – mutual trust – relationship between individual and institutions
UNIT 8 Adaptability – Innovation – Motivation: Achievement drive – Commitment – Initiative Optimism.

BLOCK III: LEADERSHIP TYPES AND SOCIAL SKILLS
UNIT 10 Social Skills: Art of Influence – Communication – Conflict management- Organizational behaviour application of emotion and moods Training and development -Performance evaluation- Job enrichment, job enlargement, job analysis.
UNIT 11  Leadership – meaning - Types – Characteristic – approaches – leaders: Types, scope, controlling techniques - Change catalyst – Building bonds

BLOCK IV: MULTIPLE INTELLIGENCE AND EMOTIONS
UNIT 12  Collaboration and cooperation – Team capabilities- Group Vs. team – objectives of team and group – types – nature – Purpose.


REFERENCE BOOKS:

3. **DURATION OF THE PROGRAMME**

The course shall consist of one academic years divided into two semesters.

4. **Faculty and Support Staff Requirements**

This programme requires the following faculty and supporting staffs

<table>
<thead>
<tr>
<th>Staff Category</th>
<th>Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Core Faculty *</td>
<td>3</td>
</tr>
<tr>
<td>Faculty – Specialization*</td>
<td>2</td>
</tr>
<tr>
<td>Clerical Assistant</td>
<td>1</td>
</tr>
</tbody>
</table>

*At least Assistant Professor Level (Either permanent or part time)*

5. **Instructional Delivery Mechanism**

Each semester there will be one contact programme of 64 hours duration in theory. The SLM (Self Learning Material) will be supplied to the students in print form as well as in CD form. The face to face contact sessions of the programme for theory courses will be held at the head quarter / learning centres. The conduct of end semester examinations, evaluation and issuance of certificates will be done by office of the Controller of examinations, Alagappa University, Karaikudi.

F) **PROCEDURE FOR ADMISSION, CURRICULUM TRANSACTION, AND EVALUATION**

**Procedure of Admission**

A candidate who has passed any Bachelor Degree from a recognized University in the Pattern of 10+2+3 shall be permitted to appear and qualify for the programme

**Curriculum Transactions:**

The class room teaching would be through conventional lecture, use of OHP, power point presentation and novel innovative teaching ideas like television and computer aided instruction. Student seminars would be arranged to improve their awareness and communicative skill.
Face to face contact session will be conducted as given in below table.

<table>
<thead>
<tr>
<th>Course Type</th>
<th>Face to Face Contact Session/semester (in Hours)</th>
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<tbody>
<tr>
<td>4 Theory courses with 4 credits</td>
<td>64</td>
</tr>
<tr>
<td>Total</td>
<td>64</td>
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</table>

**Evaluation**

The examinations shall be conducted separately for theory and practical’s to assess the knowledge acquired during the study. There shall be two systems of examinations viz., internal and external examinations. In the case of theory courses, the internal evaluation shall be conducted as Continuous Internal Assessment via. Student assignments preparation and seminar, etc. The internal assessment shall comprise of maximum 25 marks for each course. The end semester examination shall be of three hours duration to each course at the end of each semester. In the case of Practical courses, the internal will be done through continuous assessment of skill in demonstrating the experiments and record or report preparation. The external evaluation consists of an end semester practical examinations which comprise of 75 marks for each course.

**f. 3.2. Distribution of Marks in Continuous Internal Assessments:**
The following procedure shall be followed for awarding internal marks for **theory** courses

<table>
<thead>
<tr>
<th>Component</th>
<th>Marks</th>
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</thead>
<tbody>
<tr>
<td>Assignments (3)</td>
<td>25</td>
</tr>
<tr>
<td>(10 + 10 + 5)</td>
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</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>25</strong></td>
</tr>
</tbody>
</table>

**Question paper pattern (Theory)**

- The question paper carries a maximum of 75 marks.
- The question paper consists of three sections namely Part-A, Part-B and Part-C.
Part-A consists of 10 questions of 2 marks each (10 x 2 = 20 marks) with no choice. The candidate should answer all questions.

Part-B consists of 5 either or choice questions. Each question carries 5 marks (5 x 5=25 marks).

Part-C consists of 5 questions. Each question carries 10 marks. The candidate should answer any three questions (10 x 3 = 30 marks).

Passing Minimum

- For internal Examination, the passing minimum shall be 40% (Forty Percentage) of the maximum marks (25) prescribed for UG and PG Courses.
- For External Examination, the passing minimum shall be 40% (Forty Percentage) of the maximum marks (75) prescribed for UG and PG Courses.
- In the aggregate (External + Internal), the passing minimum shall be 40% for UG and 50% for PG courses.

Marks and Grades:

The following table gives the marks, grade points, letter, grades and classification to indicate the performance of the candidate.

<table>
<thead>
<tr>
<th>Range of Marks</th>
<th>Grade Points</th>
<th>Letter Grade</th>
<th>Description</th>
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<tbody>
<tr>
<td>90-100</td>
<td>9.0-10.0</td>
<td>O</td>
<td>Outstanding</td>
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<tr>
<td>80-89</td>
<td>8.0-8.9</td>
<td>D+</td>
<td>Excellent</td>
</tr>
<tr>
<td>75-79</td>
<td>7.5-7.9</td>
<td>D</td>
<td>Distinction</td>
</tr>
<tr>
<td>70-74</td>
<td>7.0-7.4</td>
<td>A+</td>
<td>Very Good</td>
</tr>
<tr>
<td>60-69</td>
<td>6.0-6.9</td>
<td>A</td>
<td>Good</td>
</tr>
<tr>
<td>50-59</td>
<td>5.0-5.9</td>
<td>B</td>
<td>Average</td>
</tr>
<tr>
<td>00-49</td>
<td>0.0</td>
<td>U</td>
<td>Re-appear</td>
</tr>
<tr>
<td>ABSENT</td>
<td>0.0</td>
<td>AAA</td>
<td>ABSENT</td>
</tr>
</tbody>
</table>
C_i = Credits earned for the course i in any semester
G_i = Grade Point obtained for course i in any semester.
n refers to the semester in which such courses were credited

**For a semester;**

Grade Point Average [GPA] = \( \sum C_i G_i / \sum C_i \)

Grade Point Average = Sum of the multiplication of grade points by the credits of the courses
Sum of the credits of the courses in a semester

**For the entire programme;**

Cumulative Grade Point Average [CGPA] = \( \sum_n \sum C_{ni} G_{ni} / \sum_n \sum C_{ni} \)

CGPA = Sum of the multiplication of grade points by the credits of the entire programme
Sum of the credits of the courses for the entire programme

<table>
<thead>
<tr>
<th>CGPA</th>
<th>Grad</th>
<th>Classification of Final Result</th>
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<tr>
<td>9.5-10.0</td>
<td>O+</td>
<td>First Class- Exemplary*</td>
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<tr>
<td>9.0 and above but below 9.5</td>
<td>O</td>
<td></td>
</tr>
<tr>
<td>8.5 and above but below 9.0</td>
<td>D++</td>
<td>First Class with Distinction*</td>
</tr>
<tr>
<td>8.0 and above but below 8.5</td>
<td>D+</td>
<td></td>
</tr>
<tr>
<td>7.5 and above but below 8.0</td>
<td>D</td>
<td></td>
</tr>
<tr>
<td>7.0 and above but below 7.5</td>
<td>A++</td>
<td>First Class</td>
</tr>
<tr>
<td>6.5 and above but below 7.0</td>
<td>A+</td>
<td></td>
</tr>
<tr>
<td>6.0 and above but below 6.5</td>
<td>A</td>
<td></td>
</tr>
<tr>
<td>5.5 and above but below 6.0</td>
<td>B+</td>
<td>Second Class</td>
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<tr>
<td>5.0 and above but below 5.5</td>
<td>B</td>
<td></td>
</tr>
<tr>
<td>0.0 and above but below 5.0</td>
<td>U</td>
<td>Re-appear</td>
</tr>
</tbody>
</table>

*The candidates who have passed in the first appearance and within the prescribed semester of the PG Programme are eligible.
Maximum duration for completion of the course

The maximum duration for the programme shall not exceed five years after the completion of the minimum duration of the programme.

Commencement of this regulation

These regulations shall come into effect from the academic year 2018-19 for students who are admitted to the first year of the course during the academic year 2018-19.

Fee structure

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Fees Detail</th>
<th>Amount in Rs.</th>
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<tr>
<td>1</td>
<td>Admission Processing Fees</td>
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<tr>
<td>2</td>
<td>Course Fees</td>
<td>5500</td>
</tr>
<tr>
<td>5</td>
<td>ICT Fees</td>
<td>150</td>
</tr>
<tr>
<td></td>
<td>TOTAL</td>
<td>5950</td>
</tr>
</tbody>
</table>

G) REQUIREMENT OF THE LIBRARY RESOURCES:

LIBRARY RESOURCES

The Central Library is one of the important central facilities of Alagappa University. It has textbook, reference books, conference proceedings, back volumes, standards, and non-book material such as CD-ROMs and audios. The central Library procured several e-books in different areas. The library also subscribes to about 250 current periodicals. The Directorate of Distance Education of Alagappa University has adequate number of copies of books related to Management Programme.
COST ESTIMATE OF THE PROGRAMME AND THE PROVISIONS:

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Nature of Expenditure</th>
<th>Amount in Rs. (Approx.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Programme Development</td>
<td>10,00,000/-</td>
</tr>
<tr>
<td>2</td>
<td>Programme Delivery</td>
<td>3,00,000/-</td>
</tr>
<tr>
<td>3</td>
<td>Programme Maintenance</td>
<td>1,00,000/-</td>
</tr>
</tbody>
</table>

i) QUALITY ASSURANCE MECHANISM AND EXPECTED PROGRAMME OUTCOMES

- The feedback from students on teaching will be collected every semester using standard formats.
- Feedback on the curriculum will also be collected from the experiences of the students which help teachers in fine tuning of deliverables in the classroom.
- It helps in improving the standard of teaching as expected by the students.
- Exit survey feedback on various parameters to improve and quality of the programme and support services like course material, library and infrastructure.
- It helps to Strengthen the contents of the program to meet the requirements of the employment market and keep the curriculum as a treasure of knowledge.
- This programme provides opportunities for students to develop and demonstrate knowledge and understanding, skills, qualities and other attributes.

*****
ALAGAPPA UNIVERSITY
[Accredited with 'A+' Grade by NAAC (CGPA:3.64) in the Third Cycle]
KARAIKUDI

Minutes of the Meeting of the Board of Studies in Management (Distance Education) held at the
Directorate of Distance Education, Alagappa University, Karaikudi – 630 003, on 06.09.2017 at 11.00 am.

Members Present
1. Dr. S. Kaliyamoorthy - Chairman
2. Dr. G. Jayabal - Member
3. Dr. R. Perumal - Member
4. Dr. S. Rajmohan - Special Invitee
5. Mr. S. Prabhu - Special Invitee

At the outset, the Chairman has extended a warm welcome to all the Members of the Board and brieﬁed the need and purpose of the meeting.

The board has considered and scrutinized the Regulations and Syllabi for the following UG, PG and PG Diploma Programmes in the ﬁeld of Management to be offered through ODL mode.

<table>
<thead>
<tr>
<th>S.No.</th>
<th>U.G. Programmes</th>
<th>P.G. Programmes</th>
<th>PG Diploma Programmes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>BBA</td>
<td>M.A. (Public Administration)</td>
<td>Hospital Administration</td>
</tr>
<tr>
<td></td>
<td>Administration)</td>
<td>Industrial Relations)</td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>BBA (Banking)</td>
<td>M.B.A (General)</td>
<td>Business Management</td>
</tr>
<tr>
<td>4.</td>
<td>-</td>
<td>MBA (International Business)</td>
<td>Personnel Management &amp;</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Industrial Relations</td>
</tr>
<tr>
<td>5.</td>
<td>-</td>
<td>MBA (Corporate Secretaryship)</td>
<td></td>
</tr>
<tr>
<td>6.</td>
<td>-</td>
<td>MBA (Banking &amp; Finance)</td>
<td></td>
</tr>
<tr>
<td>7.</td>
<td>-</td>
<td>MBA (Project Management)</td>
<td></td>
</tr>
<tr>
<td>8.</td>
<td>-</td>
<td>MBA (Hospital Management)</td>
<td></td>
</tr>
<tr>
<td>9.</td>
<td>-</td>
<td>MBA (Human Resource Management)</td>
<td></td>
</tr>
<tr>
<td>10.</td>
<td>-</td>
<td>MBA (Education Management)</td>
<td></td>
</tr>
<tr>
<td>11.</td>
<td>-</td>
<td>MBA (Retail Management)</td>
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</tr>
<tr>
<td>12.</td>
<td>-</td>
<td>MBA (Technology Management)</td>
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<tr>
<td>13.</td>
<td>-</td>
<td>MBA (Logistics Management)</td>
<td></td>
</tr>
<tr>
<td>14.</td>
<td>-</td>
<td>MBA (Corporate Management)</td>
<td></td>
</tr>
<tr>
<td>15.</td>
<td>-</td>
<td>MBA (Financial Management)</td>
<td></td>
</tr>
<tr>
<td>16.</td>
<td>-</td>
<td>MBA (Marketing Management)</td>
<td></td>
</tr>
<tr>
<td>17.</td>
<td>-</td>
<td>MBA (System Management)</td>
<td></td>
</tr>
<tr>
<td>18.</td>
<td>-</td>
<td>MBA (Production and Operation Management)</td>
<td></td>
</tr>
<tr>
<td>19.</td>
<td>-</td>
<td>MBA (Tourism)</td>
<td></td>
</tr>
<tr>
<td>20.</td>
<td>-</td>
<td>MBA (Cooperative Management)</td>
<td></td>
</tr>
<tr>
<td>21.</td>
<td>-</td>
<td>MBA Five Years Integrated</td>
<td></td>
</tr>
</tbody>
</table>
The board has unanimously resolved to approve the Regulations and Syllabi of the various above mentioned UG, PG and PG Diploma Programmes proposed to be offered through ODL mode. The approved Regulations and Syllabi of the above mentioned programmes are provided in the Annexure-I.

Finally the meeting came to end with a formal vote of thanks.

(R. PERUMAL) 6/9/2017

(G. JAYABAL) 6/9/2017

(S. PRABHU) 6/9/2017

(R.S. RAJMOHAN) 6/9/2017

(S. KALIYAMOORTHY) 6/9/2017