

## **Bachelor of Arts (Psychology, Communicative English, HRM and Employee Relations)**

### **Programme Outcomes (POs)**

**PO1:** Acquire competencies aiding professional employment and entrepreneurship in the different domains that include designing evidence-based research interventions, cultural sensitivity, comprehension of social variables, and an analysis of market forces.

**PO2:** Articulate thoughts with clarity and conviction in different forms.

**PO3:** Critically and analytically evaluate and interpret quantitative/qualitative data, information, ideas, evidence and experiences and draw conclusions.

**PO4:** Contemplate, investigate, prioritize, and implement solutions in everyday professional and personal life.

**PO5:** Work collaboratively and cooperatively in a team.

**PO6:** Foster leadership qualities by working in a team, learn to set goals, organize, envision, and motivate.

**PO7:** Think independently and find pathways to design interventions.

**PO8:** Embrace moral and ethical values in daily life, evaluate an ethical issue from multiple perspectives, and propose ethical practices at work.

**PO9:** Develop sustainable linkages with communities, thereby giving a boost to civic engagement.

### **Programme Specific Outcomes (PSOs)**

**PSO1:** Engage in reflective thinking leading to self-awareness through psycho-metric tools.

**PSO2:** Develop and enrich communication and reasoning skills.

**PSO3:** Demonstrate the basic concepts of Human Resources Management and its applications at individual, team and organizational levels.

### Course Outcomes (COs)

#### Psychology Courses

Semester	Course Code	Course Name	Course Outcomes (COs)
<b>I</b>	<b>22BAP1C03</b>	<b>Introduction to Psychology</b>	<p><b>CO1:</b> Define psychological concepts and describe various branches of psychology.</p> <p><b>CO2:</b> Illustrate ethical dilemmas in psychological research.</p> <p><b>CO3:</b> Relate to the entrepreneurial opportunities in the field of psychology.</p> <p><b>CO4:</b> Identify the early pioneers of psychology and their views on behaviour.</p> <p><b>CO5:</b> Demonstrate psychometric tools assessing personality and apply personality theories in different contexts.</p> <p><b>CO6:</b> Analyse the motives underlying behaviour</p> <p><b>CO7:</b> Examine the factors underlying emotional experience and expressions.</p>
	<b>22BAP1CO3L</b>	<b>Psychology Lab-I</b>	<p><b>CO1:</b> Develop practical skills in conducting psychological experiments, surveys, and observational studies, including the design, implementation, and analysis of research methodologies, to enhance proficiency in scientific</p>

			<p>inquiry and data collection within the field of psychology.</p> <p><b>CO2:</b> Cultivate critical thinking and analytical abilities through hands-on experimentation and research activities, fostering the ability to interpret and evaluate psychological phenomena, theories, and empirical findings.</p>
<b>II</b>	<b>22BAP2CO3</b>	<b>Cognitive Psychology</b>	<p><b>CO1:</b> Identify attention and perceptual processes.</p> <p><b>CO2:</b> Examine how learning and memory determines everyday behaviour.</p> <p><b>CO3:</b> Analyse the emergence of thoughts and higher mental processes, and its functions in everyday life.</p> <p><b>CO4:</b> Illustrate creative process and techniques to solve problems.</p> <p><b>CO5:</b> Assess intelligence through psycho-metric tools</p>
	<b>22BAP2CO3L</b>	<b>Psychology Lab-II</b>	<p><b>CO1:</b> Apply theoretical knowledge with practical by administration of psychological experiments.</p> <p><b>CO2:</b> Evaluate the efficacy of skills in conducting psychological experiments.</p> <p><b>CO3:</b> Facilitate professional skills for psychologist</p>

<p><b>III</b></p>	<p><b>22BAP3CO3</b></p>	<p><b>Biological Processes and Behaviour</b></p>	<p><b>CO1:</b> Describe biological foundations such as mind and body dynamics and genetics.</p> <p><b>CO2:</b> Examining the structure and functions of neurons and its influence on behaviour.</p> <p><b>CO3:</b> Describe the structure and functions of the central &amp; peripheral nervous system and its influence on behaviour.</p> <p><b>CO4:</b> Evaluate the functioning of the glandular system and its effect on behavior.</p> <p><b>CO5:</b> Describe the structure and function of sensory processes and their role in understanding our surrounding.</p>
	<p><b>22BAP3D11</b></p>	<p><b>Sports Psychology</b></p>	<p><b>CO1:</b> Critique sports Psychology theories and techniques</p> <p><b>CO2:</b> Apply theories and techniques across diverse people, places &amp; sports.</p> <p><b>CO3:</b> Enhance sports performance through psychological skill training.</p> <p><b>CO4:</b> Assert mental fitness as an important health regime.</p>
	<p><b>22BAP3D12</b></p>	<p><b>Positive Psychology</b></p>	<p><b>CO1:</b> Develop a comprehensive understanding of the principles and goals of positive psychology, including its contrast with traditional psychology and its focus on promoting well-being, resilience, and positive emotions.</p> <p><b>CO2:</b> Acquire knowledge of various positive emotional states</p>

		<p>and processes, such as positive affectivity, emotional intelligence, and coping strategies.</p> <p><b>CO3:</b> Gain insight into the factors influencing happiness, subjective well-being, and resilience, including the measurement of happiness, the role of genetics and personality, and the developmental perspectives on resilience.</p>
<b>22BAP3CO3L</b>	<b>Psychology Lab-III</b>	<p><b>CO1:</b> Enhance communication skills by effectively presenting research findings, methodologies, and conclusions, both orally and in writing, fostering the ability to communicate scientific information clearly and concisely within the discipline of psychology.</p> <p><b>CO2:</b> Cultivate critical thinking and analytical abilities by engaging in the interpretation and evaluation of experimental results and psychological phenomena observed during lab activities.</p>

<p><b>IV</b></p>	<p><b>22BAP4CO3</b></p>	<p><b>Lifespan Development</b></p>	<p><b>CO1:</b> Understand patterns of development across life span.</p> <p><b>CO2:</b> Outline various theoretical frameworks in understanding human development across lifespan.</p> <p><b>CO3:</b> Illustrate development of life from conception till birth and chromosomal abnormalities associated with development.</p> <p><b>CO4:</b> Evaluate physical, physiological, cognitive, socio-emotional and moral development from birth to adolescence.</p> <p><b>CO5:</b> Assess physical, cognitive, social and emotional changes during adulthood.</p>
	<p><b>22BAP4D14</b></p>	<p><b>Community Psychology</b></p>	<p><b>CO1:</b> Develop an understanding of the principles, history, and core values of community psychology, including its various approaches such as the ecological approach, social problems approach, and transactional approach, enabling students to analyze and address mental health issues at the community level.</p> <p><b>CO2:</b> Acquire knowledge of the diverse elements and dynamics of communities, including their types, importance, diversity, and potential for conflict and change.</p> <p><b>CO3:</b> Gain insight into contemporary mental health issues facing Indian communities, such as poverty, unemployment, pollution, and the impact of events like</p>

		communal riots and pandemics, and explore various interventions and initiatives aimed at promoting community mental health and well-being.
<b>22BAP4D24</b>	<b>Health Psychology</b>	<p><b>CO1:</b> Able to describe health psychology.</p> <p><b>CO2:</b> Demonstrate the relationship between physical health and psychological factors.</p> <p><b>CO3:</b> Differentiate various aspects of mental health.</p> <p><b>CO4:</b> Recommend healthy living.</p>
<b>22BAP4CO3L</b>	<b>Psychology Lab</b>	<p><b>CO1:</b> Apply theoretical knowledge with practical by administration of psychological experiments.</p> <p><b>CO2:</b> Evaluate the efficacy of skills in conducting psychological experiments.</p> <p><b>CO3:</b> Facilitate professional skills for psychologist</p>

## Communicative English Courses

<p><b>I</b></p>	<p><b>22BAS1CO4</b></p>	<p><b>Communication Skills in English</b></p>	<p><b>CO1:</b> Understand the fundamental concepts and theories of communication in English, including its significance in the context of the global economy, as well as the various types and models of communication.</p> <p><b>CO2:</b> Demonstrate proficiency in spoken communication across different formal and informal genres.</p> <p><b>CO3:</b> Exhibit effective written communication skills in English through the comprehension and application of various genres.</p> <p><b>CO4:</b> Develop the ability to produce well-structured and informative reports through case study analysis, interview reports, and questionnaire preparation, demonstrating proficiency in synthesizing and presenting information effectively.</p>
<p><b>II</b></p>	<p><b>22BAS2CO4</b></p>	<p><b>Critical Reasoning, Writing and Presentation</b></p>	<p><b>CO1:</b> Apply fundamentals of critical thinking to reading, writing and communicating.</p> <p><b>CO2:</b> Able to critically approach and evaluate academic texts and express their opinions concisely.</p> <p><b>CO3:</b> Ability to overcome barriers and biases while forming arguments and conclusions.</p> <p><b>CO4:</b> Compose cohesive paragraphs with identifiable topics, clear organization and well-structured sentences.</p>



<b>III</b>	<b>16BAS3CO4</b>	<b>Creative Writing</b>	<p><b>CO1:</b> 1. Recognize creativity in writing and discern the difference between academic/noncreative and creative writing.</p> <p><b>CO2:</b> Develop a thorough knowledge of different aspects of language such as figures of speech, language codes and language registers so that they can both identify as well as use these; in other words, they must learn that creative writing is as much a craft as an art.</p> <p><b>CO3:</b> Develop a comprehensive understanding of some specific genres such as fiction, poetry, drama and newspaper writing.</p> <p><b>CO4:</b> Process their writing for publication and so must have the ability to edit and proofread writing such that it is ready to get into print.</p> <p><b>CO5:</b> Identify and distinguish between the various genres as well as look at the subdivisions within each genre (such as in poetry, different forms like sonnets, ballads, haiku, ghazal, etc)</p>
	<b>22BACED13</b>	<b>Phonetics</b>	<p><b>CO1:</b> Ability to describe and explain basic concepts in phonetics.</p> <p><b>CO2:</b> Able to describe and identify vowels and consonants, both articulatory and acoustically, and be able to interpret simple speech spectrograms.</p> <p><b>CO3:</b> Able to describe phonation mechanisms and voice in normal speech.</p>

			<p><b>CO4:</b> Able to acquire a native or a semi- native accent.</p>
	<b>22BACED14</b>	<b>Phonology and Grammar Usage</b>	<p><b>CO1:</b> Differentiate between consonants and vowels in all word-positions.</p> <p><b>CO2:</b> Able to pronounce English sounds in isolation and in connected speech.</p> <p><b>CO3:</b> Distinguish between phonemes and allophones and identify the structure of the English syllable.</p> <p><b>CO4:</b> Assess the different intonation patterns of English with connected speech processes, such as assimilation, elision, linking, etc.</p> <p><b>CO5:</b> Create grammatically correct sentences with adherence to the functional aspects of grammar such as verb, tenses and subject-verb agreement.</p>
<b>IV</b>	<b>22BAS4CO4</b>	<b>Introduction to Linguistics</b>	<p><b>CO1:</b> Ability to evaluate the structure of language in various levels like Morphology, Syntax and Semantics.</p> <p><b>CO2:</b> Analyze language as a tool of communication and distinguish the difference between human and animal languages.</p> <p><b>CO3:</b> Improve their speaking skills by learning the basics of Phonetics.</p> <p><b>CO4:</b> Understand different varieties of language and different approaches to language study.</p>

			<p><b>CO5:</b> Understand the origin of speech and written language by applying different theories existing in Linguistics.</p> <p><b>CO6:</b> Understand and analyze basic concepts in Linguistics.</p>
	<b>22BAC4D15</b>	<b>Corporate Communication</b>	<p><b>CO1:</b> Ability to understand how the role of a business communicator crosses cultures, languages, values and legal systems, and borders.</p> <p><b>CO2:</b> apply situations of crisis with clear and concise communication.</p> <p><b>CO3:</b> discriminate groups, group dynamics, management, and leadership</p> <p><b>CO4:</b> Able to create a plan for utilizing interpersonal strategies to be used in interviews, business conversations, workplace conflicts, and evaluations.</p>
	<b>22BAC4D25</b>	<b>Financial English</b>	<p><b>CO1:</b> Demonstrate a comprehensive understanding of financial terminology, concepts, and conventions in English, enabling effective communication within the financial industry and facilitating clear and accurate exchange of financial information.</p> <p><b>CO2:</b> Develop the ability to produce various financial documents, reports, and correspondence in English, applying appropriate language structures and formats while adhering to industry standards and regulations, thereby enhancing professional communication skills essential for financial transactions and interactions.</p>

## HRM and Employee Relations Courses

<p><b>I</b></p>	<p><b>22BAE1CO5</b></p>	<p><b>Fundamentals of Human Resource Management</b></p>	<p><b>CO1:</b> Develop a comprehensive understanding of the fundamental principles, objectives, and functions of Human Resource Management (HRM), including the role and responsibilities of HR managers in organizations.</p> <p><b>CO2:</b> Acquire practical knowledge and skills related to human resource planning, recruitment, selection, placement, training, and induction processes, enabling effective talent acquisition and management within organizations.</p> <p><b>CO3:</b> Demonstrate proficiency in performance appraisal techniques, compensation principles, and job evaluation methods, facilitating fair and objective assessment of employee performance and appropriate remuneration practices.</p>
<p><b>II</b></p>	<p><b>22BAE2CO5</b></p>	<p><b>Organizational Behaviour</b></p>	<p><b>CO1 :</b> Develop a comprehensive understanding of the fundamental concepts and theories of Organizational Behaviour (OB), including its scope, significance, and the various factors influencing individual behavior within organizational contexts.</p> <p><b>CO2:</b> Analyze and evaluate the determinants of personality, attitudes, and learning processes, recognizing their impact on individual behavior and their implications for organizational effectiveness.</p> <p><b>CO3:</b> Demonstrate the ability to apply theories of perception to understand the perceptual</p>

			<p>processes, selectivity, organization, and interpretation within organizational settings, fostering improved interpersonal interactions and communication.</p> <p><b>CO4:</b> Evaluate the dynamics of group behavior and conflict management, including the formation of group norms, types of groups, stages and levels of conflict, and strategies for conflict resolution, to facilitate effective collaboration and conflict resolution within organizational teams.</p> <p><b>CO5:</b> Understand the nature and processes of organizational change, including the levels of change at individual, group, and organizational levels, as well as the causes of resistance to change, and develop strategies to overcome resistance and manage change effectively within organizational contexts.</p>
<b>III</b>	<b>22BAE3CO5</b>	<b>Labour Laws</b>	<p><b>CO1:</b> Acquire expert knowledge, understanding and application of Labour Laws.</p> <p><b>CO2:</b> Impart basic knowledge of the Indian Labour Laws and its distinctive features.</p> <p><b>CO3:</b> Understand the various enactments with focus on practice.</p>
	<b>22BACED16</b>	<b>Human Resource Development</b>	<p><b>CO1:</b> Enable the students to understand the basic principles of human resource management education.</p> <p><b>CO2:</b> Familiar with the knowledge of functional areas of Human Resource like Training and Development, Organizational development, Change Management, Business Ethics.</p>

			<p><b>CO3:</b> Acquire the legal knowledge related to HR functions and to make themselves employable through demonstration of ability to solve problems.</p> <p><b>CO4:</b> Acquire the leadership skills to be an effective team leader.</p> <p><b>CO5:</b> Acquire the capability to analyze human behaviour for effective employee management.</p> <p><b>CO6:</b> Build self-confidence and improve communication skills.</p> <p><b>CO7:</b> To provide the platform for the overall development of the students and to acquire the skill to be a corporate trainer.</p>
	<b>22BACED15</b>	<b>Career Planning</b>	<p><b>CO1:</b> Develop a comprehensive understanding of the principles and practices of career planning within the field of Human Resources, including the significance of aligning individual career goals with organizational objectives.</p> <p><b>CO2:</b> Acquire practical skills in conducting career assessments, identifying career paths, and providing guidance and support to employees in navigating their career development within the organization.</p> <p><b>CO3:</b> Demonstrate the ability to design and implement effective career development programs and initiatives, including mentorship opportunities, training and development plans, and succession planning strategies, to foster employee engagement, retention, and organizational success.</p>

<p><b>IV</b></p>	<p><b>22BAE4CO5</b></p>	<p><b>Cross Cultural Communication</b></p>	<p><b>CO1:</b> Define the concepts of culture, communication, intercultural communication, ethnocentrism, culture shock.</p> <p><b>CO2:</b> Identify and describe the various aspects of culture which affect a person’s worldview, values, and behaviour.</p> <p><b>CO3:</b> Understand the foundational concepts of culture, and the dynamics that influence human interaction and communication across cultures.</p> <p><b>CO4:</b> Gain insight into some of the general barriers in cross-cultural interaction and into approaches for overcoming limitations and barriers posed by their own culture.</p> <p><b>CO5:</b> Analyze how and why miscommunication happens and how stereotypes are formed.</p> <p><b>CO6:</b> Evaluate the issues of stereotypes and understand cultural identity, and to become more empathetic and inclusive of the culturally ‘other’.</p> <p><b>CO7:</b> Construct a list of suggestions and strategies for improving intercultural communication.</p>
	<p><b>22BAC4D16</b></p>	<p><b>Negotiation Skills</b></p>	<p><b>CO1:</b> Ability to understand the basic principles of negotiation skills.</p> <p><b>CO2:</b> Create efficiencies by developing a systematic approach to managing negotiation.</p> <p><b>CO3:</b> Acquire the process, strategies, processes, and phases of negotiation.</p>

			<p><b>CO4:</b> Provide basic introduction to managing and different types of negotiation.</p>
	<b>22BAC4D26</b>	<b>Compensation and Benefit Management</b>	<p><b>CO1:</b> Develop a comprehensive understanding of compensation management principles, including the classification, types, and components of compensation.</p> <p><b>CO2:</b> Acquire proficiency in job evaluation techniques and performance appraisal methods, enabling students to assess and determine fair and equitable compensation structures within organizations.</p> <p><b>CO3:</b> Gain knowledge of wage and salary administration theories, wage fixation mechanisms, and the preparation of payroll, along with an understanding of the impact of various labor laws on compensation practices, facilitating compliance and fairness in compensation management within legal frameworks.</p>