

Progressive Education Society's
Modern College of Arts, Science and Commerce (Autonomous)

Shivajinagar, Pune 5

(An Autonomous College Affiliated to Savitribai Phule Pune University)

Framework of Syllabus

For

B.B.A. (Human Resource Management)

(Based on NEP 2020 framework)

(To be implemented from the Academic Year 2023-24)

Semester 1 (First Year)

Course Type	Course	Course Code	Course / Paper Title	Hours / Week	Credit	CIA	ESE	Total
Major Mandatory (4 + 2)	Major Paper 1 (Theory)	23BaHrmU1101	Principles of Human Resource Management	4	4	40	60	100
	Major Paper 2 (Theory)	23BaCopU1102	Principles and Practices of Management	4	2	20	30	50
Major Electives	--	--	--	--	--	--	--	--
Minor	--	--	--	--	--	--	--	--
OE (2 +2)		23BaCopU1401	Business Correspondence	2	4	40	60	100
		23CpCopU1402	Democracy, Election and Governance	2				
VSC (2)	Major Specific Practical I	23BaHrmU1501	Lab Course on Innovation in HR Practices	4	2	20	30	50
SEC (2)	Skill Paper 1 (Theory)	23BaCopU1601	Business Mathematics	2	2	20	30	50
AEC (2)	MIL	23CpCopU1701/ 23CpCopU1702	MIL (Hindi) I/ MIL (Marathi) I	2	2	20	30	50
VEC (2)	EVS Theory	23CpCopU1801	Environment Science I	2	2	20	30	50
IKS (2)	Generic IKS	23CpCopU1901	Generic IKS	2	2	20	30	50
CC (2)	CC-I Course	23CpCopU1001	Online Course Based on Yoga	2	2	20	30	50
Total				26	22	220	330	550

Semester 2 (First Year)

Course Type	Course	Course Code	Course / Paper Title	Hours / Week	Credit	CIA	ESE	Total
Major Mandatory (4 + 2)	Major Paper 3 (Theory)	23BaHrmU2101	Functions of Human Resource Management	4	4	40	60	100
	Major Paper 4 (Theory)	23BaCopU2102	Business Organization & System	4	2	20	30	50
Major Electives	--	--	--	--	--	--	--	--
Minor	Minor Paper I	23BaCopU2301	Basics of Economics	4	2	20	30	50
OE (2 + 2)		23BaCopU2401	Personality Development	2	4	40	60	100
		23CpCopU2402	Fundamentals of Music	2				
VSC (2)	Major Specific Practical II	23BaHrmU2501	Lab Course on Managerial Skills	4	2	20	30	50
SEC (2)	Skill Paper 1I (Theory)	23BaCopU2601	Business Statistics	2	2	20	30	50
AEC (2)	Theory	23CpCopU2703	English Communication Skills I	2	2	20	30	50
VEC (2)	EVS Theory	23CpCopU2801	Environment Science II	2	2	20	30	50
IKS (2)	--	--	--	--	--	--	--	--
CC (2)	CC II Course	23CpCopU2001 / 23CpCopU2011 / 23CpCopU2021 / 23CpCopU2031 / 23CpCopU2041 / 23CpCopU2051 / 23CpCopU2061 / 23CpCopU2071	Physical Education / Cultural Activities / NSS / NCC / Fine Arts / Applied Arts / Visual Arts / Performing Arts	2	2	20	30	50
Total				28	22	220	330	550

Semester 3 (Second Year)

Course Type	Course	Course Code	Course / Paper Title	Hours / Week	Credit	CIA	ESE	Total
Major Mandatory (4 + 4)	Major Core Paper 5 (Theory)	23BaHrmU3101	Fundamentals of Organizational Behavior	4	4	40	60	100
	Major Paper 6 (Theory)	23BaHrmU3102	Human Capital Management	2	2	20	30	50
	Major Paper 7 (Theory) (Major Specific IKS)	23BaCopU1901	Ancient Indian Trade & Commerce	2	2	20	30	50
Major Electives	--	--	--	--	--	--	--	--
Minor (4)	Minor Paper II	23BaCopU3301	Business Economics (Micro)	4	4	40	60	100
OE (2)		23BaCopU3401	Event Management	4	2	20	30	50
VSC (2)	major Specific Practical	23BaHrmU3501	Lab Course on HR Analytics	4	2	20	30	50
SEC (2)	--	--	--	--	--	--	--	--
AEC (2)	English Theory	23CpCopU3703	English Communication Skills II	2	2	20	30	50
VEC (2)	--	--	--	--	--	--	--	--
IKS (2)	--	--	--	--	--	--	--	--
FP/CEP (2)	FP –I	23BaHrmU3002	Field Project I	2	2	20	30	50
CC (2)	CC-III	23CpCopU3001	Fitness	2	2	20	30	50
Total				26	22	220	330	550

Semester 4 (Second Year)

Course Type	Course	Course Code	Course / Paper Title	Hours / Week	Credit	CIA	ESE	Total
Major Mandatory (4 + 4)	Major Paper 8 (Theory)	23BaHrmU4101	Human Resource Management in Service Sector	4	4	40	60	100
	Major Paper 9 (Theory)	23BaHrmU4102	Emerging Trends in Human Resource Management	4	4	40	60	100
Major Electives	--	--	--	--	--	--	--	--
Minor (4)	Minor Paper III	23BaCopU4301	Business Economics (Macro)	4	4	40	60	100
OE (2)		23BaCopU4401	Business Planning and Project Management	4	2	20	30	50
VSC (2)	--	--	--	--	--	--	--	--
SEC (2)	Skill Paper III (Theory)	23BaCopU4601	Research Methodology (Tools and Analysis)	2	2	20	30	50
AEC (2)	MIL	23CpCopU4701/ 23CpCopU4702	MIL (Hindi) I/ MIL (Marathi) I	2	2	20	30	50
VEC (2)	--	--	--	--	--	--	--	--
IKS (2)	--	--	--	--	--	--	--	--
FP / CEP (2)	CEP –I	23BaHrmU4003	Community Engagement Project I	4	2	20	30	50
CC (2)	CC-IV	23CpCopU4001	Health and Wellness	2	2	20	30	50
Total				26	22	220	330	550

Semester 5 (Third Year)

Course Type	Course	Course Code	Course / Paper Title	Hours / Week	Credit	CIA	ESE	Total
Major Mandatory (4 + 4 + 2)	Major Core Paper 10 (Theory)	23BaHrmU5101	Industrial Relations and Labor Law	4	4	40	60	100
	Major Paper 11 (Theory)	23BaHrmU5102	Organizational Change Development	4	4	40	60	100
	Major Paper 12 (Theory)	23BaCopU5103	Entrepreneurship Development	4	2	20	30	50
Major Electives	Elective I	23BaHrmU5201	Business Ethics in Human Resource Management	4	4	40	60	100
	Elective II	23BaHrmU5202	Labor Economics	4	4	40	60	100
Minor (4)	Minor Paper IV	23BaCopU5301	Public Finance and International Economics	4	4	40	60	100
OE (2)	--	--	--	--	--	--	--	--
VSC (2)	Major Specific Practical III	23BaHrmU5501	Lab Course on Corporate Governance	4	2	20	30	50
SEC (2)	--	--	--	--	--	--	--	--
AEC (2)	--	--	--	--	--	--	--	--
VEC (2)	--	--	--	--	--	--	--	--
IKS (2)	--	--	--	--	--	--	--	--
FP / CEP (2)	FP –II	23BaHrmU5002	Field Project II	4	2	20	30	50
Total				28	22	220	330	550

Semester 6 (Third Year)

Course Type	Course	Course Code	Course / Paper Title	Hours / Week	Credit	CIA	ESE	Total
Major Mandatory (4 + 4 + 2)	Major Paper 13 (Theory)	23BaHrmU6101	International Human Resource Management	4	4	40	60	100
	Major Paper 14 (Theory)	23BaHrmU6102	Strategic Human Resource Management	4	4	40	60	100
	Major Paper 15 (Theory)	23BaCopU6103	Fundamentals of E-Commerce	4	2	20	30	50
Major Electives	Elective III	23BaHrmU6201	Legal Aspects in Human Resource Management	4	4	40	60	100
	Elective IV	23BaHrmU6202	Compensation Management	4	4	40	60	100
Minor (4)	Minor Paper IV	23BaCopU6301	Indian Economic Environment	4	4	40	60	100
OE (2 + 2)	--	--	--	--	--	--	--	--
VSC (2)	--	--	--	--	--	--	--	--
SEC (2)	--	--	--	--	--	--	--	--
AEC (2)	--	--	--	--	--	--	--	--
VEC (2)	--	--	--	--	--	--	--	--
OJT (4)	OJT	23BaHrmU6004	On Job Training	8	4	40	60	100
FP / CEP (2)	--	--	--	--	--	--	--	--
Total				28	22	220	330	550

OE: Open Elective

AEC: Ability Enhancement Course

VEC: value Education Courses

CC: Co-Curricular Courses

IKS: Indian Knowledge System

OJT: On Job Training

FP: Field Project

VSC: Vocational Skill Courses

CEP: Community Engagement Project