



Rayat Shikshan Sanstha's

Radhabai Kale Mahila Mahavidyalaya, Ahmednagar

An ISO 9001:2015 Certified College

Affiliated to Savitribai Phule Pune University, Pune (PU/AN/ASC/034)

Programme Outcomes Department of Commerce

Programme Outcomes (Name of the Programme - F. Y. B. Com.)	
PO 1	<ul style="list-style-type: none">After completing three years for Bachelors in Commerce (B.Com) program, students would gain a thorough grounding in the fundamentals of Commerce and Finance.
PO 2	<ul style="list-style-type: none">The commerce and finance focused curriculum offers a number of specializations and practical exposures which would equip the student to face the modern-day challenges in commerce and business.
PO 3	<ul style="list-style-type: none">The all-inclusive outlook of the course offer a number of value based and job oriented courses ensures that students are trained into up-to-date. In advanced accounting courses beyond the introductory level, affective development will also progress to the valuing and organization levels.
Programme Outcomes (Name of the Programme - M. Com.)	
PO1	<ul style="list-style-type: none">To provide a systematic and rigorous learning and exposure to Banking and Finance related disciplines.
PO2	<ul style="list-style-type: none">To train the student to develop conceptual, applied and research skills as well as competencies required for effective problem solving and right decision making in routine and special activities relevant to financial management and Banking Transactions of a business.
PO3	<ul style="list-style-type: none">To acquaint a student with conventional as well as contemporary areas in the discipline of Commerce. To enable a student well versed in national as well as international trends.
PO4	<ul style="list-style-type: none">To facilitate the students for conducting business, accounting and auditing practices, role of regulatory bodies in corporate and Financial sectors nature of various financial instruments.
PO5	<ul style="list-style-type: none">To provide in-depth understanding of all core areas specifically Advanced Accounting, International Accounting, Management, Security Market Operations and Business Environment, Research Methodology and Tax planning.



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Programme Specific Outcomes Department of Commerce

Programme Specific Outcomes (Name of the Programme Commerce - B.Com.)	
PSO 1	<ul style="list-style-type: none">Demonstrate an understanding of the concepts, principles, theories and arguments of their selected areas of study in the courses of commerce.
PSO 2	<ul style="list-style-type: none">Analyze and evaluate evidence in the commerce disciplines in support of an argument, proposition or solution to problems in organizations and in society.
PSO 3	<ul style="list-style-type: none">Demonstrate knowledge of microeconomic theory as its relate to markets Firms, Government policies and resource allocation.
PSO 4	<ul style="list-style-type: none">Use/Apply/Analyze business and economic problems and generate realistic solutions through the knowledge and skill gained throughout the program.
Programme Specific Outcomes (Name of the Programme Commerce - M.Com.)	
PSO1	<ul style="list-style-type: none">To inculcate the knowledge of business and the techniques of managing the business with special focus on marketing, Insurance and banking theory law and practices and to develop an ability to apply knowledge acquired in problem solving.
PSO2	<ul style="list-style-type: none">Ability to work in teams with enhanced interpersonal skills and communication.
PSO3	<ul style="list-style-type: none">To acquaint a student with conventional as well as contemporary areas in the discipline of Commerce which enable the students to work in different domains like Accounting, Taxation, HRM, Banking and Administration.
PSO4	<ul style="list-style-type: none">Ability to start their own business.
PSO5	<ul style="list-style-type: none">Ability to work in MNCs as well as Private and Public companies.
PSO6	<ul style="list-style-type: none">To develop team work, leadership and managerial and administrative skills. Students can go further for professional courses like CA/ CS/CMA/CFA. .
PSO7	<ul style="list-style-type: none">To enhance the computer literacy and its applicability in business through latest version on tally and e-commerce principles.
PSO8	<ul style="list-style-type: none">To create awareness in Application Oriented Research through research for business decisions.
PSO9	<ul style="list-style-type: none">To develop the decision-making skill through Costing Methods and practical application of Management Accounting Principles.
PSO10	<ul style="list-style-type: none">To acquaint a student with conventional as well as contemporary areas in the discipline of Commerce.
PSO11	<ul style="list-style-type: none">To enable a student well versed in national as well as international trends



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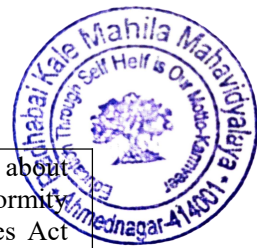
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Course Outcomes Department of F. Y. B. COM.

Sr. No	Class with Semester	Name of the Course	Course Code	Course Outcomes
1	F. Y. B. Com.	Financial Accounting-I	-	CO1- To understand the concepts of the Financial Accounting.
				CO2 - To apply the knowledge of Partnership Accounts, AS, Ind AS, Lease, Hire Purchase and Royalty for accounting
				CO3 - To analyse the effects of accounting treatments of Partnership Accounts, AS, Ind AS, Lease, Hire Purchase and Royalty.
				CO4 - To evaluate the impact of accounting treatments Hire Purchase and Royalty on financial aspects.
				CO5 - To create an independent accounting of the financial transactions pertaining to Partnership Accounts, AS, Ind AS, Lease, Hire Purchase and Royalty.
				CO1 - To remember the accounting treatment of Partnership Accounts, AS, Ind AS, Lease, Hire Purchase and Royalty.
2	F. Y. B. Com.	Basics of Cost & Management Accounting and Material Accounting-I	-	CO1 - To remember the basic concepts related to Cost and Management Accounting.
				CO2 - To understand the application of cost concepts and relevant cost accounting standards on material.
				CO3 - To apply the basis of classification of cost in preparation of Cost Sheet, Estimated Cost Sheet, Tender and Quotation.
				CO4 - To analyses the cost performance of a business entity with the help of Cost Sheet and material issuing prices.
				CO5 - To evaluate the performance with the help of Price List, Estimates, Tenders and Quotations as well as Landed Cost.



3	F. Y. B. Com.	Introduction to Behavioral Economics	-	<p>CO 1. To know about the origin of economics.</p> <p>CO 2. To understand the relationship between economics and other discipline.</p> <p>CO 3. To introduce microeconomic concepts, theory and Laws.</p> <p>CO 4. To introduce simple mathematical equations.</p> <p>CO 5. To incorporate Indian Knowledge System in economics.</p>
4	F. Y. B. Com.	Modern Office Management-I	-	<p>CO 1. Students will be able to understand the concepts of modern automated offices.</p> <p>CO 2. They will learn the conceptions of office work low and importance of office layout.</p> <p>CO 3. They will grasp the knowledge of modern technology used in offices.</p> <p>CO 4. They will understand the need and utility of standard office procedures</p> <p>CO 5. They will understand office manuals and its importance. Need and requirements of standard operating procedures will be understood by students.</p>
5	F. Y. B. Com.	Business Accounting-I	-	<p>CO 1. To make students understand the concepts of the financial accounting and partnership accounts.</p> <p>CO 2. To impart the knowledge of accounting principles, concepts, conventions, and partnership accounts.</p> <p>CO 3. To make students understand the applicability of accounting principles, concepts, conventions, partnership accounts, and partnership accounts.</p> <p>CO 4. To teach the utility and practical use of accounting principles, concepts, conventions, and partnership accounts.</p>
6	S.Y.B.Com	Business Communication.	231/241	<p>CO1: Understands the concept, process and importance of communication</p> <p>CO2: Developed awareness regarding new trends in business communication.</p> <p>CO3: Got knowledge of various media of communication.</p> <p>CO4: Developed business Communication skills through the application and exercises.</p>



7	S.Y.B.Com	Corporate Accounting	232/242	<p>CO1: Developed awareness about Corporate Accounting in conformity with the provisions of Companies Act and Accounting as per Indian Accounting Standards.</p> <p>CO1: Made aware the students about the conceptual aspect of corporate accounting</p> <p>CO2: To enable the students to develop skills for Computerized Accounting</p>
8	S.Y.B.Com	Business Economics (Macro)	233/243	<p>CO1: The students are familiarized with the basic concept of Macro Economics and application.</p> <p>CO2: Understands the behavior of the economy as a whole.</p> <p>CO3: Understands the relationship among broad aggregates. 4. Applies economic Reasoning to problems of the economy.</p>
9	S.Y.B.Com	Business Management	234/244	<p>CO1: Provided basic knowledge & understanding about Business management concept.</p> <p>CO2: Provided an understanding about various functions of management.</p>
10	S.Y.B.Com	Elements of Company Law	235/245	<p>CO1: Imparted students with the knowledge of fundamentals of Company Law.</p> <p>CO2: Updates the knowledge of provisions of the Companies Act of 2013.</p> <p>CO3: Appraises new concepts involving in company law regime.</p> <p>CO4: Acquainted the students with the duties and responsibilities of Key Managerial Personnel.</p> <p>CO5: understands the provisions and Procedures under company law.</p>
11	S.Y.B.Com	Cost and Works Accounting	236E/246E	<p>CO1: Basic Cost concepts.</p> <p>CO2: Elements of cost.</p> <p>CO3: Ascertainment of Material and Labour Cost.</p>
12	S.Y.B.Com	Marketing Management	236H/246H	<p>CO1: Develop an integrated marketing communications plan* for a <i>product*</i>, concept, good and/or service based on an identified market need or target.</p> <p>CO2: Develop strategies for the efficient and effective placement/ distribution of <i>products*</i>, concepts, goods, and services that respond to evolving markets.</p>



13	S.Y.B.Com.	Corporate Accounting	-	<p>CO 1 Acquire knowledge on various types of shares and debentures and accounting treatment of issues, forfeiture and reissue of shares and issue of debenture.</p> <p>CO 2 Gain knowledge on preparation and presentation of Company Final Accounts in accordance with requirements of Companies Act, 1956.</p> <p>CO 3 Acquire knowledge in types of amalgamation as per Accounting Standard -14.</p> <p>CO 4 Use of Tally and practical training of Tally.</p>
14	S.Y.B.Com.	Macro Economics	-	<p>CO 1 Knowledge of GDP,GNP,NNP, Personal and Disposable income, Per capita Income, National income at current and constant prices.</p> <p>CO 2 Knowing about Inflation-Causes of Inflation, Inflation and interest rates, Social cost of Inflation, Remedies to control of inflation</p> <p>CO 3 Advantage and Disadvantage of International Trade, Ricardian Theory of International Trade, Terms of Trade – Meaning, Types and its influencing factors</p>
15	S.Y.B.Com.	English For Business Communication	-	<p>CO 1 Understand the Concept Process, Importance and Objectives of Communication</p> <p>CO 2 Develop Awareness regarding New Trends in Business Communication</p> <p>CO 3 Students Know the Principles Of Effective Communication & acquire Communication Skills.</p> <p>CO 4 Study Various Types Of Business Letters & Develop Skills To Draft Letters.</p>
16	T. Y. B. Com.	Business Regulatory Framework	351/361	<p>CO1: Gets acquainted with the basic concepts, terms & provisions of Mercantile and Business Laws.</p> <p>CO2: Develops the awareness among the students regarding these laws affecting business, trade and commerce.</p>
17	T. Y. B. Com.	Advanced Accounting	352/362	<p>CO1: Gets knowledge of various accounting concepts To instill the knowledge about accounting procedures, methods and techniques.</p> <p>CO2: Acquainted with practical approach to accounts writing by using software package</p>



18	T. Y. B. Com.	Indian & Global Economic Development	353A/363A	<p>CO1: Exposed to a new approach to the study of the Indian Economy.</p> <p>CO2: Analyzes the present status of the Indian Economy.</p> <p>CO3: understands the process of integration of the Indian Economy with other economics of the world.</p> <p>CO4: acquainted with the emerging issues in policies of India's foreign trade</p>
19	T. Y. B. Com.	Auditing & Taxation	354/364	<p>CO1: Acquainted about the concept and principles of Auditing, Audit process, Assurance Standards, Tax Audit, and Audit of computerized Systems.</p> <p>CO2: Gets knowledge about preparation of Audit report.</p> <p>CO3: Understands the basic concepts and acquires knowledge about Computation of Income, Submission of Income Tax Return, Advance Tax, and Tax deducted at Source, Tax Collection Authorities under the Income Tax Act, 1961.</p>
20	T. Y. B. Com.	Cost And Works Accounting II	355E/365E	<p>CO1: Gets Knowledge about the concepts and principles Application of Overheads</p> <p>CO2: Understands various methods of costing and their applications</p>
21	T. Y. B. Com.	Cost And Works Accounting Iii	356E/365E	<p>CO1: Aware of costing techniques.</p> <p>CO2: Trains as regards concepts, procedures and legal Provisions of cost audit.</p>
22	T. Y. B. Com.	Marketing Management -Ii	355H/365H	<p>CO1: Develop strategies with clients, customers, and <i>consumers</i>* and others to grow and maintain relationships.</p> <p>CO2: Conduct <i>market research</i>* to provide information needed to make <i>marketing</i>* decisions</p>
23	T. Y. B. Com.	Marketing Management -Iii	356H/366H	<p>CO1: For a given marketing objective of a company the student manager will be able to develop a suitable marketing mix.</p> <p>CO2: For a given company the student managers will be able to evaluate different distribution channel options and their suitability for the company's product.</p>
24	T.Y.B.Com	Business Regulatory Frame Work	-	<p>CO 1 Demonstrate knowledge and understanding of the Business Regulatory Framework, which is currently in operation in India.</p> <p>CO 2 Make applications of the legal implications to everyday living and business activities.</p> <p>CO 3 Cause awareness and practice highest level of integrity in business transactions or any other contractual obligations</p> <p>CO 4 Communicate effectively on all</p>



				legal matters and abiding citizens.	become law
25	T.Y.B.Com	Advanced Accountancy Paper -	-	CO 1. Students can understand the Bank Final Account. CO 2. Knowledge about Insurance claim in respect of loss of Stock or Profit of loss policy. CO 3. Introduction of Management Accounting and Cost Accounting.	
26	T.Y. B.Com	Advanced Accountancy (Audit)Paper - Ii	-	CO 1. Understand the concept of auditing and other discipline. CO 2. Understand about advanced aspects of accounting related to audit work and assurance standards. CO 3. Understand the concept of tax audit and government audit. CO 4. Acquired knowledge about.	
27	T.Y. B.Com	Advanced Accountancy Paper - Iii	-	CO 1. Understanding of cost accounting CO 2. Student can elements of cost CO 3. Knowing understanding different methods material pricing	
28	T.Y. B.Com	Advanced Accountancy (Taxation)Paper - Iv	-	CO 1. Students can know the various provisions relating to income & income tax. CO 2. Students can understand the basic concepts of IT Ac and scheme of taxation in India. CO 3. Students can compute income and tax of an individual assesses.	
29	M. COM. – I SEM. – I	Management Accounting	MA501MJ	CO1: Students will understand importance of management accounting and functions of Management Accounting. CO2: Students will understand various decision-making techniques of marginal costing and its application in modern business. CO3: Product Pricing decision-making capacity of the students will be developed. CO4: Learners can prepare various budgets independently	
30	M. COM. – I SEM. – I	Industrial Economics	IE502MJ	CO1: Learners will be acquainted with the concepts of industrial economics CO2: The learners will get exposed to recent changes in industrial finance, measures to correct industrial imbalance etc. CO3: The students will identify the location of industries and the concepts associated therewith CO4: The learners will be aware of the	



				industrial profile of Maharashtra CO5:
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31	M. COM. – I SEM. – I	Advanced Cost Accounting & Cost Systems	AC511MJ	<p>CO1: Students will understand objectives of Cost Accounting along with relationship of Cost Accounting with Financial Accounting and Management Accounting.</p> <p>CO2: Students will be able to understand preface and objectives of Cost Accounting Standards.</p> <p>CO3: Students will be able to learn Cost Accounting treatment to Material Cost, Employee Cost and Overheads as per as per Cost Accounting Standards.</p> <p>CO4: Students will understand non-integrated accounting system which includes preparation of journal entries, ledgers, treatment for specific items mentioned in the syllabus.</p>
32	M. COM. – I SEM. – I	Costing Techniques and responsibility Accounting	CT513MJ	<p>CO1: Students will understand in-depth various concepts relating to budgetary control, its objectives, types, advantages, disadvantages along with decisions relating to limiting factors.</p> <p>CO2: Students will learn the concept of Zero-Base Budgeting and its advantages and disadvantages.</p> <p>CO3: Students will understand standards costing technique and its application in decision making along with various classification and calculation of variances and reasons for variances.</p>
33	M. COM. – I SEM. – I	Research Methodology	RM529MJ	<p>CO1: Students will understand research process and can explore various ethical issues and modern practices in research.</p> <p>CO2: Students will gain fundamental knowledge about Methods of Data Collection and formulating questionnaire. They will understand the process of Analysis and Interpretation of data.</p> <p>CO3: Students will grasp knowledge on developing the most appropriate methodology for their research studies</p> <p>CO4: Students will develop knowledge on how to write a research report by using different research methods and techniques.</p>
34	M. COM. – I SEM. – I	Costs for Decision making & Activity Based Costing	CD512MJ	<p>CO1: Students will get acquainted and equipped with the knowledge and understanding of meaning and application of ‘Relevant and Irrelevant costs’ in different types of decision making such as Make or Buy decision, Accepting or Rejecting an Order, Extra Shift Decision, choosing best budget using only one limiting factor and adding or deleting</p>



				<p>departments or products etc</p> <p>CO2: Students will be able to understand meaning and application of Activity Based Costing and its important concepts such as Cost Object, Cost Drivers along with stages involved in Activity Based Costing</p>
35	M. COM. – I SEM. – I (Business Administration)	Production & Operation Management	PO520MJ	<p>CO1: Students will be able to define the main goals, duties, and review of production and operation management and understand the significance of successful POM in achieving operational effectiveness and competitiveness.</p> <p>CO2: Students will thoroughly understand production systems, which will serve as a strong basis for their further exploration of production and operation management principles and practices.</p> <p>CO3: Students will learn about various operations management strategies and tactics, including inventory control and lean operations management. Additionally, they will learn about current trends and advancements in the industry as well as the difficulties faced in operations management.</p> <p>CO4: Students will have a strong foundation in supply chain management principles, enabling them to apply them and optimize the movement of products and information across the supply chain to increase operational effectiveness and customer satisfaction.</p>
36	M. COM. – I SEM. – I (Business Administration)	E-Commerce	EC521MJ	<p>Co1: Students will understand the Role of E-Commerce Industry and the utility of E-Commerce models.</p> <p>Co2: Students will gain insight knowledge for E-Payment systems. How technology plays a vital role in the E-commerce sector will be learnt by them.</p> <p>Co3: Students will be able to understand the recent e-marketing tools and their utility. How search engine operation help to search data will be learnt by them.</p> <p>Co4: Functioning of Digital economy will be understood. Students will gain knowledge about various cyber threats and understand the importance of IT Act and Cyber security.</p>
37	M. COM. – I			<p>CO1: Students will understand the Financial System of India and its role and importance in financial management.</p> <p>CO2: Students will understand the</p>



	SEM. – I (Business Administration)	Financial Management	FM522MJ	<p>concepts of financing and will gain knowledge on Financial Statement Analysis</p> <p>CO3: Students will understand how to make Investment Decisions and the importance of Capital budgeting techniques.</p> <p>CO4: Students will have a strong foundation in understanding the meaning and nature of Working Capital management and to formulate Credit and Collection policy.</p>
38	M. COM. – I SEM. – II	Financial Analysis & Control	FA551MJ	<p>CO1: To understand the Financial Analysis Techniques, Funds Flow and Cash Flow Analysis, and AS & Ind AS.</p> <p>CO2: To apply the Financial Analysis Techniques for analysis and interpretation.</p> <p>CO3: To understand the concept budgeting and its Appraisal Methods.</p> <p>CO4: To analyze the financial information for decision-makings.</p>
39	M. COM. – I SEM. – II	Strategic Management	ST552MJ	<p>CO1: Students will understand the concept and process of strategic management. Emergence of changes in modern business environment will be learnt by them.</p> <p>CO2: Students will develop strategic analytical skills to design an effective strategic plan. They will gain technical and managerial skills in various areas of business administration.</p> <p>CO3: Students will learn Development of Applicability skills for effective plan implementation. They will gain technical skills required for evaluation of alternatives and analytical skills for choice among alternatives</p> <p>CO4: Students will have a strong foundation in understanding the formulation of sound functional Strategy in various areas of business. They will develop Analytical and Managerial Abilities for critical evaluation.</p>
40	M. COM. – I SEM. – II	Cost Control & Cost System	CC561MJ	<p>CO1: Students will be able to apply various cost control techniques to manage costs effectively</p> <p>CO2: Students will evaluate the implications of cost control and cost reduction decisions on overall business performance.</p> <p>CO3: Students will be able to apply marginal costing techniques to determine the impact of cost and volume changes on</p>



				<p>profitability. CO4: Students will learn how to develop costing systems that provide accurate and relevant cost information for decision - making and performance evaluation</p>
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41	M. COM. – I SEM. – II	Application of Cost Accounting	CA559MJ	<p>CO1: Students will get acquainted with the knowledge necessary to select and apply appropriate costing methods in different business scenarios to facilitate effective cost management and decision making.</p> <p>CO2: Students will be able to understand service costing principles and their application in service oriented business</p> <p>CO3: Students will be equipped with the knowledge to effectively manage costs throughout the entire life cycle of a product from its inception to its discontinuation</p> <p>CO4: Students will develop an insight about how Activity Based Costing differs from Traditional Costing.</p>
42	M. COM. – I SEM. – II	Variance Analysis & Interpretation	VA560MJ	<p>CO1: Students will be able to calculate various variances in an industry.</p> <p>CO2: Students will be able to identify causes of variances</p> <p>CO3: Course will highlight on practical applicability of variance analysis in industry.</p>
43	M. COM. – I SEM. – II (Business Administration)	Business Ethics & Professional Value	BV568MJ	<p>CO1: Students will develop conceptual skills and understand the importance of business ethics adopted in different areas of business. Additionally they will be recognizing the significance of Professional Values and ethical obligations.</p> <p>CO2: Students will improve analytical ability and gain technical and practical oriented skills.</p> <p>CO3: They will build an understanding on practical importance of healthy distinctions on account of ethical behavioral approach towards stakeholders. Students will gain knowledge to understand Corporate Governance and Value Based Management systems.</p> <p>CO4: Students will have a strong foundation in recognizing the unethical issues in Finance, Marketing, IT, HRM and at workplace. They will be able to recognize environmental issues and its impact on Business. How to achieve Sustainable Development will be understood by them.</p>



44	M. COM. – I SEM. – II (Business Administration)	Element of Knowledge Management	KM570MJ	<p>CO1: Students will develop conceptual skills and understand the importance of knowledge management. Additionally they will learn how important it is to create, share and store knowledge.</p> <p>CO2: Students will improve analytical ability and gain technical and practice oriented skills. CO3: Students will learn about how knowledge management is effective for change management. They will understand how knowledge management plays a pivotal role in various cross functional areas.</p> <p>CO4: Students will have a strong foundation in knowledge strategies, enabling them to apply them and optimize the knowledge database. Students will understand the importance of knowledge audit and how it is beneficial for satisfaction of the organization.</p>
45	M. COM. – I SEM. – II (Business Administration)	Corporate Social Responsibility	CS569MJ	<p>CO1: Students will be able to understand the role of corporate social responsibility towards multistakeholder perspectives.</p> <p>CO2: Students will thoroughly study theories, models, CSR policies and governance.</p> <p>CO3: Students will learn about implementation of CSR programmes in corporations.</p> <p>CO4: Students will have a strong foundation in the monitoring and measuring the impact of CSR programmes.</p>
46	M. COM. – II SEM. – III	Business Finance	BF601MJ	<p>CO1: Students will be able to understand the role and importance of corporate finance, and learn the calculation value of money.</p> <p>CO2: Students will be able to understand the financial planning, theories of capitalization and estimation of finance need of firm.</p> <p>CO3: Students will be able to learn the sources of finance to be tapped for running business successfully.</p> <p>CO4: Students will be able to apply best practice in working capital management</p>



47	M. COM. – II SEM. – III	Cost Audit	CA610MJ	<p>CO1: Students will develop the theoretical knowledge about the Cost Audit, Cost Auditor, Cost Audit Records and Report</p> <p>CO2: Students will be able to analyze the Cost Audit records while preparing Cost audit Report</p> <p>CO3: Students will be better equipped to prepare effective Cost Audit Program with due consideration to the regulatory requirements relating to Cost Audit after elaborately identifying the scope of audit in given assignment</p> <p>CO4: Students will be able to guide the management in maintaining appropriate Cost accounting Records to ensure adherence to existing regulation</p>
48	M. COM. – II SEM. – III	Management Audit	MA611MJ	<p>CO1: Students will be able to develop the ability to assess and evaluate various aspects of management practices within an organization through a detail understanding of management audit which will improve decision making and overall performance</p> <p>CO2: Students will be equipped with the skills necessary to plan effectively, execute and report on management audit</p> <p>CO3: Students will be capable to work on different areas and issues, under Management Audit</p> <p>CO4: Students will develop the ability to identify reporting issues, analyze data accurately, and provide valuable insights and recommendations to support effective decision-making and improve organizational performance</p>
49	M. COM. – II SEM. – III	Strategic Cost Management	SC613MJ	<p>CO1: Students will develop the theoretical knowledge about the Strategic Cost Management which is holds in modern business practices.</p> <p>CO2: Students will be able to analyze and select appropriate costing techniques based on the organization's need and strategic goals.</p> <p>CO3: Students will be better equipped to conduct various strategic Cost Management techniques in actual practice</p> <p>CO4: Students will be empowered to contribute to effective cost management and enhance operational efficiency in real-world business scenarios.</p>



50	M. COM. – II SEM. – III	Decision – Making Techniques	DM612MJ	<p>CO1: To demonstrate a clear understanding of the concept of Target Costing.</p> <p>CO2: To recognize objectives and goals associated with Target Costing, and appreciate its importance in achieving cost efficiency and customer value.</p> <p>CO3: To develop the skill of cost reduction, enhancing product quality, improving customer satisfaction, and maintaining competitiveness in the market.</p> <p>CO4: To apply skills for determination of transfer price.</p>
51	M. COM. – II SEM. – III	Human Resource Planning and Development	-	<p>CO1: Understand the concepts of HRM and get the knowledge about the approaches, functions and challenges of HRM in changing scenario of the business.</p> <p>CO2: Gain knowledge of practically recruitment and selection process with the retention of manpower and succession planning.</p> <p>CO3: Understand the importance of the concept and methods of performance appraisal and result based performance. They will well acquainted with Merit Rating, promotions, transfers, job description, job evaluation, job enlargement, job enrichment, job rotation.</p> <p>CO4: Develop the knowledge of E-HR, its benefits, Cost effect and future of E-HR. CO5: Understand various work policies and importance of Human Capital Management.</p>
52	M. COM. – II Sem. III	Project Management	-	<p>CO1: Understand the concept of project management, need of projects and taxonomy of projects</p> <p>CO2: Learn the insights of project identification formulation and implementation</p> <p>CO3: Understand various aspects of project appraisal</p> <p>CO4: Analyze the insights of project cost estimation and project financing</p>
53	M.Com. - II Sem. - III	Project Management: Inputs, Monitoring and Control	-	<p>CO1: Learn the insight of project management inputs</p> <p>CO2: Understand the project monitoring and control</p> <p>CO3: Learn the project organization and project contracts</p>



54	M.Com. -II Sem. -III	Organizational Behaviour	-	<p>CO 1: Develop understanding the concepts of organizational behaviour and evaluate the impact of globalization on OB.</p> <p>CO 2: Understand the characteristics of organizational culture and the concept of personality and its various dimensions</p> <p>CO 3: Understand the importance of motivation and its theories. They will also understand the definition of Emotional Intelligence, and can explain the characteristics and Importance</p> <p>CO 4: Understand how to manage with stress and understand conflict management and importance of working in teams.</p>
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