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Gitarattan International Business School

Grade 'A' Accredited by NAAC

DEPARTMENT OF MANAGEMENT STUDIES

Programme Outcomes (POs) for MBA IB

PO 1	Demonstrate an understanding of management concepts, principles and theories, and apply them in the context of organizational work practices.
PO 2	Apply analytical and critical thinking skills to analyze the dynamic business environment and identify entrepreneurial and business opportunities and risks.
PO 3	Prepare business strategies, develop concomitant functional and operational strategies and implement them in an integrated manner to efficiently and effectively achieve the functional goals and the business objectives.
PO 4	Demonstrate an understanding of decision making processes at various levels of the organization with respect to resources mobilization and their efficient deployment and use to achieve the set goals
PO 5	Demonstrate the ability to analyze management problems, to identify collect relevant data and to apply a creative problem-solving approach
PO 6	Identify and recommend the information technology based interventions to achieve organizational goals
PO 7	Benchmark organizational and managerial practices against the principles of good governance, ethical conduct, corporate social responsibility and the imperatives of long-term societal welfare
PO 8	Demonstrate effective communication and interpersonal skills as well as the ability to work with and lead team
PO 9	Develop a lifelong learning approach manifested in their attitude to learn, unlearn and relearn and in their pursuit of excellence in professional, personal and social life.

Programme Specific Outcomes (PSOs) for MBA IB

PSO 1	Demonstrate the ability to scan and analyze the implications of changes in the global competitive environment including the role of various international economic institutions, regional economic groups and foreign trade policy relevant to the conduct of international business operations.
PSO 2	Display an analytical approach towards identifying the benefits and risks of selecting amongst various entry modes, international markets and product portfolios.
PSO 3	Display a strong understanding of processes and procedures for conducting business operations across international boundaries,
PSO 4	Exhibit an understanding of multicultural environments and the challenges of communicating and negotiating with diverse stakeholders across international boundaries.

For Gitarattan International Business School

Director

Course Outcomes (COs) of MBA IB

FIRST SEMESTER

Paper Code	Subject	Course Objectives
MIB 101	MANAGEMENT PROCESS & ORGANIZATIONAL BEHAVIOUR	<p>CO1: Enumerate, explain, compare and analyze the concepts, theories and principles that have evolved in specific historical contexts and informed both academic thinking and practices related to the field of management.</p> <p>CO2: Identify and discuss the functions of management i.e. planning, organizing, leading and controlling, relate them with the roles of managers at different levels of the organization and classify the skills necessary for effective performance of their functions.</p> <p>CO3: Apply the knowledge of management theory and of organizational behavior to analyze managerial issues and take decisions consistent with the organizational objectives of efficiency and effectiveness.</p> <p>CO4: Analyze the complexities of work organizations and develop a multidisciplinary approach to address interpersonal and intra organizational issues.</p>
MIB 103	QUANTITATIVE TECHNIQUES	<p>CO1: Identify and differentiate between different statistical techniques and methods.</p> <p>CO2: Explain the merits and limitations of various statistical techniques.</p> <p>CO3: Demonstrate effective computational and spread sheets skills for business analysis.</p> <p>CO4: Analyse and interpret statistical information from the business data and reports.</p> <p>CO5: Apply quantitative techniques to solve a variety of business problems.</p>
MIB 105	MANAGERIAL ECONOMICS	<p>CO1: Examine various economic ideologies, economic theories and techniques of economic analysis and discuss their relevance for managerial decision making.</p> <p>CO2: Identify and explain factors influencing supply and demand, analyze the dynamic role of markets in allocation of productive resources in a free market economy and offer critique of market based model from sustainable development perspective.</p> <p>CO3: Examine various approaches and models that explain consumer choices and behaviour and apply them for analyzing the demand</p> <p>CO4: Discuss the theory of production and analyze the effects of technology and variations in input proportions on output, both in the short run and long run.</p> <p>CO5: Identify and compare different market structures and analyze pricing and output decisions in different market forms.</p> <p>CO6: Analyze business cycles, macro-economic conditions and policies and develop effective business strategies.</p>

MIB 107	ACCOUNTING FOR MANAGEMENT	<p>CO1: Demonstrate sound understanding of fundamental accounting principles, accounting standards and accounting techniques.</p> <p>CO2: Construct financial statements by collecting, recording and classifying the financial information from divergent sources.</p> <p>CO3: Critically analyse and interpret financial statements of a company.</p> <p>CO4: Demonstrate the ability to extract and use meaningful financial information for managerial decision making.</p>
MIB 109	GLOBAL BUSINESS ENVIRONMENT	<p>CO1: Demonstrate and understanding of the global business environment and its relevance for business organizations .</p> <p>CO2: Demonstrate and understanding of on government policies and growth of MNC and its impact on foreign policies</p> <p>CO3: Explain various trade agreements and demonstrate n understanding of the role of trade organization.</p> <p>CO4: Identify and discuss the impact of contemporary trends in global business environment</p>
MIB 111	Cross Cultural Management	<p>CO1: Demonstrate an understanding of the cultural practices in international business.</p> <p>CO2: Apply the principles of management to managerial practices in international business.</p> <p>CO3: Synthesize different models used in international business</p>
MIB 113	BUSINESS COMMUNICATION & NEGOTIATION SKILLS	<p>CO1: Recognize the scope and significance of communication and its relevance for enhancing individual and organizational performance in the context of global business operations.</p> <p>CO2: Explain the concepts, theories and principles of communication in forming various communication strategies and practices aimed at effective communication with different stakeholders in organizations operating across national boundaries.</p> <p>CO3: Identify and apply various tools and techniques for developing appropriate communications strategies aimed at positioning a global organization and build brand image.</p> <p>CO4:Exhibit the use of interpersonal communication skills and etiquettes for impactful business dealings and lasting relationship building reflected in dressing sense, listening skills and cultural sensitivity</p> <p>CO5: Devise an effective communication strategy and protocols that can be successfully employed by the individuals and teams while participating in cross-cultural business negotiations</p>
MIB 115	Information Technology Management	<p>CO1: Recall the components of an Information Technology based system.</p> <p>CO2: Identify the challenges in storage and retrieval of data.</p> <p>CO3: Classify the software into various types on the basis of different criteria.</p> <p>CO4: Create and analyze the database using SQL and spread sheet tools.</p>

		CO5: Build an appropriate computer network as per the organizational needs CO6: Develop web pages using HTML. CO7: Contrast the information systems for managerial decision making CO8: Understand the new and emerging technologies
MIB 117	Information Technology Management Lab	CO1: Apply Operating system tools for IT resources. CO2: Create and analyze the database using SQL. CO3: Make use of Spreadsheet software such as MS-Excel as a data analysis tool. CO4: Create and develop web pages using HTML.

SECOND SEMESTER

Paper Code	Subject	Course Objectives
MIB 102	INTERNATIONAL TRADE OPERATION & FOREIGN TRADE POLICY	CO1: Demonstrate an understanding of the impact of trade policy on business at the international level CO2: Formulate strategies related to trading and investment CO3: Forecast the trade trends for different economies CO4: Formulate export promotion plans
MIB 104	MANAGEMENT OF INTERNATIONAL BUSINESS	CO1: Evaluate the impact of world issues on an international business opportunity. Compare and contrast cultures and societies globally using socioeconomic and cultural frameworks. CO3: Develop policies related to various business functions at international level CO4: Forecast the scope of international expansions within the regulatory frame work.
MIB 106	International Human Resource Management	CO1: Understand the role and functions of Human Resource Management in Business Organizations operating internationally. CO2: Formulate the Human Resource Management strategies for Multinational Corporations. CO3: Analyse individual, organizational, national and international strategies for managing workforce diversity. CO4: Analyze the implementation issues in HRM Multinational Corporations
MIB 108	International Financial Management	CO1: Develop the conceptual understanding of international monetary systems and exchange rate Regimes and the concept of balance of payment. CO2: Make them understand different types of exchange rate theories. CO3: Enable the students to understand the risk aversion and hedging strategies. CO4: Analyse risk factor in international investment and evaluate project with different techniques that Result in successful projects.
MIB 110	International Marketing	CO1: Identify and analyze opportunities within international marketing environment.

	Management	<p>CO2: Prepare an international marketing plan</p> <p>CO3: Develop a comprehensive course of action for a business firm using formal decision making processes;</p> <p>CO4: Determine the impact of cultural differences on the practice of marketing in the international business environment.</p> <p>CO5: Analyze complex international marketing situations and propose applications of standard marketing concepts to foreign markets.</p>
MIB 112	Research Methods for International Business	<p>CO1: Describe the concept of research and research problem and identify appropriate research design for any research problem.</p> <p>CO2: Able to understand meaning of hypothesis, sampling methods and scaling techniques</p> <p>CO3: Demonstrate and carryout the data collection methods for a research problem</p> <p>CO4: Analysis of data collected from different sources & test the hypothesis under different scenario</p> <p>CO5: Summarize the results, assumptions, errors and outputs and Appraise those outputs in context of different situations.</p> <p>CO6: Developing the proposal based on the outputs developed from different data/input from different sources</p>
MIB 114	Export Import Procedures and Documentation	<p>CO 1: Evaluate the Performance of Indian economy with respect to world economies</p> <p>CO 2: Develop strategies for effective trading</p> <p>CO 3: Formulate organizational plans adhering to government policies</p> <p>CO 4: Plan out procedures to fulfill the documentation process</p> <p>CO 5: Develop export promotion plans adhering to government initiatives</p>
MIB 116	Production and Operations Research for International Business	<p>CO1: Define operations management and discuss its scope and understand system perspective for the organizations to achieve competitive advantage as well as the nation to enhance its productive efficiency.</p> <p>CO2: Identify the major decision areas included in production & operations management and explain the principles, concepts, tools and techniques employed for decision making in each of the decision areas.</p> <p>CO3: Identify the processes of product design and development, analyze various approaches to product development, compare and classify manufacturing and service delivery processes and analyse the factors determining process selection.</p> <p>CO4: Design and implement quality management systems applying both traditional and Japanese management philosophies for operations management.</p> <p>CO5: Design production & maintenance schedules in manufacturing units, identify material handling equipments and implement industrial safety rules.</p> <p>CO6: Apply the concepts of purchase, stores, forecasting and inventory management and analyze and evaluate material requirement decisions.</p>

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MIB 118	Foreign Language Part I	CO 1: Combine sentences and phrases to express opinions on topics related to the self, personal interest, and everyday life; CO 2: Ask and answer questions about the self, personal interest, everyday life, and the immediate environment, orally and in writing; CO 3: Talk about familiar topics related to the self, personal interest and everyday life, using linked sentences with a moderate level of accuracy both orally and in writing; CO 4: Identify the main point and basic supporting details of level-appropriate authentic texts
MIB 120	MOOC	NA
MIB 122	Minor Project	NA

THIRD SEMESTER

Paper Code	Subject	Course Objectives
MIB 201	INTERNATIONAL STRATEGIC MANAGEMENT	CO 1: Evaluate and control the strategic management process CO 2: Demonstrate a clear understanding of the concepts, tools & techniques used by executives in developing and executing strategies and will appreciate its integrative and interdisciplinary nature. CO 3: Demonstrate a capability of taking decisions in dynamic business in International landscape. CO 4: formulate and implement a diverse set of strategies
MIB 203	GLOBAL INSURANCE AND RISK MANAGEMENT	CO 1: To provide an understanding and an appreciation of the principles and practices of risk management CO 2: To enable production of the optimum strategy for the handling of risk in an organization. CO 3: To identify and categorize the various risks faced by an organization CO 4: Design a risk management program for a business organization
MIB 205	INTERNATIONAL SUPPLY CHAIN MANAGEMENT & LOGISTICS	CO 1: Understand the fundamentals of supply chain elements and functions, as well as planning and designing of supply chain network. CO 2: Analyze how supply chain decisions about facility location can be applied to different industries and design the supply chain. CO 3: Comprehend the role of customer relationship management, logistics, IT in supply chain, supply chain IT framework, and supply chain coordination. CO 4: Analyze the concepts in achieving the sustainable goals in International Supply Chain Management
MIB 207	OVERSEAS PROJECT MANAGEMENT	CO 1: Understand what a project is, the importance of structuring work in projects and programmes, and the importance of project managers in managing ALL internal and external stakeholders. CO 2: Acquire the knowledge and skills necessary to manage an

		<p>industrial project more efficiently in the role of Project Manager</p> <p>CO 3: Apply the tools commonly used in Projects to Manage time, cost, risk and quality in a Project</p> <p>CO 4: Understand how a project's activities and outcomes relate with a company's regular business operations</p> <p>CO 5: Manage the challenges faced in International projects as opposed to locally based projects.</p>
MIB 209	ENTREPRENEURS HIP DEVELOPMENT AND STARTUPS	<p>CO 1: Prepare business plan using latest tools like business model canvas.</p> <p>CO 2: Create the mindset for the identification of business opportunities.</p> <p>CO 3: Understand the various govt schemes for the development of enterprises/start-ups.</p> <p>CO 4: Prepare financial plan for the funding support from Govt. agencies:</p>
MIB 211	GLOBAL BUSINESS ETHICS AND CORPORATE GOVERNANCE	<p>CO 1: To demonstrate professional ethics in day to day work activities and take ethical business decisions</p> <p>CO 2: To evaluate the impact of ethical issues on global business.</p> <p>CO 3: Able to identify how companies develop, implement, and enforce ethical standards.</p> <p>CO 4: Understand how to adhere to the compliance mechanisms and frameworks of corporate Governance as per global standards</p>
MIB 243	FOREIGN LANGUAGE-PART II- FRENCH	<p>CO 1: Combine sentences and phrases to express opinions on topics related to the self, personal interest, and everyday life;</p> <p>CO 2: Ask and answer questions about the self, personal interest, everyday life, and the immediate environment, orally and in writing;</p> <p>CO 3: Talk about familiar topics related to the self, personal interest and everyday life, using linked sentences with a moderate level of accuracy both orally and in writing;</p> <p>CO 4: Identify the main point and basic supporting details of level-appropriate authentic texts</p>
MIB 245	SUMMER TRAINING REPORT	<p>CO 1: Develop an understanding of the working knowledge on different functional areas</p> <p>CO 2: Learn and experience the real on the job working of the business</p> <p>CO 3: Develop and improve their managerial skills</p>
MIB 213	GLOBAL BUYER BEHAVIOUR	<p>CO 1: Formulate marketing/ sales strategy on the basis of changing global consumer behaviour.</p> <p>CO 2: Construct the cultural, social, personal and psychological factors that influence the global consumer behaviour.</p> <p>CO 3: formulate strategies for enhancing global customer satisfaction</p> <p>CO 4: Apply disciplinary knowledge to business situations in local and global environment</p>
MIB 215	INTERNATIONAL SALES PROMOTION AND BRAND MANAGEMENT	<p>CO 1: Design and Develop sales promotion strategy.</p> <p>CO 2: Develop branding strategies in global scenario.</p> <p>CO 3: Understand complexities and issues in International advertising</p> <p>CO 4: Design Sound media plan for international market.</p>

MIB 217	INTERNATIONAL CUSTOMER RELATIONSHIP MANAGEMENT	CO 1: Understand the significance of CRM. CO 2: Develop attributes to the domain of CRM.. CO 3: Understand how CRM can improve marketing, sales and customer support. CO 4: Analyse and demonstrate and present the salient aspects of a CRM implementation CO 5:
MIB 219	INTERNATIONAL RETAIL MANAGEMENT	CO 1: Understand Retail Market and Financial Strategy including product pricing. CO 2: Develop retail market strategies in global market CO 3: Design merchandise plan including visual merchandising for the retail store CO 4: Evaluate the performance of vendors/suppliers.
IB 221	INTERNATIONAL MARKETING RESEARCH	CO 1: Analyze the challenges and issues of international marketing research CO 2: Understand the basics of questionnaire development in international marketing research. CO 3: Understand data collection techniques and preparing research reports in the area of international marketing research CO 4: Formulate strategies for entering international markets for existing products and new products.
MIB 223	GLOBAL FINANCIAL MARKETS & INSTRUMENTS	CO 1: Demonstrate a working knowledge of the procedure associated with Global Financial Market. CO 2: Display the ability to use standard concepts of exchange rate and international banking CO 3: Recognize the high degree of ethical responsibility which International Finance and financial instruments CO 4: Learn about collaboration for need assessment and for providing solutions.
MIB 225	GLOBAL MERGERS AND ACQUISITIONS	CO 1: Demonstrate a working knowledge of the procedure associated with Global Mergers and acquisition; CO 2: Display the ability to use standard concepts of different types of mergers and acquisitions CO 3: Recognize the high degree of ethical responsibility towards cross border acquisitions. CO 4: Learn about collaboration for need assessment and for providing solutions.
MIB 227	INTERNATIONAL INVESTMENT & PORTFOLIO MANAGEMENT	CO 1: Demonstrate working knowledge of the procedure associated with International investment and Portfolio management. CO 2: Display the ability to use standard concepts of modern portfolio theory. CO 3: Recognize the high degree of practices towards portfolio management. CO 4: Understand about collaboration for need assessment and for providing solutions.
MIB 229	INTERNATIONAL BANKING	CO 1: 'Demonstrate working knowledge of the procedure associated with International banking. CO 2: Display the ability to use standard concepts of issue management. CO 3: Recognize the high degree of practices towards fixed income/



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		<p>bond market.</p> <p>CO 4: Learn about collaboration for need assessment and for providing solutions.</p>
MIB 231	FINANCING OF INTERNATIONAL TRADE	<p>CO 1: Understand the effect that domestic and foreign tariffs have on the competitiveness of businesses.</p> <p>CO 2: Assess which policies here and abroad constitute non-tariff trade barriers</p> <p>CO 3: Predict what can happen with alternative foreign exchange policies, and how these policies can affect the economy.</p> <p>CO 4: Understanding what macroeconomics can tell us about the budget deficit, trade deficits and international borrowing</p>
MIB 223	INTERNATIONAL STRATEGIC HUMAN RESOURCE MANAGEMENT	<p>CO 1: Evaluate the context of workplace issues, public policies, and management decision</p> <p>CO 2: Analyse a contemporary global issue in their field from a multi-disciplinary perspective</p> <p>CO 3: Understand about cultural differences and how to work in a multicultural environment</p> <p>CO 4: Demonstrate an ability to interact with and influence others in a professional manner, and to effectively present ideas and recommendations.</p>
MIB 235	GLOBAL LEADERSHIP & SKILLS DEVELOPMENT	<p>CO 1: Differentiate between management and leadership.</p> <p>CO 2: Demonstrate leadership in the global business environment.</p> <p>CO 3: Develop teams for performance in global situation.</p> <p>CO 4: Develop succession plan for their organizations.</p>
MIB 237	TECHNOLOGY FOR HR VALUE CREATION AND MANAGEMENT	<p>CO 1: Apply technological solution in the Human resource management functions.</p> <p>CO 2: Apply and enterprise resource solutions in the global environment.</p> <p>CO 3: Generate solutions for minimizing the impact of technology on health of employees.</p> <p>CO 4: Apply the innovative solutions for the implementation of new age HR practices in the global environment.</p>
MIB 239	GLOBAL HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT	<p>CO 1: Implement OC and OD interventions in Global business environment.</p> <p>CO 2: . Develop HRD score card for their organization in International Business.</p> <p>CO 3: Identify training need of global managers based on systematic analysis.</p> <p>CO 4: Create mentoring and counselling practices in organizations.</p>
MIB 241	ADVANCED BEHAVIORAL SCIENCE	<p>CO 1: Understand cross cultural communication.</p> <p>CO 2: Demonstrate negotiation strategies in the international business,</p> <p>CO 3: Apply strategic interventions in the change management.</p> <p>CO 4: Manage issues related to expatriates and country nationals.</p>

FOURTH SEMESTER

MIB 202	INNOVATION AND E-BUSINESS MANAGEMENT	<p>CO 1: Understand the managerial and economic development of e-business</p> <p>CO 2: Understand the reasons for successful network technology and innovative e-business ventures</p> <p>CO 3: Identify the growth of e-business in social science and can explain its development</p> <p>CO 4: Understand the different model and growth of digital market and various product available in electronic market</p>
MIB 206	INTERNATIONAL ENVIRONMENT MARKETING	<p>CO 1: Explain green marketing and its importance to the international environment from the 55 perspective of consumers and businesses.</p> <p>CO 2: Recognize the concept of Green Marketing and Green Products</p> <p>CO 3: Assess the correlations between awareness of green marketing, corporate social responsibility (CSR), product image, corporate reputation and consumer purchase intentions towards companies selling green products</p> <p>CO 4: Understand the opportunities, challenges, and issues in designing and implementing green marketing strategies.</p>
MIB 208	INTERNATIONAL B2B MARKETING	<p>CO 1: Explain the concept of B2B Marketing including the unique nature of organizational buying behaviour</p> <p>CO 2: Developing a Strong Product and Pricing Strategies for B2B marketing</p> <p>CO 3: Design an integrated marketing communications and distribution plan for promoting B2B products or services internationally</p> <p>CO 4: Gain insights about CCCI Innovation and innovate B2B marketing via a CCCI, i.e. Cross Country & Cross Industry Innovation approach.</p>
MIB 210	INTERNATIONAL SALES AND DISTRIBUTION MANAGEMENT	<p>CO 1: Formulate sales Forecasting Strategies</p> <p>CO 2: Evaluate performance of Sales Team</p> <p>CO 3: Understand the issues in International Logistics</p> <p>CO 4: Design and develop channel strategies</p>
MIB 212	DIGITAL MARKETING FOR INTERNATIONAL BUSINESS	<p>CO 1: Analyze various digital channels and build better customer relationships.</p> <p>CO 2: Develop a digital marketing plan</p> <p>CO 3: Design proper digital channels by identifying target group of customers</p> <p>CO 4: Understand how to leverage online channels for international marketing operations.</p>
MIB 214	MARKETING ANALYTICS FOR INTERNATIONAL	<p>CO 1: Explain the basic concept and terminology related to marketing analytics and classify the various model used for preparing international business matrices.</p>

	BUSINESS	<p>CO 2: Analyse the data using statistical techniques and develop relationships between different marketing actions and performance.</p> <p>CO 3: Equipped with the knowledge of estimation and validation techniques used for international customer segmentation and valuation</p> <p>CO 4: Learn to apply web-based analytic techniques for measure the performance of international marketing campaigns and customer satisfaction</p>
MIB 216	INVESTMENT BANKING	<p>CO 1: Understand the core investment banking activities.</p> <p>CO 2: Apply and use the guidelines of issue management.</p> <p>CO 3: Analyze the fixed income/bond market</p> <p>CO 4: Explore international investment avenues and rising of offshore finance.</p>
MIB 218	INTERNATIONAL ACCOUNTING	<p>CO 1: Understand the core of international accounting through International Financial Reporting norms.</p> <p>CO 2: Apply the guidelines, features and suitability of various financial instruments.</p> <p>CO 3: Evaluate the essentials details regarding inter corporate investments.</p> <p>CO 4: Explore the norms of global mergers & acquisitions accounting and financial reporting in an international environment</p>
MIB 220	FINANCIAL ANALYTICS FOR INTERNATIONAL BUSINESS	<p>CO 1: Understanding the knowledge and intelligence from datasets which exhibit high volume, velocity, and/or variety.</p> <p>CO 2: Describe the difference between various statistical techniques and Interpret which model seems to fit the dataset.</p> <p>CO 3: Study and discuss what big data is, and how it differs from traditional approaches</p> <p>CO 4: Plan to use the primary tools associated with big data in creating systems to take advantage of big data.</p>
MIB 222	FOREIGN EXCHANGE MANAGEMENT	<p>CO 1: Understand the dynamics of Foreign Exchange Markets</p> <p>CO 2: Compare various types of exchange rates globally</p> <p>CO 3: Analyse various Foreign Exchange Transactions</p> <p>CO 4: Analyse and management of Foreign Exchange Risk.</p>
MIB 224	NEW VENTURE CREATION AND FINANCING DECISIONS	<p>CO 1: Understand and explore various modes of opportunity identification, new and innovative ideas, techniques for generating ideas etc.</p> <p>CO 2: Analyze and selecting various methods to initiate ventures</p> <p>CO 3: Understand all essentials details regarding Legal challenges in setting up business globally.</p> <p>CO 4: Analyze and exploring various forms of venture capital for creating new business concepts that require limited funding during the nascent stages.</p> <p>CO 5: Prepare business plan for new venture.</p>
MIB 226	INTERNATIONAL PERFORMANCE MANAGEMENT SYSTEMS	<p>CO 1: Explain systematically, decide and communicate strategic performance aims,. Objectives, priorities and targets.</p> <p>CO 2: Understand effective performance management policies and practices to improve organizational and employee performance globally.</p> <p>CO 3: Design performance and demonstrate the communication skills required at the time of managing achievement and under</p>

		achievement. CO 4: Evaluating the effectiveness of performance management.
MIB 228	HR ANALYTICS FOR INTERNATIONAL BUSINESS	CO 1: Explain theory, concepts of human resources research, data, metrics, systems, analyses, and reporting in business application. CO 2: Understand and interpret HR data to support decision making CO 3: Design the benchmarks/metrics to conduct research and statistical analyses related to performance analysis. CO 4: Apply quantitative and qualitative analysis to understand trends and indicators in human resource data; understand various statistical analysis methods to demonstrate how to connect HR results to business results
MIB 230	TRAINING AND DEVELOPMENT FOR INTERNATIONAL BUSINESS	CO 1: To design training need analysis (TNA) template/format. CO 2: To understand various training and development interventions. CO 3: To develop training programs for the identified objectives. CO 4: To understand the difference in cultural aspects of various nations.
MIB 232	HRD SCORE CARD 2500	CO 1: Able to measure the maturity level of HRD. CO 2: Understand system and strategies, competencies, culture and values of an organization, CO 3: Evaluate the business impact through a score card.
MIB 234	HUMAN RESOURCE ACCOUNTING	CO 1: Explain the effectiveness of an H R Department for any organisation. CO 2: Understand how, HR professionals compare their performances with another person's in any organisation.
MIB 204	PROJECT DISSERTATION	CO 1: Enhance habit of finding solution to untapped problems in the organisation CO 2: Apply the research methodology in solving the business problem. CO 3: Develop the interest in developing and experiments new business innovations.



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