

Training & Development Practices Course Outcomes

CO1

Student should be able to design the framework for conducting TNA and identify its inputs and outputs and also design the Training Calendar.

CO2

Students should be able to distinguish between Education, Training and Development.

CO3

Students should be able to compare and contrast between On-the- Job and Off-the-job Training Techniques.

CO4

Students should be able to make use of ROI and Cost Benefit Analysis Model of Training program.

CO5

Students should be able to formulate the MDPs and training programmes in a given situation.

Performance & Compensation Management Course Outcomes

CO1

Given set of employee profiles; Students should be able to design performance appraisal process.

CO2

For given organization; Students should be able to explore performance management practices.

CO3

Students should be able to compare and contrast various organizational performance management programs and outline attributes of effective performance management systems.

CO4

Students should be able to describe fundamental concepts of compensation, principles of compensation management and give examples of the types of compensation.

CO5

Given the details of employee benefits, Students should be able to justify suitable employee benefit scheme for various organizations.

CO6

Students should be able to explain the concept, role, & importance of career development for any organization and illustrate the importance of succession planning.