

# Programme Outcomes, Programme Specific Outcomes and Course Outcomes For M.Phil Programmes

Programme

Name:.....Commerce.....



Name of the Department  
**University of North Bengal**  
West Bengal, INDIA

## Programme Outcomes

Master of Philosophy (M.Phil) is a postgraduate academic research programme which is of two years duration. The aspirant candidates need to study theory as well as understand the application of theories for pursuing research in various fields. The objective of the M.Phil course is to imbibe comprehensive ideas of different subjects so that they can undertake methodical research work. To sensitize the students regarding the latest developments that are impacting the working of organizations all over the globe and to keep pace with the development in the areas of commerce and management. To construct for the M.Phil students an opportunity for undertaking research in the field of Finance, Marketing, Human Resource Management, Economics, Banking, Insurance, Accounting, Taxation, International Business and Operations Management, and other related areas. The objective of the programme is to develop an understanding of the various aspects of commerce and allied subjects to impart analytical skills for undertaking research in contemporary and emerging issues.

## Programme Specific Outcomes

The course curriculum is intended to impart knowledge regarding the theories and techniques of research. In addition to that, to enhance participants' research proficiency in the application of quantitative techniques, a review of literature and dissertation work is included in the curriculum. Keeping in view the teaching pedagogy in mind, the syllabus has been drafted to accustom the participants how to identify from the review of literature the research gaps on which scope for further research is possible. The students are encouraged to comprehend the recent trends in commerce and management.

## Course Outcomes

SEMESTER—I		
Course Code	Course Name	Course Outcomes
MPL-101	Research Methodology, Quantitative Techniques & Computer Applications	The students will learn to generalize results to a broader audience and situations make a research design. The students are expected to frame including a hypothesis and understand results that are statistically significant
MPL A1	Advanced Human Resource Management	To have an understanding of the basic concepts, functions and processes of human resource management To be aware of the role, functions and functioning of human resource department of the organizations.

	ment (HRM)	
MPLA2	Efficiency Measurements Studies	The students will be exposed to various Concepts of Efficiency They also expected to learn existing models in the literature like DEA and EFA. The students will also be imparted knowledge on alternative forms of relationship: Cobb-Douglas, CES, Translog and Fourier flexible methods of estimation.

SEMESTER—II		
Course Code	Course Name	Course Outcomes
MPL-A3	Financial Systems	The students will learn to understand: why interest rates changes. The Efficient Market Hypothesis., effects of asymmetric information on financial markets, the reasons of financial crisis. The functions of Central Banks., effects of money market tools on the financial system.
MPL-A4	Advanced Industrial Relations	The course learning objectives are to contribute to the achievement of the thorough learning of the subject which are developed across the duration of a program for all coursework students. The students are expected to develop students who are expected to be meticulous scholars, capable of leadership and professional practice in an international organization.
MPL-A5	Advanced Organizational Behavior	The students will be analyzing existing issues in organizational behavior, their origin, and their implications. Students will understand to critically evaluate the theories and models that address those issues. The participants also comprehend how these theories can be operational zed in empirically-based research on organizational behavior issues.

SEMESTER—III		
Course Code	Course Name	Course Outcomes
MPL-A6	Methods in Accounting and Finance	Students will be able to exhibit progressive domain development of knowledge, understanding, and application of rational economic decision making learning accounting discipline language, methods of classification, standards and computational measures. In advanced accounting courses would be beyond the introductory level.
MPL-A7	Microfinance and Financial	The rationale of this subject is to impart knowledge to the students for understanding the role of microfinance in the empowerment of people living at the bottom of the pyramid and the comprehension of financial

	Inclusion	inclusion. Today the MFIs want the government to allow them for mobilizing savings. With the growing demand for rural finance and the underperformance of formal sources, the MFIs have enormous opportunities to uplift the living standards of the marginalized people.. The students will be taught various facets of microfinance to suggest that MFIs should be managed with better inspection in terms of finance and technology. The students will be imparted knowledge of capacity-building and livelihood-sustaining associations of people.
MPL-A8	Taxation	Tax Accounting program is an integrated program with tax component that begins with basic introduction. Tax offers a dynamic and challenging career in today's society. The complexity of tax laws, coupled with their relevance to virtually every transaction in today's business environment, has generated an immense demand for tax specialists. Tax management generally work for large public accounting firms, industry, government, and small practitioner firms. The program also includes a track to prepare students to subsequently enter a PhD program.
MPL-A9	Tourism Research Methods	Participants will be able to think conceptually and analytically about tourism and its management; (b) synthesize and evaluate a range of tourism management issues; (c) access, evaluate and apply a range of information and data sources; (d) use innovative thinking and creative skills in the context of the tourism business environment and tourism research.
Course Code	Course Name	
MPL-A10	Advanced Marketing Research	Be able to design a questionnaire based on relevant research (management) objectives. Be able to work (independently and as a team) to analyze, integrate and consolidate different sources of data and information in order to determine relevant business findings and insights, and to communicate these in a clear and effective manner.
MPL-201	Strategic Cost & Management Accounting and Strategic Organization	Describe some of the techniques and processes that are available to assist managers in planning and controlling organizational activities; Analyze the processes involved in identifying, measuring, analyzing, interpreting and communicating information to managers in pursuit of the organization's goals; Explain the role of cost information in organizations; Analyze the linkage between cost data and systems and the organization of activities and resource flows in a range of manufacturing and service activities; Apply appropriate cost allocation techniques to a variety of costing

	onal Behavior	<p>problems; Develop strategies for managing costs; Explain the role of cost data in pricing decisions</p> <p>The students expected to comprehend existing issues in organizational behavior. Students will comprehend to critically evaluate the theories and models that address those issues. The participants also understand how these theories can be implemented in empirical research on organizational behavior issues.</p>
MPL-202	Strategic Marketing And Financial Market Analysis & Risk Management	<p>Compare and contrast the key principles of marketing strategy</p> <p>Explain marketing and strategy concepts and ideas in their own words</p> <p>Think strategically about marketing issues and provide recommendations</p> <p>Successfully work as a team</p> <p>Deliver an oral presentation in a professional, engaging manner</p> <p>Prepare a professional, logical and coherent report in the form of a marketing plan</p> <p>Understand the vocabulary and grammar of a trading floor Experience the interactions between traders, sales, clients, brokers. Realize in a personal and lively way what it requires to be a trader, a sales, a structure. Identify Risk Management issues related to market positions. Become familiar with practical trading techniques.</p>