





## Agenda for BOS meeting on 13-01-2021

### Human Resource Management

1. Approval of the minutes of the BoS held on 18<sup>th</sup> December, 2019.
2. Change in name of the Programme
3. Change in programme scheme
4. Changes in syllabus
5. Analysis of results of MHRM batches of 2018-20 and 2019-21
6. Analysis of placements
7. Any other matter approved by the Chairman

Meeting of the Board of Studies in **Human Resource Management** held at Rajagiri College of Social Sciences (Autonomous), Valley Campus, Kakkanad at 10.00 a.m. on 13<sup>th</sup> January 2021 (Wednesday), with external members joining on the google meet platform

Sl. No	Name	Signature
1.	Dr. Manoj Menon - Chairman	
2.	Dr. Shelly Jose	
3.	Dr. Jayasri Indiran	
4.	Dr. Imran Ahmed Khan	
5.	Dr. Manoj Mathew	Leave
6.	Mr. Subhash A.K	Leave
7.	Dr. Biju Varkkey	Online
8.	Dr. Rajasree Shenoy	Online

**Minutes of the Board of Studies meeting of the MHRM programme held on 13/01/2021 at 10 a.m. at Rajagiri College of Social Sciences (Autonomous) with external members joining on the google meet platform.**

**Members Present**

Dr. Manoj Menon	Chairperson, HoD
Dr. Shelly Jose	Member, Internal
Dr. Jayasri Indiran	Member, Internal
Dr. Imran Ahmed Khan	Member, Internal
Dr. Biju Varkkey	Nominee, MG University (via google meet)
Ms. Rajasree Shenoy	Meritorious Alumnus (via google meet)

**Leave of absence**

Dr. Manoj Mathew	Member, Internal
Mr. Subhash A.K.	Industry/Corporate Representative

The fourth meeting of the reconstituted Board of Studies in HRM, commenced at 10.00 a.m. at the College. The meeting was conducted based on a pre-circulated agenda.

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**Proceedings of the Meeting**

The meetings commenced with a welcome by the Chairman and introduction of the members of the Board.

**1. Approval of minutes and action taken report**

The minutes of the last meeting of the BoS was presented and approval was granted. The recommendations of the last meeting and action taken was reported.

Tutorials and remedials were incorporated to improve the results of the first semester examinations. However, this time, students are writing their examinations after online classes.

The proposal to include SPSS, SEM and Advanced Excel as value-added or certificate courses have been implemented.

The proposal to focus on outcome-based education has been implemented through the formulation of Programme Learning Goals and Programme Learning Objectives that will be mapped and assessed for the different courses in the Programme. The Chairman briefed the Board on the formation of a team for "Assurance of Learning" is managing this process. The Board scrutinized the PLG's and PLO's.

**2. Change in name of the programme**

The Board discussed the issue of the programme nomenclature of "MHRM" as not included in the list of Courses approved by UGC. The Chairman appraised the Board that the MG University had constituted an expert committee to look into this matter. The Committee had a meeting and it was decided to change the nomenclature of MHRM as M.A.HRM. The Committee also decided to retain the programme in the faculty of Management considering its nature. The recommendations of the Committee have been forwarded for approval from the syndicate of the University.

### 3. Change in scheme of the programme

While approving the revised syllabus of the programme, the University had instructed the College that it would have to comply with the new University regulations regarding credit and semester system (PGCSS), from 2020 batch onwards. The scheme changes would involve changes in the internal assessment structure which would change from the present 60:40 to 75:25 split between External and internal components. The scheme requires the programme to incorporate direct grading system for the evaluation components also. There would be changes in the structure of the end-semester examinations also. These changes were discussed and approved by the Board. Yet another change would be in the number of credits that would be offered for the course, and the Board decided to look into that when the name change is notified.

### 4. Change in syllabus

The new syllabus has almost completed a full run with the 2019-21 batch and some changes in papers HRFC 202 – Managerial Accounting and Corporate Finance and HRFC 205 – Environment Management need to be incorporated. The Board agreed to proceed with these changes.

### 5. Results of the 2018-20 and 2019-21 batches.

The results of the examinations of these batches were analysed.

Programme	Semester	No. of Candidates Appeared	Final Pass	Final Pass %	First Class with Distinction	First Class	Second Class	Failed
MHRM 2018-20	I	35	22	63%	6%	54%	3%	37%
	II	35	31	89%	9%	74%	6%	11%
	III	35	33	94%	9%	83%	3%	6%
	IV	35	35	96%	14%	86%	0%	0%
MHRM 2019-21	I	41	30	73%	2%	66%	5%	27%

The Covid 19 pandemic had affected the internship of the students. As per instructions from the University and UGC, they were asked to submit term papers in lieu.

Placements of students of 2018-20 batch was also discussed.

2018-20						
Total	Opt-out	Eligible	Placed	To be placed	%	Total Companies Hired
35	3	32	19	13	59.38%	16

CTC 2018-20	Highest	Lowest	AVG	Median
	8 (Byjus)	3 (Test Yantra Software Solutions (India) Pvt. Ltd)	4.51	3.96

### 6. Any other matter approved by the Chairman

The Board has asked to explore the possibility if the University can issue a certificate that this course is equivalent to a management course, when the name change happens. If this is procured, the College should display it on its website so that our students do not miss out on management posts because it is an M.A. degree, if third party vendors are looking for candidates. The Board members also expressed that since most companies have already made a list of approved courses, that they consider as management courses, this issue might happen only when recruitment agencies or third party vendors are engaged and may not be a constrained for campus selections.

The Board has asked that we continue with the webinar series to discuss the latest trends in HR with active participation from the alumni.

The Board also decided to explore trending areas in “HR Tech” and “Design Thinking” as additional inputs for HR students. Business Analytics can also be enhanced with input from corporates.

The meeting ended by 11.15 a.m. when the Chairman formally thanked the Board for their valuable time and inputs.

  
Dr. Manoj Menon  
Chairperson