



ST. WILFRED'S P.G. COLLEGE

(Affiliated to the University of Rajasthan)

COURSE OUTCOMES

M.Com (BADM) Previous

BADM 101: General Management

CO-1	To develop an understanding of the key concepts and theories related to management and leadership in organizations.
CO-2	To enhance the ability to analyze and evaluate organizational structures, processes, and systems and to understand the planning process in the organization.
CO-3	To acquire knowledge of human resource management practices, including recruitment, training, performance evaluation, and motivation.
CO-4	To gain an understanding of marketing strategies and their role in organizational success, and to develop the ability to develop and implement effective business plans and strategies.
CO-5	To develop effective communication and interpersonal skills and the ability to work collaboratively and effectively in team environments.

BADM 102: Business Environment

CO-1	To provide knowledge of the environment in which businesses operate, the economic operational and financial framework
CO-2	To give students an understanding of the various constituents of the local and global business environments.
CO-3	To have a critical study of liberalization, privatization and globalization.
CO-4	To study the procedural aspects of various forms of Business Organizations in India
CO-5	To enhance learners' understanding of management accounting and its significance in business, including the ability to analyze financial statements.

BADM 103: Managerial Economics and Management Accountancy

CO-1	To apply economic principles to management decisions.
CO-2	To understand the nature, scope, and significance of managerial economics and its relationship with other disciplines.
CO-3	To understand the role of managerial economics in decision-making.
CO-4	To analyze consumer behavior through the cardinal and ordinal approach, estimate and segment demand in markets, and understand production functions.
CO-5	To understand macro-economic concepts related to household, business, government, and global behavior, as well as economic indicators, development measures, international trade and finance, and business cycles.

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BADM 104: Management Thinkers

CO-1	To develop an understanding of the evolution of Indian management thought and the contribution of Indian thinkers to the field of management.
CO-2	To gain insights into the philosophical and cultural roots of Indian management practices and their relevance in the contemporary business context.
CO-3	To analyze the impact of Indian cultural values on management practices and develop cross-cultural management competencies.
CO-4	To appreciate the diversity and complexity of the Indian business environment and develop strategies for effective management in such contexts.
CO-5	To critically evaluate the contemporary challenges faced by Indian organizations and develop innovative solutions informed by Indian management thought.

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M.Com (BADM) Final

BADM 201: Human Resource Management

CO-1	To understand the importance of performance management, human resource planning, and succession planning.
CO-2	To Know how organizations contribute to employee's job satisfaction and retain key employees.
CO-3	To understand the benefits of reward systems.
CO-4	To know trends in the labor force and how they impact human resource management practices.
CO-5	To understand the different strategies used in resolving conflict.

BADM 202: Marketing Management

CO-1	To Introduce and understand the knowledge of marketing management, understand the need, importance, and process of marketing planning and control.
CO-2	Enhance the ability to deal with the dynamic nature of marketing
CO-3	To Define and understand the concept of organizational marketing goals
CO-4	To Develop an understanding of the factors influencing the setting of marketing goals
CO-5	To Develop an understanding of the importance of marketing research in achieving organizational marketing goals

BADM 209: Marketing Research

CO-1	To apply a range of quantitative and/or qualitative research techniques to business and management problems/issues.
CO-2	To understand and apply research approaches, techniques, and strategies in the appropriate manner for managerial decision making.
CO-3	To demonstrate knowledge and understanding of data analysis and interpretation in relation to the research process.
CO-4	To conceptualize the research process.
CO-5	To develop necessary critical thinking skills in order to evaluate different research approaches utilized in the service industries.

BADM 210: Advertising Management

CO-1	Understand the fundamentals of advertising and its role in marketing communication.
CO-2	Analyze and evaluate the different advertising media and their effectiveness in reaching target audiences.
CO-3	Develop and implement advertising campaigns that align with organizational objectives and effectively communicate brand messages to target audiences.
CO-4	Evaluate and measure the effectiveness of advertising campaigns using various metrics and analytics tools.
CO-5	Understand the legal and ethical considerations in advertising and the regulations governing advertising practices in India.

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M.Com. Previous (ABST)

Paper 1: Direct Tax

CO-1	Students would examine the need for introduction of clubbing income tax and they would be aware of the different clubbing provisions
CO-2	Students would be able to apply provisions of Set of and Carry forward of losses from different heads of income
CO-3	Students would be able to compute tax liability of Individuals and HUFs
CO-4	Students would discussed and describe the concept of return filing and would list the various types of returns and their due dates
CO-5	Students would appreciate the need for DTAA and would be aware of the provisions of the same

Paper 2: Advanced Costing

CO-1	To enable the students to remember Basic Principles and Concepts of Advance Costing
CO-2	Students will recognize commonly used financial statement, their components and how information from business transactions flow into these statements
CO-3	Students will be able to Demonstrate knowledge in setting up a computerized set of accounting books "For Profit" entity
CO-4	Students are enable with the understanding in the practical application of Advance Costing
CO-5	To encourage the students about the knowledge of financial statements & cost sheet

Paper 3: Research Methodology

CO-1	Demonstrate the ability to choose methods appropriate to research aims and objectives
CO-2	Understand the limitations of particular research methods
CO-3	Develop skills in qualitative and quantitative data analysis and presentation
CO-4	Develop advanced critical thinking skills
CO-5	Demonstrate enhanced writing skills

Paper 4: Cost Analysis and Cost control

CO-1	explains the relationship between cost accounting-financial accounting and managerial accounting
CO-2	explains the concept of management accounting
CO-3	explains the importance of management accounting for businesses
CO-4	do Cost-Volume-Profit analysisexplains fixed, variable, semi-fixed and semi-variable cost conceptsanalyzes the relationship between the cost-volume and profitexplains break-even sales price, break-even sales volume,
CO-5	profit margin conceptsprepares budgetsdefines budgeting and operating budgets conceptsprepares both the operating and financial budgets

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M.Com. Final (ABST)

Paper 1: GST

CO-1	To enable the students to remember concepts of Good & Service Tax
CO-2	To enable the students to apply the basic concepts of Goods & Service Tax and allied aspects of GST
CO-3	Students are enabled with the understanding in the practical applications of GST
CO-4	The students will get the practical knowledge of filing the return of GST
CO-5	Students are enabled with the understanding in the practical application of CGST and SGST

Paper 2 : Advanced Accountancy

CO-1	Students will recognize commonly used financial statements, their components and how information from business transactions flows into these statements
CO-2	Students will demonstrate progressive learning in the elements of managerial decision making, including planning, directing and controlling activities in a business environment.
CO-3	Students will be able to demonstrate progressive learning of various tax issues and tax forms related to individuals.
CO-4	Students will be able to demonstrate knowledge of preparation of Financial Statements and or financial schedules in accordance with Generally Accepted Accounting Principles through analysis and synthesis of information as well.
CO-5	Students will be able to demonstrate knowledge in setting up a computerized set of accounting books for a "for profit " entity.

Paper 3: Management accounting and financial reporting

CO-1	Identify the forms of business organizations and explain the three principal types of business activities.
CO-2	Name the four primary financial statements and illustrate their main components.
CO-3	List major assumptions and principles in financial reporting.
CO-4	Explain the accounting information system and demonstrate how it is used to record and report common business transactions.
CO-5	Prepare a classified balance sheet, calculate and compare liquidity and solvency ratios using financial reports of public companies.

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MHRM Previous

Paper 1: Human Resource Management

CO-1	To maintain the quality of work life and ensure ethical employee behavior.
CO-2	To develop among students various practices followed by HR managers.
CO-3	To explain the students with in-depth knowledge of HRM.
CO-4	To understand acquiring, developing, utilizing, and retaining efficient employees in an organization.
CO-5	To create understanding about recent trends and innovations in HRM

Paper 2: Human Resource Development

CO-1	The students shall be capable of applying the principles and techniques as professionals for developing & managing human resources in an organization.
CO-2	Students can understand the HRD Mechanism, the important Pre-requisites of HRD Mechanism in Organizations, what is the Concept of Quality of Work Life; they can analyse the specific issues in QWL and relate the QWL to productivity and can identify the Barriers to QWL.
CO-3	Students will learn the Concept of Career Planning, Succession Planning, Career Development, Individual Career development and Organizational Career Development System.
CO-4	The students shall have better insights on how to identify, recruit, develop and retain talent in an organization to deliver high performance.
CO-5	Integrated perspective on role of HRM in modern business. Ability to plan human resources and implement techniques of job design.

Paper 3: Labour Economics and Labour Welfare

CO-1	Acquaint students with the contribution of labour in the process of capitalist development.
CO-2	Exposing students to diverse labour relations in urban and rural settings under capitalism
CO-3	Students will develop a critical understanding regarding history of work and theory of wages
CO-4	To understand the relationship between current phase of globalisation and labour while incorporating the role of Indian state.
CO-5	Students will develop an understanding of labour as social relations of production that will enable them to locate it in that perspective rather than locating labour simply as a factor of production

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Paper 4: Industrial Relations and Social Security

CO-1	To understand the various processes and procedures of handling Employee Relations.
CO-2	Be acquainted with the concepts, principles and issues connected with trade unions, collective bargaining, workers participation, grievance redressal, and employee discipline and dispute resolution.
CO-3	Be aware of the present state of Industrial relations in India.
CO-4	Upon completion of the course, the student would:
CO-5	To understand the whole concept of Industrial Relations.

Paper 5: Labor Legislation

CO-1	To understand the context and significance of labour legislation in protecting workers' rights.
CO-2	To Analyse the provisions of the Factories Act related to health, safety, welfare, and working conditions.
CO-3	To Examine the Industrial Employment Act's impact on hiring, termination, layoff, and retrenchment, and appreciate the role of labour courts
CO-4	To Evaluate the relevance of the Trade Union Act for collective bargaining and unionization, and assess the challenges and opportunities faced by unions.
CO-5	To Interpret the Industrial Dispute Act and its application in resolving disputes between workers and employers

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MHRM Final

Paper 1 : Management Concepts

CO-1	Demonstrate a general knowledge framework and understanding of key functions in management as applied in practice
CO-2	Obtain through electives in-depth knowledge and understanding in more specific management related areas
CO-3	Identify and appreciate the ethical issues in management decision areas
CO-4	Obtain an understanding of how to undertake qualitative and quantitative research and apply this knowledge in the context of a major independent work (e.g. final dissertation)
CO-5	

Paper 2 : Organisational Development

CO-1	Elucidating the dynamics of entry, diagnosis, planning, intervention, and sustainability that occur during organization change efforts.
CO-2	Leveraging organizational change models in OD consulting.
CO-3	Crafting an evidence-based organizational/team diagnosis.
CO-4	Navigating systemic dynamics at the individual, team, and organizational levels.
CO-5	

Paper 3: Business Research Methods

CO-1	Identify the best research design for your research questions;
CO-2	Understand, apply, and criticize the main research methods that are typically applied in management studies;
CO-3	Present and defend your research ideas.
CO-4	Develop and practice the skills necessary to conduct, review, and publish
CO-5	Learners will write Reports and identify types of research papers

Paper 4 : Human resource Information system

CO-1	Critically assess existing theory and practice in the field of HRM
CO-2	Develop an ability to undertake qualitative and quantitative research
CO-3	Apply knowledge about qualitative and quantitative research to an independently constructed piece of work
CO-4	Respond positively to problems in unfamiliar contexts
CO-5	Identify and apply new ideas, methods and ways of thinking

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Paper 5: Contemporary issues

CO-1	Students will be able to identify and describe different global and local manifestations of culture and discern cultural complexities.
CO-2	Students will be able to critically analyze their own cultural norms and biases and describe how these affect their world-view.
CO-3	Students will be able to draw upon personal experiences and class learning to develop common ground for interactions with those from other cultures.
CO-4	Students will be able to identify, describe, and analyze important social issues from multiple cultural perspectives.
CO-5	Students will be able to engage with diverse groups of people while recognizing cultural and individual differences in interaction and communication.

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M.Com (EAFM) Previous

EAFM 101: Economic Analysis

CO-1	To aid the students to equip the knowledge of the working of monetary and fiscal policy to control the situation of inflation and deflation. It helps to understand the measures of Macroeconomic stability of a country.
CO-2	To understand Keynesian concepts of Aggregate Demand (ADF) and Aggregate Supply (ASF)
CO-3	It supports the students to explore the calculation of National Income Accounting variables like GDP, GNP, NNP, PI and PDI.
CO-4	To understand the price and output relationship under different market conditions.
CO-5	To understand National Income concept .

EAFM 102: Financial management and control

CO-1	To understand overall financial management and control.
CO-2	To recall different procedures in deciding the best alternatives out of various alternatives and to analyze capital budgeting methods and their applications.
CO-3	To interpret and illustrate the investment, financing and dividend policy decision making in an organization.
CO-4	To describe the effects of decision making of finance manager on shareholder's wealth maximization.
CO-5	To examine the working capital needs and financing of the firm and apply methods to measure the operating efficiency of business.

EAFM 103: Public finance

CO-1	To understand the conditions and policies of revenue and expenditure.
CO-2	To use economic analysis to predict and verify the effects of government intervention on behavior of individuals, households, and firms.
CO-3	To develop comprehensive understanding of theories of public expenditure and their applications.
CO-4	To identify differences in processes, revenue sources, and budgetary challenges that exist between different levels of government.
CO-5	To analyze policy applications including welfare assistance, education, healthcare and tax policies .

EAFM 104: Business budgeting

CO-1	Preparation of flexible budget as an element of adaptation of unexpected business situations.
CO-2	To understand an operating budget, cash budget, projection of financial statements, flexible budget and capital budget.
CO-3	Help to explain the role of budgeting in business management, defining elements of budget and describing steps of preparing a master budget.
CO-4	Connect individual operating budgets for financial budget preparation.
CO-5	Analyze differences between budgeted and realized figures.

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M.Com (EAFM) Final

EAFM 201: Economic Administration and Policy

CO-1	To equipped the students in a rigorous and comprehensive understanding with the various aspects of consumer behavior and demand analysis, production theory and behavior of costs, the theory of traditional markets and equilibrium of firm.
CO-2	To discuss the structure and change in variables. It helps understand the overall static and dynamic perspectives of the economy in a purely theoretical perspective.
CO-3	To understand the basic reasoning of economics and understand the consumption, production and cost concepts in an analytical way.
CO-4	To discuss the functional relationships between aggregates. It helps understand the overall structure of the economy in theoretical and contemporary perspectives
CO-5	To deal with advanced models forecasting in different complex situations.

EAFM 202: Co-operative Sector Management

CO-1	To understand the core values and identity of the cooperative enterprises
CO-2	To identify and know the different schools of cooperative thoughts
CO-3	To understand the universally accepted principles of the co-operative enterprises with a background history
CO-4	To familiarize the various committee and recommendations made on cooperative development in India
CO-5	To identify the practice of co-operative education and training as well as institutional arrangements made for cooperatives

EAFM 203: Indian Banking System

CO-1	To understand the dynamics of Indian Banking System.
CO-2	To demonstrate to the students, the understanding of various provisions related to retail banking. Products, Initiatives and special schemes taken by the Banks, Issues and Challenges in retail banking in Indian banking system.
CO-3	To familiarize students with the Reforms in the Banking Sector.
CO-4	To critically understand the evolving role of Central Banking and grasp the conduct of monetary policy
CO-5	To enable students, learn the concept, and Structure of banking system in India, Regulators of Banking, and evolution and developments of Indian Banking system, banking operations and suitable application in the related domain.

EAFM 205: Bank Management

CO-1	Students understand the customer banker relationship.
CO-2	To understand the banks management procedure.
CO-3	To determine rights and duties of a banker.
CO-4	This helps the students to learn and develop the required skills to manage the banking operations effectively and efficiently.
CO-5	To create understanding about the fundamental principles of banking supervision and its practices in India.

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EAFM 207: Monetary Policy

CO-1	The students will learn domestic and international monetary systems, principles and systems of note issue and issues relating to conversion of currencies.
CO-2	To understand the definitions and explanation of the instruments of monetary policy.
CO-3	Students will understand the money supply measures of RBI.
CO-4	To understand the development promotional role of RBI.
CO-5	To identify the implications of RBI's policies.

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