

**ANDHRA UNIVERSITY**

**PROGRAM PROJECT REPORT**

**M.A. Human Resource Management**



**Centre for Distance and Online Education**

Visakhapatnam-530 003, A.P., India  
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## **Master of Arts MA (Human Resource Management)**

### **1. INFORMATION ON RELEVANCE OF PROGRAM:**

#### **Introduction:**

Course develops a sound theoretical base in various concepts and theories to enable the student to develop a broad perspective of the Human Resources Management field.

#### **Objectives of the program:**

- 1) The course is framed to fulfill the norms laid under the rules of Factories Act, 1948 and the students are eligible for ratification as welfare officers. Also the successful candidates can seek career as HR in public and private organizations.
- 2) Student can have practical exposure by visiting industries and interact with HR team.
- 3) Demonstrating students' ability to reflect and think critically in real time through viva

### **2. INSTRUCTIONAL DESIGN:**

#### **Eligibility & Admission Criteria:**

Any Graduation

#### **Medium and Method of instruction:**

The medium of instruction shall be English. The method of instruction shall comprise print and face to face interaction.

**Course Material:** Comprehensive printed course material, specially designed for self-study, shall be provided to every learner, Softcopy of the Self Learning Material (SLM) will be supplied to all the learners after confirmation of admission In addition to the course material, the learners are required to read suggested textbooks and articles published in journals.

Academic Counseling: Face-to-face classes are conducted at designated centres in all programs to enable the learners to have interaction with resource persons for clarification of doubts.

#### **Examinations:**

Each paper carries 70 marks end theory examinations and 30 marks internal assessment in the form of assignments. Exams are conducted at different affiliated colleges of the University by sending observers from University

3. **Duration:** The duration of each theory examination shall be three hours.

#### 4. PROCEDURE OF EVALUATION

The theory papers of end examinations will be evaluated by different faculty members drawn from University and affiliated colleges.

##### FOR PASS MINIMUM CGPA/SGPA REQUIRED – 4 SCALE

Range of Marks	91-100	81-90	71-80	61-70	56-60	50-55	40-49	0-39	ABSENT
Grade	O	A+	A	B+	B	C	P	F	AB
Points	10	9	8	7	6	5	4	0	

##### **Internal Evaluation:**

Internal evaluation shall be made on the evaluation of the assignments submitted by the learners for 30 marks.

##### **Reappearance:**

A learner who has failed in any theory paper of any year shall have to reappear for the examination of that course in the following end examinations.

##### **Betterment:**

- ✓ Learners who have passed in all the courses of a program and who have obtained a Pass or Second Class are eligible for attempting for Betterment of Grades.
- ✓ Learners who have already secured a First Class are not eligible for betterment of Grade.
- ✓ Betterment of Grades is permitted only once and that too within two years of passing.
- ✓ Learners can appear for betterment of all papers in a year.
- ✓ New Marks list / Provisional Certificate shall be issued to candidates who have improved their Class after submitting the old Marks List/Provisional Certificate only.

#### 5. Eligibility for the Award of Master of Arts (M.A.) Degree: Duration of the program:

The course of study for M.A. Program through Distance Learning shall be extended over a period of two academic years. However, a learner may complete the program in not more than four years including the study period.

A learner shall be eligible for the award of M.A, if he/she fulfils the following conditions.

- ✓ Registered and successfully completed all the courses.
- ✓ Successfully acquired the minimum required marks as specified in the curriculum.
- ✓ The learners should not have any dues to the University, and

- ✓ No disciplinary action is pending against the learner.

## **6. GENERAL INSTRUCTIONS:**

The academic regulations should be read as a whole for purpose of any interpretation.

- In case of any doubt or ambiguity in the interpretation of the above rules, the decision of the Vice Chancellor is final.
- The University may change or amend the academic regulations, scheme of instructions and syllabus at any time and the changes and amendments made shall be applicable to all the learners with effect from a date notified by the University.

7. **FEE STRUCTURE:** Rs. 11,000/- per annum

## 8. COURSE STRUCTURE:

### Semester - 1

S. No	Course Code	Course/Paper	Credits
1	101	Human Resource Management	4
2	102	Principles of Management	4
3	103	Labour Legislation and Case Law - I	4
4	104	Organisational Behaviour	4
<b>Semester Total</b>			<b>16</b>

### Semester - 2

S. No	Course Code	Course/Paper	Credits
1	201	Industrial Relations	4
2	202	Human Resource Development	4
3	203	Employee Welfare and Labour Administration	4
4	204	Business Environment	4
5	205	Observation visits and Report	2
<b>Semester Total</b>			<b>18</b>

### Semester - 3

S. No	Course Code	Course/Paper	Credits
1	301	Strategic Human Resource Management	4
2	302	Labour Legislation and Case Law-II	4
3	303	Industrial Economics & Management of Technology	6
4	304	Research Methods and HR Skills	6
5	305	Practiclas - Visits to Govt. Agencies and Report	2
<b>Semester Total</b>			<b>22</b>

### Semester - 4

S. No	Course Code	Course/Paper	Credits
1	401	Management of Unorganised Labour	6
2	402	Information Technology and Human Resource Information Systems	6
3	403	International Human Resource Management	4
4	404	Project Report	4
5	405	Comprehensive Viva- Voce	4
<b>Semester Total</b>			<b>24</b>
<b>Grand Total Credits</b>			<b>80</b>