

**Centre for Distance and Online Education Jamia Millia
Islamia**

New Delhi-110025

Programme Project Report

M.A HRM

1. Programme's Mission and Objectives

Mission:

The mission of the Master in Human Resource Management (HRM) programme offered by the Centre for Distance and Online Education (CDOE), Jamia Millia Islamia is to provide quality, flexible, and learner-centric education in human resource management through the Open and Distance Learning (ODL) mode. The programme aims to develop knowledgeable and skilled HR professionals with a strong understanding of people management, employee relations, talent development, and organizational effectiveness, enabling them to meet the evolving needs of organizations and society.

Objectives:

- To demonstrate proficiency in analyzing and interpreting a wide range of business information related to the various functional areas of management.
- To develop and demonstrate key personal and inter-personal skills required for effective management and implementation of solutions to business problems at all levels within and outside the organization.
- To update the knowledge base related to business domains and appreciate their significance.
- To critically appreciate the significance of theoretical developments in business and their strategic implications.

2. Relevance of Programme with HEI Mission and Goals

The M.A. Human Resource Management (HRM) programme is strongly aligned with the mission of Jamia Millia Islamia, which emphasizes inclusive education, academic excellence, and capacity building for social and economic development.

- The programme expands access to quality HR education for learners from diverse academic and professional backgrounds.
- It supports flexible and learner-centric education through the Open and Distance

Learning (ODL) mode.

- It contributes to the development of professional and managerial skills required for careers in human resource management.
- It enhances employability by equipping learners with knowledge and practical understanding of contemporary HR practices.
- It strengthens the University's commitment to lifelong learning by enabling working professionals and other learners to upgrade their skills.
- It promotes ethical values, leadership abilities, and people-management competencies needed in modern organizations.
- It bridges the gap between academic learning and workplace requirements through field work, skill development courses, and practical exposure.

3. Nature of Prospective Target Group of Learners

The programme is designed for a diverse group of learners including:

- Recent graduates seeking management education.
- Working professionals aiming for career advancement.
- Entrepreneurs and business aspirants.
- Learners from rural and urban backgrounds.
- Women learners seeking flexible education opportunities.
- Economically weaker sections and marginalized groups.

The programme ensures inclusivity, accessibility, and flexibility to support lifelong learning.

4. Appropriateness of Programme for ODL Mode

The M.A HRM programme is highly suitable for ODL delivery due to its conceptual and applied nature.

- Management subjects can be effectively taught through digital platforms and case studies.
- Flexible learning allows students to balance study with work and personal

responsibilities.

- LMS-based delivery supports structured and interactive learning.
- Continuous assessment enhances learning outcomes.
- The programme focuses on practical skills such as communication, leadership, employee relations, and problem-solving.
- It meets academic, professional, and industry standards required in modern business environments.

5. Instructional Design

The instructional design of the programme includes:

Curriculum Structure:

Year 1

Semester-I						
S. No.	Course Code	Course Title	Credit	Evaluation Scheme		Total
				Assignment	Term End	
1	HR M- SI-01	Management Concepts and Principles	4	30	70	100
2	HR M- SI-02	Financial and Marketing Management	4	30	70	100
3	HR M- SI-03	Human Resource and Talent Management	4	30	70	100
4	HR M- SI-04	Social Work and Human ResourceManagement	4	30	70	100
5	HR M- SI-05	Field Work	8	200		200

Total			24			
Semester-II						
S. No.	Course Code	Course Title		Evaluation Scheme		Total
			Credit	Assignment	Term End	
6	HR M- SII- 06	Employee Relations and Legislations	4	30	70	100
7	HR M- SII- 07	Organisational Behaviour and Employee Engagement	4	30	70	100
8	HR M- SII- 08	Management Research and Computer Applications	4	30	70	100
9	HR M- SII- 09	Skill Development Paper I	4	30	70	100
10	HR M- SII- 10	Field Work	8	200		250
		Viva Voice	2	50		
Total			26			

Year 2

Semester-III						
S. No.	Course Code	Course Title		Evaluation Scheme		Total
			Credit	Assignment	Term End	
11	HR M- SIII- 11	Performance & Strategic Reward Management	4	30	70	100
12	HR M- SIII- 12	Human Resource & Organizational Development	4	30	70	100
13	HR M- SIII- 13	Social Security and Labour Legislations	4	30	70	100
14	HR M- SIII- 14	Business and Social Environment	4	30	70	100
15	HR M- SIII- 15	Field Work	8	200		200
Total			24			
Semester-IV						
S. No.	Course Code	Course Title		Evaluation Scheme		Total
			Credit	Assignment	Term End	
16	HR M- SIV-	Employee Relations and Legislations	4	30	70	100

	16					
17	HR M- SIV- 17	Organisational Behaviour and Employee Engagement	4	30	70	100
18	HR M- SIV- 18	Management Research and Computer Applications	4	30	70	100
19	HR M- SIV- 19	Skill Development Paper I	4	30	70	100
20	HR M- SIV- 20	Field Work	8	200		250
		Viva Voice	2	50		
21	HR M- SIV- 21	Dissertation	4	100		150
		Viva Voice	2	50		
Total			32			

Teaching-Learning Methods:

- Self-Learning Materials (SLMs)
- Online lectures and webinars
- Video tutorials and recorded lectures
- Case studies, assignments, and project work

Learning Management System (LMS):

- Google Classroom as a central platform for content delivery
- Student-teacher interaction
- Assignment submission and evaluation

Credit System:

- Credit-based curriculum aligned with UGC guidelines

Student Support:

- Academic counseling sessions
- Mentoring and doubt-clearing sessions
- Digital library and e-resources

6. Admission, Curriculum Transaction and Evaluation**Admission Policy:**

- Minimum eligibility: Graduation or equivalent from a recognized board
- Merit-based admission as per university guidelines
- Reservation policy as per Government of India norms
- Transparent fee structure

Curriculum Transaction:

- Delivered through LMS, printed materials, and online sessions
- Academic calendar for structured learning
- Regular interaction between learners and faculty

Evaluation System:

- Internal Assessment: Assignments, quizzes, projects
- University Examination (UE)
- Practical/project evaluation where applicable
- Grading system as per university norms

7. Laboratory Support and Library Resources

- CDOE library (journals, books, case studies)
- Study materials in print and digital formats

8. Cost Estimate of the Programme

The financial structure of the programme includes:

- Curriculum and content development cost
- LMS development and maintenance cost
- Faculty and academic counselor remuneration
- Student support service cost
- Examination and evaluation cost
- Administrative and operational expenses

The programme is designed to remain cost-effective while ensuring high-quality education delivery.

<i>1st Year</i>	<i>2nd Year</i>
<i>Rs 17000</i>	<i>Rs 17000</i>

9. Quality Assurance Mechanism and Expected Programme Outcomes

Quality Assurance Mechanism:

- Monitoring by Internal Quality Assurance Cell (IQAC)
- Regular curriculum review and updates
- Feedback from learners, faculty, and industry experts
- Continuous improvement of learning materials and delivery methods
- Compliance with UGC-DEB regulations

Expected Programme Outcomes:

After completion, learners will be able to:

- Demonstrate a strong understanding of human resource management concepts and practices.
- Apply HR knowledge and problem-solving skills in organizational settings.
- Manage talent, employee relations, training, and performance effectively.
- Communicate professionally and work effectively with individuals and teams.
- Exhibit leadership, ethical values, and people-management competencies.
- Adapt to changing workplace and organizational environments.
- Contribute to organizational growth through effective human resource management.

