

## **PROGRAMME: PH.D. COMMERCE**

### **THREE-YEAR (MINIMUM & MAXIMUM OF FIVE YEARS) FULL-TIME PROGRAMME**

#### **PROGRAMME OUTCOMES (POs)**

**PO 1:** This degree programme provides opportunity to students to study the application of commerce in depth which someone may wish to apply for building blocks in area of research.

**PO 2:** Bestow upon students a comprehensive understanding of advanced concepts and modern practices of Commerce and make them industry ready.

**PO 3:** The students should learn to apply the knowledge of statistics and management to the solution of multifaceted problems.

**PO 4:** Employ innovative knowledge and imaginative methods including design of research design, analysis, and interpretation of multivariate data, an amalgamation of the information to provide valid conclusions.

**PO 5:** Create, select, and apply appropriate techniques, resources, and modern software's tools including forecasting and modelling to composite activities to complete the research topic selected.

**PO 6:** Conceptual building through the application of conceptual commerce foundations to solve practical decision-making problems, both individually and as part of teams using techniques such as case analysis, projects and assignments.

**PO 7:** An ability to familiarize with ethical issues in educational research, including those issues that arise in using quantitative research and make them employable in reputed higher institutions.

#### **PROGRAMME SPECIFIC OUTCOMES (PSOs)**

**PSO 1:** The Ph.D. students would gain a thorough understanding of various avenues for conducting research in the field of commerce, management, and economics.

**PSO 2:** The commerce, management economics, and finance pedagogy offer a number of specializations and practical exposures that would equip the scholars to face the contemporary challenges in the field of commerce, management, and business.

**PSO 3:** The comprehensive outlook of the course offers value based and job-oriented courses that ensure that students are trained in state-of-the-art, technology, commerce and management.

**PSO 4:** Apply research methodologies while publishing research papers and to develop skills in the application of research methods for business problem solving.

**PSO 5:** Doctoral research helps in able to understand subjects clearly and communicate effectively making them ideal choice for occupying academic positions.

**PSO 6:** Gain and up-to-date knowledge on research methods, techniques and SPSS package which is used in analysing data in research.

**PSO 7:** To get a comprehensive understanding of experimental and analytical techniques, and a thorough knowledge of the literature, applicable to their own research.

<b>Course</b>	<b>Course Outcomes (COs)</b>
	<b>Ph.D. 1<sup>st</sup> Sem.</b>
<b>Statistical Methods (COM 601)</b>	CO1: Describe and discuss the key terminology, concepts tools and techniques used in business statistical analysis. CO2: Critically evaluate the underlying assumptions of analysis tools. CO3: Understand and critically discuss the issues surrounding sampling and significance. CO4: Discuss critically the uses and limitations of statistical analysis. CO5: Solve a range of problems using the techniques covered
<b>Indian Financial System (COM 602)</b>	CO1: Understand the meaning and scope of financial markets as well as institutions in India. CO2: Understand the concepts of Money Market and Capital Market. CO3: Explain Commercial Banking and its Current developments. CO4: Explain concept of Non-Banking Financial Companies (NBFC"s) CO5: Examine the Stock Exchange Operations.
<b>Industrial Relation and labour Laws (COM 603)</b>	CO1: Understand evolution of industrial relations and its significance in managerial world. CO2: imbibe how to interact, negotiate and transact with trade unions. CO3: Acquaint with the basic framework of collective bargaining and workers" participation. CO4: Design and understand the discipline measures and address grievance mechanisms. CO5: understand the legal structure provided for grievance handling under the Industrial Disputes Act 1947.
<b>Advance Human Resource Management (COM 604)</b>	CO1: Understand basic nature and importance of human resource management. CO2: Analyze the current theory and practice of recruitment and selection. CO3: Realize the importance of performance management system in enhancing employee performance. CO4: Recommend actions based on results of the compensation analysis and design compensation schemes that are cost effective, that increase productivity of the workforce, and comply with the legal framework. CO5: Understand role of modern HRM in meeting challenges of changing business environment.
<b>Security Analysis and Portfolio Management (COM 605)</b>	CO1: Understand the basic structure and working of primary and secondary financial markets in India and conversant with computation of risk and return measures for financial instruments. CO2: Understand secondary market trading CO3: Understand and appreciate the Fundamental and Technical analysis tools for analyzing financial securities. CO4: Well versed with the concept of a Portfolio and understand the principle portfolio theories.

	CO5: Acquaint and understand portfolio analysis, portfolio evaluation and portfolio revision techniques.
<b>Marketing Research (COM 606)</b>	CO1: To enhance the students understanding of the marketing research industry. CO2: To develop skills required by the researcher and understand different applications of Marketing Research. CO3: To explore different approaches of Marketing research. CO4: To be able to exploit Marketing Research data for management decision-making. CO5: To evaluate the corporate public relations and tools and apply a research in the marketing area.
<b>Taxation Policy (COM 607)</b>	CO1: Understand the basic concepts in the law of income tax and determine the residential status of different persons. CO2: Identify the five heads in which income is categorized and compute income under the heads, Salaries" and Income from "House Property". CO3: Compute income under the head "Profit sand gains of business or profession "Capital gains" and Income from other sources. CO4: Understand clubbing provisions, aggregate income after set-off and carry forward of losses, and deductions allowed under the Income Tax Act; and further to compute tax able in come and tax liability of individuals and firms. CO5: Develop the ability to file online returns of income.
<b>Entrepreneurship and Development (COM 608)</b>	CO1: Understand the concept of entrepreneurship in the context of Indian economic scenario. CO2: Link the individual's capability and strength as a guiding factor towards entrepreneurial orientation. CO3: Understand social support system for gaining strength towards entrepreneurial preferences. CO4: Understand entrepreneurial process for initiating new venture creation. CO5: Understand various dimensions of managing a business enterprise once it is formed.
<b>Research Methodology (COM 699)</b>	CO1: To familiarize participants with basic of research and the research process. CO2: To enable the participants in conducting research work and formulating research synopsis and report. CO3: Identify and discuss the complex issues inherent in selecting a research problem, selecting an appropriate research design, and implementing a research project. CO4: To impart knowledge for enabling students to develop data analytics skills and meaningful interpretation to the data sets so as to solve the business/Research problem. CO5: To familiarize participants with Statistical packages such as SPSS/Excel.