FACULTY OF ARTS
DEPARTMENT OF BUSINESS ADMINISTRATION

MBA (Human Resource Management)
(Choice Based Credit System)
(FULL-TIME)

(2018 - 2019)

HAND BOOK
REGULATIONS


MASTER’S PROGRAMME

A Master’s Programme consists of a number of courses. Master’s Programme consists of a set of compulsory courses (Core Courses) and some optional courses (specialisation and elective courses).

Core courses are basic courses required for each programme. The number and distribution of credits for core courses will be decided by the respective faculties.

Elective courses will be suggested by the respective departments. Elective courses may be distributed in all four semesters.

A course is divided into FIVE units to enable the students to achieve modular and progressive learning.

SEMESTERS

An academic year is divided into two semesters, odd semester and even semester. The normal semester periods are:

Odd Semester: July to November (90 Working days)
Even Semester: December to April (90 Working days)

CREDITS

The term credit is used to describe the quantum of syllabus for various programmes in terms of weightage and hours of study. It indicates differential weightage given according to the contents and duration of the courses in the curriculum design.

The minimum credit requirement for a two year Master’s Programme shall be 90.

COURSES

Each course may consist of lectures/ cases discussion / tutorials/ laboratory work / seminars/ assignment / project work/ practical training/ report/ viva voce etc.

COURSE WEIGHT

Core and Elective courses may carry different weights. For example, a course carrying one credit for lectures will have instruction of one period per week during the semester, if three hours of lecture is necessary in each week for that course, the 2 credits will be the weightage.

Thus normally, in each of the courses, credits will be assigned on the basis of the lectures / tutorials / laboratory work / field and industrial visits and other forms of learning in a 15 week schedule.

One credit for each lecture period per week
One credit for each tutorial per week
One credit for every three periods of laboratory or practical work per week
One credit for 3 contact hours of project work in a week
One credit for every two period seminar
Two credits for project work / dissertation.
Two credits for tour and industrial visits

ELIGIBILITY FOR ADMISSION
A candidate who has passed the Bachelor’s Degree in any subject including the Professional Courses of this University or an examination of any other University accepted by the Syndicate as equivalent thereto.

GRADING SYSTEM
The term grading system indicates a 10 point scale of evaluation of the performance of students in terms of marks, grade points, letter grade and class.

DURATION
The duration for completion of a two year Master’s Programme in any subject is of four semesters.

STRUCTURE OF THE PROGRAMME
The Master’s Programme consists of:

- Core courses which are compulsory for all the students
- Specialisation or Elective courses which students can choose amongst from courses approved within the department or in other departments of the faculty and other faculties.
- The CBCS elective subjects will be allotted after counseling by a committee of the Head of the Departments under the chairmanship of the Dean.
- Dissertation / Project Work / Practical Training / Field work, which can be done in an organization (Government, Industry, Firm, Public Enterprise etc.) approved by the concerned department.
- Student can take any two specializations (Dual Specialization) and should continue with the same from 2nd Semester to 4th Semester.

ATTENDANCE
Every teaching faculty handling a course shall be responsible for the maintenance of attendance register for candidates who have registered for the course.

The instructor of the course must intimate the Head of the Department at least Seven Calendar days before the last instruction day in the semester about the particulars of all students who have secured an attendance of less than 80%.

A candidate who has attendance less than 80% shall not be permitted to sit for the End–Semester examination in the course in which the short fall exists. Based on the percentage of attendance reported for every student, internal marks is awarded for each course as given below.
### EXAMINATION

There will be two sessional assessments and one End–Semester examination during each semester.

Sessional Test–I will be held during sixth week for the syllabi covered till then.

Sessional Test–I will be combination of a variety of tools such as class test, assignment, and paper presentation that would be suitable to the course. This requires an element of openness. The students are to be informed in advance about the nature of assessment and the procedures. However the tests are compulsory. Test I may be for one hour duration. The pattern of question paper will be decided by the respective Faculty. Sessional Test–I will carry 20% of marks out of the session marks 25.

Sessional Test–II will be held during eleventh week for the syllabi covered between seventh and eleventh weeks.

Sessional Test–II will be conducted with a variety of assessment tools. It will also have an element of openness. The students are to be informed in advance about the nature of assessment and the procedures. However the tests are compulsory. Test II may be for two hour duration. The pattern of question paper will be decided by the respective faculty. Sessional Test II carries 20% of marks out of the session marks 25.

There will be one end semester examination of 3 hours duration in each course.

The End Semester Examination will cover full syllabus of the course for 75% of marks.

### EVALUATION

Evaluation will be done on a continuous basis. Evaluation may be by objective type questions, Quiz, Short Answers, Essays or a combination of these, but at the End Semester Examination, it has to be a written examination.

The performance of a student in each course is evaluated in terms of Percentage of marks (PM) with a provision for conversion to Grade Point (GP). The sum total performance in each semester will be rated by GPA while the continuous performance from the 2nd Semester onwards will be marked by (OGPA).

### MARKS AND GRADING

A Student cannot repeat the assessment of Sessional Test I and Sessional Test II. However, if for any compulsive reason, the students could not attend the test, the prerogative of arranging a special test lies with the teacher in consultation with the Head of the Departments.

A minimum of 50% marks in each course is prescribed for a pass. A student has to secure 50% minimum in the End Semester Examination.

If a candidate who has not secured a minimum of 50% of marks in a course shall be deemed to have failed in that course.

<table>
<thead>
<tr>
<th>Attendance %</th>
<th>Marks</th>
</tr>
</thead>
<tbody>
<tr>
<td>90 and more</td>
<td>5</td>
</tr>
<tr>
<td>80–89</td>
<td>4</td>
</tr>
<tr>
<td>70–79</td>
<td>3</td>
</tr>
</tbody>
</table>
The Student can repeat the End Semester Examination when it is offered next in the subsequent odd / even semester till the regulations are in force.

A candidate who has secured a minimum of 50 marks in all the courses prescribed in the programme and earned a minimum of 90 credits will be considered to have passed the Master’s Programme.

GRADING

A ten point rating scale is used for the evaluation of the performance of the student to provide letter grade for each course and overall grade for the Master’s Programme.

<table>
<thead>
<tr>
<th>Marks</th>
<th>Grade Point</th>
<th>Letter Grade</th>
<th>Class</th>
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</thead>
<tbody>
<tr>
<td>90 and more</td>
<td>10</td>
<td>S</td>
<td>Exemplary</td>
</tr>
<tr>
<td>85–89</td>
<td>9.0</td>
<td>D</td>
<td>Distinction</td>
</tr>
<tr>
<td>80–84</td>
<td>8.5</td>
<td>D</td>
<td>Distinction</td>
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<tr>
<td>75–79</td>
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<td>D</td>
<td>Distinction</td>
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<td>70–74</td>
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<tr>
<td>65–69</td>
<td>7.0</td>
<td>A</td>
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</tr>
<tr>
<td>60–64</td>
<td>6.5</td>
<td>A</td>
<td>First Class</td>
</tr>
<tr>
<td>55–59</td>
<td>6.0</td>
<td>B</td>
<td>Second Class</td>
</tr>
<tr>
<td>50–54</td>
<td>5.5</td>
<td>C</td>
<td>Second Class</td>
</tr>
<tr>
<td>49 or Less</td>
<td>–</td>
<td>F</td>
<td>Fail</td>
</tr>
</tbody>
</table>

The Successful candidates are classified as follows.

First Class—60 % Marks and above in overall percentage of Marks (OPM).

Second Class—50–59% Marks in overall percentage of marks.

Candidates who obtain 75% and above but below 90% of marks (OPM) shall be deemed to have passed the examination in Distinction provided he/she passes all the courses prescribed for the programme at the first appearance.

Candidates who obtain 90% and above (OPM) shall be deemed to have passed the examination in FIRST CLASS Exemplary provided he/she passes all the courses prescribed for the programme at first appearance.

For the Internal Assessment Evaluation, the break up marks shall be as follows:

Test 10 Marks
Assignment/ Seminar/ Case Study/ Role Play/ Viva Voce / Short Answers 10 Marks
Attendance 5 Marks
Total 25 Marks

The award of marks shall be as below:

Faculty of Arts, Indian Language and Education 3700 Marks
COURSE–WISE LETTER GRADES

The percentage of marks obtained by a candidate in a course will be indicated in a letter grade.

A student is considered to have completed a course successfully and earned the credits if he/she secures an overall letter grade other than F. A letter grade F in any course implies a failure in that course. A course successfully completed cannot be repeated for the purpose of improving the Grade Point.

The F grade once awarded stays in the grade of the student and is not deleted even when he/she completes the course successfully later. The Grade acquired later by the student will be indicated in the grade sheet of the odd/even semester in which the candidate has appeared for clearance of the arrears.

A student who secures F grade in any course which is listed as a core course has to repeat it compulsorily when the course is offered next. If it is an elective course, the student has the option to repeat it when it is offered next or to choose a new elective if he/she so desires in order to get a successful grade.

When new elective is chosen in the place of failed elective, the failed elective will be indicated as dropped in the subsequent grade card.

If a student secures F grade in the Project Work/Field Work/Practical Work/Dissertation, either he/she shall improve it and resubmit it if it involves only rewriting incorporating the clarifications of the evaluators or he/she can re–register and carry out the same in the subsequent semesters for evaluation.

GENERAL

In–plant training is being offered for elective students in organizations. The students get the opportunity to interact with the officials in the company environment in their chosen field.

Major project in a company for 45 days by students is compulsory. The project develops research bent of mind among them. The students can select any topic in functional areas. The faculty acts as internal guide. Computer Laboratory consists more than 100 computers. Each student is served with one PC to enable research and academic activities.

Department Library is equipped with 5000 volumes and a number of journals and back volumes. Laboratory and Computer wing function from 10.00 AM to 8.00 PM.

- Placements in Leading Organizations
- Project Placements in Companies
- Computer Training
- Use of Internet and Computers
- Use of Electronic Gadgets in Classrooms
- Case Study Workshops and Consultancy Training
- Arranging Man–meet Programmes
- Short and Long Industrial Tours
Specialization Training in Industries
Nominating students in Inter College and University Management Development Programmes
Entrepreneurial Training Programmes
Executive Sports arranged annually
Guest Lectures from Industries
Back Volumes–Journals and Magazines

ACTIVITIES AS A PART OF MBA PROGRAMME
Organizing and participating programmes in other institutions.
Students Manmeet and Newsletter.
Leaders Lecture Programme Series.
Guest Lectures.
Marketing Simulation games and exercises.
Industrial Visits.
Personality and Management Development Programmes.
Conferences, Colloquiums, Workshops, Seminars and Symposium.
Placement training and campus placement.
Management Meets.
Communication Development and Entrepreneur Development Programmes.
Entrepreneurship Summit.
SME projects and summer projects.
Project Contest.
Student’s Shoppe realtime exercise

M.B.A. (Human Resource Management)
(Choice Based Credit System)

MBA (Human Resource Management) – An Overview
Human Resource is the most valuable resource of any organisation. Managing humans is at the heart of almost all the real-life management ‘problems’. What it takes to ‘manage’ humans? Why humans are a ‘resource’ and what makes them special? The purpose of this course is to bring out issues involved in the management of human resources (HRM), both from current theory as well as practice. The course will examine humans at work and discuss various aspects which are basic to human motivation at work and in fulfilling career aspirations within organisations. HRM involves various issues right from selection-placement to performance appraisal, salary-career management, and training, etc. of employees in organisations. The course also endeavours to discuss the basic issues involved in organising of employees as trade union – the origins, comparative institutional context and influence on HRM practices. Finally the course will bring the cutting edge issues with regard to HRM, like
flexibility, automation, empowerment, Japanese practices, etc. The stress throughout would be on evolving a perspective for developing humans at work and in formal organisations.

This course aims to provide high quality graduate professional education to a cultural diverse body of motivated students and also provide a rich programme of complementary activities which introduce students to the application of theory in actual business situations as well as diverse career opportunities and cross cultural experiences. This course offers each student, the opportunity to learn various management skills and business experience. Students of M.B.A-HRM will gain knowledge about tackling the issues related with human resource management.

CAREERS:

HR Manager in Corporate Sector
The role of a HR manager in the corporate sector is to search, select & recruit suitable and qualified staff for his organization. It is also concerned with the development, motivation & training of the staff in order to maximize their satisfaction & minimize turnover.

Increasingly the role of the HRM has future been empowered by their involvement in Strategic issue revolving around organizational change, statutory compliance & industrial matters. Typically a bachelor's degree in Management allows entry into a junior cadre of HRM, or an MBA is usually the norm for entry into mid level/senior position into HR department of large organization.

HR Manager - Training & Development
There are some companies that specialized in T & D as a business. Their jobs are broadly to "Train the Trainer" or in the other words, train HR managers to in turn, train employees of their organization & equip them with certain skill sets. They often hold workshops on "behavioral skills" etc. They also facilitate highly specialized workshops on "how to price high end derivatives" in which case, they act as a link with specialized trainers. Most training firms employ people who have done their masters with either Management or Psychology or those who have pursued a diploma course in Psychology after their bachelors in the same.

HR Manager - Recruitment Consultation
The job market is a buzz right now. MNC's are setting up base in India. Many are shifting their back end operations to Indian Cities and every possible foreign bank is also setting foot here. Poaching is no longer a bad word and is, in fact, synonymous with hiring. Thus recruitment consultation is actually a very lucrative & fruitful field to join at this stage.

There are several recruitment consultants firms in India. In some, business responsibilities are split by industries & in others, they are split by functions. The general requirement to become a recruitment consultant is an MBA with specialization in HR.

HR Consultant
This is the upcoming field, where in organizations employ the services of HR consultants to either find solutions or help tide over issues relating to people in the organization. For instance, when two companies are merging to form a common entity, they often hire HR consultants to figure out a way to smoothly integrate the people & culture of the organizations. In the case of organizations that need to re-structure, HR consultant decides on those who need to be retained, fired or promoted. In public sector companies when voluntary retirement schemes are announced, HR consultants are hired to make the process smoother.

HR consultants are often employed by organizations for compensation, benefit analysis review. A bachelor's degree in Management or a specialized master's degree in HR would be good entry points at several levels of HR consulting.

Career Counselling

One of the most prominent facts of career counselling is the one that caters to the youth. This field includes the paid services of private organizations & also schools & colleges that provide career counselling to their students. To be eligible for this field, a PG diploma in counselling is required. A related field is that of conducting behavioural test, which are carried out in order to analyze personality traits of individuals, through which the type of education & career profile that is best suited to them can be determined. This is a specialized field & requires a degree in clinical psychology. "Several schools & colleges hire counsellors to conduct behavioural test for students who are the verge of choosing a career stream. They conduct behavioural tests which help students ascertain their skills set & the field that would be ideal for them to join. An increasing number of institutions understand the advantage of catching children while they are young to detect any odd behavioural pattern by conducting this test.

Academics

If a person is interested in academics & is keen to take up HR, then a MBA with a specialization in HR is the best option. This followed by doctorate in the same field would make the candidate eligible to teach HR or OB at any institution.

HR is a fast developing field, which until a few decades ago, was considered the domain of women. However due to the variety of roles available to day & the increasing relevance of this field, finds more & more men & women pursuing HR as a viable career option.
Programme Outcomes

PO1: Critical thinking
PO2: Cultivating Cognitive skills required in the job market
PO3: Effective Communication
PO4: Familiarity with ICT to thrive in the information age
PO5: Cultivating aptitude for research
PO6: Respect for alternate view-points including those conflicting with one’s own perspectives
PO7: Ability to work individually and as members in a team
PO8: Upholding ethical standards
PO9: Acting local while thinking global
PO10: Commitment to gender equality
PO11: Commitment to Sustainable development
PO12: Lifelong learning

Programme Specific Outcomes

After Completion of MBA (Financial Management), students will

PSO1: Display competencies and knowledge in the key business functions with a special focus on financial management
PSO2: Acquire the knowledge of Accounting Software and develop competency to work
PSO3: Understand the various behavioral theories on Financing, Investing & Dividend decisions that impact the growth of the firm
PSO4: Have an in-depth knowledge on various services and products of Banking and Insurance
PSO5: Apply quantitative and qualitative decision making skills to financial problems
PSO6: Analyze the financial performance of an organization applying various tools that aid in decision making
PSO7: Enhance their knowledge on various financial markets and services to work proficiently with financial markets and institutions
<table>
<thead>
<tr>
<th>Semester</th>
<th>Course No.</th>
<th>Course Code</th>
<th>Course Title</th>
<th>Course Type</th>
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<th>University Exam Marks</th>
<th>Internal Marks</th>
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<td>MBAC 101</td>
<td>1. Management Process</td>
<td>Core</td>
<td>2</td>
<td>75</td>
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<td>I 2</td>
<td>MBAC 102</td>
<td>2. Managerial Economics</td>
<td>Core</td>
<td>2</td>
<td>75</td>
<td>25</td>
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<td>I 3</td>
<td>MBAC 103</td>
<td>3. Organizational Behaviour</td>
<td>Core</td>
<td>2</td>
<td>75</td>
<td>25</td>
<td>100</td>
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<td>I 4</td>
<td>MBAC 104</td>
<td>4. Accounting for Managers</td>
<td>Core</td>
<td>2</td>
<td>75</td>
<td>25</td>
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<td>I 5</td>
<td>MBAC 106</td>
<td>5. Elective Course</td>
<td>Elective</td>
<td>4</td>
<td>75</td>
<td>25</td>
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<td>I 6</td>
<td>MBAC 107</td>
<td>6. Computer Applications in Management</td>
<td>Core</td>
<td>2</td>
<td>75</td>
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<tr>
<td>I 7</td>
<td>MBAC 108</td>
<td>7. Project Entrepreneurship and Small Business Management</td>
<td>Core</td>
<td>2</td>
<td>75</td>
<td>25</td>
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<td>I 8</td>
<td>MBAC 109</td>
<td>8. Research Methodology</td>
<td>Core</td>
<td>2</td>
<td>75</td>
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<td>I 9</td>
<td>MBAC 107</td>
<td>9. Comprehensive Viva-voce (Industrial Visits and Subjects)</td>
<td>Core</td>
<td>2</td>
<td>75</td>
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<td>II 10</td>
<td>MBAC 201</td>
<td>1. Financial Management</td>
<td>Core</td>
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<td>Core</td>
<td>2</td>
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<td>II 12</td>
<td>MBAC 203</td>
<td>3. Human Resource Management</td>
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<td>MBAC 204</td>
<td>4. Production and Materials Management</td>
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<td>5. Elective Course</td>
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<td>II 15</td>
<td>MBAC 207</td>
<td>6. Decision Support System and Management Information System</td>
<td>Core</td>
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<td>75</td>
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<td>II 16</td>
<td>MBAH 207</td>
<td>7. Industrial Relations and Labour Welfare Management</td>
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<td>II 17</td>
<td>MBAH 208</td>
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<td>3</td>
<td>75</td>
<td>25</td>
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<td>II 18</td>
<td>MBAC 209</td>
<td>9. Lab for Statistical Packages on Business Decision</td>
<td>Core</td>
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<td>II 19</td>
<td>MBAC 210</td>
<td>10. Project and Viva-voce (Exposure to Small and Medium Enterprises)</td>
<td>Core</td>
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<td>75</td>
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<td>MBAC 301</td>
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<td>III 21</td>
<td>MBAC 302</td>
<td>2. Case Study and Analysis</td>
<td>Core</td>
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<td>75</td>
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<td>III 22</td>
<td>MBAC 303</td>
<td>3. Business Legislations</td>
<td>Core</td>
<td>2</td>
<td>75</td>
<td>25</td>
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<td>III 23</td>
<td>MBAC 304</td>
<td>4. International Business and Export Management</td>
<td>Core</td>
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<td>SOSC 306</td>
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<td>Management of Training and Development</td>
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<td>MBAC 309</td>
<td>Project and Viva-voce (Industrial Visits and Subjects)</td>
<td>Core</td>
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**Note:**
1. Industrial Visits /Educational Tour Reports and subjects will be evaluated and examined in the viva.
2. A student can choose any two specializations (MBA Dual Programme) from the options and should continue with the same specializations from Semester II to Semester IV.
3. Syllabus for MBA Programmes Appendix I (PP: 20-146)
4. The Elective Courses offered by Business Administration Department from Semester I to Semester IV are enclosed in Appendix II (PP: 147-151)
5. An Elective Course has to be chosen by a student as per his / her choice. Elective Courses offered by various Departments for the Two Year PG Programmes from Semester I to Semester IV are enclosed in Appendix III. (PP: 152-155)
APPENDIX – i
SYLLABUS
M.B.A. (HR)

(CHOICE BASED CREDIT SYSTEM)
FIRST YEAR : FIRST SEMESTER
MBAC 101 : MANAGEMENT PROCESS

Learning Objectives
The objective of this course is
LO1: To impart knowledge in general management practice in an organization.
LO2: To provide managerial skills to students to manage an organization.
LO3: To impart knowledge in management activities like planning, organizing, staffing, directing, motivating and controlling.
LO4: To provide the general outline about the need for controlling in an organization.
LO5: To impart knowledge on the need for communication and different types of communication.

Course outcomes
Upon completion of the course students will be able to
CO1 Impart knowledge in general management practice like planning, organizing, staffing, directing, motivating and controlling in an organization.
CO2 Understand the need for team work, to work effectively in a team and to act as a global leader.
CO3 Improve the Cognitive skills related to Indian and global Organisation structure and to understand the different levels of management in an organisation.
CO4 Understand the need for quality policy and controlling techniques to be practiced in an organization.
CO5 Improve and develop the communication skills and the need for ethical business practice.
CO6 Develop conflict management plan and to solve the problems in an organization

Unit–I : Introduction

Unit–II : Planning
Distinction between operational and strategic planning – Types of plans – Grouping of various types of plans – Steps in planning – Importance of policies – Types of policies – Principles of policy making – Policy formulation and Administration – Basic area of policy making.

Unit–III : Organising
Unit–IV : Staffing and Directing


Unit–V : Supervising Control and MBO


References
2) Gupta, C.B., Management Theory and Practice, Sultan Chand & Sons, New Delhi, 2011.

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MBAC 102 : MANAGERIAL ECONOMICS

Learning Objectives
The Objective of this course is
LO1: To understand and learn the economic theories and concepts to be adapted in business development.
LO2: To impart knowledge in analytical skills enabling the students to face the challenges arising in business organisation.
LO3: To provide and help the students a vast knowledge on managerial economics to become business entrepreneurs.
LO4: To provide the concepts of cost analysis and pricing decision in economic aspects
LO5: To impart knowledge in profit analysis towards business operation

Course Outcomes
Upon completion of this course the students will have the ability to
CO1: Analyse the situations challenging the management environment in an organisation.
CO2: Understand the role of Economic theory and concepts in Management Decision making
CO3: Knowing the cost theories will be able to be effective manager in cost reduction
CO4: Handle the Micro and Macro environment.
CO5: Understand the challenges of entrepreneur and build the confidence to do his own business.

Unit–I : Basic Concepts

Unit–II : Cost Analysis
Cost concepts and classifications – Cost output relationship in the long run and short run – Economies (Internal and External) and Diseconomies of scale – Cost control and Cost reduction – Production function – Isoquants, Isocost curves and Least cost combination.

Unit–III : Pricing Decisions

Unit–IV : Profit Analysis
Profit theories – profit policy – Profit budget – Break even analysis – Break even chart – Theory of profit maximization.
Unit-V : Macro Economics and Business Decision


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MBAC 103 : ORGANIZATIONAL BEHAVIOUR

Learning Objectives
The objective of this course is to

- LO1: To learn and understand organizational behaviour concepts and models, moving from individual behaviour to group behaviour
- LO2: To explain the concepts of organizational behaviour and develop effective Human Relations Policies for effective performance.
- LO3: To provide the concepts of attitude, motivation and job satisfaction and related theories.
- LO4: To impart knowledge on the personality & personality attributes of employees in an organisation
- LO5: To provide the concepts of leadership conflict organizational change
Course Outcome
Upon completion of the course students will be able to
CO1: Understand individual behavior in organizations, including diversity, attitudes.
CO2: Study job satisfaction, emotions, moods, personality, values, perception, decision making, and motivational theories.
CO3: Recognize group behavior in organizations, including communication, leadership, power and politics, conflict, and negotiations.
CO4: Unleash the organizational system, including organizational structures, culture, human resource and change.
CO5: Analyze the Leadership characteristics, organizational conflicts
CO6: Know the importance of organizational change.

Unit–I : Introduction and Individual Behaviour

Unit–II : Work Attitude, Motivation and Job Satisfaction

Unit–III : Leadership and Counselling

Unit–IV : Group Dynamics


Unit–V : Organisation Change and OD

References
2) Jarold Greenberg, Robert A Baron, Organizational Behavior, PHI Learning, New Delhi, 2010.
Learning Objectives
LO1: To acquaint the students with the various concepts, techniques of accounting methods
LO2: To analyse the process of accounting data analysis and interpretation.
LO3: To help the student take decision making in the areas of management accounting.
LO4: To impart knowledge on the financial statement analysis, ratio analysis, fund and cash flow analysis
LO5: To provide the managerial concepts of standard costing and variance analysis

Course Outcomes
Upon completion of the course students will be able to
CO1: Understand and get knowledge on accounting format with effectively and professionally.
CO2: Acquire the knowledge and skills that related to financial and nonfinancial information to formulate business.
CO3: Develop the global business, how to management accounting helps for decision making.
CO4: work individual as well as team member in financial aspects of business.
CO5: Analyse and Implementation their responsibility and ethical financial information.
CO6: Provide sustainable development of business using tools and technique in accounting

Unit–I : Introduction to Management Accounting and Financial Accounting

Unit–II : Financial Statement Analysis, Ratio Analysis, Fund and Cash Flow Analysis


Unit–III : Marginal Costing, Budget and Budgetary Control

Marginal Costing – Concept – Advantages and Disadvantages – Break even analysis – Cost volume profit analysis – Budget and Budgetary control – Objectives – Type of budgets – Preparation of Sales, Cash, flexible and master budgets (simple problems).

Unit–IV : Capital Budgeting


Unit–V : Reporting

Reporting to management – Objectives of reports – Reports for different levels of management – Preparation of reports – Uses of Reports – General Principles of a good reporting.

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Learning Objectives
The Learning Objectives of the course is

LO1: To explain the fundamentals of computers, hardware, software and its evolution.
LO2: To provide indepth knowledge on software development process and its related functionalities.
LO3: To enable data processing concepts and its applications.
LO4: To impart knowledge on networking, its types and topologies.
LO5: To introduce the strategic implementation of IT and its applications in organizations

Course Outcome
Upon completion of the course the students will be able to

CO1: Understand the evolution and recent developments in hardware, software, management functions related packages and other accessories.
CO2: Recognise, understand and involve in development of programs, system software and applications for various functions of business.
CO3: Organize and work with files, folders and data storage for various functions in modern business.
CO4: Get familiar with working in MSoffice and its application for various functions in modern business.
CO5: Gain familiarity with the concepts and terminology used in the network development.
CO6: Implement and maintain the operations of networking in information system of various functions for strategic advantage.

Unit–I : Computer Fundamentals

Unit–II : Software Development applications

Unit–III : Data Processing Concepts

Unit–IV : Computer Networks

Unit–V : Implementing and Managing IT


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MBAC 107 : PROJECT, ENTREPRENEURSHIP AND SMALL BUSINESS MANAGEMENT

Learning Objectives
The objective of this course is to
LO1: Make understand the frame work for of project and stages involved in it
LO2: Explain the process of developing the project and roles and responsibilities of personnel involved in it.
LO3: Create awareness of the project feasibility and finance involved in it.
LO4: Create awareness of SMME and its role in economy and its developments.
LO5: Evaluating the project and to prepare a ground where the students build the necessary competencies and to motivate for a career in Entrepreneurship.

**Course outcomes**
Upon completion of the course students will be able to:

**CO1:** Understand and get skill on Project management tools and Information system used in a project.

**CO2:** Impart knowledge on infrastructure project and project identification methods that are practiced in Indian and Global scenario.

**CO3:** Improve cognitive skills on project delays and to resolve conflict in a project.

**CO4:** Understand the role of entrepreneur and ethical practice in Indian and global scenario.

**CO5:** Develop the leadership skills, communication skills and the ability to work with a project team.

**CO6:** Impart knowledge on Training institute and financial institution that assist the small scale industry in the sustainable development.

**Unit–I : Project Planning**

**Unit–II : Project Feasibility and Project Finance and Evaluation**


**Unit–III : Introduction to Entrepreneur**

**Unit–IV : Entrepreneurship Environment and Challenges**

**Unit–V : Small Business Management**

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MBAC 108 – RESEARCH METHODOLOGY

Learning Objective
The objective of this course is
LO1: To equip the students with the basic understanding of the research methodology
LO2: To provide an insight into the application of modern analytical tools and techniques for the purpose of management decision making.
LO3: To impart knowledge in data collection and research tools to efficiently complete their business
research.

LO4: To provide the statistical concepts of primary and secondary data and its collection methods
LO5: To make understand the method of preparing statistical reports in business organization

Course Outcomes
Upon completion of the course students will be able to
CO1: Display competencies and knowledge on the key knowledge area of research and its methodologies.
CO2: Acquire the skills to explore appropriate research problems and parameters.
CO3: Evaluate research problems and various research designs,
CO4: Formulate hypotheses and develop statistical models
CO5: Acquire the skills to analyse various research problems, interpret the various statistical

Unit–I : Introduction to Research and Research Methodology

Unit–II : Data Collection
Methods of data collection – Observational and Survey methods – Field work plan – Administration of surveys – Training for field investigators – Sampling methods – Sample size.

Unit–III : Research Tools
Source of Data – Primary – Secondary data – Questionnaire Design; Attitude measurement techniques – Scaling Techniques.

Unit–IV : Application of Statistics in Research

Unit–V : Report Preparation

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**MBAC 109 : COMPREHENSIVE VIVA-VOCE (INDUSTRIAL VISITS AND SUBJECTS)**
Learning Objectives
The objective of this course is to
LO1: To educate the concept of finance and its concern with everything that takes place in the
  conduct of the business.
LO2: To develop and acquaint the students with the various concepts, techniques, methods of
  planning and forecasting.
LO3: To explain various sources of finance, dividend policy and capital structure.
LO4: To impart knowledge on the working capital management
LO5: To provide the financial concepts of capital structure and capital budgeting.

Course outcome
After completion of this course, the student should be able to
CO1: Analyse the functions of finance manager who entails planning, organising, controlling,
  monitoring and evaluating the financial resources of an organisation to achieve its overall
  objectives.
CO2: Describe the characteristics of various sources of longterm financing.
CO3: Analyse the key issues related to working capital policy and various facets of inventory
  management
CO4: Discuss the techniques of Capital budgeting and explore certain advanced issues in capital
  budgeting.
CO5: Expound various views on relationship between capital structure and cost of capital.
CO6: Explore the aspects of dividend decision and describe the determinants of appropriate
  dividend policy.

Unit–I : Introduction to Financial Management

Unit–II : Short – Term Financing

Unit–III : Long – Term Financing

Unit–IV : Dividend Policy Decision and Cost of Capital


Unit–V : Capital Structure and Leasing


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MBAC 202 : MARKETING MANAGEMENT

Learning Objectives
This objective of this course is
LO1: To familiarize with the various concepts in marketing
LO2: To acclimatize the students about the marketing environment
LO3: To understand consumer behaviour
LO4: To analyse the factors influencing consumer decision
LO5: To develop the ability to design best marketing strategy

Course Outcome
After completion of the course students will be able to
CO1: Familiar into marketing concept and environment.
CO2: Built the Critical approach and analyze the market and segmenting markets.
CO3: Well communicate the authorities about the buyer's opinion towards promotional as well as marketing mix strategies.
CO4: Analyze the innovative market information and derive insights.
CO5: Construct the suitable marketing strategies after evaluating the current trend about new products and copyrights.
CO6: Teach the ethics of marketing to the corporate world and also can explore the purchase decision process.

Unit–I : Marketing and its Environment

Unit–II : Market Analysis and Segmentation

Unit–III : Product and Pricing Strategies
Unit–IV : Physical Distribution and Promotion


Unit–V : Consumer Behaviour and CRM


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MBAC 203 : HUMAN RESOURCE MANAGEMENT

Learning Objectives:
The objective of the course is
LO1: To introduce the basic concepts to understand the importance of human resource Management
LO2: To provide understanding of the various functions of human resource management
LO3: To Acquaint the application of management functions and principles towards acquisition, development, retention and compensation of employees.
LO4: To provide the concepts of job analysis and job design
LO5: To impart knowledge on the promotion, job evaluation and compensation issues.

Course Outcomes
Upon completion of the course students will be able to
CO1: Apply and contribute to the development, implementation and evaluation of Planning of Human Resources, Recruitment, Selection, and Retention.
CO2: Create the design and evaluation of Training and Development Programmes.
CO3: Develop and Facilitate Performance management and Compensation management by upholding ethical standards for sustainable development.
CO4: Critically evaluate and communicate Health, Welfare and safety aspects of employees and organization.
CO5: Appreciate Human Resource aspects of an organization for better decision making.
CO6: Conduct research, prepare report and recommend changes in Human Resource Practices.

Unit–I : Introduction

Unit–II : Job Analysis, Job Design and Human Resource Planning

Unit–III : Training and Performance Appraisal

Unit–IV : Promotion, Job Evaluation and Compensation

Unit–V : Quality of work life and Participative Management


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LEARNING OBJECTIVES
The objective of this course is,
LO1: To acquire a working understanding of production function in the context of business enterprises and the various ergonomics considerations in designing the production system of an organisation.
LO2: To analyze the factors influencing plant location and principles of plant out existing in the industry.
LO3: To help the students to understand about production, planning and control and the role of Gantt charts in production scheduling.
LO4: To explain the essentials of materials management and the role of inventory system in running a business and to develop skills in solving production related problems.
LO5: To impart knowledge on the materials management information system.

Course Outcomes
Upon completion of the course students will be able to,
CO1: Demonstrate the core features of production function at the operational and strategic levels, its correlation with employees, process, productivity, quality and information technology besides its contribution to the competitiveness of firms.
CO2: Appraise the production functions and their interaction with other business functions such as finance, marketing, human resource, supply chain and innovation.
CO3: Evaluate the factors that may influence the location of a plant in national and foreign along with the ability to identify operational methodologies to assess and improve the organizational overall performance.
CO4: Assess the principles underlying on Production Planning and Control and pertain various qualitative techniques of maintenance function for an extensive sustainability and development of the organizations.
CO5: Apply materials forecasting and planning techniques to carry out the work independently or team and develop basic materials requirement schedules in order to take aggregate decisions.
CO6: Develop an integrated framework for critical thinking entailed for today’s managers towards purchasing policies, procedures, legal aspects, and tax considerations which analyze the enterprise as a whole with a specific focus on the organizations wealth creation processes.

Unit–I : Production Function
Plant Location – Factors influencing plant location – Multi Plant location – Foreign Location – Relocation – Plant location trends.

Unit–II : Plant Layout and Maintenance

Unit–III : Production Planning and Control

Unit–IV : Materials Management and Materials Management Information System

Unit–V : Store and Purchase Function

Purchasing function – Purchasing policies and procedures, legal aspects of purchasing, tax considerations in purchasing, selections and sources of supply and make or buy decisions – Vendor evaluation and rating – vendor development.

References

Outcome Mapping
MBAC 206 : DECISION SUPPORT SYSTEM AND MANAGEMENT INFORMATION SYSTEM

Learning Objectives
The Learning Objectives of the course is
LO1: To provide a real world understanding of information systems and Decision Support System
   application in business.
LO2: To impart a firm foundation and background needed in the field of information systems.
LO3: To explain the Information System technologies currently available in business world.
LO4: To provide the right balance of conceptual background, technical information and real world applications.
LO5: To introduce the infrastructure required and security issues for the effective use of information System.

Course Outcome
Upon completion of the course the students will be able to
CO1: Categorize the components of information systems and differentiate how they interact among them.
CO2: Understand MIS and DSS within a context of an integrated collection of subsystems within an organisation.
CO3: Classify the conceptual foundations, structure and technology of information systems.
CO4: Formulate and develop an information based DSS and MIS, supporting improved decision making and problem solving by improved individual insight.
CO5: Determine and develop MIS and DSS in support of management, users and functional areas for the organisation
CO6: Develop planning and techniques involved in the implementation of an information system, specifically MIS & DSS

Unit–I : Basic MIS and DSS concepts

Unit–II : Design and development of MIS and DSS
Designing Information System: System Development Life cycle (SDLC) approach: Requirement Analysis; Information gathering; Design and developing the IS; Implementation of IS in organizational settings. Rapid application Development:
Application Systems; ERP applications. DSS development process-DSS evolution-GDSS application and design. Mathematical models in DSS.

**Unit–III : Infrastructure for MIS and DSS**


**Unit–IV : MIS in Functional Components and System Security**


**Unit–V : IT infrastructure Management**

Organising MIS function in the enterprise- structure of MIS team in the organization-Different strategies of IT infrastructure management; In-house development of MIS-Outsourcing MIS function; Hardware and Software updating-End user training and development-End user training need identification.

**References**


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FIRST YEAR : SECOND SEMESTER
MBAH 207 : INDUSTRIAL RELATIONS AND LABOUR WELFARE MANAGEMENT

Learning Objective
LO1: To enable the students to understand the significance and applications of industrial relations and labour welfare management.
LO2: This course is an attempt to appreciate the conceptual and practical aspects of industrial relations and welfare at the macro and micro levels.
LO3: To Educate the objectives of workers Education & National commission of Labour

Course Outcome
Upon completion of the course students will be able to
CO1: Facilitate and support effective employee and labour relations in both non-union and union environments.
CO2: Research and support the development and communication of the organization's total compensation plan.
CO3: Collaborate with others, in the development, implementation, and evaluation of organizational and health and safety policies and practices.
CO4: Understand about Labour welfare and its impact & implications.
CO5: To know about importance of Workers participative Management

Unit–I : Introduction
Industrial Relations Perspectives: Approaches – Scope Concept and Significance – IR Systems – Structure of IR dept. – Role of IR Officer – Industrial Relations and the Emerging Socio Economic Scenario – Causes for poor IR.

Unit–II : Trade Unions and Discipline

Unit–III : Negotiation and Collective Bargaining
Negotiation, Conciliation, Arbitration, Adjudication and Collective Settlements, Co-
ownership: Productive Bargaining and Gain Sharing – Collective bargaining – Objectives
– Process – Position in India – Collective Bargaining and Settlements including present
status – ILO – Aims and Role in Promoting Industrial Peace.

Unit-IV: Labour Welfare
Meaning and Scope – Theories – Classifications, Concepts and Growth of Labour
Welfare in India – Role, Responsibilities and Duties of Welfare Officer – Industrial
Hygiene and safety.

Unit–V : NCL and Workers Participation Management
Objective of workers Education – Recommendations of National Commission on
Labour – Forms – Levels of Participation – Evolution – Models – Objectives – Joint

References
1) Manoria, Mamoria, Gankar, *Dynamics of Industrial Relations*, Himalaya Publishing,
2) PC Tripathi, *Personel Management & Industrial Relations*, Sultan Chand,
New Delhi, 2009.

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Learning Objective of the course is

LO1: To understand the labour law framework for the efficient decision making process.

LO2: To provide an application of various labour laws and their implications for industrial relations and labour issues.

LO3: To acquaint the students with the basic concepts of trade union, disputes, industrial employments and acts.

LO4: To understand the social responsibilities, ethical and social considerations of business organisation on the basis of legal framework.

Course Outcomes

Upon completion of the course students will be able to

CO1: Display competencies and knowledge in all Labour Laws.

CO2: Contribute efficient decision making in solving labour legal issues, implementation of policies and practices and evaluation of employee –management industrial issues.

CO3: Develop own professional development in labour legislation and exhibit leadership skills in workplace.

CO4: Display the knowledge in welfare and wage Legislations also to integrate the knowledge of Labour Law in General HRD practice for sustainable development of the organization.

CO5: Facilitate the enquiry procedural and industrial discipline on the basis of Indian labour legislations.

Unit–I : Introduction to Labour Law


Unit–II : Trade Union & Disputes


Unit–III : Industrial Employment Act, Wages and Bonus Laws


Unit–IV : Social Security Laws


Unit–V : Laws Relating to Working Conditions


References


8) Taxxmann’s *Labour Law*, Taxmann Allied Service (P) Ltd., New Delhi, 1992

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SECOND YEAR : THIRD SEMESTER
MBAC 301 : OPERATIONS RESEARCH

Learning Objectives

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The Objective of this course is
LO1: To provide an in–depth understanding of the Concept of OR
LO2: To enable the course participants to understand the various Techniques of OR
LO3: To provide an in-depth understanding of the OR role in managerial Decision making.
LO4: To develop competencies in Maximize the productivity with help of least cost techniques

Course Outcomes

Upon completion of the course, the student will
CO1: Critically think about the priorities that are involved in the daily activities of a project.
CO2: Cultivate and Enhance the knowledge about Build the best fit route of transportation for carrying schedule of activities.
CO3: Have the ability to work and Graphically locate the optimum peak point in completing the project.
CO4: Understand the application of Queuing Theory
CO5. Analyze and apply the research techniques in quantitative and qualitative aspects

Unit–I : Introduction

Unit–II : Linear Programming

Special Purpose Algorithms

Unit–III : Inventory Models
Inventory costs – Cost of average inventory – Optimum Number of orders per year – Optimum days supply per order – Optimum rupee value per order – Assumptions – Applications of EOQ in Production process – Reorder point – Lead Time – Safety Stock.

Waiting Line Models – Definitions of waiting lines – Single channel Queue models (Poisson Distributed arrivals and Exponentially Distributed Service Time) – Multiple channel Queue models (Poisson Distributed Arrivals and exponentially distributed Service Times) – Simulation of Queuing System.

Unit–IV : Game Theory

Network Models

Unit-V : Replacement Models
Capital equipment replacement – Replacement of terms that fail completely – Individual Vs Group replacement.

Sequencing
Problems with ‘n’ jobs and 2 machines problems with ‘n’ jobs and 3 machines.

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Learning Objectives
The Objective of this course is
LO1: To provide an in–depth understanding on the concept of management through Case study
LO2: To enable the course participants to understand various strategies through practical cases
LO3: To develop Case Studies for problem solving
LO4: To impart knowledge on the inventory models

Course Outcomes
Upon completion of the course, the student will
CO1: Critically think the concepts of Management through Case Analyisis
CO2: Cultivate and Enhance the knowledge on developing practical Case Study
CO3: Have the ability to work develop own cases by using Data Bank
CO4: Understand the application of Queuing Theory
CO5: Analyze and apply the research techniques in quantitative and qualitative aspects

Unit–I : Case Study Fundamentals

Unit–II : Case Development and Analysis Techniques

Unit–III : Case Study Steps

Unit-IV: Cases in Management

Unit–V : Contemporary Cases
Current Cases of Indian Business and Industry – International Business and MNC.

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**MBAC 303 : BUSINESS LEGISLATIONS**

**Learning objectives**

The Objectives of this course are:

- **LO1**: To assist the students in understanding basic laws affecting operations of a business enterprise.
- **LO2**: To help the students in understanding of the free enterprise system and the legal safeguards of the same.
- **LO3**: To develop in the student acceptable attitudes and viewpoints with respect to business ethics and social responsibility.
- **LO4**: To Communicate effectively using standard business and legal terminology.

**Course Outcomes**

Upon completion of this course the students will be able to:

- **CO1**: Expertise with the business laws and company laws.
- **CO2**: Appreciate and analyse the scope of these laws so that they are able to operate their businesses within their legal confines.
- **CO3**: Develop students thinking in a logical way, so that even a student with no legal background is able to understand it.
- **CO4**: Create the students’ analytical thinking and logical reasoning as a technique for
decision-making on the basis of business legislations.

CO5: Understand the applicability of rules as per today’s scenario.

Unit–I : Contract

Unit–II : Agency and Bailment

Unit–III : Sales and Insurance Laws

Unit–IV : Negotiable Instruments, Partnership and Other Laws

Unit–V : Corporate Secretarial Practices

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MBAC 304 : INTERNATIONAL BUSINESS AND EXPORT MANAGEMENT

Learning Objectives
The objective of the course is:
LO1: To know the origins and patterns of International Trade and concepts of terms of trade
LO2: To understand contemporaneous export procedure, pertinent documents and tariff
LO3: To acquaint the aspects of international finance and forex markets.
LO4: To Evaluate the need for comprehensive and specific export credit insurance policies to the organization

Course outcomes
Upon completion of the course the students will be able to
CO1: Get in depth knowledge about export procedure and documents.
CO2: Describe the aspects of export marketing and pricing methods.
CO3: Know the facet of export & import finance.
CO4: Analyze complexities in export pricing.
CO5: Compare Exim financial services that suits business needs.

Unit–I : Theories of International Trade and Nature of International Business and BOT/BOP

Unit–II : Export Procedure and Export Documents and Tariff

Unit–III : International Finance and Foreign Exchange Market

Unit–IV : Export Marketing and Pricing

Unit-V : Export and Import Finance


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SOSC 306 : SOFT SKILLS

Learning Objectives

The objective of the course is

LO1: To introduce the basic concepts and to explain the importance of Soft Skills.
LO2: To provide understanding of the various Soft Skills.
LO3: To acquaint various soft skills that would assist students in their career and personal lives.
LO4: To Develop and incorporate time management and resource management skills to achieve one’s own goals.

**Course Outcomes**
Upon completion of the course students will be able to
CO1: Develop effective communication in oral and written forms.
CO2: Improve their cognitive skills by enhancing learning skills, presentation skills with ICT, problem solving and decision making skills.
CO3: Critically think and evaluate their own self better and build ethical qualities for personal and professional success
CO4: Manage emotions and stress and build team skills for sustainable development in global business environment.
CO5: Analyse conflicts and maintain better interpersonal relationships.

**Unit 1: Soft Skill and Personality Development**
Soft skills – Meaning and Importance, Self concept - Self awareness, Self development, Know Thyself – Power of positive attitude – Etiquette and Manners
Listening – Types of Listening – Effective Listening – Barriers to Listening – Assertive communication

**Unit 2: Communication Skills**
Oral communication – Forms – Types of speeches - Public Speaking — Presentation – Elements of effective presentation – Use of visual aids in presentation
Written communication – Strategies of writing – Business letters – form, structure & formats – Types of business letters – Memos – Agenda & Minutes
Non-verbal communication – Body language – Proxemics

**Unit 3: Interpersonal Skills**
Interpersonal skills – Relationship development and maintenance – Transactional Analysis Conflict resolution skills – levels of conflict – handling conflict - Persuasion – Empathy – Managing emotions – Negotiation – types, stages & skills – Counselling skills

**Unit 4: Employability Skills**
Goal setting – Career planning – Corporate skills – Group discussion – Interview skills – Types of Interview - Interview body language - E-mail writing – Job application – cover letter - Resume preparation

**Unit 5: Work Skills**

**References:**
SECOND YEAR: THIRD SEMESTER  
MBAH 307: MANAGEMENT OF TRAINING AND DEVELOPMENT

Learning Objectives
The Objective of this course is
LO1: To provide an in-depth understanding of the role of Training in the HRD
LO2: To enable the course participants to manage the Training systems and processes.
LO3: To provide an in-depth understanding of Management Development.
LO4: To Uphold the ethical issues in training and development programme in India.

Course Outcomes
Upon completion of the course, the student will be familiar in

CO1: Roles, Responsibilities and Challenges to Training Managers.
CO2: Acquiring the skill in ‘on-the-job training’ and ‘off-the-job training’
CO3: Develop an understanding in Career planning and Management
CO4: Analyse the need for training in India
CO5: Develop the competencies in Management development programmes

Unit–I: Introduction
Unit–II : Training Techniques


Unit–III : Career – Planning


Unit–IV : MDP and Training Institutions


Unit–V : MDP Institutions


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MBAH 308 : COMPENSATION MANAGEMENT

Learning Objectives
LO1: To provide hands on experience in wage determination at the enterprise level
LO2: To understand the wage structure in a Company and its administration & control
LO3: To analyze and contrast the wage Incentives and group incentives
LO4: To Cultivate cognitive skills acquired on fringe benefits methods to support the enhancement of compensation techniques.

Course Outcomes
Upon completion of this course, the student will have the ability to
CO1: Display competencies and knowledge in wage payment problems & apply knowledge in wage determination
CO2: Develop own professional development in job evaluation system and its models of the field of compensation management.
CO3: Able to cultivating cognitive skills on the applications of business analytics to export, import and taxation.
CO4: Commitment to sustainable development of remuneration and incentive plans in solving compensation issues.
CO5: Provide leadership in application of using job evaluation for solving compensation management issues within and between disciplines

Unit–I : Wage Determination
Issues in Wage Determination – Components of Wage Payment – Relevant Legislations Regarding Wages – Wage Determination at the enterprise Level.

Unit–II : Job Evaluation for Personnel

Unit–III

Unit–IV


Incentive for Supervisory and Managerial Personnel – Profit Sharing and Stock Ownership – Fringe Benefits.

Unit–V : Managerial Remuneration
Managerial Remuneration: Fundamentals – Managerial Remuneration: Situation in India.
Managerial Remuneration: Boothalingam and Sachar Committee – Managerial Remuneration in the Future.

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SECOND YEAR : FOURTH SEMESTER
MBAC 401 : RETAILING AND RURAL MARKETING

Learning Objectives
LO1: To focuses on the understanding of Retail management,
LO2: To the development of organized retail in India
LO3: To explain the importance of rural market both as end market and procurement source.
LO4: To know the growth of growth of rural marketing in India.

Course Outcomes
Upon completion of the course students will be able to

- CO1: understand the principles and functions of Retailing in India.
- CO2: Understand the importance of Retail site locations
- CO3: Familiar with the HRM functions in retailing.
- CO4: Enable to understand the duties and responsibilities of store manager.
- CO5: Develop and evaluate the Rural Marketing.

Unit–I : Retailing – Introduction and Strategy

Unit–II : Retail site Location

Unit–III : Human Resource Management

Unit–IV : Merchandize Management
Presenting the merchandize – Merchandize Amendment Planning – Store display and ambience – Retail Signage – Types and characteristics – Components of retail store operations – Duties and responsibilities of store manager.

Unit–V : Rural Market

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Outcome Mapping
MBAC 402 : BUSINESS POLICY AND STRATEGIC MANAGEMENT

Learning Objectives
The objective of the course is
LO1: To explain about the Business Environment.
LO2: To introduce the basic concepts and importance of Business Policies and Strategies
LO3: To Acquaint the formulation and implementation of Business Policies and Strategies.
LO4: To Understand the social responsibilities, ethical and social considerations of business organisation

Course Objectives
Upon completion of the course students will be able to
CO1: Understand and get knowledge on managerial functions such as the internal and external environment of the organization.
CO2: Improve the cognitive skills that related to Mission, Vision, Goals, Objectives, Policies and Strategies of any organisation.
CO3: Evaluate and Develop strategic management tools and recommend strategic responses to business problems.
CO4: Develop strategic management plan for sustainable development of the organization
CO5: Analyse and Implement their responsibility to the society and business organisation.

Unit–I : Basic concepts of Business Policy

Unit–II : Business Analysis

Unit–III : Basic concept of strategy

Unit–IV : Business Development Strategies
Unit–V : Business Vs Social


References


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PO/CO: Programme Outcomes / Programme Specific Outcomes

CO1, CO2, CO3, CO4, CO5, CO6: Co-Objectives
MBAC 403 : LOGISTICS AND SUPPLY CHAIN MANAGEMENT

Learning Objectives
The purpose of the course is to
LO1: To Explain the supply chain decisions and supply chain drivers
LO2: To Understand the factors of distribution, designing network and their trade-offs
LO3: To provide the role of information technology in supply chain
LO4: To Understand the importance of Enterprise Resource Planning (ERP).

Course Outcomes
Upon completion of the course students will be able to
CO1: Evaluate complex qualitative and quantitative data to support strategic and operational decisions of supply chain.
CO2: Develop comprehensive strategic and tactical plans for supply chain management.
CO3: Use creative, critical and reflective thinking to address organizational opportunities and challenges.
CO4: Integrate appropriate technologies in developing solutions to business opportunities and challenges.
CO5: Analyze the effect of demand uncertainty managing inventory in the supply chain

Unit–I : Logistics Design

Unit–II : Logistics Network

Unit–III : Logistics Demand

Unit–IV : Supply Chain Management Models and Strategy


Unit–V : Supply Chain Management Design

Note: Theories and concepts only will be taught to the students.

References

**Outcome Mapping**

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Learning Objectives

The Objectives of the Course are:
LO1: To acquaint the students on the applications of Indian Ethos and values; managerial decision-making process.
LO2: To train students in Yoga practices such as Asnas (yogic exercise), meditation(exercise for mind), Pranayama (exercise for breath),
LO3: To Introspect (practices for positive thinking) and to manage stress in their managerial career.
LO4: To Implement the outcome of Yoga for Managerial Excellence

Course Outcomes

The completion of this course will result in
CO1: Enhancing the understanding of Ethics and Religious Values
CO2: Increasing capacities on Indian Ethos for Business Excellence
CO3: Managing stress in real world situations
CO4: Practicing yoga and meditation for better mental health
CO5: Exercising yoga and meditation for better physical health and social skills

Unit–I : Ethics and Religious Values
Unit–II : Indian Ethos for Business Excellence
Unit–III : Stress Management
Unit–IV : Theories in Yoga
Unit–V : Yoga for Managerial Excellence

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**MBAC 406 : BEHAVIOURAL SCIENCE EXPERIMENTS AND TESTING – PRACTICAL**

Candidates are required to perform all the experiments from the areas given below. Prepare a record and the same should be submitted at the time of practical examination duly signed by the course teacher and with a bonafide certificate from the Head of the Department.

**Learning Objectives**

The students should know:
- **LO1**: To Know the general principles and aim of psychology – to verify certain problems in experimental situations.
- **LO2**: To explain The methods of giving instruction to the subjects and to contact the experiments.
- **LO3**: To collect the data, interpret them using suitable statistical techniques.
- **LO4**: To understand the dimensions of Decision making.

**Course Outcomes**

Upon completion of the course students will be able to
- **CO1**: Recognize, describe and implement a variety of research methods and skills common to the behavioral sciences.
- **CO2**: Articulate the key elements of content within a wide variety of areas in the behavioral sciences.
- **CO3**: Creatively and effectively apply behavioral science principles, knowledge and skills to promote positive change in one’s community.
- **CO4**: To enhance the student’s communication Skills through activities.
- **CO5**: It helps to understand the dimensions of Emotional intelligence & Ego states.

**Unit–I : Creativity and Leadership**

Creativity – Creative thinking – Divergent thinking – Stages in Creative thinking.

Unit–II : Decision Making and Assertiveness
Decision Making – Styles – Importance stages in decision making.

Unit–III : Ego States and Stress Coping
Transaction analysis – Parent ego – Adult ego – Child ego – Characteristics.

Unit–IV : Emotional Intelligence and Personality
Emotional Intelligence – Components of Emotional Intelligence – Influencing Emotions – Handling relationships.
Personality – Extraversion – Intraversion.

Unit–V : Adjustment and Values
Values – Value system – Values in different cultures.

Tests
Test will be conducted through practicals on the following aspects:

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SECOND YEAR : FOURTH SEMESTER
MBAH 407 : ORGANIZATIONAL CHANGE AND DEVELOPMENT

Learning Objectives

LO1: To understand the Changes in a Company and its administration
LO2: To analyze and contrast the change and development
LO3: To Cultivate the team interventions and its methods to support
LO4: To understand the client relationship and its importance
LO5: to analyze the role of Human resource in organization development

Course Outcomes

Upon completion of this course, the student will have the ability to
CO1: Display competencies and knowledge in organization development
CO2 : Will solve the problems & apply knowledge in Change mangament
CO2: Develop own professional development in Client Relationship
CO3: Able to the team interventions in Organisational Change
CO4: Commitment to sustainable development in development issues.
CO5: Develop the leadership qualities in Consultancy.

Unit–I : Introduction

Unit–II : Change Methods
Unit–III : Organisational Development

Unit–IV : Organisational Development Interventions

Unit–V : Contemporary Organisational Development

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Learning Objectives:
The objective of the course is
LO1: To introduce the basic concepts to understand the importance of human resource Management
LO2: To provide understanding of the various functions of human resource management
LO3: To Acquaint the application of management functions and principles towards acquisition, development, retention and compensation of employees.
LO4: To provide the concepts of job analysis and job design
LO5: To impart knowledge on the promotion, job evaluation and compensation issues.

Course Outcomes
Upon completion of the course students will be able to
CO1: Apply and contribute to the development, implementation and evaluation of Planning of Human Resources, Recruitment, Selection, and Retention.
CO2: Create the design and evaluation of Training and Development Programmes.
CO3: Develop and Facilitate Performance management and Compensation management by upholding ethical standards for sustainable development.
CO4: Critically evaluate and communicate Health, Welfare and safety aspects of employees and organization.
CO5: Appreciate Human Resource aspects of an organization for better decision making.
CO6: Conduct research, prepare report and recommend changes in Human Resource Practices.

Unit–I : Introduction

Unit–II : Management Techniques
Work Place and Its Improvement Through 5S – Modern Management Techniques and Management of Employee Performance – Team Building – Concept, Culture, Methods, Effectiveness & Empowerment, Problems – Potential and Perspectives.

Unit–III : Motivation and Performance Appraisal
Organizational Structure and Employee Motivation and Morale – Contemporary Thinking on Employment Practices (Tenure Employment) and Work Schedules (Flextime) and the Related Performance Appraisal Systems; Quality Circle – Features – Process – Pre-requisites for their Efficiency.

Unit–IV : Problems and Rewards
Unit-V: Quality Performance
Quality Performance Management – Indian and Western Thought in a Market era - Integrated Studies Dealing with Methods, Techniques, and Processes.

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