

BACHELOR OF MANAGEMENT STUDIES

COURSE OUTCOMES

FYBMS

SEMESTER 1		
SYLLABUS	OBJECTIVES	OUTCOMES
Foundation of Human Skills		
1. Understanding of Human Nature 2. Introduction to group behavior 3. Organisational culture and Motivation at work place 4. Organisational change, creativity and development and work stress	1. To learn about basics of human nature 2. To be aware of group dynamics and organizational systems 3. To understand about need for motivation at work place and how organizational culture can be nurtured and sustained 4. To gain a general understanding of organizational change and development concepts and stress management	1. Effectively manage interpersonal relationships 2. Contribute as a team member and exercise leadership skills. 3. Identify ways of coping with stress effectively
Business Law		
1. Contract Act 1872 & Sale of Goods Act 1930 2. Negotiable Instrument Act 1981 & Consumer Protection Act 1986 3. Company Law 4. Intellectual Property Rights	1. To make students aware of basic provisions of Contract Act 1872 and Sale of Goods Act 1930 2. To acquaint learners with Negotiable Instrument Act 1981 and Consumer Protection Act 1986 3. To make aware of the basic rules and concepts of corporate law 4. To acquaint the students with basics of intellectual property rights with special reference to Indian Laws and its practices.	1. Spot legal problems before they become issues. 2. Understand IP inventions and avoid IP infringements 3. Apply basic legal knowledge to business transactions
Business Statistics		
1. Introduction to Statistics 2. Measures of Dispersion, Co relation and Linear Regression 3. Time series and Index Number 4. Probability and Decision Theory	1. To understand the basic concepts, functions and methods of statistical tools. 2. To learn the purpose of measures of dispersion 3. To understand time series and index number 4. To study the application of decision theory in business	1. Measure performance of a business and identify trends 2. Make sound and smart decisions for a company or business 3. Produce appropriate graphical and numerical descriptive statistics for different types of data.
Business Economics-I		

<ol style="list-style-type: none"> 1. Introduction 2. Demand Analysis 3. Supply and Production decisions and Cost of production 4. Market structure: perfect competition and Monopoly and Pricing and Output decisions under imperfect competition 5. Pricing Practices 	<ol style="list-style-type: none"> 1. To stimulate the student's interest by showing the relevance and use of various economic theories. 2. To make students aware of demand function and demand estimation and forecasting 3. To acquaint learners about production function and cost concepts 4. To compare and contrast common market structures, including perfect competition and monopoly 5. To make aware of different pricing methods 	<ol style="list-style-type: none"> 1. Develop the ability to explain the core economic terms, concepts and theories 2. Use critical thinking skills within the discipline of economics about economic matters. 3. Become well trained professionals with inter and multi-disciplinary skills for applied economic analysis
Business Communication-I		
<ol style="list-style-type: none"> 1. Theory of Communication 2. Obstacles to Communication in business world 3. Business Correspondence Language and writing skills 	<ol style="list-style-type: none"> 1. To understand the methods and modes of communication. 2. To understand about the barriers to communication 3. To provide basic understanding of business correspondence 4. To develop language and writing skills 	<ol style="list-style-type: none"> 1. Foster good working relationships at their workplace 2. Identify and apply suitable modes of communication 3. Overcome barriers to effective communication
Introduction to Financial Accounting		
<ol style="list-style-type: none"> 1. Introduction 2. Accounting transactions 3. Depreciation accounting & trial balance 4. Final accounts 	<ol style="list-style-type: none"> 1. To know about accounting principles and accounting concepts 2. To understand journal entries, ledger posting and subsidiary books 3. To understand depreciation and trial balance 4. To understand the preparation of financial statements. 	<ol style="list-style-type: none"> 1. Explain purposes and functions of accounting 2. Combine practice and theoretical knowledge of financial accounting. 3. Develop ability to prepare financial statements
Foundation Course -1		
<ol style="list-style-type: none"> 1. Overview of Indian Society 2. Concept of Disparity 3. The Indian Constitution 4. Significant aspects of political process 	<ol style="list-style-type: none"> 1. To understand the multicultural diversity of Indian society 2. To understand the concept of disparity arising out of stratification and inequality 3. To understand the basics of Indian Constitution 4. To understand the political party system of India 	<ol style="list-style-type: none"> 1. Explain the demographic composition and rich diversity of India 2. Inculcate patriotism and values of tolerance, peace and harmony 3. Identify inequalities and issues faced by people with disabilities

SEMESTER II

Principles of Management

<ol style="list-style-type: none">1. Nature of management2. Planning and Decision making3. Organising4. Directing, leadership, coordination and controlling	<ol style="list-style-type: none">1. To understand basic concepts of management.2. To study the evolution of management thought3. To understand the importance of planning and various techniques of decisionmaking4. To study the importance of managerial role in the organisation	<ol style="list-style-type: none">1. Effectively manage an organization2. Successfully handle different managerial situations.3. Practice the process of management's four functions: planning, organizing, leading, and controlling.
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Principles of Marketing

<ol style="list-style-type: none">1. Introduction to marketing2. Marketing environment, Research and Consumer behavior3. Marketing Mix4. Segmentation, Targeting and positioning and Trends in Marketing	<ol style="list-style-type: none">1. To understand basic concepts of marketing2. To introduce students to consumer behavior and their impact on marketing3. To learn how companies use marketing mix to market to their target customers4. To understand the purpose of segmentation, targeting and positioning in marketing	<ol style="list-style-type: none">1. Acquire skills necessary to become successful marketing managers.2. Use marketing information and research to develop marketing strategies for an organization.3. Present effective solutions to customers' needs
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Business Communication - II

<ol style="list-style-type: none">1. Presentation Skills2. Group Communication3. Business Correspondence4. Language and Writing Skills	<ol style="list-style-type: none">1. To study how to make effective presentation during business meetings etc2. To be trained in group communications3. To apply appropriate communication skills across settings, purposes, and audiences.4. To prepare different types of reports	<ol style="list-style-type: none">1. Communicate effectively in variety of organizational settings2. Participate effectively in groups with emphasis on listening, critical and reflective thinking3. Demonstrate a good understanding of effective business writing
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Foundation Course-II

<ol style="list-style-type: none">1. Globalization and Indian Society2. Human Rights3. Ecology4. Understanding Stress and Conflict5. Managing Stress and Conflict in Contemporary society	<ol style="list-style-type: none">1. To gain knowledge about LPG2. To know about Human Rights constituents with special reference to Fundamental Rights stated in the Constitution3. To understand concepts of environment, ecology and their interconnectedness	<ol style="list-style-type: none">1. Explain the effect of globalization on Indian Industry2. Protect and promote human rights Manage stress effectively
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	4. To learn about the causes of stress and conflicts and how to manage the same	
Industrial Law		
<ol style="list-style-type: none"> 1. Laws related to industrial relations and industrial disputes 2. Laws related to health safety and welfare. 3. Social legislation 4. Laws related to Compensation Management 	<ol style="list-style-type: none"> 1. To study various laws related to industrial relations and industrial disputes 2. To study laws related to safety, health and welfare of workers 3. To know about social legislation in India 4. To study laws related to compensation management 	<ol style="list-style-type: none"> 1. Apply aspects of employment law to real workplace situations 2. Consider the ethical, equity, and sustainability implications of current and emerging labour regulation Calculate Gratuity with the help of The Payment of Gratuity Act 1972
Business Mathematics		
<ol style="list-style-type: none"> 1. Elementary Financial Mathematics 2. Matrices and Determinants 3. Derivatives and application of derivatives 4. Numerical Analysis (interpolation) 	<ol style="list-style-type: none"> 1. To use elementary knowledge relating to financial mathematics, in day to day operations 2. To provide primary knowledge regarding mathematical techniques to be used in managerial decision making. 3. To understand mathematical definition and use them correctly 4. To develop analytical ability 	<ol style="list-style-type: none"> 1. Demonstrate an understanding of the common body of knowledge in mathematics. 2. Use mathematical ideas to model real-world problems 3. Prepared to use mathematics in their careers.
Business Environment		
<ol style="list-style-type: none"> 1. Introduction to business environment 2. Political and Legal environment 3. Social and Cultural environment, Technological and Competitive environment 4. International environment. 	<ol style="list-style-type: none"> 1. To understand the concept of business environment 2. To acquaint learners with the political institutions and economic environment 3. To learn about business strategies for socio cultural environment 4. To be aware of international environments and the challenges faced and opportunities available. 	<ol style="list-style-type: none"> 1. Analyze the environment of a business from the legal & regulatory, cultural, political, technological and natural perspectives. 2. Conduct an in-depth analysis of a specific component of the business environment and relate it to their organization. 3. Identify the main features of the international business environment and its main institutions

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COURSE OUTCOMES

SYBMS

SEMESTER III		
Foundation Course –III (Environmental Management)		
<ol style="list-style-type: none"> 1. Environment concepts 2. Environment Degradation 3. Sustainability and role of business 4. Innovations in business - an environmental perspective 	<ol style="list-style-type: none"> 1. To be aware of environmental concepts. 2. To make students understand reasons behind environment degradation 3. To understand sustainability and its role in business 4. To be aware of different technological improvements leading to improvement in environmental conditions 	<ol style="list-style-type: none"> 1. Address complex environmental issues from a problem-oriented perspective. 2. Demonstrate and apply an advanced understanding of sustainable development practices in environmental management 3. Adopt innovative technology for a greener future
Accounting For Managerial Decisions		
<ol style="list-style-type: none"> 1. Analysis and interpretation of financial statements 2. Ratio analysis and interpretations 3. Cash flow statement 4. Working Capital 	<ol style="list-style-type: none"> 1. To acquaint learners with management accounting fundamentals 2. To develop financial analysis skills among learners 3. To provide useful information about cash flows of an enterprise. 4. To study the importance of working capital management 	<ol style="list-style-type: none"> 1. Apply methods of management accounting to different organizational settings 2. Evaluate financial data utilizing various financial statement analysis techniques. 3. Evaluate and assess Credit Policies of an organization.
Business Planning and Entrepreneurial Management		
<ol style="list-style-type: none"> 1. Foundation of entrepreneurship development 2. Types and classification of entrepreneurs 3. Entrepreneur Project development and Business plan 4. Venture Development 	<ol style="list-style-type: none"> 1. To introduce students to entrepreneurship activities and recent trends in entrepreneurship. 2. To make students aware about the role played by entrepreneur, social entrepreneur and NGOs. 3. To acquaint learners about business plan, and problems faced while preparing the plan. To make students aware about different sources of finance, marketing methods and new trends in Entrepreneurship. 	<ol style="list-style-type: none"> 1. Assess the commercial viability of new business opportunities. 2. Possess the necessary skills to become successful entrepreneurs 3. Plan, organize, and execute a project or new venture with the goal of bringing new products and service to the market.
Strategic Management		

<ol style="list-style-type: none"> 1. Introduction 2. Strategic formulation 3. Strategic implementation Strategic evaluation & control 	<ol style="list-style-type: none"> 1. To expose students to various perspectives and concepts in field of strategic management. To develop conceptual skills in strategy formulation areas. To understand strategic implementation as an organizational imperative 2. To discuss the nature and importance of strategic evaluation and control. 	<ol style="list-style-type: none"> 1. Explain the strategy vocabulary including such terms as mission, vision, aims and objectives, and control 2. Demonstrate the knowledge and abilities in formulating strategies and strategic plans 3. State the nature of strategy formulation, implementation and evaluation activities
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Information Technology in Business Management - I

<ol style="list-style-type: none"> 1. Introduction to IT support in Management 2. Office Automation using MS Office 3. Email, internet and its applications 4. E Security 	<ol style="list-style-type: none"> 1. To learn basic concepts of IT, its support and role in Management. 2. To provide practical learning required for office automation 3. To understand the basic concepts of Email, Internet and websites, domains and security therein. 4. To recognize security aspects of IT in business, highlighting electronic transactions, advanced security features 	<ol style="list-style-type: none"> 1. Effectively identify and apply IT-based solutions to different problem domains. 2. Write professional emails 3. Identify different types of threats to computer systems and control measures
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Corporate Finance

<ol style="list-style-type: none"> 1. Introduction 2. Capital Structure and leverage 3. Time Value of Money Mobilization of funds 	<ol style="list-style-type: none"> 1. To explain core concepts of corporate finance and its importance in managing a business 2. To provide understanding of nature, importance, structure of corporate finance related areas 3. To understand time value of money 4. To study about different sources of funds 	<ol style="list-style-type: none"> 1. Explain and be able to communicate the nature of corporate finance in an academic or a business forum 2. Select a company's optimal mix of debt and equity financing 3. Apply time-value-of-money techniques to the valuation of securities
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Introduction to Cost Accounting

<ol style="list-style-type: none"> 1. Introduction 2. Elements of cost 3. Cost projection 4. Emerging Cost Concepts 	<ol style="list-style-type: none"> 1. To familiarize the students with the basic cost concepts and methods of costing 2. To make students aware of elements of cost. 3. To understand the costing of a product and difference between cost and financial 	<ol style="list-style-type: none"> 1. Explain the basic concept of cost and how costs are presented in financial statements. 2. Apply fundamental cost accounting methods, processes, and calculations for the purposes of planning. 3. Evaluate the different
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	<p>accounting.</p> <p>4. To enable the students to understand modern cost concepts.</p>	<p>strategies to arrive at the optimal cost for the purpose of decision making.</p>
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Recruitment & Selection

<p>1. Recruitment</p> <p>2. Selection</p> <p>3. Induction</p> <p>4. Soft Skills</p>	<p>1. To acquaint learners with the concepts of recruitment, sources and procedure of recruitment</p> <p>2. To inform about selection and selection process</p> <p>3. To make aware of induction, socialization and current trends in recruitment and selection</p> <p>4. To give knowledge about different soft skills</p>	<p>1. Conduct recruitment and selection in a fair manner</p> <p>2. Describe the true cost of recruitment to an organization and how employing the best candidates ensures a successful business.</p> <p>3. Demonstrate the ability to prepare a selection strategy for a specific job.</p>
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Employees Relations and Welfare

<p>1. Overview of employee Relations and collective bargaining</p> <p>2. Overview of Employee Welfare.</p> <p>3. Welfare and work Environment</p> <p>4. Management Workers Participation and Employee Grievances</p>	<p>1. To Know about the nature and importance of employee relations in an organization</p> <p>2. To study the need for employee welfare in an organization</p> <p>3. To understand the need for healthy work environment</p> <p>4. To understand the causes and effects of employee grievances as well as the procedure to solve them.</p>	<p>1. Apply the principles of employee relations in the organizational context</p> <p>2. Analyze core issues, policies and practices surrounding employee relations and legal issues</p> <p>3. Maintain good relations within an organizations.</p>
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SEMESTER IV

Production and Total Quality Management

<p>1. Production management</p> <p>2. Material management</p> <p>3. Basics of productivity and TQM</p> <p>4. Quality improvement strategies and certifications</p>	<p>1. To acquaint learners with the basic management decisions with respect to production and quality management</p> <p>2. To identify key leaders in the field of quality and their contributions</p> <p>3. To describe evolution of TQM To describe quality awards and quality certifications</p>	<p>1. Implement the principles of TQM in manufacturing and service-based organization for continuous quality improvement</p> <p>2. Apply the PDCA cycles to various organization process</p> <p>3. Apply various quality improvement techniques</p>
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Business Research Methods

<p>1. Introduction to business research methods</p> <p>2. Data collection and processing Data analysis and interpretation</p>	<p>1. To develop an understanding of basic framework of research process</p> <p>2. To identify various sources</p>	<p>1. Demonstrate the ability to think critically, research, and reason.</p> <p>2. Apply appropriate research design and methods to</p>
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3. Advance techniques in report writing	of data collection 3. To inculcate analytical abilities and research skills amongst students 4. To understand how to write a research report	address business problems. 3. Develop skills in qualitative and quantitative data analysis and presentation
Business Economics –II		
1. Introduction to macro-economic data and theory 2. Money, inflation and monetary policy 3. Constituents of fiscal policy Open economy: theory and issues of international trade	1. To understand the evolution and operation of economic policies. 2. To learn about the effect of macro-economic policies on managerial decisions 3. To understand monetary and fiscal policies and how they affect the economy 4. To understand theories of international trade.	1. Analyze the industry structure and firm-level conduct to develop profit maximizing pricing and production strategies 2. Identify the causes of prosperity, growth, and economic change over time and explain the mechanisms through which these causes operate in the economy. 3. Define monetary policy and differentiate it from fiscal policy; identify the tools of monetary policy and fiscal policy
Foundation Course –IV (Ethics & Governance)		
1. Introduction to ethics and Business ethics 2. Ethics in marketing, finance and HRM 3. Corporate governance Corporate social responsibility	1. To understand significance of ethics and ethical practices in business which are indispensable for the progress of a country 2. To learn the applicability of ethics in functional areas 3. To Identify ethical dilemmas and understand their implications 4. To enable learners, understand the scope of CSR	1. Apply theoretical and practical approaches to business ethics, CSR and CG relevant to contemporary environment. 2. Promote ethical standards at work place and provide a consistent example of desired ethical conduct. 3. Demonstrate a critical appreciation of importance of corporate responsibility and how it relates to corporate strategy.
Information Technology in Business Management –II		
1. Management Information system 2. ERP/E SCM/ECRM 3. Introduction to databases and data warehouse 4. Outsourcing	1. To understand managerial decision making and to develop perceptive of major functional area of MIS. 2. To provide conceptual study of ERP, SCM, CRM, key issues in implementation 3. To learn and understand relationship between database management and data warehouse approaches etc.	1. Develop a clear understanding of Information Technology 2. Demonstrate the ability to manage the dissemination of information via different formats 3. Learn to use various IT tools for solving Business Problems.

	4. To learn outsourcing concepts	
Financial Institutions and Market		
<ol style="list-style-type: none"> 1. Financial system in India 2. Financial regulators and Institution in India 3. Financial markets 4. Managing financial systems design 	<ol style="list-style-type: none"> 1. To understand the Indian Financial System and its functioning 2. To understand the role and functions of financial regulators 3. To learn about financial markets in detail 4. To learn about Financial system designs of Developed countries 	<ol style="list-style-type: none"> 1. Interpret a variety of financial systems, how they operate, who uses them and their role in economies, including financial and economic parameters. 2. Critically evaluate the historical development of regulations and supervision of financial markets. 3. Define the primary and secondary markets.
Auditing		
<ol style="list-style-type: none"> 1. Introduction to Auditing 2. Audit planning, procedures and documentation 3. Audit techniques and internal audit introduction 4. Audit techniques: Vouching & Verification 	<ol style="list-style-type: none"> 1. To acquaint students with the various concepts of auditing. 2. To help them develop proper plan to perform auditing 3. To make them understand the importance of internal audit 4. To understand and practice various techniques of auditing while managing their finances 	<ol style="list-style-type: none"> 1. To apply auditing knowledge to undertake auditing processes in a variety of professional settings. 2. Explain the meaning of concepts that are fundamental to auditing 3. Design an audit plan
Conflict Negotiation		
<ol style="list-style-type: none"> 1. Overview of conflict 2. Conflict management 3. Overview of negotiations 4. Managing negotiations ethics in negotiations and 3D negotiation 	<ol style="list-style-type: none"> 1. To understand the nature of conflicts, their causes and outcomes 2. To study the aspects of conflict management and how to handle them effectively 3. To get insight into negotiation and negotiation process 4. To understand the role of third-party negotiation and skills for effective negotiation. 	<ol style="list-style-type: none"> 1. Recognize the nature of conflict and its impact on interpersonal relationships and organizations. 2. Apply different approaches and strategies in resolving conflicts at the workplace 3. Develop and execute effective negotiation strategies and tactics for different scenarios
Training and Development in HRM		
<ol style="list-style-type: none"> 1. Overview of training 2. Overview of development 3. Concept of management development 4. Performance management, Talent 	<ol style="list-style-type: none"> 1. To explain the organizational, societal and individual costs and benefits of training and development 2. To make students aware about importance of counseling 	<ol style="list-style-type: none"> 1. Apply advanced training strategies in an organization 2. Propose appropriate training methods for an organization 3. Analyse training needs of an

management Knowledge management	and	3. To discuss the process of managemen t development programme 4. To learn the importance of performance management and knowledge managemen t	organization
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BACHELOR OF MANAGEMENT STUDIES

COURSE OUTCOMES

TYBMS

SEMESTER V		
Corporate Communications and Public Relation		
<ol style="list-style-type: none"> 1. Foundation of corporate communication 2. Understanding public relations 3. Function of corporate communication and public relations 4. Emerging technology in corporate communication and public relation 	<ol style="list-style-type: none"> 1. To provide the students with basic understanding of the concepts of corporate communication and public relations 2. To introduce the various elements of corporate communication and consider their roles in managing organizations 3. To examine how various elements of corporate communication must be coordinated to communicate effectively 4. To develop critical understanding of the different practices associated with corporate communication 	<ol style="list-style-type: none"> 1. Demonstrate effective communication skills in the corporate world 2. Recognize the basic concepts and approaches of corporate communications. 3. Apply strategies and tools to build and manage stakeholder relationships to support public relations activities, organizational objectives and career development.
Logistics and Supply Chain Management		
<ol style="list-style-type: none"> 1. Overview of logistics and supply chain management 2. Elements of logistics mix 3. Inventory management, logistics costing, performance management and logistical network analysis 4. Recent trend in logistics and supply chain management 	<ol style="list-style-type: none"> 1. To provide students with basic understanding of concepts of logistics and supply chain management 2. To introduce students to key activities performed by the logistics functions 3. To provide an insight in to the nature of supply chain, its functions and supply chain systems 4. To understand global trends in logistics and supply chain management 	<ol style="list-style-type: none"> 1. Relate to the concepts of Logistics and Supply Chain Management 2. Analyze how logistical decisions (e.g., facilities, inventory, and transportation) impact the performance of the firm as well as the entire supply chain. 3. Explain how technology has and continues to change logistics and supply chain management.
Investment Analysis and Portfolio Management		
<ol style="list-style-type: none"> 1. Introduction to investment environment 2. Risk return relationship 3. Portfolio management and security analysis 4. Theories, capital asset pricing model and performance 	<ol style="list-style-type: none"> 1. To acquaint learners with various alternatives to investment 2. To learn about the relationship between risk and return 3. To understand the basic principles of portfolio construction 4. To understand various models 	<ol style="list-style-type: none"> 1. Apply appropriate techniques for valuation and management of fixed income and equity investments. 2. Measure and interpret the performance of portfolios in an objective fashion. 3. Describe the steps of the portfolio management

measurement	and techniques of security and portfolio analysis	process
Wealth Management		
<ol style="list-style-type: none"> 1. Introduction 2. Insurance planning and investment planning 3. Financial mathematics/ tax and estate planning 4. Retirement planning/ income streams and tax saving schemes 	<ol style="list-style-type: none"> 1. To provide an overview of various aspects related to wealth management 2. To study the relevance and importance of Insurance in wealth management 3. To acquaint the learners with issues related to taxation in wealth management 4. To understand various components of retirement planning 	<ol style="list-style-type: none"> 1. Demonstrate understanding of the key principles and practices involved in effective wealth management. 2. Select appropriate insurance products to cover financial risks. 3. Select and recommend the most appropriate financial and investment strategies for individual clients.
Direct Taxes		
<ol style="list-style-type: none"> 1. Definitions and residential status 2. Heads of income I 3. Heads of income II 4. Deduction under chapter VIA 5. Computation of taxable income of individuals 	<ol style="list-style-type: none"> 1. To understand the provisions of determining residential status of individual 2. To study various heads of income 3. To study exemptions and deductions from total income 4. To compute taxable income of Individuals 	<ol style="list-style-type: none"> 1. Demonstrate knowledge of the concepts, principles, and rules of taxation of individuals. 2. Demonstrate how taxable income and tax payable are calculated 3. Apply critical thinking for identifying and addressing various issues in taxation
Risk Management		
<ol style="list-style-type: none"> 1. Introduction, risk measurement and control 2. Risk avoidance and ERM 3. Risk governance and assurance 4. Risk management in insurance 	<ol style="list-style-type: none"> 1. To Familiarize the student with the fundamental aspects of risk management and control 2. To give a comprehensive overview of risk governance and assurance with special reference to insurance sector 3. To introduce the basic concepts, functions, process, techniques of risk management 4. To study the impact of risk management in insurance sector 	<ol style="list-style-type: none"> 1. Demonstrate knowledge of the range of financial and financial related risks facing organisations 2. Manage risk cost-effectively on an enterprise-wide basis. 3. Identify and categorize the various risks face by an insurance organization
Finance for HR Professionals and Compensation Management		
<ol style="list-style-type: none"> 1. Compensation plans and HR professionals 2. Incentives and wages 3. Compensation to special group and recent trends 4. Legal and ethical issues in compensation 	<ol style="list-style-type: none"> 1. To orient students with financial concepts 2. To make students about incentive plans, wage differentials and theories of wages 3. To make aware of compensation made to special groups and recent trends 4. To study issues related to 	<ol style="list-style-type: none"> 1. Design compensation schemes that are cost effective, that increase productivity of the work force, and comply with the legal framework. 2. Identify the factors considered in deciding compensation

	compensation management and understand the legal framework of compensation management	3. Effectively deal with issues and challenges related to compensation management
Strategic HRM and HR Policies		
1. SHRM – an overview 2. HR strategies 3. HR policies 4. Recent trends in SHRM	1. To understand human resource management from a strategic perspective 2. To link the HRM functions to corporate strategies in order to understand HR as a strategic resource 3. To understand the relationship between strategic human resource management and organizational performance 4. To understand the purpose and process of developing Human Resource Policies	1. Identify the linkage between HRM functions and operations and organizational strategies. 2. Apply the theories and concepts relevant to strategic human resource management in contemporary organizations. 3. Play an active role in defining an organization's HR policy
Performance Planning and Career Planning		
1. Performance management – an overview 2. Performance management process 3. Ethics, under performance and key issues in performance management 4. Career planning and development	1. To understand the concept of performance management in organization 2. To review performance appraisal systems 3. To learn key issues in performance management 4. To understand the significance of career planning and practices	1. Assess how increased employee involvement can contribute to effective performance. 2. Apply best practices for enhancing their performance in an organization 3. Identify career paths and opportunities available to support individual development.
Stress Management		
1. Understanding stress 2. Managing stress I 3. Managing stress II 4. Stress management leading to success	1. To understand the nature and causes of stress in organizations 2. To familiarize the learners with the stress prevention mechanism 3. To understand the strategies that help cope with stress 4. To enable learners to adopt effective strategies, plans and techniques to deal with stress	1. Apply stress management principles in order to achieve high levels of performance. 2. List out tactics for successful time management 3. Assess and analyze the symptoms, causes and effects of personal and academic stressors in order to implement appropriate stress management techniques.
SEMESTER VI		
Operations Research		
1. Introduction to operation research and linear programming 2. Assignment and transportation model	1. To make students proficient in case study analysis and interpretations 2. To help students to understand operation research methodology	1. Formulate and solve mathematical model (linear programming problem) for a physical situation like production, distribution of

<ol style="list-style-type: none"> 3. Network analysis 4. Job sequencing and theory of games 	<p>ies</p> <ol style="list-style-type: none"> 3. To use CPM and PERT techniques, to plan, schedule, and control project activities. 4. To learn to formulate best strategy using decision making methods under uncertainty and game theory. 	<p>goods and economics.</p> <ol style="list-style-type: none"> 2. Use appropriate techniques to represent and analyze projects with a view to managing resources, minimizing costs, and coping with uncertainty. 3. Solve numerical on Transportation Models and Assignment Models.
Innovative Financial Services		
<ol style="list-style-type: none"> 1. Introduction to traditional financial services 2. Issue management and securitization's 3. Financial services and its mechanisms 4. Consumer finance and credit rating 	<ol style="list-style-type: none"> 1. To familiarize the learners with the fundamental aspects of various issues associated with financial services 2. To give a comprehensive overview of emerging financial services in the light of globalization 3. To introduce the basic concepts, functions, process, techniques and create an awareness of the role, functions and functioning of financial services 4. To make them understand the importance of consumer finance and credit rating 	<ol style="list-style-type: none"> 1. Explain the relevance of financial services to the individual. 2. Demonstrate an awareness of the current structure and regulation of the Indian financial services sector. 3. Demonstrate an awareness of the current structure and regulation of the Indian financial services sector.
Project Management		
<ol style="list-style-type: none"> 1. Introduction to project management and project initiation 2. Analysing project feasibility 3. Budgeting, cost and risk estimation in project management 4. New dimension in project management 	<ol style="list-style-type: none"> 1. To familiarize the learners with the fundamental aspects of various issues associated with project management 2. To give a comprehensive overview of project management as a separate area of management 3. To introduce the basic concepts, functions, process, techniques and create an awareness of the role, functions and functioning of Project Management 4. To be aware of new dimensions in project management 	<ol style="list-style-type: none"> 1. Select alternative projects among often competing objectives using multiple criteria decision-making techniques. 2. Applies the PM processes to initiate, plan, execute, monitor and control, and close projects and to coordinate all the elements of the project 3. Assume responsibility as a professional practitioner of project management, applying PM principles and practices while maintaining high standards of practice.
Indirect Taxes		
<ol style="list-style-type: none"> 1. Introduction to indirect tax and GST 2. Concept of supply 3. Registration and computation of GST 4. Filing of returns 	<ol style="list-style-type: none"> 1. To study Indirect taxes and the newly introduced GST system. 2. To know the provisions of place of supply 3. To study the registration and computation of GST 	<ol style="list-style-type: none"> 1. Understand the major implication of GST on business operations in India and its impact on company and clients 2. Do the process of registration

	4. To acquaint the students with filing of returns in GST	of GST as per law 3. Knowing “place of supply rules” and applicability of the same under GST
Strategic Financial Management		
1. Dividend decision and XBRL 2. Capital budgeting and capital rationing 3. Shareholder value and corporate governance / corporate restructuring 4. Financial management in banking sector and working capital financing	1. To acquaint learners with contemporary issues related to financial management 2. To Understand the concept of sensitivity analysis, scenario analysis and decision tree approach 3. To learn about theories of corporate governance 4. To study the changing scenario in Banking sector and the inclination of learner’s towards choosing banking as a career option.	1. Consolidate knowledge of and apply the technical language and practices of financial management 2. Critically analyze topical Financial Management issues within a strategic context. 3. Analyse financial data and provide a decision on a course of action that is in the best interest of firm shareholders
HRM in Global Perspective		
1. International HRM- an overview 2. Global HRM functions 3. Managing expatriations and repatriations 4. International HRM trends and challenges	1. To understand the concepts, theoretical framework and issues of HRM in global perspective 2. To discuss various function of IHRM 3. To introduce the aspects of expatriation and repatriation 4. To study international HRM trends and challenges	1. Effectively manage HR roles in a global environment. 2. Identify issues that impact HR practices at a global level. 3. Recognize, outline, and illustrate the enduring global contexts of International HRM
Human Resource Management in Service Sector Management		
1. Service sector management – an overview 2. Managing human element in service sector 3. Issues and challenges of HR in service sector 4. HRP evaluation, attrition, retention and globalization	1. To understand the concepts and growing importance of HRM in service sector 2. To understand how to manage human resource in service sector 3. To identify issues and challenges of HR in service sector 4. To identify reasons for attrition in service sector	1. Effectively manage HRM in service sector. 2. Deal with issues and challenges of HR in service sector 3. Identify the relevance of human element in creating customer satisfaction through service quality
Organizational Development		
1. Organisational development an overview 2. Organisational diagnosis, renewal and change 3. OD intervention 4. OD effectiveness	1. To study issues and challenges of OD while undergoing changes 2. To get understanding of the phases of OD program 3. To understand in depth about alternative development interventions and how	1. Identify, interpret, diagnose organizational needs for development and change, recommend and implement development solutions to organizational problems, 2. Develop, implement, and evaluate organizational

	<p>organizations can benefit from these interventions</p> <p>4. To learn the difference between OD efficiency and OD effectiveness</p>	<p>development strategies aimed at promoting organizational effectiveness.</p> <p>3. Demonstrate conceptualized knowledge of the characteristics and processes of organizational development.</p>
Indian Ethos in Management		
<p>1. Indian ethos an overview</p> <p>2. Work ethos and values</p> <p>3. Stress management</p> <p>4. Indian systems of learning</p>	<p>1. To understand the concept of Indian ethos in management</p> <p>2. To link traditional management system to modern management system</p> <p>3. To understand techniques of stress management</p> <p>4. To understand the evolution of learning systems in India</p>	<p>1. Identify features of Indian Ethos</p> <p>2. Develop a balanced lifestyle in order to control stress in the long term</p> <p>3. Applying value-based management and ethical practices.</p>
