

MBA Semester-I

Management Concepts and Organizational Behavior [Code-DSC-1/MBA/T/701]

Max. Marks: 100

Theory: 60

Sessional: 40

Credits: 4

Scope

- Provides an understanding of management principles, evolution, and approaches like systems and contingency.
- Develops managerial skills, roles, and the ability to implement Management by Objectives (MBO).
- Focuses on core management functions: planning, organizing, staffing, controlling, and coordination.
- Explores organizational behavior concepts such as motivation, attitude, perception, and learning.
- Covers group dynamics, team development, conflict types, and resolution strategies in organizations.

Course Outcomes

- Understand and apply key management principles, theories, and practices effectively.
- Develop critical managerial skills and utilize MBO to enhance organizational performance.
- Perform management functions and evaluate organizational structures for effectiveness.
- Analyze organizational behavior and apply motivation and personality theories in practice.
- Work efficiently in teams, manage group dynamics, and resolve conflicts using modern approaches.

Unit	Course Contents
I	Definition and nature of Management , Schools of management thought, Systems and contingency approach for understanding organizations, Managerial Processes, Skills and roles of a Manager in an organization, Management by Objectives (MBO) Functions of Management-Planning, Organizing, Centralization and decentralization, Controlling, Co-ordination, Staffing.
II	Organization Behavior - Concept, Relation between Management and Organization Behavior, Attitude, Perception, Learning, Personality. Motivation-Concept and theories of Motivation
III	Group Dynamics and Team Development - Meaning, Types of Groups, Group Formation Development, Group Composition
IV	Organizational Conflict - Types of Conflicts, Traditional and Modern approach to conflict, conflict resolution.

Suggested Readings:

1. Sherlekar "Management Value Oriented Holistic Approach", Himalaya Publishing 2007.
2. Stephens Robbins "Organizational Behavior", Prentice Hall of India 2005.
3. Terry George" Principles of Management".
4. Organizational Behavior by L. M. Prasad.

Managerial Economics [code- DSC-2/MBA/T/702]

Max. Marks: 100
Theory: 60
Sessional: 40
Credits: 4

Scope

- Explores the nature, scope, and principles of Managerial Economics, including the Theory of the Firm and opportunity cost.
- Focuses on demand theory, determinants, elasticity, and its practical applications in decision-making.
- Analyzes consumer behavior through utility theories and advanced demand forecasting techniques.
- Examines production and cost concepts, along with different market structures like monopoly and perfect competition.
- Covers business cycles, their phases, theories, and the impact of inflation on economic activities.

Course Outcomes

- Understand and apply economic principles to managerial decision-making processes.
- Analyze demand, elasticity, and consumer behavior to forecast and estimate market needs.
- Evaluate production and cost concepts for optimizing resource utilization and firm efficiency.
- Distinguish between various market structures and their impact on competition and pricing.
- Identify phases of business cycles, understand inflation types, and assess their effects on business performance.

Unit	Course Contents
I	Nature and Scope of Managerial Economics:- Basic concepts and Principles , Theory of Firm , objectives of firm, Economic Theory and Managerial Theory , opportunity cost Principles
II	Theory of Demand Individual and Market Demand, Law of demand, Determinants of demand , Elasticity of demand , Importance of elasticity of demand, Types of elasticity of demand :- Price elasticity, Income elasticity.
III	Consumer Choice : Cardinal Utility Approach , Revealed Preference theory , Theory of consumer choice under risk , demand estimation, demand forecasting techniques .
IV	Theory of Production and Cost, Market Structure Production Theory , Cost concepts, Perfect Competition, Monopoly , Monopolistic Competition, Business Cycle Nature and Phases of Business Cycle, theories of business cycle, Inflation – Characteristics .Types and effects of inflation

Suggested Readings:

1. M.Adhikari, Business Economics , Excel books New Delhi 2000
2. Baumol , W J Economics Theory and Operation Analysis 3rd Edition New Delhi , Prentice Hall Inc. 1996 .
3. Chopra O P Managerial Economics New Delhi , Tata McGraw Hills 1985 .
4. Geetika , Ghosh, and Chudhari Purbha Roy , Managerial Economics New Delhi , Tata McGraw Hills
5. Mithani, Managerial Economics

Accounting for Managers [code- DSC-3/MBA/T/703]

Max. Marks: 100
Theory: 60
Sessional: 40
Credits: 4

Scope

- Introduces the fundamental concepts, importance, and scope of financial, management, and cost accounting.
- Covers the principles of bookkeeping, ledger posting, and preparation of financial statements.
- Explores cost accounting concepts, including cost elements, cost sheets, and marginal costing techniques.
- Examines budgeting essentials, types of budgets (functional, master, fixed, and flexible), and their applications.
- Focuses on managerial reporting, including objectives, needs at different levels, and types of reports for decision-making.

Course Outcomes

- Understand and apply fundamental accounting principles to record and analyze financial transactions.
- Prepare and interpret cost sheets, perform break-even analyses, and evaluate cost-control measures.
- Utilize marginal costing and absorption costing techniques for managerial decision-making.
- Develop and manage various types of budgets to plan and control organizational finances effectively.
- Create and interpret management reports tailored to different managerial levels to support informed decision-making.

Unit	Course Contents
I	Financial Accounting: Concepts, Importance and scope, generally accepted accounting principal of double entry system of book keeping, ledger posting.
II	Management Accounting: Meaning, Aims, Objectives, Functions, Advantages and Limitations of management accounting,
III	Cost Accounting: Meaning, Concept Cost Elements- Material Labour and Overheads, Preparation of cost sheets, Marginal Costing: Absorption costing and break-even analysis, standard costing
IV	Budgeting: Definition of Budget, essentials of budgeting, Types of Budget, Functional, Master, Fixed and Flexible budget. Reporting to Management: Objectives of reporting, reporting needs at different managerial levels, Types of reports

Suggested Readings:

- 1) 'Advanced Accountancy' by S.N.Maheshwari
- 2) 'Accounting for Managers' by J Madegowda
- 3) 'Management Accounting ' by Appannaiah, H.R
- 4) 'Management Accounting' by Manmohan Goyal
- 5) 'Cost Accountancy' by S.P.Jain and K.L Narang

Leadership Management [code- DSC-3/MBA/T/]

Max. Marks: 100
Theory: 60
Sessional: 40
Credits: 4

Scope

- Explores the concept of leadership, focusing on ethics, traits, motivation, and behavioral and contingency theories.
- Examines team leadership, including the differences between groups and teams, team development stages, and the role of team leaders.
- Analyzes leadership in organizations, covering transformational and charismatic leadership, diversity, culture, and strategic leadership during change and crises.
- Highlights key leadership perspectives such as power, politics, negotiation, networking, and leadership skill development.
- Focuses on leadership styles of Indian managers, women in leadership, and approaches for high-performance teams and organizational success.

Course Outcomes

- Understand the traits, ethics, and theories of leadership to develop effective individual leadership skills.
- Demonstrate the ability to lead and manage teams effectively through various team development stages.
- Apply organizational leadership models to address diversity, culture, change, and crises strategically.
- Develop influencing skills through negotiation, power, and networking while understanding different leadership perspectives.
- Analyze leadership styles, including those of Indian managers and women leaders, to enhance leadership capabilities in diverse contexts

Unit	Course Contents
I	Individual as a Leader: Who is a Leader, Leadership Ethics and Traits, Leadership motivation and Behavioral Theories, Contingency Theories in Leadership
II	Team Leadership: Group Vs Team, Team Development Stages, Team Leader, Role of a Team leader, Team effectiveness leadership model, High-performance Teams & leadership
III	Leadership in Organization: Transformational and Charismatic Leadership, Diversity and Culture, Change Management and Strategic Leadership, Leadership in Learning Organization and Crisis Leadership
IV	Important Perspective in Leadership: Influencing: Politics, Power, Negotiation and Networking, Developing Leadership Skills, Leadership styles of Indian Manager, Women and Leadership

Suggested Readings:

1. Chandramohan "Leadership and Management", Himalaya Publication, latest edition
2. Bhargava and Bhargava, "Team Building and Leadership", Himalaya Publication, Latest Edition
3. Ranjana Mittal Leadership – Personal Effectiveness and Team building, by Pearson.

Business Environment [code- DSE-1/A1/MBA/T/704]

Max. Marks: 100
Theory: 60
Sessional: 40
Credits: 4

Scope

- Introduces the theoretical framework of business environment, emphasizing its significance, nature, and dynamic dimensions.
- Explores internal and external elements of business environments, along with techniques for environmental scanning and monitoring.
- Examines the economic, political, and legal environments affecting businesses, including government policies and legislation.
- Covers regional economic cooperation, focusing on groups like EU, NAFTA, and SAFTA, and the role of multinational corporations (MNCs).
- Highlights the impact of MNCs, their relations with host and home countries, and the significance of technology transfers.

Course Outcomes

- Understand the concept, significance, and elements of business environments to analyze their impact on organizations.
- Apply techniques of environmental scanning and monitoring to assess changes in the business landscape.
- Analyze the economic, political, and legal frameworks influencing business policies and strategies.
- Evaluate the role and impact of regional economic groups and multinational corporations on global and local economies.
- Understand government-business relations, social responsibility, and the importance of technology transfers in shaping business strategies.

Unit	Course Contents
I	Introduction of The Concept: Theoretical Framework of Business Environment, Concept, Significance & Nature of Business Environment. Elements of Business Environment-Internal & External. Changing Dimensions of Business Environment. Techniques of environmental scanning and monitoring.
II	Economic Environment of Business: Significance and elements of Economic Environment. Economic Planning in India. Government Policies, Industrial Policy, Fiscal Policy, Monetary Policy, Exim Policy.
III	Political and Legal Environment of Business: Political Environment and Its Impact on Business Policy, Critical Elements of Political Environment. Government and Business. Social Responsibility of Business and Role of Government. Legal Environment, Changing Dimension of Legal Environment in India. M.R.T.P. Act, F.E.M.A. and Licensing Policy. Sales Goods act, Consumer Protection \Act
IV	Regional Economic Co-operation: Types and rational of Regional Economic Groups, EU, NAFTA, SAFTA. Multinational Corporation: Conceptual framework of MNCs, MNCs and host and home country relations, Technology Transfers importance and types.

Suggested Readings:

1. "Business Environment" by Francis Cherunilam, Himalaya Publication.
2. "Business Environment" by Shaikh Saleem, Pearson Education.
3. "Business Environment" by Gopal Lal Jain, Mangal Deep publication.

Business Communication [code- DSE-1/B1/MBA/T/708]

Max. Marks: 100

Theory: 60

Sessional: 40

Credits: 4

Scope

- Provides an understanding of communication concepts, processes, and barriers in organizational settings.
- Explores types of communication, including formal, informal, verbal, non-verbal, and interpersonal communication.
- Develops oral business communication skills, focusing on public speaking, presentations, debates, and extempore.
- Emphasizes written communication principles, including business writing, internal and external communication, and report writing.
- Highlights the role of technology in communication, covering technology-enabled forms, telephone etiquette, and netiquette.

Course Outcomes

- Understand and analyze communication processes, barriers, and channels for effective interaction.
- Develop skills for various types of communication, including upward, downward, and interpersonal communication.
- Demonstrate proficiency in oral communication through public speaking, presentations, and group activities.
- Apply principles of effective business writing for internal and external communication, including report preparation.
- Utilize technology effectively for communication while adhering to professional etiquette and practices.

Unit	Course Contents
I	Introduction: Concept, the Communication Process, Significance, Barriers , Communication channels, their effectiveness and limitations, Verbal and Non-Verbal Communication Types of Communication in an organization: Formal, Informal, Upward, downward, Horizontal communication, Interpersonal communication
II	Developing Oral Business Communication Skills: Introduction, Advantages of Oral Communication, Speech, Public Speaking, Presentation Skills –Techniques for effective Presentations, Qualities of a skillful Presenter. Individual and Group Presentations, Extempore, Role playing, Debates and Quiz
III	Written Business Communication: Introduction, General Principles of Writing, Principles of Business Writing , Internal Business Communication: External Business Communication, Writing Business Reports
IV	Technology enabled communication –role of technology, different forms of technology for communication, Telephone Etiquette, Netiquette

Suggested Readings:

1. Communication Today by Ruben Roy, Himalaya Publication
2. Basics of Business Communication – Lesikar & Flatley – Tata McGraw Hills
3. Rajendra Pal & J. S Korlahalli, Essentials of Business Communication, S. Chand & Sons, New Delhi.
4. Communication for Business – Taylor - Pearson Education

Indian Ethos & Values [code- DSE-1/C1/MBA/T/708]

Max. Marks: 100
Theory: 60
Sessional: 40
Credits: 4

Scope

- Introduces business ethics, corporate social responsibility, corporate governance, and their role in modern organizations.
- Examines ethical issues in marketing, advertising, and the balance between secular and spiritual values in management.
- Explores work ethics, stress management, and transcultural human values in the context of management education.
- Highlights the relevance of values in management, focusing on Gandhian principles like trusteeship and social values.
- Provides an understanding of Indian ethos, holistic management systems, and the Indian perspective on management practices.

Course Outcomes

- Understand the importance of business ethics, corporate governance, and their influence on organizational behavior.
- Analyze and address ethical issues in marketing, advertising, and workplace stress using value-based approaches.
- Apply Indian ethos and transcultural values to create holistic and ethical management systems.
- Evaluate the relevance of Gandhian principles and social values in contemporary management practices.
- Develop a global perspective on ethics while integrating Indian management values for effective decision-making.

Unit	Course Contents
I	Business Ethics: Introduction, Business Ethics and Management, Business Ethics and Moral Obligations, Corporate Social Responsibility, Corporate Governance, Role of Media in Ensuring Corporate Governance, Environmental Concerns and Corporations.
II	Ethical Issues related with Advertisement and Marketing, Secular VS Spiritual Values in Management, Work Ethics, Stress at Workplace, Trans cultural human values in management education.
III	Relevance of Values in Management, Gandhian Approach in Management and Trusteeship, Social Values and Political Environment.
IV	Indian Ethos: Values, Ethics, Requisites for Ethics Globally A Holistic Management System, Management in Indian Perspective

Suggested Readings:

1. Mishra” Business Ethics”, Tata McGraw Hill
2. Chakraborty, S.K.: Foundation of Managerial work-Contribution from Indian Thought, Himalaya Publishing House Delhi 1998
3. Viswanath Ghose, Indian Ethos & Values, Vikas Publishing 2008

Research Methodology [Code:RM-1/MBA/T/710]

Max. Marks: 100
Theory: 60
Sessional: 40
Credits: 4

Scope

- Provides a comprehensive understanding of research, including its definition, objectives, and scope, along with merits and demerits.
- Guides the planning of research projects, focusing on problem identification, research design, and types of research.
- Explores the research process, including hypothesis formulation, objectives, and methods such as surveys, case studies, and experiments.
- Covers data collection methods, both primary (observation, interviews, surveys) and secondary (records, questionnaires, and pilot studies).
- Focuses on sampling techniques, data classification, and report writing, including the structure and steps for drafting research reports.

Course Outcomes

- Understand the fundamentals of research methodology and its application in various fields.
- Plan and design effective research projects by identifying and formulating research problems.
- Employ appropriate methods for data collection and analysis, including sampling techniques.
- Interpret research findings and avoid sampling errors using probability and non-probability approaches.
- Draft comprehensive research reports with a clear structure and content, tailored to specific research objectives.

Unit	Course Contents
I	Introduction: Definition, Meaning and nature, scope, objectives of Research, Merits, demerits. Planning Research Project: Identification, Selection and formulation of a problem, Research Design, types of Research
II	The process of Research: Hypothesis, objectives-primary synopsis-Method of investigation-survey Method-, case study Method, experimental method and scientific method
III	Method of Collection of Data : Primary data-observation, Interview, Telephonic and Mail Survey, Secondary data: tests, cumulative records, cards, schedules, questionnaires an pilot study.
IV	Sampling : Classification tabulation and scaling of data, advertising and limitation of sampling- Theoretical basis of sampling-probability and non-probability sampling errors. Report Writing: Nature, Types and contents of reports- steps in drafting the report.

Suggested Readings:

1. Research Methodology: : Methods and Techniques by Kothari C.R New age publication
2. Nakkiram selvaraju : Research Methodology in social sciences, Himalya Publishing House
3. Nand Gopal R : Research Methodology Himalya Publication House.
4. Gupta S.P : stastical Methods , in business Himalaya Publishing House

Semester-II

Human Resource Management [code- DSC-5/MBA/T/801]

Max. Marks: 100

Theory: 60

Sessional: 40

Credits : 4

Scope

- Provides a comprehensive understanding of Human Resource Management (HRM), its concepts, functions, and role in achieving corporate objectives.
- Covers employment processes, including job design, analysis, recruitment, selection, placement, and induction.
- Focuses on human resource development through training, career planning, performance appraisal, and succession planning.
- Examines compensation management, including job evaluation, wage, and salary administration.
- Explores employee engagement practices, industrial relations, welfare, fringe benefits, and social security measures.

Course Outcomes

- Understand HRM concepts, functions, and strategies, and their impact on achieving organizational goals.
- Perform job design, analysis, and implement effective recruitment, selection, and placement processes.
- Develop and execute HR development strategies, including training, performance appraisal, and career planning.
- Manage compensation systems to ensure fair and efficient wage and salary administration.
- Promote employee engagement, welfare, and strong industrial relations while ensuring social security practices.

Unit	Course Contents
I	Conceptualization & Fundamental: Introduction to HRM, Corporate Objectives & HRM, Concepts and Functions of HRM, Comparison between Personnel Management & HRM, corporate level strategies & Its effect on HRM, role of Human Resource Manager
II	Employment: Job Design, Job Analysis, Human Resource Planning, Recruitment, Selection, Placement, Induction.
III	Human Resource Development: Training and Development, Career Planning and Succession Planning, Performance Appraisal, Potential Appraisal, Promotion, Transfer and Demotion, Retention and Retrenchment, Exit Interviews Compensation: Job Evaluation, Wage and Salary Administration.
IV	Employee Engagement Practices: Employee Welfare, Industrial Relations, Fringe benefits, Social Security measures.

Suggested Readings:

1. Dessler, Gary "Human Resource Management", Prentice Hall.
2. Aswathappa K. "Human Resource and Personnel Management", Tata McGraw Hill, New Delhi, 1997
3. P. Subba Rao. "Personnel and Human Resource Management" Text and Cases, Himalaya Publishing House, 2009
4. Sarma A. M., Performance Management Systems, Himalaya Publication House 2008.

Financial Management [code- DSC-6/MBA/T/802]

Max. Marks: 100

Theory: 60

Sessional: 40

Credits: 4

Scope

- Introduces the foundational concepts of finance, including time value of money and the valuation of bonds and shares.
- Focuses on financial analysis and control tools like cash flow statements, financial statement analysis, and cost-volume-profit analysis.
- Covers long-term investment decisions, including capital budgeting, cost of capital, and risk analysis.
- Explores current asset management, including working capital management, and the management of cash, receivables, and inventory.
- Examines leverage decisions, capital structure, long-term financing, and dividend policies with their determinants.

Course Outcomes

- Understand and apply the principles of time value of money and valuation of financial assets like bonds and shares.
- Perform financial analysis and use budgeting techniques to evaluate profitability and manage cash flows effectively.
- Make informed long-term investment decisions using capital budgeting, cost of capital, and risk analysis.
- Manage current assets efficiently, optimizing working capital, cash, receivables, and inventory.
- Analyze and apply capital structure, leverage, financing, and dividend policies to maximize financial performance.

Unit	Course Contents
I	Foundations Of finance: Overview, Time value of Money and valuation of Bonds and shares
II	Analysis and Controls : Cash flow statements, Financial statement analysis, Cost-Volume-Profit analysis, Budgeting and profitability. Long Term Investment decision : Capital Budgeting, Cost of capital, and risk analysis
III	Current asset management : Working capital Management, Management of cash, receivables and inventory, working capital financing.
IV	Leverage decisions, capital structure decisions, long term financing and dividend policies and its determinants.

Suggested Readings:

1. Financial Management-Khan and Jain Sixth Ed-Tata McGraw Hill
2. Financial Management-Prasanna Chandra-Seventh Ed, Tata McGraw Hill
3. Financial Management-Principles and Practice- G Sudarshana Reddy, Himalaya Publications

Marketing Management [code- DSC-7/MBA/T/803]

Max. Marks: 100
Theory: 60
Sessional: 40
Credits: 4

Scope

- Introduces the fundamentals of marketing, including the marketing environment, environment scanning, and marketing research.
- Covers market segmentation, targeting, positioning, and key product decisions such as product mix, life cycle, branding, and packaging.
- Explores pricing methods, promotion mix, and advertising strategies, including sales promotion, publicity, and personal selling.
- Discusses new marketing issues such as globalization, consumerism, green marketing, and internet marketing, with a focus on rural marketing.
- Examines customer relationship management (CRM), service marketing, and emerging trends like social networking, Bluetooth marketing, and retailing.

Course Outcomes

- Understand the scope and key components of marketing, including research, segmentation, and targeting.
- Develop strategies for effective product decisions, branding, pricing, and promotion to enhance market positioning.
- Analyze and apply new marketing trends such as globalization, green marketing, and the digital transformation of marketing.
- Manage customer relationships effectively using CRM tools and techniques to improve customer satisfaction.
- Apply marketing principles to service industries and emerging retail strategies in both traditional and online settings.

Unit	Course Contents
I	Nature and scope of marketing, The marketing environment and Environment scanning, Marketing information system and Marketing research .
II	Market segmentation, Targeting and positioning: Product decisions-product mix, product life cycle, branding and packaging decisions, Pricing methods and strategies, Promotion decisions-promotion mix, advertising, sales promotion, publicity and personal selling .
III	New Issues in marketing-Globalization Consumerism, Green marketing. Internet Marketing, Rural Marketing Rural Marketing Environment & Strategy .
IV	Customer Relationship Management Components of CRM, Measuring Customer Satisfaction, Marketing of Services Growth of Services in India, social networking. Bluetooth marketing and Retailing-Nature & Scope.

Suggested Readings:

1. Philip Kotler, Marketing Management, Analysis , Planning, Implementation and Control, New Delhi, Prentice Hall of India
2. Ramaswamy, V. S and Namakumari S , Marketing Management, Planning Control , New Delhi , Macmillan.
3. Station William , J , Fundamentals of Marketing , New York , McGraw Hill.
4. Nelamegham , S. Marketing in India: Cases and Reading , New Delhi,

Project Management [Code:RM-1/MBA/T/]

Max. Marks: 100

Theory: 60

Sessional: 40

Credits: 4

Scope

- Introduces the concepts, classification, and importance of project management, highlighting its role within organizations.
- Covers the project life cycle and phases, including initiation, planning, execution, monitoring, control, and closing, with an emphasis on deliverables and milestones.
- Focuses on project planning methodologies such as work breakdown structure (WBS) and scheduling techniques like Gantt charts and Critical Path Method (CPM).
- Explores project cost management, project evaluation under uncertainty, and the importance of project audits and control processes.
- Discusses the qualities of an effective project manager, the five-stage team development model, and the situational factors influencing team development.

Course Outcomes

- Understand the core concepts and importance of project management in organizational contexts.
- Effectively define and manage projects through the phases of initiation, planning, execution, monitoring, and closing.
- Apply project planning tools such as WBS, Gantt charts, and CPM to ensure efficient project scheduling and execution.
- Manage project costs and assess project performance using evaluation techniques under uncertainty.
- Develop the skills to lead teams effectively, leveraging situational factors and understanding team development stages.

Unit	Course Contents
I	Introduction to Project Management : Definition and Concepts, Classification, Importance of Project Management, the role of Project Management in Organization ,Steps in defining Project
II	Project Life Cycle and Phase : Initiation, Planning, execution , monitoring, control and Closing , Project deliverables and milestones ,Project control Process, Project Audit ,Project evaluation under uncertainty .
III	Project Planning Methodology for Project Evaluation , Work breakdown structure (WBS), Scheduling Techniques (Gantt Charts , Critical Path Method
IV	Model in Project Cost Management Managing Various leading project, , Qualities of an effective project manager, Five Stage team development model -situational factors affecting team development

Suggested Readings:

1. Jauhari, Shilpi, Project Management Control, Himalaya Publication House , Mumbai
2. Desai Vasant ,Project Management and Entrepreneurship, Himalaya Publication House , Mumbai

Entrepreneurship Development [code- DSE-2/A2/MBA/T/808]

Max. Marks: 100
Theory: 60
Sessional: 40
Credits: 4

Scope

- Introduces the concept of entrepreneurship, its types, traits, and factors promoting entrepreneurial growth, along with challenges and benefits.
- Examines the entrepreneurial landscape in India, including development programs, institutions, and the role of entrepreneurs in economic growth.
- Focuses on business modeling, innovation in entrepreneurship, and emerging trends in the field.
- Explores rural, social, and women entrepreneurship, as well as the role of family businesses in entrepreneurship.
- Discusses entrepreneurship education and research, highlighting its need, opportunities, obstacles, and developments.

Course Outcomes

- Understand the fundamentals of entrepreneurship and the traits and factors contributing to entrepreneurial success.
- Analyze the role of entrepreneurship in India's economic development and evaluate the impact of entrepreneurial development programs.
- Develop and apply business modeling and innovation strategies to entrepreneurial ventures.
- Understand the challenges and opportunities in rural, social, and women entrepreneurship, along with the role of family businesses.
- Appreciate the importance of entrepreneurship education and research, and identify opportunities for growth and development in the field.

Unit	Course Contents
I	Entrepreneurship: Meaning and concept of entrepreneurship, its types, need, Hurdles and benefits; Ideal and successful Intrapreneurship; Traits of Entrepreneurship ,Factors promoting entrepreneurship-
II	Entrepreneurial growth in India: Sources of entrepreneurship in India; Entrepreneurial development programs in India-concept , need and phases; Institutions conducting entrepreneurial development programs in India; Role of an entrepreneur in economic growth as an innovator .
III	Business modelling: concept, types and functions; Innovation and Entrepreneurship: concept and challenges, Trends in entrepreneurship
IV	Rural, Social and women entrepreneurship; Family businesses and entrepreneurship; entrepreneurship education and research: need, obstacles, opportunities and developments

Suggested Readings:

1. Reddy, Entrepreneurship: Text & Cases - Cengage, New Delhi.
2. Kuratko/rao, Entrepreneurship: a south asian perspective.- Cengage, New Delhi.
3. Leach/Melicher, Entrepreneurial Finance – Cengage. , New Delhi.
4. K.Sundar – Entrepreneurship Development – Vijay Nicole Imprints private Limited.
5. Khanka S.S., Entrepreneurial Development, S.Chand & Co. Ltd., New Delhi, 2001.

Business Laws [code- DSE-2/B2/MBA/T/808]

Max. Marks: 100
Theory: 60
Sessional: 40
Credits: 4

Scope

- Introduces the Indian Contract Act, 1872, covering the essentials of valid contracts, void and voidable contracts, performance, breach, and remedies.
- Examines the Company Act, 1956, focusing on company formation, types, memorandum, articles of association, prospectus, share allotment, and director qualifications.
- Covers the Sale of Goods Act, 1930, addressing contracts, rights of unpaid sellers, and remedies for breach of contract.
- Focuses on the Negotiable Instruments Act, 1881, including types of instruments, negotiation, dishonor, discharge, and holder-in-due course.
- Explores arbitration, consumer protection laws, the Information Technology Act, and cyber laws in the context of business regulations.

Course Outcomes

- Understand the legal framework of contracts under the Indian Contract Act and apply it to business transactions.
- Gain knowledge about the formation, management, and winding up of companies under the Company Act, 1956.
- Comprehend the legal aspects of the sale of goods and the rights of sellers, along with breach remedies.
- Analyze negotiable instruments and understand their negotiation, dishonor, and discharge in business dealings.
- Learn about alternative dispute resolution methods like arbitration and understand the impact of cyber laws on business operations.

Unit	Course Contents
I	The Indian Contract Act 1872(Section 1-100): Fundamentals and Conceptualization, Essentials of a Valid contract, Void-Voidable Contracts, Performance & Breach of Contracts, Remedies on Breach of Contract & Quasi Contracts.
II	The Company Act 1956: Concept, Nature & Types of Companies, Formation of Company, Memorandum of Association & Articles of Association, Prospectus, Allotment of Shares, Director & its Qualification, Shares & Share Capital, Membership, Borrowing Powers, Management & Meetings, Winding -up of Company .
III	The Sale of Goods Act ,1930: Concepts, Definitions , Solemnization of a sale of Goods Contract , Paid & Unpaid seller , Rights of an Unpaid Seller, Remedies on breach of Contract.
IV	The Negotiable Instruments Act ,1881: Types &n Nature of Instruments, Negotiation & Assignment, Holder-in-due course, Dishonor & Discharge of Negotiable Instruments, Arbitration and Consumer Protection Act, Information Technology Act & Cyber Laws

Suggested Readings:

1. N.D. Kapoor, Business Law, Sultan Chand
2. Tulsian P.C. Business Law, McGraw Hill

Industrial Relations and Redressal Mechanism [code- DSE- 2/C2/MBA/T/808]

Max. Marks: 100
Theory: 60
Sessional: 40
Credits: 4

Scope

- Introduces industrial relations, covering its importance, scope, role, and impact on labor laws, legislation, and trade unions.
- Examines trade unions' objectives, functions, and their evolving role in the context of globalization, trade, and productivity.
- Focuses on the nature and causes of industrial disputes and the machinery available for resolving disputes under the Industrial Disputes Act, 1947.
- Explores collective bargaining, its characteristics, importance, and alternatives, along with workers' participation in management and its benefits.
- Covers grievance handling procedures, the stages of grievance redressal, and the role of managers in promoting peaceful industrial relations.

Course Outcomes

- Understand the role of industrial relations in shaping labor laws and managing employer-employee relationships.
- Analyze the objectives and functions of trade unions and their changing roles in a globalized economy.
- Develop skills to address and resolve industrial disputes using legal frameworks and dispute resolution mechanisms.
- Understand the process of collective bargaining and its alternatives, and appreciate the importance of workers' participation in management.
- Learn effective grievance redressal techniques and the role of management in maintaining peaceful industrial relations.

Unit	Course Contents
I	Industrial Relations: Importance, Definition, Scope, Role and Impact on Labor Laws Legislation, Execution, Employer, Trade Unions and Judiciary
II	Trade Union: Objectives, Functions, New Role of Trade Union in the context of Globalization, Trade and Productivity. Industrial Dispute: Nature & Causes of Industrial Disputes, Machinery for Solving Industrial Disputes under Industrial Disputes Act 1947 at National and State Level, Role of Judiciary & its impact on Industrial Relations.
III	Collective Bargaining: Meaning, characteristics, need, importance, process, causes for failure of collective bargaining. Alternatives to Collective Bargaining, Importance of Employee stock option plans. Workers Participation in Management: Concept, Pre-requisites, forms & levels of Participation, Benefit of Workers Participation in Management.
IV	Grievance Handling Procedure: Grievance Redressal Objectives, Steps/Stages in Grievance Redressal Procedure, Labor Management, Co-operation, Role of functional Manager including personnel & Industrial Relations manage in promoting & establishing peaceful industrial relations.

Suggested Readings:

1. Dynamic Personnel Administration-Prof. M.N. Rudrabasavraj
2. Labor Management relations in India-K.M. Subramanian
3. Trade Unionism Myth and Reality, New Delhi, Oxford University Press 1982
4. Collective Bargaining & Industrial- Kochain T.A. & Katz Henry 2nd Edition