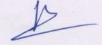
Scheme for Post Graduate Diploma in Business Administration Semester I

Semester I (Total Credits: 28, Marks -700)				
Sr. No.	Course Code	Course Title	Credits	
1.	PGDBA/1/CC01	Management Process and Organizational Behaviour	4	
2.	PGDBA/1/CC02	Accounting for Managers	4	
3.	PGDBA/1/CC03	Business Economics and Environment	4	
4.	PGDBA/1/CC04	Legal Framework of Business	4	
5.	PGDBA/1/CC05	Computer Applications in Business	4	
6.	PGDBA/1/CC06	Business Communication	4	
7.		Open elective Course*	4	
* = Credits for Open Elective(s) shall be earned by the students from other departments.				
Total				

Semester II

Semester II (Total Credits: 26, Marks -650)				
Sr. No.	Course Code	Course Title	Credits	
1.	PGDBA/2/CC07	Business Statistics and Research Methodology	4	
2.	PGDBA/2/CC08	Marketing Management	4	
3.	PGDBA/2/CC09	Human Resource Management	4	
4.	PGDBA/2/CC10	Financial Management	4	
5.	PGDBA/2/CC11	Agri Business Management	4	
6.	PGDBA/2/SEC01	Comprehensive Viva-Voce	2	
7.		Open Elective*	4	
* = Credits for Open Elective(s) shall be earned by the students from other departments.				
Total				









MANAGEMENT PROCESS AND ORGANISATIONAL BEHAVIOUR (PGDBA/1/CC01)

Course Credits: 4 Total Marks: 100 External: 70 Internal: 30

Time Allowed: 3 Hours

Course Objective: The objective of this course is to familiarize students with basic management concepts and behavioural processes in organization.

Course Outcomes:

After completing the course, students would be able to:

- CO1. Recall the concepts of management process and different required managerial skills.
- **CO2.** Analyse the different managerial functions in organisation.
- **CO3.** Analyse the behavior of individuals and groups in organizations and understand the implications of organizational behaviour on the process of management.
- CO4. Explain the organizational culture and describe group processes, Conflict and Stress Management.

Course Contents:

- **Unit 1.** Introduction to Management; Evolution of Management Thoughts: School of Management Thoughts, Approaches to Management; Managerial skills; Managerial functions; Social Responsibility of managers and business; Challenges before modern managers.
- **Unit 2.** Managerial functions: Planning, Decision Making, Management by Objectives; Organizing, Organizational Design, Organizational Structure, Authority and Responsibility, Power, Decentralization; Staffing; Directing, Leading, Motivating, Communicating; Controlling; Cocordinating.
- Unit 3. Organizational Behavior: concepts, determinants, challenges and opportunities, contributing disciplines to the OB; Organizational culture and climate, Impact of organizational structure on OB; Understanding and managing individual behavior: Personality; Perception; Values; Attitudes; Learning.
- **Unit 4.** Understanding and Managing Group Processes: Interpersonal and Group Dynamics; Understanding Self: Transactional Analysis; Applications of Emotional Intelligence in organizations; Conflict Management; Stress Management

Suggested Readings:

- Koontz and Wechrick, H., Management, Tata Mc Graw Hill, New Delhi.
- Robbins, Aggarwal and Madhushree, Fundamentals of Management, Pearson Education, New Delhi.
- Robbins, Judge and Vohra, Organizational Behaviour, Pearson Education, New Delhi.
- Stoner, Freeman and Gilbert, Management, Pearson Education, New Delhi.

Note:

- 1. The reference including recent articles will be announced in the class 'at the time of launching of the course.
- 2. The evaluation of students consists of both internal and external evaluation. Internal evaluation of 30 marks includes mid-term examination (20 marks) covering two units of the syllabus, an assignment (05 marks) and class attendance (05 marks). The external evaluation includes an end-term examination of 70 marks covering the whole syllabus.
- 3. For the end-term examination, the examiner is required to set nine questions in all. The first question will be compulsory consisting of short-answer questions (2 marks each) covering the entire syllabus. In addition, eight more questions will be set unit-wise comprising two questions from each unit. The students shall be required to attempt five questions in all selecting one question from each unit including the compulsory question. All questions carry equal marks.

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ACCOUNTING FOR MANAGERS (PGDBA/1/CC02)

Course Credits: 4 Total Marks: 100 External: 70

Internal: 30

Time Allowed: 3 Hours

Course Objective: The basic purpose of this course is to develop an insight of postulates, principles and techniques of accounting and applications of accounting information for planning, decision making and control.

Course Outcomes:

After completing the course, students would be able to:

- **CO1.** Understand, describe and apply accounting concepts, principles, techniques and conventions for their routine monetary transactions which are associated with decision making.
- **CO2.** Recognize circumstances providing for increased exposure to fraud and define preventative internal control measures and to differentiate between various types of accounting practices being followed within the organization.
- **CO3.** Create and prepare financial statements in accordance with Generally Accepted Accounting Principles, which recognize the usefulness of costing to manager and its applications in the business.
- **CO4.** Analyze, interpret and communicate the information contained in basic financial statements and explain the limitations of such statements. And appraise the performance of organizations with the help of financial statements presented at the end of the year.

Course Contents:

- **Unit 1.** Financial Accounting- Meaning, scope and importance; Accounting concepts and conventions; Accounting process: Journal, Ledger and Trial Balance, Depreciation accounting and policy, Preparation of Final Accounts of Joint-stock Companies.
- **Unit 2.** Cost Accounting: Nature and scope of costing; Cost concepts and Classifications; Usefulness of Costing to Managers; Preparation of Cost sheet; Budgeting: Types of budgets and their preparation.
- **Unit 3.** Management Accounting: Nature, scope and tools of Management Accounting; Management Accounting vs. Financial Accounting; Financial analysis: Ratio analysis, Cash Flow Statement.
- **Unit 4.** Marginal costing: CVP analysis, break-even analysis, Practical Applications of Marginal Costing; An overview of Standard Costing.

Suggested Readings:

- Anthony R. N. and Reace J. S. Accounting Principles, Tata McGraw Hill, New Delhi.
- Bhattacharya S. K. and Dearden J., Accounting for Management- Text and Cases, Vikas Publishing House, New Delhi.
- Hingorani, N. L. and Ramanathan, A. R., Management Accounting, Sultan Chand, New Delhi.
- Maheshwari, S.N., Advanced Accounting, Vikas Publishing House, New Delhi.

Note:

- 1. The reference including recent articles will be announced in the class 'at the time of launching of the course.
- 2. The evaluation of students consists of both internal and external evaluation. Internal evaluation of 30 marks includes mid-term examination (20 marks) covering two units of the syllabus, an assignment (05 marks) and class attendance (05 marks). The external evaluation includes an end-term examination of 70 marks covering the whole syllabus.
- 3. For the end-term examination, the examiner is required to set nine questions in all. The first question will be compulsory consisting of short-answer questions (2 marks each) covering the entire syllabus. In addition, eight more questions will be set unit-wise comprising two questions from each unit. The students shall be required to attempt five questions in all selecting one question from each unit including the compulsory question. All questions carry equal marks

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BUSINESS ECONOMICS AND ENVIRONMENT (PGDBA/1/CC03)

Course Credits: 4 Total Marks: 100 External: 70

Internal: 30

Time Allowed: 3 Hours

Course Objective: The basic purpose of this course is to develop an insight of Economics and Environment of Business.

Course Outcomes:

After completing the course, students would be able to:

- **CO1.** Provide an overall introduction to Economics as dealing with the problems of allocation of scarce resources in optimum manner
- **CO2.** Understand the production and pricing in different market forms.
- CO3. Identification and evaluation of complexities of Business environment and their impact on business
- **CO4.** Analyse the relationship between government and business and understand the political, economic, legal and social policies of the country.

Course Contents:

- **Unit 1.** Economics: Introduction, Nature and Scope of Economics. Utility Analysis: Concept of Utility, marginal and Total Utility, Law of Diminishing Marginal Utility. Demand Analysis: Law of Demand, Elasticity of demand, and methods for measuring elasticity of Demand.
- **Unit 2.** Indifference Curve Analysis: Definition, Priceline Price Substitution and Income effect derivation of demand curve from indifference curve. Cost Theory: Types of costs, short and long period cost functions. Market Conditions: Price determination under perfect and imperfect competition.
- Unit 3. Business Environment: Social Responsibility of Business, Elements of Business Environment, Internal and External, Environmental Scanning & Monitoring. Types: Economic Environment of Business, Socio-cultural Environment of Business, International and Technological Environment.
- **Unit 4.** Industrial policy-1991 And Recent Financial and Economic Reforms, Recent Monetary and Fiscal policy and their impact on Business Environment. Sectors of Indian Economy-Public Sector, Private Sector, Services Sector and SME Sector

Suggested readings

- Koutsoyiannis, A., Modern Micro Economics, Palgrave Macmillan, Publishers, New Delhi, 2004.
- Ahuja, H.L., Advanced Economic Analysis, S.Chand & Co. Ltd. New Delhi, 2006.
- Gupta, G.S., Managerial Economics, Tata McGraw Hill, New Delhi, 2008.
- Gupta, S.P., Statistical Method, Sultan Chand and Sons, Delhi, 2006.
- Mehta, P.L., Managerial Economics, 4th Edition, Prentice Hall of India Pvt. Ltd., New Delhi, 2007.
- Ghosh, P.K., Business and Government. Sultan Chand and Sons, Delhi, 2003.
- Cherunilam Francis, Business Environment, Himalaya Publishing House, New Delhi.

Note:

- 1. The reference including recent articles will be announced in the class 'at the time of launching of the course.
- 2. The evaluation of students consists of both internal and external evaluation. Internal evaluation of 30 marks includes mid-term examination (20 marks) covering two units of the syllabus, an assignment (05 marks) and class attendance (05 marks). The external evaluation includes an end-term examination of 70 marks covering the whole syllabus.
- 3. For the end-term examination, the examiner is required to set nine questions in all. The first question will be compulsory consisting of short-answer questions (2 marks each) covering the entire syllabus. In addition, eight more questions will be set unit-wise comprising two questions from each unit. The students shall be required to attempt five questions in all selecting one question from each unit including the compulsory question. All questions carry equal marks.

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LEGAL FRAMEWORK OF BUSINESS (PGDBA/1/CC04)

Course Credits: 4 Total Marks: 100 External: 70 Internal: 30

Time Allowed: 3 Hours

Course Objective:

The basic purpose of this course is to develop an insight of postulates, principles and techniques of accounting and applications of accounting information for planning, decision making and control.

Course Outcomes:

After completing the course, students would be able to:

- CO1. Understand, describe and apply the Indian Business Laws to Business
- CO2. Understand the legal aspects of Business
- CO3. Understand and Analyse case studies related to Business and corporate laws
- **CO4.** Understand the Partnership and Consumer protection Act.

Course Contents:

- **Unit 1.** Meaning, Nature, Components and Objectives of Business. Business Ethics: Relevance of Ethics in Business, Responsibilities of Business towards Environment, Consumers and Society.
- **Unit 2.** Contract Act: Types of Contracts, Essentials of Contract of Sale, Negotiable Instruments Act: Essentials of Bills of Exchange, Promissory Notes and Cheques.
- **Unit 3.** Corporate Law: Nature of Company, Stages in formation of Company, Memorandum of Association, Articles of Association, Prospectus, Meetings
- **Unit 4.** Essentials of Partnership: Kinds of Partners, Position of Minor partner, Consumer Protection Act and Introduction to Cyber Laws.

Suggested Readings:

- Avtar Singh, Mercantile Law, Jain Book Agency, New Delhi.
- Saravanavel, P., Sumathi, S., Shah, N. V., Business and Labour Laws, Himalaya Publishing House Pvt. Ltd., New Delhi.
- Chawla, R. C. and Garg, K. C., Commercial and Industrial Law, Kalyani Publishers, New Delhi

Note:

- 1. The reference including recent articles will be announced in the class 'at the time of launching of the course.
- 2. The evaluation of students consists of both internal and external evaluation. Internal evaluation of 30 marks includes mid-term examination (20 marks) covering two units of the syllabus, an assignment (05 marks) and class attendance (05 marks).
- 3. The external evaluation includes an end-term examination of 70 marks covering the whole syllabus. For the end-term examination, the examiner is required to set nine questions in all. The first question will be compulsory consisting of short-answer questions (2 marks each) covering the entire syllabus. In addition, eight more questions will be set unit-wise comprising two questions from each unit. The students shall be required to attempt five questions in all selecting one question from each unit including the compulsory question. All questions carry equal marks.

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COMPUTER APPLICATIONS IN BUSINESS (PGDBA/1/CC05)

Course Credits: 4 Total Marks: 100 External: 70 Internal: 30

Time Allowed: 3 Hours

Course Objective:

The basic purpose of this course is to develop an insight of different applications of computers used in Business.

Course Outcomes:

After completing the course, students would be able to:

- **CO1.** Provide knowledge about computer hardware and software
- CO2. Facilitate knowledge about application of IT in education, commerce, Business and Industry
- CO3. Understand different types of business models and revenue models
- **CO4.** Provide information about the internet and its advantages and disadvantages.

Course Contents:

- **Unit 1.** Introduction to Computers, Characteristics and Components of Computers, Evolution of Computers: History and Generations, Basic Components of a Computer, their Functions and inter-relation; RAM and ROM.
- **Unit 2.** Operating System: Meaning and types; Word Processor: Meaning and Applications; Windows: Basic Functionality; MS Office: MS Word, MS Excel, MS PowerPoint, Internet: Usage and Applications.
- **Unit 3.** E Commerce: Introduction, Definition, History, Difference between Ecommerce and E Business, Comparison of traditional Commerce and E Commerce, Ecommerce Business Models: B2B, B2C, C2C, C2B, P2P, B2G, G2B
- **Unit 4.** E Business Revenue Models, Emerging Trends, Web Auctions, Virtual Communities, Portals, Web Server, Internet: Usage and Application

Suggested Readings

- Ram, B., Computer Fundamentals, New Age Publications.
- Rajaraman, V., Introduction to Information Technology, PHI.
- Shrivastava., Fundamental of Computer & Information Systems
- Wiley Dreamtech. GillN.S., Computer Network, Krishna Publishing House, New Delhi.
- Sinha, P.K., Computer Fundamentals, BPB Publications, New Delhi.
- Raydu-E Commerce, HPH
- Suman.m-E Commerce & Accounting-HPH

Note:

- 1. The reference including recent articles will be announced in the class 'at the time of launching of the course.
- 2. The evaluation of students consists of both internal and external evaluation. Internal evaluation of 30 marks includes mid-term examination (20 marks) covering two units of the syllabus, an assignment (05 marks) and class attendance (05 marks).
- 3. The external evaluation includes an end-term examination of 70 marks covering the whole syllabus.
 - For the end-term examination, the examiner is required to set nine questions in all. The first question will be compulsory consisting of short-answer questions (2 marks each) covering the entire syllabus. In addition, eight more questions will be set unit-wise comprising two questions from each unit. The students shall be required to attempt five questions in all selecting one question from each unit including the compulsory question. All questions carry equal marks.

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BUSINESS COMMUNICATION (PGDBA/1/CC06)

Course Credits: 4 Total Marks: 100 External: 70 Internal: 30

Time Allowed: 3 Hours

Course Objective:

The course is aimed at equipping the students with the necessary skills to help them in communicating effectively for handling inter as well as intra-organizational issues.

Course Outcomes

After completing the course, students would be able to:

- **CO1.** Describe the basics of communication and its importance.
- CO2. Understand the various barriers in the communication and the ways to overcome them
- **CO3.** Explain the effectiveness of oral communication and its application in group presentation.
- **CO4.** Identify and illustrate communication abilities to face corporate challenges.

Course Contents:

- **Unit 1.** Communication: Importance for business organization; Process and Barriers; Principles for effective communication; Dimensions of Communication; Ethics in Communication.
- **Unit 2.** Verbal Communication: Oral and Written; Non-Verbal Communication: Kinesics; Paralanguage; Proxemics; Sign Language. Cross Cultural Communication.
- Unit 3. Presentation Skills; Listening Skills; Writing Skills; Speaking Skills; Audience Analysis.
- **Unit 4.** Essentials of effective business correspondence; Business Letter-Types; Proposal writing; Report writing; Notices, Circulars, Office Orders, Memos, Agenda and Minutes; Resume Writing; interviews; Group Discussion; Electronic Mail and Telephone Etiquettes.

Suggested Readings:

- Courtland, L.B., John, V.T. Chaturvedi, M., Business Communication Today,
- Pearson Education•; New Delhi.
- Krizan, Merrier, Loganand Williams, Effective Business Communication, Cengage Learning, New Delhi.
- Lesikar, R. V., Flatley, M. E., Rentz, K. and Pande, N., Business Communication, Tata McGraw Hills, New Delhi.
- Murphy, H. A., Hildebrandt, H. W. and Thomas, P., Effective Business Communication, Tata McGraw Hills, New Delhi.
- Raman, Meenakshi and Singh, Prakash, Business Communication, Oxford University Press, New Delhi.

Note:

- 1. The reference including recent articles will be announced in the class 'at the time of launching of the course.
- 2. The evaluation of students consists of both internal and external evaluation. Internal evaluation of 30 marks includes mid-term examination (20 marks) covering two units of the syllabus, an assignment (05 marks) and class attendance (05 marks). The external evaluation includes an end-term examination of 70 marks covering the whole syllabus.
- 3. For the end-term examination, the examiner is required to set nine questions in all. The first question will be compulsory consisting of short-answer questions (2 marks each) covering the entire syllabus. In addition, eight more questions will be set unit-wise comprising two questions from each unit. The students shall be required to attempt five questions in all selecting one question from each unit including the compulsory question. All questions carry equal marks.

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BUSINESS STATISTICS AND RESEARCH METHODOLOGY (PGDBA/2/CC07)

Course Credits: 4 Total Marks: 100 External: 70

Internal: 30

Time Allowed: 3 Hours

Course Objective: The object of this course is to enable the students to learn about the statistical tools and techniques for decision-making.

Course Outcomes:

After completing the course, students would be able to:

- **CO1.** Recall the knowledge of basic concepts/ fundamentals of business statistics and apply the knowledge of statistics in their future studies as well as incorporate sectors.
- **CO2.** Compute various measures of central tendency, measures of Dispersion, Time Series Analysis, Index Number, Correlation and Regression analysis and their implication.
- **CO3.** Relate with the basic understanding of research methodology in the changing business scenario.
- **CO4.** Identify and classify the application of analytical techniques to face the tasks aimed at fulfilling the objective of business decision making.

Course Contents:

- **Unit 1.** Measures of Central Value; Types of averages; Merits, Limitations and suitability of averages; Measures of Dispersion: Range, Quartile Deviation, Mean Deviation and Standard Deviation.
- **Unit 2.** Correlation Analysis; Karl Pearson's coefficient of correlation, Spearman's Rank correlation coefficient, Probable error and coefficient of determination; Regression Analysis, Regression lines and Standard error of estimate.
- **Unit 3.** Research: Meaning, Nature and Scope, Characteristics of Good Research, Steps in Research Process, Ethics in Business Research; Defining a Research Problem; Formulation of Research Hypothesis; Developing a Research Proposal; Research Design: Basic Concepts and Descriptive, Exploratory and Experimental Research Design.
- **Unit 4.** Sampling: Sample and Census Study, Methods of Sampling, Sampling and Non-Sampling Errors, Determination of Sample Size; Tools and Techniques of Data Collection: Checklist, Observation, Interview, Socio metric Techniques, Questionnaire, Schedule, Rating Scales, Reliability and Validity of Instrument; Scaling and Measurement.

Suggested Readings:

- Gupta, S. P. Statistical Methods, Sultan Chand and Sons, New Delhi.
- Hooda, R. P. Statistics for Business and Economics, Macmillan India Ltd., New Delhi.
- Sharma, J.K., Business Statistics, Vikas Publishing House Pvt. Ltd., New Delhi.
- Donald, R. Cooper & Pamela, S. Schindler, Business Research Methods, Tata McGraw Hill Publishing Company Ltd., New Delhi.
- Sharma, R. K., Research Methodology, National Publishing House, New Delhi.

Note:

- 1. The reference including recent articles will be announced in the class 'at the time of launching of the course.
- 2. The evaluation of students consists of both internal and external evaluation. Internal evaluation of 30 marks includes mid-term examination (20 marks) covering two units of the syllabus, an assignment (05 marks) and class attendance (05 marks). The external evaluation includes an end-term examination of 70 marks covering the whole syllabus.
- 3. For the end-term examination, the examiner is required to set nine questions in all. The first question will be compulsory consisting of short-answer questions (2 marks each) covering the entire syllabus. In addition, eight more questions will be set unit-wise comprising two questions from each unit. The students shall be required to attempt five questions in all selecting one question from each unit including the compulsory question. All questions carry equal marks.

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MARKETING MANAGEMENT (PGDBA/2/CC08)

Course Credits: 4 Total Marks: 100 External: 70

Internal: 30 Time Allowed: 3 Hours

Course Objective: The purpose of this course is to develop an understanding of the underlying concepts, strategies and issues in the marketing of products and services.

Course Outcomes:

After completing the course, students would be able to:

- **CO1.** Recall and describe the fundamental concepts related to marketing.
- **CO2.** Describe the different approaches of marketing and market segmentation, PLC and NPD.
- **CO3.** Demonstrate an understanding of the 4Ps and IMC used by the marketers.
- **CO4.** Examine new and upcoming trends of marketing in the ever-dynamic business world.

Course Contents:

- **Unit 1.** Marketing: Nature, Scope and Concept. Marketing Environment and Environment Scanning; Marketing Information System and Marketing Research, Marketing Myopia, Marketing Mix, Understanding Consumer and Industrial Markets; Consumer Behaviour and factors influencing consumer buying behaviour, Buying process.
- **Unit 2.** Market Segmentation, Targeting and Positioning; Product Decisions: Product Mix, Product Life Cycle, New Product Development, Branding and Packaging Decisions, Service Marketing; Pricing: Objectives, Methods and Strategies.
- **Unit 3.** Promotion Decisions: Promotion Mix-Advertising, Sales Promotion, Publicity and Personal Selling; Integrated Marketing Communication; Sales Management and Public Relations. Distribution Channels: Role of Intermediaries; Wholesaling and Retailing;
- **Unit 4.** Customer Relationship Management, Relationship Marketing; Ethics in Marketing; New issues in Marketing-Globalization, Consumerism, Green Marketing, Direct Marketing, Test Marketing Network Marketing, Online Marketing; Export Marketing.

Suggested Readings:

- Kotler Philip, Keller Kevin Lane, Koshy Abraham, Jha Mithileshwar, Marketing Management A South Asian Perspective, Pearson India, New Delhi.
- Kumar Arun, Meenakshi N., Marketing Management, Vikas Publication, New Delhi.
- Saxena Rajan, Marketing Management, Tata McGraw Hill, New Delhi.
- Ramaswamy V.S., Namakumari S., Marketing Management Global Perspective, McGraw Hill Education, New Delhi.

Note:

- 1. The reference including recent articles will be announced in the class 'at the time of launching of the course.
- 2. The evaluation of students consists of both internal and external evaluation. Internal evaluation of 30 marks includes mid-term examination (20 marks) covering two units of the syllabus, an assignment (05 marks) and class attendance (05 marks). The external evaluation includes an end-term examination of 70 marks covering the whole syllabus.
- 3. For the end-term examination, the examiner is required to set nine questions in all. The first question will be compulsory consisting of short-answer questions (2 marks each) covering the entire syllabus. In addition, eight more questions will be set unit-wise comprising two questions from each unit. The students shall be required to attempt five questions in all selecting one question from each unit including the compulsory question. All questions carry equal marks.

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HUMAN RESOURCE MANAGEMENT (PGDBA/2/CC09)

Course Credits: 4 Total Marks: 100 External: 70

External: 70
Internal: 30

Time Allowed: 3 Hours

Course Objective: The objective of this course is to sensitize the students to the various facets of managing people and to create an understanding of the various policies and practices of Human resource management.

Course Outcomes:

After completing the course, students would be able to:

- **CO1.** Recall the terms associated with Human Resource Management.
- **CO2.** Discuss various HR practices used in the business world.
- **CO3.** Apply various HR practices.
- **CO4.** Evaluate the effectiveness of HR practices adopted in the organizations.

Course Contents:

- **Unit 1.** HRM: Concept, Perspective, Significance, Scope and Functions; Evolution, Challenges and Future of HRM; Role of Human Resource Practitioners; HRM in Changing Environment.
- **Unit 2.** Job Analysis: Job description and Job Specification, Human Resource Planning; Recruitment and Selection; Placement and Induction; Internal Mobility; Training and Development; Succession Planning; Career Planning and Development.
- **Unit 3.** Performance Appraisal and Evaluation: Traditional and Modern Methods; Potential Assessment; Job Evaluation and Merit Rating; Exit Policy and its Implications; Employees' Welfare; Compensation and Benefits: Wage Determination and Salary Administration, Fringe Benefits; Rewards and Incentives.
- **Unit 4.** Employee Morale and Productivity: Concept, Factors determining Morale; Industrial Relations and Trade Unions; Dispute Resolution and Grievance Management; Employee Discipline: Disciplinary Action, Domestic enquiry; Employee Participation; Collective Bargaining.

Suggested Readings:

- Aswathappa, K., HumanResourceandPersonnelManagement(J'extandCases), Tata McGraw Hills, New Delhi.
- Dessler, Gary, Human Resource Management, Pearson Education, NewDelhi.
- DeCenzo, D.A & Robbins, S.P., Human Resource Management, Wiley, New York.
- Memoria and Memoria, Human Resource Management, Himalaya Publishing House, New Delhi.
- Rao, V. S. P, Human Resource Management, Excel Books, New Delhi.

Note:

- 1. The reference including recent articles will be announced in the class 'at the time of launching of the course.
- 2. The evaluation of students consists of both internal and external evaluation. Internal evaluation of 30 marks includes mid-term examination (20 marks) covering two units of the syllabus, an assignment (05 marks) and class attendance (05 marks). The external evaluation includes an end-term examination of 70 marks covering the whole syllabus.
- 3. For the end-term examination, the examiner is required to set nine questions in all. The first question will be compulsory consisting of short-answer questions (2 marks each) covering the entire syllabus. In addition, eight more questions will be set unit-wise comprising two questions from each unit. The students shall be required to attempt five questions in all selecting one question from each unit including the compulsory question. All questions carry equal marks.

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FINANCIAL MANAGEMENT (PGDBA/2/CC10)

Course Credits: 4 Total Marks: 100 External: 70

Internal: 30 Time Allowed: 3 Hours

Course Objective: The purpose of this course is to acquaint the students with the broad framework of financial decision making in business.

Course Outcomes:

After completing the course, students would be able to:

- **CO1.** Explain the role of financial management and take effective financial decisions.
- **CO2.** Identify Time Value of Money.
- **CO3.** Analyze the importance of Capital Structure, Dividend Policy, Capital Budgeting and various sources of finance.
- **CO4.** Identify Financial Risk and undertake successful Mergers and Acquisitions.

Course Contents:

- **Unit 1.** Financial Management: Nature, Scope, Functions and Objectives of Financial Management; Time Value of Money; Sources of Finance; Financial Planning: Need and Elements in Process. Capital Structure: Concept and Importance, Optimum Capital Structure, Theories of Capital Structure, Factors affecting Capital Structure.
- Unit 2. Cost of Capital: Concept and Importance, Computation of Cost of Various Sources of Finance, Weighted Average and Marginal Cost of Capital. Capital Budgeting: Concept and Importance, Methods of Capital Budgeting, Risk Analysis in Capital Budgeting.
- **Unit 3.** Working Capital: Concept, Need, Determinants and Estimation of Working Capital; Management of Cash, Inventory and Receivables; Dividend Policy and Dividend Models.
- **Unit 4.** Management of Corporate Distress and Restructuring Strategy; Mergers and Acquisitions, Corporate Risk Management; Brief overview of Money Market and Capital Market, Stock Exchange in India.

Suggested Readings:

- Pandey, I. M., Financial Management, Vikas Publishing House, New Delhi.
- Khan, M.Y and Jain, P.K., Financial Management, Tata McGraw Hill, New Delhi.
- Chandra, Prasanna, Financial Management, Tata McGraw Hill, New Delhi.
- Kishore, M., Financial Management, Taxmann Publications, New Delhi.
- Hone, Van, Financial Management and Policy, Prentice Hall of India, New Delhi.

Note:

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- 2. The evaluation of students consists of both internal and external evaluation. Internal evaluation of 30 marks includes mid-term examination (20 marks) covering two units of the syllabus, an assignment (05 marks) and class attendance (05 marks). The external evaluation includes an end-term examination of 70 marks covering the whole syllabus.
- 3. For the end-term examination, the examiner is required to set nine questions in all. The first question will be compulsory consisting of short-answer questions (2 marks each) covering the entire syllabus. In addition, eight more questions will be set unit-wise comprising two questions from each unit. The students shall be required to attempt five questions in all selecting one question from each unit including the compulsory question. All questions carry equal marks.

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AGRI-BUSINESSMANAGEMENT (PGDBA/2/CC11)

Course Credits: 4 Total Marks: 100 External: 70

Internal: 30

Time Allowed: 3 Hours

Course Objective: The objective of this course is to familiarize the students with various aspects related to administration and working of Agri-Business.

Course Outcomes:

After completing the course, students would be able to:

- **CO1.** Understand the basic concepts like Nature and scope of Agri-business, Importance of Agribusiness Management.
- **CO2.** Understand difference between farm and non-farm sectors, demand for agri-products and its determining factors Supply of Agri-products and its determinants.
- CO3. Understand how different principles like value CACP quality & price –cost of production- fixed and variable costs-Gross margins- comparative advantage supplementary enterprises-Laws of returns measurement of agricultural cost A,B,C methods.
- **CO4.** Understand Marketing Mix for Agri Products.

Course Contents:

- **Unit 1.** Nature, scope and characteristics of business management, Role of farm business management, Farm management decisions; farm management problems, Principles of farm management decisions.
- **Unit 2.** Principle of variable proportion and cost principle, Principle of factor substitution, Law of equimarginal returns, opportunity cost principle.
- **Unit 3.** Tools of farm management and farm business analysis, Farm planning and budgeting, Farm records and accounts, types and problems in farm records and accounts, net worth statement, farm efficiency measures.
- **Unit 4.** Management of farm resources-land, labor, capital, farm machinery, farm building, Risk and uncertainty in farming, Sources of uncertainty in farming, Management strategy to counteract uncertainty, Decision making process in farm business management under risks and uncertainty.

Suggested Readings:

- Heady, E. and Jensen, H. Farm Management Economics. Prentice Hall.
- Johl, S.Sand Kapoor, T.R. Fundamentals of Farm Business Management. Kalyani Publ.
- Kahlon, A.S and Singh, K. Economics of Farm Management in India. Allied Publ.
- Panda,S.C. Farm Management and Agricultural Marketing. Kalyani Publ.
- Dhondyal.S.P. Farm Management. Friends Publication.

Note:

- 1. The reference including recent articles will be announced in the class 'at the time of launching of the course.
- 2. The evaluation of students consists of both internal and external evaluation. Internal evaluation of 30 marks includes mid-term examination (20 marks) covering two units of the syllabus, an assignment (05 marks) and class attendance (05 marks). The external evaluation includes an end-term examination of 70 marks covering the whole syllabus.
- 3. For the end-term examination, the examiner is required to set nine questions in all. The first question will be compulsory consisting of short-answer questions (2 marks each) covering the entire syllabus. In addition, eight more questions will be set unit-wise comprising two questions from each unit. The students shall be required to attempt five questions in all selecting one question from each unit including the compulsory question. All questions carry equal marks.

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