

Professional Ethics · Gender Equity

Human Values · Environmental Sustainability

Syllabus, Subject Concepts & Institutional Events

RV Institute of Management (Autonomous) | MBA Programme 2021 Scheme | Criteria 1 (New)

Theme Legend

Professional Ethics

Gender Equity

Human Values

Environmental Sustainability

Multi-theme

PART A — Complete Subject Table with Course Codes, Topics & Relevance

The following table presents ALL subjects in the MBA programme (2021 Scheme) that integrate Professional Ethics, Gender Equity, Human Values, and/or Environmental Sustainability into their module-wise content, along with their specific relevance to NAAC Criterion 1.3.

Course Code	Course Title	Sem	Cr	Theme	Relevance & Connection
21MBA247	Values, Ethics and Social Responsibility in Business	III	2	Professional Ethics	Core dedicated course on ethics. Covers the complete spectrum: values, moral philosophy, ethical frameworks, corporate governance, and CSR — directly addressing Professional Ethics and Human Values.
21MBA214	Business, Government and Society	III	2	Prof. Ethics + Env. Sustainability	Covers POSH Act (Gender Equity), Environmental Protection, Carbon Credits, SDGs and Triple Bottom Line (Environmental Sustainability), and business law ethics (Professional Ethics).
21MBA821	Business Immersion Programme	After Sem I	3	Prof. Ethics + Human Values	Develops professional values, integrity and human dignity through real-world exposure. Ethical conduct in industry settings is explicitly evaluated.
21MBA811	Principles of Management and Team Building (Experiential)	I	1	Human Values + Gender Equity	Outbound/experiential learning fosters human values: empathy, cooperation, inclusive leadership. Gender-equitable team dynamics are practised through activities.
21MBA712	Soft Skills	I	2	Human Values + Gender Equity	Empathy, emotional intelligence, gender-neutral communication, and work-life balance directly address Human Values and Gender Equity in professional settings.
21MBA621	Human Resource Management	II	3	Gender Equity + Human Values	Direct inclusion of POSH Act, equal opportunity policies, and diversity recruitment makes this a core Gender Equity course. HRM as profession also reflects Human Values.

Course Code	Course Title	Sem	Cr	Theme	Relevance & Connection
21MBA831	Social Immersion Programme	After Sem II	1	Gender Equity + Human Values + Env. Sustainability	Students experience real-world gender inequities, environmental challenges, and community values. Explicitly builds social consciousness, gender sensitivity, and sustainable development orientation.
21MBA233	Social Entrepreneurship and Innovation	III (Elective)	3	Human Values + Env. Sustainability + Gender Equity	Integrates all four themes: ethical social entrepreneurship (PE), gender-focused ventures (GE), community and human dignity (HV), sustainable development & Kyoto Protocol (ES).
21MBA234	Entrepreneurial Leadership	III (Elective)	3	Prof. Ethics + Env. Sustainability + Human Values	M2 explicitly covers SEERS (Social-Environmental-Economic Responsibility) and Sustainability — a direct Environmental Sustainability and Professional Ethics framework. M3 covers human values through emotional intelligence.
21MBA823	Health and Wellness	II	2	Human Values	Directly develops human values through physical and mental well-being, mindfulness (yoga/meditation), healthy lifestyle awareness, and responsible personal conduct.
21MBA833	Design Thinking and Creativity for Business	III	2	Human Values + Gender Equity	Empathy-led design places human dignity at the centre. Solving social problems for diverse users (including women and marginalised groups) embeds Gender Equity and Human Values.
21MBA222	Entrepreneurship Management and Start-Up	II	3	Env. Sustainability + Prof. Ethics	M5 covers entrepreneurial ethics (PE) and green/sustainable business models (ES). Stand-up India and women entrepreneurship address Gender Equity.
21MBA721	Employability Skills	II	2	Prof. Ethics + Human Values	Covers professional conduct, ethical communication, and integrity in self-presentation — directly relevant to Professional Ethics and Human Values in career settings.

PART B — Module-wise Topic Gist for Each Subject

This section provides the module-wise topic gist for every subject identified in Part A, showing exactly where and how Professional Ethics, Gender Equity, Human Values, and Environmental Sustainability are covered in the actual syllabus content.

21MBA247 — Values, Ethics and Social Responsibility in Business		Sem III 2 Cr
Theme: Professional Ethics		
M1 – Values in Modern Management	Indian ethos & value systems; Concept of Dharma; Work ethos; Difference between Western & Indian management approaches; Importance of culture in organisations.	
M2 – Business Ethics	Importance & relevance of ethics; Characteristics & principles of business ethics; Holistic decision-making; Ethics committees & codes of conduct; Managing ethics in the workplace.	
M3 – Ethical Concepts	Ethics vs. morality; Teleological, Deontological & Virtue theories; Arguments for & against business ethics; Separatist / Unitarian / Integration views; Ethical issues in global business.	
M4 – Social Responsibility	Social responsibility in practice; Triple Bottom Line; SA8000; Shareholder primacy; Social enterprise; Social audit; Socially responsible investing; CSR frameworks.	
Relevance:	Core dedicated course on ethics. Covers the complete spectrum: values, moral philosophy, ethical frameworks, corporate governance, and CSR — directly addressing Professional Ethics and Human Values.	

21MBA214 — Business, Government and Society		Sem III 2 Cr
Theme: Prof. Ethics + Env. Sustainability		
M1 – Indian Constitution	Preamble; Fundamental Rights & Duties; Directive Principles; Legislature, Judiciary, Election Commission.	
M2 – Legal Business Environment	Contract Act; Companies Act 2013/17; Labour compliances; POSH Act 2013 (Sexual Harassment Prevention); Consumer Regulations; IPR; IT Act & Cyber Law.	
M3 – Integrated Disaster Management	Natural & man-made disasters; Environmental factors — climate change, pollution; Disaster Management Act 2005; Role of govt. & NGOs.	
M4 – Sustainable Development & Inclusion	Sustainability pillars (Environmental, Social, Economic, Governance); Eco-business & lean manufacturing; Triple Bottom Line; SDG Vision; Environmental Protection Act; Global Warming; Carbon Footprints & Credits; EMS.	
Relevance:	Covers POSH Act (Gender Equity), Environmental Protection, Carbon Credits, SDGs and Triple Bottom Line (Environmental Sustainability), and business law ethics (Professional Ethics).	

21MBA821 — Business Immersion Programme		Sem After Sem I 3 Cr
Theme: Prof. Ethics + Human Values		
Field Immersion	6-week live management problem study in an organisation (business, NGO, govt., education). Guidance by internal faculty and external industry mentor.	
Professional Conduct	Workplace ethics; Professional responsibility; Ethical conduct in business settings; Confidentiality and integrity in reporting.	
Learning Outcomes	CO1: Conduct independent academic research; understand key business and cultural issues. Assessment: Quality of work, punctuality, enthusiasm, report quality.	
Relevance:	Develops professional values, integrity and human dignity through real-world exposure. Ethical conduct in industry settings is explicitly evaluated.	

21MBA811 — Principles of Management and Team Building (Experiential)		Sem I 1 Cr
Theme: Human Values + Gender Equity		
Nature of Management	Managerial levels, roles and skills; Management as science, art and profession.	
Managerial Functions	Planning, Organising, Staffing, Directing, Coordinating, Leading and Controlling.	

Team Building	Importance of teamwork; Individual responsibility; Qualities of a good team player; Leadership skills — inclusive leadership, outbound experiential learning.
Relevance:	Outbound/experiential learning fosters human values: empathy, cooperation, inclusive leadership. Gender-equitable team dynamics are practised through activities.

21MBA712 — Soft Skills		Sem I 2 Cr
Theme: Human Values + Gender Equity		
M1 – English & Communication Skills	Verbal & non-verbal communication; Active & empathetic listening; Business etiquette (telephonic, dining, office, net-etiquette); Gender-neutral professional communication.	
M2 – Interpersonal Skills	Emotional Intelligence; Empathy; Motivation; Networking; Attitude; Time management.	
M3 – Life Skills	Resilience; Positive attitude; Interpersonal relationships; Agility at work; Outbound training.	
M4 – Personality Development	Building positive attitude; Self-confidence; Stress management; Work-life balance; Productive team participation.	
M5 – Aptitude Training	Quantitative reasoning and logical problem-solving for career readiness.	
Relevance:	Empathy, emotional intelligence, gender-neutral communication, and work-life balance directly address Human Values and Gender Equity in professional settings.	

21MBA621 — Human Resource Management		Sem II 3 Cr
Theme: Gender Equity + Human Values		
HRM Introduction & Workforce Planning	HRM functions; Job analysis; HR planning; Diversity in workforce.	
Recruitment & Selection	Equal opportunity in hiring; Bias-free selection processes; Diversity recruitment strategies.	
Training & Development	Learning & development for inclusive growth; Gender-responsive training programmes.	
Performance Management	Fair and transparent appraisal systems; Competency mapping; Work-life balance policies.	
Labor Law & POSH Act	The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013; Internal Complaints Committee; Safe workplace protocols; Equal pay and labour compliance.	
Relevance:	Direct inclusion of POSH Act, equal opportunity policies, and diversity recruitment makes this a core Gender Equity course. HRM as profession also reflects Human Values.	

21MBA831 — Social Immersion Programme		Sem After Sem II 1 Cr
Theme: Gender Equity + Human Values + Env. Sustainability		
Phase 1 – Pre-Departure Preparation	Introduction to SIP; Sensitisation towards social problems — gender, environment, poverty; Identification of NGO / govt. organisation.	
Phase 2 – Field Immersion	Two-week immersion in rural/urban/NGO/Govt. settings; Direct interaction with women SHGs, farmers, tribal communities.	
Phase 3 – Post-Immersion Reflection	Presentation to partner organisations; Interim report on social issues observed (gender disparity, environmental degradation).	
Phase 4 – Report & Evaluation	Field report; Immersion diary; Certificate of appreciation from partner NGO/Govt.	
Relevance:	Students experience real-world gender inequities, environmental challenges, and community values. Explicitly builds social consciousness, gender sensitivity, and sustainable development orientation.	

21MBA233 — Social Entrepreneurship and Innovation		Sem III (Elective) 3 Cr
Theme: Human Values + Env. Sustainability + Gender Equity		
M1 – Introduction to Social Entrepreneurship	Definition; Four distinctions of social entrepreneurship; Indian perspective; Identifying social problems — gender inequality, environmental degradation.	

M2 – Forms of Social Entrepreneurship	NGOs, trusts, social enterprises; Women entrepreneurship; Marginalised community ventures.
M3 – Tools & Approaches	Root cause analysis; Sustainable development — Silent Spring, Kyoto Protocol, MDGs; Frugal innovation; Social incubators (Deshpande Foundation, Khosla Labs).
M4 – Impact Measurement	Social Impact Assessment (SIA); SROI; IRIS standards; Beneficiary outcome assessment.
M5 – Fund Raising for Social Initiatives	Fundraising for social causes; Grants; Philanthropy; Community networks; Proposal writing.
Relevance:	Integrates all four themes: ethical social entrepreneurship (PE), gender-focused ventures (GE), community and human dignity (HV), sustainable development & Kyoto Protocol (ES).

21MBA234 — Entrepreneurial Leadership		Sem III (Elective) 3 Cr
Theme: Prof. Ethics + Env. Sustainability + Human Values		
M1 – Start-up Leadership	Cognitive ambidexterity; Creation logic; Analytical and predictive thinking for ethical leadership.	
M2 – SEERS Framework	Social – Environmental – Economic Responsibility and Sustainability (SEERS); Sustainability matrix; Reconciling social and environmental value with stakeholder value.	
M3 – Self & Social Awareness	Self-awareness; Social media engagement; Emotional Intelligence (4 key skills); Levels of Leadership (Jim Collins model).	
M4 – Entrepreneurial Leader in Practice	Startup culture; Inclusive team-building; Organisational values; Profiles of ethical entrepreneurial leaders.	
M5 – Failure Management	Ethical lessons from startup failures; Early/late stage failures; Learning from mistakes.	
Relevance:	M2 explicitly covers SEERS (Social-Environmental-Economic Responsibility) and Sustainability — a direct Environmental Sustainability and Professional Ethics framework. M3 covers human values through emotional intelligence.	

21MBA823 — Health and Wellness		Sem II 2 Cr
Theme: Human Values		
M1 – Food, Nutrition & Substance Abuse	Nutrient classification; Balanced diet; Food hygiene; Substance abuse and its social effects; Healthy food choices.	
M2 – Personal Health & Overall Wellbeing	Human anatomy; Yoga — Common Yoga Protocol (Sookshma Vyayama, Asanas, Kriyas, Pranayama, Meditation) as per Ministry of AYUSH; Yogic lifestyle; Gym & fitness regimes.	
M3 – Sports & First Aid	Indoor and outdoor sports as a lifestyle choice; Making sports part of professional life; First Aid in practice.	
MOOC Component	Mandatory Yoga MOOC (AYUSH / Indian Yoga Association / BBAU / MDNIY); Practice Report Card (PRC) documentation for continuous wellness monitoring.	
Relevance:	Directly develops human values through physical and mental well-being, mindfulness (yoga/meditation), healthy lifestyle awareness, and responsible personal conduct.	

21MBA833 — Design Thinking and Creativity for Business		Sem III 2 Cr
Theme: Human Values + Gender Equity		
M1 – Empathy Mapping & Customer Journey	Introduction to design thinking; Customer journey mapping; Developing user personas (CPM); Empathy as a core competency.	
M2 – Problem Mapping	Define customer pain points using ethnographic research; Interviews and observations; Problem statement framing for social and human needs.	
M3 – Ideate & Synthesise	Brainstorming inclusive solutions; Human-centred solution clustering; Indian companies using design thinking for social impact.	
M4 – Prototype & Experiment	Designing prototypes for stakeholder needs; User-prototype interaction; Iterative improvement.	
M5 – Validate & Refine	Value Proposition Designer; Business Model Canvas; Testing solutions with diverse user groups including underserved communities.	

Relevance: Empathy-led design places human dignity at the centre. Solving social problems for diverse users (including women and marginalised groups) embeds Gender Equity and Human Values.

21MBA222 — Entrepreneurship Management and Start-Up

Sem II | 3 Cr

Theme: Env. Sustainability + Prof. Ethics

M1 – Entrepreneurship & Innovation	Entrepreneurial process; Innovation in entrepreneurship; Need for entrepreneurship in India.
M2 – Idea Generation & Prototyping	Design thinking; Problem mapping; IPR — Patents, Copyrights; Feasibility analysis including social and environmental feasibility.
M3 – Entrepreneurial Planning	Business plan with social/environmental components; Funding and investor pitching.
M4 – Ecosystem & Funding	Startup India; Stand-up India (inclusive growth); MUDRA; Make in India; Rural entrepreneurship; Women entrepreneurship.
M5 – Contemporary Developments	Social entrepreneurship; Women & rural entrepreneurship; Entrepreneurial ethics; Corporate governance in start-ups; Green and sustainable business models.

Relevance: M5 covers entrepreneurial ethics (PE) and green/sustainable business models (ES). Stand-up India and women entrepreneurship address Gender Equity.

21MBA721 — Employability Skills

Sem II | 2 Cr

Theme: Prof. Ethics + Human Values

M1 – Career Planning	Goal setting; Proactive career management; Ethical career choices; Self-awareness for career development.
M2 – Resume Building	Honest and accurate self-representation; Ethical resume writing; Video resume.
M3 – Interview Skills	Professional conduct in interviews; Ethical responses; STAR approach; Workplace etiquette.
M4 – Group Discussion	Respectful and ethical discussion practices; Emerging Technology Skills and their responsible use.
M5 – Aptitude Training	Logical reasoning; Problem-solving; Data interpretation for career readiness.

Relevance: Covers professional conduct, ethical communication, and integrity in self-presentation — directly relevant to Professional Ethics and Human Values in career settings.

PART C — Institutional Events & Activities (2024–2025)

The following workshops, seminars, and co-curricular activities were organised by RVIM during 2024–2025 to reinforce the four themes beyond the classroom.

#	Event Name	Date	Theme(s)	Participants	Resource Person	Key Topics & Outcomes
1	Self-Defense Workshop	28 Feb 2025	Gender Equity Human Values	150	Shihan Satvik M Rao	Personal safety; Defence techniques for male & female students; Physical vulnerability awareness; Confidence & empowerment build
2	Workshop on ESG	2025	Env. Sustainability Professional Ethics	177	Industry Expert	ESG principles; Environmental, Social & Governance reporting; BRSR framework; Materiality assessment; Corporate sustainability strategy
3	Workshop on Food & Nutrition	20 Sep 2024	Human Values (Health)	159	Ms. Deepika Vasudevan, NutriFuel	Nutrient requirements; Balanced diet; Junk food impact; Oxidative stress; Healthy lifestyle — Do's & Don'ts; Nutritional self-care
4	My Vision Board – Goal Setting Workshop	15 Jan 2025	Human Values (Self-Awareness)	60	Manik Patwardhan, Personal Dev. Coach	Personal goal-setting; Self-reflection; Values alignment; Intentional living; Community bonding; Mindfulness for professional and
5	Orientation: Growth Mindset & Personal Ownership	28 Oct 2025	Human Values Professional Ethics	100	Mr. RamG Vallath, Resilience Coach	Growth mindset as daily choice; Accountability & ownership; Reframing failure as learning; Ethical responsibility; Resilience build
6	Session on Startups & Straw Man Approach	5 Nov 2025	Human Values Professional Ethics	100	Dr. Saji Varghese, Christ University	Ethical entrepreneurship; Responsible innovation; Structured startup thinking; Assumption testing; Sustainable business ideation;
7	Social Immersion Programme (SIP)	After Sem II (2 weeks)	Gender Equity Human Values Env. Sustainability	180	Faculty Mentors (All Sections)	Community immersion; Gender equity field observation (women SHGs, rural women); Environmental sustainability documentation; Social
8	IIC-RVIM 2025 Activities	AY 2024–25	Human Values Env. Sustainability	100	Startup Mahakumbh, TiE, FKCCI Manthan	Sustainability-themed startup ideas; OZY (Operations Easy) — Top 10 at Startup Mahakumbh; TiE Accelerator — legal & social compliance

#	Event Name	Date	Theme(s)	Participants	Resource Person	Key Topics & Outcomes
9	Design Thinking Workshop (2-Day)	5–6 Apr 2025	Human Values Gender Equity	180	External Design Expert	Empathy-centred design; Problem-solving for diverse & underserved stakeholders; Inclusive innovation; Prototyping for social good;
10	AI-assisted Manuscript Writing FDP	19 Apr 2024	Professional Ethics	43	Dr. Sowmya Rani, Editage / Cactus Communications	Ethical use of AI in academic research; Research integrity; Responsible manuscript writing; Plagiarism prevention; Academic public
11	B-SMART Case Study Challenge	26 Nov 2024	Human Values Gender Equity	120	Business Standard / Mr. Jayaram	Case study on Work-Life Balance; Gender dimensions of workplace equity; Impact of balance on individual & corporate health; First
12	Workshop on Six Sigma & Data Science	2025	Professional Ethics	102	Industry Expert	Six Sigma quality standards; Data governance & integrity; Professional ethics in data science; Statistical process control; Respon
13	Ten Days Seminar on Emerging Technologies	22 Jul – 9 Aug 2024	Env. Sustainability Professional Ethics	200	Mr. Kaushik (RV Skills), Hari Krishnan Puravanakara, Nishant	Industry 4.0 & AgriTech; Electric vehicles & green energy; IoT & cybersecurity ethics; Blockchain for supply chains; Technology fo

Source: Criteria 1 (New) — Google Drive | RVIM MBA Syllabus 2021 Scheme | Events documented in 1.2.2 & 1.2.3 folders | NAAC Criterion 1.3 Documentation