REGULATIONS FOR TWO YEARS FULL TIME MBA PROGRAM

1. TITLE

These Regulations shall be called "RV INSTITUTE OF MANAGEMENT Regulations affiliated to BENGALURU CITY UNIVERSITY, Autonomous College Statutes – 2023 for Academic Autonomy - 2023" for MBA Programme.

2. EXTENT OF APPLICATION

This set of Regulations, on approval by the Governing Body, shall super cede all the corresponding earlier sets of regulations of the MBA Degree programmes of BCU along with all the amendments thereto, and shall be binding on all students undergoing the Post Graduate Degree Programme(s) (Credit System) at RVIM, Bangalore. This set of Regulations, may evolve and get refined or updated or amended or modified or changed through appropriate approvals from the Academic Council and/or Governing Body from time to time, and shall be binding on all parties concerned, including the Students, Faculty and the Staff of Departments. The decision of the Governing Body shall be final and binding.

3. VISION, MISSION AND QUALITY POLICY

Vision

To Become **World Class** Management Institute of **Eminence**

Mission

To nurture Universal Thought Leaders by offering holistic management education fostering **Business Intelligence, Health Care, Innovation and Entrepreneurship** for Inclusive Growth and Sustainable Development

AND

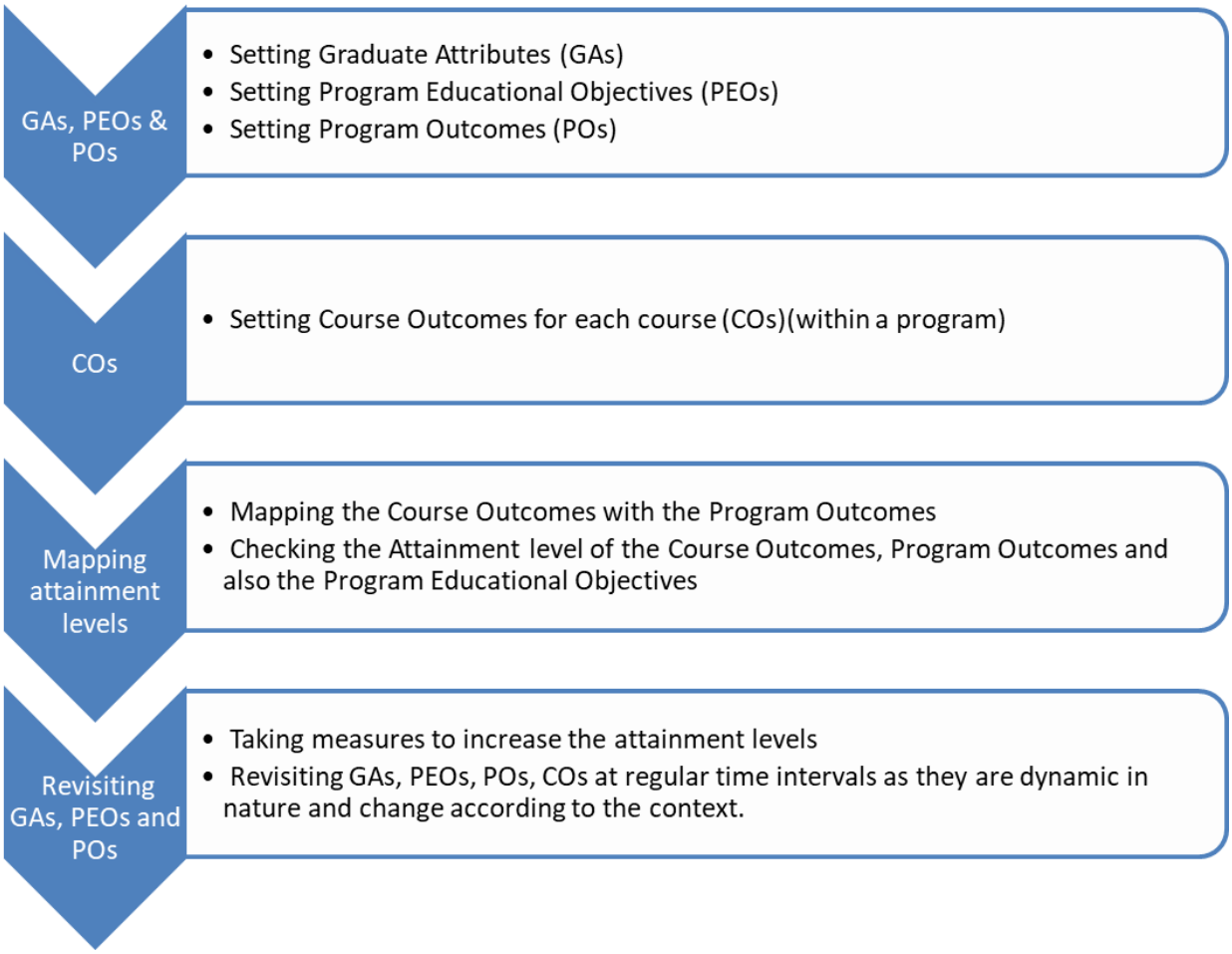
To provide value added services to **Business, Government and Society** through Staff Empowerment, Joint Research and Collaborative Engagement

Quality Policy

Constantly strive to achieve excellence across all fronts to remain an **industry relevant and socially responsible** Institution by following the principle and philosophy of Outcome Based Education

Trust
Respect
Integrity
Professional
Humane

4. OBE PROCESS FOLLOWED AT RVIM



4.1 GRADUATE ATTRIBUTES

Attributes	Descriptor
Subject Knowledge proficiency and Application	Graduates will demonstrate comprehensive knowledge in their functional domains and apply it to professional practice
Creativity, Innovation and Entrepreneurship	Graduates will show entrepreneurial orientation by demonstrating creativity and Innovation in professional and personal situations
Communication, Presentation and Negotiation skills	Graduates will convey ideas and information effectively to a range of audiences and be able to negotiate
Data Analysis, problem solving and Decision making	Graduates will apply logical, critical and creative thinking to solve a range of problems for data-based decision making

Global Orientation and Cultural Sensitization	Graduates will be able to understand and appreciate people from different cultures and nationalities. Operate effectively in cross-cultural settings, understanding the nature of globalization
People Management, Leadership and Team Orientation	Graduates will Lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment
Research Aptitude, Critical Thinking and Cognitive Flexibility	Graduates will be able to think critically with cognitive flexibility and develop an aptitude towards research
Self-Awareness, Self-Reflection, Overall Wellbeing and Lifelong learning	Graduates will understand their own self and their reflections on others, overall wellbeing and engage in lifelong learning for holistic development
Social Responsibility, Ethical Behavior, Inclusive Growth and Sustainable Development	Graduates will adapt to a rapidly changing environment through learning and applying newer skills and become socially responsible and ethically driven citizens committed to inclusive growth and sustainable development

4.2 PROGRAM EDUCATIONAL OBJECTIVES (PEOS)

PEO 1: Graduates will be able to demonstrate effective decision making, cognitive flexibility, and problem-solving capability and adapt to the changing global environment

PEO 2: Graduates will be capable of innovating, starting new entrepreneurial ventures and be a lifelong learner with multidisciplinary research aptitude

PEO 3: Graduates will be able to think critically; communicate effectively; demonstrate analytical skills, team spirit and leadership qualities

PEO 4: Graduates will be able to demonstrate professional values, cultural sensitization, ethical behavior and integrity

PEO 5: Graduates will be responsible global citizens and contribute towards inclusive growth and sustainable development of the society

4.3 PROGRAM OUTCOMES (POS)

1. Apply knowledge of management theories and practices to solve business problems with required abilities to understand, analyze and communicate global, economic, societal, cultural, legal and ethical aspects of business
2. Foster Analytical and critical thinking abilities for data-driven decision making
3. Ability to develop value based leadership to lead themselves and others in the achievement of organizational goals and contributing effectively to a team environment through effective communication and Negotiation skills
4. Ability to identify business opportunities, frame innovative solutions and launch new business ventures or be an intrapreneur
5. Ability to deal with contemporary issues using multi-disciplinary approach with the help of advanced Management and IT tools and techniques
6. Ability to apply domain specific knowledge and skills to build competencies in their respective functional area
7. Ability to engage in research and consultancy work with cognitive flexibility to create new knowledge and be a lifelong learner
8. Ability to understand social responsibility and contribute to the community for inclusive growth and sustainable development of society through ethical behavior

5. MINIMUM ELIGIBILITY FOR ADMISSION AND ADMISSION PROCEDURE FOR MBA PROGRAM

The Graduates from any discipline from Government recognized University with minimum 50% marks in aggregate along with regular SSLC/10th + PUC/12th/3 years Diploma + Minimum 3 years Bachelors program in any discipline are eligible. They also have to appear for one entrance test recognized by the AICTE, New Delhi to be eligible to pursue Full-Time regular MBA programme as per the Government norms.

5.1 ADMISSION PROCEDURE UNDER MANAGEMENT QUOTA

SELECTION PROCEDURE

(Through Written Test, Group Discussion/Extempore and Personal Interview)

Interested candidates fulfilling the eligibility norms have to login to our website https://www.rvim.edu.in& find the Admissions link on our home page.

There is dedicated link – Apply online through which the candidates have to first register & then proceed as per the instructions. Candidates first have to register as a new user & use the login information to apply online in our website and submit application online. After submitting the application online, candidates should send an email to admissions.rvim@gmail.com mentioning the Name, Parents name, DOB, application number, mobile number and attach the filled application form. Once we receive the application, the candidate will get email with the application fee payment information. The candidates can also pay the application fee of Rs 560/- through demand draft in the favour of The Director, RVIM payable at Bengaluru or through NEFT.

ADMISSION PROCESS

The candidates can confirm the dates to appear for the GD, PI & Written test to the Email ID: admission.rvim@gmail.com. The test will be on all weekdays (Monday to Friday). Documents required are 10th, 12th, Degree Marks cards, Entrance test score card & one passport photograph (Original & One set photocopy of all the documents).

After completing the application form, paying the application fee & verification of all the documents, Institution will conduct the Written Test, Group Discussion/Extempore & Personal Interview. The results of the interview will be announced on the same day. The interviews are currently being conducted online and off-line. The candidates can choose the mode of interview. Students should confirm the dates at least one day in advance to the Institution.

5.2 ADMISSION FOR GOVERNMENT QUOTA SEATS

The admissions for the Government quota seats are through the Post Graduate Entrance test – PGCET conducted by the Karnataka Examination Authority, (KEA)-Govt. of Karnataka. The seats are allotted as per the roster prepared by the government. The entire process is online. The students who have been allotted seats have to report to respective colleges within the last reporting dates.

6. DURATION OF THE COURSE

The duration of the MBA program shall extend to over four semesters spanning over a period of two years.

7. MEDIUM OF INSTRUCTION

The course being a professional course and having global connotation the medium of instruction shall be in English medium only.

8. ATTENDANCE

a) Each semester is considered as a unit and the candidate has to put in a minimum attendance of 75% in each course with a provision for condonation of 10% of the attendance by the Director, RVIM for reasons such as (i) Serious medical condition or (ii) Representing the Institute / University /State /Nation in sports, cultural, technical or academic activity and any other meaningful engagements with the permission of the Director. Leave of absence granted by the competent Authority is must to give the attendance under special cases. The students who do not satisfy this condition will be declared as NSAR (Not Satisfied Attendance Requirement).

b) The basis for the calculation of the attendance shall be the period prescribed by the Institution through its calendar of events. For late admission / transfer of students from other institutes/universities the date of admission to First year MBA would be considered for the calculation of attendance (this rule does not apply to higher semesters).

c) The students will be informed about the attendance position periodically by the college notifying the status on the notice board before each CIA and during the multiple counseling sessions. Student declared as NSAR is not eligible to take up SEE in that particular course.

9. CREDIT DISTRIBUTION

Sl.NO	TITLE	CREDITS
1	**Experiential Courses:** Design Thinking and Creativity for Business	2
	Managerial Research Skills Lab	4
2	Core Courses	51
3	Specialization Courses	24
4	Open Elective I (MOOC)	1
	Open Elective II (MOOC)	1
5	Social immersion (Rural/ Urban/ NGO/ Govt.) (or) International Immersion	1
6	Business Immersion	4
7	**Liberal Education / Arts:** Health & Wellness (Practice based course)	2
8	**Skill Enhancement Courses** IT Skills Communication and Soft Skills Employability Skills Business Analytics Skills Domain Specific Skills	 4 4 2 4 2
	Total credits	**106**

10. SCHEME OF EXAMINATION

- Continuous Internal Assessment (CIA): 50 Marks
- Semester End Examination (SEE): 50 Marks
- Internal & External: 50% & 50%

10.1 GRADING SYSTEM

Alpha Sign/ Letter Grade	O (Outstanding)	A+ (Excellent)	A (Very Good)	B+ (Good)	B (Above Average)	C (Average)	P (Pass)	F (Fail)	Ab (Absent)
SGPA/ CGPA	9.00 -10.00	8.00- < 9.00	7.00 - < 8.00	6.00 - < 7.00	5.50 - <6.00	5.00 - < 5.50	4.00 - <5.00	Below 4.00	00
Semester/Program percentage of marks	90.0-100	80.0- < 90.0	70.0- < 80.0	60.0- < 70.0	55.0- < 60.0	50.0- < 55.0	40.0- < 50.0	Below 40	Absent
Result/ Class description	Outstanding	First class Exemplary	First class Distinction	First class	Higher second class	Second class	Pass class	Fail/ re-appear	Absent

Minimum requirement to get promoted

Students should secure minimum of 40% marks in CIA to write the semester end exam and should secure minimum of 40% in SEE to pass the subject

Continuous Internal Assessment (CIA):

- Attendance & Class participation - 05 Marks
- Mid –term test – 20 Marks
- Other Assignments & Projects - 25 Marks

Minimum 75% attendance is required to write the Semester End Examination

* Promoting to II year = Students should clear Minimum of 50% of Total credits of 1st Year

10.2 CLASSIFICATION OF SUCCESSFUL CANDIDATES: SEMESTER WISE

The Grade Point Average (GPA) in a Semester and the Cumulative Grade Point Average (CGPA) at the end of fourth semester shall be computed as follows:

COMPUTATION OF GRADE POINT AVERAGE (GPA)

The grade points (GP) in a course shall be assigned based on the basis of actual marks scored in that course. They shall be generally percentages divided by 10 and rounded off to next 0.5 level. The Grade Point Weights (GPW) shall then be calculated as the product of the grade points earned in the course and the credits for the course. The total GPW for a semester is obtained by adding the GPW of all the courses of the semester.

ILLUSTRATION 1 (20 CREDITS)

PAPERS	PI	P2	P3	P4	P5	P6	P7	TOTAL
MAX. MARKS	100	100	100	100	100	100	100	700
% MARKS OBTAINED	77	73	58	78	64	67	83	500
GRADE POINTS EARNED (G.P.)	8.0	7.5	6.0	8.0	6.5	7.0	8.5	-
CREDITS FOR THE COURSE (C)	3	3	3	3	3	3	2	20
TOTAL GPW = GP X C	24	22.5	18	24	19.5	21	17	146

- Semester Aggregate Marks: 500 / 700 = 71.43%
- Classification of Result: First Class Distinction.
- The SGPA = Total CP/Total Credits = 146/20= 7.3
- Semester Alpha Sign Grade: A

CALCULATION OF CUMULATIVE GRADE POINT AVERAGE (CGPA)

The Cumulative Grade Point Average (CGPA) at the end of the fourth semester shall be calculated as the weighted average of the semester GPW. The CGPA is obtained by dividing the total of GPW of all the four semesters by the total credits for the programme.

ILLUSTRATION 2

SEMESTER	I	II	III	IV	TOTAL
Total marks per Semester	700	700	750	750	2900
Total marks per Scored	500	560	676	570	2306
Semester alpha sign grade	A	A	A+	A	-
Semester GPA	7.3	8.0	9.0	7.6	-
Semester credits	20	26	27	27	100
Semester GPW	146	208	243	205.2	802.2

- Aggregate Percentage of Marks = 2306 / 2900 = 79.51%
- First Class with Distinction
- Cumulative Grade Point Average (CGPA) = Total of Semester GPW / Total Credits for the programme =802.2/100= 8.022
- Programme Alpha Sign Grade: A+

MINIMUM GRADE FOR A PASS

- A candidate shall be declared to have passed the MBA program if he/she secures at least a CGPA of 4.0 and qualify all the prescribed courses including Audit course(s).
- The candidate who pass in all the papers in first attempt in all four semesters is eligible for ranks provided they secure minimum CGPA of 7.0 (Alpha-Sign Grade A).
- The results of the candidates who have passed the fourth semester examination but not passed the lower semester examinations shall be declared as NCL (Not Completed Lower

semester examinations). Such candidates shall be eligible to receive the degree only on completion of all the lower semester examinations.

- A candidate who passes the semester examinations in parts is eligible for only Class / CGPA and Alpha Sign Grade but not be eligible for rank.

SUPPLEMENTARY EXAMINATION

Supplementary Exams are conducted for all subjects every semester

11. COURSE MATRIX OF MBA PROGRAM

S.NO	TITLE	I SEM	Social Immersion	II SEM	Business Immersion /Fast Track	III SEM	IV SEM	CREDITS
1	**Experiential courses** Design Thinking and Creativity for Business- III Sem					2 cr		2
2	Managerial Research Skills Lab	Run across 3 semesters- credit will be considered in IV Semester [4 credits]						4
3	Core Courses	6 [3*2 cr + 4*4 cr]		5 [3*3 cr + 2*4 cr]		2 [2*3 cr]	2 [2*3cr]	51
4	Specialization Courses	------		------		5 (3 Maj + 2 Min) [5*3 cr]	3 (2 Maj + 1 Min) [3*3 cr]	24
5	Open Elective I & II (MOOC's) (II & III Sem for 6-12 weeks)	------		1 cr		1 cr	------	2
6	Business Immersion	------				4 cr		4
7	Liberal Education / Arts:- Health & Wellness (II Sem, Practice based course)	------		2 cr				2
8	Social immersion (Rural/ Urban/ NGO/ Govt.) After II Semester (Two Weeks) **or**		Social Immersion or International Immersion	1 cr				1
	International Immersion After II Semester (Two weeks)							
9	Skill Enhancement courses	2* 4 cr		1 * 4 + 1 * 2 cr		1*2		16
	Total credits	**30**		**27**		**30**	**19**	**106**
		4 Months	**2 weeks**	**4 Months**	**2 Months**	**4 Months**	**4 Months**	**20 Months**
		Feb - June	**June**	**July - Nov**	**Nov - Jan**	**Feb - June**	**June - Oct**	

COURSE MATRIX OF FIRST SEMESTER

Sl.NO	Subject Code	NAME OF THE SUBJECT	CREDITS	CONTACT HOURS	IA MARKS	SEE MARKS
1	23MBA111	Marketing Management	3	36	50	50
2	23MBA211	Application of Statistics in Business	4	48	50	50
3	23MBA212	Economics for Managers	4	48	50	50
4	23MBA213	Business Research Methods	3	36	50	50
5	23MBA311	Managerial Accounting	4	48	50	50
6	23MBA611	Management and Organizational Behavior	4	48	50	50
SE 1	23MBA711	IT Skills for Managers	4	48	50	50
SE 2	23MBA712	Communication and Soft skills	4	48	50	50
TOTAL			**30**	**360**	**400**	**400**

Course Title	MARKETING MANAGEMENT
Term/Semester	I
Course ID	21MBA111
Credits	3

Introduction:

Marketing is the fundamental function of an operating business. Marketing is a management process whereby the resources of the whole organization are utilized to satisfy the needs of selected customer groups in order to achieve the objectives of both parties. The organization sets certain guiding principles for interfacing with environment, competitors, vendors & buyers at large. Marketing entails planning and executing the conception, pricing, promotion, and distribution of ideas, goods and services. The identification of consumer's needs covering what goods and services are bought; how they are bought; by whom they are bought; and why they are bought is the major function of the marketing department. The organization has to assess the competitive environment, select the most appropriate customer targets and develop a marketing strategy to satisfy consumer requirements. The entire course would make the students to arrive at marketing management decisions— to compete for the business in different markets, blending the four Ps which include Product, Price, Place and Promotion and explore the role of a Marketing Manager.

Course Outcomes (COs):

Upon successful completion of this course, students will be able to:

CO1: Demonstrate conceptual knowledge in the functional area of Marketing Management
CO2: Recognize and appreciate the role of STP framework in marketing
CO3: Understand and apply the Marketing mix strategies
CO4: Interpret the Consumer Behavior Process and Customer Relationship Management in a Holistic manner
CO5: Explore the Contemporary trends in marketing

Course content and structure: (36 Hours)

Module 1: Introduction to Marketing Environment (10 Hours)

- Meaning and definition of Marketing; Functions of Marketing, Importance of Marketing; Marketing Core Concepts;
- Holistic marketing approach; Internal marketing, Integrated marketing, Performance marketing, Relationship marketing.
- Marketing Environment-Macro and Micro environment.
- Marketing scenario in India, Ethical marketing practices
- Trend in Marketing; Digital marketing, Virtual and Augmented Reality in marketing, AI in marketing, Network marketing, Affiliate marketing, Marketing analytics, Social marketing

Module 2: Marketing Segmentation, Targeting and Positioning (4 Hours)

- Introduction to Market Segmentation; Bases for Market segmentation, Criteria for segmentation, Process of segmentation.
- Targeting; Target marketing strategies; Undifferentiated, differentiated, concentrated, micromarketing strategies.
- Positioning; Unique Selling Proposition, Types of positioning, Perceptual Mapping.

Module 3: Marketing Mix Strategies (10Hours)

- Product; Product concepts- branding, labeling and packaging strategies, quality, features, warranty, after sales service; Product Classification, Level of products, Product Life Cycle; New product Development.
- Price; Introduction to pricing decision; Factors affecting price decisions, Methods of Pricing.
- Place; Marketing Channels, Distribution Strategy-Exclusive, Intensive and Selective, Channel Management Process.
- Promotion; Integrated Marketing Communication- Advertising, Public Relations, Personal Selling, Sales Promotion, Direct marketing, Guerilla marketing.
- Services; Meaning and Characteristics of Services- Extended marketing mix- People, Process and Physical Evidence

Module 4: Consumer Buying Behaviour (6 Hours)

- Meaning and definition of consumer behavior; Role of consumer behavior in marketing.
- Factors influencing consumer behaviour – Cultural, Social, Individual and Psychological influences.
- Consumer Buying Decisions process.
- Types of Buying Decision- Complex Buying Behavior, Dissonance Reducing Buying Behavior, Habitual Buying Behavior, Variety Seeking Buying Behavior.
- Buying motives
- Customer Relationship Management- Trends in CRM

Module 5: Key Marketing Metrics (6 Hours)

- Meaning of Key marketing metrics, Role of Marketing metrics
- Difference between Traditional metrics and Online Marketing metrics
- Types of Key marketing metrics- Return on Marketing Investment (ROMI), Customer Acquisition Cost (CAC), Conversion Rate, Customer Lifetime Value (CLV or LTV), Click-Through Rate (CTR), Cost per Click (CPC)
- Net Promoter Score (NPS) -NPS measures Customer Satisfaction and loyalty
- Lead Generation Metrics – Number of leads generated, lead conversion rate, and the Quality of leads.
- Marketing Qualified Leads (MQL) and Sales Qualified Leads (SQL)
- Brand Awareness Metrics- Brand reach, impressions, and sentiment analysis

Pedagogy:

1) Class Room Discussion
2) Activity Based Teaching
3) Project Based Learning
4) Workshop & Seminar from Industry practitioners
5) Role play and Simulations
6) Case Based Teaching- Text & Multimedia cases

Teaching Learning Resources:

Essential readings

1. Philip Kotler, Kevin Lane Keller, Abraham Koshy, & Mithileshwar Jha - "Marketing Management – A South Asian Perspective", 15thEd, Pearson, New Delhi

2. Ramaswamy, V.S. & Namakumari (2017); Marketing Management. 5thEd, McGraw Hill, New Delhi
3. Paul Baines, Chris fill, Kelly Page, Piyush K Sinha (2013); Marketing. Asian edition, Oxford University Press, New Delhi
4. Michael Etzel, Bruce J Walker, William Stanton, & Ajay Pandit (2017); Marketing- Special Indian Edition-14th, Paperback, McGraw Hill Education
5. SA Sherlekar and R. Krishnamoorthy, - Marketing Management- Concepts and Cases- Himalaya Publishing House

Reference Books

1. Philip T. Kotler, Gary Armstrong, Prafulla Agnihotri - Principles of Marketing | basic concepts of marketing | By Pearson Paperback – 31 March 2018
2. Dr. Amit Kumar & Dr. B. Jagdish Rao, (2019) - Marketing management, 1st Edition, Sahithya Bhawan Publications
3. Philip Kotler, Keven Lane Keller, Others (Indian Authors) (2017)-Marketing Management -Marketing cases in the Indian Context-Fifteenth Edition- by Pearson Education
4. Callie Daum (2020)-Marketing Management Essentials You Always Wanted to Know - Second Edition- Self Learning Management Series- Vibrant Publishers
5. Lambhair Sharma, McDaniel, Marketing Management. Cengage Learning Pvt. Ltd., 2012.

Supplementary Resources

1. Marketing Management 1 -Offered by University of Illinois- Urbana Campaign - Coursera- https://www.coursera.org/learn/marketing-management

2. Exploratory Research of the Theater Marketing and Management - A Case Study of Taiwanese Opera- Chia-Hung Yang; Ching-Wen Lin; Kuang-Heng Shih- International Journal of Performance Measurement- Jun2021, Vol. 11 Issue 1, p17-36. 20p. Database: Business Source Elite

3. Introduction to Marketing- University of Pennsylvania, US, Basic foundations specialization - Coursera - https://www.coursera.org/learn/wharton-marketing

4. Research paper- Innovative Digital Marketing management in B2b markets-Kyung Hoon Kim; Hakil Moon, Industrial Marketing management; Vol95, May 2021: PP1-4

6. https://nptel.ac.in/courses/110/106/110106135/
7. https://elibrary.in.pearson.com/login
8. https://www.capterra.com/resources/what-are-kpis-in-marketing/

CO-PO Mapping:

CO/PO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	1	1	-	1	3	1	-
CO2	3	3	2	1	1	3	1	-
CO3	3	3	2	1	1	3	1	-
CO4	3	3	2	-	1	3	1	1
CO5	3	1	1	-	3	3	2	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	APPLICATION OF STATISTICS IN BUSINESS
Term/Semester	1
Course ID	23MBA211
Credits	4

Introduction:

Statistics is a powerful tool that enables businesses to gather, analyze and interpret data to gain valuable insights and make data-driven decisions. Statistical analysis is a dynamic and evolving field. Embracing its principles will provide a competitive edge in today's data-driven business landscape. In today's world understanding how to apply statistical methods is essential for success for any business whether it's a start-up or a large corporation or for any business. Some of the key areas covered in the course are Descriptive Statistics, Probability, Regression, Correlation, Time Series, and Inferential Statistics. At the end of this course, students will gain knowledge and skills to use statistics to analyze data, draw meaningful conclusions and make informed decisions that can positively impact the business and also they were able to find ways to move beyond what statistics to the how and why of statistics.

Course Outcomes (COs):

Having successfully completed this course, student will be able to:

CO1 Solve problems involving central tendency in various contexts such as business, science, and social sciences.

CO2 Apply & Compute the concepts of dispersion, skewness and kurtosis to real-world business problems and draw meaningful insights about their characteristics.

CO3 Analyze relationships between variables and make predictions based on data

CO4 Demonstrate the knowledge and skills needed to work with probability, probability distribution and their applications across various disciplines

CO5 Conduct hypothesis tests effectively, draw meaningful conclusions and contribute to evidence-based decision-making in various fields

Course Content and Structure: (48 hours)

Module 1: Measures of Central Tendency (8 Hours)

- Introduction to basic measures of central tendency; Missing value cases in basic measures; Problems on missing frequency; Empirical relationships between basic measures; Application of central tendency in functional areas of business

Module 2: Measures of Dispersion, Skewness and Kurtosis (8 Hours)

- Comparison between various measures of dispersion; Standard deviation; Coefficient of variance- Partition values
- Karl Pearson's co-efficient of Skewness; Bowley's co-efficient of Skewness
- Measures of kurtosis

Module 3: Correlation & Regression Analysis (10 Hours)

- Introduction and significance of correlation and Regression
- Methods of correlation Analysis; Scatter diagram; Karl Pearson's coefficient of Correlation for Univariate and Bivariate series; Spearman's Rank Correlation, Concurrent deviation method
- Simple regression analysis

Module 4: Probability and Theoretical Distribution (8 Hours)

- Concept and Definition of probability and theories of probability
- Relevance of Permutations and Combinations to Probability
- Rules of Probability; Bayes' theorem (theory) & its applications
- Probability Distributions - Binomial, Poisson and Normal distribution

Module 5: Testing of Hypotheses (14 Hours)

- Hypothesis Testing; Concept; Formulation of Hypotheses; Errors: Type I and II error;
- Parametric tests; z-test; t-test; f-test; Chi-Square test; Analysis of Variance (ANOVA) -one and two way
- Non-parametric tests (theory) - Sign test; Mann-Whitney U test; Median Run test; Kolmogorov –Smirnov one sample test

Pedagogy:

- Classroom discussions
- SPSS lab sessions
- Project-based learning
- Workshop from practitioners
- Case-based teaching

Teaching Learning Resources:

Recommended Books

- James R. Evans, "Business Analytics – Methods, Models and Decisions", Prentice Hall T N Srivastava, Shailaja Rego, "Statistics for Management", Tata McGraw Hill
- SP Gupta, "Statistical Methods", Sultan Chand & Sons
- Glynn Davis and Branko Pecar, "Business Statistics using excel", Oxford University Press
- J K Sharma, "Fundamentals of Business Statistics", Vikas Publication

Reference Books

- Keller/Arora, "BSTAT: A South-Asian Perspective", Cengage Learning
- S C Gupta, "Fundamentals of Statistics", Himalaya Publications
- N D Vohra, "Business Statistics", Tata McGraw Hill
- Levin & Rubin, "Statistics for Management", Prentice-Hall
- Richard I. Levin, David S. Rubin, Masood H. Siddiqui, Sanjay Rastogi, "Statistics for Management", Pearson India
- Amir D Aczel, Jayavel Sounderpandian, Palaniswamy Saravanan, Rohit Joshi, "Complete Business Statistics", McGraw Hill Education
- Statistics for Managers Using Microsoft Excel, 9th Edition, David M. Levine, Baruch College, Zicklin School of Business, City University of New York, Pearson

Supplementary Reading:

https://www.coursera.org/learn/basic-statistics?specialization=social-science
https://www.edx.org/learn/statistics
Pearson e – library; https://elibrary.in.pearson.com/bookshelfDashboard
EBSCO: https://www.ebsco.com/search?search=supplychainmodel
Jgate: https://jgateplus.com/home/resources/
www.capitaline.com

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	1	2	-	2	1	2	2	1
CO2	1	2	-	2	1	2	2	1
CO3	2	3	-	3	3	3	3	2
CO4	1	1	-	1	-	-	1	-
CO5	2	3	-	3	3	3	3	2

LEVEL: 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	ECONOMICS FOR MANAGERS
Term/Semester	I
Course ID	23MBA212
Credits	4

Introduction:

In the present dynamic global economic environment, effective business decision making requires timely and efficient use of tools and techniques of economic theory. The primary objective of this course is to develop the abilities of students to apply the fundamental principles of economics to a wide range of managerial decisions as well as public policy issues. The focus of this course will be on understanding the theory and principles of economics for applying the same in the real-world issues and to take business decisions.

Course Outcomes (COs):

At the end of the course, students will be able to:

CO1: Analyze consumer behavior, forecast demand, and apply managerial economics principles in making informed business decisions.

CO2: Apply the knowledge of production functions, cost concepts, and cost computation for optimizing production efficiency and cost management.

CO3: Compare different market structures, their pricing mechanisms, and equilibrium conditions and their role in maximizing business performance.

CO4: Examine the key concepts such as national income measurement, Keynesian theory, inflation, and money supply, and their inter-relationships in the functioning of the economy.

CO5: Explain how global macroeconomic policies, including fiscal and Exim policies, union budget, business cycles, and international monetary systems, impact the economy and guide decision-making in the global economic landscape.

Course content and Structure: (48 hours)

Module 1: Consumer Behavior and Demand Analysis: 12 Hrs.

Nature and scope of Managerial Economics. Application of Economics in Business Decision making – importance and steps involved, Opportunity cost, PPC, Marginal Concept, Incremental Concept and discounting principle, Make or Buy – case study.

Consumer Equilibrium, Cardinal Utility approach – DMU and EMU, Ordinal Utility approach – Indifference Curve analysis, Consumer Surplus. Demand Theory and analysis – Determinants and Exceptions of Demand Theory. Elasticity of Demand and its role in managerial decision making. Demand Forecasting.

Module 2: Theory of Production and Analysis of cost: 10 hrs.

Production Function, Law of variable proportions, Returns to scale, Economies of scale and scope, Isoquants and Isocosts, Production Equilibrium, producers surplus. Cost Concepts, Computation of different types of costs, short run and long run cost functions, Cost reduction and cost control.

Module 3: Market Structures and Pricing: 12 Hrs.

Classification of market structures based on competition - Perfect Market: features, price & output determination, short run & Long run Equilibrium. Monopoly Market: features, price & output determination, short run & Long run Equilibrium. Monopolistic Competition: features, price & output determination, short run & Long run Equilibrium, Product differentiation.

Oligopoly Market: features, price & output determination, short run & Long run Equilibrium, Kinked Demand Curve.

Module4: Macroeconomic Analysis: 6 Hrs.

National Income: Concept and measurement, Circular flow of economic activities, Keynesian analysis: Keynesian theory of employment, Consumption function, Investment function, Multiplier, Relevance of Keynesian Economics in underdeveloped countries, Business cycle, Money supply and Inflation.

Module 5: Global macroeconomic policies and Business Cycles: 8 hrs.

Fiscal Policy and its implication on the functioning of economy, Exim Policy and its impact on trade balance, Union Budget, Business Cycles: Phases of Business Cycles, Salient features, Global Macroeconomic policies: International monetary systems, Coordination of fiscal and monetary policies.

Pedagogy:

1) Experiential Learning
2) Active Co-operative Learning
3) Case based Teaching
4) Class room discussions
5) Industry Institute Interaction Series
6) Webinars

Teaching Learning Resources:

Essential readings

1. Atmanand, 'Managerial Economics', Excel Books
2. William J Baumol, Alan S Blinder, 'Micro economics: Principles & Policy, Cengage Learning
3. Deepashree and Vanitha Agarwal, 'Macroeconomics', Ane's Books Pvt Ltd
4. Raghbendra Jha, 'Contemporary Macroeconomic Theory and Policy', New Age International Publishers
5. Paul Samuelson- Macro Economic Theory

References

1. N Gregory Mankiw, 'Macro economics'. Worth Publishers
2. Rudiger Dombusch, Stanley Fisher and Richard Startt, 'Macroeconomics', McGraaw Hill
3. G S Gupta, 'Macroeconomics: Theory and Applications', Mc Graw Hill Publishers
4. D N Dwivedi, 'Macroeconomics: Theory and Policy', Tata Mc Graw Hill Publishers
5. William J Baumol and Alan S Blinder, 'Macroeconomics: Principles and Policy', South Western Cengage Learning
6. Peterson & Levis, 'Managerial Economics', Prentice Hall Publications
7. Spencer M H- 'Managerial Economics', Richard D Irvin Inc
8. Baumol W J- 'Economic Theory & Operative Analysis' PHI, New Delhi

Supplementary Reading:

1. Pearson e – library ; https://elibrary.in.pearson.com/bookshelfDashboard
2. EBSCO : https://www.ebsco.com/search?search=supplychainmodel
3. Jgate: https://jgateplus.com/home/resources/

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	3	1	2	1	3	2	0
CO2	3	3	1	2	1	3	2	1
CO3	3	3	1	2	2	3	2	1
CO4	3	3	1	2	1	3	3	2
CO5	3	3	2	2	1	3	3	2

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	BUSINESS RESEARCH METHODS
Term/Semester	I
Course ID	23MBA213
Credits	3

Introduction

This course is designed to emphasize the foundational methods and techniques of research in business management. Students will be exposed to the main components of the research process i.e., research problem, research design, research hypotheses, data collection, ethical issues in research, report writing, and presentation. The main objective of this course is to enable students to understand the research process and conduct research project in an area of their choice.

Course Outcomes (COs):

After completion of this course, students will be able to:

CO1 Demonstrate basic concepts of research and familiarize with the process of research.
CO2 Develop a coherent research design
CO3 Examine the appropriate data collection method, sampling techniques, measurement scale to develop appropriate research instruments.
CO4 Assess the various research analytical tools used in business research
CO5 Analyse the data collected for the study and compile a research report

COURSE CONTENT AND STRUCTURE (36 HOURS)

MODULE 1: INTRODUCTION TO BUSINESS RESEARCH (5 Hours)

- Introduction to Business Research
- Objectives & motivations for research
- Types of Research- Introduction to Qualitative Research, Quantitative Research
- Introduction to Research Process
- Steps in Research Process
- Defining Business Problem- Problem Formulation, Techniques involved in defining a problem

MODULE 2: Business Research design 08 HOURS

- Introduction to Research Design: Meaning, types and significance of research design
- Exploratory research design: Meaning, purpose, Types
- Descriptive Research design: Meaning, types: Cross sectional and longitudinal studies
- Types of Research Design: Exploratory, Descriptive and Causal Research
- Experimental Research design: Meaning, types: Formal, informal, pre-experimental design, true experimental design, quasi experimental design.

MODULE 3: DATA COLLECTION METHODS AND SAMPLING 10 HOURS

- Data collection: Meaning, Methods of data collection: Primary data collection: Observations, survey and interview techniques
- Questionnaire design: Meaning, process of designing questionnaire.
- Qualitative techniques of data collection
- Secondary data sources: Advantages and disadvantages
- Measurement and scaling techniques
- Multidimensional scaling
- Sampling Technique- Concepts, Types: Probability & Non-Probability Sampling, Errors in sampling

MODULE 4: DATA ANALYSIS and REPORT WRITING 5 HOURS

- — Getting the data ready for analysis, Getting a feel for the data, descriptive statistics
- — Testing the goodness of measures Three important steps in qualitative data analysis
- — Reliability and validity in qualitative research, Methods of gathering and analysing qualitative data, hypothesis testing – Type 1 and type II error
- — Report writing and presentation of results, types of research reports and contents of research report.

MODULE 5: PRACTICAL LAB SESSION 8 HOURS

- — Introduction and use of Excel for data analysis
- — Practice session for data analysis: Cross tabulation, Descriptive Statistics, Independent t test, paired sample t test, regression, correlation ANOVA single factor and two factors and Chi square using SPSS
- — Developing questionnaire on various web-based research platform format.
- — Effective Presentation on results of the study.

PEDAGOGY

a) Class Lectures
b) Expert Lecture
c) Use of Templates and Software for practice sessions.
d) Case Studies/Simulations.
e) Lab session/Hands on
f) Mini project

TEACHING LEARNING RESOURCES
ESSENTIAL READINGS

1. Donald and Cooper (2014), Business Research Methods, The McGraw-Hill, New York.
2. Shashi Gupta and Rangi Praneet (2015), Business Research Methods, Kalyani Publishers, Bengaluru.
3. Uma Sekaran, Roger Bougie(2016), Research methods for Business: A skill building approach
4. Usha Devi N. and Santhosh Kumar (2016), Business Research Methods, Himalaya Publishing House, NewDelhi.
5. William G. Zikmund (2017), Business Research Methods, South-Western, Cengage Learning, Boston.

REFERENCES:

1. Karunakaran D. (2019), Business Research Methods Text and Cases, Himalaya Publishing House, New Delhi.
2. Kothari C. R. and Gaurav Garg (2019), Research Methodology: Methods and Techniques, New Age International Publishers, New Delhi.
3. Sachdeva J. K. (2016), Business Research Methods, Himalaya Publishing House, New Delhi.
4. Nuemen,WL 2011, Social Research Methods Qualitative and Quantitative approaches 7th Edition, Person.

Web links and E-Resources

https://study.com/academy/lesson/selecting-a-problem-to-research.html#quiz-course-links
Video Resources:
https://youtu.be/jMV7X3W_beg*Video to show to use searches for research secondary data.*

https://youtu.be/s-fVRJyEvS0*Video on Variables*
https://youtu.be/p-R_-_GQUqs*Video on Null Hypothesis*
https://youtu.be/0EZj39SbUWo*Video on Hypothesis Testing*
https://youtu.be/4NQHeI8GD54 Video on reliability
https://www.slideshare.net/sladner/sampling-methods-in-qualitative-and-quantitative-research-presentation Video on Sampling
https://youtu.be/l5e7kVzMIfs*Video to understand Qualitative and Mixed Methods Research*

CO-PO Mapping:

	PO1	**PO2**	**PO3**	**PO4**	**PO5**	**PO6**	**PO7**	**PO8**
CO1	3	2	-	-	-	3	-	-
CO2	2	2	-	1	1	2	-	-
CO3	-	2	-	1	1	1	1	-
CO4	1	3	-	1	1	1	1	1
C05	2	2	1	-	2	1	1	-

Correlation level: 1- slight (Low) 2- moderate (Medium) 3-substantial (High

Course Evaluation Plan:

Sl. No.	**Evaluation Item**	**Unit of Evaluation**	**Marks Allotted**	**Timeline**
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	MANAGERIAL ACCOUNTING
Term/Semester	I
Course ID	23MBA311
Credits	4

Introduction:
According to Diane Garnick "Accounting does not make corporate earnings or balance sheets more volatile. Accounting just increases the transparency of volatility in earnings." Financial Accounting is a Business Language that is used by an enterprise to communicate to its Investors and other stakeholders (Eg. employees, customers, suppliers and other local Community) its economic performance and financial position. Decision making is the core function of a manager. A potential manager must be exposed to the skill of sourcing information and make timely and apt decisions. One document that provides ample information for many decisions is 'Annual Report'. The Annual report, a report prepared by the Management of the company to its owners (the shareholders) informing them about the performance of the company over the preceding financial year, the reasons and analysis for performance, gives adequate information for both insiders of the company and outside stakeholders. However, the big challenge is how to read and understand the report and how to elicit information for making decisions. This course captures the fundamental aspects of financial statements, its analysis and interpretation and techniques for managing cost.

Course Outcomes (COs):
After successful completion of this course, the student will be able to:
CO1: Demonstrate Accounting Concepts and Conventions for preparation of Accounts and Prepare the Financial Statements of an Entity as per the applicable Accounting Standards.
CO2: Analyze the accounting system to deduce Financial statements using Cash flow and Ratio Analysis.
CO3: Deduce the Financial statements of an entity using other horizontal and vertical analytical tools.
CO4: Evaluate the various kinds of Costs and Cost Sheet.
CO5: Assess various cost-reduction techniques.

Course content and Structure (48hours)
Module1: Introduction to and preparation of Financial Accounts 15hours

- Introduction to Accounting- Book-Keeping and Accounting Equation.
- Financial Accounting–Concepts and Conventions.
- Trial Balance, Preparation of Final Accounts of Sole Proprietors and Companies Trading Profit and Loss Account and Balance Sheet with Adjustment Entries. (Problems)

Module 2: Cash flow Statement and Ratio Analysis 8 Hours

- Cash Flow Statement; Uses and Limitations. (Problems)
- Financial metrics using Ratio Analysis; Uses and Limitations; Classification of Ratios (Problems)

Module 3: Other Techniques of Financial Statement Analysis 10 Hours

- Comparative Statements, Common size Statements and Trend Analysis. (Problems)

Module 4: Costing **8 Hours**

- Meaning-; Classification of Cost
- Introduction to Cost Sheet Elements. (Basic Problems)
- Introduction to various types of Costing (Only Theory)

Module 5: Cost Reduction Techniques **7 Hours**

- Introduction to various Cost Reduction Techniques.
- Standard Costing- Material and Labour (Problems)
- Financial metrics using Marginal Costing- CVP Analysis, BEP Analysis. (Problems)
- Budgetary Control, Types of Budget.
- Flexible Budget (Problems)

Pedagogy:

1.Class Discussions.
2.Problems and Case Study Discussions.
3.Mini Projects
4.Work shop from practitioners
5.Webinars and SDPs.
6.Student Teacher Interactive Learning.
7.Multimedia Cases and Illustrations

Teaching Learning Resources:

Recommended Books

1. Financial Accounting: A Managerial Perspective**,** Narayan Swamy R, Prentice Hall India Learning Private Limited, ISBN Number: 978-8120349490.
2. Financial Accounting for Management, Ramachandra and Kakhani, Publisher: McGraw Hill India, ISBN: 978-9385965661, 9385965662.
3. Financial Accounting for Management, Paresh Shah, Oxford Uni. Press. ISBN: 978-0199494439
4. Accounting for Managers, M.N Arora- Himalaya Publishing House. ISBN Number: 978-93-5367-677-3.
5. Financial Accounting- P. C. Tulsian –Pearson Education India. ISBN: 8177582283, 978-8177582284.

Reference Books

1. Financial Accounting, Jain S. P and Narang K L, Kalyani Publishers. ISBN: 8127204242, 978-8127204242
2. Gupta, Ambrish, "Financial Accounting for Management: An Analytical Perspective" Pearson Education. ISBN: 8131722856, 978-8131722855
3. A Text book of Accounting for Management, Maheswari SN, Maheswari, Vikas Publishing house (P) Ltd. ISBN: 978-9352716166
4. Financial Accounting Theory- Scott, O'Brian- Pearson. ISBN: 978-0134166681

Supplementary Resources:

1. https://nptel.ac.in/courses/110/106/110106135/
2. https://www.coursera.org/learn/wharton-accounting
3. https://www.coursera.org/projects/analyze-company-performance-ratios
4. Capitaline: https://www.capitaline.com/SiteFrame.aspx?id=1
5. https://youtu.be/MnscaTum8Js
6. https://youtu.be/VYNTBWBqncU

CO-PO Mapping:

COs/POs	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	2	1	1	2	1	-	-
CO2	3	1	-	3	2	2	1	-
CO3	3	3	1	-	2	3	-	-
CO4	3	2	2	2	-	-	2	-
CO5	-	3	3	1	3	2	3	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	MANAGEMENT AND ORGANISATIONAL BEHAVIOUR
Term/Semester	I
Course ID	23MBA611
Credits	4

Introduction:

The objective of this course is to help students apply the basic concepts and principles of management and various facets of organisational behaviour. It is crucial to analyse the dynamics of individual and group behaviour for efficient and effective utilization of human resources in the organizations.

Course Outcomes (COs):

After successful completion of this course, the student will be able to:

CO1: Explain the evolution, principles and functions of management
CO2: Analyse and develop the organisational structure
CO3: Apply the concepts of personality, perception, attitude and learning in Organizations.
CO4: Examine the various facets of motivation, leadership and group dynamics
CO5: Illustrate the effectiveness of organizational culture, change and development

Course content and Structure: (48 hours)

Module 1: Introduction to Management (10 Hours)

- Meaning and Definition of Management, Nature and Purpose
- Evolution of Management thoughts- Early contributors, Classical management era, Neo-classical management era, Modern management era.
- Henry Fayol's Fourteen principles of management
- Management by Objectives - Meaning, Importance and Process
- Functions of Management - Planning: Meaning, Nature and Importance, Planning Process, Types of plans
- Organizing: Meaning, Nature and Importance, organization as a process, types of organization
- Staffing- Meaning, Importance, Staffing process
- Directing- Meaning, Importance, Elements of Directing
- Controlling- Meaning, Importance and Process of controlling
- Coordinating- Meaning and Importance

Module 2- Organization Design and Structure (6 Hours)

- Determinants and Parameters of Organisational Design- Environment, Organisational Strategy, Technology, Organizational people, Organisational Size
- Types of Organisational Structures (Concept, Structure, Pros and Cons): Hierarchical Organizational Structure, Functional structure, Divisional organisational structure
- Contemporary organisational structures - Team, Matrix, Project and Boundary less Organisations - Network, Modular, Virtual organisations

Module 3- Introduction to OB & Fundamentals of Individual Behaviour (12 Hours)

- Definition, need for studying Organizational Behaviour
- Contributing disciplines like psychology, social psychology, economics, anthropology etc.
- Foundations of Individual Behaviour- Concept, Factors affecting individual behaviour
- Personality and Organizations- Definition and Meaning, Determinants of personality, Big 5 Personality Traits, Types of Personality- Type A and Type B
- Attitudes and values in Organizations- Definition and Meaning, Formation of attitude, Components of Attitudes-ABC Model

- Perception in Organizations- Definition and Meaning, Perceptual process, Factors influencing perception.
- Learning: Definition and Meaning, Process of learning, Theories of learning - Classical conditioning, Operant Conditioning, Social and Cognitive learning

Module 4: Motivation, Leadership and Group dynamics (12 Hours)

- Motivation- Definition and meaning
- Theories of Motivation: Need hierarchy Model by Abraham Maslow, Dual factor theory by Frederick Herzberg, McGregor Theory of X and Y, Alderfer's s ERG Model of Motivation, Application of Motivational techniques
- Leadership: Meaning, styles of leadership
- Leadership theories: Trait theory, Behavioural theory- Managerial grid, Situational theory/ Contingent theory- Fiedler's model, Contemporary theory- Transactional and transformational leadership theory
- Group dynamics: Definition and importance, types of groups, group formation and group development, group performance factors

Module 5: Organisation Culture & Development and Change Management (8 Hours)

- Organisational Culture - Concept, Dimensions of Culture, Type of Culture
- Change Management – Definition and meaning, Nature, Kurt Lewin's Change Management Model, Kotter's change management process, Resistance to Change, Reasons for resistance to change, Techniques to Overcome Resistance
- Organizational Development (OD): Meaning and Definition, OD Interventions: Diagnostic Activities; Team Building; Sensitivity Training; Educational and Structural Interventions

Pedagogy:

1) Classroom Discussion
2) Workshop from Practitioners
3) Case based teaching
4) Experiential Learning
5) Organisational Visit
6) Simulation
7) Inquiry based teaching

Teaching Learning Resources:

Essential Readings

- Robbins, S.P., Judge, T.A., and Vohra, N. (2015). Organizational Behavior, 16th edition, Pearson Education. Leading: Article on Styles of leadership by Daniel Goleman
- Griffin, "Management: Principles and Practices", Cengage Learning
- Essentials of Management, Koontz, McGraw Hill, 8/e, 2014.

References

- Daft, R. L. (2013). The new era of management (10th Edition). Cengage Publications.
- Prasad, L.M., Principles and practices of management. New Delhi: Sultan Chand & Sons.
- Stoner, J.F., Freeman, E. R., & Gilbert, D.R. (2013). Management (6th Edition). Pearson Publications.
- Harvard Business Review, Hill, L.A., Ibarra, H., Cialdini, R.B., and Goleman, D. (2017). HBR's 10 must Reads for New Managers. HBS Press – 10134
- Luthans, F., Luthans, B. and Luthans, K. (2015). Organizational Behavior: An Evidence Based Approach, 13th edition, International Age Publishing, Inc.

- Ott, J.S., Parkes, S.J., and Simpson, R.B. (2008) Classic Readings in Organizational Behavior. 4th Edition. Cengage.
- Pareek U. (2011). Understanding Organizational Behavior, 3rd edition, Oxford University Press.
- Fred Luthans, "Organizational Behaviour", McGraw-Hill International

Supplementary Resources:

- https://jgateplus.com/home/
- https://capitaline.com/
- http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06
- https://elibrary.in.pearson.com/login

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	-	-	-	1	2	-	1
CO2	1	-	-	-	-	-	-	-
CO3	3	1	-	-	-	2	2	-
CO4	3	1	3	-	-	2	2	-
CO5	3	1	-	-	-	2	2	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	IT SKILLS FOR MANAGERS
Term/Semester	I
Course ID	23MBA711
Credits	4

Introduction:

Technology has bought a greater convenience, improved access to information, and revolutionized how we work today. Although we are familiar using technology in our daily lives but many are not skilled to use advanced IT that is demanded by the industry today. Gaining IT skills like MS-Word, MS-Power Point, MS-Excel and Power BI will make students more self-assured when applying to certain industries and facilitate better business decisions. Additionally, technical expertise makes one's multi-tasking, giving the confidence to take on increasingly challenging and complex roles for growing career.

This course is designed to improve the professional and job skills of students that will help them to get exponential growth in career. This course will not only help to build the future skills required to succeed in education but also those IT skills that are directly relevant to industries and careers of the future.

Course Outcomes (COs):

After successful completion the course the students will be able to:

CO1: Apply various tools and techniques embedded in MS-Word

CO2: Apply various tools and techniques embedded in PowerPoint

CO3: Apply various tools and techniques embedded in MS-excel to take the various business decisions

CO4: Apply various online tools for information exchange, collaborative working environment and other presentation tools

CO5: Analyse various analytical and visualization tools and techniques embedded in Power BI for business decisions.

Course content and Structure: (48 hours)

Module 1: Building basic proficiency in MS Word (8 Hours)

- Getting Started with Word: Navigate in Microsoft Word; Create and Save Word Documents; Manage Your Workspace; Edit Documents; Preview and Print Documents
- Formatting Text and Paragraphs: Apply Character Formatting; Control Paragraph Layout; Align Text Using Tabs; Display Text in Bulleted or Numbered Lists; Apply Borders and Shading
- Managing Lists: Sort a List; Format a List
- Adding Tables: Insert a Table; Modify a Table; Format a Table; Convert Text to a Table
- Inserting Graphic Objects: Insert Symbols and Special Characters; Add Images to a Document.
- Controlling Page Appearance: Apply a Page Border and Color; Add Headers and Footers; Control Page Layout; Add a Watermark
- Preparing to Publish a Document: Check Spelling, Grammar, and Readability; Use Research Tools; Check Accessibility; Save a Document to Other Formats

Module 2: Building basic proficiency in PowerPoint (6 Hours)

- Modifying the PowerPoint Environment: Customize the User Interface; Set PowerPoint Options
- Customizing Design Templates: Modify Slide Masters and Slide Layouts; Add Headers and Footers; Modify the Notes Master and the Handout Master

- Adding SmartArt and Math Equations to a Presentation: Create SmartArt; Modify SmartArt; Write Math Equations
- Working with Media and Animations: Add Audio to a Presentation; Add Video to a Presentation; Customize Animations and Transitions
- Collaborating on a Presentation: Review a Presentation; Store and Share Presentations on the Web
- Customizing a Slide Show: Annotate a Presentation; Set Up a Slide Show; Create a Custom Slide Show; Add Hyperlinks and Action Buttons; Record a Presentation

Module 3: Excel skills for Business Specialization (18 Hours)

- **Getting started with Excel:** The Ribbon; The Work Surface; Navigation; Formatting; Basic Math
- **Understanding Formulas:** Formula Anatomy; Cell Referencing; Math Functions (SUM, SUMIF, COUNT, COUNTIF, ROUND and SUBTOTAL); Basic Statistics (COUNTA, AVERAGE, MAX, MIN, MEDIAN and MODE); Logic Functions; Text Functions; Understanding Dates and time
- **Presenting and Reporting:** Cell Formatting; Outlining; Custom Number Formats; Conditional Formats; Building Charts.
- **Tables and charts:** Revision of some basic elements of Excel; Conditional formatting; Logic and nested functions; Charts advanced formatting; If statements
- **Organizing data:** Advanced table formatting; Worksheets management; Sort and Filters tools; Subtotal, VOOKUP and HLOOKUP
- **Analyzing data:** Analyze data with Pivot tables; Create and manage Scenarios and Summaries; Define and use cells names; Other What-if analysis tools
- **Functions:** Date and time functions; Text functions; Financial functions; Create custom number formats
- **Sharing spreadsheets:** Lookup and reference functions; Data validation; Auditing tools; Security and protection options
- **Data gathering and automations:** Importing and linking data; Advanced copy and paste options; Automation with Macros; Reviewing tools
- **VBA Macro:** Introduction to VBA, Variables in VBA, Message Box and Input box Functions, If and select statements and Looping in VBA and Queries
- **Advanced statistical tools:** Descriptive Statistics, Histogram, Correlation, Rank and Percentile, Regression.

Module 4: Building basic proficiency in using Social media, E-mail and other online tools (6 Hours)

- Creating and updating profiles on various social media platforms (Facebook, LinkedIn, Instagram, YouTube and Twitter); etiquettes to be followed.
- Email etiquettes.
- Online Tools: Google: Drive, Scholar, Classrooms, Current, Slides, Calendar, Groups, Forms, Keeps; Zoom; Microsoft teams etc.
- Prezi: Interactive power point slide
- Canva- Creating Brochure, Logos, Business Card, Business Presentation, Info graphs.

Module 5: Data analytics Visualization using Power BI (10 Hours)

- **Power BI Components:** Components of Power BI suite including Power BI for Desktop, Power BI mobile app, Server, Gateway
- **Business Transformation:** How Power BI will transform your data and business

- **Feature to manage & utilize data:** Power BI desktop features and managing and utilizing data with it to get Data from many sources
- **Power Query Usage:** ETL process using Power Query such as Transforming, Cleaning, Merging, Custom Visuals & Native Visuals
- **Creating Customized Data:** How to custom and create data visualizations and style reports for lucid data representation
- **Data Modeling Relationships** Data Modeling Relationship concepts like Star Schema and Snowflake Schema and Natural Query language
- Connecting data from different sources and data modeling with Power BI to enhance your business
- **Power BI functions** Dax Functions like Filter Functions, Time Intelligence Functions, Aggregate Functions, Measures etc.
- **Visualizations:** Visualizing Data, Why Visualizations, Visualization types, Create and Format Bar, column Charts, Create and Format Bar, Pie, Donut, Scatter, Line and Area charts

Pedagogy:

1) Practice Based Teaching
2) Lab Based teaching
3) Classroom Discussion
4) Project based teaching
5) Software linked Practice based Teaching
6) Interaction with experts
7) Case based teaching

Teaching Learning Resources:

Essential readings-

1. Paul Mc Fedries, "My Office 2016", Pearson education. ISBN: 978-9332582781
2. Learn Microsoft Office 2019: Comprehensive Guide to Getting Started with Word, PowerPoint, Excel, Access, and Outlook, By Linda Foulkes. 2020
3. Learning Computer Fundamentals, MS Office and Internet & Web Tech. By Dinesh Maidasani · 2005. ISBN:978-8170087809
4. Excel 2016 Bible", John Walkenbach
5. "Excel 2016 Power Programming with VBA", Dick Kusleika and Michael Alexander
6. "Advanced Excel Essentials", Jordan Goldmeier
7. " Mastering Microsoft Power BI: Expert techniques for effective data analytics and business intelligence, Brett Powell
8. Microsoft Power BI Quick Start Guide: Build dashboards and visualizations to make your data come to life, Devin Knight, Brian Knight, Mitchell Pearson, Manuel Quintana

References-

1. Wayne, Winston (2014). Microsoft Excel 2013: Data Analysis and Business Modelling, Micro soft Press, Washington.
2. Excel 2016 Bible", John Walkenbach
3. Cel 2016 Power Programming with VBA", Dick Kusleika and Michael Alexander
4. "Advanced Excel Essentials", Jordan Goldmeier
5. Linda Foulkes- Learn Microsoft Office 2019: A comprehensive guide to getting started with Word, PowerPoint, Excel, Access, and Outlook (Packt Publishing Limited)
6. Wayne, Winston (2014). Microsoft Excel 2013: Data Analysis and Business Modelling, Micro soft Press, Washington

7. Exam Ref 70-778 Analysing and Visualizing Data by Using Microsoft Power BI 1st Edition, Daniil Maslyuk
8. The Definitive Guide to DAX: Business Intelligence for Microsoft Power BI, SQL Server Analysis Services, and Excel Second Edition (Business Skills) 2nd Edition,Marco Russo , Alberto Ferrari Data Visualization with R 100 Examples by Thomas Rahlf, Springer

Supplementary resources

1. https://onlinecourses.swayam2.ac.in/cec20_mg14/preview
2. Pearson e – library ; https://elibrary.in.pearson.com/bookshelfDashboard
3. EBSCO : https://www.ebsco.com/search?search=supplychainmodel
4. Jgate: https://jgateplus.com/home/resources/
5. https://docs.microsoft.com/en-us/power-bi/guided-learning/
6. https://microsoftlearning.github.io/DA-100-Analyzing-Data-with-Power-BI/
7. https://www.kaggle.com
8. https://www.github.com
9. https://www.excel-easy.com/ and https://exceljet.net/
10. https://www.myonlinetraininghub.com/microsoft-excel-online-training-syllabus
11. https://excelexposure.com/
12. https://corporatefinanceinstitute.com/resources/excel/study/basic-excel-formulas-beginners/

Exercises for Lab Journal

1. Demonstration of Curriculum Vitae, Time Table Using MS-Word
2. Demonstration of Brochure and Demonstration of Mail merge using MS-Word
3. Demonstration of Format, Filter, Sort and Conditional Formatting using MS-Excel
4. Demonstration of Data Analysis using Graphs and Pivot Tables using MS-Excel
5. Demonstration of Logical, Text and Mathematical using MS-Excel
6. Demonstration of Logical and If statements
7. Demonstration of LOOK UP functions
8. Demonstration of Data validation and What if analysis
9. Demonstration of Performance Ratings of Employees/Sales reports using Pivot tables
10. Demonstration of Descriptive Statistics, Histogram, Correlation,
11. Demonstration of Rank, Percentile, Regression
12. Demonstration of VBA, Macro and queries
13. Demonstration of Presentation using Power Point Software
14. Demonstration of Presentation using Prezi Software
15. Demonstration of Event Brochure using CANVA
16. Demonstration of Email Account, Email Signature, Social Media (LinkedIn etc.)
17. Demonstration of Google tools
18. Demonstration of ETL Process
19. Demonstration of Data Modeling Relationships
20. Demonstration of Filters, Time Intelligence and Aggregate functions
21. Demonstration of types of graphs with examples
22. Demonstration of Dashboards (HR, Marketing and Finance)

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	-	1	-	3	2	2	-
CO2	3	-	1	-	3	2	2	-
CO3	3	2	1	-	3	2	2	-
CO4	3	-	1	-	3	2	2	-
CO5	3	3	2	-	3	2	2	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	Semester end Lab Exam	Individual	Lab Journal - 10 2 exercises - 30 Each question carries 15 Marks **Section A** Out of 2 Questions one attempt only one **Section B** Out of 2 Questions one attempt only one Viva Voice - 10 Total - 50	At the end of the semester
2	Attendance and Class participation	Individual	10	At the end of the semester
3	Cap-Stone project -1 using **MS Word, MS-Power Point and Power BI**	Each group of 3 Students (max)	Report - 5 Presentation - 5 Viva Voice - 5 Total - 15	At the end of the semester
4	Cap-Stone project-2 **MS- Excel**	Each group of 3 Students (max)	Report - 5 Presentation - 5 Viva Voice - 5 Total - 15	At the end of the semester
5	Internal Exam	All students	10	Mid of the semester

Course Title	COMMUNICATION AND SOFT SKILLS
Term/Semester	I
Course ID	23MBA712
Credits	4

Introduction:
Business Communication is integral to an individual's ability to hold a conversation and convey a set of information to a recipient. An individual becomes an essential skill that defines the corporate world as also in personal life. Refine these skills of Communication courses like Business Communication brings out the ability to communicate in the corporate and casual

Course Outcomes (COs):
After completion of this course, students will be able to;
CO1: Communicate the ideas, messages, or concepts with comprehension
CO2: Comprehend content, build vocabulary, and express texts
CO3: Demonstrate eloquent speaking, writing, and listening skills
CO4: Demonstrate traits of good emotional balance
CO5: Demonstrate proficiency in people skills and business etiquette
CO6: Develop proficiency in problem-solving skills for aptitude assessments

Course content and Structure: (48 hours)
Module 1: Introduction to Communication and its Importance (4 Hrs.)

- Introduction to Communication, Role of Communication, Purpose of Communication, and Importance of Communication in Management. Need for Communication in Management; Informal and Formal Communication, Corporate Communication.

Module 2: Reading, Writing, and Listening Skills (8 Hrs.)

- Reading - Critical Reading, Vocabulary Enhancement, Reading Comprehension
- Writing - Business Letters, Email Drafting, Content Writing, writing for Social-Media, Grammar and Syntax, Editing and Proof reading
- Listening – Active Listening, Empathetic Listening, Exercises, Listening comprehension exercises. Feedback and Reflection

Module 3: Spoken Communication (10 Hrs.)

- Basics of verbal and nonverbal communication, Articulation, and Pronunciation, persuasive techniques (ethos, pathos, logos), Interpersonal Communication.
- Nonverbal communication: Types of Nonverbal Communication
- Conversational Skills- Effective Questioning Skills, Cross-Cultural Communication, Public Speaking, Impromptu Speaking, Storytelling, Feedback and Active Engagement.
- Exercises to build Oratory Skills, Debate and Persuasive Skills

Module 4: Interpersonal Skills (6 hrs.)

- Emotional Intelligence – Five steps to enhance EQ (Social Skills, Self-Regulation, Motivation, Empathy, Self-Awareness)
- Transactional Analysis
- Personal Branding
- Conflict Resolution
- Mindfulness

– Collaboration

Module 5: People Skills (10 hrs.)

– People Skills – Agility at work, positive thinking, workplace etiquettes,
– Negotiation Skills.
– Business Etiquettes – Telephone etiquettes, meeting etiquettes, netizen etiquettes.

Module 6: Aptitude Skills (10 hrs.)

- Number and letter series, shortcuts.
- Ratio and Proportion-Concept and Basic Problems, Ratio and Proportion – advance level Problem.
- Blood Relation- Basic Problems, Blood Relation- advance level Problem.
- Direction - Concept and Basic Problems, Direction advance level Problem
- Ages - Concept and Basic Problems, Problems on Ages - advance level Problem
- Percentages - Concept and Basic Problems, Percentages - advance level Problem
- Profit and Loss - Concept and Basic Problems, Profit and Loss- advance level Problem
- Coding Decoding - Concept and Basic Problems, Coding Decoding- advance level Problem
- Partnership - Concept and Basic Problems, Partnership- advance level Problem
- Time and work - Concept and Basic Problems, Time and work- advance level Problem

Pedagogy:

1) Activity-based classes. – (Use of activity and app-based activity)
2) Project based
3) Video case studies
4) Workshops
5) Competitions/Contests
6) Student practice session
7) Workbooks

Teaching Learning Resources:

Essential readings-

- Bovee, Courtland L, John V. Thill & Barbara E. Schatzman. Business Communication Today: Tenth Edition. New Jersey: Prentice Hall, 2010.
- Amos, Julie-Ann. Handling Tough Job Interviews. Mumbai: Jaico Publishing, 2004.
- Bonet, Diana. The Business of Listening: Third Edition. New Delhi: Viva Books, 2004.
- Wren & Martin

References-

- Business Communication, Cases and Concepts- Chaturvedi and Chathurvedi Pearson Publishing
- C.R. Reddy Business Communication, Adair, John. Effective Communication. London: Pan Macmillan Ltd., 2003.
- Ajmani, J. C. Good English: Getting it Right. New Delhi: Rupa Publications, 2012.
- Guffey, Mary Ellen. Essentials of Business Writing. Ohio: South-western College Pubg., 2000.
- Carnegie, Dale. The Quick and Easy Way to Effective Speaking. New York: Pocket Books, 1977
- Collins, Patrick. Speak with Power and Confidence. New York: Sterling, 2009.
- Fitikides, T. J. Common Mistakes in English. London: Orient Longman, 1984.

- Hughes, Shirley. Professional Presentations: A Practical Guide to the Preparation and Performance of Successful Business Presentations. Sydney: McGraw-Hill, 1990
- Lesikar, Raymond V and Marie E. Flatley. Basic Business Communication: Skills for Empowering the Internet Generation: Ninth Edition. New Delhi: Tata McGraw-Hill, 2002
- Moore, Ninja-Jo, et al. Nonverbal Communication: Studies and Applications. New York: Oxford University Press, 2010.
- Prasad, H. M. How to Prepare for Group Discussion and Interview. New Delhi: Tata McGraw-Hill Publishing Company Limited, 2001.
- Pease, Allan. Body Language. Delhi: Sudha Publications, 1998.

Supplementary Resources

- http://www.bbc.co.uk/worldservice/learningenglish/radio/specials/15
- http://www.colostate.edu/Depts/Speech/rccs/theory44.html
- BBC, Grammerly, Hello Talk, Slack, Base Camp,Wordmaya.
- https://onlinecourses.swayam2.ac.in/imb19_mg14/preview.
- https://nptel.ac.in/noc/courses/noc18/SEM1/noc18-hs18/

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	-	3	1	-	-	3	1
CO2	2	2	2	-	-	1	3	-
CO3	1	-	1	1	-	1	2	-
CO4	2	-	1	1	-	-	-	1
CO5	3	-	2	1	-	-	-	1
CO6	2	1	-	1	-	2	-	1

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

CIA

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	Exercises after every module (2,3,4&5) (10 marks per exercise)	Individual	20	At the end of each module
2	Aptitude Test	Individual	15	At the end of 6th module
3	Competitions	Individual	10	At the end of each module
4	Attendance	Individual	5	At the end of semester

SEE

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	Aptitude & Writing Skill	Individual	25	At the end of semester
2	VIVA / Demonstration of Skills using presentation	Individual	25	At the end of semester

COURSE MATRIX – SECOND SEMESTER

Sl.NO	Subject Code	NAME OF THE SUBJECT	CREDITS	CONTACT HOURS	IA MARKS	SEE MARKS
1	23MBA121	Digital Marketing	3	36	50	50
2	23MBA221	Entrepreneurship and Start Up Management	3	36	50	50
3	23MBA321	Financial Management	4	48	50	50
4	23MBA421	Application of Operations Research in Business	4	48	50	50
5	23MBA621	Human Resource Management	3	36	50	50
SE3	23MBA721	Business Analytics Skills	4	48	50	50
SE4	23MBA722	Employability skills	2	24	50	50
IP1	23MBA821	Social Immersion	1	-	50	50
OE1	23MBA822	Open Elective I [MOOC] 6-12 weeks	1	-	-	100
LE1	23MBA823	Health & Wellness	2	24	50	50
TOTAL			**27**	**300**	**450**	**550**

Course Title	DIGITAL MARKETING
Term/Semester	II
Course ID	23MBA121
Credits	3

Introduction:
The focus of Digital Marketing is on the evolution of marketing in the context of today's rapidly changing digital business environment. It examines how digital technologies, from traditional marketing to today's plethora of Web applications have changed the face of contemporary marketing theory and practice. The course goes on to consider how the cutting-edge technologies of digitally enabled marketing tools have built the relationship between 'Content and Brand'. The course specifically draws upon real cases and examples and is designed to give students a practical appreciation of cutting-edge digital-age competitive practice.

Course Outcomes (COs):
CO1: To be able to explain the fundamentals of digital marketing.
CO2: To be able to design and develop digital marketing strategy.
CO3: To be able to plan social media marketing strategies.
CO4: To be able to explain search engine optimization and web analytics.
CO5: To be able to explain the latest digital marketing innovation and trends

Course Content and Structure: (36 hours)
Module 1: Introduction to Digital Marketing (7 hours)

- Meaning and definition of digital marketing
- Traditional Vs Digital marketing
- Online marketplace analysis: micro-environment – customer characteristics; personas; customer journey map; situation analysis; customer interaction with digital marketing; implication on conversion
- Suppliers; publishers; intermediaries and influencers
- Digital revenue models

Module 2: Digital Marketing Strategy (7 hours)

- Introduction - digital marketing strategy; Channel marketing strategy; Multichannel marketing strategy; Omni channel marketing; customer touchpoints
- SOSTAC model
- Strategy formulation for digital marketing
- 4 Ps of digital marketing

Module 3: Social Media Marketing (12 hours)

- Social media marketing – Introduction; Putting SMM in the Context of the Marketing Funnel; Choosing Social Media Platforms
- Exploring marketing strategies for Facebook; Discovering Facebook page and ads
- Basics of twitter; Marketing via Twitter; Using Promoted Accounts, tweets and trends
- Promoting on YouTube; Seeding a Viral Campaign; Advertising on YouTube
- Creating a powerful LinkedIn Profile; types of LinkedIn ads
- Basics of Instagram; Structuring Instagram for Business Goals
- Marketing with Pinterest; Creating a strategy for Pinterest; Pinning to your business boards

Module 4: Search Engine Optimisation and Web Analytics (5 hours)

- How search engine works
- Website development; Concept of SEO; SEO Phases; SEO Tactics
- Web analytics- Key metrics: Behavioral analysis-visit/sessions, time on site, page views, bounce rate, heat map analysis, traffic source; Outcome analysis – different conversion rates, average order value, multi-channel funnel; Experience analysis –site survey, usability testing, site visit, A/B testing;

Module 5: Digital Innovation and Trends: (5 hours)

- Meaning, definition and examples of:
- AI
- Chatbots
- Content marketing and Personalization
- Influencer marketing
- Wearables
- Programmatic advertising
- Conversational marketing

Pedagogy:

1) Classroom Discussion
2) Expert talk
2) Practice based learning

Teaching Learning Resources:

Essential readings-

1. Vandana, Ahuja; Digital Marketing, Oxford University Press India (November, 2015).
2. Eric Greenberg, and Kates, Alexander; Strategic Digital Marketing: Top Digital Experts Share the Formula for Tangible Returns on Your Marketing Investment; McGraw-Hill Professional (October, 2013).
3. David Whiteley; E-Commerce: Strategy, Technologies and Applications, Mcgraw Hill Education.

Reference Books

1. Digital marketing; Strategy, Implementation and Practice; Dave Chaffey & Fiona Ellis-Chadwick; Eighth Edition 2022; Pearson
2. Social Media Marketing for dummies; Shiv Singh & Stephanie Diamond; 4th Edition 2020; Wily & Sons
3. Seema Gupta; Digital Marketing, McGraw Hill Education
4. Menon, Arpita; Media Planning and Buying; McGraw Hill (1st Edition, 2010)
5. Arnold, George; Media Writer's Handbook: A Guide to Common Writing and Editing Problems; McGraw-Hill Education; (5thedition, 2008)
6. Ryan, Damian; Understanding Digital Marketing: marketing strategies for engaging the digital generation; Kogan Page (3rd Edition, 2014).
7. Rajendra Nargundkar and Romi Sainy: Digital Marketing - Cases from India; Notion Press, Inc
8. Philip Kotler; Marketing 4.0: Moving from Traditional to Digital, Publisher Wiley
9. Punit Singh Bhatia; Fundamentals of Digital Marketing, Pearson

Supplementary readings

1. https://yourstory.com/2021/08/artificial-intelligence-ml-infrastructure-digital-marketing/amp
2. https://www.retailwire.com/discussion/did-the-pandemic-change-digital-marketing-for-good/
3. https://huddle.today/digital-marketing-specialist-email-marketing-and-website-content-management-caa-atlantic-limited/
4. https://www.forbesindia.com/blog/digital-navigator/basics-of-marketing-to-the-gen-z-digital-consumer/
5. https://rismedia.com/2021/10/01/digital-marketing-strategy-relevant/
6. https://www.thenewsminute.com/article/memes-reels-and-spaces-how-south-movies-are-embracing-digital-marketing-155525

https://learndigital.withgoogle.com/digitalgarage/course/digital-marketing

CO-PO Mapping:

	PO1	**PO2**	**PO3**	**PO4**	**PO5**	**PO6**	**PO7**	**PO8**
CO1	3	1	-	-	-	2	1	-
CO2	3	2	-	2	1	3	3	1
CO3	3	2	-	2	1	3	3	1
CO4	3	1	-	-	1	2	2	1
C05	2	1	-	-	-	1	1	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	**Evaluation Item**	**Unit of Evaluation**	**Marks Allotted**	**Timeline**
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	ENTREPRENEURSHIP AND START-UP MANAGEMENT
Term / Semester	II
Course ID	23MBA221
Credits	3

Introduction:

Entrepreneurship is the act of being an entrepreneur or "one who undertakes innovations, finance and business acumen in an effort to transform innovations into economic goods". This may result in new organizations or may be part of revitalizing mature organizations in response to a perceived opportunity. The most obvious form of entrepreneurship is that of starting new businesses (referred as a start-up company); however, in recent years, the term has been extended to include social and political forms of entrepreneurial activity. When entrepreneurship is describing activities within a firm or large organization it is referred to as intra-preneurship and may include corporate venturing, when large entities spin-off organizations. What leads a person to strike out on his own and start a business? Sometimes it is a proactive response to a negative situation. Perhaps a person has been laid off once or more. Sometimes a person is frustrated with his or her current job and doesn't see any better career prospects on the horizon. Sometimes a person realizes that his or her job is in jeopardy. A firm may be contemplating cutbacks that could end a job or limit career or salary prospects. Perhaps a person already has been passed over for promotion. Perhaps a person sees no opportunities in existing businesses for someone with his or her interests and skills. Some people are actually repulsed by the idea of working for someone else. They object to a system where reward is often based on seniority rather than accomplishment, or where they have to conform to a corporate culture. Other people decide to become entrepreneurs because they are disillusioned by the bureaucracy or politics involved in getting ahead in an established business or profession. Some are tired of trying to promote a product, service, or way of doing business that is outside the mainstream operations of a large company.

This course will make students familiar to the Start-ups which are part of the entrepreneurial environment. This course will outline the changes the new thinking and systems adopted in the entrepreneurial/start-up set today. Some of the topics will be managing and growing a start-up, Funding for Stat up, Managing a Career at Start-up.

Course Outcomes:

After learning the course, the students should be able to

CO1: Explain the entrepreneurial process, essential traits of successful entrepreneurs, the role of innovation, and the significance of entrepreneurship in India.

CO2: Identify diverse entrepreneurial types and cultivate an intrapreneurial mindset

CO3: Apply the dynamics to design business plans by considering all dimensions of business.

CO4: Evaluate the entrepreneurial process in case studies and find exceptions to the model of entrepreneurship.

CO5: Create a small enterprise or a start-up, with a small capital within a short period and experience the science and art of doing business.

Course Content and Structure: (36 hours)

Module 1: Entrepreneurship and Innovation (04 Hours)

- Introduction- Entrepreneurial Process; Setting, Preparation, Management, Survival and Growth, Transition; Entrepreneurial behavior and skills; Entrepreneurial structure. Need and contribution of entrepreneurship in India
- Entrepreneurship types, Characteristics and traits of an entrepreneur, and Stages of an entrepreneur. Innovation in Entrepreneurship Cases
- Intrapreneurship: Developing an Intrapreneurial mindset, critical thinking, and problem-solving mindset.

Module 2: Entrepreneurial Stages- Idea Generation, Prototyping and feasibility Testing (10 Hours)

- Idea generation stages, Various methods of idea generation -Effectuation Theory; Problem Mapping; Design thinking;
- Idea testing and Prototyping - Product Diamond testing; Prototyping; IPR- importance; process and. Entrepreneurship in Action- Creativity and Innovation.
- Identification of Business Opportunities; Evaluation of Business Opportunities, RAMP Model, Mullins 7 Domain Framework. Feasibility Analysis- Market Entry Strategies; Marketing Feasibility; Financial Feasibilities; Political Feasibilities; Economic Feasibility; Social and Legal Feasibilities;
- Technical Feasibilities; Managerial Feasibility, Location and Other Utilities Feasibilities.

Module 3: Entrepreneurial Planning (08 Hours)

- Business model & Lean Canvas Model– Meaning, designing, analysing and improvising;
- Business Plan – Meaning; Scope and Need; Financial; Marketing; Human Resource; and Production/Service Plan. Content of Business Plan, Business plan Formats- Project report preparation and presentation; Common pitfalls of Business Plan;
- Idea pitching, Prospecting funding.

Module 4: Eco- System Supporting Growth and Funding of Entrepreneurship / Startup (08 Hours)

- Sources of Finance, Central government institutions and agencies: SIDBI, NABARD, NSIC, SISI, EDI, etc. State government institutions and agencies: DIC, CEDOK, KIADB, KSFC, etc. 2018 - 19 Page 31 Other supporting agencies RUDSETI,
- Incubation centers, VCs, Maker's labs, TBIs, etc. Specific initiatives to promote entrepreneurship: Start-up India, stand up India and MUDRA, Make in India, etc. initiatives.
- Start-ups – role of accelerators, Managing Funding and internal finance.
- Managing risk and negotiating deals.
- Managing start-ups transition and growth.

Module 5: Startups Management and Scaling (06 Hours)

- Stages of Startups and types of startups
- Product Development and Minimum Viable Product (MVP): Product development methodologies (Agile, Lean Startup, etc.), Building an MVP and iterative development, User experience (UX) design and prototyping, Testing and validation of the product or service
- Startup Financing and Funding: Sources of startup funding (bootstrapping, angel investors, venture capital, etc.), Pitching and presenting to investors, Valuation and terms of investment, financial management and budgeting for startups

Pedagogy

1. Idea Hackathon
2. Poster Making
3. Classroom Discussion
4. Active Cooperative Learning (Venture Fest)
5. Case-Based Teaching (Success and Failure Stories) Videos

RECOMMENDED BOOKS (Latest Editions)

1. Entrepreneurship and Small Business Management, Mariotti and Glackin, 2nd edition, Pearson Publication,
2. Entrepreneurship-11th edition, Robert D Hisrich, Michal P Peter, Dean A Shepherd, Tata MC Graw hill Education Pvt Ltd
3. New business ventures and the Entrepreneurs- 6th edition, Stevenson or Roberts or Groves beek, Irwin, Inc.mcrhall
4. New venture creation, entrepreneurship for the 21st century, 76th edition, Jeffry. A. timmous, Stephen spinelli, Tata McGraw hill, edition2018 - 19 Page 32
5. Entrepreneurship development small business enterprises Poornima, Charanti Matt edition 5th, Dorling Kindersley (India Pvt Ltd)
6. Bangalore Business ethics, ethical decision making and cases 6th edition O.C Ferrell, Jhon paeel fraedrich, lindaferrel Houghton mifflinco, USA
7. 'Effectuation'- Saras Saraswathi
8. '8 steps to innovation' – Rishikesha T Krishnan and Vinay Dabholkar; Collins Publications
9. Bruce R. Barringer, R.Duane Ireland, Entrepreneurship successfully, launching new ventures. Pearson, 2019.
10. Managing Start-ups for Success, Entrepreneurship in Difficult Times, By Rajat Kanti Baisya, 1st Edition, Copyright Year 2021, Rout ledge.
11. Venture Capital Investing by David Gladstone, FT Press; 1 edition (2003-08-23), 1956.
12. Be a Startup Superstar: Ignite Your Career Working at a Tech Startup, Jaby Steven Kahan, Weily.

REFERENCE BOOKS (Latest Editions)

1. Reddy, "Entrepreneurship: Text & Cases", Cengage Learning
2. David H. Holt , "Entrepreneurship: New Venture Creation", Prentice-Hall of India
3. K Ram Chandran, "Entrepreneurship Development: Indian cases on Change Agents" Tata McGraw Hill
4. Brigitte Berger , "The Culture of Entrepreneurship", ICS Press
5. Vasant Desai, "Entrepreneurial Development and Management", Himalaya Publication

Supplementary Resources:

1. Entrepreneurship: Do your venture; https://onlinecourses.swayam2.ac.in/imb19_mg03/preview
2. Identifying entrepreneurial Opportunities; https://www.classcentral.com/course/edx-identifying-entrepreneurial-opportunities-12828
3. Start-up: How to build a successful business? https://www.coursera.org/learn/startup-english.
4. Journal of small Business : https://www.tandfonline.com/
5. JEB- Journal of Entrepreneurship and Business: https://jeb.umk.edu.my/
6. https://elibrary.in.pearson.com/login
7. https://jgateplus.com/home/
8. https://capitaline.com/

http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06.

CO PO Mapping

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	3	2	2	1	-	-	2
CO2	2	1	3	-	-	-	-	-
CO3	2	3	3	1	3	3	1	-
CO4	3	3	2	-	1	2	-	1
CO5	3	3	-	-	1	1	-	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	FINANCIAL MANAGEMENT
Term/Semester	II
Course ID	23MBA321
Credits	4

Introduction:

"Beware of little expenses. A small leak will sink a great ship"- By Benjamin Franklin.

Financial management is a crucial discipline that encompasses the effective management of financial resources to achieve organizational goals. It involves making strategic financial decisions, managing risks, and ensuring the organization's financial health. The subject helps the students to understand the basics concepts of financial management such as Time value of money, cost of capital, Capital Budgeting, Working capital and so on. This course aims at equipping a potential manager with the tools and techniques that help make financial decisions of the business and thereby lead to achieving the goal of business – 'wealth maximization.

Course Outcomes (COs):

After completion of this course, students will be able to;

CO1: Apply the time value of money concepts for better financial decisions.
CO2: Examine appropriate cost of capital for a business/project.
CO3: Assess the different capital budgeting techniques for decision making.
CO4: Compare different capital structure theories and apply dividend policies for a business.
CO5: Evaluate the working capital effectiveness of a firm

Course content and Structure: (48 hours)

Module 1: Introduction to Financial Management & Time Value of Money (10 Hours)

- **Introduction**: Nature and scope of financial management, Goals of financial management and Role and responsibilities of financial managers
- Time value of money, Future Values - Compounding Process, Present Values - Discounting Process, Single Cash Flow, Annuity, Perpetuity, Uneven Cash Flows, Multi-Periods in Compounding and Discounting, Loan Amortisation, Nominal v/s Effective Annual Rates.

Module 2: Cost of Capital (10 Hours)

- **Cost of Capital**: Cost of Debt, Post-Tax Cost of Debt, Cost of Equity: DDM (Dividend Discount Model), CAPM (Capital Assets Pricing Model) and Weighted Average Cost of Capital (WACC).

Module 3: Investment Decision (14 Hours)

- Estimation of Project Cash flows: Initial Cash flow & Subsequent Cash flow
- Evaluation of Investment Decisions: Traditional and Modern Methods: Payback Period, Average Rate of Return, Net Present Value NPV, Internal Rate of Return, Modified Internal Rate of Return and Discounted Payback Period.

Module 4: Capital Structure, Leverage and Dividend Policy (6 Hours)

- **Introduction**, Planning the Capital Structure, Factors Affecting Capital Structure Decisions. Capital structure theories (Modigliani-miller theorem, trade-off theory, pecking order theory) (only theory)
- **Dividend Policies**: Dividend policy in Practice Dividend theories – relevance and irrelevance: Walter, Gordon and Modigliani-Miller Hypothesis (including problems). Financial metrics using leverage and its impact on financial risk and returns.

Module 5: Working Capital Management (8 Hours)

- Estimation of Working Capital: Current Assets and Current Liabilities, Concept of Working Capital Management, Operating Cycle, Cash Cycle, Cost of Trade Credit. (Problems on Estimation of Working Capital)

Pedagogy:

1) JIGSAW Method
2) Classroom Discussion -Active Cooperative Learning
3) Financial modelling using Spreadsheet- Time value of Money, Investment Decisions
4) Application based teaching (Time value of Money Mobile Applications)
5) Project Based teaching- Listed companies for Cost of capital
6) Industry Interaction with the Practitioner

Teaching Learning Resources:

Essential Readings

1. Prasanna Chandra, "Financial Management", McGraw Hill Education
2. Brigham and Houston (2015), Fundamentals of Financial Management, Cengage (15th edition)
3. Brealey, R. A. (2007). Principles of Corporate Finance, Tata McGraw-Hill Education
4. Van, Horne James, C. (2002), Financial Management & Policy, Pearson Education India, (12th edition)

References

1. Bahal, Mohit, "Practical Aspects of Financial Management", Suchita Prakashan
2. Sharma, Dhiraj, "Working Capital Management – A conceptual Approach", Himalaya Publishing House
3. Bhalla, V.K., "Financial Markets and Institutions", S. Chand and Co
4. Hampton, John, "Financial Decision Making – Concepts, Problems and Cases", Prentice Hall of India
5. Khan, M.Y; "Indian Financial System", The McGraw Hill Companies

Supplementary Resources

- MOOC on Financial Management – Illinois University (Coursera)
- https://jgateplus.com/home/
- https://capitaline.com/
- http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06
- https://elibrary.in.pearson.com/login

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	3	-	2	2	2	2	-
CO2	2	2	-	-	-	2	-	-
CO3	3	3	-	-	-	1	1	-
CO4	1	2	-	-	-	-	-	-
CO5	1	2	-	-	-	-	-	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	APPLICATION OF OPERATIONS RESEARCH IN BUSINESS
Term/Semester	II
Course ID	23MBA421
Credits	4

Introduction:
Operations research (OR) is a discipline that deals with the application of advanced analytical methods to help make better decisions. Operations research arrives at optimal or near-optimal solutions to complex decision-making problems. Operations Research takes tools from different discipline such as mathematics, statistics, economics, psychology, engineering etc. and combines these tools to make a new set of knowledge for decision making. O.R. is a professional discipline which deals with the application of scientific methods for making decision, and especially to the allocation of scarce resources. The main purpose of O.R. is to provide a rational basis for decisions making in the absence of complete information, because the systems composed of human, machine, and procedures may not have complete information. This course helps students to understand the various OR tools and their importance in Organizational decision making process.

Course Outcomes (COs):
Having successfully completed this course student will be able to:
CO1: Select appropriate Operational Research (OR) techniques to decision making.
CO2: Formulate and solve mathematical model (linear programming problem) for a physical situation like production, distribution of goods and economics, Transportation and assignment models
CO3: Demonstrate the best strategy using decision making methods under uncertainty using game theory.
CO4: Illustrate the characteristics of different types of decision-making environments.
CO5: Apply CPM and PERT techniques, to plan, schedule, and control project activities.

Course content and Structure: (48 hours)
MODULE 1: Linear Programming Problem (LPP) (12 Hrs.)

- Importance; scope; techniques and characteristics of OR
- Different types of models in OR
- Linear programming problem; Formulation and solution, Graphical solution method; Simplex method (standard maximization) – problems
- Formulation of Duality (only formulation)

MODULE 2: Transportation and Assignment models (10 Hrs.)

- Meaning and importance of Transportation model
- Methods to determine Initial basic feasible solution: North west corner rule(NWCR); Least cost method (LCM); Vogel's approximation method (VAM)
- Optimal solution using Modified distribution (MODI) method
- Maximization Problems
- Characteristics and importance of Assignment; Maximization and minimization methods; Travelling salesman (problems); Crew assignment problems (only theory)

MODULE 3: Sequencing and Replacement problems (10 Hrs.)

- **Sequencing**; Terminology and notations
- Types of sequencing problems: Processing n jobs through 2 machines; Processing n jobs through 3 machines; Processing N jobs in M Machine;
- **Replacement Theory**: Assumptions of replacement theory; Replacement of items which deteriorates with time (only case1-Value does not change with time); Replacement of items that fail completely including group replacement

MODULE 4: Theory of Games and Queuing Theory (8 Hrs.)

- Types of gaming strategies, Formula method, Saddle point method, Graphical method, Principle of Dominance
- **Queuing theory**
- Operating characteristics of queuing system; Single server/single queue model

MODULE 5: Network Analysis and Simulation (8 Hrs.)

- Networking Concepts; Rules for drawing network diagram; Finding Critical path and different Floats – TF, FF, IF
- PERT Computations: Probability of meeting the scheduled dates; Difference between PERT and CPM
- **Simulation**- Monte Carlo simulation using Random numbers (theory and problems)

Pedagogy:

- Class room discussion
- TORA lab session
- Project based learning
- Experiential learning
- Workshop from practioners
- Case based teaching

Teaching Learning Resources:

Recommended Books

1. K.K Chawla, Vijay Gupta and Bhushan K Sharma, "OPERATIONS RESEARCH and Quantitative Analysis for Management, Kalyani Publishers.
2. N.D. Vohra (2012), "Quantitative techniques in management", Tata McGraw-Hill Publications, 4th Edition.
3. P.C Tulsian and Vishal Pandey (2012), quantitative techniques. Pearson Practice series.
4. J.K. Sharma, Quantitative methods and operation research, Excel publication, 2012

Reference Books

1. David M. Lenine (2012), quantitative techniques for management. Pearson publication.
2. Fedric S Hiller and Gerald J Lieberman (2012), introduction to operation research. 8th edition.
3. Er. Prem Kumar Guptha and Dr. D.S. Hira (2014), operation research. S. Chand publications.
4. Anand Sharma (2014), quantitative techniques for decision making. Himalaya Publishing House.
5. S. Kalavathi (2013), operation Research. Vikas Publications. 4th edition.
6. Hamdy A Taha (2013), operation research. Pearson publication. 9th edition.

Supplementary reading:

- https://www.udemy.com/course/operations-research
- https://orc.mit.edu/impact/moocs
- https://www.edx.org/course/operations-research-an-active-approach
- Pearson e – library; https://elibrary.in.pearson.com/bookshelfDashboard
- EBSCO : https://www.ebsco.com/search?search=supplychainmodel
- Jgate: https://jgateplus.com/home/resources/
- www.capitaline.com

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	3	1	2	-	1	-	-
CO2	1	3	-	1	1	-	1	-
CO3	1	3	-	1	-	-	-	-
CO4	-	3	-	1	1	1	-	-
CO5	1	2	2	2	-	1	1	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	HUMAN RESOURCE MANAGEMENT
Term/Semester	II
Course ID	23MBA621
Credits	3

Introduction:
The objective of the course is to help the students to understand about various functions of Human Resource Management and to facilitate the students to implement recruitment, training and development and performance appraisal methods based on the needs of an organization. The course also aims to help the students to understand about compensation management, industrial relations and industrial disputes in the real world.

Course Outcomes (COs):
After the completion of the course, students will be able to:
CO1: Explain the various facets of Human Resource Management
CO2: Identify the Human Resource Planning needs and design Job Description and Job Specification
CO3: Apply the functions of Recruitment, Selection, Induction and Internal Mobility
CO4: Analyse the HR functions - Training and Development, Performance Appraisal and compensation
CO5: Discuss the various aspects of industrial relations and industrial disputes

Course content and Structure: (36 hours)
Module 1: Introduction to Human Resource Management (6 Hours)
- HRM - Definition, Nature, Objectives and Scope
- Role of HR Manager
- Functions of HRM
- Traditional HR vs. Strategic HR
- Key HR Metrics- Meaning and Importance- Cost per Hire, Revenue per Employee, Absenteeism Rate, Engagement Rate, Retention Rate, Turnover Rate, Employee Productivity Index, Training Effectiveness Index
- Contemporary Trends- Meaning and Importance- Moonlighting, Hybrid Workplace, Co-working Spaces, Gig Economy, HR in the Metaverse

Module 2: Job Analysis and Human Resource Planning (8 Hours)
- Job Analysis -Meaning, Methods of collecting Job Analysis Data
- Job Description & Job Specification - contents
- Job Design - Enlargement, Enrichment and Job Rotation
- Human Resource Planning - HRP Process, Methods of Forecasting Demand for and Supply of Human Resources
- Succession Planning - Importance & challenges

Module 3: Recruitment, Selection, Induction and Internal Mobility (8 Hours)
- Recruitment - Meaning, Sources of Recruitment; Methods of Recruitment, Recent Trends in Recruitment
- Selection Process - Types of Tests for Selection, Types of Selection Interview
- Induction Programme - Objectives & Contents
- Internal Mobility - Promotion, Demotion, Transfer & Downsizing

Module 4: Training and Development, Performance Appraisal and Compensation Administration (8 Hours)

- Training - Meaning, Training Process, Methods of Training- On-the Job Training & Off-the Job Training
- HRD - significance & Instruments/Mechanism of HRD
- Career planning - Importance, Stages
- Performance Appraisal – Process, Methods and Problems
- Compensation Administration: Components - Financial & Non-Financial Compensation

Module 5: Industrial Relations & Industrial Disputes (6 Hours)

- Industrial Relations - Meaning, Objectives and Parties to IR
- Causes for Poor IR & Suggestions to Improve IR
- Industrial Disputes - Meaning, Forms
- Causes of Industrial Disputes
- Prevention & Settlement of Industrial Disputes

Pedagogy

1) Classroom Discussion
2) Activity based Teaching
3) Theatre based Teaching (Role Play, Skit)
4) Case Based Teaching (Text Case, Multimedia Case Discussion)
5) Project Based Teaching
6) Experiential Learning
7) Industry-Institute Interface (III)
8) Webinar/Seminars/Student Development Programmes
9) Simulations

Teaching Learning Resources:

Essential Readings

1. Gary Dessler, BijuVarkkey, Human Resource Management, 16th Edition, Pearson Education.
2. V S P Rao, "Human Resource Management", Second Edition, Excel Books- New Delhi
3. Ashwatappa K, Human Resource Management: Text and Cases, Tata McGraw-Hill.

References

1. Dr. S.S. Khanka, Human Resource Management, Seventh Edition, S. Chand Publishing
2. P G Aquinas, Human Resource Management, Third Edition, Vikas Publishing House
3. George W. Bchlander, Scott A. Snell, Principles of Human Resource Management, Cengage Learning.
4. Denisi, Griffin, Sarkar, Human Resource Management, Cengage Learning.
5. R S Dwivedi, Human Resource Management, Third Edition, Vikas Publishing House
6. Shashi K Gupta & Rosy Joshi, Human Resource Management, 8th Revised Edition, Kalyani Publishers

Supplementary Resources

- Venkata, S. 2016. Recruitment and Selection Practices in Corporate Retail Stores. International Journal of Research in Organizational Behavior and Human Resource Management, 4(1), 57-67.

- Niculae, M. 2017. Employee's Career Planning and Development in Regional Rural Banks with Reference to APGVB Journal of Advance Management Research, 5(5), 162-177.
- Sinha, S., & Sorum, M. 2018. Role of Human Resource Management Approaches in Life Insurance Corporation, Arunachal Pradesh. International Journal of Management Studies, V (2), 103-119.
- Shipra, M., Aneet, & K, A. S. 2017. Training Significance and its Impact on other HR Functions in Select Textile and Apparel Industries of India. Intercontinental Journal of Human Resource Research Review, 5(7)
- Mukesh bhai, P. R., & Pathak, A. 2021. A Study on Performance Appraisal of Employees at Maruti Suzuki Kataria Automobile. IOSR Journal of Business and Management, 23(4), 18-27.
- ttp://search.ebscohost.com/login.aspx?direct=true&db=bsh&AN=148510307&site=ehost
- http://search.ebscohost.com/login.aspx?direct=true&db=bsh&AN=7308260&site=ehost-live

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	1	3	1	2	-	2	3	-
CO2	-	3	1	2	1	-	3	-
CO3	2	3	1	2	2	-	3	-
CO4	-	3	-	1	1	3	3	-
CO5	1	3	2	2	-	-	3	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	BUSINESS ANALYTICS SKILLS
Term/Semester	II
Course ID	23MBA721
Credits	4

Introduction:
This course introduces the students to Python programming language and to a data visualization tool called Tableau. Python is currently one of the most popular languages that are used for analytical functions like creating visualizations, building statistical models, etc. It is essential to learn the basics of the language so that students are able to solve problems using data insights. Like training in any programming language, we start with the basics including installation and setup of IDE and interpreter. Then we start with the basic data types and basic logic implementation in terms of loops and, conditional statements. Finally, we use Python for reading and writing data from different types of files and perform basic visualization and create a basic regression model. Tableau is widely utilized in a wide range of sectors to analyze and show data in an interesting and creative way. During the course, students will study the fundamentals of data visualization and how to produce amazing visualization. By the end of the course, students will have the knowledge and abilities needed to produce visually appealing data visualizations, delve into data insights, and successfully communicate the report's results to diverse stakeholders.

Course Outcomes (COs):
At the successful completion of this course, the students should be able to:
CO1: Create the required environment by installing and configuring Python IDE and Interpreter
CO2: Recognize basic data types and perform simple operations
CO3: Retrieve data from files and formulate basic visualizations, and build models to draw meaningful insights
CO4: Illustrate Tableau's interface, terminologies used, and basic functionalities
CO5: Create effective and meaningful visual representations of data and also acquire the skills to design interactive dashboards

Course Content and Structure: **(48 hours)**
Introduction to Data Analysis Using Python
Module 1: Introduction to Business Analytics & Python Interface **6 Hours**
- Business Analytics – Introduction, Evolution, Types and its Applications
- Introduction to Python
- Installation of IDE, interpreter
- Installation of the package, python console, terminal, breakpoints
- Operators in Python (Basic Programs)

Module 2: Data Structures **10 Hours**
- Introduction to different data types
- Built-in Data Structures: Lists, Tuples, Dictionaries, and Sets
- String – Operations
- Conditional Statement (if…else)
- Loops (for, range, while)
- Functions: definition, calling, return
- Scope of Functions and Variables
- Exception handling: Missing Values & Outliers (Simple Basic Programs)

Module 3: Descriptive Summary & Analysis **12 Hours**

- Reading/writing data to/from files.
- Basic plots (boxplot, bar chart, histogram, Heat Map, Tree Map)
- Descriptive statistics
- Correlation – Both continuous and categorical data
- Linear regression – Assumptions, significance of model and parameters, standard error, confidence interval of beta

Introduction to Data Visualization using Tableau:

Module 4: Introduction to Tableau Fundamentals & Data Exploration **8 Hours**

- Introduction to Tableau
- Data importing
- Data preparation and cleaning
- Introduction to tableau interface and workspace
- Dimensions & Measures
- Exploring data using filters, sorting, grouping, and basic calculated fields (sum, average, mean, median, aggregate)

Module 5: Data Visualization Techniques & Dashboard Creation **12 Hours**

- Basics Charts: bar charts, line charts, pie charts, scatter plots, dual axis charts, and box plots
- Plotting geographical data on maps
- Customizing visualizations with colors, labels, sizes, and tooltips
- Designing basic interactive dashboards with multiple visualizations

Pedagogy:

1) Classroom Discussions
2) Active Cooperative Learning Methods
3) Activity-Based Learning
4) Practice-Based Learning
5) Project-Based Learning
6) Experiential Learning
7) Software-Based Learning - Python

Teaching Learning Resources:

Essential readings-

1. Manaranjan Pradhan and U Dinesh Kumar, "Machine Learning Using Python", Wiley Publications, ISBN – 108126579900.
2. Max Kuhn and Kjell Johnson, "Applied Predictive Modeling", Springer. ISBN – 10:1461468485, ISBN-13:978-1467468486.
3. Daniel G. Murray, Tableau Your Data! Fast and Easy Visual Analysis with Tableau Software 2nd Edition, WILEY publication. ISBN: 978-1-119-00119-5
4. Ryan Lindy, visual data storytelling with Tableau, Pearson Publication.ISBN-10: 9353063590
5. Daniel G. Murray, Tableau Your Data! Fast and Easy Visual Analysis with Tableau Software 2nd Edition, WILEY publication. ISBN: 978-1-119-00119-5
6. Ryan Lindy, visual data storytelling with Tableau, Pearson Publication.ISBN-10: 9353063590

Supplementary Readings:

- NPTEL Course: https://onlinecourses.swayam2.ac.in/aic20_sp35
- Coursera Course:https://www.coursera.org/learn/jhu-getting-started-data-viz-
- https://www.coursera.org/specializations/data-science-foundations-r
- Data Sources: Kaggle: https://www.kaggle.com/
- Data.gov.in: https://data.gov.in/
- Databases: EBSCO: https://www.ebsco.com/academic-libraries,
- JGATE: https://jgateplus.com
- Pearson E-library: https://elibrary.in.pearson.com

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	1	2	-	-	1	2	1	-
CO2	1	3	-	-	3	2	2	-
CO3	2	3	-	2	3	3	3	1
CO4	3	3	1	1	3	3	2	-
CO5	2	3	2	2	3	2	3	1

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted
1	Semester-End Lab Exam	Individual	50 Execution/ Presentation 30 Viva-Voce 10 Lab Journal 10
2	Attendance and Class Participation	Individual	5
3	Capstone Project - Python	Individual / Group	10
4	Capstone Project – Tableau	Individual / Group	10
5	Class Test 1 – Python	Individual	10
6	Class Test 2 – Tableau	Individual	10
7	Quiz	Individual	5

Course Title	EMPLOYABILITY SKILLS
Term/Semester	II
Course ID	23MBA722
Credits	2

Introduction:
Employability Skills can be defined as the transferable skills needed by an individual to make them 'employable'. Along with good technical understanding and subject knowledge, employers often demand a set of skills that they want from an employee. These skills are what corporates believe will equip the employee to carry out their role to the best of their ability. Employability depends on individual's knowledge, skills and attitudes, how they use these assets, and how you present them to employers

Course Outcomes (COs):
On completion of the course the student will be able:
CO1: Articulate and Present career plan and career path
CO2: Prepare good resume with good resume writing skills
CO3: Apply the interview skills while attending interviews
CO4: Prepare well for Group discussion and demonstrate the required skills for Group discussion
CO5: Demonstrate proficiency in cracking aptitude test

Course content and Structure: (24 hours)
MODULE 01 - CAREER PLANNING (02Hrs)

- Goal Setting, Career exploration, Matching careers, Proactive career management,
- Practical skills for job search, the tools and methods that will enable to find the right career path in line with personal vision and goals, and to help identify the right job. Knowing yourself - personal characteristics, Knowledge about the world of work, requirements of jobs including self-employment, Sources of career information, preparing for a career based on their potentials and availability of opportunities
- Current Affairs: To cover day to day on the current affairs topics, motivate students to read newspapers every day and discuss.

MODULE 02 - RESUME BUILDING (02 Hrs.)

- Resume Skills: Preparation and Presentation Introduction of resume and its importance, Difference between a CV, Resume and Bio data, Essential components of a good resume. Video Resume - Creating Video Resume. Importance of Video Resume.
- Resume skills: Common errors: Common errors people generally make in preparing their resume, prepare a good resume of her/his considering all essential components
- LinkedIn Profile –Profile building, join groups, upload Post, Add review and comment, Write and review article.
- Creating profiles on First Naukri and other similar platforms

MODULE 03 - INTERVIEW SKILLS and MOCK INTERVIEW (02 Hrs.)

- Interview Skills: Preparation and Presentation: Meaning and types of interviews (F2F, telephonic, video, etc.), Dress Code, Background Research, Do's and Don'ts, Situation, Task, Approach and Response (STAR Approach) for facing an interview.
- Interview procedure (Opening, listening skills, closure, etc.), Important questions generally asked in a job interview (open and closed ended questions)

- Interview Skills: Simulation: Observation of exemplary interviews, Comment critically on simulated interviews
- Interview Skills: Common Errors: Discuss the common errors generally candidates make in interview, Demonstrate an ideal interview
- Communication skills and Articulation skills in English speaking and reading.

MODULE 04 - GROUP DISCUSSION SKILLS and MOCK GD (02 Hrs.)

- Meaning and methods of Group Discussion Procedure of Group Discussion
- Group Discussion – Simulation and mock GD
- Group Discussion - Common Errors

MODULE 05 - APTITUDE TRAINING (Problem Solving on the following topics). (16 Hrs.)

- Pipes and Cisterns - Concept and Basic Problems
- Pipes and Cisterns- advance level Problem
- Syllogism - Concept and Basic Problems
- Syllogism- advance level Problem
- HCF LCM basic and advance level Problem
- Logarithms - Concept and Basic Problems
- Calendars - Concept and Basic Problems
- Calendars -advance level Problem
- Permutation and combination – basic and advance level Problem
- Basics of averages
- Averages advance level problems
- Data Sufficiency - basic and advance level Problem
- Probability – Introduction
- Probability- advance level

Pedagogy:

1. Practice -Based Teaching and Training.
2. Activity based teaching and training
3. Role-play, Theater.
4. Interaction with professional trainers.
5. Out-bound Training.
6. Classroom Discussion.

Teaching Learning Resources:

Essential readings-

- Designing Your Life by Bill Burnett and Dave Evans, Knopf, Illustrated edition, 2016.
- Development of Life Skills and Professional Practice, 2014, Vikas Publication, Shalini Verma
- Amos, Julie-Ann. Handling Tough Job Interviews. Mumbai: Jaico Publishing, 2004.
- Bonet, Diana. The Business of Listening: Third Edition. New Delhi: Viva Books, 2004.
- Implementing New Technologies: Innovation and the Management of Technology,Wiley-Blackwell; 2nd edition 1994

References-

- Amy Cuddy- Presence.,Little, Brown Spark; Illustrated edition ,2018.
- Daniel Kahneman, Thinking, Fast and Slow Paperback – Farrar, Straus and Giroux; 1st edition (April 2, 2013).

- Ajmani, J. C. Good English: Getting it Right. New Delhi: Rupa Publications, 2012.
- Carnegie, Dale. The Quick and Easy Way to Effective Speaking. New York: Pocket Books, 1977
- Collins, Patrick. Speak with Power and Confidence. New York: Sterling, 2009.
- Fitikides, T. J. Common Mistakes in English. London: Orient Longman, 1984.
- Hughes, Shirley. Professional Presentations: A Practical Guide to the Preparation and Performance of Successful Business Presentations. Sydney: McGraw-Hill, 1990
- Lesikar, Raymond V and Marie E. Flatley. Skills for Empowering the Internet Generation: Ninth Edition. New Delhi: Tata McGraw-Hill, 2002
- Pease, Allan. Body Language. Delhi: Sudha Publications, 1998.
- The Interview , James Innes, Book e Pub eBook,Pearson,3rd Edition.

Weblinks and E-Resources

- http://www.bbc.co.uk/worldservice/learningenglish/radio/specials/15
- http://www.colostate.edu/Depts/Speech/rccs/theory44.html

Suggested Apps: Thinking about your life, Pocket, Trello.

- One Day Out Door Training in Association with Eagle Unbound, Bangalore or some other agency.

MOOC's Suggested:

- https://www.mooc4dev.org/lifeskills1 (IIT Kanpur)
- https://youtu.be/KxxKrei5evM (Swayam12 week)
- https://nptel.ac.in/noc/courses/noc18/SEM1/noc18-hs18/

CO-PO

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	-	1	-	1	3	-	-
CO2	2	-	-	-	-	-	-	-
CO3	1	1	-	-	-	-	-	-
CO4	1	1	-	-	-	-	-	-
CO5	1	1	-	-	-	-	-	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

IA EVALUATION				
Sl. No.	**Evaluation Item**	**Unit of Evaluation**	**Marks Allotted**	**Timeline**
1	Attendance and Class participation	Individual	5	At the end of the semester
2	Aptitude Internal Test (MCQ)	Individual	15	At the end of the semester.
3	Marks of Resume, Mock PI and Mock GD	Individual	30 (*10 R + 10PI+10GD*)	End of the Module
SEE-EVALUATION				
4	Personal Interview Skill Test and Resume Review– Conducted by External Expert	Individual	25	End term exam
5	Aptitude- Test	Individual	25	End term exam

Course Title	SOCIAL IMMERSION PROGRAMME
Term/Semester	II
Course ID	23MBA821
Credits	1

I. INTRODUCTION

Each student should undertake the social immersion programme immediately after the first semester examination for the duration of two weeks and submit a hard bound copy of the report before commencement of 2nd semester. The immersion programme will be under the guidance of internal faculty of the institution.

The main objective of the Social Immersion project is to sensitize students on civic and community issues, to enhance their interpersonal skills and to understand the problems of Rural/Urban/NGOs/Government or any other social issues of the society and enhance their status through capacity building. Social Immersion Programme also helps students to be better citizens by knowing, understanding and finding sustainable solutions for pressing community needs. They also learn and practice their management skills for building a better community.

The student has to work for two weeks in an NGO/ Government Organisation/ Government Agencies/ Panchayat Raj Institutions on different issues or undertake a freelancing study based on their interest. This could involve a desk study / data analysis / extension work / field work or exploration of an idea or its implementation.

II. SOCIAL IMMERSION PROGRAMME FRAMEWORK

1. **Phase 1: Pre Departure Preparation**
   a. Introduction to Social Immersion Programme [SIP]
   b. Sensitization towards social problems
   c. Identification of immersion organisation
2. **Phase 2: Field Immersion**
   a. Two Week Field immersion in collaboration with social-sector organizations across India
   b. Mentor - Student Meeting
   c. Student review meetings
3. **Phase 3: Post-Immersion Reflections**
   a. Presentation to partner organizations
   b. Interim report submission to partner organizations
4. **Phase 4: Report Submission & Evaluations**
   a. Submission of field report
   b. Maintenance of diaries

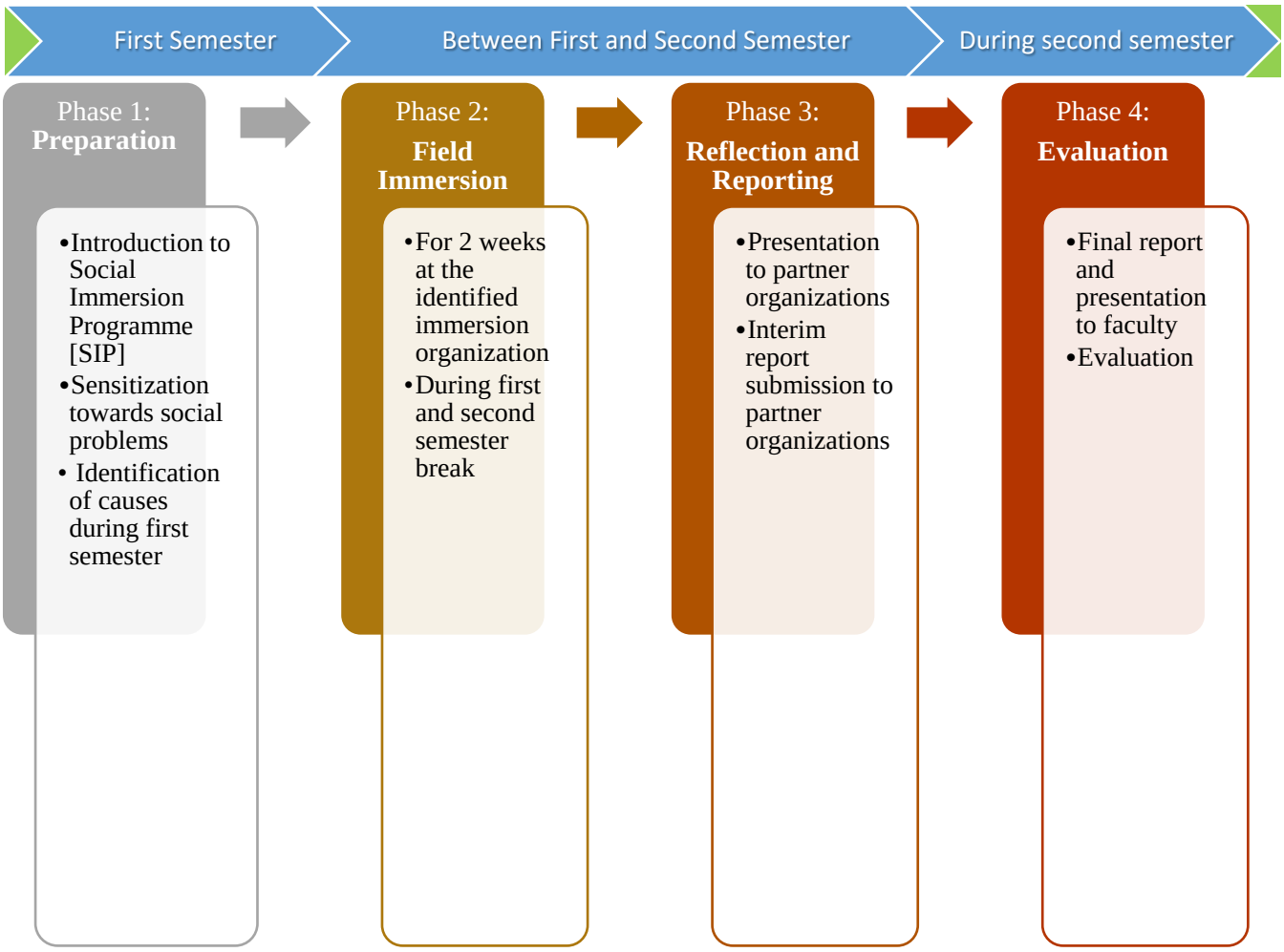
Course Outcomes:

After successful completion of this course, the student will be able to:

CO1: Develop sustainable solutions for problems and issues faced by NGOs/ Community/Society

CO2: Build social responsibility and contribute to the community for inclusive growth and sustainable development of society.

Timeline



IMMERSION METHODOLOGY

Primary method used for collecting sociological data will be ethnographic field research, of which field diaries are an important component. The base line survey, field survey, observation of the process, interaction with community members can be adopted for data collection.

Students are required to follow the guidelines indicated below; GUIDELINES

1. Under this program, the student is required to undertake a Social Immersion individually for a period of two weeks between I and II semester. It would be carried under the guidance of internal faculty member from the Institution and external mentor.
2. Students should identify the place of study (organization) before the completion of I semester and finalize the scope of the study in consultation with the Institute Guide.
3. Students are allotted to respective Internal Faculty Guide based on the area of interest.
4. The Social Immersion program must be a study on live social problem or social issues and work on solving a problem. This could be in the nature of desk study or a field study or extension work or preparation of detailed report of a problem or exploration of a solution to the problem or implementation of an idea or a project or of any other study which reflects the spirit of the regulations. The immersion may include research work or a case study.

5. The word organization includes the following
   a. Educational Institutions in rural areas
   b. Government Department
   c. NGO/ CSO/ Voluntary Organization/CSR department of an Organization
   d. Research Body or Development Agency
   e. Panchayat Raj Institution/s
   f. Local Municipal Body, Legislature, Court, Etc.
6. On the completion of Social Immersion Program, the student is required to submit a report to faculty guide and external mentor or company within the specified timeline.
7. Satisfactory completion of Social Immersion Program and obtaining 50% of the marks allotted is an essential requirement for completing Immersion Programme.
8. Any interested faculty, Part Time or Guest Faculty or Social Activist are eligible to guide the immersion programme. Head of the institution has to certify the eligibility of such guides.
9. Every guide will be allotted the maximum of fifteen (15) students.
10. The Social Immersion report has to be as per report guidelines
11. One hard and one soft copy (in CD) have to be submitted to their respective guides.

Uniformity and Size of Type

- The body of the text must be prepared from a clear and readable font style at the same size throughout the document.
- Twelve-point font is the generally accepted font size.
- However, different point sizes can be used for tables, figures, or captions, as long as usage is consistent and conforms to the appropriate style manual.
- Choose the font carefully depending on your final distribution plans. Serif fonts (e.g. Times New Roman) are easier to read on paper.
- The use of bold, italic, capitalization, or any other writing convention should be consistent throughout the document and should follow the appropriate style manual.
- Alignment of text should be consistent (including no justified alignment).
- The body of the document must be spaced with 1.5”
- All page numbers must appear centered or right side in the bottom margin
- Header with “A Report on Social Immersion Programme at ……. (NGO name) – Left side
- Footer [R.V. Institute of Management (Left side) with page number (right side)]
- The report has to be printed on single side in Executive Bond Sheet.
- The hard copy should be hardbound with WHITE color cover page.

FORMAT OF THE REPORT

- Cover Page with Title and other details
- Student Declaration
- Certificate by Head of the Institution (College will issue)
- Completion Certificate by the NGO
- Acknowledgements
- Table of Contents
- List of Tables
- List of Figures
- Report [12 point Times Roman New Font size, 1.5-line spacing]
- Bibliography (Use APA 6th Edition format)
- Annexure – Work done diary Summary Format – Week 1 & 2, Work done diary reports, Appreciation Letter, Photographs [Geo-tagged photos], Social Media Posts, URL,

Social Immersion Program

Contents of the Report

CHAPTER – 1 (Length of the chapter 5 – 6 pages)

1 A - INTRODUCTION TO NON-GOVERNMENT ORGANISATION [NGO]

- Introduction to the NGO
- List of Promoters / Trustees
- Vision, Mission, Objectives, NGO Structure, Target Beneficiaries, Source of Funding, Geographic Coverage of NGO's services
- Recognition and Achievements of the NGO
- Partnering Corporates / Institutions / Organisations
- Major Activities of the NGO

1 B – SPECIFIC CAUSE IDENTIFIED IN THE NGO

Discussed with the External & Internal Mentor

Explain the Identified Issue or Problem

i. For Example: Cause Identified: *Malnutrition in Rural Areas*

The specific problem identified under this cause is *"Malnutrition of kids below the age of 5 years in a Rural Household".*

ii. For Example: Cause Identified: *Solid Waste Management in Urban Area*

The specific problem identified under this cause can be *"Waste Segregation at source in a locality in Bangalore".*

CHAPTER 2 – PLAN OF ACTION (Length of the chapter 1-2 pages)

How the NGO is currently addressing these problems/issues has to be explained.

Briefly explain the activities for the problem selected that the student is going to work for two weeks. List the scheduled dates and location of the activity, mention the number of volunteers, duration of the activity, and nature of the activity planned.

CHAPTER 3 – IMPLEMENTATION REPORT (Length of the chapter 5 pages)

The students have to write down the solution or the actual charity service offered by the student to the beneficiaries for addressing the cause identified.

For Example: Cause identified is "*Challenges of Farmers"*, then the problem identified can be *Farmers challenges overcome by creating awareness about usage of Agro-based Apps.* So the implementation report should consist of the methods used in convincing the farmers to use the Agro-based apps.

CHAPTER 4 - LEARNING OUTCOMES FROM SIP (Length of the chapter 1 – 2 pages)

Explain the learning outcomes from the SIP. Other supplementary evidences to support the learning outcomes should be enclosed in the Annexure. [Such as photos, social media post links, Audio/Video Links etc.].

Note: The number of pages of the report should be minimum 10 pages and not exceed 16 pages.

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	-	-	3	3	-	3	3
CO2	2	-	-	3	3	-	3	3

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Evaluation of Social Immersion

SEE			**CIA**		
Sl. No	**Particulars**	**Marks**	**Sl. No**	**Particulars**	**Marks**
1	Viva-voce by External Examiner	10 marks	1	SDP on ESG	5 Marks
2	Overall Quality of the Report	20 marks	2	Documentary Video on overall immersion experience [<5 Minutes]	5 marks
3	Overall Quality of the Presentation	15 marks	3	Quality of Immersion & report assessed by Internal Faculty Mentor	10 Marks
4	Appreciations & Recognitions by Examiner (Reporting Method/PPT/Photos/Videos)	05 marks	4	Immersion Diary	10 marks
			5	Internal Faculty Mentor Interactions & Submissions	10 marks
			6	NGO Mentor Interactions	10 marks
	SEE	**50 Marks**		**CIA**	**50 Marks**

Course Title	OPEN ELECTIVES I
Term/Semester	II
Course ID	23MBA822
Credits	1

Course Outcome:
After the successful completion of the course, students will be able to:
CO1: Understand and articulate the nuances in the selected course

Guidelines:
The open electives are offered to the students with the purpose of giving them a wide opportunity to enhance their knowledge. The students are given an opportunity to choose from a wide range (4500) of MOOCs offered by Coursera, NPTEL, SWAYAM etc., and enroll themselves.

Open elective 1:
Students have to complete 1 MOOC during the II Semester based on their interest and submit the certificate. The duration of the course should be for 6-8 weeks. The students are encouraged to choose any course from Liberal Arts/Humanities so as to conform to NEP guidelines.

In the beginning of the II semester, students have to register for a MOOC and update the information to the designated faculty mentor. This will enable the faculty to monitor the progress. After completion of the course, students have to submit the completion certificate. This will ensure eligibility for the students to complete the semester successfully.

Presentation Rubric

Criteria	Poor	Average	Good
Coverage of Subject Matter 10	(1-4) The topic was not fully covered or material presented was inaccurate; inability to distinguish between fact and opinion; student did not have a good understanding of the topic	(5-7) The topic was covered in an appropriate depth with few or no factual errors or misinterpretations; fact and opinion were distinguished; student had a good understanding of the topic	(0-10) The topic was fully covered; no factual errors or misinterpretations were included; fact and opinion were distinguished and used appropriately; student demonstrated expertise or a clear understanding of the topic
	(1-0)	(2-3)	(4-5)
Introduction 5	Student failed to introduce topic or self appropriately; purpose of presentation unclear to audience	Student introduced topic, purpose, and self	Student introduced topic, purpose, and self along with an effective attention-getter
Organization of content flow 5	Cannot understand presentation because of poor organization; introduction is not	Satisfactory organization of content; clear introduction; main points are well stated, even if some transitions are	Very well organized content; builds on and provides support for the rest of content of the

	clear/matched to the rest of the content. The presentation is not clear	somewhat sudden; relation to the rest of the content is clear	presentation; main points well stated and argued, with each leading to the next point of the talk.
Conclusion 5	Abrupt ending; no summary or wrap up; failure to provide references (if needed)	General summary or wrap up; speech was brought to a comfortable conclusion; appropriate referencing	Main points were reinforced or take-away messages restated; speech was brought to a purposeful conclusion; appropriate referencing

Viva Voce

Criteria	**Poor**	**Average**	**Good**
Delivery 10	(1-4) Mumble, incorrectly pronounce important content of the presentation. Only reading from the slides	(5-7) The voice is low and incorrectly pronounce terms during the presentation. Reading from slides frequently.	(8-10) Clear voice and correct, precise pronunciation of terms during the presentation. Only referring to the slides while explaining.
Q&A 10	Student did not invite questions or comments or did not handle them appropriately Not able to answer	Student invited questions and comments and answered or responded Vague answers	Student invited questions and comments and was able to answer or engage in a discussion Crisp to-the-point answers
	(1-0)	(3-2)	(5-4)
Depth of understanding 5	Poor understanding of the relevance of the course	Fair understanding of the relevance of the course	Good understanding of the relevance of the course

CO-PO Mapping:

	PO1	**PO2**	**PO3**	**PO4**	**PO5**	**PO6**	**PO7**	**PO8**
CO1	2	1	3	1	3	1	2	1

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Evaluation Plan:
Students are required to complete the course and take-up the assessment at the end of the course.

Sl. No.		Evaluation Item	Marks Allotted
1	**Internal Marks (50)**	Presentation on the learnings from the course	25
2		Viva Voce to the mentor	25
3	**External Marks (50)**	Final course assessment score and submission of certificate to the mentor	50

Course Title	HEALTH AND WELLNESS
Term/Semester	II
Course ID	23MBA823
Credits	2

Introduction:

Health and Wellness is a matter of concern at times and routine most of the times. This curriculum is designed to promote better living and fitness among students and focus on understanding the scientific knowledge for enhanced benefits. Comprehensive health and fitness plan prepares individuals for their future roles as working professionals, parents and citizens.

Food intake is the source of nutrients for growth and maintenance of a healthy body. Sound nutritional knowledge is needed to allow individuals to make wise food choices. The curriculum encourages students to adopt a self-monitored continuous learning through use of Massive Open Online Courses (MOOCs).

Strong mind and body are a prerequisite for a healthy living. This course emphasizes physical fitness practice through workouts and exercises, yoga, sports and games. Attendance and participation are a pre requisite for completion of the course. A student has to mandatorily opt any one of the MOOC courses and should complete the same and submit a certificate copy to designated staff in charge along with Practice Report Card (PRC). PRC is a documentation procedure to monitor attendance and progress in Yoga camp, Sports Clinics, Sporting events, Gym workouts, sports and fitness competitions and any related events as notified through circulars. All practice shall follow Covid 19 preventive methods by adopting covid appropriate behaviors.

Course Outcomes(COs):

After completion of this course, students will be able to:

CO1: Comprehend and value the nutrient compositions of food choices and acquire a deeper understanding of various forms of substance abuse.

CO2: Cultivate attitude, attributes, and skills that foster effective responsibility and maintain personal health (Physical, mental, social, and Spiritual) along with overall well-being and appreciate the therapeutic benefits of Yoga, Gym-based workouts, etc.

CO3: Comprehend and embrace the overarching advantages of incorporating sports into one's lifestyle and practicing first aid.

Course content and Structure: (24 hours)

Module1: Food and Nutrition and Substance Abuse (4 Hours)

- **Introduction:** Classify food on the basis of nutrient content, Functions of major nutrients
- **Eating Behavior**: Eating habits. Planning a Balanced Diet, Diet Routine for different age groups, wholesome vs. Junk foods.
- **Food hygiene**: Cleanliness and food hygiene, food toxicity, food grading, food combinations and food preparation
- **Substance Abuse**: All types of substance abuse and food toxicity and their effect.

Module2: Personal health and Overall wellbeing (12 Hours)

- **Introduction to Human Anatomy:** Gross Human structure, brief about all the systems of human body (As per Medical science and ancient Indian scriptures)
- **Yoga:** Yogic way of living as per our scriptures, Practice of Common Yoga Protocol (Sookshma Vyayama, Yogasanas, Kriyas, Pranayama and Meditation) developed by Ministry of Ayush, Yogic diet, Dos and Don'ts in YOGIC way of life
- **Other Exercise regimes**: Walking, Jogging, gym based workouts, Aerobics, Weight training, etc. (Pros and Cons)

Module3: Sports **(8 Hours)**

- Practice of Indoor and Outdoor sports
- Making sports as part of our life style
- First Aid in Practice

Pedagogy:

1) Participative Learning through Clinics
2) Discussion based on online Ted Lessons
3) Activity based Learning
4) Practice based learning
5) Workshops and seminars

Teaching Learning Resources:

Essential readings-

1. Common Yoga Protocol, Ministry of AYUSH, GOI
2. RVIM Handbook for Health and Wellness, 2021
3. Patanjali Yoga Sutra
4. Hathayoga Pradeepika

MOOCs: YOGA- MOOCs Course offered by Ayur Yoga Life, Indian Yoga association, BBAU, MDNIY, etc.

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	-	2	-	-	-	2	2
CO2	2	-	2	-	1	-	-	2
CO3	2	-	2	-	-	1	-	2

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
Internal Evaluation				
1	Attendance and Participation in regular yoga sessions	Individual Practice Report Card	40	At the end of the semester
2	Participation in Sports (events and competitions)	Individual	10	During the course
External Evaluation				
3	Completion of MOOC Course on YOGA	Individual	30	At the end of the semester
4	Workshop on Substance Abuse and Nutrition	Individual	10	During the course
5	First aid training	Individual	10	During the Course in small batches

COURSE MATRIX – THIRD SEMESTER

Sl.NO	Subject Code	NAME OF THE SUBJECT	CREDITS	CONTACT HOURS	IA MARKS	SEE MARKS
1	23MBA231	Strategic Management & Corporate Governance	3	36	50	50
2	23MBA431	Operations and Supply Chain Management	3	36	50	50
SE5	23MBA731	Domain Specific Skills	2	24	50	50
IP2	23MBA831	Business Immersion	4	-	50	50
EC1	23MBA832	Design Thinking and Creativity for Business	2	24	50	50
OE2	23MBA833	Open Elective II [MOOC] 6-12 weeks	1	-	-	100
1		**Specialization subjects (3 Major & 2 Minor)** • Marketing • Entrepreneurship and Family Enterprise Management • Finance • Operations and Supply Chain Management • Business Analytics • Human Resource Management	15	180	250	250
		TOTAL	**30**	**300**	**500**	**600**

SPECILISATION WISE SUBJECTS

MARKETING		
SL NO	**SUBJECT CODE**	**SUBJECT NAME**
1	23MBA131	Sales and Distribution Management
2	23MBA132	Consumer Behavior and Neuro marketing
3	23MBA133	Service and Retail Marketing
4	23MBA134	Business Analytics for Marketing
5	23MBA135	Business and Social Marketing
6	23MBA136	Applications of Digital Marketing
ENTREPRENEURSHIP AND FAMILY ENTERPRISE MANAGEMENT		
1	23MBA232	Social Entrepreneurship and Innovation
2	23MBA233	Business Model Canvas and Business Plan development
3	23MBA234	Entrepreneurship in Action – I (Practice based course)
4	23MBA235	Entrepreneurial Leadership
5	23MBA236	Technology for Start-ups and Family Businesses
6	23MBA237	Corporate Entrepreneurship

FINANCE		
1	23MBA331	Investment Analysis and Portfolio Management
2	23MBA332	Business Valuation & Financial Modeling
3	23MBA333	Tax Management
4	23MBA334	Merchant Banking and Financial Services
5	23MBA335	Financial Analytics
6	23MBA336	Cost Management
OPERATIONS AND SUPPLY CHAIN MANAGEMENT		
1	23MBA432	Supply chain designing, Sourcing and Optimization
2	23MBA433	SCM for E-Commerce
3	23MBA434	Logistics Management
4	23MBA435	Business Process Modeling and ERP
5	23MBA436	Business Dynamics Modeling and Simulation
6	23MBA437	Lean Management
BUSINESS ANALYTICS		
1	23MBA531	Predictive Analytics using R
2	23MBA532	Descriptive Analytics and Data Visualization and Story telling
3	23MBA533	Big Data Analytics
4	23MBA534	Data Warehousing and Data Mining
5	23MBA535	Analytics Applications in Functional Areas
6	23MBA536	Business Intelligence
HUMAN RESORCE MANAGEMENT		
1	23MBA631	Talent Management and Employee Engagement
2	23MBA632	Performance Management and Competency Mapping
3	23MBA633	Industrial Relations and Employment Laws
4	23MBA634	HR Analytics
5	23MBA635	Compensation and Reward Management
6	23MBA636	International HRM

Course Title	STRATEGIC MANAGEMENT & CORPORATE GOVERNANCE
Term/Semester	III
Course ID	21MBA231
Credits	3

Introduction:
Strategic Management is an interdisciplinary course. It assumes a broad view of the business environment, including buyers, suppliers, competitors, technology, the economy, capital markets, government, and global forces. It views the external environment as dynamic and uncertain. In studying strategy, the course draws together managerial skills and decision-making tools that will help build on all types of business ideas. In any of these businesses, students will be able to develop and deliver in all functional areas such as Accounting, Economics, Finance, Marketing, Organizational Behavior, and Statistics.

COURSE OUTCOMES (CO):
CO1: Explain the importance of strategy, appropriate to the business situation build and develop the business strategy
CO2: Examine the practical and integrative model of the strategic management process
CO3: Analyze the competitive situation and strategic dilemma in dealing with dynamic business factors both in domestic and global markets.
CO4: Compare the challenges faced by managers in implementing, evaluating, and controlling strategies based on the industry
CO5: Examine the various models, committees, and regulatory frameworks of corporate governance

Course content and Structure: **(36 hours)**

Module 1: STRATEGY AND PROCESS **03 HOURS**

- Conceptual framework for strategic management,
- The concept of strategy and strategy formation process
- Stakeholders in business - Vision, Mission and purpose-Business definition, Objectives and goals,

Module 2: COMPETITIVE ADVANTAGE ASSESSMENT **07 HOURS**

- External Environment – Assessment of external business environment with the use of QUEST, PESTEL Analysis, Porters five forces model, the competitive profile matrix.(CPM).
- Internal Environment , SWOT (TOWS), Resources, Capabilities and Distinctive competencies (RBV), VRIN Resources
- Generic Building Blocks of Competitive Advantage, avoiding failures and sustaining competitive advantage, Value chain analysis.
- Building Competitive advantage through Functional-Level Strategy, Internal Factor evaluation matrix., External Factor Evaluation Matrix.

Module 3: FORMULATION OF STRATEGIC ACTIONS & AUDITING 10 HOURS

- Corporate Level Strategies – Stability, Expansion, Retrenchment and Combination strategies - Business level strategy: Cost Differentiation, and Focus Strategies- Strategy in the Global Environment - Corporate Strategy - Vertical Integration - Diversification and Strategic Alliances- Building and Restructuring the corporation- Strategic analysis and choice – Environmental
- Threat and Opportunity Profile (ETOP) – Organizational Capability Profile - Strategic Advantage Profile - Corporate Portfolio, Globalization and industry structure
- Analysis – GAP Analysis - Mc Kinsey's 7s Framework - GE 9 Cell Model – BCG Matrix - Balance Score Card.

Module 4: IMPLEMENTATION AND EVALUATION OF STRATEGIC ACTIONS 10 HOURS

- The implementation process, Resource allocation, Budgeting, Designing organizational structure.
- Strategy Evaluation and Control - Measuring Performance: Key Performance Indicators (KPIs), Strategic Reviews and Audits, Feedback mechanisms, Loops and Adaptation**,** Designing Strategic Control Systems -, Matching Structure and Control to Strategy - Implementing Strategic Change, Techniques of strategic evaluation & control,
- Disruptive Revenue models, Managing Technology and Innovation Blue Ocean Strategy, managing in an economic crisis, new directions in strategic thinking, Strategic issues for Non-Profit organizations, Small Scale Industries.

Module 5: CORPORATE GOVERNANCE 06 HOURS

- Meaning; Importance; Definitions; Evolution of Corporate Governance; Objectives of Corporate Governance; Principles of Corporate Governance; Parties to corporate governance
- Major stakeholders of a Corporate Body; Internal stakeholders , External stakeholders; Primary stakeholders; Secondary stakeholders; Direct stakeholders; Indirect stakeholders
- Models of Corporate Governance; Anglo-American Model; The German Model; The Japanese Model; Social Control Model; Indian Model.
- Regulatory Framework of Corporate Governance; The Companies Act, 2013;Securities and Exchange Board of India (SEBI) guidelines; Secretarial Audit; Scope of Secretarial Audit; Rating Agencies.
- Committee Reports; Role of Board of Directors; role of audit committee; Sarbanes-Oxley (SOX) Act of 2002; Narayan Murthy Committee; Kumar Mangalam Birla Committee; Naresh Chandra Committee on corporate governance.

Pedagogy:

1. Class Discussion
2. Expert Workshops and Seminars
3. Case Discussions
4. Gamification –Strategic Human League
5. Active Participative Learning – SHODH

RECOMMENDED BOOKS:

1. A. Thompson, John Gamble, A.K. Jain, Crafting and Executing Strategy, Mc Graw Hill,21st Edition.
2. AzharKazmi, Strategic Management & Business Policy, Tata McGraw Hill, 3rd Edition.
3. Charles W.L.Hill& Gareth R. Jones, Strategic Management Theory, An Integrated approach, Cengage learning. 3rd Edition, 2008.
4. Fred.R.David, Strategic Management and cases, PHI Learning.2015, 15th Edition.
5. Hitt, Ireland, Hoskisson, Manikutty, Strategic management, Cengage, 2018, 9th Edition.
6. Thomas L. Wheelen, J.David Hunger and Krish Rangarajan, Strategic Management and Business policy, Pearson Education,2017,15th Edition.

REFERENCES BOOKS:

1. Competitive Strategy, Michael Porter, The Free Press publication**,** 1989, 16th Edition.
2. Adriau HA berberg and Alison Rieple, Strategic Management Theory & Application, Oxford University Press. First Edition,2007
3. Anthony E Henry: Strategic Management, Oxford Publication,2nd Edition,2011
4. Gregory Dess and G.T. Lumpkin: Strategic Management Creating Competitive Advantage, Tata McGraw Hill.
5. Gupta, Gollakota and Srinivasan, Business Policy and Strategic Management – Concepts and Application, Prentice Hall of India, 2nd edition, 2007
6. Harvard Business Review, Business Policy – part I & II, Harvard Business School.
7. Mason A Carpenter, WM Gerard Sanders and Prashanth Salwan: Strategic Management, Pearson, 2011, Second Edition.
8. Nitish Sen Gupta and JS Chandran: Strategic Management, Vikas Publication, 2013, First Edition.
9. Upendra Hachru , Strategic Management concepts & cases , Excel Books ,2017,2nd

Supplementary Resources:

1. EBSCO: The Journal of Indian Management and Strategy, Academy of Strategic Management Journal.
2. https://www.ibef.org/industry/gems-and-jewellery-
3. www.cengagebrain.com
4. www.mhhe.com/sie-thompson18e
5. Strategic Management and Innovation – https://www.coursera.org/specializations/strategic-management
6. https://jgateplus.com/home/
7. https://capitaline.com/
8. http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06.

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	2	1	3	-	1	1	-
CO2	3	3	-	-	2	1	1	-
CO3	3	3	2	1	-	-	1	1
CO4	3	3	1	3	1	1	-	1
CO5	1	3	3	-	-	-	1	3

LEVEL 3-Substantial 2-Moderate 1-Slight 0- No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	OPERATIONS AND SUPPLY CHAIN MANAGEMENT
Term/Semester	III
Course ID	23MBA431
Credits	3

Introduction:
With the growing manufacturing and service enterprises in recent years, supply chain management has gained popularity in India. The current course facilitates students in building different supply chain management strategies and methods of forecasting demand, aggregate planning, and network design for companies. The course aims to recognize the role of Operations management among various business functions and its role in the organization's strategic planning and gaining a competitive advantage. It provides adequate knowledge of a range of operations management systems/models in decision-making.

Course Outcomes (COs):
Having successfully completed this course, students will be able to:
CO1: Explain the concept and scope of operations management in a business context.
CO2: Distinguish the role of location planning and capacity planning for enhancing operations capability.
CO3: Demonstrate knowledge of the functions of logistics and supply chain management.
CO4: Design and develop the supply chain network.
CO5: Apply the quality management tools in a business context.

Course Content and Structure: (36 hours)
Module 1: Production and Operations Management Functions (6 Hrs.)

- Introduction to operation; Operation management function; Classification of production systems
- Productivity; factors affecting productivity; The decision process; Characteristics of operations decisions; Decision-making environments
- Time study; methods
- Work study: Methods
- Method study: Methods
- Motion study: Methods
- Calculation of Normal time, standard time, and production cost per unit

Module 2: Capacity and Location planning (8 Hrs.)

- Importance of capacity decisions; Defining and measuring capacity; Determinants of effective capacity; Determining capacity requirements; Developing capacity alternatives - Evaluating alternatives
- Need for location decisions; Nature of locations decisions; General procedure for making locations decisions; Evaluating locations decisions
- Facilities layout; need for layout decisions
- Types of processing
- Numerical problems on layout selection and capacity planning

Module 3: Supply chain management and Logistics (8 Hrs.)

- Basic concepts & philosophy of SCM; Decision phases in SCM; Supply chain framework
- Operations and SCM Metrics – Meaning and Importance – Cash – to – Cash cycle time, Freight Bill Accuracy, Days sales outstanding (DSO), Inventory turnover, Pick and Pack Cycle time, Delivered on time and in full (OTIF), Freight cost per unit, Inventory to sales ratio
- Key issues in SCM and benefits
- Logistics of part of SCM –
- Logistics costs; Inbound and outbound logistics; Bullwhip effects in logistics
- Distribution and warehousing management
- Demand Management

Module 4: Designing the supply chain network (8 Hrs.)

- Designing the distribution network; Role of distribution; Factors influencing distribution
- Design options; Distribution networks in practice
- Network design in the supply chain; Factors affecting the network design decisions - Designing and Planning
- Transportation Networks; Role of transportation; Modes of transportation

Module 5: Introduction to Quality Management (6 Hrs.)

- Dimensions of quality; Cost of quality and quality cost audit
- Statistical process control; control charts
- Total quality management (TQM)
- Six sigma
- ISO 9000 and other ISO series
- Lean and Just-in-Time production system
- Numerical problems on Mean–range chart, np chart, p chart, c chart, and U chart

Pedagogy:

• Classroom discussion
• Project-based learning
• Workshop from practitioners
• Case-based teaching
• Experiential learning

Teaching-Learning Resources:

Recommended Books:

1. "Supply chain management" by Chopra, Sunil, and Peter Meindl (3rd edition, Pearson, 2007).
2. "Operation Management" by Joseph G. Monks (International Edition - 1987).
3. "Production and Operation Management" by Pannerselvam R. (2nd edition, PHI publications).

Reference Books:

1. "Production and Operation Management" by Chary S.N. (3rd edition, Tata McGraw-Hill).
2. "Production and Operations Management" by Everett E. Adams, Ronald J. Ebert (Fourth Edition, Prentice Hall of India Publications).
3. "Modern Production/Operations Management" by Buffa (4th edition, Wiley India Ltd).
4. "Supply Chain Management - A Managerial Approach" by Amith Sinha, Herbert (2nd edition, TMH).
5. "A Textbook of Logistics and Supply Chain Management" by Agarwal D.K. (1st edition, Macmillan).

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	1	-	-	-	-	1	-	-
CO2	-	3	-	-	-	-	-	-
CO3	2	3	-	2	-	1	-	-
CO4	-	2	-	2	1	3	2	1
CO5	-	1	-	-	1	-	-	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	Domain Specific Skill
Term/Semester	III
Course ID	23MBA731
Credits	2

Introduction:

Domain Specific Skill:

Skills that are listed as highly relevant to build career competencies in the chosen domain of specialization are grouped as Domain specific skills. Domain specific skills are industry-specific and by learning these skills, one can gain expertise in the chosen domains. Domain knowledge and skill sets are important because it enables to excel in professional position in the chosen field. It also increases the employability because companies across industrial sectors prefer to hire people with specialized knowledge and skill sets. As part of this course three sub courses are offered, i.e. Personal Financial Planning, Certificate Course in Business Analytics (in the Specialization Area) and MOOC elective course available on Coursera

COURSE OUTCOMES (CO):

On completion of the course, students will be able to:

CO1: Explain the importance of Personal Financial Planning (Through workshop)

CO2: Demonstrate and apply the skills in their specialization area learnt through MOOCs (Through MOOCs available on Coursera)

CO3: Demonstrate and apply the skills of Business analytics in their specialization area. (Through Certification course)

Sub Course 01: Workshop on Financial Planning

Financial Planning is one of the life skills that helps us in meeting ones' future financial goals of life. This course will be useful for learning the tried and tested method of financial planning and manage one's finances better. The course will cover topics such as – planning to manage all your financial resources, methods of gathering information about issues and events that may affect your investments like; inflation, taxes, etc., keeping track of investments, etc. Learning this skill at a younger age will help young executives in achieving their future financial goals.

Module 1: **(4 hrs.)**

- Preparing Personal Budget
- Importance of financial planning
- Steps involved in Financial Planning
- Introduction to Specific, Measurable, Attainable, Realistic, and Time bound Financial GOALS.
- Time value of Money- Concept and Application
- Compounding- the 8th wonder
- Types of Financial Products/Instruments to be used for investing
- Strategies and Investments
- Savings vs Investment, Loans and Advances
- Methods to be used to avoid making wrong investment decisions.

PEDAGOGY

- Workshop by Experts.
- Expert Video Lecture
- Use of Templates to learn Concepts and Models.
- Case studies and discussions

Sub Course 02: MOOC elective courses on Coursera in the area of specialization

10 Hrs.

Introduction: Coursera's massive open online courses (MOOCs). This is an online platform that partners with more than 200 university partners and companies to offer 3,800 courses, including 385 specializations, 17 Master Track certificates, and 20 degrees. Enrolled students can take classes and watch lectures delivered by professors from the major universities and business leaders and it is as per one's own schedule.

Instructions:
Coursera MOOC Course in Specialization area has to be completed by all students of the program in the third semester. Pick a course of minimum 6-week duration from any of your dual specialization area, submit the certificate and attend the VIVAVOCE on completion of the course for finishing the evaluation of the course

Name of Professional Certification	COURSE NAME		LEVEL	AVG HOURS	AVG RATING
Salesforce Sales Development Representative(Sales)	Groundwork for Success in Sales Development	SV Academy	Beginner	12.5	4.5
	Conversational Selling Playbook for SDRs	SV Academy	Beginner	12.7	4.7
	Practical Guide to Navigating Professional Relationships	SV Academy	Beginner	8.1	4.6
Salesforce Sales Operations(Sales)	Sales and CRM Overview	Salesforce	Beginner	7.3	4.6
	Lead Management in Salesforce	Salesforce	Beginner	8.7	4.7
	Reports, Dashboards, and Customer Success in Salesforce	Salesforce	Beginner	6.7	4.6
HRCI Human Resource Associate(HR)	Talent Acquisition	HRCI	Beginner	9.8	18
	Compensation and Benefits	HRCI	Beginner	6.3	19
	Learning and Development	HRCI	Beginner	6.8	16

Gender Analytics: Gender Equity through Inclusive Design(HR)	Gender Analytics for Innovation	University of Toronto	Beginner	5.10273	4.8
	Human-centred Design for Inclusive Innovation	University of Toronto	Beginner	3.00656	4.84
	Transformational Leadership for Inclusive Innovation	University of Toronto	Beginner	2.77406	4.76
Meta Marketing Analytics(Marketing)	Statistics for Marketing	Meta	Beginner	12	4.7
	Data Analytics Methods for Marketing	Meta	Beginner	7.9	4.8
	Marketing Analytics with Meta	Meta	Beginner	7.7	4.8
Meta Social Media Marketing(Marketing)	Advertising with Meta	Meta	Beginner	9.6	4.8
	Measure and Optimize Social Media Marketing Campaigns	Meta	Beginner	8.6	4.9
	Meta Social Media Marketing Capstone	Meta	Beginner	4.1	4.8
Google Digital Marketing & Ecommerce(Marketing)	Foundations of Digital Marketing and E-commerce	Google	Beginner	10.2	4.8
	Attract and Engage Customers with Digital Marketing	Google	Beginner	9.7	4.8
	Make the Sale: Build, Launch, and Manage E-commerce Stores	Google	Beginner	5.4	4.8
IBM Data Analyst(Analytics)	Python for Data Science, AI & Development	IBM Skills Network	Beginner	10.2	4.5
	Databases and SQL for Data Science with Python	IBM Skills Network	Beginner	10.8	4.5
	Data Analysis with Python	IBM Skills Network	Beginner	9.7	4.6

Google Data Analytics(Analytics)	Ask Questions to Make Data-Driven Decisions	Google	Beginner	9.7	4.7
	Analyse Data to Answer Questions	Google	Beginner	11.8	4.3
	Data Analysis with R Programming	Google	Beginner	12.6	4.7
Supply Chain Analytics(SCM)	Supply Chain Analytics	Rutgers the State University of New Jersey	Beginner	4.4	4.8
	Demand Analytics	Rutgers the State University of New Jersey	Beginner	6.6	4.8
	Inventory Analytics	Rutgers the State University of New Jersey	Beginner	5.7	4.8
	Business Intelligence and Competitive Analysis	Rutgers the State University of New Jersey	Beginner	7.2	4.8
ESG Investing: Financial Decisions in Flux(Finance)	ESG-focused Financial Products	Interactive Brokers	Beginner	5.0	4.8
	ESG Investing: Setting Standards & Conducting Analysis	Interactive Brokers	Beginner	6.4	4.8
	ESG Data & Accountability	Interactive Brokers	Beginner	3.9	4.8
	ESG Investing: Industry Impacts & Transformations	Interactive Brokers	Beginner	3.9	4.8

India Customs and Allied laws Specialization(Finance)	Free Trade Agreements and Special Economic Zones	PwC India	Beginner	12.0	4.8
	Classification and valuation - What you must know!	PwC India	Beginner	15.0	4.8
	Introduction to Customs and Foreign Trade Policy	PwC India	Beginner	10.0	4.8
Investment Management with Python and Machine Learning(Finance)	Introduction to Portfolio Construction and Analysis with Python	EDHEC Business School	Beginner	10.2	4.5
	Python and Machine Learning for Asset Management	EDHEC Business School	Beginner	10.2	4.5
	Python and Machine-Learning for Asset Management with Alternative Data Sets	EDHEC Business School	Beginner	10.2	4.5

Sub Course 3: Certificate Course in Business Analytics (in the Specialization area)
Instructions:
Out of the four options that are given here-in-under the student has to pick one and complete the Certification course;
Option 1: Certification course in Advanced Business Analytics
Option 2: Certification course in Financial Analytics
Option 3: Certification course in HR Analytics
Option 4: Certification course in Marketing Analytics

Option 1: Certification course in Advanced Business Analytics

Title 1	Domain-Specific Certification Course on **"Advanced Business Analytics"**

Certification Course Outcomes (CCOs):
After successful completion of this Course, the student will be able to
CO1: Students should be able to work on any data from various sources, and preprocess this data to ensure data quality and usability for analytics and apply statistical techniques using R, Python and IBM SPSS to analyze data effectively and draw some meaningful insights.

Syllabus **(10 Hours)**

Module 1: Introduction to Business Analytics **(2 Hours)**

CRISP DM Methodology

- Business Understanding
- Data Understanding
- Data Preparation
- Modelling
- Evaluation
- Deployment
- Application of Business Analytics across various domains

Module 2: Data Pre Processing **(2 Hours)**

- Data Cleaning: Handling Missing Values, Outliers, Straight liners
- Data Transformation: Mean value Imputation, Normalization and standardization
- Data Reduction and Feature Engineering

Module 3: Statistical Models and commonly used algorithms and tools **(6 Hours)**

- Customer Sentiment Analysis using VADER, Text blob, Flair in Python.
- Market Basket analysis using ECLAT and CN2 algorithm.
- Recommendation Engine for ecommerce customers in Python.
- Transfer Learning-Inception v3, Squeezenet, VGG16, VGG19 R Studio.
- Key Drivers Analysis for Purchase intent using Tableau and Power BI.

Pedagogy:

1) Classroom and Discussion
2) Activity Based Learning
3) Practice based Learning
4) Project Based Learning
5) Experiential Learning
6) Software Based Learning
7) Hackathons

Teaching Learning Resources:

Essential Readings:

- Business Analytics, Global Edition, 2nd Edition, James Evans, Pearson, ISBN-13 978-1292095448
- Albright Winston “Business Analytics, Data Analysis and Decision Making” 5th edition, Cengage Publication
- U Dinesh Kumar “Business Analytics: The Science of Data - Driven Decision Making” by Wiley Publications

Reference Books:

1. Jeffrey D Camm “Essentials of Business” by South Western Publishing.ISBN-13-978-8131527658 by R N Prasad, Seema Acharya, Fundamentals of Business Analytics, 2 Edition, Wiley publishing
2. Prescriptive Analytics: The Final Frontier for Evidence-Based Management and Optimal Decision Making by Dursun Delen , Pearson FT Press publishing
3. Prescriptive Analytics, Second Edition, by Gerard Blokdyk, ISBN-13:978-1978232211
4. Jeffrey S. Strickland, Simulation Educators (2014) Predictive Analytics using R

Supplementary Resources:
NPTEL Course: https://onlinecourses.nptel.ac.in/noc21_cs70/preview
Coursera Course: https://www.coursera.org/specializations/business-statistics-analysishttps://www.coursera.org/specializations/business-analytics
Data Sources: Kaggle: https://www.kaggle.com/
Data world: https://data.world/,
Data.gov.in: https://data.gov.in/
Databases: EBSCO: https://www.ebsco.com/academic-libraries,
JGATE: https://jgateplus.com
Pearson E library: https://elibrary.in.pearson.com

Option 2: Certification course in Financial Analytics

Title 2	Domain-Specific Certification Course on **"Financial Analytics**

Certification Course Outcomes (CCOs):
After successful completion of this Course, the student will be able to
CO1: Students should be able to work on any data from various sources, and preprocess this data to ensure data quality and usability for analytics and apply statistical techniques using R, Python and IBM SPSS to analyze data effectively and draw some meaningful insights.

Syllabus **(10 Hours)**
Module 1: Introduction to Business Analytics **(2 Hours)**
CRISP DM Methodology
- Business Understanding
- Data Understanding
- Data Preparation
- Modelling
- Evaluation
- Deployment
- Application of Business Analytics across various domains

Module 2: Data Pre Processing **(2 Hours)**
- Data Cleaning: Handling Missing Values, Outliers, Straight liners
- Data Transformation: Mean value Imputation, Normalization and standardization
- Data Reduction and Feature Engineering

Module 3: Statistical Models and commonly used algorithms and tools **(6 Hours)**
- Bank loan Default Prediction using ORANGE.
- Stock market Price Prediction using ARIMA and Exponential Smoothing in IBM SPSS.
- Price Elasticity Model in Python.
- Risk analysis and Portfolio Management in R Studio.
- Key Drivers Analysis using Tableau and Power BI.

Pedagogy:

1. Classroom and Discussion
2. Activity Based Learning
3. Practice based Learning
4. Project Based Learning
5. Experiential Learning
6. Software Based Learning
7. Hackathons

Teaching Learning Resources:

Essential Readings:

1. Business Analytics, Global Edition, 2nd Edition, James Evans, Pearson, ISBN-13 978-1292095448
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3. Prescriptive Analytics, Second Edition, by Gerard Blokdyk, ISBN-13 : 978-1978232211
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Supplementary Resources:

NPTEL Course: https://onlinecourses.nptel.ac.in/noc21_cs70/preview
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Data Sources: Kaggle: https://www.kaggle.com/
Data world: https://data.world/,
Data.gov.in: https://data.gov.in/
Databases: EBSCO: https://www.ebsco.com/academic-libraries,
JGATE: https://jgateplus.com
Pearson E library: https://elibrary.in.pearson.com

Option 3: Certification course in HR Analytics

Title 3	Domain-Specific Certification Course on "**HR Analytics**

Certification Course Outcomes (CCOs):

After successful completion of this Course, the student will be able to

CO1: Students should be able to work on any data from various sources, and preprocess this data to ensure data quality and usability for analytics and apply statistical techniques using R, Python and IBM SPSS to analyze data effectively and draw some meaningful insights.

Syllabus **(10 Hours)**

Module 1: Introduction to Business Analytics **(2 Hours)**

CRISP DM Methodology

- Business Understanding
- Data Understanding
- Data Preparation
- Modelling
- Evaluation
- Deployment
- Application of Business Analytics across various domains

Module 2: Data Pre Processing **(2 Hours)**

- Data Cleaning: Handling Missing Values, Outliers, Straight liners
- Data Transformation: Mean value Imputation, Normalization and standardization
- Data Reduction and Feature Engineering

Module 3: Statistical Models and commonly used algorithms and tools **(6 Hours)**

- Employee attrition analysis using Logistic Regression using SPSS
- Staff Productivity analysis using Quadrant Analysis in Excel
- Renege Models using Decision tree in Python
- Key Drivers of Employee Satisfaction using Linear Regression in R Studio
- Staff Performance Analysis using Tableau and Power BI

Pedagogy:

1. Classroom and Discussion
2. Activity Based Learning
3. Practice based Learning
4. Project Based Learning
5. Experiential Learning
6. Software Based Learning
7. Hackathons

Teaching Learning Resources:

Essential Readings:

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Data Sources: Kaggle: https://www.kaggle.com/
Data world: https://data.world/,
Data.gov.in: https://data.gov.in/
Databases: EBSCO: https://www.ebsco.com/academic-libraries,
JGATE: https://jgateplus.com
Pearson E library: https://elibrary.in.pearson.com

Option 4: Certification course in Marketing Analytics

Title	Domain-Specific Certification Course on "**Marketing Analytics**

Certification Course Outcomes (CCOs):
After successful completion of this Course, the student will be able to
CO1: Students should be able to work on any data from various sources, and preprocess this data to ensure data quality and usability for analytics and apply statistical techniques using R, Python and IBM SPSS to analyze data effectively and draw some meaningful insights.

Syllabus **(10 Hours)**
Module 1: Introduction to Business Analytics **(2 Hours)**
CRISP DM Methodology
- Business Understanding
- Data Understanding
- Data Preparation
- Modelling
- Evaluation
- Deployment
- Application of Business Analytics across various domains

Module 2: Data Pre Processing **(2 Hours)**
- Data Cleaning: Handling Missing Values, Outliers, Straight liners
- Data Transformation: Mean value Imputation, Normalization and standardization
- Data Reduction and Feature Engineering

Module 3: Statistical Models and commonly used algorithms and tools **(6 Hours)**
- Market Basket analysis using ECLAT using ORANGE.
- Customer Segmentation using RFM Analysis in IBM SPSS
- Customer Profiling using Logistic Regression and Decision tree in Python
- Recommendation Engine-UBCF and IBCF in R Studio
- Customer Response Models using Tableau and Power BI

Pedagogy:
1. Classroom and Discussion
2. Activity Based Learning
3. Practice based Learning
4. Project Based Learning
5. Experiential Learning
6. Software Based Learning
7. Hackathons

Teaching Learning Resources:

Essential Readings:

1. Business Analytics, Global Edition, 2nd Edition, James Evans, Pearson, ISBN-13 978-1292095448
2. Albright Winston "Business Analytics, Data Analysis and Decision Making" 5th edition, Cengage Publication
3. U Dinesh Kumar "Business Analytics: The Science of Data - Driven Decision Making" by Wiley Publications

Reference Books:

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Data world: https://data.world/,
Data.gov.in: https://data.gov.in/
Databases: EBSCO: https://www.ebsco.com/academic-libraries,
JGATE: https://jgateplus.com
Pearson E library: https://elibrary.in.pearson.com

CO PO MAPPING:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	1	-	-	-	1	3	-	1
CO2	3	3	-	-	-	3	1	1
CO3	3	3	-	-	1	3	-	1

LEVEL: 3-Substantial 2-Moderate 1-Slight - No Co-relation

Evaluation Metrics:

SEE		**CIA**	
Certificate on Financial Planning	10	MCQ test on Financial Planning	10
MOOC Course	20	MOOC course presentation & Viva voce	20
Capstone Project	20	MCQ on Certification course	10
Total	**50**	Attendance and class participation	10
		Total	**50**

Course Title	BUSINESS IMMERSION
Term/Semester	III
Course ID	23MBA831
Credits	4

Introduction:

Business Immersion Program involves experiential learning based on observation and first-hand encounters with the business firm. The program is designed to gain a preliminary understanding of an organization, its functions, process and policies. The program is a simulation of real work environment and expects the students to experience the rigor of professional environment in form and substance. It also develops technical, social and communication skills among students.

The purpose of Business Immersion Program is to develop required skills and competencies to emerge as a good business leader and thinker. This could involve data analysis /organization study/ extension work or exploration of an idea or its implementation. The study can also be related to live management problems/issues concerning the organization.

Each student should undertake the Business Immersion Program after the **Second Semester End Examination for 2 months' period**, finalize a firm, visit the firm on regular intervals, observe the business activities, collect data and make a report on the organization. The students have to look for firms which are well established, have good number of employees, registered firms that are developing and sustainable.

This Immersion Program will be under the guidance of Internal Faculty member as well as external mentor from the firm. Generally, a group of 10 students will be allotted to a mentor/guide who will be the lead the Business Immersion Program immediately after completion of the 2nd semester exam. The students will interact and meet the guide on regular intervals and explain the progress and the future plans. Provision has to be made to create a social interaction platform like WhatsApp or Telegram groups for the entire team. Every Saturday the students will present their progress to the guide at the institute. The students will prepare Microsoft Power point presentation on the data collected and present the same during their Saturday meeting. The Guide will evaluate the progress and suggest plans for improvement.

The soft copy of the report has to be prepared by student during the period of Immersion and will be submitted to the mentor for plagiarism check before the completion of Immersion program. The final hard bound copies of the report will be submitted before commencement of Third semester classes. The BIP is designed such a way that each student will choose 1 firm in and around Bangalore. This will facilitate the internal mentor to visit the firm. Also if the student is in Bangalore it is easy for the student to meet the guide during the weekly meetings. The Schedule will be given to the students at the time of commencement of BIP.

Immersion objectives

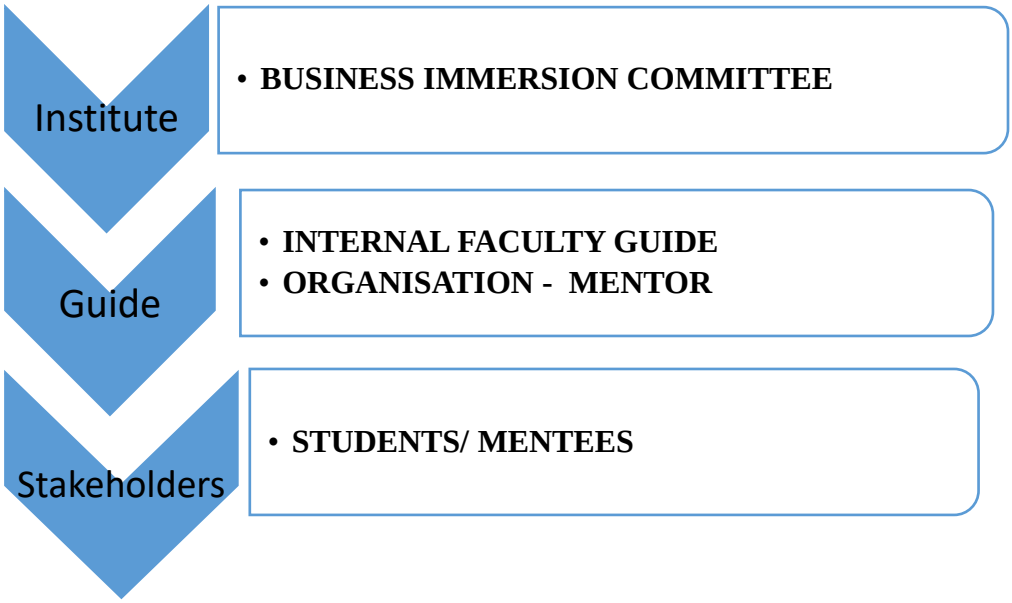
- Familiarize with various materials, processes, products and their applications along with relevant aspects of quality control in the organization.
- Learn to apply the technical knowledge in real industrial situations and gain experience in writing reports
- Promote academic, professional and/or personal development of students
- Understand the social, economic and administrative considerations that influence the working environment of industrial organizations
- Understand the psychology of the workers and their habits, attitudes and approach to problem solving.

Immersion Outcome (IO):
After successful completion of this immersion, the student will be able to facilitate the transition from traditional learning to problem based learning; Conduct independent study of organization and industry dynamics, cross functional areas, business functions and realities; Obtain analytical skills, cultivate relevant industry interaction; successfully evaluate and present their perspectives of business environments.

Benefits of Business Immersion:

- An opportunity to get hired by the Industry/ organization and get practical experience in an organizational setting.
- Excellent opportunity to see how the theoretical aspects learned in classes are integrated into the practical world.
- It will help students to decide if any industry and any profession is the best career option to pursue.
- Opportunity to learn new skills, practice communication, teamwork skills and supplement knowledge.
- Opportunity to learn strategies like time management, multi-tasking etc. in an industrial setup.
- Opportunity to meet new people and learn networking skills

Business Immersion Programme structure



Monitoring / Surprise Visit by Internal Faculty Guide to the Organization
The guide from the Institute will make a surprise visit to the organization to check the student's presence. Hence it is very important for students to be physically present in the organization. If the student is found absent without any prior intimation to the firm and to the guide, then the respective faculty guide can take action against the student. The student also should inform the Business Immersion Committee at the Institute.

BIP Guidelines in brief:

A. The organization includes the following

a. Micro, Small, Medium or Large Business Organization in any sector
b. PSU / Government Departments
c. NGO/ CSO/ Voluntary Organizations
d. Research Body or Development Agency
e. Panchayat Raj Institution/s, Local Municipal Body, Legislature, Court, Etc.
f. Service Organizations

B. Business immersion should include the following areas

a) Working environment and organizational culture.
b) Detailed study of the organization aspects like history, milestones, progress, Performance, product profile, SWOT, 7s Frame Work, industry profile etc.
c) Organization structure, authority flow and communication with in the firm
d) Study of the functional areas within the organization and assess performance
e) Examine the changes in the working of the firm and a detailed research analysis in an area
f) Identify any problems seen the departments like Marketing or Finance or HR or Systems or General Organizational issues and analyze the same.
g) Theoretical summary, findings, suggestions and conclusion on the immersion programme

C. General Guidelines:

1. Only one student is allowed to do internship in an organization.
2. The student shall attend to any task or assignment given by the organization.
3. There will be two guides. One at College (internal guide) and another at Organisation level. (External guide).
4. The student shall produce a certificate of completion of business immersion issued by the organization along with the report.
5. The student should follow the Chapter schemes.
6. Sources of the information should be provided wherever necessary.
7. The student has to meet the internal guide on every Saturday and should seek necessary guidelines. Also make presentations.
8. Weekly report and organization attendance sheet has to be submitted to the guide as per the given format.
9. The students have to maintain a work done dairy exclusively for the work carried out.
10. Meeting the faculty guide during the Business Immersion program is considered as the attendance for internship.

D. Report Writing: Uniformity and Size of Type

- The body of the text must be prepared from a clear and readable font set at the same size throughout the document.
- Accepted Font: Times New Roman, Size: 12, Spacing 1.5 lines
- Different point sizes can be used for tables, figures, or captions, as long as usage is consistent and conforms to the appropriate style manual.
- The use of bold, italic, capitalization, or any other writing convention should be consistent throughout the document and should follow the appropriate style manual.
- Alignment of text should be consistent (including justified alignment).
- The left side margin should be 1.5 inches, the right, top and bottom margin should be 1 inch

- All page numbers must appear centered or right side in the bottom margin. Page number starts from the Introduction up to Conclusion
- Header with "A Report on Business Immersion Program at. (Company name) – Left side
- Footer [R.V. Institute of Management (Left side) with page number (right side)]
- There is no page number for the preliminary pages. References and Annexure pages should be numbered with i, ii, iii
- Each chapter heading should be on a separate sheet at the beginning of the chapter (without page number)
- The report has to be printed on single side in Executive Bond Sheet.
- The outer cover of the hard bound copy should have sky blue color

E. Format of the Report

- Cover Page with Title and other details
- Student Declaration
- Acknowledgements
- Company Certificate
- Guide Certificate
- Certificate by Head of the Institution (Institute)
- Table of Contents
- List of Tables
- List of Figures
- Chapters from 1 to 6
- References (Use APA format)
- Appendices – Plagiarism report of first three pages & weekly progress reports printout should be added

The organization of the business immersion will vary depending on your field of study. However, the general arrangement of a report of immersion often will be as follows:

Total number of pages: 60-70

CHAPTER SCHEME

CHAPTER 1: ABOUT THE FIRM (10-12 pages)

- Brief History of the firm
- Vision, Mission, Objectives, Values, Mile stones
- Operations area and business, Product and service profile
- Organization structure/chart, Management or Board of Directors (including CMD/CEO)
- Best practices/ Special achievements/success stories/ unique features/core competencies
- SWOT Analysis of the firm
- Application of McKinsey *7S model* to the firm
- Certificates (ISO etc.), Achievements and Awards
- Future plans

CHAPTER 2: ABOUT THE INDUSTRY (10-12 pages)

- Brief history of the industry, Industry structure
- Industry Volume, Current scenario (In brief),
- Application of Porter Five Force model- (Competitors, Suppliers and Buyers, Substitutes)
- Forecasting Industry attractiveness

CHAPTER 3: ABOUT THE FUNCTIONAL AREAS (8-10 pages)

Brief note on the composition- Structure- Policies- Best practices- Functions of each department

- HR Department
- Marketing Department
- Finance Department (Including Accounting and book keeping)
- Productions Department
- Purchase Department
- Systems (MIS) Department
- Quality Assurance department
- R & D Department
- Any other departments in the organization

CHAPTER 4: RESEARCH METHODOLOGY AND DATA ANALYSIS (18-20 pages)

A. Methodology
  - Type of Research
  - Sample Size
  - Sources of Data
  - Research Techniques

B. Data Analysis

- Basic Financial Performance of the Company (Important Ratios, Trend / Common Size Analysis / Comparative analysis / CVP analysis etc.)
- Detailed research analysis (Survey based research if any)

CHAPTER 5: PROBLEM MAPPING & SOLVING (8 -10 pages)

- Identification of a problem- Observation/ interview/survey
- Gathering data and problem mapping
- Application of right tool to analyse the problem
- Identification and testing of the feasible solution
- Development & Deployment of the solution

CHAPTER 6: FINDINGS, SUGGESTIONS AND LEARNINGS (4- 6 pages)

- Major findings
- Feasible Suggestions
- Leanings from the Immersion Experience

After Chapters there should be Bibliography. It should be arranged in the APA 6th Edition format

REFERENCES (as illustrated below)

List of books, articles, websites that are referred and useful for your internship should be listed. The references should be provided in the following sequence – author, title of the book, edition, publisher, place of publication, year of publication. For Example:

- Books: Kotler Philip, "Marketing Management", 10th Ed, Prentice Hall, NJ, 2004.
- Company Books and Manuals with full description
- Edited Volume: Ahroni Y (2009) "on measuring the success of Privatization" in Rama murthi R and Vernon R. (eds) Privatization and control of state owned enterprises. Washington DC, World Bank.
- Journals: Boardman, D and Vining S (1989), ownership in Competitive Environments: A Comparison of the Performance of mixed, private and SOE's, Journal of Law and Economics, April, Vol 1, No. 23, pp16.9
- Reports and Gazettes: Asian Development Bank (2010) India, Statistical Abstract 2008, Manila

- Newspapers and Magazines: Ahluwalia M (2003) "Some of the criticism directed at the IMF is not valid" as exclusive interview, D+C (Development and Cooperation), September Vol 30
- Websites: Ministry of Finance (2008) "Privatization", viewed on 06/11/2003 in the MOF website. http://www.mof.in/epa/prvatise/index.html.

ANNEXURE- Financial statements of the company, Questionnaire, Interview Schedule, Corporate governance etc.

F. Plagiarism Check:

All reports will be checked for plagiarism in turn-it-in/ drill bit software and the permissible limit in terms of similarity index is 15%

G. Report Submission:

Hardbound bound copies 3 No's, 1 soft copy in word 2010 format and pdf has to be submitted to the respective guide. The 3 copies are (1 Institute copy, 1 student Copy and 1 copy for the Organisation). The bond paper has to be used for the Report. Out cover of the report has to be blue in color. Student's Work done Diary and Internship Report should be submitted by the students along with attendance record and an attendance sheet signed and stamped by the organisation to the Institute immediately after the completion of the Immersion.

II. Pedagogy:

1. Project Based Learning
2. Research Based Learning
3. Seminars and Industry Interaction

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	3	1	3	1	2	1	3

LEVEL: 3-Substantial 2-Moderate 1-Slight - No Co-relation

EVALUATION PLAN:

The report will be evaluated both internally and externally. The Internal Assessment Marks 50 (given by faculty guide and organization mentor) and External Assessment (Final Viva Voce) is 50 Marks.

The breakup of the marks sheet is given below:

Internal Valuation

Student Performance Evaluation			**Report Evaluation**				
Punctuality & Discipline	Quality of outcome and recognition by company	Overall engagement in the firm	Chapter wise Presentation	Presentation and usage of references and Documents	Overall Quality of report	External mentor Valuation	Total Marks
5 Marks	**10 Marks**	**10 Marks**	**5 Marks**	**5 Marks**	**5 Marks**	**10 Marks**	**50**

External Valuation

Student Performance Evaluation			**Report Evaluation**				
Punctuality & Discipline	Quality of outcome and recognition by company	Overall engagement in the firm	Chapter Wise Presentation	Presentation and usage of references and Documents	Overall Quality of report	Viva Voce	Total Marks
5 Marks	**10 Marks**	**10 Marks**	**5 Marks**	**5 Marks**	**5 Marks**	**10 Marks**	**50**

Course Title	DESIGN THINKING AND CREATIVITY FOR BUSINESS
Term/Semester	III
Course ID	23MBA832
Credits	2

Introduction:
Design thinking is a critical problem-solving approach for building creative and innovative solution. Design thinking is a process that relies on understanding users' needs and experiences as they continue to evolve. It is a solution-focused mindset that is critical to developing new ideas that can uncover potential opportunities, challenge assumptions and lead to product and service innovations. Through analysis and imagination, design thinking empowers organizations to identify and implement human-centered and action-oriented solutions to complex business problems.
Gaining deeper insight into the target users' needs and expectations in turn leads to more value creation. This is the core of design thinking, and it leads to improved products, services and internal processes. This course will develop a user-centric designs for all issues and evolve a solution that will address a customers' pain points and meet their business goals.

COURSE OUTCOME (CO):
On completion of the course students will be able to:
CO1: Appreciate and understand the design thinking framework and develop an empathy map.
CO2: Demonstrate the ability to define a problem by considering the user pain points
CO3: Judging and Choosing the best idea that meet the needs of the users
CO4: Build a prototype based on insights from all stakeholders
CO5: Validate, test and refine proof of concept

COURSE CONTENT AND STRUCTURE (24 hours)

- **MODULE 1: INTRODUCTION TO DESIGN THINKING, EMPATHY MAPPING (04 HOURS)**
  - — Introduction to design thinking approach,
  - — Identify the customer journey.
  - — Map the customer journey to understand customers' experiences with product/service
  - — Develop persona(s) of your target customers (CPM).

- **MODULE 2: PROBLEM MAPPING (05 HOURS)**
  - — Problem statement or underlying issue and possible solution options
  - — Define customer profile and needs by using ethnographic research methods (interviews and observations)
  - — Pinpoint target users and design interview questionnaires to understand customer pain points

- **MODULE 3: IDEATE AND SYNTHESISE SOLUTION (05 HOURS)**
  - — Brainstorm ideas to explore solutions that will help customers meet their needs
  - — Identify desirable features of solutions and cluster ideas, select high-quality solution ideas that can be prototyped
  - — Discussion of Indian companies using design thinking.

- **MODULE 4: PROTOTYPE AND EXPERIMENT (05 HOURS)**
  - — Design a prototype for the selected idea to enable a conversation with the stakeholders
  - — Derive insights from user-prototype interactions with all stakeholder feedback. Rectify flaws, address constraints and enhance strengths.
  - — Discuss the importance of accepting of failing quickly and cheaply. Improvise and restart.

- **MODULE 5: VALIDATE AND REFINE (05 HOURS)**
  - — Refine prototype and solutions based on feedback from target users to better fit with user needs
  - — Test and refine point of concept (POC)
  - — Describe the applications of complementary tools of innovation: Value Proposition Designer, Business Model Canvas

PEDAGOGY

- MOOC driven learning
- Workshop by Experts
- Experiential Learning
- Expert Video Lecture
- Use of Templates to learn Concepts and Models
- Case Studies/Simulations

TEACHING LEARNING RESOURCES

ESSENTIAL READINGS

1) Design: Creation of Artifacts in Society by Prof. Karl Ulrich, U. Penn Change by Design by Tim Brown.
2) The Design of Everyday Things: Revised and Expanded, Norman,Don. Edition. United States, Basic Books, 2013.
3) Design Thinking: Understanding How Designers Think and Work, 1st edition, Pearson
4) Handbook on Design Thinking –Eli Woolery, Free book.
5) Elements of User Experience: User-Centered Design for the Web and Beyond, Second Edition Jesse James Garrett
6) 8 Steps to Innovation –T. Krishnan Rishikesha, Harper Collins Publishers India.

SUPPLEMENTARY RESOURCE:

Web links and E-Resources

https://www.ibedo.org/
https://blog.hypeinnovation.com/

MOOC's Suggested:

- Coursera: Design Thinking for Innovation by University of Virginia. By Jeanne M Liedtka
- Coursera: Design Thinking for the Greater Good: Innovation in the Social Sector (by Jeanne M Liedtka).
- Swayam: Design thinking -A Primer. By IIT-Madras. (4 weeks).

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	2	-	3	-	-	1	1
CO2	3	3	-	3	1	-	1	1
CO3	3	3	-	3	1	-	1	1
CO4	3	3	-	3	1	-	1	1
CO5	3	3	-	3	1	-	1	1

LEVEL: 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	**SEE** MOOC -Completion of MOOC on Design Thinking	Individual	50	On Course Completion by End of Second Sem.
2	**CIA** Attendance and Class Participation & Attendance of Two Day Workshop	Individual	25	Through the course and workshop
3	MCQ-quiz	Individual	05	For all the five modules
5	Submit written report on the learning's from the two day workshop on Design thinking	Team Report	20	Report submission for the learning from the two day Workshop

Course Title	OPEN ELECTIVE II
Term/Semester	III
Course ID	23MBA833
Credits	1

Guidelines:
The open electives are offered to the students with the purpose of giving them a wide opportunity to enhance their knowledge. The students are given an opportunity to choose from a wide range of MOOCs- 4500 + courses offered by Coursera/NPTEL /SWAYAM /eDEX etc. and enroll themselves.

Course Outcome:
After the successful completion of the course, students will be able to:
CO1: To be able to explain the concepts of selected course.

Open elective 2:
Students have to complete 1 MOOC in their area of specialization during the III Sem and submit the certificate. The duration of the course should be for at least 6-8 weeks.
In the beginning of the semester, students have to register for a MOOC in their chosen area of specialization, preferably in their major specialization and update the information to the designated faculty member. This will enable the faculty to monitor the progress. After completion of the course, students have to submit the completion certificate. This will ensure eligibility for the students to complete the semester successfully.

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	1	3	1	3	1	-	1

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Evaluation Plan:
Students are required to complete the course and take-up the assessment at the end of the course.

Sl. No.		Evaluation Item	Marks Allotted
1	CIA (50)	Presentation on the learnings from the course	25
2		Viva Voce to the mentor	25
3	SEE (50)	Final course assessment score and submission of certificate to the mentor	50

Presentation Rubric

Criteria	Poor	Average	Good
Coverage of Subject Matter 10	(1-4) The topic was not fully covered or material presented was inaccurate; inability to distinguish between fact and opinion; student did not have a good understanding of the topic	(5-7) The topic was covered in an appropriate depth with few or no factual errors or misinterpretations; fact and opinion were distinguished; student had a good understanding of the topic	(0-10) The topic was fully covered; no factual errors or misinterpretations were included; fact and opinion were distinguished and used appropriately; student demonstrated expertise or a clear understanding of the topic
	(1-0)	(2-3)	(4-5)
Introduction 5	Student failed to introduce topic or self appropriately; purpose of presentation unclear to audience	Student introduced topic, purpose, and self	Student introduced topic, purpose, and self along with an effective attention-getter
Organization of content flow 5	Cannot understand presentation because of poor organization; introduction is not clear/matched to the rest of the content. The presentation is not clear	Satisfactory organization of content; clear introduction; main points are well stated, even if some transitions are somewhat sudden; relation to the rest of the content is clear	Very well organized content; builds on and provides support for the rest of content of the presentation; main points well stated and argued, with each leading to the next point of the talk.
Conclusion 5	Abrupt ending; no summary or wrap up; failure to provide references (if needed)	General summary or wrap up; speech was brought to a comfortable conclusion; appropriate referencing	Main points were reinforced or take-away messages restated; speech was brought to a purposeful conclusion; appropriate referencing

Viva Voce

Criteria	Poor	Average	Good
Delivery 10	(1-4) Mumble, incorrectly pronounce important content of the presentation. Only reading from the slides	(5-7) The voice is low and incorrectly pronounce terms during the presentation. Reading from slides frequently.	(8-10) Clear voice and correct, precise pronunciation of terms during the presentation. Only referring to the slides while explaining.
Q&A 10	Student did not invite questions or comments or did not handle them appropriately Not able to answer	Student invited questions and comments and answered or responded Vague answers	Student invited questions and comments and was able to answer or engage in a discussion Crisp to-the-point answers
	(1-0)	(3-2)	(5-4)
Depth of understanding 5	Poor understanding of the relevance of the course	Fair understanding of the relevance of the course	Good understanding of the relevance of the course

MARKETING SPECIALIZATION

Course Title	SALES AND DISTRIBUTION MANAGEMENT
Term/Semester	III
Course ID	23MBA131
Credits	3

Introduction:

The objective of this course is to help students to understand the Sales & Distribution functions as integral part of marketing functions in a business firm. Globalization; increased competition; rapid changes in communication and information technology and need for higher level of customer orientation have made sales and distribution management extremely important. This course will make students appreciate the role of sales managers in the context of Indian economy with particular reference to essential consumer and industrial goods and services.

Course Outcomes (COs):

Having successfully completed this course student will be able to:

CO1: Explain the importance of Sales & Distribution as integral part of marketing function in a business firm.

CO2: Develop Selling skills among students

CO3: Apply techniques and approaches required for effective decision making in the areas of Sales and Distribution.

CO4: Analyze the problems involved in distribution management and suggest measures to overcome these problems.

CO5: Develop skills critical for generating; evaluating and selecting sales and distribution strategies based on emerging trends in the industry

Course content and Structure: **(36 hours)**

Module 1: Introduction to Sales Management **8 HOURS**

- Nature and scope of sales management
- Types of sales management positions
- Selling process
- Sales Techniques and Skills
- Distance selling and virtual sales
- Customer Relationships and Key Account Management
- Sales forecasting and budgeting decisions
- Emerging trends in selling

Module 2: Sales Force Management **8 HOURS**

- Designing Sales Territories; sales quotas and sales organization structures;
- Sales Force Management: Recruitment and selection of sales force; Training; motivating and compensating the Salesforce; controlling the Salesforce

Module 3: Introduction to Distribution Management **8 HOURS**

- Introduction; need and scope of distribution management;
- Types of distribution channels: levels and intermediaries
- Channel design and selection
- Channel Integration - VMS; HMS; Marketing channel Policies & legal issue
- Managing channel relationships and conflicts

Module 4: Distribution Logistics 8 HOURS

- Definition & scope of logistics;
- Components of logistics; inventory & warehouse management; transportation;
- In-bound distribution logistics: Bullwhip effect, supplier co-ordination, Efficient consumer response,
- Out-bound distribution logistics: Store delivery and E-commerce delivery
- Indian and International Retail distribution scenarios

Module 5: Emerging Trends in Sales and Distribution Management 4 Hours

- Impact of technology on sales and distribution
  E-commerce and Omni-channel distribution strategies, ONDC
- GST related to sales and distribution
- Sustainability and ethical considerations in sales and distribution

Pedagogy:

The course will use the following pedagogical tools:

- Class room teaching
- Case based teaching
- Project based teaching
- Experiential learning
- Interactions with the experts in sales and distribution management
- Role Plays

Teaching Learning Resources:

Essential readings:

- Krishna K. Havaldar; Vasant M. Cavale Sales & Distribution Management Tata Mc GrawHill Latest Edition
- Richard R. Still; Edward W. Cundiff; Norman A.P. Govoni Sales Management Decisions; Strategies & Cases Pearson Latest Edition \
- Johnson F.M.; Kurtz D.L.; Scheuing E.E. Sales Management: Concepts; Practice; and Cases Tata Mc GrawHill Latest Edition

References:

- David Jobber; Geoffrey Lancaster Selling & Sales Management Pearson Latest Edition
- Tanner; Honeycutt; Erffmeyer Sales Management Pearson Latest Edition
- Mark W. Johnston; Greg W. Marshall Sales Force Management Tata Mc GrawHill Latest Edition
- William L. Cron; Thomas E. DeCarlo Sales Management Wiley Latest Edition
- Dr. S. L. Gupta; Sales & Distribution Management Excel Latest Edition
- Panda Tapan K.; Sahadev Sunil Sales & Distribution Management Oxford Latest Edition

Supplementary Reading:

- https://jgateplus.com/search/login/
- https://www.ebsco.com/products/research-databases/hbr-ascend
- http://elibrary.in.pearson.com/
- https://onlinecourses.nptel.ac.in/

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	-	1	1	3	-	2	-	-
CO2	-	-	1	-	1	-	-	3
CO3	3	-	-	-	-	-	3	1
CO4	-	1	-	1	-	3	2	1
CO5	1	1	-	1	-	1	3	1

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	CONSUMER BEHAVIOUR AND NEURO MARKETING
Term/Semester	III
Course ID	23MBA132
Credits	3

Introduction:
A diverse and fascinating range of internal and external factors influences even the simplest buying decisions. An understanding of the driving forces behind why customers buy can empower a marketer to reach key consumers. This course equips the students to understand how do we make decisions as consumers? What do we pay attention to, and how do our initial responses predict our final choices? To what extent are these processes unconscious and cannot be reflected in overt reports? This course will provide students with an introduction to some of the most basic methods in the emerging fields of consumer behaviour. The course will also help the students to learn about brain mechanism that influence consumer choice and it will give an overview of the current and future uses of neuroscience in business.

Course Outcomes (COs):
Having successfully completed this course student will be able to:
CO1: To be able to explain consumer behavior and consumer research.
CO2: To be able to analyze the individual factors of consumers influencing their behavior.
CO3: To be able to analyze social and cultural factors that affect consumer behavior and their decision making process.
CO4: To be able to explain neuromarketing and its techniques.
CO5: To be ab;e to explain ethics in neuromarketing.

Course content and Structure: **(36 hours)**
Module 1: INTRODUCTION **04 HOURS**
-Definition and scope of CB
-Development of consumer behavior discipline
-Consumer research-role of research in understanding consumer
-Characteristics of Indian Consumers

MODULE 2: CONSUMER AS AN INDIVIDUAL **12 HOURS**
- Consumer needs- Innate and acquired needs, theories of consumer Needs-Henry Murray, Maslow's, Trio of needs theory.
-Needs, goals and Motivation-positive and negative motivation; rational versus emotional motives; the dynamic nature of motivation, Arousal of motives; physiological, emotional, cognitive, environmental
-Frustration; defense mechanism, multiplicity of needs, need and goals vary along individual
-Personality theories; Meaning, Freudian theory, Jungian, Neo-Freudian and Trait theory
-Self and self-image; one and multiple selves, the makeup of self-image, extended self, altering self
-Perception; elements, absolute and differential threshold, subliminal and supraliminal perception, Gestalt Principles, dynamics of perception
-Consumer learning theories; elements, classical conditioning theory, Instrumental conditioning theory, cognitive learning theory, observational learning theory.
-Attitudes; Tri-component model, sources of forming attitude and strategies to change attitude

MODULE 3: CONSUMER IN THEIR SOCIAL AND CULTURAL SETTINGS & CONSUMERS DECISION MAKING PROCESS 09 HOURS

- Consumer relevant reference groups, opinion leaders
- Family life cycle; functions of family
-Meaning and influence of culture on consumer behavior;
-Consumer decision making process, Consumer decision rules – compensatory and non-compensatory
-Levels of consumer decision making- Extensive, limited and routinized, Models of Consumers- Economic, passive, cognitive and emotional
-Behavioral price comprehension- Dual Process Theory, types of reference price-external & internal, price presentation-price bundling, timing, framing-prospect theory, price fairness, factors determining price fairness.

MODULE 4: INTRODUCTION TO NEUROMARKETING 06 HOURS

-An overview of neuroscience and neuromarketing; key concepts
-Key methods and reasons for employing neuroscience to study consumers and communication
-Interdisciplinary nature of Neuromarketing
-Neuromarketing versus traditional methods - key benefits and issues
-Techniques used in neuromarketing-Galvanic Skin Response (GSR), facial coding, eye-tracking, fMRI, Positron Emission Tomography (PET), Electroencephalography (EEG), Magnetoencephalography (MEG).

MODULE 5: NEUROMARKETING & ETHICS IN NEUROMARKETING 05 HOURS

-Understanding the functional architecture of brain-lateralization, localization and regionalization
-Attention and Exposure-Echoic and Iconic Memory, Subliminal and Supraliminal, Attention and arousal, Just Noticeable Difference.
-Sensory Neuromarketing- vision, taste, music, touch, smell
-Learning and Memory- Working memory and Long-term memory, spreading activation model
-Ethics of Neuromarketing and Consumer Aberrations

Pedagogy:

- Classroom Discussion
- Expert talk
- Practice based learning
- Case based teaching
- Research based teaching
- Experimental learning

Teaching Learning Resources:

Essential readings-

1. Schiffman LG ,Wisenblit J and Kumar R S Consumer Behaviour, 12th Edition Pearsons(2019)
2. Sethna R , Blythe J Consumer Behavior 4 e , Sage Publications (2019)
3. Sangeetha Sahwney .Consumer Behaviour , Oxford University Press
4. Dutta T, and Mandal M K Neuromarketing in India, Routledge (2018)
5. Ramsoy T Z ; Introduction to Neuromarketing & Consumer Neuroscience.
6. Genco, Stephen J., Andrew P. Pohlmann, and Peter
7. Steidl. Neuromarketing for Dummies. John Wiley & Sons, 2013. ISBN-10: 1118518586, ISBN-13: 978-1118518588.

8. Bridger, Darren. Decoding the Irrational Consumer: How to Commission, Run and Generate Insights from Neuromarketing Research. Kogan Page Publishers, 2015. ISBN-10: 0749473843, ISBN-13: 978-0749473846.

Reference Books

1. Solomon, Consumer Behavior 13thEdition Pearsons (2019)
2. Hawkins D, Motherbaugh D L and Mookerjee A ; Consumer Behavior 12 th Edition, Mc Graw Hill Education
3. Morin C, Renvoise P, The Persuausion Code , Wiley (2018)
3. Bijapurkar R, Never Before World, Penguin (2014)

Individual readings

1. Kable, Joseph W. (2011), "The Cognitive Neuroscience Toolkit for the Neuroeconomist: A Functional Overview," Journal of Neuroscience, Psychology and Economics, 4 (2), 63- 84.
2. Yoon, Carolyn, Richard Gonzalez, Antoine Bechara, Gregory S. Bems, Alain A. Dagher, Laurette Dube, et al. (2012), "Decision Neuroscience and Consumer Decision Making," Marketing Letters, 23 (2), 473-85.
3. Smidts, Ale, Ming Hsu, Alan G. Sanfey, Maarten A.S. Boksem, Richard B. Ebstein, Scott A. Huettel, et al. (2014), "Advancing Consumer Neuroscience," Marketing Letters, 25 (3), 257-67.

Supplementary readings

1. https://hbr.org/2019/01/neuromarketing-what-you-need-to-know
2. https://www.neurosciencemarketing.com/blog/articles/what-is-neuromarketing.htm
3. https://www.eminentseo.com/blog/what-is-neuromarketing-vs-traditional-marketing/
4. https://www.frontiersin.org/articles/10.3389/fnins.2020.577666/full
5. https://www.singlegrain.com/digital-marketing/neuromarketing-101-how-neuroscience-affects-customers-buying-behaviors/
6. Pearson e – library ; https://elibrary.in.pearson.com/bookshelfDashboard
7. EBSCO : https://www.ebsco.com/search?search=supplychainmodel
8. Jgate: https://jgateplus.com/home/resources/
9. https://www.coursera.org/learn/neuromarketing
10. https://nptel.ac.in/courses/110/105/110105074/
11. https://nptel.ac.in/courses/110/105/110105054/

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	-	-	1	-	3	2	1
CO2	3	3	-	2	-	3	3	2
CO3	1	2	-	2	-	3	3	2
CO4	-	-	-	-	-	2	2	1
C05	1	1	-	-	-	2	2	1

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	SERVICE AND RETAIL MARKETING
Term/Semester	III
Course ID	23MBA133
Credits	3

Introduction:

Thiscourseemphasizesongainingcompetitiveadvantageintheretailandservices marketplace by providing in-depth understanding of the competitive implications affecting marketing strategies. It covers the factors that govern the decision to enter retail markets and analyses planning; organizing; and managing marketing strategy. Organizations are becoming increasingly aware of the importance of understanding what their customers want and therefore the necessity to develop products and services that meet their needs and aspirations. Organizations which place the customers at the forefront of all decision-making and take a marketing-led approach are able to create competitive advantage and build brand loyalty. The subject will introduce students to Services Marketing and Retailing Management.

Course Outcomes:

Having successfully completed this course; student will be able to:

CO1: Explain the opportunities and challenges in Management of retail business and Services in the Indian context

CO2: Sharpen their problem solving skills and enhance their sales practice in Services and retail markets.

CO3: Explore the services domain from a marketing perspective.

CO4: Visualize the various aspects related to managing of retail store

CO5: Learn about the trends in retail technology in the present scenario

Course content and Structure: (36 hours)

Module 1: Foundations of services marketing (8 Hours)

The services concept; Service Industry; Nature of Services; The Growth in Services; Global & Indian Scenarios;
Opportunities and challenges in Management of Services in the Indian context
Distinctive Characteristics of Services;
Classification of Services; Importance of Services Marketing
Service Strategy, STP,
Service Quality, Service gaps framework; perceived service quality;
Customer relationships in service marketing, service failure and recovery
After-sales service businesses

Module 2: Service Marketing Mix and new service development (8 hours)

7Ps in Service Marketing
Service Product Features - Service Innovation and New Service Development
Service Pricing and Revenue Management
Service Distribution and Channels
Service Marketing Communications
Service Process
Service People
Physical Evidence of Services

Module 3: Introduction to Retailing (8 Hours)

Types of retailers and Retail formats
Indian Retail Environment
Retail Strategy, Segmenting and targeting, Retail Branding and Positioning
Consumer shopping behavior and decision-making process;
Retail Marketing Mix;
Measuring performance in retail;

Module 4: Key elements of store operations and IMC in retailing (8 Hours)

Key elements of store operations and managing touch points;
Role of a store manager
Retail location selection;
Store design and layouts;
Visual Merchandising
Merchandise Management and Retail Supply Chain Management
Introduction to private labels.
Integrated marketing Communications in retailing;

Module 5: Retail Technology and Trends (4 Hours)

Role of data analytics in retail marketing
Using technology in retail
Retail CRM systems and customer data management
Exploring current and future trends in retail marketing
Impact of e-commerce and Omni channel retailing
Sustainability and ethical considerations in retail

Pedagogy:

The course will use the following pedagogical tools:

- Class room teaching
- Case based teaching
- Project based teaching
- Experiential learning through Retail visit
- Interactions with the experts in service marketing and retailing
- Teaching Learning Resources:

Essential readings:

- Valarie A Zeithml; Mary Jo Bitner and Ajay Pandit; Services Marketing – Integrating customer focus across the firm; McGraw hill – Irwin Publication; 6th Edition; 2-12.
- Swapna Pradhan; "Retailing Management Text and Cases"; Tata McGraw Hill Education; 4th edition; 2-12.
- Michael Levy; Barton Weitz and Ajay Pandit; Retailing Management; McGraw Hill Education; 8th edition; 2-12.
- Sinha, Uniyal- Managing Retailing, Oxford University Press, Delhi

REFERENCES:

- Students can also refer to other books to supplement their study:
- Paco Underhill; Why we buy – The Science of Shopping; Simon & Schuster; Updated and revised edition; 2--8.
- G P Sudakar; Integrated Retail Communication; Prentice Hall of India Private Ltd;
- Sriram B Iyer; Retail Store Operations; Tata McGraw Hill Education Private Ltd. 2-11.

- Rosemary Varley and Routledge; Retail Product Management: Buying and Merchandising; Routledge Publication 2nd Edition; 2--5.

Supplementary Reading:

- https://jgateplus.com/search/login/
- https://www.ebsco.com/products/research-databases/hbr-ascend
- http://elibrary.in.pearson.com/
- https://onlinecourses.nptel.ac.in/

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	-	1	1	3	-	2	-	-
CO2	-	-	1	-	1	-	-	3
CO3	3	-	-	-	-	-	3	1
CO4	-	1	-	1	-	3	2	1
CO5	1	1	-	1	-	1	3	1

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	BUSINESS ANALYTICS FOR MARKETING
Term/Semester	III
Course ID	23MBA134
Credits	3

Introduction:

Data is critical for any organization and it plays a vital role in helping managers take the right decision. Organizations have access to a variety of data related to their customers, channel partners, vendors, and others. After gathering and collecting data, converting the same into meaningful information and then deriving the correct interpretation is critical for organizations to grow and sustain in the present competitive environment. Organizations today use analytics to generate actionable insights which are required for effective and impactful decision making. This course will help to understand the essentials of marketing analytics and learn the techniques to address fundamental marketing challenges.

Course Outcomes (COs):

Having successfully completed this course, the student will be able to:

CO1: Identify the scope for application of Business analytics in managing Marketing functions
CO2: Apply quantitative and qualitative analysis to understand trends and indicators in Marketing data
CO3: Select appropriate tools of Big Data Analytics in Marketing
CO4: Apply web based analytical tools to various Marketing functions
CO5: Demonstrate how to connect Marketing results to business results by Dashboards

Course content and Structure: 36 hours

Module 1: Overview of Marketing Analytics (4 Hours)

- Overview of Marketing Analytics: Evolution of Marketing analytics; Meaning of Marketing Analytics & its process; Skills Required for Marketing Analytics; Importance of Marketing Analytics;
- Introduction to Levels of Marketing Analytics: Operational Reporting; Advanced Reporting, Advanced analytics; Predictive analytics; Prescriptive Analytics
- Application of analytics in Sales Forecasting – qualitative and quantitative methods
- Application of analytics in Market Share Analysis- Tools and techniques
- Application of analytics in measuring Market Performance Indicators; Penetration; Usage; Brand Performance and Satisfaction

Module 2: Marketing Analytics with specific functions in Marketing (10 Hours)

- Marketing analytics in Segmentation, Targeting and Positioning (STP)
- Marketing analytics in Product portfolio analysis
- Marketing analytics in Sales and distribution
- Marketing analytics in Advertisement and Promotion
- Marketing analytics in New product development
- Marketing analytics in Pricing

(Note: Use the cases/practical execution to discuss Marketing analytics in above functions using R)

Module 3: Application of Data Analytics in Marketing (10 Hours)

- Application of Big Data Analytics in Marketing: Using unstructured & structured data
- Application of Big Data Analytics in various Marketing functions; Consumer Perception Mapping; Customer Choice Analysis; Customer Profitability Analysis; Customer Lifetime Value (CLV); Acquisition and Retention Costs and Rates; Sentimental analysis; Churn analysis; Market Basket Analysis(MBA); Cannibalization Analysis , Used cases

Module 4: Social Media Analytics (6 Hours)

- Application of Social Media Analytics in various Marketing functions and activities like Segmentation; Pricing; Consumer behavior; Sales Force Management; New Product Development; Promotions.

Module 5: Emerging Trends in Analytics (6 Hours)

- Retailers Dashboard to Analyze and report on Marketing KPIs;
- Augmented Analytics (AI); Automated Alerts and Reporting.
- Mobile & Web Analytics in Marketing
- Application of Block chain and AI in Marketing
- Future of Marketing Analytics

Pedagogy:

- Class room discussions
- Software linked practice based teaching
- Project based learning
- Interaction with Practioners
- Case based teaching
- Practice based teaching using R and Tableau
- Research based teaching

Teaching Learning Resources:

Recommended Books

- Marketing Analytics: A Practical Guide to Improving Consumer Insights Using Data Techniques - Mike Grigsby -2nd Edition, Pearson
- Principles of Marketing Engineering, 2nd Edition, by Gary Lilien, Arvind Rangaswamy and Arnaud De Bruyn (Decision Pro, Inc. 2012), ISBN: 978-0985764807
- Database Marketing: Analyzing and Managing Customers, by Robert C. Blattberg, Byung -Do Kim, and Scott A. Neslin (Springer, 2009), ISBN: 978-1441903327

Reference Books

- Marketing Analytics: Strategic Models and Metrics –Stephan Sorger -Amazon Digital Services; 1st edition, ISBN-10: 1481900307
- Marketing Metrics, Paul W. Farris, Phillip E. Pfeifer et al, Pearson Education India; Third edition

Supplementary Resources

- https://elibrary.in.pearson.com/bookshelfDashboard
- https://www.ebsco.com/search?search=supplychainmodel
- https://jgateplus.com/home/resources/
- https://www.edx.org/course/marketing-analytics
- https://www.coursera.org/learn/uva-darden-market-analytics

- https://capitaline.com/
- http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	3	1	3	2	3	3	3
CO2	3	3	-	2	1	2	3	-
CO3	1	3	-	2	3	3	3	-
CO4	3	3	-	2	1	2	3	-
CO5	2	3	1	3	2	3	3	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	BUSINESS AND SOCIAL MARKETING
Term/Semester	III
Course ID	23MBA135
Credits	3

Introduction:

Business marketing is the practice of individuals or organizations i.e. commercial businesses, governments, and institutions promoting and selling products and services to other organizations. Meeting the needs of Business organizations and Society are very important for marketing professionals. Both are crucial and at the same time both demands different skills to cater to their requirements. Often termed industrial marketing, business to business (B2B) marketing is a key part of the marketing spectra in the workplace. At the same time the use of marketing principles to develop social marketing strategies and programs to bring behavioral change for a social good is also important.

Social marketing "sells" a behavior or lifestyle that benefits society, in order to create the desired change. This benefit to the public is the primary focus. Instead of showing how a product is better than competing products, social marketing "competes" against undesirable thoughts, behaviors, or actions. It promotes Health and Safety, Environment causes, Social activism etc. This course will teach the students the basic institutional details and principles of business marketing and social marketing. It will give the students tools and frameworks to think strategically in a fast-changing Industrial Marketing landscape and examine issues of social responsibility in business and how marketing may be used to promote more environmentally and socially conscious business practices.

Course Outcomes (COs):

Upon successful completion of this course, students will be able to:

CO1- Distinguish between Business and Consumer markets

CO2 -Build business-marketing strategy for b2b brands

CO3 - Demonstrate skills to formulate implementable marketing strategies in the area of pricing and Promotion of B2B products and services.

CO4 - Analyze the Social Marketing environment and evaluate various social marketing strategies approved by the Business firms

CO5 –Identify the key elements of existing social marketing programs and Develop social marketing campaigns

Course content and structure: (36 hours)

Module 1- Introduction to Business Marketing (6 Hours)

- Nature and scope of Business Marketing (B2B)
- Differences between B2B and B2C marketing
- Types of customers in Business Marketing
- Classification of products in business markets
- Organizational Buying Behavior & process
- Different buying situations;
- Factors influencing organizational buying behavior
- Industrial buying behavior models- The Webster & Wind model of Organizational buying behavior

Module 2- Segmenting the Business Markets and Product Management (10 Hours)

- Segmenting, Targeting and Positioning of Business Market: Value based segmentation
- Benefits of segmentation; bases for segmenting of business markets
- Selecting market segments and isolating market segment profitability
- Analyzing Industrial Product Life Cycle, Developing Strategies for new and existing products
- Formulating Channel Strategy; Nature of Business Marketing channels; Intermediaries, Direct and Indirect Channels
- B2B e-marketplaces and supply chain management.

Module 3: Pricing and Promotion Techniques in Business Marketing (6 Hours)

- Price Determinants; Factors that Influence the Pricing Strategies
- Pricing Methods and strategies; Concept of learning curves Competitive Bidding and Leasing
- Promotional Strategies; Communication Objectives, Role of B-2-B Advertising
- Sales Promotion in Industrial Markets, Trade shows and Exhibitions
- Business Marketing Communications; Managing the Industrial Sales Force

Module 4: Introduction to Social Marketing and Developing Social Marketing Strategies (8 Hours)

- Evolution of social marketing; The Marketing mix of Social Marketing; Criteria for social Marketing programmes
- Stages of social marketing; Social Marketing Wheel; Challenges in social marketing
- Social marketing plan; Steps to develop a social marketing plan
- Product positioning; Creating a Product Platform and Branding
- Price; Determining Incentives and Disincentives; Setting prices for tangible Goods and Services
- Place; Making access convenient and pleasant, Develop place strategy, Social Franchising
- Promotion; Deciding on Messages and the Messengers, Creative strategies adopted by firms
- Selecting Communication Channels for Social Marketing

Module 5: Managing Social Marketing Programmes (6 Hours)

- Social Marketing programmes; Budgets and Funding Sources
- Monitoring and Evaluation of Programmes; Implementation and sustaining plans
- Application of social marketing models in Health Care and Public Health Management
- Social marketing Programmes; Family planning programme, Malaria control, obesity prevention Campaign, non- communicable diseases, HIV prevention, Oral health, National Tobacco control and Pulse Polio campaigns in India, Managing COVID pandemic, Drug addiction
- Trends in Social Marketing
- Social Marketing Programmes by Private Organisations in India

Pedagogy:

- Class Room Discussion
- Activity Based Teaching
- Project Based Learning
- Workshop & Seminar from Industry practitioners
- Field visits to Socio-organisation/ NGO/ orphanages.
- Case Based Teaching- Text & Multimedia cases

Teaching Learning Resources:

Essential readings

1. Anderson, J. C., Narus, J. A., Narayandas, D. & D.V.R. Sheshadri (2016). Business market management: understanding creating and delivering value (3rded.)-Pearson Education.
2. Dwyer, R. F., & Tanner, J. F. (2015). Business marketing: Connecting strategy, relationships and learning (3rd.ed.). New Delhi: Tata Mc Graw Hill Education.
3. Robert R Reeder & Reeder; Industrial Marketing, 2nd Edition; Prentice Hall International Publication.
4. Krishna K Havaldar, Business Marketing, Tata McGraw Hill Publication.
5. Michael D Hutt, Thomas W Speh, Business Marketing Management, Cengage Learning Publication.
6. Sameer Deshpande, Nancy R. Lee; Social Marketing in India, First Edition, Sage Publications
7. Nancy R Lee & Philip Kotler; Social Marketing: Behaviour Change for Social Good, Sage Publications.
8. Hutt, M. D., Sharma, D. &Speh, W. T. (2015). B2B Marketing (11th Ed.). Cengage Learning

References Books:

1. Kotler, Ph., Lee, N. (2011). Social Marketing: Influencing Behaviors for Good- Sage Publications
2. Frank G Bingham Jr, Business Marketing, Tata McGraw Hill Publication.
3. Mukherjee H S, Industrial Marketing, Excel BOOKS Publication.
4. PK Ghosh, Industrial Marketing, Oxford University Press.
5. Evans, 2006 “How Social marketing works in Healthcare”, BMJ, BMJ Publishing Group Ltd.
6. Kotler, P. and Lee, N- Up and out of poverty: the social marketing solution, Pearson Education

Supplementary Resources

1. https://nptel.ac.in/courses/110/106/110106135/
2. https://elibrary.in.pearson.com/login
3. MOOC in Marketing Plan: Learn to Write a Winning Marketing plan- Writing marketing plan innovative approach for Winning marketing plan, By Ali Hyder in Udemy
4. https://www.ebsco.com/products/research-databases/sales-marketing-source

CO – PO MAPPING

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	3	-	1	-	1	-	-
CO2	2	1	-	1	-	-	-	-
CO3	3	3	2	2	-	1	1	-
CO4	2	1	-	2	-	-	-	-
CO5	2	-	-	-	1	2	2	3

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	APPLICATION OF DIGITAL MARKETING
Term/Semester	III
Course ID	23MBA136
Credits	3

Introduction:

Digital marketing is now spreading like a virus because of the extraordinary results that it offers. It is now the most popular field of marketing. Digital marketing is a vast concept which includes online blogging, SEO marketing, online marketing and online campaigns. With the internet penetrating in our life, digital marketing has made itself the most affordable means of reaching a larger number of customers at the national, global and regional level. This popularity of the marketing tool has made the subject challenging and imperative for every student to learn the digital marketing skills. The course will help the students to learn the key skills required for digital marketing.

Course Outcomes (COs):

After the completion of the course, the students will be able to:

CO1: Plan and create a website.
CO2: Apply e-mail marketing tools.
CO3: Explain about mobile marketing.
CO4: Create and develop social media identity using social media tools.
CO5: Explain about content marketing.

Course content and Structure: (36 hours)

Module 1: Planning and creating Website (6 hours)

- Brand awareness, credibility, and delivery among consumers
- Practical demonstration on how to create a website
- How to incorporate design and other elements into the website

Module 2: E-Mail Marketing (6 hours)

- Importance of Email Marketing
- Email Marketing Platforms
- Creating & Tracking e-mailers
- Open Rates & CTR of e-Mailers
- Create Forms, Create Opt-in Lists

Module 3: Mobile Marketing (6 hours)

- Mobile Advertising overview; Mobile Advertising Models; Mobile Marketing features- Location based services; Social marketing on mobile
- QR Codes; Tracking mobile campaigns- Mobile Analytics,
- Building Mobile Apps

Module 4: Creating and developing Social Media Identity (12 hours)

- Using Facebook for running an advertising campaign; creating page, boosting campaign, tracking and monitoring
- LinkedIn Marketing; Using LinkedIn for professional networking; Creating professional LinkedIn profile; Identifying job or part-time opportunities
- Instagram Marketing- How to become an influencer; Post and hashtag strategy; Using Instagram for business opportunities
- Twitter Marketing; Overview of Twitter; Composing a Tweet; Using Hashtag; Pinning & sharing tweet; Creating followers
- YouTube- Creating a channel on YouTube; Increasing impression & reach; How to increase followers

Module 5: Content marketing **(6 hours)**

- Blogging
- Article Marketing
- CTC via Content
- Guest Blogging
- Content Marketing Tools

Pedagogy:

- Classroom Discussion
- Expert talk
- Practice based teaching
- Project Based learning
- Case based teaching
- Research based teaching

Teaching Learning Resources:

Essential readings

1. Digital Marketing Seema Gupta McGraw Hill Education 2017
2. Marketing 4.0: Moving from Traditional to Digital Philip Kotler, Hermawan Kartajaya, Iwan Setiawan Wiley 2017.
3. Fundamentals of Digital Marketing Puneet Bhatia Pearson Second Edition
4. Deepak Bansal, A Complete Guide to Search Engine Optimization, B.R Publishing Corporation, I st Edition, 2009
5. Grienstein and Feinman- E-commerce –Security, Risk Management and Control (TMH, The Consumer Decision Journey, McKinsey Quarterly, No3, 2009
6. Ramsey, Seven Guidelines for Achieving ROI from Social Media, eMarketer, 2010
7. Digital Marketing Swaminathan T N, Karthik Kumar Cengage Learning India Pvt. Ltd 2019

Reference Books

1. Social Media Marketing Tracy L Tuten, Michael R Solomon SAGE Second Edition.
2. Digital Marketing Ian Dodson Wiley 2016.
3. Strauss.J and Frost. R, "E- Marketing", Pearson Education, 5th Edition, 2009

Supplementary readings

1. https://www.financialexpress.com/brandwagon/how-b2c-brands-are-re-aligning-their-digital-marketing-strategy-for-e-commerce/2342291/
2. https://yourstory.com/2021/10/digital-agency-reimagining-marketing-creating-inspirational-stories/amp
3. https://ceoworld.biz/2021/09/27/5-emerging-digital-marketing-strategies-to-try-in-2022/
4. https://www.indiatoday.in/education-today/jobs-and-careers/story/career-in-digital-marketing-skills-needed-job-roles-and-other-details-1854788-2021-09-20
5. https://www.hospitalitynet.org/news/4106776.html
6. https://www.coursera.org/specializations/digital-marketing
7. https://www.simplilearn.com/advanced-digital-marketing-certification-training-course
8. https://www.udemy.com/courses/marketing/digital-marketing/
9. Pearson e – library ; https://elibrary.in.pearson.com/bookshelfDashboard
10. EBSCO : https://www.ebsco.com/search?search=supplychainmodel
11. Jgate: https://jgateplus.com/home/resources/

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	-	-	-	1	3	2	-
CO2	2	-	-	-	1	3	3	-
CO3	2	-	-	-	-	2	1	-
CO4	2	-	-	-	1	3	2	1
CO5	1	1	-	-	-	2	-	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

ENTREPRENEURSHIP AND FAMILY ENTERPRISE MANAGEMENT SPECIALIZATION

Course Title	SOCIAL ENTREPRENEURSHIP AND INNOVATION
Term / Semester	III
Course ID	23MBA232
Credits	3

Introduction:
Social entrepreneurs use their business model to make a social impact on the world and to ignite social change. Startups, for example, can pursue solutions to pain points caused by environmental change or to social problems across the globe. Successful social entrepreneurs blend the idea of profit and business success with adding to the health and wellbeing of societies that host their organizations. The degree to which social entrepreneurs pursue social impact as opposed to profitability vary, but in all cases financial sustainability is fundamental. One approach is to create business models revolving around low-cost products and services to resolve social problems.
This Course is to create societal impact through Social Entrepreneurship. It will introduce the students to examples of Social Entrepreneurship and guide them through the process of establishing a venture to address a social or environment problem. It will equip one with frameworks identifying opportunities, support their team, and outlining their idea.

Course Outcomes:
After the successful completion of this course, the students should be able to
CO1: Examine the concepts underpinning social entrepreneurship to gain a comprehensive understanding of the opportunities
CO2: Investigate the best practices, successes and failures, of social entrepreneurship.
CO3: Assess the range of strategic and operational issues faced by those who create and manage social enterprises.
CO4: Investigate and evaluate the role, requirements and challenges facing a "Social Entrepreneur".
CO5: Create a sustainable business model for a social enterprise.

Course Content and Structure: (36 hrs.)
Module 1: Introduction to Social Entrepreneurship (06 Hours)

- — Introduction to Social Enterprise and basic framework, Definition of Social Entrepreneurship
- — Four distinctions of Social Entrepreneurship, Social Entrepreneurship from Indian Perspective
- — Social Problem, Identifying the Social Problem, Describing the Social problem.

Module 2: Forms of Social Entrepreneurship (04 Hours)

- — Segmentation of Social Entrepreneurship, Understanding the Beneficiary, Screen In and Screen Out Criteria, Profit and non-profit Proprietorships; Partnership Company, Non-Governmental organisation, Society, Trust and Company (Sec. 25), Factors determining selection of forms of registration.

Module 3: Social Entrepreneurship Tools and Approaches (12 Hours)

- Recognising and Assessing New Opportunities, Root Cause Analysis, Opportunity Recognition and Study, Discovery of Social Opportunities, Financial Opportunity Attributes, Modelling the Social Venturing Process-, Idea Articulation, Idea Ownership, and Stakeholder Mobilization. .
- Introduction to Social Innovation, Innovation Approaches, New business models; Global Impact and Innovation; Challenges in Innovation.
- Sustainability- Definition and Concept of Sustainable Development, Silent Spring, Kyoto Protocol, Dimensions of Sustainable development, Rationale of MDGs, Concept of Frugal Innovation.
- Institutions supporting Social Entrepreneurship
- Social Incubators; Deshpande Foundation, Khosla Labs, Marico Innovation Foundation, Villigro Foundation, Unlimited India, Upaya Social Ventures.

Module 4: Impact Measurement (08 Hours)

- Social Impact Assessment, Concept of SIA and PPP, Need and relevance
- SIA Tools- Survey, Impact rating; impact scored card, SROI, Stakeholder/ beneficiary outcome assessment, IRIS (Impact Reporting and investment standards).

Module 5: Fund Raising for Social Initiatives (06 Hours)

- Understanding Fundraising, Need and Importance, Factors impacting the success of Fundraising, Approaches and Sources of Fundraising, For Profit, Not for profit, personal and community networks, grants, venture capital, commercial streams, Philanthropy, foundations.
- Fundraising Process- Fundraising strategy, Fundraising Plan, budgeting.
- Managing the Fundraising- Conceptualizing, Planning; Prospecting, Cultivating, Soliciting, Promoting and Retaining, Proposal writing for grants, donations and sponsorships.

Pedagogy

1. Social Innovation Challenge
2. Classroom Discussion
3. Experiential Learning
4. Project Based Learning
5. Activity Based Learning
6. Interaction with the Social Entrepreneurs
7. Case Study (Success and Failure Stories)

RECOMMENDED BOOKS (Latest Editions)

1. Social Entrepreneurship and Social Business, Volkmann, Christine K., Tokarski, Kim Oliver, Ernst, Kati (Eds.), Springer 2012
2. How Social Enterprises Deal with Antagonistic Assets | Hockerts 2014
3. Social Entrepreneurship in Rural India: A Small Step Towards Institutional Change | Ganly & Mair 2009
4. How opportunities develop in social entrepreneurship. Entrepreneurship theory and practice | Corner & Ho 2010
5. Building Social Business Models: Lessons from the Grameen Experience | Yunus, Moingeon & Lehmann-Ortega 2010
6. Business Models as Models | Baden-Fuller & Morgan 2010

REFERENCE BOOKS

1. Social Entrepreneurship: A Modern Approach to Social Value Creation, Arthur C. Brooks, 2009, Pearson Publications.
2. Introduction to Social Entrepreneurship, Teresa Chahine, CRC Press
3. Social Entrepreneurship and Social Business, An Introduction and Discussion with Case Studies, Volkmann, Christine K., Tokarski, Kim Oliver, Ernst, Kati (Eds.), Springer Publications.

Supplementary Resources:

1. Social Enterprise (Program), created by Middlesex University Business School, platform:FutureLearn;https://www.futurelearn.com/programs/socialenterprise
2. Journal of Social Entrepreneurship; https://www.tandfonline.com/toc/rjse20/current
3. https://elibrary.in.pearson.com/login
4. https://jgateplus.com/home/
5. https://capitaline.com/
6. http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06.

CO PO Mapping

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	-	-	2	-	2	-	2
CO2	2	-	1	1	1	-	1	3
CO3	2	2	-	1	1	1	1	1
CO4	1	1	1	3	1	-	1	3
CO5	1	-	1	2	-	1	1	3

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	BUSINESS MODEL CANVAS & BUSINESS PLAN DEVELOPMENT
Term / Semester	III
Course ID	23MBA233
Credits	3

Introduction:
In this project centered course, the students will use the Business Model Canvas innovation tool to approach either a personal or corporate challenge or opportunity. They will learn to identify and communicate the nine key elements of a business model: Customer Segments, Value Proposition, Channels, Customer Relationships, Key Resources, Key Activities, Key Partners, Revenue Streams, and Cost Structure. Their completed project will be a polished Business Model Canvas that outlines the business case for a new product or service to address the selected challenge or opportunity. They will present their case in both a one-page document and a 10-minute video presentation. In this course, students will also learn how to create a business plan, including what material to include and how to develop a compelling presentation that will engage readers and win their approval. They will have the opportunity to learn strategies and best practices.

Course Outcomes:
After the successful completion of this course, the students should be able to
CO1: Comprehend the basics of business model and apply BMC in creating a Business Model.
CO2: Recognise and deploy the business planning process and its scope and pitfalls.
CO3: Create a comprehensive business plan
CO4: Relate to different business plans and ideas.
CO5: Identify the changing trends and processes in contemporary Business planning.

Course Content and Structure: (36 hours)
Module 1: Business Model (06 hours)

- Introduction and Overview of BMC; the structure and format; Sample BMCs
- Different types of BMC; Disruptive BM, Subscription BM, Freemium BM, Brick and Click, Razor Blade, Product to Service, Crowd Sourcing, One for One, Franchise, Ecommerce BMCs
- The Cost side; Key partners; Key activities; Key resources
- Setting up the unique value propositions
- The Revenue side; Customer Relationships; Channels; Customer Segments
- Cost structure and Revenues streams
- Discussion of Sample BMCs

Module 2: Introduction to Business Planning (06 Hours)

- Business Plan; Objectives; Business Planning Process; Benefits of Business Planning; Types of Business Plans; Failures in Business planning
- Segments in a Business Plan, Part A; Introduction, Marketing and Operational Plan, Part B; HR Plan, Financial Plan and Annexures.
- Dos and Don'ts in Business Planning

Module 3: Preparing a Business Plan Part A (Introduction, Marketing and Operational Plan) (10 Hours)

- Executive Summary; About the Business; About the Ownership; Funding requirements.
- Marketing Plan; Market Research; Demography; Marketing Mix
- Operational Plan; Plant and location; Plant Layout; Material Requirement; Inventory management; Quality Control;

Module 4: Preparing a Business Plan Part B (HR Plan, Financial Plan And Annexures) (10 Hours)

- HR Plan; Organisation Plan; Manpower Planning; Management; Legal aspects of labour
- Financial Plan; Projected Sales; Projected Income and Expenditure; Projected BEP; Projected P& L statement and Balance Sheet, Projected cash flows; Important Financial Ratios.
- Critical Risks
- Exit Strategies
- Registration, Licenses and declarations

Module 5: Emerging trends and Support process for Business planning (4 Hours)

- Networking
- Trade Processes.
- Decision Support processes
- Integration Processes
- Usage of IT and data analytics and data visualization tools and techniques in Business Planning

Pedagogy

1. Classroom Discussion
2. Interaction with the experts
3. Experiential Learning
4. Practice Based teaching
5. Activity based teaching
6. Case study based teaching
7. Inquiry based teaching

RECOMMENDED BOOKS (Latest Editions)

1. Preparing Effective Business Plans: An Entrepreneurial Approach, 2nd Edition, Bruce R. Barringer, Texas A&M University, Pearson Publications.
2. Entrepreneurship-11th edition, Robert D Hisrich, Michal P Peter, Dean A Shepherd, Tata MC Graw hill Education Pvt Ltd
3. New business ventures and the Entrepreneurs- 6th edition, Stevenson or Roberts or Grovesbeek, Irwin, Inc.mcrhall
4. New venture creation, entrepreneurship for the 21st century, 76th edition, Jeffry.A.timmous, Stephen spinelli, Tata McGraw hill, edition2018 - 19 Page 32
5. Entrepreneurship development small business enterprises Poornima, Charanti Matt edition 5th, Dorling Kindersley (India Pvt Ltd)
6. Bangalore Business ethics, ethical decision making and cases 6th edition O.C Ferrell, Jhon paeel fraedrich, lindaferrel Houghton mifflinco, USA
7. '8 steps to innovation' – Rishikesha T Krishnan and Vinay Dabholkar; Collins Publications

REFERENCE BOOKS (Latest Editions)

1. Reddy, "Entrepreneurship: Text & Cases", Cengage Learning
2. David H. Holt, "Entrepreneurship: New Venture Creation", Prentice-Hall of India
3. K Ram Chandran, "Entrepreneurship Development: Indian cases on Change Agents" Tata McGraw Hill
4. Brigitte Berger , "The Culture of Entrepreneurship", ICS Press
5. Vasant Desai, "Entrepreneurial Development and Management", Himalaya Publication

Supplementary Resources:

•Entrepreneurship (Specialization), created by Wharton School of the University of Pennsylvania, https://www.coursera.org/specializations/whartonentrepreneurship#creators

•Journal of Innovation and Entrepreneurship; https://innovation-entrepreneurship.springeropen.com

• https://elibrary.in.pearson.com/login

• https://jgateplus.com/home

• https://capitaline.com

http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06

CO PO Mapping

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	1	-	3	-	3	-	-
CO2	3	1	1	3	-	-	1	-
CO3	-	1	-	3	1	3	-	-
CO4	-	-	-	2	-	3	1	-
CO5	2	-	1	2	1	-	1	1

LEVEL 3-Substantial 2-Moderate 1 1-Slight - No Co-relation

Course Evaluation Plan

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	ENTREPRENEURSHIP IN ACTION PART I (PRACTICE BASED COURSE)
Term / Semester	III
Course ID	23MBA234
Credits	3

Introduction:
Growing a small business takes work and vision. It takes innovation, brainstorming, iteration, and advice. In this course we introduce the concept of design thinking and a tool called the Business Model Canvas to help aspiring student entrepreneurs to accelerate their business. Students will learn the nine components of the Business Model Canvas as well as how to identify the most relevant components to iterate through brainstorming with a variety of stakeholders in your business—current customers, potential customers, and advisors of your choosing. Working through their own Business Model Canvas and presenting their acceleration plan at the end of this course.
This course is introduced by a venture capital investor with decades of experience working with entrepreneurs and is taught by someone who has written business plans and taught entrepreneurs business planning at several universities.

Course Outcomes:
After the successful completion of this course, the students should be able to
CO1: Identify and assess their personal Interests, attitude and aptitude towards Entrepreneurship, and Business Ideas.
CO2: Develop and implement a market research plan to consolidate their business idea.
CO3: Utilize the Business Model Canvas to develop their real time business.
CO4: Evaluate their business model with the potential customers.
CO5: Measure the desirability and demand for their business outputs through comprehensive feasibility analysis.

Course Content and Structure: (36 hrs.)
Module 1: Entrepreneurial aptitude and skill 06 Hours

- Assess Entrepreneurial Skills, attitude Aptitude (TAT, HSGL, Psychometric tests), EDII Tool to map the traits of the Entrepreneur.
- Set personal goals; (Achievement Motivational Training), Creation of Motivational Profile.
- Allocate advisory group and Mentor
- Develop a Customer Persona
- Networking and associations
- Identification and Evaluation of Business Ideas
- Introduction to the Business Model Canvas

Module 2: Building the Business Model 08 Hours

- Understand and utilize the Business Model Canvas; Build their Business Model
- State the business idea grounded in the categories of their business regarding how best to grow; test the business idea/opportunity with advisors, peers, and potential and existing customers.
- Reiterate and present the Business model among the network in different forums.

Module 3: Market Sizing **08 Hours**

- Create an initial market research plan; Competitor Analysis and Competitors Matrix
- Brainstorm the market research Plan with the Advisory and mentor
- Conduct the research; discuss the results with the Advisory and Mentor
- Refine and size of market based on the BMC; identify and deliberate on the Competitive Advantage of the Business.
- Customer Validation & Market Validation

Module 4: Feasibility Analysis **08 Hours**

- Product/ Service Feasibility
- Industry/Market Feasibility
- Organisational Feasibility
- Financial Feasibility

Module 5: Acceleration Plan **06 Hours**

- Presentation and Review of Final Business Model, Market Size Plan, Feasibility Analysis Report.
- Brainstorm with advisory group and in the network.
- Preparation of final Acceleration Plan and presentation to the experts.

Pedagogy

1. Classroom Discussion
2. Interaction with the Advisory
3. Experiential Learning
4. Research Based Learning
5. Practice Based teaching
6. Interaction with customers and other stakeholders
7. Activity based learning

RECOMMENDED BOOKS (Latest Editions)

1. Preparing Effective Business Plans: An Entrepreneurial Approach, 2nd Edition, Bruce R. Barringer, Texas A&M University, Pearson Publications.
2. Entrepreneurship-11th edition, Robert D Hisrich, Michal P Peter, Dean A Shepherd, Tata MC Graw hill Education Pvt Ltd
3. New business ventures and the Entrepreneurs- 6th edition, Stevenson or Roberts or Grovesbeek, Irwin, Inc.mcrhall
4. New venture creation, entrepreneurship for the 21st century, 76th edition, Jeffry.A.timmous, Stephen spinelli, Tata McGraw hill, edition2018 - 19 Page 32
5. Entrepreneurship development small business enterprises Poornima, Charanti Matt edition 5th, Dorling Kindersley (India Pvt Ltd)
6. Bangalore Business ethics, ethical decision making and cases 6th edition O.C Ferrell, Jhon paeel fraedrich, lindaferrel Houghton mifflinco, USA
7. '8 steps to innovation' – Rishikesha T Krishnan and Vinay Dabholkar; Collins Publications

REFERENCE BOOKS (Latest Editions)

1. Reddy, "Entrepreneurship: Text & Cases", Cengage Learning
2. David H. Holt, "Entrepreneurship: New Venture Creation", Prentice-Hall of India
3. K Ram Chandran, "Entrepreneurship Development: Indian cases on Change Agents" Tata McGraw Hill

4. Brigitte Berger , “The Culture of Entrepreneurship”, ICS Press
5. Vasant Desai, “Entrepreneurial Development and Management”, Himalaya Publication

Supplementary Resources:

1. Business Principles and Entrepreneurial Thought (X Series), created by Babson College, platform: edX https://www.edx.org/xseries/business-principles-entrepreneurial
2. IAR Journal of Entrepreneurship, Innovation & Design Thinking; https://www.iarconsortium.org/journal-info/IARJEIDT.
3. https://elibrary.in.pearson.com/login
4. https://jgateplus.com/home/
5. https://capitaline.com/
6. http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06

CO PO Mapping

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	-	1	-	3	1	-	2	-
CO2	-	3	-	2	1	1	3	-
CO3	1	1	2	-	-	2	-	-
CO4	-	2	-	1	1	-	3	-
CO5	1	3	-	1	1	1	3	-

LEVEL: 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	ENTREPRENEURIAL LEADERSHIP
Term / Semester	III
Course ID	23MBA235
Credits	3

Introduction:

Entrepreneurship is a challenging, rewarding endeavor rooted in creativity and realized through practical decisions and strategies. This Course will provide advanced knowledge in the wide-ranging aspects of entrepreneurial success: organizational behaviour, large-scale entrepreneurship, marketing, accounting, corporate finance, and more. The students will learn from accomplished business experts how to expand or transform your organization and manage your entrepreneurial ideas. Course concepts will be applied to real-world situations through teamwork and hands-on projects.

Course Outcomes:

After the successful completion of this course, the students should be able to

CO1: Develop their own approach to entrepreneurial leadership and industrial management.

CO2: Examine different entrepreneurial leadership approaches and practices, focusing on ventures with technological and business model innovations

CO3: Develop judgment for when and how to use hard versus soft leadership approaches

CO4: Recognise how to build a culture of empowered leaders in the venture

CO5: Relate to the role of entrepreneurial leadership and scientific innovation in today's economy

Course Content and Structure: (36 hrs.)

Module 1: The Start-up Leadership a new way of thinking 06 hours

- Introduction to Entrepreneurial Leadership
- Cognitive Ambidexterity
- Creation Logic in the Model; from active learning to expertise
- Predictive Logic; Analytics for entrepreneurial thinking

Module 2: New worldview for an Entrepreneur 08 Hours

- Defining SEERS; Social – Environmental – Economic Responsibility and Sustainability
- Sustainability Matrix
- Financial Challenge; Reconciling Social value & environmental value with stakeholder value

Module 3: Self and Social Awareness 08 Hours

- Learning and leveraging self-awareness;
- Building and engaging social networks using Social Media
- Working with Emotional Intelligence; Develop and use the 4 key emotional skills of leadership
- Levels of Leadership (Jim Collins Model)

Module 4: Entrepreneurial Leader 08 Hours

- Setting the Foundations of the Startup Venture
- Leadership Versatility in Startups
- Leading People in Startups (and Choosing Business Partners)
- Developing Organizational Culture in Startups
- Profiles of Entrepreneurial Leaders

Module 5: Failure Management **06 Hours**

- Why Startups Break Down
- Early Stage Failure; Good Idea, Bad Bedfellows; False Starts; False Positives
- Late-Stage Failure; Speed Trap; Cascading Miracles.

Pedagogy

1. Shadowing of Entrepreneurial Leaders
2. Classroom Discussion
3. Project Based Learning
4. Experiential Learning
5. Practice Based teaching
6. Activity Based Teaching
7. Inquiry based Teaching

RECOMMENDED BOOKS (Latest Editions)

1. The New Entrepreneurial Leader, Developing Leaders Who Shape Social and Economic Opportunity, Danna Greenberg Kate McKone-Sweet H. James Wilson, First Edition, Berrett-Koehler Publications
2. Disrupt: Think the Unthinkable to Spark Transformation in Your Business, 2nd Edition, Luke Williams, Pearson Publications.
3. Entrepreneurship-11th edition, Robert D Hisrich, Michal P Peter, Dean A Shepherd, Tata MC Graw hill Education Pvt Ltd.
4. New business ventures and the Entrepreneurs- 6th edition, Stevenson or Roberts or Grovesbeek, Irwin, Inc.
5. New venture creation, entrepreneurship for the 21st century, 76th edition, Jeffry.A.timmous, Stephen spinelli, Tata McGraw hill, edition2018 - 19 Page 32
6. Entrepreneurship development small business enterprises Poornima, Charanti Matt edition 5th, Dorling Kindersley (India Pvt Ltd)
7. Bangalore Business ethics, ethical decision making and cases 6th edition O.C Ferrell, Jhon paeel fraedrich, lindaferrel Houghton mifflinco, USA.
8. '8 steps to innovation' – Rishikesha T Krishnan and Vinay Dabholkar; Collins Publications

REFERENCE BOOKS (Latest Editions)

1. Reddy, "Entrepreneurship: Text & Cases", Cengage Learning
2. David H. Holt , "Entrepreneurship: New Venture Creation", Prentice-Hall of India
3. K Ram Chandran, "Entrepreneurship Development: Indian cases on Change Agents" Tata McGraw Hill
4. Brigitte Berger, "The Culture of Entrepreneurship", ICS Press
5. Vasant Desai, "Entrepreneurial Development and Management", Himalaya Publication

Supplementary Resources:

1. Entrepreneurial Strategic Management, by University of New Mexico, platform: Coursera.https://www.coursera.org/learn/entrepreneurial-strategic-management/.
2. https://www.udemy.com/course/think-like-a-leader-with-brian-tracy/.
3. Entrepreneur Research (Journal of Small Business)
4. The Journal of entrepreneurship: https://journals.sagepub.com/home/joe.
5. https://elibrary.in.pearson.com/login.
6. https://jgateplus.com/home/.

7. https://capitaline.com/
8. http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06

CO PO Mapping

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	-	3	1	-	1	1	-
CO2	2	2	2	1	1	1	2	-
CO3	2	-	3	-	-	-	2	1
CO4	3	-	3	-	1	-	1	1
CO5	1	-	1	1	2	-	1	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	TECHNOLOGY FOR START-UPS AND FAMILY BUSINESSES
Term / Semester	III
Course ID	23MBA236
Credits	3

Introduction:

This subject is introduced keeping in mind the growing role of technology in the present dynamic world. The VUCA world of today is heavily reliant on technology and anything and everything is driven by technology including business. The literacy paradigm has shifted from not just traditional education but has expanded to technical knowhow. Many of the businesses have shifted to virtual platform either partially or completely. Hence it is always wise for the budding entrepreneur to have a full hand understanding of the virtual platforms, business transactions and various related tools and techniques. The subject will dab a little bit of everything as it is the need for the hour in the uncertain environment.

Course Outcomes:

After successful completion of this course, the students should be able to:

CO1: Recognize the importance and role of technology in entrepreneurship.

CO2: Evaluate the various uses, abuses, and opportunities through usage of technology available for entrepreneurs in present scenario.

CO3: Acquire hands on knowledge of different technological tools for starting up their venture.

CO4: Apply strategies for business competition with technological techniques.

CO5: Build a sustainable business venture through the effective usage of technology.

Course Content and Structure: (36 hrs.)

Module 1: Technology for Startups & Family Businesses 06 Hours

- Importance of technology for an Entrepreneur, Role of Technology in starting a New Venture
- Benefits of using technology for Startups & Family Business
- Technologies that drive Family Businesses, trends and success stories
- Cloud native technologies, CRM tools and techniques, Automation Tools and techniques.

Module 2: Digital Ecosystems for Growth 08 Hours

- Digital Ecosystem for Business, Digital Management of Core Business Functions; Evolution of Value Chains and Business Models.
- Digital Platforms, Website Development; SEO, Affiliate Marketing, Social Media Marketing, Email Marketing.
- Digital Promotion and Engagement, Optimizing Content, Social Media Engagement, Usage of various tools for tracking Digital Marketing initiatives.

Module 3: Data Science for Data - Driven Decisions 10 Hours

- Enterprise Big Data, Characteristics of Big Data, Four Forms of Pattern Identification,
- Types of Analytics and purpose, Data Types, Raw; Processed and Cooked. Business Intelligence for Decision Making - Data Pipeline, Properties of Data Pipeline; Evolution of Data Pipelines.
- Data Pipeline Process – Setting the Environment, Publishing Events, Storing Events.
- Data Flow through Google Cloud Platform. Data Metrics – tracking the health of start-ups through KPIs. Data Reporting – Google Data Studio, Tableau, Custom Tooling.

Module 4: Leveraging AI, VR, and AR for Business Success 08 Hours

- Introduction to AI, VR and AR. How businesses use AI, Cross Referencing Data, Consumer Behaviour Tracking and forecasting, Fraud detection.
- Personalization of marketing Communication, Chatbots, VR/AR applications to Business, Managing Workforce, Customer Experience Management, Online Shopping,
- Scope and opportunities of using VR/AR in different sectors in India.

Module 5: Application of IOT for Successful Automation 04 Hours

- Introduction to IOT, Computing Devices; Digital Machines; UIDs.
- Networks and Interactions, Human to Human; Human to Computer.
- Usage of Sensors & Processors,
- Automation Processes – Customer transactions, HR Costs, SCM, Logistics Operations.
- Business decisions using IOT, Contemporary Smart Business Models.

Pedagogical tools

1. Class Room Discussions
2. Interaction with experts
3. Case Based Teaching
4. Simulations
5. Practice Based teaching using specific IT tools.
6. Mobile App Based Learning
7. Project based learning

RECOMMENDED BOOKS (Latest Editions)

- Technology Strategy for Managers and Entrepreneurs, Scott A. Shane, Case Western University, Pearson Publications.
- Ray Rothrock, Richard A. Clarke, Digital Resilience: Is Your Company Ready for the Next Cyber Threat, 2018.
- Ajay Agrawal, Joshua Gans, Avi Goldfarb, Prediction Machines: The Simple Economics of Artificial Intelligence, Harvard Business Review Press.
- George Gilder, "Life after Google: The Fall of Big Data and Rise of the Block Chain Economy, Financial Times Book, 2018

REFERENCE BOOKS (Latest Editions)

1. Thomas M Siebel, Digital Transformation: Survive and Thrive in an Era of Mass Extinction, Rosetta Books , 20192020 - 21 Page 4
2. Kenneth C. Laudon and Jane P. Laudon, "Information Systems", Pearson Publication.2013. Dorling Kindersley (India) Pvt.Ltd.
3. O'Brien, Management, Info Systems, Tata McGraw-Hill, Latest
4. Giridhar Joshi, Management Information Systems, Oxford University Press, 2013

Supplementary Resources:

1. Technology Entrepreneurship Lab to Market; https://www.edx.org/course/technology-entrepreneurship-lab-to-market
2. Technology Leadership and Entrepreneurship https://www.coursera.org/learn/technology-entrepreneurship
3. International Journal of Techno entrepreneuship; https://www.inderscience.com/jhome.php?jcode=ijte

4. Ebsco: Entrepreneurship & Regional Development
5. https://elibrary.in.pearson.com/login
6. https://jgateplus.com/home/
7. https://capitaline.com/
8. http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06

CO PO Mapping

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	2	-	1	3	3	2	1
CO2	-	-	1	-	3	1	2	2
CO3	1	1	-	1	3	3	-	-
CO4	2	2	-	1	2	-	1	-
CO5	-	-	1	-	1	-	2	3

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	CORPORATE ENTREPRENEURSHIP
Term / Semester	III
Course ID	23MBA237
Credits	3

Introduction:

Corporate entrepreneurship and venture creation is the practice of employing entrepreneurial skills and approaches within an organization. To achieve and sustain a true competitive advantage in today's global business environment, companies must be faster, more creative, nimble, flexible and innovative. Resource availability may be limited or non-existent to support new innovations and initiatives. In other words, organizations must be more entrepreneurial in approach. For this reason, entrepreneurial skills are valued in companies and organizations that base their growth and competitive advantage on innovation.

It is increasingly common for entrepreneurial projects to be deployed within an established organization, which is known as intra-entrepreneurship or corporate entrepreneurship. Expand your knowledge on this topic with this online course.

The purpose of this course is to explain to participants the main concepts of corporate entrepreneurship and introduce topics of "Entrepreneurial Culture" aimed at developing competencies for the organic growth of the company or the development of the organization.

Course Outcomes:

After the successful completion of this course, the students should be able to

CO1: Recognise Corporate Entrepreneurship, its origin and growth in modern times

CO2: Apply the entrepreneurial process to the operations of a department or functional area within an established organisation

CO3: Formulate corporate objectives and strategies that support entrepreneurial behaviour.

CO4: Evaluate the ethical dimensions of corporate entrepreneurial behaviour.

CO5: Implement and build viable and sustainable business models within an established organisation.

Course Content and Structure: (36 hours)

Module 1: Introduction to Corporate Entrepreneurship 06 Hours

- Introduction to Corporate entrepreneurship; Forms and history of corporate entrepreneurship.
- Entrepreneurial orientation and architecture; building entrepreneurial architecture; corporate entrepreneurship strategy.
- Corporate entrepreneurship Vs. Role of Manager.
- Entrepreneurship V/S Intrapreneurship

Module 2: Building Organisation 06 Hours

- Introduction to Building an organisation
- Types of Entrepreneurship organisational structures
- Robert Michael's Model of Corporate Entrepreneurship; Opportunist, Enabler, Advocate, Producer.
- Building supportive organisational cultures; Vision, Mission, Aligning Vision & Mission with Objectives.

Module 3: Entrepreneurial Leadership **10 Hours**

— Introduction to Entrepreneurial leadership; Qualities of Entrepreneurial control systems.
— Obstacles to and risk of corporate entrepreneurship
— Eco system plan.
— Traits of Corporate Entrepreneur; Decentralization, Risk Taking, Innovation, Formal Process, Open Communication.

Module 4: International Corporate Entrepreneurship **08 Hours**

— International corporate entrepreneurship
— ICE and organisational learning; Setting goals and Strategies
— Selected international entrepreneurial best practices and Case Studies.

Module 5: Corporate Culture and Organisational Structure **06 Hours**

— Corporate culture- Values, Norms; Expectations
— Ethical & Compliances in Corporate Entrepreneurship; shared resources; Mentoring opportunities.
— Examples of Corporate Entrepreneurship; 3M, Google, Grameena Bank, ITC, HUL, E&Y

Pedagogy

1. Classroom Discussion
2. Interaction with the corporate Entrepreneurs
3. Industrial Visit
4. Experiential Learning
5. Activity Based teaching
6. Project Based Learning
7. Case Study (Success and Failure Stories)

RECOMMENDED BOOKS (Latest Editions)

1. Corporate Innovation & Entrepreneurship: Entrepreneurial development with Organisations – Kuratko, D F; Morris, M H; & Cavin, J G.
2. Corporate Entrepreneurship: Innovation and Strategy in Large Organisations – Burns,P.
3. Corporate Entrepreneurship: How to create a thriving entrepreneurial spirit throughout your company – Hisrich, R D and Kearney C.
4. Corporate Entrepreneurship – Jerome A Katz and Dean A Shepherd
5. Corporate Entrepreneurship & Innovation – Morris M H, Kuratko D. F and Covin J C.

REFERENCE BOOKS

1. Corporate Entrepreneurship, Vijay Sathe, Cambridge University press,2003.
2. Corporate Innovation & Entrepreneurship, 3E, International Edition, Cengage Learning, 2011.
3. Corporate Entrepreneurship and Growth, Volume 1, Shaker A. Zahra, Publisher Edward Elgar, 2005

Supplementary Resources:

1. Intrapreneurship **– Make your Business great again, by Biz MOOC project team, platform:** mooc**.house**
   https://mooc.house/courses/bizmooc2018

2. **Developing the Opportunity for Corporate Entrepreneurs, by University of Maryland, platform: Coursera**
   https://www.class-central.com/course/coursera-developing-the-opportunity-for-corporate-entrepreneurs-7180
3. **Ebsco: International Journal of Innovation and Applied Studies**
4. https://elibrary.in.pearson.com/login
5. https://jgateplus.com/home/
6. https://capitaline.com/
7. http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06.

CO PO Mapping

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	-	-	2	-	2	2	-
CO2	2	-	-	2	1	3	-	-
CO3	1	2	1	2	-	-	-	-
CO4	1	-	2	-	-	-	1	2
CO5	-	-	2	-	-	-	-	3

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

FINANCE SPECIALIZATION

Course Title	INVESTMENT ANALYSIS AND PORTFOLIO MANAGEMENT
Term/Semester	III
Course ID	23MBA331
Credits	3

Introduction:

"An investment in knowledge pays the best interest." — Benjamin Franklin

The average turnover of the cash segment in India is Rs. 0.54 Lakhs Crore, and Stock Future of Rs. 1.20 Lakhs Crore and market's turnover is gradually rising - the average daily turnover. The stock market plays the role of bridge between the company and investors. This course attempts to develop a conceptual and analytical understanding of evaluating financial instruments & markets and inculcates investment intelligence in students. Students are exposed to the framework of modern portfolio theory and investment analysis. They can critically evaluate alternatives to investing in financial securities and constructing portfolios with the desired risk-return characteristics.

Course Outcomes (COs):

After completion of this course, students will be able to;

CO1: Demonstrate the fundamental concepts of capital market and its instruments

CO2: Evaluate and analyse the Risk and Return characteristics of selected securities.

CO3: Assess the value of Bond and Equity for better investment decision

CO4: Analyze financial statements for fundamental analysis (valuation of companies) and Technical Analysis (Charts)

CO5: Demonstrate portfolio theory to construct an optimum portfolio and evaluate the performance of portfolio.

Course content and Structure: (36 hours)

Module 1: The Investment Background and Financial Markets 5 Hours

- Investment Avenues: Attributes, Investor V/s speculator, Features of a Good Investment, Investment Process.
- Financial Instruments: Money Market Instruments, Capital Market Instruments, Derivatives. Securities Market: Primary Market, Secondary Market. Stock Market Indicators- Indices of Indian Stock Exchanges (only Theory).

Module 2: Risk and Returns 6 Hours

- Return and Risk Concepts: Concept of return, individual security returns, rate of return, Concept of Risk, Causes of Risk, Types of Risk.
- Systematic risk Market Price Risk, Interest Rate Risk, Purchasing Power Risk,
- Unsystematic Risk: Business risk; Financial Risk, Insolvency Risk, Risk-Return Relationship,
- Calculation of Return and Risk of Individual Security (Theory & Problems)

Module 3: Valuation of Securities 8 Hours

- Valuation of equity shares – concept, Valuation, Dividend discount models
- Valuation of Bond: Bond features, Types of Bonds, Determinants of interest rates, Bond Valuation, Bond Duration (Theory and Problems).

Module 4: Fundamental & Technical analysis **8 Hours**

- Macro-Economic and Industry Analysis: - Fundamental analysis EIC Frame Work, Economy Analysis, Industry Analysis, Company Analysis- Financial Statement Analysis.
- Market Efficiency: Efficient Market Hypothesis, Forms of Market Efficiency, Empirical test for different forms of market efficiency.
- Technical Analysis – Concept, Theories- Dow Theory, Eliot Wave theory. Charts-Types, Trends and Trend Reversal Patterns. Mathematical Indicators –Moving Average Convergence-Divergence (MACD), Relative Strength Index (RSI), (Theory only)

Module 5: Portfolio Theory and Performance Evaluation **9 Hours**

- Markowitz Model Diversification, Portfolio Return, Portfolio Risk, Efficient Frontier. Sharpe Single Index Model and Sharpe Optimal portfolio construction.
- Capital Asset Pricing Model: Assumptions, CAPM Equation, Capital Market Line, Security Market Line, CML V/s SML.
- Arbitrage Pricing Theory: Equation, Assumption, CAPM V/s APT (Theory & Problems)
- Portfolio performance Evaluation: Measures of portfolio performance
- Portfolio Revision: Portfolio Revision Strategies (Theory & Problems).

Pedagogy:

1) Classroom Discussion
2) Practice-based teaching using excel other application tools/software
3) Project Based teaching
4) Case study based teaching
5) Fund Manager as practitioner-based teaching
6) Capstone Project

Teaching Learning Resources:

Essential Readings

1. Chandra, Prasanna. (2008). Investment analysis and portfolio management. New Delhi: Tata McGraw – Hill Publications.
2. Bodie, Kane, Marcus and Mohanty. Investments (10th ed.). Tata McGraw Hill Publications.
3. Reilly. & Brown. (2012). Analysis of Investments & Management of Portfolios (12th Ed.). CENGAGE Learning.
4. Security Analysis & Portfolio Management, Punithavathy Pandian, Vikas Publications, 2/e, 2018.

References

1. Bhalla, V. K., Investment management, S. Chand & Co Publications.
2. Kevin S. (2008). Security Analysis & Portfolio Management, New Delhi: PHI Learning Pvt Ltd Publications.
3. Brealey, & Myers, Principles of corporate finance (7th Ed.). Tata McGraw Hill Publication

Supplementary Resources

- https://jgateplus.com/home/
- https://capitaline.com/
- http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06

- https://elibrary.in.pearson.com/login
- MOOC on Investment and Portfolio Management by RICE University
- Assets Allocation: Management style and performance measurement by William F Sharpe's Seminal Paper
- "Capital Asset Prices with and without Negative Holdings," by William F Sharpe's Seminal Paper
- Capital Asset Prices: A Theory Of Market Equilibrium Under Conditions Of Risk, by William F Sharpe's Seminal Paper

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	2	2	1	1	1	2	1
CO2	3	2	2	-	1	-	2	1
CO3	2	2	-	2	1	1	1	-
CO4	2	2	1	1	-	1	2	1
CO5	3	3	1	2	-	1	2	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	BUSINESS VALUATION AND FINANCIAL MODELING
Term/Semester	III
Course ID	23MBA332
Credits	3

Introduction:

"Managers and investors alike must understand that accounting numbers are the beginning, not the end, of business valuation"- **Warren Buffett**

The Business Valuation syllabus provides a comprehensive understanding of the methods and techniques used to determine the value of businesses. This course introduces students to the fundamental concepts and approaches in business valuation, including financial statement analysis, cash flow analysis, and market-based valuation methods. Topics covered include discounted cash flow (DCF) analysis, multiples-based valuation, asset-based valuation, and the consideration of qualitative factors in the valuation process. The syllabus also addresses the application of valuation techniques in mergers and acquisitions, financial reporting, and investment decision-making. By studying this subject, students develop the skills necessary to assess the worth of businesses and make informed decisions in various business contexts.

Course Outcomes (COs):

After completion of this course, students will be able to;

CO1: Recognize the significance of business valuation in facilitating in decision-making.

CO2: Utilize a variety of valuation methods for comprehensive business valuation of the company

CO3: Analyze various types and theories in M&A, conduct due diligence in M&A and employing strategic tools such as BCG matrix and SWOT analysis

CO4: Analyze DCF and APV approaches to evaluate M&A as capital budgeting decisions

CO5: Analyze anti-takeover amendments, and the legal aspects of M&A

Course content and Structure: (36 hours)

Module 1: Business Valuation Overview 4 Hours

- Approaches to Valuation: Overview of business valuation concepts and methodologies, features of the valuation process: Estimating the Cost of Capital: Forecasting performance, Estimating the continuing value; Importance of business valuation in decision-making.

Module 2: Valuation Method 10 Hours

- Valuation Models: Asset-Based Approach, Earnings Based Approach (Earnings-Capitalisation Method, P/E Ratio).
- Relative Valuation, DCF Approach of Two and Three stage model, Equity DCF Model: Dividend discount model, Free Cash Flow to Equity (FCFE) model,
- Adjusted Present Value (APV) model, Economic Value Added (EVA) method

Module 3: Mergers and Acquisitions and Business Restructuring 8 Hours

- Introduction to Mergers and Acquisition (M & A)- Types and theories of mergers,
- Concept of synergy, M & A impact on stakeholders
- Due diligence in M&A
- Business restructuring: Significance, Forms of Restructuring;
- M & A – A strategic perspective: BCG matrix and SWOT Analysis

Module 4: Financial Evaluation of M & A **10 Hours**

- Merger as capital budgeting decision: DCF Approach, Adjusted Present Value Approach (APV), Exchange Ratio (Swap Ratio)
- Methods of determining exchange rate and determining stakeholders gain or loss for M&A decisions. (Conn & Nilson Model)

Module 5: Takeover **4 Hours**

- Meaning and types of acquisition/takeovers (Friendly and Hostile takeovers)
- Anti-Takeover Strategies-Anti-takeover amendments
- Legal aspect of M&A, Combination and Competition Act, 2002

Pedagogy:

- Classroom Discussion Active Cooperative Learning
- Practice-based teaching using advance excel and other application tools/software
- Project Based teaching -Valuation of the listed companies
- Case study based teaching - M&A
- Industry Interaction with the Practitioner
- FINANCIAL MODELING Preparation of spreadsheet: Cash Flow and Free Cash Flow Computation, Cash Flow Estimation, Estimate Cost of Equity, Debt and Capital, Stock Valuation using discounting of Dividends (Dividend discount model - DDM), (b) Free Cash Flow to Firm (FCFF) and (c) Free Cash Flow to Equity (FCFE) (practice-based Lab session)

Teaching Learning Resources:

Essential readings

1. Bender, Ruth and Ward, Keith, "Corporate Financial Strategy", 2nd edition, Butterworth Heinemann. ISBN: 0750648996.
2. Damodaran, Aswath, "Damodaran on Valuation", John Wiley. ISSN: 978-0-471-75121-2
3. Damodaran, Aswath, "The Dark Side of Valuation", John Wiley.
4. Chandra, Prasanna, "Corporate Valuation and Value Creation", Mc Graw Hill, ISBN: 9780071078221
5. Sundaram, Sudi "Creating Value from Mergers and Acquisitions: The Challenges" 2nd edition, Pearson Publication.

References

1. Allen, David, "An Introduction to Strategic Financial Management – The Key to Long Term Profitability", The Chartered Institute of Management Accountants, Kogan Page.
2. Allen, David, "Financial Decisions – A Guide to the Evaluation and Monitoring of Business Strategy", The Chartered Institute of Management Accountants, Kogan Page.
3. Hampton, John, "Financial Decision Making – Concepts, Problems and Cases", Prentice Hall of India.
4. Penman, H Stephen, "Financial Statement Analysis and Security Valuation", Tata McGraw-Hill Publishing Company Limited.
5. Grinblatt, Mark and Titaman, Sheridan, "Financial Markets and Corporate Strategy", Tata McGraw Hill.
6. Chandra, Prasanna, "Financial Management", Tata McGraw Hill Publishing Limited

Supplementary Resources

- https://jgateplus.com/home/
- https://capitaline.com/
- http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06
- https://elibrary.in.pearson.com/login
- Advanced Valuation and Strategy - M&A, Private Equity, and Venture Capital- Erasmus School of Economics

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	1	2	2	2	-	1	1	-
CO2	1	1	1	1	-	-	1	-
CO3	1	1	1	1	-	1	1	-
CO4	2	2	-	1	1	1	-	-
CO5	2	1	1	1	-	-	1	1

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	TAX MANAGEMENT
Term/Semester	III
Course ID	23MBA333
Credits	3

Introduction:
"Taxation is the price which civilized communities pay for the opportunity of remaining civilized" - By Albert Bushnell Hart
The Direct and Indirect Tax provides a comprehensive understanding of the principles and practices of taxation. This course introduces students to the concepts of direct and indirect taxes, their legal framework, and their implications for individuals and businesses. Topics covered include income tax, corporate tax, GST. The syllabus explores the principles of tax planning, compliance, and tax administration. By studying this subject, students gain the knowledge and skills necessary to navigate the complex world of taxation and make informed decisions in personal and professional financial matters.

Course Outcomes (COs):
After completion of this course, students will be able to;
CO1: Apply fundamental concepts on Incidence of Tax
CO2: Calculation of taxable Income under different heads of income
CO3: Evaluate Indian Company and Foreign company tax liability in Indian context
CO4: Evaluate the concepts related to Supply under GST
CO5: Compute the Customs Duty on various applicable transactions

Course content and Structure: (36 hours)

Module 1: Overview Income Tax 4 Hours

- Basic concepts: Assessment year, Previous year, Person, Assessee, Income, Charges on income, Gross total income
- Capital and Revenue receipts, Residential status, Receipt and accrual of income, Incidence of Tax, Tax Planning, Tax Evasion and Tax Management,
- Introduction to five heads of Income.

Module 2: Calculation of Tax Liability 12 Hours

- **Calculation of Tax Liability Under the Head Income from Salary** - Sec 17, Sec 10 to Sec 10(13), HRA, NPS, Gratuity, Perquisites (Rent-free unfurnished accommodation, Rent-free furnished accommodation, and Car only).
- **Calculation of Tax Liability Under the Head Profit and Gains -** Depreciation, Blocks of assets, Normal depreciation, Additional Depreciation, Income from Business, Income from Profession.
- **Calculation of Tax Liability Under the Head Capital Gain -** Sec 54 to 54F, Income under Capital gain: basis of charge, transfer of capital asset, inclusion & exclusion from capital asset, capital gain, computation of capital gain, deductions from capital gains.

Module 3: Corporate Taxation - Minimum Alternative Tax 06 Hours

- Computation of taxable income of a company with special reference to MAT (115JB)
- Permissible overall Deduction u/s 80C to 80U for a person and Setoff and carry forward of losses.

Module 4: Introduction to Goods and Services Taxes 10 Hours

- Indirect tax structure in India
- Goods and Services Tax Act & Rules; Need for GST in India.
- Dual GST Model- Central Goods and Services Tax Act, 2017 (CGST) State Goods and Services Tax Act, 2017 (SGST) Union Territory Goods and Services Tax Act, 2017 (UTGST) Integrated Goods and Services Tax Act, 2017 (IGST)
- Goods and Services Tax Network (GSTN), GST Council Guiding principle and Functions of the GST Council. (Theory).
- Scope of Supply, Composite and Mixed Supplies. (Theory)
- Levy and Collection, Composition Levy (Theory and Problems).
- Exemptions - Person Liable to pay GST, Exemption from tax. (Simple problems on calculation of value of taxable supply and GST Levy). (Theory and Problems).

Module 5: Customs Duty, Securities Transaction Tax and Stamp Duty 4 Hours

- Introduction to Customs Duty
- Circumstances of Levy of Customs Duties and Types of Duties and Exemption from Customs Duty.
- Valuation under customs: Valuation of Imported Goods and Valuation of Export Goods. (Problems on Valuation of Imported Goods). (Theory and Problems).
- Import and Export Procedure under Customs: Introduction to Baggage and General Free Allowance. (Theory)
- Due Dates for Payment of Duty, Penalties under Customs, Seizure of Goods, Confiscation of Goods. (Theory).
- Introduction to and Levy of Securities Transaction Tax. (Theory).
- Introduction to and Levy of Stamp Duty, Commodity Transaction Tax. (Theory).

Pedagogy:

1. Active Cooperative Learnings
2. Power Point Presentation
3. Practice based teaching using excel and Tally prime
4. Project Based teaching
5. Case Solution using Excel - Articles on Tax Management, Planning and, Evasion
6. Interaction with Tax practitioners and tax officers
7. Income Tax Calculation using Tally Prime
8. GST report generation using Tally Prime
9. Add on Course on Tally Prime

Teaching Learning Resources:

Essential Readings

1. Vinod Singhania and Kapil Singhania, “Direct Taxes Law and practice” Taxmann Publications, Current Edition
2. Students Guide to Income Tax Vinod Singhania and Kapil Singhani, Taxmann Publications, Current Edition
3. T N Manoharan, “Students Handbook on Taxation” Snow White Publications Pvt. Ltd, Jan Current Edition
4. H.C. Mehrotra & S.P.Goyal “Income Tax”, Sahithya Bhavan Publications, Current Edititon
5. Ahuja, Girish and Gupta, Ravi, “Direct Taxes – Law and Practice”, Bharat Publications.

6. Principles of GST & Customs Law, V.S. Datey and Dr. Krishnan Sachdeva, Taxmann. ISBN: 9789387957800
7. Goods & Services Tax (GST) in India, B. Viswanathan New Century Publications, ISBN: 978-8177084290.
8. Comprehensive Guide to IDT Laws, Dr. Vandana Bangar, Dr.Yogendra Bangar, Aadhya Prakashan, ISBN: 978-8190502931
9. ICAI IDT Study Material- https://www.icai.org/post.html?post_id=14121.
10. Indirect Taxes Law and practices, V S Datey, Taxmann. ISBN: 9789389546842
11. GST & Customs Law (University Edition), K.M Bansal, Taxmann. ISBN: 978-9390585373

Supplementary Resources:

- https://jgateplus.com/home/
- https://capitaline.com/
- http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06
- https://elibrary.in.pearson.com/login
- https://www.cbic.gov.in/htdocs-cbec/gst/gst-training
- http://gstcouncil.gov.in/
- https://iimskills.com/free-gst-certification-course-online/
- https://www.udemy.com/course/basics-of-indian-customs-act-a-complete-study/
- https://jgateplus.com/home/
- https://capitaline.com/
- http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06
- https://elibrary.in.pearson.com/login
- https://indiankanoon.org/search/?formInput=indirect%20tax%20cases%20
- https://www.taxmann.com/post/blog/4796/top-20-judgements-of-year-2020-under-the-indirect-tax-laws/
- https://www.youtube.com/watch?v=aCjJcbrt2ro&ab_channel=H%26RBlockIndia
- https://www.youtube.com/watch?v=gRJ6AOwYfyE&ab_channel=SunMargEducationalSeriesSunMargEducationalSeries
- https://www.youtube.com/watch?v=-oLWs6Z9W30&ab_channel=KhanGSResearchCentreKhanGSResearchCentre
- https://www.youtube.com/watch?v=76UUB7Vv8s8&ab_channel=CARachanaPhadkeRanade
- https://www.youtube.com/watch?v=auPWG6yyP24&ab_channel=CAGouravJashnaniCAGouravJashnani

(http://www.wbnsou.ac.in/NSOU-MOOC/mooc_goods_and_services_tax.shtml)
(https://www.udemy.com/course/gst-in-india/)-

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	1	-	-	1	-	-	-
CO2	1	2	-	-	1	-	-	-
CO3	-	1	-	-	-	-	-	-
CO4	1	1	-	-	-	-	-	-
CO5	1	-	-	-	2	1	-	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	MERCHANT BANKING AND FINANCIAL SERVICES
Term/Semester	III
Course ID	23MBA334
Credits	3

Course outcomes:

After the Course completion, Students will be able to:

CO1: Explain various Merchant banking services

CO2: Analyse the **NBFCs; Micro-finance; Leasing & Hire Purchase Banking.**

CO3: Examine Credit Rating; Venture Capital; Depository System & Securitisation of Debt

CO4: Apply factoring and forfeiting in merchant banking and financial services

CO5: Compare different types of mutual funds and schemes.

Course content and Structure: (36 hours)

Module 1: Introduction to Merchant Banking 5 hours

Merchant Banking: Categories, Services offered, Issue management – Pre and Post issue management, Issue pricing, preparation of prospectus, Issue Management, Underwriting, Private Placement, Book Building Vs. Fixed price issues. (Theory)

Module 2: NBFCs; Micro-finance; Leasing & Hire Purchase Banking 10 Hours

NBFCs: An Overview -Types of NBFCs in India-Regulatory framework. **Micro-finance:** Models, Services, Challenges. **Leasing & Hire Purchase:** Concept, Types, Evaluation. Problems in Evaluation of Leasing & Hire Purchase. (Theory& Problems)

Module-3: Credit Rating; Venture Capital; Depository System & Securitisation of Debt 07 Hours

A. Credit Rating: Meaning, Process, Methodology, Agencies and Symbols. **B. Venture Capital:** Concept, Features, Process. Stages, Performance of Venture Capital Funded Companies In India. (Theory) **C. Depository System:** Objectives, Activities, NSDL& CDSL. Process of Clearing and Settlement. **D. Securitization of Debt:** Meaning, process, Types, Benefits. (Theory)

Module 4: Factoring 09 Hours

Factoring: concept, nature and scope of Factoring - Forms of Factoring - Factoring vis-à-vis Bills Discounting - Factoring vis-àvis credit Insurance Factoring vis-à-vis Forfeiting-Evaluation of a Factor - Evaluation of Factoring - Factoring in India current Developments.

Module 5: Mutual Funds 05 Hours

Meaning, Structure, Functions, Participants, Types of Funds, Types of Schemes, Performance of Mutual Funds, Regulations for Mutual Funds.

Pedagogy:

1. Classroom discussions.
2. Enquiry Based Teaching.
3. Webinars, MOOCs, SDPs.
4. Multimedia Cases and Illustrations.
5. Student Teacher Interactive Learning.

Teaching Learning Resources:

Book References

1. Gurusamy S, Merchant Banking and Financial Services, Vijay Nicole and Tata McGraw Hill, , 4th Edition, 2012, New Delhi
2. Khan M Y, "Financial Services", Tata McGraw Hill
3. Sri Ram, "Handbook of Leasing & Hire purchases", ICFAI Hyderabad
4. Stewart, Simon (University Of Adelaide), "Financial Services & Their Regulation" 3 Prepared and Compiled by DR. S. SYED RAFIQ AHMED
5. Rose, Peter S., And Fraser, Donald R. "Financial Institutions: Understanding and Managing Financial Services", Tex Business Publications
6. Kinsella, Ray, "New Issues in Financial Services", Powell's Books

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	2	1	1	1	2	1	1
CO2	3	2	1	3	2	3	2	3
CO3	3	2	1	3	2	2	2	3
CO4	3	2	1	3	2	2	2	3
CO5	3	3	2	3	3	1	3	2

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid – Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	FINANCIAL ANALYTICS
Term/Semester	III
Course ID	23MBA335
Credits	3

Introduction:
This course deals with the application aspects related to analytics in the area of finance, covering credit risk, fraud management, and retail banking. It is fairly clear that these days, there is a growing need for using the huge amount of data that gets generated and captured using technology for making decisions. The management students are expected to have adequate knowledge in this field and accordingly, the course has been structured. This is an introductory course and students who would like to take up a career in this area are expected to pursue further studies. This course attempts to understand the process and techniques of data mining for fact-based decision-making using Excel, R, and Python for descriptive and predictive modeling in the finance domain.

COURSE OUTCOMES (CO):
On successful completion of this course, the students should be able to:
CO1: Analyze the practical applications of analytics in the finance domain
CO2: Assess the real-time application of predictive analytics in estimating financial risk
CO3: Apply financial analytic techniques to identify patterns and trends in finance
CO4: Analyze real-time financial data using AI and ML algorithms to draw insights
CO5: Explain recent advances in financial analytics

Course Contents: **36 Hrs**

Module 1: Fundamentals of Financial Analytics (FA) **6 hours**

- Analytics for a New Decade:
- Post Crisis Analytics;
- The Imperatives;
- Productizing Analytic;
- Innovation:
- The Quest for Quality,
- Standardization and Technology Governance;
- How to structure the Unstructured Data;
- The Convergence of Structured and Unstructured Analytics.

Module 2: Predictive Analytics in Finance **8 Hours**

- Forecasts with Credit Risk Analysis;
- Unstructured Data Analytics;
- Value at Risk (VaR) applications in estimating Risk

Module 3: Application of Analytics in Finance (Used cases): **8 Hours**

- Targeting potential customer
- Customer spend analysis
- Extension of benefits and scheme to credit cardholders

Module 4: Application of AI and ML in Finance **6 Hours**

- Analytics in cross-selling
- Unlocking the True Value of a Transaction
- Real-time fraud analytics

Module 5: Emerging Trends in Financial Analytics **8 Hours**

- Block chain
- Crypto currency
- FINTECH
- Algorithm trading

Pedagogy and Teaching Aid

1. **Class discussions with aided YouTube videos**
   1.1. Concepts will be discussed and debated post and during the video
2. **Software linked hands-on working**
   2.1. MS-Excel up to 2016 will be used live by both instructor and the students during the session
   2.2. R & Python 3 will be used live by both instructor and the students during the session
3. **Mock Data (**Supervised Learning and Unsupervised Learning**) would be supplied by the instructor as .csv files**

Teaching Learning Resources:

Essential Readings

1. Python for Finance: Mastering Data-Driven Finance 2nd Edition, Kindle Edition, by Yves Hilpisch, O'Reilly Media, ISBN- 978-1492024330
2. Financial Analytics with R: Building a Laptop Laboratory for Data Science 1st Edition, Kindle Edition, by Mark J. Bennett & Dirk. L. Hugen, Cambridge University Press, ISBN- 978-1107150751

Supplementary Resources

- https://jgateplus.com/home/
- https://capitaline.com/
- http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06
- https://elibrary.in.pearson.com/loginhttps://www.youtube.com/watch?v=7zoTm84Hmhg&list=PLJzvu5X33puw_XkZiegE7sUpaP6YIKEW_&index=1
- https://www.youtube.com/watch?v=SzE8s_pnaMc&list=PLJzvu5X33puw_XkZiegE7sUpaP6YIKEW_&index=2
- https://www.youtube.com/watch?v=p4D1g_h6q5Q&list=PLJzvu5X33puw_XkZiegE7sUpaP6YIKEW_&index=3
- https://www.youtube.com/watch?v=mAwSlgNkjb8&list=PLJzvu5X33puw_XkZiegE7sUpaP6YIKEW_&index=7
- https://www.youtube.com/watch?v=4ghXXQAHgkI&list=PLJzvu5X33puw_XkZiegE7sUpaP6YIKEW_&index=8
- https://www.researchgate.net/publication/347840605_Employing_Deep_Learning_In_Intraday_Stock_Trading
- https://www.researchgate.net/publication/331225184_Bankruptcy_Modelling_of_Indian_Public_Sector_Banks_Evidence_from_Neural_Trace
- https://www.researchgate.net/publication/318701819_FRA-CDS-VDAX_based_credit_crash_model_A_German_conundrum
- https://www.researchgate.net/publication/322163251_Analysing_Indian_G-Secs_with_a_Predictive_Approach
- https://www.researchgate.net/publication/303775904_PSU_Bank_Modeling-_A_comparative_modeling_approach_involving_Artificial_Neural_Network_and_Panel_Data_Regression

CO PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	1	2	-	2	2	2	1	-
CO2	1	3	-	2	3	3	2	-
CO3	1	3	-	3	3	3	3	-
CO4	1	3	-	3	3	3	3	-
CO5	1	-	-	1	1	2	-	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

COURSE EVALUATION PLAN:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid – Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	COST MANAGEMENT
Term/Semester	III
Course ID	23MBA336
Credits	3

Introduction:

Good management is the lifeblood of a healthy corporate body. Getting rid of it to save cost is like losing weight by giving blood- *By Tom DeMarco*

This course facilitates students on how to extract and modify costs in order to make informed managerial decisions. Planning is covered by topics including activity-based costing, budgeting, flexible budgeting, cost-volume-profit analysis, and cost estimating, and outsourcing costs. Control is covered by topics including standard costing, variance analysis, responsibility accounting, and performance evaluation.

Course Outcomes (COs):

After completion of this course, students will be able to;

CO1: Create cost sheets and evaluate cost units to support business decision-making.
CO2: Proficient in evaluating the overhead absorption method for distributing overhead costs.
CO3: Apply the marginal costing techniques for decision-making
CO4: Calculate variance analysis, budgets for better business decisions
CO5: Compare the contemporary issues in cost management

Course content and Structure: (36 hours)

Module 1: Introduction to Cost Management 7 Hours

- Introduction and Meaning of cost: Cost accounting vs. Cost management
- Cost management: Concept of cost centers; profit centers and investment centers.
- Cost units classification of costs: cost analysis for management decision making.
- Determining product cost: allocation and absorption of factory overheads; job order costing and process costing (only theory).
- Activity-Based Costing and Strategic importance of cost management
- Preparation of cost sheet (problems on cost sheet).

Module 2: Overheads 6 Hours

- Classification of overheads: Cost allocation and cost apportionment;
- Primary and secondary distribution of overheads (Basic problems).
- Absorption of Overheads: Under and over absorption of overheads (Basic problems).

Module 3: Marginal Costing 10 Hours

- Marginal Costing: Meaning; advantages and disadvantages of Marginal costing; Marginal cost techniques; Break-Even Point (including graphical analysis);
- P/V Ratio and Margin of Safety: Applications of marginal costing technique (All types of problems)
- Utility of Cost Volume Profit (CVP) Model in Management Decision Making

Module 4: Standard Costing and Budgetary Control 10 Hours

- Standard Costing: Meaning of standard costing and variance analysis; Need for setting standards;
- Variance analysis: Material; Labour and Overhead variances (problems only on Material and Labour Variance)
- Cost control and cost reduction: Tools and techniques of cost control and cost reduction (Only theory).
- Budgetary control: Meaning and objectives of budgetary control;
- Types of budgets; Problems on Sales Budget, Production Budget, Cash Budget and Material Budget.

Module 5: Contemporary Developments in Cost Management **3 Hours**

- Life Cycle costing (Only Theory)
- Target costing (Only Theory)
- Kaizen Costing (Only Theory)
- Value Analysis and Value Engineering (Only Theory)
- Socio-Economic Costing (Only Theory)

Pedagogy:

1) Classroom Discussion
2) Practice-based teaching using excel other application tools/software
3) Project Based teaching- Company's Financial Statement
4) Case study based teaching- Research paper
5) Industry Interaction with Practitioner

Teaching Learning Resources:

Essential readings

1. Cost Accounting by Jawaharlal Lal & Seema Srivastava, 4th Edition, Tata McGraw Hill Publication.
2. Cost Accounting Principles and Practice by M. N. Arora, 12th Edition, Vikas Publication, ISBN: 978-93259-6394-8
3. Management and Cost Accounting, 7th edition- Charles T Horngren, Alnoor Bhimani
4. Cost Accounting, Text Problems and Cases, by Jawaharlal , Seema Srivastava & Manisha Singh, 6th Edition, Tata McGraw Hill, Publication.

References

1. Strategic Cost Management, Roger Hussey, Audra Ong, Activity-based costing, Balanced scorecard, Cost analysis, Cost control, Finance and investing Variance analysis. Harvard Business Publishing
2. Jain &Narang, Cost Accounting, Kalyani Publishers
3. Introduction to Cost-Accounting Systems- *David F. Hawkins, Jacob Cohen*. Harvard Business Publishing

Supplementary Resources

- https://jgateplus.com/home/
- https://capitaline.com/
- http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06
- https://elibrary.in.pearson.com/login
- https://icmai.in/studentswebsite/studymat.php
- MOOC on Engineering Project Management: Scope, Time and Cost Management-By RICE

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	1	-	-	1	-	-	-
CO2	1	2	-	-	1	-	-	-
CO3	-	1	-	-	-	-	-	-
CO4	1	1	-	-	-	-	-	-
CO5	1	-	-	-	2	1	-	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid – Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

OPERATIONS AND SUPPLY CHAIN MANAGEMENT SPECIALIZATION

Course Title	SUPPLY CHAIN DESIGNING,SOURCING AND OPTIMIZATION
Term/Semester	III
Course ID	23MBA432
Credits	3

Introduction:
Supply chain design is a crucial aspect of effective supply chain management. It involves structuring and managing the supply chain to achieve the right balance between inventory, transportation, and manufacturing costs. The process of sourcing products or services is the initial step in the supply chain, where companies seek to find the optimal balance between quality and affordability. This course aims to provide students with a comprehensive understanding of resource optimization and its application in different business scenarios.

Course Outcomes (COs):
Upon successful completion of this course, students will be able to:
CO1: Recognize the importance of advanced supply chain network design.
CO2: Apply appropriate tools and techniques for supplier sourcing.
CO3: Formulate strategies for achieving continuous service improvement.
CO4: Evaluate project efficiency using relevant techniques.
CO5: Develop and implement business contingency plans.

Course Content and Structure: (36 hours)

Module 1: Overview of Supply Chain Design (6 Hrs.)

- Introduction to network flow models.
- Supply chain network design: Facility location and network design problems.
- Advanced supply chain network design: Modeling multiple products, multiple echelons, and multiple time periods.

Module 2: Supply Chain Sourcing (8 Hrs.)

- Supply chain sourcing: Concepts, types, and levels.
- Best practices in sourcing and purchasing.
- Make-or-buy decisions, insourcing, and outsourcing.
- Procurement and the procure-to-pay system.
- Supplier selection and evaluation.
- Numerical problems on vendor selection and evaluation using the factor rating method.

Module 3: Resource Planning and Optimization in Operations (10 hrs.)

- Resource concepts and classification.
- Factors affecting resource utilization.
- Resource optimization: Time, money, product, space, and human resources.
- Overview of resource allocation.
- Optimization approach to resource allocation.
- Continuous service improvement.

Module 4: Contingency Planning and Risk Management in SCM (6 Hrs.)

- Contingency planning: Technical, schedule, cost, funding, and environmental risks.
- Business continuity planning and disaster recovery.
- Opportunity management.
- Contingency funding and time buffers.
- Risk response control and change control management.

Module 5: Resource Optimization in Project Management (6 Hrs.)

- Resource planning: Resource leveling and resource smoothing.
- Quality function deployment in project management.
- Sensitivity analysis: Overview, methods, techniques, and interpretation of solutions.

Pedagogy:

• Classroom discussions
• Project-based learning
• Workshops by practitioners
• Case-based teaching
• Experiential learning
• Inquiry-based teaching
• Simulation

Teaching-Learning Resources:

Recommended Books:

1. "Supply Chain Design" by Mark J. Schniederjans, Stephen B. LeGrand, Arthur V. Hill (Pearson, 2013).
2. "Resource Optimization – A Complete Guide – 2020 Edition" by Gerardus Blokdyk (5starcooks Publication).
3. "Resource Optimization through Environmental Leadership" by Manoj Kumar (KW Publishers Pvt Ltd).
4. "Supply Chain Network Design: Understanding the Optimization behind Supply Chain Design Projects" by Michael Watson et al. (TMH, 2019).

Reference Books

1. BarnaliRoyChoudhury,“Resourceoptimization”,UNESCO2015.
2. AnandJ.Kulkarni,SureshChandraSatpathy,“OptimizationinMachin eLearningandApplications”,Springer.
3. ProjectManagementInstitute’sProjectManagementBodyofKnowledge(PMBOK)©
4. CliffordF.Grey,ErikW.Larson,GautamV.Desai,“ProjectManagement– TheManagerialProcess”,TataMcGrawHillPublication.

Supplementary reading

- https://www.edx.org/course/supply-chain-design
- https://www.coursera.org/learn/sourcing#syllabus
- https://ocw.mit.edu/courses/sloan-school-of-management/15-763j-manufacturing-system-and-supply-chain-design-spring-2005/
- https://blog.leancor.com/supply-chain-design
- StevenA.Melnyk,RamNarasimhan&HugoA.DeCampos(2014)Supplycha indesign:issues,challenges,frameworksandsolutions,InternationalJour nalofProductionResearch,52:7,1887-

1896,DOI:10.1080/00207543.2013.787175

- Pearsone–library;https://elibrary.in.pearson.com/bookshelfDashboard
- EBSCO:https://www.ebsco.com/search?search=supplychaindesign
- Jgate:https://jgateplus.com/home/resources/
- www.capitaline.com

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	-	3	1	1	-	-	2	-
CO2	-	3	1	1	-	-	3	1
CO3	1	3	1	1	-	-	2	-
CO4	-	3	1	1	-	-	2	-
CO5	-	3	1	1	-	-	2	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	SCM FOR E -COMMERCE
Term/Semester	III
Course ID	23MBA433
Credits	3

Introduction:
Recent developments and breakthroughs in E-commerce have radically changed the business world. Competition has become just a few clicks away with 24-7 accessibility enabled by Internet technology. In many industries, it has become virtually impossible to have a sustainable business without a proper management of the Internet and information processes and service outcomes associated with product design, sourcing, production, order fulfillment, logistics, and delivery. In this context, the relationships with suppliers and customers, coupled with supply chain management—the planning, operation, and control of material, information, and financial flows across individual firms in the extended enterprise— have become crucial for companies' success. In this course, students will learn to strategically think about integrated supply-chain, procurement, and service management strategies for organizations that rely on E- commerce to transact with suppliers and end consumers

Course Outcomes (COs):
Having successfully completed this course student will be able to:
CO1: Identify the opportunities and challenges that E-commerce brings to supply chain management
CO2: Develop and deploy e business models in SCM
CO3: Analyse the role that the Internet and information plays in supply chain synchronization and in the development of relationships with suppliers and customers.
CO4: Apply supply chain management concepts to the design, analysis, and improvement of e-business.
CO5: Comprehend the e-SCM Technology architecture

Course content and Structure: **36 hours**

Module 1: E- Supply Chain management **(6 Hrs.)**

- Defining e-SCM
- Characteristics of e-SCM
- Web enabled network of channel partners
- Supply chain synchronization(SCS)
- Avenues for e- SCS; Understanding the Internet Business Environment; e- Business principles
- e-supply chain business trends

Module 2: E – Business Models **(8 Hrs.)**

- Enterprise system foundation
- Internet commerce; Electronic data interchange (EDI); I – Marketing; e – business market places; e – collaboration market places; e-SCM business system model; e-business integration framework
- Collaborative planning, Forecasting and Replenishment (CPFR) mod

Module 3: E – SCM strategies and CRM (8 Hrs.)

- Changing views of Enterprise strategy
- Value chains
- Barriers to e –SCM
- e –SCM Strategy development; Business value proposition; Value portfolio; Scope of Collaboration; Effective resource management; Pursuing growth management;
- CRM as a strategic tool
- Applying technology to CRM
- Sales force automation (SFA)
- e – CRM Marketing; Electronic Bill Presentment and Payment (EBPP)

Module 4: Supplier Relationship Management (SRM): Integrating the supplier to e-value chain (6 Hrs.)

- Defining SRM; Components of SRM
- Internet driven SRM environment; e-SRM services function; e – SRM processing; e – SRM technology service; e – SRM Marketplace Exchange Environment
- Implementing e- SRM; Performance measurement

Module 5: Architecting the e- SCM Environment (8 Hrs.)

- Foundations of e- SCM technology architecture
- Enterprise business architecture (EBA); Inter Enterprise business architecture (IEBA); Inter Enterprise Technology architecture (IETA)
- Future of e –SCM; Changing face of Information Management
- New generation of Business Applications; Application Service providers (ASP); Wireless; Transforming the organisation to e –SCM environment; Supply chain efficiency; e- SCM integration; Collaborative convergence; Remote sensing and GPS enabled e -tracking

Pedagogy:

- Class room discussion
- Project based learning
- Workshop from practioners
- Case based teaching
- Experiential learning
- Inquiry based teaching

Teaching Learning Resources:

Recommended Books

1. Introduction to e-Supply Chain Management: Engaging Technology to Build Market-Winning Business Partnerships, David F Ross, CRC Press, 1st Edition, 2012
2. Modeling and Property Analysis of E-Commerce Logistics Super network, Intelligent Decision Technologies, Chuanmin Mi, Yinchuan Wang, Yetian Chen 2016
3. E-Supply Chain: Using the Internet to Revolt ionize Your Business: How Market Leaders Focus Their Entire Organization to Driving Value to Customers, Charles C Poirier, Berrett-Koehler Publishers, 2000

Reference Books

1. Supply Chain Management: Strategy, Planning, and Operation by Sunil Chopra and Peter Meindl, 2nd Edition, Prentice Hall.
2. Designing and Managing the Supply Chain by David Simchi-Levi, Philip Kaminsky, and Edith Simchi-Levi, 3rd Edition, McGraw Hill.

3. Internet Business Models and Strategies, by Afuah, A., and Tucci, C.L., 2nd Edition, McGraw Hill.
4. Creating and Capturing Value: Perspectives and Cases on Electronic Commerce" by Garth Saloner and A. Michael Spence. John Wiley & Sons, Inc

Supplementary reading

1. Supply chain brain.com: http://www.supplychainbrain.com/
2. Managing the Digital Enterprise: http://digitalenterprise.org
3. Pearson e – library ; https://elibrary.in.pearson.com/bookshelfDashboard
4. EBSCO : https://www.ebsco.com/search?search=supplychainmodel
5. Jgate: https://jgateplus.com/home/resources/
6. Capitaline: https://www.capitaline.com/SiteFrame.aspx?id=1

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	1	3	-	-	-	2	3	1
CO2	-	3	-	-	1	-	3	3
CO3	2	3	-	-	2	-	3	1
CO4	1	3	-	-	1	-	3	3
CO5	1	3	-	-	-	2	3	2

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	LOGISTICS MANAGEMENT
Term/Semester	III
Course ID	23MBA434
Credits	3

Introduction:
Logistics refers to the activities involved in the movement of materials and products within an organization and throughout the supply chain. Business logistics specifically focuses on managing the efficient flow and storage of goods, services, and related information within the supply chain. This course covers key elements of business logistics such as logistics planning and strategy, customer service, procurement, transportation, inventory, warehousing, and handling. It addresses various questions related to logistics planning, selection of transport modes, vehicle routing, inventory policies, purchasing quantity and timing, and storage selection.

Course Outcomes (COs):
Upon successful completion of this course, students will be able to:
CO1: Analyze how logistical decisions (e.g., facilities, inventory, and transportation) impact the performance of the firm and the entire supply chain.
CO2: Compare and contrast different types of information management systems in logistics and supply chain management.
CO3: Deploy appropriate strategies for order management and customer service.
CO4: Explain the importance of inventory management systems in supply chain management and logistics.
CO5: Analyze the strengths and weaknesses of various transportation modes and perform cost analysis.

Course Content and Structure: **(36 hours)**
Module 1: Overview of Logistics **(6 Hrs.)**

- Introduction to physical distribution.
- Logistics management and its elements.
- Modern concepts in logistics.
- The role of logistics in strategy.
- The systems and total cost approaches to logistics.
- Logistical relationships within the firm.

Module 2: Logistics and Information Technology **(8 Hrs.)**

- Types of information management systems.
- Office automation systems.
- Communication systems.
- Transaction processing systems (TPS).
- Management information systems (MIS) and executive information systems (EIS).
- Decision support systems (DSS).
- Logistics management system (LMS).
- Enterprise systems.
- The Internet's Influence on Logistics and IoT.
- GPS and geofencing.

Module 3: Elements of Logistics Systems (8 Hrs.)

- Demand management.
- Demand forecasting models.
- Demand Forecasting Issues, Numerical problems on Forecasting
- Order management: Order Transmittal; Order Processing; Order Picking and Assembly Order Delivery
- Customer service.
- Time, dependability, communication, and convenience.
- Managing customer service.
- Establishing customer service objectives.
- Measuring customer service.
- Customer profitability analysis.
- Service failure and recovery.

Module 4: Inventory and Warehousing Management (8 Hrs.)

- Inventory Classifications
- Inventory Costs
- Numerical problems on Inventory Control Techniques
- The Role of Warehousing in a Logistics system; Public Warehousing; Private Warehousing; Contract Warehousing; Multiclient Warehousing
- Design Considerations in Warehousing; General Considerations; Trade-offs; Fixed versus Variable Slot Locations for Merchandise; Degree of Warehouse Automation
- Warehousing Operations; Safety Considerations; Warehousing Security; Cleanliness and Sanitation Issues

Module 5: Transportation Management (6 Hrs.)

- Transportation Modes; Airfreight; Motor Carrier; Pipeline; Railroads; Water; Intermodal Transportation; Tailored Transportation
- Numerical problems on Transshipment
- Transportation Specialists
- Transportation Regulation; Environmental Regulation; Safety Regulation; Economic Regulation
- Transportation Management systems; Simulation models on TMS
- Legal Classification of Carriers

Pedagogy:

• Classroom discussions
• Project-based learning
• Workshops by practitioners
• Case-based teaching
• Experiential learning
• Inquiry-based teaching
• Simulation

Teaching-Learning Resources:

Recommended Books:

1. "Logistic Management" by Vinod V. Sople (2nd Edn.) Pearson Limited, 2009.
2. "Sustainable Logistics and Supply Chain Management: Principles and Practices for Sustainable Operations and Management" by David B. Grant, Chee Yew Wong (Kindle Edition).

3. "Contemporary Logistics" by Paul R. Murphy Jr., A. Michael Knemeyer, Pearson, 12e.
4. "Fundamentals of Logistics Management (The Irwin/McGraw-Hill Series in Marketing)" by Douglas Lambert, James R Stock, Lisa M. Ellram, McGraw-Hill/Irwin, First Edition, 1998.

References

1. David J. Bloomberg, Stephen Le May &: Logistics, Prentice-Hall of India Pvt Joe B. Hanna Ltd., New Delhi, 2003.
2. Donald J. Bowersox & David J. Closs: Logistical Management, Tata McGraw Hill Publishing Co. Ltd, New Delhi, 2004
3. Satish C. Aliabad & Rakesh Singh: Logistics Management, Prentice-Hall of India Pvt Ltd., New Delhi, 2005
4. Donald Waters: Logistics. Palgrave Macmillan, New York, 2004
5. Fundamentals of Logistics Management, David Grant, Douglas M. Lambert, James R. Stock, Lisa M. Ellram, McGraw Hill Higher Education, 1997.
6. Logistics Management, Ismail Reji, Excel Book, First Edition, 2008

Supplementary reading

- https://www.edx.org/course/master-control-in-supply-chain-management-and-logi
- https://www.coursera.org/specializations/supply-chain-management
- https://nasroo.com/topic/business/logistics-and-supply-chain/
- https://locus.sh/resources/ebooks/?locale=en
- Pearsone–library;https://elibrary.in.pearson.com/bookshelfDashboard
- EBSCO:https://www.ebsco.com/search?search=supplychainmodel
- Jgate:https://jgateplus.com/home/resources/

Capitaline: https://www.capitaline.com/SiteFrame.aspx?id=1

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	-	3	-	1	1	2	3	-
CO2	-	3	-	1	2	-	3	3
CO3	-	3	-	2	2	-	3	1
CO4	-	3	-	2	2	3	3	1
CO5	-	3	2	1	1	1	3	1

LEVEL 3-Substantial 2-Moderate 1-Slight -No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	BUSINESS PROCESS MODELING (BPM) AND ENTERPRISE RESOURCE PLANNING (ERP)
Semester	III
Course ID	23MBA435
Credits	3

Introduction:

This course serves as an introduction to the world of Enterprise Resource Planning and also provides foundation for many disciplines in common business modern information systems. Students will examine how and why an ERP system is implemented and how it is integrated with existing business processes. Students will get to know what the impact of ERP on the organization is and how change can be managed. For demonstration an ERP system such as SAP will be used to experience several business processes.

This course also looks at ways in which business processes can be analyzed, redesigned, and improved. Business process management (BPM) is concerned with the concepts, methods, and techniques that support the design, administration, configuration, enactment, and analysis of business processes. By taking this course student will be able to understand business process from a general management perspective, and learn tools, analytical frameworks and general principles for managing business processes.

Course Outcomes (COs):

After successfully completing the course the students will be able to:

CO1: Evaluate the concepts of Business Process Modeling.
CO2: Apply different methods for business process modeling in all stages of organization.
CO3: Comprehend various models of ERP and its role in integrating business functions
CO4: Analyze the strategic options for ERP identification and adoption.
CO5: Apply and evaluate the ERP implementation strategies in E-Commerce industry.

Course content and Structure: (36 hours)

Module 1: **Introduction to Business Process Modeling (5 Hours)**

- Business processes: What is BPM; The evolution of BPM
- Business process; Process discovery; Process scoping
- Business process modeling as a basis for BPM
- Business process modelling methods and tools: an overview of BPMN and EPC

Module 2: **Business Process Modeling Process (8 Hours)**

- Business process modelling, business rules and ERP systems implementation
- Simulation modelling and business process analysis
- Setting-up a process support organization & Change management
- Process improvement methods – overview
- The role of organizational culture in BPM
- Process Benchmarking
- Process Reengineering

Module 3: Introduction to Enterprise Resource Planning (5 Hours)

- Introduction to Enterprise Resource Planning, Benefits of ERP
- Conceptual Model of ERP
- The Evolution of ERP
- The Structure of ERP
- Reasons for the Growth of ERP
- Scenario and Justification of ERP in India
- Evaluation of ERP
- Various Modules of ERP

Module 4: Understanding ERP (9 Hours)

- Overview of Enterprise
- Integrated Management Information System
- Business Modelling
- ERP for Small Businesses
- ERP for Make to Order Companies.
- Business Process Mapping: Business Process Mapping in ERP; ERP Implementation Process
- ERP and Related Technologies: Business Process Re-engineering, Management Information System, Executive Information System (EIS); Decision Support Systems (DSS); Supply Chain Management.

Module 5: ERP and E-commerce: (9 Hours)

- Future Directives in ERP
- ERP and Internet
- Critical Factors Guiding Selection and Evaluation of ERP
- Strategies for Successful ERP Implementation
- Critical Success Factors in ERP Implementation
- Failure Factors in ERP Implementation
- Integrating ERP into Organisation.
- ERP Software and Tools,
- Case Study: SAPR/3 at Tata Steel, Pantaloons, RSST.

Pedagogy:

1) Classroom discussion
2) Case based teaching
3) Interaction with experts
4) Experiential learning
5) Inquiry based teaching
6) Project based learning
7) Simulation based teaching

Teaching Learning Resources:

Recommended Books

1. Enterprise Systems for Management, Luvai F. Motiwalla and Jeff Thompson, second edition, Published by PEARSON: ISBN-13: 978-0-13-214576-3.
2. Essential Business Process Modeling. Michael Havey, First Edition, Published by O'Reilly ISBN: 20099780596555153

3. Vinod Kumar Garg and Venkitakrishnan N K, “Enterprise Resource Planning Concepts and Practice”, second edition published by PHI. ISBN: 9788120322547
4. Joseph A Brady, Ellen F Monk, Bret Wagner, “Concepts in Enterprise Resource Planning”, second Edition published by Thompson Course Technology. ISBN: 9780619216634

Reference Books

1. Alexis Leon, “ERP Demystified”, Second edition published by Tata McGraw Hill. ISBN: 9780070656642
2. Rahul V. Altekar “Enterprise Resource Planning Theory and Practice”, eighth edition published by Tata McGraw Hill,
3. Essentials of Business Processes and Information Systems Simha Magal and Jeffrey Word. ISBN-13: 978-0-470-23059-6

Supplementary readings:

1. https://www.coursera.org/learn/enterprise-systems
2. www.elibrary.in.pearson.com
3. https://jgateplus.com
4. https://search.ebscohost.com
5. https://www.capitaline.com/SiteFrame.aspx?id=1

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	2	-	3	3	3	1	-
CO2	3	2	-	3	3	3	1	-
CO3	2	3	-	2	2	3	3	-
CO4	2	3	-	2	2	3	3	-
CO5	3	3	-	2	2	3	3	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	BUSINESS DYNAMICS MODELING AND SIMULATION
Term/Semester	III
Course ID	23MBA436
Credits	3

Introduction:

The business environment is constantly changing and organizations need the ability to rehearse alternative futures. By mimicking the interlocking operations of firms and industries, modelling serves as a 'dry run' for testing ideas, anticipating consequences, avoiding strategic pitfalls and improving future performance. Strategic Modelling and Business Dynamics is an essential guide to credible models; helping to understand modelling as a creative process for distilling and communicating those factors that drive business success and sustainability. The course demonstrates a range of in-depth understanding on dynamics related to firm operations, strategy, public policy, and everyday life.

Course Outcomes (COs):

Having successfully completed this course student will be able to:

CO 1 –Apply the concept of systems thinking and its applications in Business dynamics
CO2 – Comprehend the various types of system models and its applications in problem solving
CO3 - Develop and deploy the simulation models to address the problems in Industries
CO4 –Demonstrate the dynamics of Model building
CO5 –Select appropriate techniques involved in validating the simulation models

Course content and Structure: 36 hours

Module 1- Introduction to Systems thinking (6 Hrs.)

- System thinking; Meaning; Characteristics; Emerging properties
- Feedback Systems
- Thinking/Causal Loop Diagrams; Causality; Causal Chains; Causal Loop Diagrams
- Meaning of links and polarities on links; loop polarities

Module 2: System Simulation (8 Hrs.)

- Systems and system environment; Components of a system; Discrete and Continuous systems;
- Systems approach to problem solving
- Types of system study; System analysis; system design;
- System modeling; Types of Models
- System simulation; Technique of simulation; Comparison of simulation and analytical methods
- Types of system simulation; Steps in simulation study; Monte Carlo simulation.

Module3: Simulation Modeling and Analysis of Manufacturing systems (8 Hrs.)

- Objectives
- Performance measures
- Issues in simulation of manufacturing systems
- Simulation software for manufacturing applications
- Simulation of job shop manufacturing systems
- Simulation modeling and analysis of single server and single queue systems

Module 4: Cyclical Dynamics and the Process of Model Building (8 Hrs.)

- An Overview of the Modelling Process
- Employment and Production Instability; Equation Formulations and Computations in Production Control
- Modelling Workforce Management and Factory Production Dynamics; Equation Formulations in Workforce Management; Chronic Cyclicality in Employment and Production
- Modelling for Learning and Soft Systems

Module 5: Verification and validation of Simulation Models (6 Hrs.)

- Verification of simulation models
- Calibration and validation of models; Face validity; Validation of model assumption; Validating input-output transformation; Input-output validation using historical input data.

Pedagogy:

- Class room discussion
- Project based learning
- Workshop from practioners
- Case based teaching
- Experiential learning
- Inquiry based teaching
- Simulation

Teaching Learning Resources:

Recommended Books

1. Banks, J., Carson, J. S., Nelson, B. L., and Nicol, D. M., "Discrete-event system simulation", Third Edition, Pearson Education, Inc., 2001
2. Strategic Modelling and Business Dynamics, 2ed: A Feedback Systems Approach, John D. Morecroft, Wiley India, 2015.
3. Business Dynamics: Systems Thinking and Modeling for a Complex World, John D. Sterman - Tata McGraw Hill: 2010.
4. Gordon G., "System simulation", Prentice Hall Ltd. 1991
5. Deo, N., "System simulation with digital computer", Prentice Hall of India, 1997

References

1. Ronald G Askin, "Modeling and Analysis of Manufacturing Systems", John Wiley and Sons, Inc, 1993
2. Viswanatham N and Narahari Y "Performance Modeling of Automated Manufacturing Systems", Prentice Hall Inc., 1992.
3. Mengchu Zhou, "Modeling, Simulation, and Control of Flexible Manufacturing Systems: A Petri Net Approach", World Scientific Publishing Company Pvt Ltd., 2000.
4. Jean Marie Proth and Xiaolan Xie, "Petri Nets: A Tool for Design and Management of Manufacturing Systems", John Wiley and Sons, New York, 1996.
5. Brandimarte P and Villa A, "Modeling Manufacturing Systems" Springer Verlag, Berlin, 1999.

Supplementary resources

- https://www.edx.org/course/dynamics-and-control
- https://www.coursera.org/learn/modeling-simulation-natural-processes
- Pearson e – library ; https://elibrary.in.pearson.com/bookshelfDashboard
- EBSCO : https://www.ebsco.com/search?search=simulation
- Jgate: https://jgateplus.com/home/resources/
- Capitaline: https://www.capitaline.com/SiteFrame.aspx?id=1

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	-	3	2	-	-	2	3	-
CO2	-	3	2	-	-	-	3	-
CO3	-	3	1	-	-	-	3	-
CO4	-	3	2	-	-	2	3	-
CO5	-	3	1	-	-	-	3	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	LEAN MANAGEMENT
Term/Semester	III
Course ID	23MBA437
Credits	3

Introduction:
The organization requirements vary industry to industry and Lean Manufacturing has always been challenge. Every business function needs Lean Management -FMCG to Industrial products which involves raw materials to produce a finished product. This means every stage of Manufacturing – required to understand and analyzing production planning and control tools for efficient production systems. Lean Management helps in decision making and helps to eliminate waste in the production Process problems. The purpose of this course is to prepare the students to understand the tools and techniques involved in Lean Management. Moreover, enable them to execute a Lean project to achieve specific goals that will benefit the organisations and society.

Course Outcomes (COs):
Having successfully completed this course student will be able to:
CO1 – Compare and contrast the various elements of Lean Management
CO2 – Apply Lean Tools and Techniques to eliminate waste in the production Process
CO3 – Develop and deploy Lean system for better productivity
CO4 – Apply Appropriate Lean tools for project selection and management
CO5 – Implement and review the Lean projects

Course content and Structure: 36 hours

Module 1- Introduction to Lean Management and Lean Elements (6 Hrs.)

- Introduction to seven waste and their narration
- Evolution of lean; Global competition
- Lean Manufacturing; Value flow and Muda, Muri and Mura; Need for LM; Meeting the stake holders' requirement; Elements of LM.

Module 2: Lean Tools and Techniques (8 Hrs.)

- Various tools of LM
- Fundamental blocks of Lean
- Impact of Seiri, Seiton, Seiso, Seiketsu and Shitsuke (5S)
- Need for Total Productive Maintenance (TPM); Pillars of TPM; Implementation of TPM
- Overall Equipment Effectiveness (OEE) and its computation.
- Six Sigma
- Standardization Vs. Customization

Module 3: Lean System (8 Hrs.)

- Lean systems
- Features of manufacturing and services; Work flow; Small lot sizes; Pull Method; Kanban; A3 problem solving; Just in Time , Kaizen, Quality circles

Module 4: Project Selection for Lean (8 Hrs.)

- Resource and project selection; components of project selection; Selecting projects; Process mapping; Current and future; value stream mapping
- Project suitable for lean initiatives

Module 5: Lean Management and Implementation (6 Hrs.)

- Standardized work; Continuous improvement
- Lean projects; Selecting the members; Training; preparing project plan; Implementation; Review
- Productivity Improvement tools - Process- Machinery Operator and equipment.

Pedagogy:

- Class room discussion
- Project based learning
- Workshop from practioners
- Case based teaching
- Experiential learning
- Inquiry based teaching
- Simulation

Teaching Learning Resources:

Recommended Books

1. Lean Sustainable Supply Chain: How to Create a Green Infrastructure with Lean Technologies, Robert Palevich, Pearson, 2012
2. Harold J. Steudel and Paul Desruelle, "Manufacturing in the nineties – how to become a lean, world - class competitor", Van nor strand Reinhold, New York, 1992
3. John Nicholas, "Competitive manufacturing management - continuous improvement, lean production, and customer-focused qualities", McGraw Hill International Edition, 1998
4. Ronald G. Askin & Jeffrey B. Goldberg, "Design and analysis of lean production systems", John Wiley & Sons, 2003
5. Jeffrey Liker, The Toyota Way: Fourteen Management Principles from the World's Greatest Manufacturer, McGraw Hill, 2004.

References

1. Feld, W. M. (2000). Lean manufacturing: tools, techniques, and how to use them. CRC press.
2. Forrest W. Breyfogle III, Implementing Six Sigma: Smarter solutions Using Statistical Methods, 1999.
3. James P. Womack, Daniel T. Jones, Lean Thinking, Free press business, 2003.
4. Liker, J. K. (1997). Becoming lean: Inside stories of US manufacturers. CRC Press.
5. Mann, D. (2009). The missing link: Lean leadership. Frontiers of health services management, 26(1), 15-26.
6. Michael L. George, Lean Six Sigma, McGraw-Hill, 2002.
7. N. Goplakrishnan, Simplified Lean Manufacture, PHI, 2010
8. Michael L. George, Lean Six SIGMA: Combining Six SIGMA Quality with Lean Production Speed, McGraw Hill, 2002.
9. Taiichi Ohno, Toyota Production System: Beyond Large-Scale Production, Taylor &Francis, Inc., 1988.

Supplementary reading

1. https://locus.sh/resources/ebooks/?locale=en
2. https://www.simplilearn.com/quality-management/lean-management-training
3. https://www.edx.org/new/course/lean-production

4. Capitaline: https://www.capitaline.com/SiteFrame.aspx?id=1
5. Emiliani, M. L. (2006). Origins of lean management in America: the role of Connecticut businesses. Journal of management History, 12(2), 167-184
6. Pearson e – library ; https://elibrary.in.pearson.com/bookshelfDashboard
7. EBSCO : https://www.ebsco.com/search?search=Lean
8. Jgate: https://jgateplus.com/home/resources/

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	-	3	2	-	-	1	3	-
CO2	-	3	2	-	-	-	3	3
CO3	-	3	2	-	-	-	3	1
CO4	-	3	2	-	-	1	3	-
CO5	-	3	2	-	-	-	3	3

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

BUSINESS ANALYTICS SPECIALISATION

Course Title	PREDICTIVE ANALYTICS USING R
Term/Semester	III
Course ID	23MBA531
Credits	3

Introduction:

The amount of data in the world is increasing exponentially as time passes due to the proliferation of digital technologies, IoT, social media, and various other data-generating sources. The total amount of data produced in 2023 is estimated to be 120 zettabytes (a 23% increment compared to the previous year). Many businesses invest lots of money and effort in collecting the data; most of it is not analyzed fully and/or not analyzed appropriately. The main reason to analyze the data is to predict the future i.e. to construct actionable knowledge. Predictive analytics is a field that involves using historical data to make informed predictions about future outcomes. This course enables students to gain essential knowledge and practical skills that will enable them to explore and will help and allow the students to do data analysis and build models while learning various tools & techniques. The course's prerequisite is that students must have undergone basic courses on Statistical modeling. Through the course, students will work on practical hands-on projects, allowing them to apply the knowledge in building real-world predictive models. At the end of the course, students will have a solid understanding of the predictive analytics process and be equipped to apply the skills to various data-driven tasks.

Course Outcomes (COs):

At the successful completion of this course the students will be able to;

CO1: Prepare and visualize data effectively using R and also enables them to gain meaningful insights and communicate their findings

CO2: Perform a range of descriptive and inferential statistics analysis using R and make informed decisions

CO3: Develop predictive and classification models for various applications using supervised machine learning

CO4: Explore various patterns and structures in data and gain valuable insights for various applications using unsupervised machine learning

CO5: Design, and Develop neural networks models for various complex tasks in modern machine learning and deep learning contexts

Course content and Structure: **(36 hours)**

Module 1: Data Preprocessing & Visualization **8 Hours**

- Introduction and Installation of R
- Organizing and processing data with R
- Generating of normal distribution data, Data Cleaning (Load data by specifying formats for different columns exclusively to help with formatting while loading data itself.)
- Data split & Data merging
- Missing values, Outlier treatment, Pre-processing and cleaning.
- Data visualization – bar chart, line chart, pie chart, scatter plots, histograms and box plots

Module 2: Descriptive and Inferential Statistics **8 HOURS**

- Introduction to Descriptive and Inferential statistics
- Descriptive statistics: Mean, Median, Mode, Dispersion, Skewness, Kurtosis
- Inferential statistics: t-test, z-test, ANOVA, F test, Chi-square test
- Pearson Coefficient of Correlation

Module 3: Supervised Machine Learning **10 Hours**

- Introduction to Supervised Machine Learning & its Applications
- Linear & Multiple Regression
- Logistic Regression
- Decision Tree
- KNN
- Support Vector Machine
- Time Series Analysis - ARIMA

Module 4: Unsupervised Machine Learning **6 Hours**

- Introduction to Unsupervised machine learning & its applications
- K means Clustering
- Association Algorithm

Module 5: Introduction to Deep Learning **4 Hours**

- Introduction to Deep Learning & its Applications
- Neural Networks and its Types (expected only introduction – theory)

Pedagogy:

1) Classroom Discussions
2) Activity Based Learning
3) Practice-Based Learning
4) Project-Based Learning
5) Experiential Learning
6) Software-Based Learning - Python

Teaching Learning Resources:

Essential readings-

1. Jeffrey S. Strickland, Simulation Educators (2014) Predictive Analytics using R
2. Evans, J. R. (2013). Business Analytics: Methods, Models, and Decisions
3. Robert Stine, Dean Foster, "Statistics for Business: Decision Making and Analysis", Pearson Education, 2nd edition, 2013.
4. Robert Kabacoff, Second Edition (2015), Manning publications: R in Action Data analysis and graphics with R
5. Dr. Umesh R. Hodeghatta and Umesha Nayak, A press publication : Business Analytics Using R - A Practical Approach
6. Subhashini Sharma Tripathi, Apress publication, Learn Business Analytics in Six Steps Using SAS and R
7. Wickham H., Grolemund G. (2016). R for Data Science: Import, Tidy, Transform, Visualize, and Model Data. O'Reilly Media.
8. Cotton, R. (2013). Learning R: A Step-by-Step Function Guide to Data Analysis 1st Edition [Kindle Version]. Retrieved from http://www.amazon.in.
9. Knell, R. (2013) Introductory R: A Beginner's Guide to Data Visualisation, Statistical

10. Analysis and Programming in R. [Kindle Version]. Retrieved from http://www.amazon.in.
Murray, S. (2013) Learn R in a Day. [Kindle Version]. Retrieved from http://www.amazon.in.

Supplementary Readings:

- NPTEL Course: https://onlinecourses.swayam2.ac.in/aic20_sp35
- Coursera Course: https://www.coursera.org/learn/jhu-getting-started-data-viz-r
- https://www.coursera.org/specializations/data-science-foundations-r
- Data Sources: Kaggle:https://www.kaggle.com/
- Data world: https://data.world/,
- Data.gov.in: https://data.gov.in/
- Databases: EBSCO: https://www.ebsco.com/academic-libraries,
- JGATE: https://jgateplus.com
- Pearson E library: https://elibrary.in.pearson.com

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	-	2	-	-	3	2	1	-
CO2	1	3	-	-	2	3	2	-
CO3	2	3	-	2	3	3	2	-
CO4	2	3	-	2	3	3	2	-
CO5	-	2	-	2	3	3	2	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	DESCRIPTIVE ANALYTICS AND DATA VISUALIZATION & STORY TELLING
Term/Semester	III
Course ID	23MBA532
Credits	3

Introduction:
Tableau is a powerful and fast-growing data visualization tool. While Tableau is designed to be used by a range of business users and non-technical audiences, it also provides access to a deep computational ability for advanced data analytics. Tableau is flexible because it can deal with a lot of different data sources. Tableau is great because it's a single tool for problem framing, importing and cleaning data, analyzing and visualizing in data; taking business decisions; and presenting insights. Organizations across the world and in various industries are using visualization and reporting through Tableau. Tableau alone has a market share of about 14.2% in the Business Intelligence category, making it the most popular BI tool among the others.

Course Outcomes (COs):
CO1: Understand the fundamental concepts and features of the tableau.
CO2: Create data visualizations using tableau.
CO3: Analyze various features of modeling using tableau.
CO4: Design dashboards in tableau.
CO5: Construct stories in tableau.

Course content and Structure: (36 hours)
Module 1: Getting Started with Tableau (8 Hours)

- Introduction to Tableau.
- Data connection: connecting to data; loading data.
- Navigating in Tableau: Menu commands; File Menu; Data Menu; Worksheet Menu; Dashboard Menu; Story Menu; Analysis Menu; Map Menu; Format Menu.
- Loading workbooks.
- Dimensions and measures.
- First visualization.
- Building and improving visualizations.

Module 2: Building and Customizing Visualizations (10 hours)

- Creating basic visualizations: Bar chart, Line chart, Pie chart, Crosstab, Scatter plot, Bubble chart, Histogram, Waterfall charts.
- Filtering: Basic filters, Quick filters, Context filters, Condition filters, Hierarchical filters, Collaborative filters, Top filters.
- Sorting: Through selection, Excluding multiple fields.
- Filtering for null values.
- Top filters in Tableau.
- Aggregation.
- Calculated fields: Introduction, Creating calculated fields.

Module 3: Analysis through Tableau (8 hours)

- Mapping your data.
- Creating a symbol map.
- Working with dates.
- Visualizing dates in data: Drill down and roll up, Date formatting options, Date filters.
- Reference lines.
- Spread analysis using reference lines.
- Trend lines.
- Forecasting.

Module 4: Presenting Your Data (6 hours)

- Best practices for formatting your visualization.
- Using color purposefully and readable fonts.
- Use tooltips and adjust access as necessary.
- Creating dashboards.
- Customizing dashboards: Add a tiled textbox, Add floating images and buttons.
- Creating stories.
- Customizing stories: Tailor your caption, Adjust layout.

Module 5: Creating Stories in Tableau (4 hours)

- Concept: Introduction to Tableau Stories.
- Demo: Creating a Data Story.
- Demo: Formatting a Story.
- Activity: What's the Story?

Pedagogy:

1. Software-linked Practice.
2. Practice-based learning.
3. Gamification and Tech Quiz.
4. Collaborative Activity.
5. Case-based teaching.

Teaching Learning Resources:

Essential Readings

1. DanielG. Murray, Tableau Your Data! Fast and Easy Visual Analysis with Tableau Software 2nd Edition, WILEY publication. ISBN: 978-1-119-00119-5
2. Ryan Lindy, visual data storytelling with Tableau, Pearson Publication. ISBN-10 : 9353063590
3. Jaejin Hwang, Youngjin Yoon, Data Analytics and Visualization in Quality Analysis using Tableau 1st Edition, CRC Press. ISBN: 978-0-367-74414-4

Reference

1. RyanSleeper, Practical Tableau:100Tips, Tutorials, and Strategies from a Tableau Zen Master 1st Edition, O'REILLY publication. ISBN-13 978-1491977316
2. Joshua N. Milligan, Learning Tableau: Tools for Business Intelligence, data prep, and visual analytics, 3rd Edition, Packt publication. ISBN-13 : 978-1784391164
3. Jane A Crofts, Tableau Desktop: A Practical Guide for Business Users. ISBN-13 : 978-1518675157
4. Alexander Loth,Visual Analytics with Tableau1stEdition,WILEYpublication ISBN:9781119560203

5. Learning Tableau by Joshua Milligan.Packt Publication.ISBN-13:978-1800200364
6. Communicating Data with Tableau by Ben Jones. OREILLY publicationISBN-13 :978-1449372026

Supplementary resources-

1. https://jgateplus.com/home/
2. https://search.ebscohost.com/
3. https://elearning.tableau.com/tableau-fundamentals
4. https://www.coursera.org/specializations/data-visualization
5. https://elibrary.in.pearson.com

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	3	-	-	3	3	1	-
CO2	2	2	-	-	3	3	1	-
CO3	-	3	-	-	3	3	1	-
CO4	1	3	-	-	3	3	-	-
CO5	-	2	-	-	3	3	-	-

LEVEL 3-Substantial 2-Moderate 1-Slight -No Correlation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	BIG DATA ANALYTICS
Term/Semester	III
Course ID	23MBA533
Credits	3

Introduction:

This course will help students to make a data driven decision which is more effective and efficient than human generated decisions. Big Data Analytics allows students to detect trends and spot patterns that can be used for future benefit. Big data analytics helps students harness data and use it to identify new opportunities. Students will gain exposure to SQL and NOSQL which will help in creating and extracting data from databases. This course will help students to learn the usage of Hadoop to store and process big data in a more effective manner. Students will also get a practical exposure to Pig and Hive during the course which will help in their future career prospects.

Course Outcomes (COs):

Post Completion of this course students should be able to:

CO1: Identify fundamentals of Big Data
CO2: Apply concepts of database management systems using SQL in real time applications
CO3: Identify the architecture of Hadoop Ecosystem
CO4: Apply NOSQL in the context of Big Data
CO5: Apply big data concepts to solve in real time business problem

Course content and Structure: (36 hours)

Module 1: Big Data and Database Management Systems 10 Hours

Fundamentals of Big Data: Types of Digital Data; 5Vs; Characteristics of Data, Challenges with Big Data, Business Intelligence vs. Big Data-Structured and Unstructured Data, Applications of Big Data Analytics in various industries

Fundamentals of Database management system: File Management vs Database Management, Database Management System, Advantages of DBMS, Scope of DBMS, Database architecture, DBA

Database design: ER Model overview; Constraints; Diagrams; ERD Issues, Weak entity sets-Codd's rules, Relational Schemas

RDBMS: Introduction, Different Kinds of Keys, Integrity rules, Relational Database design, Atomic domain and Normalisation (1NF- 2NF- 3NF- BCNF), Applications of Database Systems in Finance, Healthcare and Marketing

SQL: Introduction to Structured Query Language, MySQL vs SQL

Data Definition Language (DDL):-Create, Alter, Drop, Rename, Truncate, Comment

Data Manipulation Language (DML): Select, Insert, Update, Delete, Marge, Call, Explain Plan, Lock Table

DCL (Data Control Language): Grant, Revoke

TCL (Transaction Control Language): Commit, Rollback, save point, Set Transaction

Module 2: Hadoop Ecosystem **8 Hours**

Hadoop: History of Hadoop; the Hadoop Distributed File System, Components of Hadoop HDFS: Design of HDFS HDFS Concepts; Command Line Interface Hadoop file system interfaces, Application of Hadoop as a Management Technique.

Java interfaces to HDFS: Reading Data Using the File System API, FS Data Input Stream, Writing Data, FS Data Output Stream, Querying the File system, examples of using the java api for hdfs, File patterns, Path Filter

Map Reduce: Anatomy of a Map Reduce Job Run; Failures Job Scheduling Shuffle and Sort, Task Execution, Map Reduce Types and Formats, Map Reduce Features

Module 3: HIVE Basics **6 Hours**

HIVE: Semi structured Data, OLTP Vs OLAP, What is Hive? Hive Installation, Data Types, Create Database, Drop Database, Create Table, Alter Table, Drop Table, Partitioning, Hive - Built-in Operators, Hive - Built-in Functions, Hive - View and Indexes,

Module 4: Apache Pig Basics **8 Hours**

Introduction to Apache PIG, Apache Pig architecture, Installation, Execution, Grunt Shell,

Pig Latin Basics: Load & Store Operators, Diagnostic Operators, Grouping and Joining, Combining and Splitting, Filtering, Sorting, Pig Latin Built-In Functions

Module 5: Apache Spark Basics **4 Hours**

Spark Basics, Building blocks of Spark, Architecture RDDs, Kafka: Zookeeper; API; Clusters; Brokers, Spark Terminologies Pyspark, Pyspark Illustrative code notebooks

Pedagogy:

1) Classroom Discussions
2) Activity Based Learning
3) Practice Based Learning
4) Project Based Learning
5) Experiential Learning
6) Software Based Learning -MySQL Workbench and Cloudera/Horton works/Hue/Apache Pig
7) Case Based Learning
8) Lab

Teaching Learning Resources:

Essential Readings

1. Big Data Simplified ,First Edition , Pearson 18 July 2019
2. Ralph Kimball and Margy Ross- "The Data Warehouse Toolkit: The Definitive Guide to Dimensional Modeling"- (Third Edition). John Wiley and Sons.ISBN-10 : 1118530802,ISBN-13 : 978-1118530801
3. J. Han and M. Kamber- "Data Mining: Concepts and Techniques"- Morgan Kaufman- 3/E- 2011.ISBN-10 : 9780123814791,ISBN-13 : 978-9380931913
4. Vaisman- Alejandro; Zimanyi- Esteban- "Data Warehouse Systems"- Springer- 2014. ISBN-10 : 3642546544 ,ISBN-13 : 978-3642546549
5. by Sourabh Mukherjee (Author), Amit Kumar Das (Author), Sayan Goswami (Author) ISBN-10 : 9386263610,ISBN-13 : 978-9353435110

Reference

1. Kimball- Ralph- "The Data warehouse lifecycle toolkit: expert methods for designing- developing- and deploying data warehouses"- John Wiley & Sons- 1998.ISBN-10 : 0471255475, ISBN-13 : 978-0471255475
2. Alex Berson- Stephen J. Smith- "Data Warehousing- Data Mining- and OLAP"- MGH-1998 ISBN-10 : 0070062722,ISBN-13 : 978-0070062726

Supplementary Readings:

NPTEL Course : https://nptel.ac.in/courses/106/104/106104189/
Coursera:https://www.coursera.org/learn/hadoop
https://www.coursera.org/learn/big-data-analysis
Data Sources : Kaggle: https://www.kaggle.com/ Data world: https://data.world/
Data.gov.in: https://data.gov.in/
Databases: EBSCO: https://www.ebsco.com/academic-libraries,
JGATE: https://jgateplus.com
Pearson E library: https://elibrary.in.pearson.com
https://timepasstechies.com/java-interface-hadoop-hdfs-filesystems-examples-concept/

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	3	-	-	3	3	1	-
CO2	2	2	-	-	3	3	1	-
CO3	-	3	-	-	3	3	1	-
CO4	1	3	-	-	3	3	-	-
CO5	-	2	-	-	3	3	-	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Correlation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	Orientation and Execution -30 Lab Journal - 10 Viva Voce - 10	At the end of the semester
2	Mid-Term Test	Individual	20	After completion of 2- 3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	DATA WAREHOUSING AND DATA MINING
Term/Semester	III
Course ID	23MBA534
Credits	3

Introduction:

Data mining is the computational process of discovering patterns from large data sets. This course discusses concepts and techniques of data warehousing and mining. Data mining is one of the most advanced tools used by IT industries. The topics covered include introduction to data warehousing, data pre-processing and foundational data mining techniques such as supervised learning including regression and classification, and unsupervised learning such as clustering and association rules. Students are introduced to design data warehouse and perform data mining tasks with neural networks, as well as exposed to open-source data mining software.

Course Outcomes (COs):

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

CO1: Design a Data warehouse system and perform business analysis with OLAP tools
CO2: Assess & Appraise the architecture and framework of a data mining system.
CO3: Apply frequent pattern and association rule mining techniques for data analysis
CO4: Apply appropriate classification and clustering techniques for data analysis
CO5: Outline the latest trends in Data warehousing and data mining

Course content and Structure: (36 hours)

Module 1: Data Warehousing, Business Analysis and OLAP 12 Hours

- Basic Concepts: Data Warehousing Components; Building a Data Warehouse
- Database Architectures for Parallel Processing; DBMS Schemas for Decision Support
- Data Extraction; Cleanup and Transformation tools; Meta data; reporting
- Query tools and Applications
- Multidimensional Data Model
- Data Warehouse Schemas for Decision Support; Concept Hierarchies; Characteristics of OLAP Systems
- Typical OLAP Operations, OLAP and OLTP.
- Planning Data Warehouse and Key Issues
- Planning and Project Management in constructing Data warehouse
- Data Warehouse Project
- Data Warehouse Development Life Cycle, Kimball Lifecycle Diagram
- Requirements Gathering Approaches: Team organization; Roles; and Responsibilities
- Data Warehouse Architecture: MOLAP, ROLAP, HOLAP
- ETL Overview or Introduction to ETL: ETL requirements and Steps

Module 2: Introduction to WEKA and Applications 6 Hours

- Downloading and/or installation of WEKA data mining toolkit
- Understand the features of WEKA toolkit such as Explorer, Knowledge Flow interface, Experimenter, command-line interface.
- Navigate the options available in the WEKA (ex. Select attributes panel, Preprocess panel, Classify panel, Cluster panel, Associate panel and Visualize panel) Study the arff file format
- Explore the available data sets in WEKA.

Module 3: Introduction to Data Mining and Applications 4 Hours

- Introduction to Data Mining, Importance of Data Mining, Challenges in Data Mining, Data Mining functionalities
- Classification of Data mining systems, Data Mining architecture, Knowledge Discovery in Databases(KDD), CRISP- DM.
- Ethical issues in Data Mining and their Analysis; Global issues in Data Mining
- Data Mining Applications: Risk management and targeted marketing; Health Care Sector; Retail Sector; Financial Services and other sectors

Module 4: Data Mining Techniques: an Overview 10 Hours

- **Classification and Prediction:** Issues Regarding Classification and Prediction; Classification by Decision Tree Introduction; Bayesian Classification – Rule Based Classification; Classification by Back propagation; Support Vector Machines; Associative Classification; Lazy Learners; Other Classification Methods; Prediction; Accuracy and Error Measures; Evaluating the Accuracy of a Classifier or Predictor; Model Section.
- **Cluster Analysis: -** Types of Data in Cluster Analysis; A Categorization of Major Clustering Methods; Partitioning Methods; Hierarchical methods; Density-Based Methods; Grid-Based Methods; Model-Based Clustering Methods; Clustering High-Dimensional Data; Constraint-Based Cluster Analysis; Outlier Analysis.

Module 5: Emerging Trends 4 Hours

- Multimedia Data Mining
- Text Mining
- Web Mining
- Data Warehouse Services (e.g. Amazon Red Shift, Azure SQL Data Warehouse.).

Pedagogy:

1) Classroom discussion
2) Case based teaching (Text and Multimedia)
3) Project based teaching
4) Practice based learning
5) Software linked Practice based Teaching
6) Industry expert interaction

Teaching Learning Resources:

Essential readings-

1. M.H. Dunham, "Data Mining Introductory and Advanced Topics", Pearson Education, ISBN : 978-8177587852
2. Ralph Kimball and Margy Ross, “The Data Warehouse Toolkit: The Definitive Guide to Dimensional Modeling”, (Third Edition). John Wiley and Sons, ISBN : 978-1118530801
3. J. Han and M. Kamber, "Data Mining: Concepts and Techniques", Morgan Kaufman, 3/E, 2011, ISBN: 978-0-12-381479-1.
4. Vaisman, Alejandro; Zimanyi, Esteban, “Data Warehouse Systems”, Springer, 2014, ISBN : 978-3-642-54655-6
5. Paulraj Ponniah, ―Data Warehousing: Fundamentals for IT Professionals‖, Wiley India, ISBN : 0-471-41254-6
6. Han, Kamber, "Data Mining Concepts and Techniques", Morgan Kaufmann 3rd edition, ISBN : 978-0-12-381479-1
7. Reema Theraja ―Data warehousing‖, Oxford University Press, ISBN : 978-0195699616
8. Introduction to data mining by Tan, Steinbach & Kumar, ISBN : 978-0133128901
9. Instant Weka : How to , Bostjan Kaluza, Packt Publishing Limited

References-

1. Vaisman, Alejandro; Zimanyi, Esteban, "Data Warehouse Systems", Springer, 2014, ISBN : 978-3-642-54655-6
2. Golfarelli, Matteo; Rizzi, Stefano, "Data Warehouse Design : modern principles and methodologies", McGraw Hill, 2009, ISBN : 978-0071610391
3. Jensen, Christian S; Pedersen, Torben Bach; Thomsen, Christian W, Morgan & Claypool, "Multidimensional Databases and Data warehousing", cop. 2010, ISBN : 9781608456017
4. Kimball, Ralph, "The Data warehouse lifecycle toolkit: expert methods for designing, developing, and deploying data warehouses", John Wiley & Sons, 1998, ISBN : 0471255475
5. Alex Berson, StephenJ. Smith, "Data Warehousing, Data Mining, and OLAP", MGH, 1998. ISBN : 0-201-177-676
6. Learn By Examples – A Quick Guide to Data Mining with RapidmIner and Weka, Eric Goh, SVBook Pte. Ltd.

Supplementary Resources

Students will use supplementary resources such as online videos, NPTEL videos, e-courses, Virtual Laboratory and Impartus – LCS

1. https://nptel.ac.in/courses/106/105/106105174/
2. Andrew Moore's Data Mining Tutorials (See tutorials on Decision Trees and Cross Validation
3. Decision Trees (Source: Tan, MSU) Tom Mitchell's book slides (See slides on Concept Learning and Decision Trees)
4. https://www.cs.waikato.ac.nz
5. https://jgateplus.com
6. https://search.ebscohost.com
7. https://www.guru99.com
8. https://www.javapoint.com
9. https://www.kaggle.com
10. https://www.github.com
11. Coursera course on "Data Warehousing for Business Intelligence Specialization" by Michael Mannino and Jahangir Karimi offered by the University of Colorado System
12. Coursera course on "Data Mining" by John C. Hart offered by the University of Illinois at Urbana-Champaign
13. https://elibrary.in.pearson.com

Capstone project:

Each group of 3 Students (max) assigned one topic for this; A Data Warehouse and Data Mining report must be prepared outlining the following steps:

a) Problem definition, identifying which Data Warehouse and data mining task is needed.
b) Identify and use a standard data mining dataset available for the problem
c) Interpret and visualize the results.
d) Provide clearly the Data Mining decision that is to be taken as a result of mining.

Lab Exercises

1. Explore and compare various data mining tools
2. Preparing data sets for WEKA.
3. Application of pre-processing methods on data sets using WEKA
4. Preprocessing on real and synthetic datasets.
5. Apply filters on the customer dataset using WEKA.

6. To predict with the smallest total error using rules based on One attribute
7. Apply classification technique to find association rules.
8. Demonstration of various classification algorithms.
9. Performance measurement of various classification algorithms
10. Demonstration of Clustering methods

Mapping of Course Outcomes to Program Outcomes:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	3	1	2	3	2	3	-
CO2	2	2	-	-	2	1	2	-
CO3	2	3	-	1	3	2	2	-
CO4	3	3	-	2	3	3	3	-
CO5	2	3	1	2	3	2	3	1

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid – Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	ANALYTICS APPLICATIONS IN FUNCTIONAL AREAS
Term/Semester	III
Course ID	23MBA535
Credits	3

Introduction:
This is a three-credit course offered to the students of Business Analytics. The course demonstrates how analytics as a horizontal can cut across many verticals called domains or functional areas. In this course, students get exposed to applications of analytics in business domains like marketing, finance, Human resources, Supply Chain/Operations and in other areas. This course also enables students well conversant with domain specific analytical concepts and hands on with data and tools. The objective of this course is to equip students with domain specific analytical skills and develop passion to solve business problems in various domains with the help of statistical models specific to domains. This course attempts to inculcate in the students the ability to conceptualize business problems in statistical terms and to enhance their understanding of statistical data analysis, so as to be able to create an ecosystem for its implementation, and use it for competitive advantage in business organizations.

Course Outcomes (COs):
At the successful completion of this course the students should be able to:
CO1: Apply advanced analytics tools and methods to solve complex problems within functional areas
CO2: Demonstrate their ability to apply analytics techniques in Finance
CO3: Apply the analytics techniques to Human Resource Management
CO4: Apply analytics techniques in supply chain and operations
CO5: Analyze real-world analytics cases in various functional areas for insights and trends.

Course content and Structure: (36 hours)

Module 1: Analytics applications in Marketing 8 Hours

- A case study on Customer churn prediction
- A case study on Market Basket Analysis
- A case study on Sales forecasting
- A case study on Customer Sentiment Analysis
- A case study on Recency, Frequency, Monetary (RFM)

Module 2: Analytics applications in Finance 7 Hours

- A case study on Customer Life Time Value Analysis
- A case study on Real time case study of credit card fraud
- A case study on Stock Market Prediction
- A case study on Credit Appraisal Process and Repayment of loan in the Bank

Module 3: Analytics applications in Human Resource Management 7 Hours

- A case study on Employee Attrition and Employee Retention
- A case study on Employee Sentiment Analysis
- A case study on Performance appraisal
- A case study on Talent Acquisition and Resume screening; Talent Management.

Module 4: Analytics applications in Supply Chain and Operations 7 Hours

- A case study on Real time analytics in Production optimization; and Quality assurance
- A case study of hospital optimal resource allocation
- A case study on Asset Performance Management
- A case study on Inventory Management Forecasting

Module 5: Analytics applications in other functional areas 7 Hours

- A case study on The Trend of COVID-19 at Bengaluru: Prediction to Continue the Better Epidemic Management
- A case study on Travel and Tourism in India - Focus on Innovation and Customer Experience
- A study on Role of higher education in economic development of the country.
- Transition to LPG for cooking: A case study from two states of India

Pedagogy:

1. Class room discussion
2. Case based teaching (Text and Multimedia)
3. Project based learning
4. Software linked Practice based Teaching
5. Industry expert interaction

Teaching Learning Resources:

Essential readings

1. Tanushri Banerjee , Arindam Banerjee (2019), Business Analytics: Text and Cases, SAGE Publications, 1st Edition, ISBN: 978-9353287108
2. Winston, W.L. (2014), Marketing Analytics: Data-Driven Techniques with Microsoft Excel, Wiley, First Edition, ISBN: 978-1118373439.
3. Fitz-enz, J. (2001). How to Measure Human Resource Management, McGraw-Hill; 3 edition, ISBN: 978-0071369985
4. FIN sights – Technology Insights for the Financial Services Industry – Analytics in Financial Services – Special Edition in collaboration with FICO by Infosys,
5. "Operations Management", Jay Heizer and Barry Render, Pearson Publications, ISBN: 0132921146
6. "Supply Chain Analytics with SAP NetWeaver Business Warehouse", Amol Palekar and Shreekant Shiralkar, ISBN: 9781259006081,
7. "Analytics in Operations/Supply Chain Management", Muthu Mathirajan and Chandrasekharan Rajendran, ISBN: 9789384588946
8. Winston, W.L. (2014). Marketing Analytics: Data-driven Techniques with Microsoft S. Russell and P. Norvig, Artificial Intelligence A Modern Approach, 2nd Edition. Pearson Education, (2007), ISBN: 9781118373439

References

1. Grigsby, M. (2015), Marketing Analytics: A practical guide to real marketing science, Kogan Page Limited. Venkatesan, R., Farris, P., Wilcox, R.T. (2014),Cutting Edge Marketing Analytics: Real World Cases and Data Sets for Hands On Learning, Pearson Education, ISBN: 978-0133552522
2. Tower Group Survey of Credit Card Issuers and Consumer Lenders: Connected Decision Making for Collections, Risk and Fraud Management in Turbulent Times, Theodore Iacobuzio, April 2008, page 17

3. Knapik, Jaroslaw "Using Technology to Combat Financial Crime in Retail Banking (Strategic Focus)", Data monitor, Dec 2008, ISBN: 0060161728
4. Bassi, L. (2011). Raging debates in HR analytics. People and Strategy, 34(2), 14, ISBN: 9035245105
5. Gerad Feigin, Supply Chain planning and analytics – The right product in the right place at the right time, Business Expert Press, 2011, ASIN : B005QBF2ZQ
6. Makridakis, S., Wheelwright, S. C., & Hyndman, R. J. (1997). Forecasting methods and applications. John Wiley & Sons. Third Edition, ISBN: 978-0-471-53233-0

Supplementary Resources

- Students will use supplementary resources such as online videos, NPTEL videos, e-courses, Virtual Laboratory and Impartus – LCS

1 https://www.enginius.biz/index.php/instructors/case-studies/
2 https://www2.deloitte.com/content/dam/Deloitte/us/Documents/human-capital/us-hc-enabling-business-results-with-hr-measures-that-matter.pdf
3 Loshin , David. "Customer Centricity, Master Data and the "360 Degree View". A Datalux white paper.
4 https://jgateplus.com
5 https://search.ebscohost.com
6 https://capitaline.com/
7 https://www.kaggle.com
8 https://www.github.com
9 www.emeraldinsight.com (A renowned research journal database)
10 www.ncaer.org (National Council of Applied Economic Research – Govt. of India data resource) and https://www.12manage.com/
11 www.stattutorials.com (Statistics tutorials including worked examples using softwares like SPSS)
12 https://dmsretail.com/list-of-retail-articles-success-tips/
13 Coursera course on " Case studies in business analytics with ACCENTURE" by "Nicolas Glady" offered by the "ESSEC Business School"
14 Coursera course on "Business Analytics Capstone" by Wharton Teaching Staff offered by the "Wharton School of the University of Pennsylvania".
15 https://elibrary.in.pearson.com

Cap-Stone project

Each group of 3 Students (max) assigned one case study for this; A report must be prepared outlining the following steps:

a. Problem definition in the functional area
b. Identify and use a standard dataset available for the problem
c. Implement the tools and algorithms of choice.
d. Interpret and visualize the results.

Lab Exercises

1. Market Basket Analysis
2. Customer Sentiment Analysis
3. Credit card fraud
4. Stock Market Prediction
5. Employee Attrition and Employee Retention
6. Performance appraisal
7. Real time analytics in Production optimization; and Quality assurance

8. hospital optimal resource allocation
9. The Trend of COVID-19 at Bengaluru: Prediction to Continue the Better Epidemic Management
10. Transition to LPG for cooking: A case study from two states of India Customer Sentiment Analysis

CO PO Mapping:

	PO1	**PO2**	**PO3**	**PO4**	**PO5**	**PO6**	**PO7**	**PO8**
CO1	3	3	2	2	3	3	2	-
CO2	2	-	1	2	3	3	1	-
CO3	3	2	-	2	3	3	3	-
CO4	3	-	2	2	3	3	3	-
CO5	3	3	2	2	3	3	3	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	**Evaluation Item**	**Unit of Evaluation**	**Marks Allotted**	**Timeline**
1	End Term Exam	Individual	50	At the end of the semester
2	Mid – Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	BUSINESS INTELLIGENCE
Term/Semester	III
Course ID	23MBA536
Credits	3

Introduction:
In the age of technological progression, digital advancements have completely revolutionized our everyday lives and the business world has been impacted to a maximum extent. It is prudent on the part of the companies to develop and invest in technologies, applications, strategies and practices to collect, analyze, integrate and present pertinent business information. The entire purpose of Business Intelligence is to support and facilitate better business decisions. Hence, it is essential for business management students to have knowledge on the process of business intelligence. This course entitled - Business Intelligence is introduced to orient a business professional regarding access to information, analyze and draw insights that is critical to the success of an enterprise.

Course Outcomes (COs):
CO1: Define and explain the basic architecture of business intelligence systems
CO2: Implement business intelligence systems using Power BI
CO3: Analyze and compare different business intelligence issues and challenges
CO4: Design business intelligent systems
CO5: Analyze and compare the emerging trends in Business Intelligence

Course content and Structure: (36 hours)
Module 1: Business Intelligence: An Introduction 10 Hours

- Introduction; Definition; History and Evolution
- Business Intelligence Segments; Difference between Information and Intelligence
- Defining Business Intelligence Value Chain; Factors of Business Intelligence System
- Real time Business Intelligence; Business Intelligence Applications
- ETL Overview or Introduction to ETL: ETL requirements and Steps
- Creating Business Intelligence Environment
- Business Intelligence Landscape, Types of Business Intelligence
- Business Intelligence Platform, Dynamic roles in Business Intelligence
- Roles of Business Intelligence in Modern Business- Challenges of BI
- Business Intelligence Lifecycle: Enterprise Performance Life Cycle ;(EPLC) Framework Elements; Life Cycle Phases. Business Intelligence Architecture
- Human Factors in BI Implementation
- BI Strategy, Objectives and Deliverables
- Transformation Roadmap; Building a transformation roadmap
- BI Development Stages and Steps; Parallel Development Tracks; BI Framework

Module 2: Introduction to Power BI and Its applications 6 Hours

- Introduction to Power BI
- Power BI query Editor
- Data Modelling
- DAX measures
- Data Visualization and Dashboards

Module 3: Business Intelligence Issues and Challenges **10 Hours**

- Critical Challenges for Business Intelligence success
- Cross-Organizational Partnership, Business Sponsors
- Dedicated Business Representation; Availability of Skilled Team Members
- Business Intelligence Application Development methodology
- Planning the BI Projects
- Business Analysis and Data Standardization; effect of Dirty Data on Business profitability
- Importance of Meta-Data; Silver Bullet Syndrome; Customer Pain Points,
- Creating Cost Effective Enterprise friendly BI solution

Module 4: Implementing Business Intelligence **6 Hours**

- Business Intelligence Platform; Business Intelligence Platform Capability Matrix
- BI Target Databases; Data Mart, BI Products and Vendor
- The Big Four Business Intelligence vendors

Module 5: Emerging Trends in Business Intelligence **4 Hours**

- Artificial Intelligence.
- Data Security.
- Data Discovery/Visualization.
- SaaS BI.
- Predictive and Prescriptive Analytics Tools.
- Real-time Data and Analytics.
- Collaborative Business Intelligence.
- Mobile BI

Pedagogy:

1) Class room discussion
2) Case based teaching (Text and Multimedia)
3) Project based teaching
4) Practice based learning
5) Software linked Practice based Teaching
6) Industry expert interaction

Teaching Learning Resources:

Essential readings-

1. Business Intelligence and Analytics by Efraim Turban, Ramesh Sharda and Dursun Delen by Pearson Publications, ISBN: 978-0-13-305090-5
2. Business Intelligence (Data Mining & Optimization for Decision Making) by Carlo Vercellin by Wiley Publications, ISBN: 78-0-470-51138-1
3. Mastering Microsoft Power BI: Expert techniques for effective data Analytics and business intelligence, Brett Powel.
4. Business Intelligence – Grundlagen und praktische Anwendungen: Eine Einführung in die IT" by Hans-Georg Kemper and Henning Baars, ISBN: 78-3-8348-9727-5
5. David Loshin Morgan, Kaufman, "Business Intelligence: The Savvy Manager's Guide", Second Edition, 2012, ISBN: 978-1-55860-916-7
6. Larissa T. Moss, S. Atre, "Business Intelligence Roadmap: The Complete Project Lifecycle of Decision Making", Addison Wesley, 2003, ISBN: 9780201784206
7. Carlo Vercellis, "Business Intelligence: Data Mining and Optimization for Decision Making", Wiley Publications, 2009, ISBN: 978-0-470-51138-1

References-

1. Business Intelligence for Dummies, Swain Scheps, Wiley Publication, ISBN: 978-1-118-05141-2
2. Successful Business Intelligence by Cindi Howson, McGraw Hill, ISBN: 978-0071809184
3. Business Intelligence by David Leshin, Elsevier, second edition, ISBN: 978-0123858900
4. Data mining for Business Intelligence, GalitShmueli, Nitin R Patel & Peter C Bruce, Wiley Publication, ISBN:0-978-0470-08485-4
5. Business Intelligence, Practices, Technologies and Management, Rajiv Sabherwal, Irma Becerra-Fernandes, Wiley Publication, ISBN: 9780470461709
6. Business Intelligence Guide book, Rick Sherman, Elsevier, ISBN: 9780124114616
7. Business Intelligence Strategy & Big data analytics, Steve Williams, Elsevier, ISBN: 978-0128091982
8. Microsoft Power BI Quick Start Guide: Build dashboards and visualizations to make your data come to life, Devin Knight, Brian Knight, Mitchell Pearson, Manuel Quintana

Supplementary Resources

Students will use supplementary resources such as online videos, NPTEL videos, e-courses, Virtual Laboratory and Impartus – LCS

1. https://docs.microsoft.com/en-us/learn/powerplatform/power-bi
2. https://www.edx.org/course/introduction-data-analysis-using-excel-microsoftdat205x-2
3. https://jgateplus.com
4. Pearson e-books
5. https://www.kaggle.com
6. https://www.github.com
7. https://search.ebscohost.com
8. https://nptel.ac.in/courses/110/104/110104086/
9. https://www.talend.com/resources/what-is-business-intelligence/
10. Coursera course on " Business intelligence and data analytics: Generate insights" by David Pitt offered by the Macquarie University
11. Coursera course on " Business Intelligence Concepts, Tools, and Applications" by Jahangir Karimi offered by the "University of Colorado System"
12. https://elibrary.in.pearson.com

Cap-Stone project

Each group of 3 Students (max) assigned one case study for this; A Power BI report must be prepared outlining the following steps:

a) Problem definition, identifying which data mining task is needed.
b) Identify and use a standard data mining dataset available for the problem
c) Implement the Knowledge discovery algorithm of choice.
d) Interpret and visualize the results.
e) Provide clearly the BI decision that is to be taken as a result of mining

Lab Exercises

1. Demonstration of Exploring Excel Modelling capabilities to solve business problems
2. Introduction to BI tools, their pros and cons and limitations.
3. Demonstration of BI techniques ETL on Application Financial Analysis.
4. Demonstration of BI techniques ETL on Application Student result pattern and ranking analysis

5. Demonstration of Performance Dashboard: Measuring, Monitoring and management of Business
6. Demonstration of KPIs and Enterprise dashboard, design of enterprise dashboards using Power BI tool.
7. Demonstration of BI techniques ETL on Application HR Analysis
8. Demonstration of BI techniques ETL on Application Operations Analysis
9. Demonstration of BI techniques ETL on Application Finance Analysis
10. Demonstration of BI techniques ETL on Application Marketing Analysis

CO-PO Mapping:

	PO1	**PO2**	**PO3**	**PO4**	**PO5**	**PO6**	**PO7**	**PO8**
CO1	1	1	-	2	3	2	1	-
CO2	2	3	-	2	3	2	1	-
CO3	3	3	-	3	3	1	1	-
CO4	3	2	1	3	3	2	1	-
CO5	1	1	-	1	1	-	-	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	**Evaluation Item**	**Unit of Evaluation**	**Marks Allotted**	**Timeline**
1	End Term Exam	Individual	50	At the end of the semester
2	Mid – Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

HUMAN RESOURCE MANAGEMENT SPECIALIZATION

Course Title	TALENT MANAGEMENT AND EMPLOYEE ENGAGEMENT
Term/Semester	III
Course ID	23MBA631
Credits	3

Introduction:

Talent Management is not solely meant for enhancing and retaining the talent of a few special people within the organization. It is about maximizing everyone's strengths, championing diversity, and encouraging creativity and innovation. It aims at creating a work environment where the organization resounds with energy, drive, and passion of befitting employees.

Talent or skills are not a constant variable; rather, they are continuously nurtured, upgraded, and retained. Hence, there is a need for coaching and training to keep a viable talent culture across the organization

Keeping employees engaged is one of the biggest challenges faced by organizations nowadays. It is also a huge opportunity to gain long-term commitment and mandatory effort from a team. This effort will ultimately lead to higher sales and fewer mistakes in an organization.

From the day an employee joins an organization, his or her positive engagement or fruitful involvement in organizational work becomes a tough responsibility of the management. Before allotting duties and responsibilities to newly appointed employees, the organization clarifies itself about its goals and places the employee at the right place to materialize the goals. It decides and understands what and how of the goals.

Hence, it is an important HR function to define and plan an employee engagement strategy that aligns with the organization's goals.

Course Outcomes (COs):

At the end of the course, students will be able to-

CO1: Examine the various facets of talent management in organisations.

CO2: Apply the function of talent planning and development for the effective talent management within the organisation.

CO3: Develop strategies to retain employees within the organization.

CO4: Develop strategies for improving employee engagement at the team and enterprise level.

CO5: Demonstrate and apply the role of information technology in effective talent management systems.

Course content and Structure: **(36 hours)**

Module 1: Introduction to Talent Management **(07 Hours)**

- Key Process of Talent Management,
- Sources of Talent Management,
- Elements of Talent Friendly Organisations,
- Building blocks for Talent Management,
- Talent Value Chain,
- Effective Talent Management System, Modern Practices in Talent Attraction, Engagement and Retention,
- Talent Management Framework.
- Role of Talent Management in building sustainable competitive advantage to a firm
- Key Processes of Talent Management
- Talent vs. knowledge people
- Consequences of Failure in Managing Talent
- Some suggestive tools for Managing Talent.

Module 2: Talent Planning (12 Hours)

- Talent Planning and Development- Meaning, Objectives, Elements, Process of talent planning
- Strategies for Talent Planning
- Future of Work & Changing Paradigm,
- Workforce Management- Meaning and Process
- Strategic Accountability Approach in Developing the Workforce
- Contingency Plan for Talent

Module 3: Developing & Retaining Talent (08 Hours)

- Potential Identification and Development,
- Employee Retention- Meaning, Importance, Factors influencing Employee retention
- Strategies to develop and retain talent
- Elements of Employee Retention - Motivation
- Return on Investment on Talent,
- Developing Talent Management Information System.
- High-potential talent- Meaning, Characteristics, Factors influencing, Tools used to identify talented candidates
- Talent Management Practices

Module 4: Employee Engagement (05 Hours)

- Concept of Employee Engagement- Meaning, Needs, Factors influencing Employee engagement
- Success Factors to Employee Engagement,
- Levels/degrees of Employee Engagement, Assessing the Levels of Engagement,
- Drivers to Employee engagement
- Managing and Implementing Change in Employee Engagement Practices,
- War of Talent and Imperatives,
- Engaging and Building Employee
- Workplace Challenges and Strategies for Effective Engagement.

Module 5:IT and Effective Talent Management (04 Hours)

- Role of Information Technology in Effective Talent Management Systems –
- Introduction, Role of Information Technology in Talent Management Systems,
- Creating Business Value through Information Technology,
- Trends in Talent Management Technologies
- HR Analytics- Meaning, Features, Purpose, Areas of HR Analytics
- HR Analytics for TM Processes

Pedagogy:

1) Experiential Learning
2) Activity Based Teaching
3) Case based Teaching
4) Project Based Teaching
5) Class room discussions
6) Industry Institute Interaction Series
7) Webinars

Teaching Learning Resources:

ESSENTIAL READINGS

1. Berger, Lance A and Dorothy Berger (Eds.) The Talent Management Handbook, Tata Mc Graw Hill, New Delhi
2. Chowdhary, Subir, The Talent Era, Financial Times/Prentice Hall International

REFERENCES

3. William H.Macey, BenjaminSchneide, Karen M.Barbera, ScottA.Young,Employee Engagement : Tools for Analysis, Practice, and Competitive Advantage, Wiley-Blackwell.
4. Simon L.Albrecht,Handbook of Employee Engagement: Perspectives, Issues,Research and Practices; Edward
5. SonalMinocha and Dean Hristov: Global Talent Management an integrated approach, Sage Publication.

Supplementary Resources

1. EBSCO: https://www.ebsco.com/academic-libraries,
2. JGATE : https://jgateplus.com
3. Pearson E library: https://elibrary.in.pearson.com

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	-	-	-	-	3	-	2
CO2	2	-	-	-	-	2	2	-
CO3	2	-	2	-	-	2	-	-
CO4	2	-	3	-	-	2	-	-
CO5	2	3	-	-	3	-	-	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid – Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	PERFORMANCE MANAGEMENT AND COMPETENCY MAPPING
Term/Semester	III
Course ID	23MBA632
Credits	3

Introduction:

The Main objective of the course is to help the students to understand about various Determinants of Job Performance and to facilitate the students to implement different methods of performance appraisal depending upon the organizational needs. The course also aims to help the students to understand about different methods of competency mapping.

Course Outcomes (COs):

After the completion of the course, students will be able to:

CO1: Examine various facets of Performance Management

CO2: Apply Performance Management System in an organization

CO3: Analyse various methods of Performance Appraisal in an organization based on their needs

CO4: Explain the Competency Mapping framework practiced in the organisation

CO5: Apply the contemporary trends in Performance Management on need basis in an organization

Course content and Structure: (36 hours)

Module 1: Foundations of Performance Management 8 Hours

- Introduction - Linkage of Performance Management with other HR Sub-Systems
- Pre-requisites of Performance Management
- Determinants of Job Performance
- Benefits of Performance Management
- Elements of Effective Performance Management

Module 2: Performance Management System 10 Hours

- Characteristics of an Ideal Performance Management System
- Responsibilities in Performance Management System - Organization; Manager and Employee;
- Dangers of poorly implemented performance Management Systems
- Conditions required for successful implementation of Performance Management System
- Electronic Performance Management

Module 3: Performance Appraisal 6 Hours

- Process of Performance Appraisal
- Past Oriented and Future Oriented Methods of Performance Appraisal
- Advantages and Disadvantages of Performance Appraisal
- Common Rating Errors in Performance Appraisal
- Elements of a Good Performance Appraisal System

Module 4: Competency Mapping 8 Hours

- Concept and definition of competency,
- Characteristics of competency,
- Types of competencies – generic/specific, threshold/performance, and differentiating and technical, managerial and human, competency culture:
- **Competency mapping:** Framework of competency mapping,
- Methods of Competency Mapping
- Competency Mapping and its linkage to Performance Planning
- Design of Competency Mapping

Module 5: Contemporary Trends in Performance Management System – Overview

4 Hours

- Remote Working and Performance Management
- Visual Dashboards for Performance Measurement
- Gig Economy and Performance Management
- SaaS and Mobile Management for Performance
- Mental Health and Wellness for Better Productivity
- Happiness Index and Performance

Pedagogy:

1) Classroom Discussion
2) Activity based Teaching
3) Theatre based Teaching (Role Play, Skit)
4) Case Based Teaching (Text Case, Multimedia Case Discussion)
5) Project Based Teaching
6) Experiential Learning
7) Industry-Institute Interface (III)
8) Webinar/Seminars/Student Development Programmes
9) Simulations

Teaching Learning Resources:

Essential readings

1. Herman Aguinis, Performance Management, Pearson Education.
2. B D Singh, Performance Management System, Excel Books
3. A S Kohli, T.Deb, Performance Management, Oxford University Press
4. Dipak kumar Bhattacharyya, Performance Management Systems and Strategies, Pearson Education

References

1. Robert L Cardy, Performance Management, Prentice Hall of India.
2. T V Rao, Appraising and Developing Managerial Performance, Excel Books
3. Dewakar Goel, Performance Appraisal and Compensation Management, Prentice Hall of India.
4. Armstrong Michael, Performance Management, Kogan Page.

Supplementary Resources

- Harrell, L. 2016. Performance Related Pay (prp)-A Case Based Analysis of Auto Electric ltd .NAIRJC: A Journal of Multidisciplinary, 2(4), 01-11.
- Calvo, N. 2012. Performance Appraisal System in Technology Start-Ups: Strategic Implications for HR Managers. China-USA Business Review, 11(7), 969-980.
- Selden, S., & Sowa, J. E. 2011. Performance Management and Appraisal in Human Service Organizations: Management and Staff Perspectives. Public Personnel Management, 40(3), 251-264.
- L, R. 2020. Mapping Competencies of Managers- a Gap Analysis to Propose Training and Development Strategies. IOSR Journal of Business and Management, 22(10), 20-26.
- Tayko, P. R. M. 2015. Human Information Processing Skills Set (HIPSS) : A Leveraging Component for the Development of High Performing Team in the Software Industry. ABAC Journal, 35(1), 59-69.

- http://search.ebscohost.com/login.aspx?direct=true&db=bsh&AN=133164297&site=ehost-live
- http://search.ebscohost.com/login.aspx?direct=true&db=bsh&AN=59754938&site=ehost-live
- http://search.ebscohost.com/login.aspx?direct=true&db=trh&AN=145085189&site=ehost-live
- http://search.ebscohost.com/login.aspx?direct=true&db=bsh&AN=149327130&site=ehost-live
- http://search.ebscohost.com/login.aspx?direct=true&db=bsh&AN=116228127&site=ehost-live

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	1	3	-	-	2	1	-	-
CO2	3	3	-	-	2	2	-	-
CO3	1	3	3	-	2	1	-	-
CO4	2	1	-	-	2	3	-	-
CO5	1	1	-	-	3	2	-	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	INDUSTRIAL RELATIONS AND EMPLOYMENT LAWS
Term/Semester	III
Course ID	23MBA633
Credits	3

Introduction:

Industrial relations are the relationships between employees and employers within the organizational settings. The field of industrial relations looks at the relationship between management and workers, particularly groups of workers represented by a union. Industrial relations are basically the interactions between employers, employees and the government, and the institutions and associations through which such interactions are mediated.

The scope of Industrial Relations includes -Labour relations, i.e., relations between labour union and management; Employer-employee relations i.e. relations between management and employees; The role of various parties' viz., employers, employees, and state in maintaining industrial relations and the mechanism of handling conflicts between employers and employees, in case conflicts arise. The management and effective and efficient deployment of the resources of the organisation is the factor which decides the profitability and viability of any organisation. Labour is one of the basic resources of any industry and has an important bearing on the performance and goals of the organisation. In India we have a plethora of Laws which deals with issues concerning Labour administration, labour welfare, regulation of industrial relations between the management and the workers. For the effective and efficient management of labour in an industry or an organisation it is necessary to have a complete knowledge of the Laws, bye laws, regulations and ordinances applicable to the industry in general and to the company or organisation specifically. This course provides a brief insight into the Laws, bye laws, Regulations, notifications applicable to labour and labour issues.

Course Outcomes (COs):

At the end of the course, students will be able to-

CO1: Explain the concept of Industrial Relations.

CO2: Illustrate the role of trade union in the industrial setup.

CO3: Outline the importance and relevance of employment laws and also the Labour Codes.

CO4: Apply Industrial Dispute settlement procedures and Grievance handling mechanism.

CO5: Summarize the important provisions of Wage Legislations, welfare legislations and social security legislations

Course content and Structure: (36 hours)

Module 1: Introduction to Industrial Relations (07 Hours)

- Background of Industrial Relations – Definition, scope
- objectives, factors affecting IR, participants of IR, importance of IR
- Approaches to Industrial relations, system of IR in India : Historical perspective & post-independence period
- Code of Discipline and historical initiatives for harmonious IR

Module 2: Collective Bargaining & Negotiation (10 Hours)

- Definition, Meaning, Nature, essential conditions for the success of collective bargaining
- Functions of collective bargaining, importance of Collective Bargaining
- Collective bargaining process
- Prerequisites for collective bargaining
- Implementation and administration of agreements
  Negotiations-Types of Negotiations
- Techniques of negotiation, negotiation process,
- Essential skills for negotiation, Workers Participation in Management
  Trade Unions: Meaning, trade union movement in India,
- Objective, role and functions of the Trade Unions in Modern Industrial Society of India
- Procedure for registration of Trade Unions, union structure, Rights and responsibilities of TUs, Problems of trade unions

Module 3: Employment Laws (12 Hours)

- Importance and relevance of Employment Laws- **(Wage related laws, Social Security laws and Welfare legislations)**
- Government policies relating to labour
- ILO and its influence on Legal enactments in India.
- Labour codes- 4 labour codes including implementation of POSH Act

Module 4: Grievance procedure and Discipline management: **(04 Hours)**

- **Grievance -** Meaning and forms, sources of grievance
- Approaches to grievance machinery
- Grievance procedures, model grievance procedure
- Disciplinary procedures, approaches to manage discipline in Industry
- Exit interview methods, process, need, output of it.

Module 5: Emerging Trends (03 Hours)

- Addressing contemporary issues and global challenges in industrial relations
- Disputes in virtual teams, grievance handling
- Voluntary standards as substitute to law

Pedagogy:

1) Experiential Learning
2) Activity Based Teaching
3) Case based Teaching
4) Project Based Teaching
5) Class room discussions
6) Industry Institute Interaction Series
7) Webinars

Teaching Learning Resources:

Essential Readings

1. Industrial Relations and Labour Laws, 7/E by S.C. Srivastava, Vikas Publishing House
2. Industrial Relations and Labour Laws, - A M Sharma
3. Labour and Industrial Laws – Dr. Sunil Yadav, Central Law Publications

References

a. Labour and Industrial Laws 27th Edition -S N Mishra- Central Law Publications
b. Simon L.Albrecht , Handbook of Employee Engagement: Perspectives, Issues, Research and Practices; Edward
c. Sonal Minocha and Dean Hristov: Global Talent Management an integrated approach, Sage Publication.

Supplementary Resources

- Pearson E library: https://elibrary.in.pearson.com
- https://jgateplus.com/home/
- https://capitaline.com/
- http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06
- https://elibrary.in.pearson.com/login

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	-	1	3	1	-	2	-	3
CO2	-	1	2	-	1	3	-	3
CO3	3	3	-	3	-	-	2	2
CO4	2	3	-	2	2	3	-	3
CO5	1	3	-	2	3	3	-	2

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	HR ANALYTICS
Term/Semester	III
Course ID	23MBA634
Credits	3

Introduction:

This course intends to increase the student's awareness of the usefulness of Analytics for HR, HR Information System and equip in using them at the workplace. The complexity in today's workforce, investment, new technology, economic pressures, talent as competitive edge, align the people strategy with business strategy and many other reasons are driving a change in HR to be analytics dependent. The present era of ERP based systems, the database of employees is either an internal part or it may be strongly associated with data warehouses. In this kind of environment organizational goals and KPIs drive the HR performance measures/ metrics.

Course Outcomes (COs):

After completion of this course, students will be able to;

CO1: Explain the concepts and business application of HR Analytics

CO2: Apply quantitative and qualitative analysis to understand trends and indicators in human resource data

CO3: Demonstrate how to connect HR results to business results by Dashboards

CO4: Apply the different HR metrics to conduct research and statistical analyses related to Human Resource Management

CO5: Discuss the latest developments in the field of HR analytics

Course content and Structure: (36 hours)

Module 1: Overview of HR Analytics 8 Hours

- Role of Analytics: Defining HR Analytics; Basics of HR Analytics; what is Analytics; Evolution; Analytical capabilities; Analytic value chain; Analytical Model; Typical application of HR analytics.
- HR Analytics: The Third Wave for HR value creation; HR Measurement journey in tune with HR maturity journey Understanding the organizational system (Lean); locating the HR challenge in the system; Valuing HR Analytics in the organizational system.

Module 2: HRA Frameworks 5 Hours

- HRA Framework: Current approaches to measuring HR and reporting value from HR contributions; Strategic HR Metrics versus Benchmarking; HR Scorecards & Workforce Scorecards and how they are different from HR Analytics;
- HR Maturity Framework: From level 1 to level 5; HR Analytics Frameworks (a) LAMP framework; (b) HCM: 21 Framework and (c) Talent ship Framework; 5 predominant components of an effective Analytics framework. Class Discussion on horizon of prediction, HR intervention strategies using analytics. (Focus to be given Benchmarking; HR Scorecards)

Module 3: Predictive Analytics based on Regression 8 Hours

- Steps involved in predictive analytics: Determine key performance indicator; analyse and report data; interpreting the results and predicting the future.
- Metrics and Regression analysis and Causation.

Module 4: Insight into Data Driven HRA: 9 Hours

- Data Driven HRA: Typical data sources; Typical questions faced (survey); Typical data issues; Connecting HR Analytics to business benefit (case studies); Techniques for establishing questions; Building support and interest; Obtaining data, Cleaning data (exercise); Supplementing data. Introduction to the concept of "bias" concept w.r.t surveys.

Module 5: Emerging Trends in HR Analytics **6 Hours**

- Recruitment Analytics
- Training Analytics
- Compensation Analytics and
- Performance Management Analytics

Pedagogy:

1) Classroom Discussion
2) Lab Driven course by using R Programme and Tableau
3) Project Based teaching
4) Case study based teaching
5) Interaction with the Practitioner

Teaching Learning Resources:

Essential readings-

- Edwards, M. R., & Edwards, K. (2019). *Predictive HR analytics: Mastering the HR metric*. Kogan Page Publishers: London.
- Soundararajan, R., & Singh, K. (2016). *Winning on HR Analytics: Leveraging Data for Competitive Advantage*. SAGE Publications: India.
- Bhattacharyya, D. K. (2017). *HR Analytics: Understanding Theories and Applications*. SAGE Publications India Pvt Limited.
- Moore, McCabe, Duckworth, and Alwan. The Practice of Business Statistics: Using Data for Decisions, Second Edition, New York: W.H.Freeman, 2008.
- Predictive analytics for Human Resources, Jac Fitz- enz, John R. Mattox, II, Wiley, 2014.
- Human Capital Analytics: Gene Pease Boyce Byerly, Jac Fitz-enz, Wiley, 2013.

References-

- The HR Scorecard: Linking People, Strategy, and Performance, by Brian E. Becker, Mark A. Huselid, Mark A Huselid, David Ulrich, 2001.
- HR Analytics: The What, Why and How, by Tracey Smith
- The New HR Analytics: Predicting the Economic Value of Your Company's Human by Jac FITZ-ENZ, 2010.
- Deloitte. (2016) *Enabling business results with HR "Measures that matter"[PDF File]*Retrievedfrom https://www2.deloitte.com/content/dam/Deloitte/us/Documents/human-capital/us-hc-enabling-business-results-with-hr-measures-that-matter.pdf on May 14, 2019.
- Bassi, L. (2011). Raging debates in HR analytics. *People and Strategy*, *34*(2), 14.

Supplementary reading:

- https://jgateplus.com/home/
- https://capitaline.com/
- http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06
- https://elibrary.in.pearson.com/login

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	2	2	-	3	2	1	-
CO2	1	3	2	-	3	2	2	-
CO3	1	3	1	-	3	2	2	-
CO4	1	3	1	-	3	2	2	-
CO5	1	1	1	-	1	1	-	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	COMPENSATION AND REWARD MANAGEMENT
Term/Semester	III
Course ID	23MBA635
Credits	3

Introduction:
The Course is designed to provide the student with a thorough knowledge of various methods and practices of Compensation and Reward Management. It enables students to understand and develop the salary structure with various components as per industry trends. It also serves to develop and strengthen overall analytical skills of students related to various HR Functions.

Course Outcomes (COs):
After successful completion of this course, the student will be able to
CO1: Explain the various facets of compensation
CO2: Design a compensation system to meet the requirements of individuals, the organization and society.
CO3: Analyse the variables of cost to the Company and statutory provisions of taxation.
CO4: Develop reward strategy and implement recognition decisions that help the organization achieve a competitive advantage
CO5: Analyze, integrate, and apply the knowledge to solve compensation related problems in organizations

Course content and Structure: (36 hours)

Module 1: Fundamentals of Compensation Management (6 Hours)

- Meaning, Definition and Importance
- Types of compensation; Components in Compensation
- Conceptual framework of compensation management
- Theories of compensation management
- Criteria of compensation fixation; Institutional and cultural factors on compensation practices
- Compensation system design issues; Compensations Philosophies, compensation approaches

Module 2: Job Evaluation, Compensation Structures and Incentive Schemes (8 Hours)

- Job evaluation and methods
- Process and Problems involved in Job Evaluation
- Competency based Compensation (Broad pay bands and 360 degree feedback)
- Performance Based and Pay Based Structures, Designing Pay Structures
- Comparison & Evaluation of Different Types of Pay Structures,
- Incentive Schemes: Types of Incentive Schemes, Wage Incentive Plans, Merits and Demerits of Incentives
- Pre-requisites of Effective Incentive Schemes

Module 3: Cost to Company and Taxation on Salary and Benefits (10 Hours)

- Payroll - Components
- **Cost to Company (CTC) Method:** Meaning and significance, advantages and limitations
- Gross salary and Net salary, Components of CTC Monthly, quarterly, annual and one time component. Advance components and deferred components. Attendance linked components, seniority linked components, and performance linked components.

- Paid leave and holidays, conveyance, leave travel concession, food coupons, housing, Benefits, perquisites and statutory components.
- Calculation of Cost to the Company - Valuation of Perquisites - Taxability of various components of salary and wages; Fixation of Tax Liability
- Tax deduction at source - Deductions and Tax Rebates
- Form -16 and Filling Returns
- Statutory Policies governing taxes
- Responsibilities of employer and employee in complying with taxation law.

Module 4: Reward and Recognition Management (7 Hours)

- Essentials of reward Management: The Reward System, Total Rewards, Strategic Reward, International Reward
- Recognition schemes Definition, Principles, Types, Designing a recognition scheme
- Performance management and reward, Engagement and Reward, Financial Reward, Non-Financial Reward, Contingent Pay Schemes, Bonus Schemes, Team Rewards
- The Practice of Reward Management: Developing of Reward System, Managing Reward System, Evaluating Reward Management, Responsibility for Reward Management
- Future trends in Reward Management

Module 5: Compensation Systems for Startups (5 Hours)

- Three heads of compensation [Salary, Benefits and Equity]
- Payroll Structure and Compensation for Startups
- Startup compensation strategy

Pedagogy:

1) Classroom Discussion
2) Workshop from Practitioners
3) Case based teaching
4) Experiential Learning
5) Project based learning
6) Simulation
7) Inquiry based teaching

Teaching Learning Resources:

Essential Readings

1. Compensation Packages That Actually Drive Performance Principles for designing executive pay by Boris Groysberg, Sarah Abbott, Michael R. Marino, and Metin Aksoy From the Magazine (January–February 2021)
2. A New Framework for Executive Compensation by Seymour Burchman February 26, 2020
3. What You Need to Know About Stock Options by Brian J. Hall From the Magazine (March–April 2000)
4. Research: A Little Recognition Can Provide a Big Morale Boost by Shibeal O'Flaherty, Michael T. Sanders, and Ashley Whillans March 29, 2021

References

1. Compensation & Reward Management, BD Singh, 2nd edition, Excel books
2. A Handbook of Employee Reward Management and Practice, Michael Armstrong, 2nd Edition, Kogan Page Publishers.
3. Employee Reward, Michael Armstrong, 3rd Edition, CIPD
4. Compensation Management, Mousumi S Bhattacharya and Nilanjan Sengupta, First Edition, Excel Books
5. The Compensation Handbook, A State-of-the-art guide to Compensation Strategy and Design, Lance A. Berger, Dorothy R. Berger, Fifth Edition, McGraw-Hill Education

Supplementary Readings

- Total Compensation Management: Reward Management Strategies for the 1990s. Review by Smith, I.G. International Journal of Human Resource Management. Dec1992, Vol. 3 Issue 3, p632-633
- Compensation Packages That Actually Drive Performance, Boris Groysberg, Sarah L. Abbott, Michael Marino, Metin Aksoy Jan 2021
- Six Considerations for Designing a Total Rewards Program
- Journal of Human Resource Management
- Journal of Business and Management

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	-	1	-	-	1	1	-	-
CO2	3	2	2	2	1	2	3	3
CO3	2	2	1	2	2	2	3	1
CO4	1	2	1	3	2	3	3	2
CO5	2	3	1	3	2	3	3	2

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	INTERNATIONAL HUMAN RESOURCE MANAGEMENT
Term/Semester	III
Course ID	23MBA636
Credits	3

Introduction:

The students should also understand various functions of International Human Resource Management and effectively manage recruitment, training and development of Expatriates and performance appraisal of Expatriates in a multinational company in addition to Repatriate Management. The course also aims to help the students to understand about International compensation management and contemporary trends in International human resource management.

Course Outcomes (COs):

After the completion of the course, students will be able to:

CO1: Distinguish between Domestic HRM and International HRM and effectively apply these differences with regard to management of Human Resources in Multinational Organizations

CO2: Implement different approaches of International Staffing in Multinational Organizations

CO3: Apply appropriate strategies for expatriate and repatriate management based on the needs of Multinational Organizations

CO4: Design and Implement appropriate performance management systems and compensation management for Expatriates in Multinational Organizations

CO5: Discuss and apply contemporary trends in IHRM

Course content and Structure: (36 hours)

Module 1: Introduction to International HRM 6 Hours

- Introduction – International HRM and its Importance
- Domestic HRM vs. International HRM
- Overview of Indian Multinationals going Global
- Mergers and Acquisitions – Integration of acquired employees in newer cultures

Module 2: International Recruitment and Selection 10 Hours

- International Staffing
- Approaches to International Staffing
- Overview of International Recruitment in EMEA,APAC, LAD and NA
- Criteria for Expatriate Selection
- Expatriate Adjustment Process
- Problems of Expatriate Failure
- Reasons for Expatriate Failure
- Repatriation; Process of Repatriation
- Job Related Factors in Complex Repatriation Process

Module 3: International Training & Development 8 Hours

- Expatriate Training
- Goals of Expatriate Training
- Expatriate Training Cycle
- Components of Pre-departure Training Programs
- Repatriation Training
- Challenges to Repatriation Process and Solutions

Module 4: International Performance Management and International Compensation Administration **8 Hours**

- Performance Management of Expatriates
- Performance Appraisal in International Context
- Issues and Challenges in International Performance Management
- Key Components of International Compensation for Expatriates
- Organizational Goals and Employee Expectations of International Compensation
- Approaches to determine International Compensation Package

Module 5: Contemporary Trends in IHRM - Overview **4 Hours**

- Multigenerational Workforce
- Attraction and Retention of Talent across Generations
- Integration of Work and Wellness
- Portable Benefits Systems
- Virtual Organizations
- Ethics in IHRM

Pedagogy:

1. Classroom Discussion
2. Activity based Teaching
3. Theatre based Teaching (Role Play, Skit)
4. Case Based Teaching (Text Case, Multimedia Case Discussion)
5. Project Based Teaching
6. Experiential Learning
7. Industry-Institute Interface (III)
8. Webinar/Seminars/Student Development Programmes
9. Simulations

Teaching Learning Resources:

Essential readings

1. Peter J. Dowling, Denice E.Welch, International Human Resource Management, Thomson Learning.
2. Dr.Nilanjan Sengupta, Dr. Mousumi S Bhattacharya "International Human Resource Management", Excel Books
3. Tony Edward and Chris Rees, International Human Resource Management, 3rd Edition, Pearson
4. Indrani Mutsuddi: Managing Human Resources in the Global Context, New Age International Publishers

References

1. R.V. Badi, S.G. Hundekar, International Human Resource Management, Vrinda Publications
2. Anne-Wil Harzing and Ashly H. Pinnington, International Human Resource Management, SAGE Publications
3. Sonal Minocha and Dean Hristov, Global Talent Management, SAGE Publications
4. Willy McCourt, Derek Eldridge, Global Human Resource Management: Managing People in Developing and Transitional Countries, Routledge Publications

Supplementary Resources

- Sowa, J. E. 2020. Reinvigorating the Spirit of Strategic Human Resource Management. Public Personnel Management, 49(3), 331-335.
- Uysal, G. 2020. Mediating Role of Human Capital between SHRM and Firm Performance. Management Studies, 8(4), 333-340.
- Guámundsdóttir, S., & Eávarásdóttir, S. E. 2017. Recruiting for International Assignments: Looking beyond Technical Knowledge. International Journal of Human Resources Development and Management, 17(3-4), 220-229.
- Feitosa, J., Kreutzer, C., Kramper, A., Kramer, W. S., & Salas, E. 2014. Expatriate Adjustment: Considerations for Selection and Training. Journal of Global Mobility: The Home of Expatriate Management Research, 2(2), 134-159.
- Rossem, A. H. D. V. 2019. Generations as Social Categories: An Exploratory Cognitive Study of Generational Identity and Generational Stereotypes in a Multigenerational Workforce. Journal of Organizational Behavior, 40(4), 434-455.
- http://search.ebscohost.com/login.aspx?direct=true&db=bsh&AN=135144426&site=ehost-live
- http://search.ebscohost.com/login.aspx?direct=true&db=bsh&AN=136339938&site=ehost-live
- http://search.ebscohost.com/login.aspx?direct=true&db=bsh&AN=137740395&site=ehost-live
- http://search.ebscohost.com/login.aspx?direct=true&db=bsh&AN=4943419&site=ehost-live
- http://search.ebscohost.com/login.aspx?direct=true&db=bsh&AN=127797013&site=ehost-live

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	-	1	2	-	2	-	1
CO2	3	1	2	2	1	2	-	2
CO3	3	1	1	2	-	2	1	3
CO4	3	2	2	2	2	2	3	2
CO5	3	3	2	2	2	2	3	1

LEVEL 3-Substantial 2-Moderate 1-Slight - No relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

COURSE MATRIX – FOURTH SEMESTER

Sl.NO	Subject Code	NAME OF THE SUBJECT	CREDITS	CONTACT HOURS	IA MARKS	SEE MARKS
1	23MBA241	Internationalal Business	3	36	50	50
2	23MBA242	Values-Ethics-ESG	3	36	50	50
EC2	23MBA841	Managerial Research Skills Lab (MRSL)	4	-	50	50
3		**Specialization subjects (2 Major & 1 Minor)** • Marketing • Entrepreneurship and Family Enterprise Management • Finance • Operations and Supply Chain Management • Business Analytics • Human Resource Management	9	108	150	150
		TOTAL	**19**	**180**	**300**	**300**

SPECILISATION WISE SUBJECTS

MARKETING		
SL NO	**SUBJECT CODE**	**SUBJECT NAME**
1	23MBA141	Integrated Marketing Communication
2	23MBA142	Product and Brand Management
3	23MBA143	Rural and Green Marketing
4	23MBA144	Customer Experience Management
ENTREPRENEURSHIP AND FAMILY ENTERPRISE MANAGEMENT		
1	23MBA243	Entrepreneurship Ecosystem in India
2	23MBA244	Entrepreneurship in Action - II (Practice based course)
3	23MBA245	Managing and Growing Family Enterprises
4	23MBA246	Financial Management for Entrepreneurs
FINANCE		
1	23MBA341	Risk Management and Derivatives
2	23MBA342	International Financial Management
3	23MBA343	Behavioral Finance
4	23MBA344	Banking and Insurance
OPERATIONS AND SUPPLY CHAIN MANAGEMENT		
1	23MBA441	World Class Manufacturing
2	23MBA442	Business Process Improvement
3	23MBA443	Business Analytics for SCM
4	23MBA444	Strategic Quality Management
BUSINESS ANALYTICS		
1	23MBA541	Machine Learning using Python
2	23MBA542	Emerging technologies
3	23MBA543	IT Risk Management and Data Security
4	23MBA544	Analytics for E-Commerce and Retail

HUMAN RESORCE MANAGEMENT		
1	23MBA641	Managing Teams
2	23MBA642	Learning Organizations and Knowledge Management
3	23MBA643	Leadership and Change Management
4	23MBA644	Learning and Development

Course Title	INTERNATIONAL BUSINESS
Term/Semester	IV
Course ID	23MBA241
Credits	3

Introduction:

International Business encompasses all those business activities that involve cross-border transactions of goods; services and resources between two or more nations. The transactions of economic resources include capital; skills; people; etc.; for the international production of physical goods and services such as finance; banking; insurance and construction. This course is a comprehensive outlook which includes latest development on the frontiers of knowledge providing the insights of International Business and its dimensions. The objective of the course is to expose the students to the concept; versatility and dynamics of International Business. It aims at familiarizing the students with business environment at the International level including Institutions and agreements.

Course Outcomes (COs):

Having successfully completed this course student will be able to:

CO1: Describe the relationships between international business and the political; economic; legal and social policies of countries; regions and international institutions.

CO2: Assess the complexities of international business both home country and host country.

CO3: Examine the impact of functioning of international organizations and trading blocks in the global economy

CO4: Apply international trade theories to solve International Business issues.

CO5: Identify the various contemporary developments in the field of international Business.

Course content and Structure: (36 hours)

Module 1: Introduction to International Business 10 Hours

- Introduction to International Business;
- Elements of International Business; Globalization;
- Mode of entry in International business
- Foreign Direct investment; Routs of FDI, Indian Present scenario in FDI
- International Business Environment - Economic Environment; Political Environment; Demographic environment; Legal Environment
- Culture in an International Business Organization.

Module 2: International Trade theories and their application: 04 Hours

- Introduction to International Trade theories
- Why do nations trade
- Theories of International trade- mercantilism; Absolute advantage; Comparative advantage; Heckscher- Ohlin; Product life cycle theory and Porter's diamond model.

Module 3: Export Import Procedures and Ethics in IB **10 Hours**

- Documentation in international trade
- Export contract
- Export order processing
- Methods of payment in international trade
- Main Provisions of FEMA
- Procedure and documentation for availing export incentives.
- Ethics in International Business
- Code of conduct for MNCs

Module 4: Regional integration and Global trade institutions **08 Hours**

- Regional integration: Introduction
- Overview of Regional Integration
- Types of Integration
- Regional Trading Arrangements
- India and Trade Agreements
- Global trade institutions: Introduction
- World trade organization (WTO)
- International Labour Organization (ILO)
- International Monetary Fund (IMF) and
- World Bank
- The Asian Development Bank

Module 5: Contemporary development in International Business **04 Hours**

- Crypto currency
- Emerging Economies
- Changing Demographic Profile
- India and G20
- Global Sourcing
- Technology transfers
- Global operations management
- International company structure
- Global pricing strategy

Pedagogy:

- Classroom discussion
- Case based teaching
- Project based teaching
- Experiential learning
- Interactions with the experts in IB

Teaching Learning Resources:

Essential readings-

1. Francis Cherunilam; International Business; Prentice Hall of India.
2. Charles Hill; International Business; McGraw-Hill-Irwin.
3. K Ashwatappa; International Business; Tata McGraw-Hill education
4. John D. Daniels; Lee Radebaugh and Daniel P. Sullivan; ―International Business‖; Prentice Hall.

References

1. Richard M Hodgetts and Fred Luthans; ―International Management‖; McGraw-Hill;
2. Hill; C.W.L. and Jain; A.K.; International Business: Competing in the Global
3. Marketplace; 6th Edition; Tata McGraw-Hill Education;
4. Paul; J.; International Business; 5th Edition; PHI Learning;
5. Ball; D.; Geringer; M.; Minor; M. and McNett; J.; International Business: The
6. Challenge of Global Competition; Tata-McGraw-Hill Education;
7. Deresky; H; International Management: Managing Across Borders and Cultures; 6thEdition; Pearson.
8. Griffin; R.; International Business; 7th Edition; Pearson Education.
9. Anant K Sundaram&J Stewart Black; The International Business Environment; Prentice Hall Of India.
10.Tayeb; Monis H: The Global Business Environment – An Introduction; Sage Publication; New Delhi.
11. Francis Cherunilam; International Business Environment; Himalaya Publishing House.

Supplementary Reading:

- https://jgateplus.com/search/login/
- https://www.ebsco.com/products/research-databases/hbr-ascend
- http://elibrary.in.pearson.com/
- https://onlinecourses.nptel.ac.in/

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	1	1	3	-	2	-	-
CO2	3	-	1	-	1	-	-	3
CO3	3	-	-	-	-	-	-	1
CO4	3	1	-	1	-	3	2	1
CO5	2	1	-	1	-	1	3	1

LEVEL 3-Substantial 2-Moderate 1-Slight - No relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	VALUES –ETHICS –ESG
Term/Semester	IV
Course ID	23MBA242
Credits	3

Introduction:

The course is designed to provide an interdisciplinary subject that deals with the nature and scope of Ethics, Values, beliefs, and sustainable development of business. The emphasis of this course is on ethical and social issues affecting society's stakeholder groups (customers, owners, employees, communities, and environmentalists) and the challenges for business in the future. This course encourages a comparative analysis of business ethics, moral standards of the world community, and the development of a sustainable approach.

Course Outcomes (COs):

After successful completion of this course, the student will be able to:

CO1 - Examine the functioning of the three-tier Government of India.
CO2 - Accept the nature of Universal Human values and Harmony in society.
CO3 - Assess the importance of ethics in various disciplines of management.
CO4 - Describe the legal aspects of business and regulations for organizations.
CO5 - Evaluate Environmental, Social, and Governance risks handled in the world.

Course Content and Structure (36 hours)

Module 1: Indian Constitution and Three-Tier Government (4 Hours)

- Constitution: Features, Preamble, Fundamental Rights, and Duties.
- Three-Tier Government: Powers and Functions of Union Legislature and Executive, State Legislature and Executive, Local Administration.

Module 2: Universal Values (10 Hours)

- Introduction to Value Education, Basic Requirements for Fulfillment of Human Aspirations.
- Role of Education - Sanskar.
- The Content for Self-exploration, Exploring the Meaning of Prosperity.
- Understanding the Human Being, Understanding Harmony in the Family.
- Harmony in Society and in Nature and Existence.

Module 3: Ethics in Business Management (8 Hours)

- Meaning, Importance of Business Ethics; Characteristics of Business Ethics, Relevance of Ethics in Management.
- Ethics in Marketing: Ethical dilemmas in marketing, unethical marketing practices; role of Consumerism.
- Ethics in Finance: Unethical financial practices - creative accounting, hostile takeovers, tax evasion, corporate crimes.
- Ethics in Human Resources Management: Practices and ethical implications.
- Ethics and Information Technology.

Module 4: Legal Governance (10 Hours)

- Indian Contract Act: Agreement and Contract, Essentials of a valid Contract.
- Companies Act 2013 and 2017: Major principles, Duties and Liabilities of Directors, Winding up of Companies.
- The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.
- The Consumer Regulations Act 2019 and RTI Act, 2005.
- Information Technology Act 2002, 2008 Amendment, Cyber Law in India, Salient features of IT Act, Digital Signature.
- Disaster Management Act, 2005: Salient features.

Module 5: Environment, Social, Governance, and Sustainability (4 Hours)

- Importance of environmental, social, and governance risks for the economy.
- The climate change risk, sustainability and climate policy, culture and governance.
- Environmental concerns in Business - Green Audit, Green Products, and Green Energy, Green business through Carbon Credits.
- Green Sustainable Finance - market instruments.

Pedagogy:

1. Classroom Discussion.
2. Workshop from Practitioners.
3. Case-based teaching.
4. Experiential Learning.
5. Project-based learning.
6. Mock Parliament.
7. Field Visit.

Teaching-Learning Resources:

Essential Readings:

- N.D. Kapoor, Elements of Mercantile Law, Sultan Chand and Company, India, 2006.
- Ashwatappa K, Essentials of Business Environment, Himalaya Publishing House.
- Anderson J.E., (2006) Public Policy-Making: An Introduction, Boston, Houghton.
- Dr. Rajesh Chakraborty and Kaushiki Sanyal, Public Policy in India, Publisher: Oxford University Press.
- A.C. Fernado, Business Ethics - An Indian perspective, Pearson - 2nd edition.
- Anand Singh, Business Ethics and Indian Value System, Himalaya Publishing House.
- Sunny Revankar, Understanding ESG and Sustainability.
- Usha Tandon, Climate Change - Law, Policy, and Governance - Ebook.

References:

- The Introduction to the Constitution of India, by Dr. Durga Das Basu, LexisNexis.
- Model Curriculum for Minor Degree course in Universal Human Values (UHV) 2022, AICTE.
- B.D. Singh, "Labor Laws for Managers", Excel Books.
- Bohle, H. G., Downing, T. E., and Watts, M. J. Climate change and social vulnerability: the sociology and geography of food insecurity, Global Environmental Change. No.4, pp.37-48.

Supplementary Resources

1. ESG Risks and Opportunities- University of Pennsylvania- Courserahttps://www.coursera.org/instructor/witoldhenisz
2. Steven Levine-ESG Data & Accountability, Interactive Brokers- Coursera
3. Prof. A.K Sharma-Exploring Human Values: Visions of Happiness and Perfect Society- NPTEL MOOC
4. Business and Sustainable Development- Prof. Trupti Mishra-IIT Bombay- SWAYAM MOOC

CO-PO Mapping:

CO/PO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	1	1	-	1	-	-	2
CO2	2	1	1	-	-	-	-	3
CO3	2	1	1	-	1	1	1	3
CO4	2	1	1	-	1	-	1	3
CO5	3	-	1	-	-	-	1	3

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid – Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	MANAGERIAL RESEARCH SKILLS LAB
Term/Semester	IV
Course ID	23MBA841
Credits	4

Introduction:
The aim of this course is to provide research and innovation led academic program through student-centered research by creating an environment to develop research culture. Research-based MBA education will help to foster research environment to solve real-life problems. Research immersion course will aid in developing the critical, logical and analytical skills among students through systematic and methodologically designed curriculum.

Course outcomes:
After successful completion of Immersion, the student will be able to
CO1: Identify the research area of phenomena to study; define a research problem and develop research methodology based on systematic approach; tabulate and analyze the data using scientific method and share their research work in conference and publish research paper in reputed Journals

Course Contents

III SEMESTER	IV SEMESTER
Part 1 1.Profiling of the students & Identification of Specialization 2.Allocation of students to Faculty guide 3.Establishing contact between group & guide 4.Identification of research areas by group of students 5.Agreement on common research area and form submission	**Part 3** 1.Data Collection 2.Data analysis, logical interpretation 3.Writing discussion and conclusion 4.Submission of Result analysis, Discussion & Conclusion (Draft)
Part 2 1.Fundamentals of research 2.Writing introduction 3.Objective formation, literature review 4.Research methodology, 5.Data collection instruments, hypothesis formation 6.Writing Citations 7.Questionnaire design, Interview schedule design etc. 8.Submission of Introduction, Objectives, Literature review, Research methodology (Draft)	**Part 4** 1.Preparation of the manuscript 2.Plagiarism check training 3.Targeting apt conference & Journals for publication 4.Conference Presentation with guide & Journal Publications 5.Submission of details of Conference presentation & Journal Publication 6.Submission of Manuscript (Final copy)

Pedagogy:

- Discussion
- Practice based learning

Teaching Learning Resources:

Essential readings-

1. Research Methodology Methods and Techniques, C R Kothari,3/e, 2014, New Age International Publishers Ltd
2. Business Research Methods, Donald R. Cooper, Pamela S. Schindler, JK Sharma, 11/e, 2013, McGraw-Hill Education India Pvt. Ltd
3. Marketing Research: An Applied Orientation, Naresh K. Malhotra, Satyabhushan Dash, 6/e, 2010, Pearson Education India
4. Marketing Research Text and Cases, Rajendra Nargundkar, 3/e, 2008, McGraw-Hill Education India Pvt. Ltd
5. Research Methodology concept S1 cases, 21e, 2015, Vikas Publishing House Pvt. Ltd.,

References

1. Business Research Methods, Zikmund, Babin,Carr, Adhikari, Griffin,8/e, 2012, South Western
2. Business Research Methods,ChristinaQuinlan,1/e,2011,CengageLearningEmea

Supplementary resources

1. https://onlinecourses.swayam2.ac.in/cec20_mg14/preview
2. Pearson e – library ; https://elibrary.in.pearson.com/bookshelfDashboard
3. EBSCO : https://www.ebsco.com/search?search=supplychainmodel
4. Jgate: https://jgateplus.com/home/resources/

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	3	-	-	3	3	3	2

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

<table>
<tr><th>Sl. No.</th><th>Semester</th><th>Evaluation criteria</th><th>Total Marks</th></tr>
<tr><td rowspan="5">CIE

50 marks</td><td rowspan="2">II Semester 15 marks</td><td>Attending regular meetings, frequent discussions, work done as suggested by mentor, meeting deadlines</td><td>5</td></tr>
<tr><td>Student Seminar (participation & presentation)</td><td>10</td></tr>
<tr><td rowspan="2">III Semester 30 marks</td><td>Attending regular meetings, frequent discussions, work done as suggested by mentor, meeting deadlines</td><td>5</td></tr>
<tr><td><u>Presentation in Conference/Seminar</u>
Tier I institutions (IIMs, IITs, NITs, IISc) – 25
Tier II institutions (B Schools) – 15
Tier III institutions (University Affiliated) - 10</td><td>25</td></tr>
<tr><td>IV Semester 10 marks</td><td><u>Internal Presentation</u>
Identification of research problem (significance and relevance of the problem), Literature review, Research methodology/clarity in research design (research paper) clarity of thoughts; flow of information (case study), Description and analysis of data, Contribution to academics, society and scope for future research</td><td>10</td></tr>
<tr><td colspan="3">TOTAL</td><td>50</td></tr>
<tr><td rowspan="3">SEE

50 marks</td><td rowspan="3">IV Semester</td><td rowspan="3"><u>Paper publication in Journals</u>
UGC Care Group I – 30
UGC Care Group II – 40
OR
Paper publication in Scopus/WOS/ABDC indexed Journals

Presentation and Viva</td><td>40</td></tr>
<tr><td>40</td></tr>
<tr><td>10</td></tr>
<tr><td colspan="3">TOTAL</td><td>50</td></tr>
</table>

MARKETING SPECIALISATION

Course Title	INTEGRATED MARKETING COMMUNICATION
Term/Semester	IV
Course ID	23MBA141
Credits	3

Introduction:

The objective of the course is to acquaint the students with essential concepts and techniques for the development and designing of an effective Integrated Marketing Communication programme. It provides the learning about various communication tools and its effectiveness, in such a way that fosters the creative ideas from the learners for development of effective marketing communication programme. At the end of the course, students will be able to understand, plan and implement campaign.

Course Outcomes (COs):

Having successfully completed this course student will be able to:

CO1: Explain IMC tools to develop IMC plan and distinguish between different types of Ad agencies.

CO2: Design creative strategy and develop a media plan.

CO3: Develop objectives and examine various budgeting methods for IMC campaign.

CO4: Classify various methods of measuring IMC performance and advertising law.

CO5: Explain emerging trends in advertising.

Course content and structure: (36 hours)

Module 1: Introduction to IMC 6 hours

- An Introduction to Integrated marketing communication-meaning, objectives, benefits
- Introduction to IMC tools – meaning, tools, advantages and disadvantages of Advertising, sales promotion, public relations and publicity, personal selling, direct marketing and event sponsorship, covert advertising, internet and interactive media
- IMC Planning Process-Meaning and steps
- Introduction to Ad agency; Reasons for hiring Ad agency; Services provided by Ad agency; Types of Ad agencies;

Module 2: Creative Strategy and Media Planning 13 hours

- Creative strategy; Ad appeals and Ad execution styles, creative tactics for print and Television.
- Media planning: Basic concepts-media planning, media objectives, media strategies, medium, media vehicle, reach, frequency, coverage, cost per thousand (CPM), cost per ratings point (CRPR)
- Print Media; Newspaper- types of newspaper advertising, buying newspaper spaces; Magazine - Classification of magazine, Buying magazine spaces; strength and weakness of print media
- Broadcast Media; Buying Television time; Radio- Buying radio time; Strength and weakness of broadcast media.
- Out of Home Media; Type of outdoor media, transit media
- Developing Media Plan; steps involved in media planning

Module 3: Setting Advertising Objectives and Budget **6 hours**

- Setting communication objectives; sales vs communication objectives, DAGMAR approach for setting ad objectives
- Theoretical approach to budgeting; Marginal analysis and Sales response curve
- Factors influencing budget; Methods to determine macro budget - Top-down budgeting, Bottom-up budgeting

Module 4: Measuring IMC performance **6 hours**

- Advertising testing process;
- Pre-testing tools and techniques
- Concurrent testing tools and techniques
- Post-testing tools and techniques
- Advertising Law in India - Role of the Advertising Standards Council of India (ASCI), Laws related to consumer protection, Cigarettes and other products, Cabel TV Network, Drug and Magic medicine, Drug and Cosmetics, Food Safety and Standards, The Indecent Portrayal of Women, The Representation of the People Act.
- Social and Ethical issues in advertising related to puffery, deceptive, surrogate advertising; Stereotyping in advertising

Module 5: Emerging trends in promotion **5 hours**

- Meaning, definition and examples of:
- AI in promotion
- Generative AI
- Short Video Ads
- OTT advertising
- Metaverse
- Gamification

Pedagogy:

1. Visual presentation & Demonstrations
2. Classroom discussion
3. Practice based teaching
4. Case based teaching (Text and Multimedia)
5. Experts from Industry sharing experience (Workshop/ Guest Lecture)
6. Project based teaching
7. Group discussion and Debates

Teaching Learning Resources:

Essential readings

1. Advertising and Promotion: An Integrated Marketing Communications Perspective; George Belch and Michael Belch; McGraw-Hill; 10th edition (January 16, 2014); Edition: 10th Edition; ISBN: 0078028973
2. Advertising & Promotions: An IMC Perspective; Kruti Shah and Alan D'Souza (2009). 4th Edition Tata McGraw-Hill Education Private Limited; ISBN-13:978-0-07-008031-7
3. Integrated Advertising, Promotion, and Marketing Communications: Kenneth E Clow, University of Louisiana at Monroe Donald E Back, Pittsburg State University; Pearson 8th Edition

Reference Books

1. Advertising and Promotion: An Integrated Marketing Communications Perspective, Michael Belch, Keyoor Purani, George E. Belch, 9/e, 2013, McGraw-Hill Education India Pvt. Ltd
2. Integrated Advertising, Promotion and Marketing Communications, Kenneth E. Clow, Donald E. Baack, 6/e, 2014, Pearson Education India
3. Foundations of Advertising - Theory and Practice, K.C. Sethia, S.A. Chunawalla, 7/e, 2011, Himalaya Publishing House Pvt Ltd
4. Advertising Management, David A. Aaker, John G. Myers, Rajeev Batra, 5/e, 2002, Pearson Education India
5. Advertising and Promotions: An Integrated Brand Approach, ThomasO' Guinn, Chris Allen, Richard J. Semenik, Hans Rudiger Kaufmann, 6/e, 2012, South Western
6. Integrated Communication in advertising and Promotion, Terence A. Shimp, 8/e, 2012, Cengage Learning India Pvt Ltd
7. Case Studies in Marketing – Indian Context by Srinivasan, PHI, 5th edition, 2012

Supplementary readings

1. Media Week www.mediaweek.com
2. Ad Age www.adage.com
3. Ad Week www.adweek.com
4. Brand Week www.brandweek.com
5. Pearson e – library ; https://elibrary.in.pearson.com/bookshelfDashboard
6. EBSCO : https://www.ebsco.com/search?search=supplychainmodel
7. Jgate: https://jgateplus.com/home/resources/

CO-PO Mapping:

COs/POs	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	3	-	-	-	3	3	1
CO2	3	3	-	1	-	3	3	1
CO3	2	3	-	-	-	2	3	-
CO4	1	2	-	-	-	1	3	-
CO5	1	-	-	-	-	1	3	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	PRODUCT AND BRAND MANAGEMENT
Term/Semester	IV
Course ID	23MBA142
Credits	3

Introduction:
This course as part of the marketing electives will provide students/learner's understanding on product and brand management principles and practices as per the current business necessities.
The course will provide product development knowledge –product ideation to product validation and go -to -market strategies, techniques of building customer experience. Brand management includes the theory and the process involved in building and managing Brands, method of monitoring the growth of a brand, methods of measuring the brand equity for a brand.

Course Outcomes (COs):
On completion of the course students of the course will be able to deliver on the following proposed course outcome:
CO1: Determine the importance of developing new product for any type of business.
CO2: Devise a suitable ideation process and marketing strategies to ensure product delivery to the market.
CO3: Apply branding strategies based on the assessment of customer experience.
CO4: Categories and propose Brand equity building models and measurement tools.
CO5: Integrate product and branding know -how to effectively manage a successful brand.

Course content and Structure: (36 hours)
Module 1: Product Concept, Ideation and Validation (05Hrs.)

- Product Concepts: What is a product, Classification and levels of Product,
- Product Mix concepts: Product Line, Product Length, Product Depth, Product Breadth. Product mix decisions: Line extension and stretching strategies.
- Product Ideation and Validation: Idea generation. Feasibility and Validation of idea.
- Product Market Fit: Personas. User Stories, User Journey Maps. Introduction to user experience.

Module 2: Market analysis, Market identification and Go-to Market Strategies(05Hrs)

- Market analysis: methods and tools - qualitative and quantitative. Competitor analysis: Assessing Competitors: analysis of competitive set, Right segmentation criteria and define potential markets Market models: Value proposition design, Risk return analysis.
- Market Identification and Planning: Category Attractive Analysis.
- Product Strategies, Life Cycle Based Strategy. Identifying and Prioritizing Customer Experience Journey.

Module 3: Introduction to Branding, Advantages of branding: (08Hrs)

- Branding: Importance of Branding, element of a brand, Brand Identity Prism Model.
- Brand Personality: Building Brand personality – David Aaker's Model.
- Positioning in branding, various positioning strategies: Point of Parity and Point of Difference.
- Introduction to Brand Knowledge: Awareness & images, Brand Images in terms of attributes & benefits.

Module 4: Meaning of Brand Equity-Building and Measuring Brand Equity. (9 Hrs.)

— Meaning of Brand Equity -Building brand equity.
— Customer Based Brand Equity (CBBE) model: Awareness, Brand Image, Brand Knowledge, Brand Attention, Brand Resonance.
— Measurement of Brand Equity: Inter brand organization. Brand Audit, Brand Audit report.

Module 5: Contemporary Developments in Product and Brand Management (9Hrs.)

— Product management in**:** Lean management and Agile management.
— Product development and monetization in startups
— Introduction to User experience and defining touchpoints roles.
— Product Marketing Metrics and Tools: HEART framework, Agile Framework.
— Digital Marketing Framework: Salience, Authority, Engagement, Advocacy.

Pedagogy:

1) Class Discussion
2) Expert Workshops and Seminars
3) Expert's Video Lecture Class
4) Case Discussions
5) Simulations
6) Activity -Based Teaching
7) Project -Based Learning.

Teaching and Learning Resources:

Reference Book:

- Product Management-Donald R Lehmann, Russell S. Winer, Mc Graw Hill Publication, 4th Edition,2017,
- Product and Brand Management -Tapan K. Panda, Oxford University Press, First Edition,016,
- Product Management Case Study Approach Devesh Verma, Amazon Asia Pacific Holding, First Edition,2020.
- Strategic Brand Management, Kevin Lane Keller, Pearson India Pvt. Ltd, 4E. (2013)
- Brand positioning: strategies for competitive advantage. Sengupta, S. (2005). Tata McGraw-Hill Education.

Suggested Readings:

- Richard Elliott, Percy & Pervan, Strategic Brand Management, 2E. Oxford University
- Brand positioning: strategies for competitive advantage. Sengupta, S. Tata McGraw-Hill Education, First Edition,2005.
- Product management in India. Majumdar, R. (2007). PHI Learning Pvt. Ltd.
- Product Management, Gupta, S.L, Wisdom Publications.
- Product and Brand management ,2009, U C Mathur, Excel Books New Delhi

Supplementary Resources

MOOCs:

- https://www.coursera.org/learn/brand-management (By IE business school, Madrid).
- https://onlinecourses.swayam2.ac.in/imb19_mg04/preview (By Swayam-IIMB).

Online Resources:

EBSCO:

- https://www.ebsco.com/academic-libraries/products/ebooks
- http://www.mhhe.com/lehmann05
- https://interbrand.com/thinking/best-global-brands-2020-download/

Online Cases:

- https://www.marketingsherpa.com/article/case-study/branding-8-lessons-most-effective-brand-decisions-every-day#.YJhJRAOwCL8.gmail
- www.afaq.com Branding information
- https://www.futurebrand.com/our-work/cheerios

Journal Resources:

- WARC Journal: https://www.warc.com/
- J-Gate: Journal of Product and Brand Management,

Journal of Brand Management

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	3	3	2	2	3	2	3
CO2	3	2	3	3	2	3	2	3
CO3	3	3	3	3	2	3	2	3
CO4	3	3	3	3	3	3	3	3
C05	3	3	1	3	3	3	3	3

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	RURAL AND GREEN MARKETING
Term/Semester	IV
Course ID	23MBA143
Credits	3

Introduction:

Rural markets represent a substantial portion of the Global Marketplace. Despite of huge potential; rural markets have been traditionally ignored by most multinationals from advanced countries; as well as by local large-scale manufacturers of packaged products. Rural markets are gaining importance in emerging economies and even India. A large number of businesses are involved in the marketing of various products in the rural areas of India and elsewhere. In the Indian context; understanding rural marketing is essential for every marketing student.

Green Marketing helps individuals to make informed decisions about choices that impact the environment. This insightful course provides a thorough introduction to the emerging field of green marketing, including a useful exploration of the integral relationships among marketing strategy and action, macroeconomic sectors, and the environment. In addition to providing a detailed look at many green strategies, from environmentally friendly supply chains to the environmental implications of product creation, the course reviews the evolution of marketing and devotes considerable attention to the conditions for potential consumers to act in an ecologically responsible manner.

Rural and Green marketing have emerged as distinct areas and provide a general understanding of the rural economy in India and its unique opportunities and challenges as a market. The course is designed to sensitize students on the nuances of rural marketing environment and Develop capabilities for clearly identifying; complex; real life rural and green marketing problems in a holistic perspective

Course Outcomes (COs):

Having successfully completed this course; student will be able to:

CO1: Explore the opportunities and challenges in rural and green marketing in Indian context

CO2: Assess rural market potential for products and services

CO3: Examine the different marketing strategies used in rural and green marketing

CO4: Develop interest towards rural and green marketing strategies

CO5: Learn the concept of sustainability in Marketing

Course content and Structure: (36 hours)

MODULE 1: INTRODUCTION TO RURAL MARKETING 8 HOURS

- Definition and Scope of Rural Marketing; Components of Rural Markets; Classification of Rural Markets; Rural vs. Urban Markets;
- Role of Bottom of pyramid in rural marketing
- The Rural Market Paradox; Composition of the Rural Market; Market Size; Influences in Rural Markets.
- Market Research in rural India including findings published reports like Thompson's rural market index and similar ones
- Public-Private Partnership;
- E-Rural Marketing;
- Role of Government and NGOs in Rural Marketing.

MODULE 2: RURAL MARKETING STRATEGIES 10 HOURS

- Segmenting Rural Markets;
- Rural Marketing Mix Strategies
- Positioning in rural markets;
- Rural Product Strategies and Brand Management
- Rural Pricing Strategies
- Rural Distribution Strategies – Innovative Distribution Channels like ITC E-choupal; Godrej Adhar; HUL Shakti; Mahindra Samriddhi sand Godrej Sakhti.
- Rural Promotional Strategies; Challenges in Rural Communication; Rural Media- Mass Media; Non-Conventional Media; Personalized Media; Rural Media Typology.

MODULE 3: INTRODUCTION TO GREEN MARKETING 6 HOURS

- Green Marketing; Paths to Develop Sustainable Products;
- The Rules of Green Marketing;
- Green Marketing Segments;
- Ecotourism; The General Principles; Business Implications;
- Ecological Footprint and Carbon Footprint;
- Role of Business in green marketing

MODULE 4: SUSTAINABILITY 8 HOURS

- Sustainable Strategy; Sustainable Value Creation;
- Global Drivers of Sustainability; Ladder of Sustainability; Four System Conditions for Sustainability; Strategies for Action; Industrial Ecology; Systems
- Analysis; Tools for Sustainability; Environmental Management System;
- Total Quality Environmental Management;
- Green Procurement; Sustainable Supply Chains;
- Align the Green Supply Chain with Business Goals; Green Suppliers and Material Refurbishment;
- Ten Steps to Create a Sustainable Supply Chain; Logistics and Transportation

MODULE 5: CONTEMPORARY DEVELOPMENT IN RURAL AND GREEN MARKETING 4 HOURS

- Trends in Rural and Green Marketing;
- The Future of Rural & Green Marketing;
- Triple Bottom Line;
- International Organization for Standardization Standards; ISO 14--1; ISO 14-25; ISO 14-4-; ISO 14-64; ISO 26---:
- Corporate Social Responsibility.

Pedagogy:

The course will use the following pedagogical tools:

- Class room teaching
- Case based teaching
- Project based teaching
- Experiential learning through Rural immersion programme
- Interactions with the experts in Rural and green marketing
- Role Plays

Teaching Learning Resources:

Essential readings-

- Scott T. Young & Kanwalroop Kathy Dhanda (2-13); Sustainability: Essentials for Business; SAGE Publications.
- Pradeep Kashyap (2-12) ; Rural Marketing; Pearson 2nd edition;
- Balram Dogra & Karminder Ghuman; Rural Marketing: Concepts and Cases ; Tata McGraw Hill Education Pvt Ltd

References-

- Krishnamacharyulu and Lalitha Ramakrishnan (2-11); 2nd Edition; Rural Marketing: Texts and Cases; Pearson Education.
- Abhijit Roy (2-12); SAGE Brief Guide to Marketing Ethics; SAGE Publications.
- Ghosh (2-13) 1st Edition; India's Agricultural Marketing: Market Reforms and Emergence of New Channels; Springer India.
- Dr. Subhash Bhave ; Agribusiness Management in India –Text & Cases
- www.rmai.in www.ruralyellow.in www.inc.com › encyclopedia › green-marketing

Supplementary Resources:

- https://jgateplus.com/search/login/
- https://www.ebsco.com/products/research-databases/hbr-ascend
- http://elibrary.in.pearson.com/
- https://onlinecourses.nptel.ac.in/
- www.ruralmarketingsolutions.com
- www.campaignindia.in
- https://tradecaqk.web.app/swinderman20773kuno/thompson-rural-market-index-ppt-656.html

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	-	1	1	3	-	2	-	3
CO2	-	-	1	-	1	-	-	-
CO3	3	-	3	-	-	-	-	1
CO4	-	1	-	1	3	3	2	1
CO5	1	1	-	2	3	1	3	2

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	CUSTOMER EXPERIENCE MANAGEMENT
Term/Semester	IV
Course ID	23MBA144
Credits	3

Introduction:
Customers play an active role in interactions with companies and taking part in value creation. Customer engagement in value creation process creates new frontiers for the companies and gives them a wide range of advantages because customers can bring new knowledge and experience that have not been available with the organizations. Digital transformation is the integration of digital technology into all areas of a business, resulting in fundamental changes in how a business operates and the value they deliver to their customers. Companies should establish new engagement platforms and environments of experiences that facilitate customer interactions with a company's products, processes, employees, as well as customer communities. In the course the students will discover the phenomena of customer experience and consider theoretical background of customer experience management. Secondly Customer Experience concepts and building experience journey are highlighted. Thirdly CEM and Total customer experience management is addressed.

Course Outcomes (COs):
Having successfully completed this course student will be able to:
CO1: Recognize the concepts of experiential marketing and memorable customer experiences.
CO2: Apply skills in designing and building excellent customer experiences through rigorous research into customer needs and creating a customer journey map.
CO3: Create an experiential platform with Customer inter-face design and manage total customer Experience (TCE)
CO4: Build Customer Experience Management framework contributing towards sustainable business development.
CO5: Design CEM for customer segments and analyzes best practices in CEM in various sectors.

Course content and Structure: **36 hours**

Module1: Introduction to Customer Experience **6 Hours**

- New twist in economy development: Experience Economy
- Traditional marketing vs. experiential marketing
- Key characteristics of experiential marketing
- Customer, Types of general customers, changing role of customers
- Customer value concept- Transformation of the value creation process.
- Value co-creation: definition, analysis of stakeholders involved

Module 2: Customer Experience - Building Customer Journey **12Hours**

- Customer experience: physical and emotional aspects
- CX construct: cognitive, affective, social and physical components
- Customer Experience Pyramid; Customer experience and brand experience
- Types of CX: product experience, shopping, service experience, consumption experience
- Conceptual model of CX creation; Customer experience mapping
- Customer decision-making cycles & Customer buying cycles
- Tracking customer experience along touch points
- Measuring CX using Customer experience analytics

Module 3: Customer Experience Management **8 Hours**

- From CRM to CEM; Basic principles of Customer Experience Management
- Analysing the experiential world of the customer
- Building the experiential platform
- Managing total customer experience (TCE)
- Organizational requirements for CEM and Employee experience

Module 4: CEM Implementation and Measurement **5 Hours**

- Making a start with CEM implementation
- 360° CEM framework; developing a holistic- organization wide approach
- CEM and customer data management and analysis
- IT alignment; Multi-channel alignment
- CEM measurement and developing customer-centric KPIs

Module 5: Customer Experience Transformation **5Hours**

- Developing customer experience management strategy for various industries
- Outcomes; customer loyalty, retention and advocacy
- Analyzing contemporary CEM
- Best practices across sectors
- Future CEM, trends and implications for CEM

Pedagogy:

- Class Room Discussion
- Activity Based Teaching
- Project Based Learning
- Workshop & Seminar from Industry practitioners
- Role play and Simulations
- Field visits to Customer centric firms
- Case Based Teaching- Text & Multimedia cases
- Active and Collaborative learning

Teaching Learning Resources:

Recommended Books

1. B. Joseph Pine II, & James H. Gilmore. (2019)- The Experience Economy, with a New Preface by the Authors: Competing for Customer Time, Attention, and Money. [N.P.]: Harvard Business Review Press.
2. Batat, W. (2019). Experiential Marketing: Consumer Behavior, Customer Experience and the 7Es. Abingdon, Oxon: Routledge.
3. Prahalad, C. K., & Ramaswamy, V. (2004). The Future of Competition: Co-Creating Unique Value with Customers (Vol. [Academic Subscription]). Boston, Massachusetts: Harvard Business Review Press.
4. Bernd H. Schmitt -Customer Experience Management: A Revolutionary Approach to connecting with Your Customers by (2003-01-31)

Reference Books

1. Hamed AL-Rubaiee, Khalid Alomar, Renxi Qiu, & Dayou Li. (2018). Tuning of Customer Relationship Management (CRM) via Customer Experience Management (CEM) using Sentiment Analysis on Aspects Level.

2. Daffy, C. (2019). Creating Customer Loyalty: Build Lasting Loyalty Using Customer Experience Management. London: Kogan Page. Retrieved from http://search.ebscohost.com/login.aspx?direct=true&site=eds-live&db=edsebk&AN=20920
3. Understanding Customer Experience Throughout the customer Journey (2016)-Journal of Marketing, 80(6)-96.

Supplementary Resources

- Michael Thompson-Branding and Customer Experience course of IE University in Corusera
- Udemy-Manas Filippou 2021-Customer Experience Management (CX): Master class2021.https://www.udemy.com/course/customer-experience-management-course-client-service-success-strategy/#instructor-1
- Udemy- Janne Ohtonen – Customer Experience Management blueprint: https://www.udemy.com/course/customer-experience-management-blueprint/
- Coursera course- Customer Service Fundamentals- by Keith Gibson https://www.coursera.org/learn/customer-service-fundamentals

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	3	-	-	2	2	1	-
CO2	3	3	1	-	3	2	1	-
CO3	2	2	1	-	3	3	2	-
CO4	2	2	1	-	2	3	2	-
CO5	2	3	1	-	2	3	2	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	ENTREPRENEURSHIP ECOSYSTEM IN INDIA
Term / Semester	IV
Course ID	23MBA243
Credits	3

Introduction:
Fostering entrepreneurship has become a core component of economic development in cities and countries around the world. The predominant metaphor for fostering entrepreneurship as an economic development strategy is the "entrepreneurship ecosystem."
In recent years, startups have been receiving increased attention in many parts of the world. In India, the number of startups has increased fast and more support has become available in all dimensions. This Course analyses the current state of the Indian startup ecosystem and has three goals: to provide an understanding of the growth drivers and motivations of Indian startup founders; identify challenges facing these startups; and outline the pillars in place that support them. The analysis uses data collated from semi-structured interviews with startup founders, investors, and representatives of support organisations.

Course Outcomes:
After the successful completion of this course, the students should be able to
CO1: Comprehend & appreciate the importance of the ecosystem for entrepreneurship growth and support
CO2: Identify the Key players in the ecosystem who foster and support the growth of entrepreneurship in a particular country.
CO3: Recognise and appreciate the Indian ecosystem for entrepreneurship growth and development
CO4: Identify the support system that facilitates the start-ups in India
CO5: Aware of the various institutions of India that support Entrepreneurship

Course Content and Structure: (36 hrs.)
Module 1: Introduction to Ecosystem 06 hours)
- What is ecosystem; role of ecosystem in fostering entrepreneurship in any country
- Dimensions of Ecosystem; Technical skills; Entrepreneurial Culture; regulatory Environment; Mentoring support; Availability of Capital; Visible success
- World Bank Report, EODB Score, State wise EODB ranking,

Module 2: Players in the Ecosystem 04 Hours
- Role of the Government (Central and State)
- Role of Investors, Mentors, Advisors and networks
- Role of other important bodies and associations

Module 3: Entrepreneurship Ecosystem in India 10 Hours
- Central government institutions and agencies supporting entrepreneurship: SIDBI, NABARD, NSIC, SISI, EDI, CII, ASSOCHAM, etc.
- State government institutions and agencies: DIC, CEDOK, KIADB, KSFC, KASSIA, FKCCI, etc.
- Other supporting agencies; RUDSETI, TiE, NEN, etc.

Module 4: Elements of Startup Support **08 hours**

- Office space and Infrastructure
- Business Support and Mediation
- Funding and Assistance with Fundraising
- Incubation Centers, VCs, Makers labs, TBIs, etc.; National and International Platforms promoting entrepreneurship.
- Atal Incubation Centre.
- Angel Investing

Module 5: The State of the Indian Startup Ecosystem **08 hours**

- Evolution of the Indian Startup Ecosystem
- Geography of Startup Support
- Core Ecosystem Actors and their Provided Support
- Institutional Missions and Targeted Startups
- Specific initiatives to promote entrepreneurship: Startup India, stand up India, MUDRA; Make in India; Atmanirbhar Bharath, etc.

Pedagogy

1. Classroom Discussion
2. Interaction with the experts
3. Activity based learning
4. Case study based teaching
5. Visiting various state and central government agencies, incubation Centres, makers' labs, etc.
6. Participating in various events and discussions.

RECOMMENDED BOOKS (Latest Editions)

1. Entrepreneurship-11th edition, Robert D Hisrich, Michal P Peter, Dean A Shepherd, Tata MC Graw hill Education Pvt Ltd
2. New business ventures and the Entrepreneurs- 6th edition, Stevenson or Roberts or Grovesbeek, Irwin, Inc. mcrhall
3. New venture creation, entrepreneurship for the 21st century, 76th edition, Jeffry.A. timmous, Stephen spinelli, Tata McGraw hill, edition2018 - 19 Page 32
4. Entrepreneurship development small business enterprises Poornima, Charanti Matt edition 5th, Dorling Kindersley (India Pvt Ltd)
5. Bangalore Business ethics, ethical decision making and cases 6th edition O.C Ferrell, Jhonpaeel fraedrich, lindaferrel Houghton mifflinco, USA
6. 'Effectuation'- SarasSaraswathi
7. '8 steps to innovation' – Rishikesha T Krishnan and Vinay Dabholkar; Collins Publications

REFERENCE BOOKS (Latest Editions)

1. Reddy, "Entrepreneurship: Text & Cases", Cengage Learning
2. David H. Holt, "Entrepreneurship: New Venture Creation", Prentice-Hall of India
3. K Ram Chandran, "Entrepreneurship Development: Indian cases on Change Agents" Tata McGraw Hill
4. Brigitte Berger , "The Culture of Entrepreneurship", ICS Press
5. Vasant Desai, "Entrepreneurial Development and Management", Himalaya Publication

Supplementary Resources:

1. Ecosystem Services; a method for sustainable development; https://www.coursera.org/learn/ecosystem-services.
2. Ecosystems; https://www.springer.com/journal/10021
3. Ebsco: Journal of Entrepreneurship Development.
4. https://elibrary.in.pearson.com/login
5. https://jgateplus.com/home/
6. https://capitaline.com/
7. http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06.

CO PO Mapping

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	-	1	1	-	-	1	-
CO2	2	-	1	1	-	-	1	-
CO3	1	1	-	1	-	-	1	-
CO4	2	1	1	1	-	-	1	-
CO5	2	-	1	1	-	-	1	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	ENTREPRENEURSHIP IN ACTION PART- II (PRACTICE BASED COURSE)
Term / Semester	IV
Course ID	23MBA244
Credits	3

Introduction:

Growing a small business takes work and vision. It takes innovation, brainstorming, iteration, and advice. In this course we introduce the concept of design thinking and a tool called the Business Model Canvas to help aspiring student entrepreneurs to accelerate their business. Students will learn the nine components of the Business Model Canvas as well as how to identify the most relevant components to iterate through brainstorming with a variety of stakeholders in your business—current customers, potential customers, and advisors of your choosing. Working through their own Business Model Canvas and presenting their acceleration plan at the end of this course.

This course is introduced by a venture capital investor with decades of experience working with entrepreneurs and is taught by someone who has written business plans and taught entrepreneurs business planning at several universities.

This course is a follow-on course from Entrepreneurship in Action Part - I. The student entrepreneurs will be diving even deeper into developing a plan to accelerate your business, doing some research to pull together facts and figures to develop a more complete acceleration plan to help you understand the more intricate details of how to iterate certain parts of your business model to grow your business.

Course Outcomes:

After the successful completion of this course, the students should be able to

CO1: Develop the Business Plan and Business Pitches for their business.

CO2: Build a core team and develop an organisation charter for the organisation. Identify and align the requirement for registration, licensing, IPR process and other incorporation requirements.

CO3: Structure and source the Preliminary Funding options and raise the funds.

CO4: Marshalling the required resources and running the business.

CO5: Develop the growth and expansion plan.

Course Content and Structure: (36 hrs.)

Module 1: Business Planning, Presentation and Pitching (08 hours)

- — Preparing Business Plan
- — Financial Plan: Develop a profit and loss statement with projections; Develop a form of cash flow statement; Define the Cash management tools and techniques to be used; Define the important Financial ratios; Review and refine after discussion with a Charted Accountant
- — Marketing Plan:
- — Operations Plan:
- — HR Plan
- — Crafting Startup Pitches; Competition Pitch, Funding Pitch, Core team pitching, Sales Pitch, Investor Pitch, Elevator Pitch

Module 2: Core Team Formation (08 Hours)

— Build an entrepreneurial team; create organisation charter (Objectives, mission,
— vision and values)
— Chart and Organisation Structure; create designations, assign job roles and compensations
— Conduct preliminary selection for in charge of functional areas
— Consult and create registration and incorporation plan with a Legal Advisor
— Conduct due diligence and initiate IPR process
— Identify and apply for the required Licenses and schemes.

Module 3: Raising funds for the Business (06 Hours)

— Create funding plan based on the Cash Map and Cash Flow Cycle of the Business; Estimate the investment and return on that investment expected to execute on the acceleration plan.
— Identify ways to finance the business.
— Prospecting the investors and funding agencies to raise funds for the business

Module 4: Acquiring the required resources (08 Hours)

— Negotiating & Partnering with various potential resource providers
— Acquire resources; Financial; HR; Technological; Physical
— Building Strategic Alliances; Building Crazy Quilt; Building Collaborations R
— Start revenue generation process

Module 5: Business Growth and Expansion (06 Hours)

— Developing various strategies to grow and expand
— Implementation of the strategies to grow and expand
— Evaluation of the strategies
— Preparing a road map for future

Pedagogy

1. Participation in B-Plan competition and Pitch Desk Competition
2. Classroom Discussion
3. Interaction with the Advisory
4. Experiential Learning
5. Practice Based
6. Interaction with customers and other stakeholders

RECOMMENDED BOOKS (Latest Editions)

1. Preparing Effective Business Plans: An Entrepreneurial Approach, 2nd Edition, Bruce R. Barringer, Texas A&M University, Pearson Publications.
2. Entrepreneurship-11th edition, Robert D Hisrich, Michal P Peter, Dean A Shepherd, Tata MC Graw hill Education Pvt Ltd
3. New business ventures and the Entrepreneurs- 6th edition, Stevenson or Roberts or Grovesbeek, Irwin, Inc.mcrhall
4. New venture creation, entrepreneurship for the 21st century, 76th edition, Jeffry.A.timmous, Stephen spinelli, Tata McGraw hill, edition2018 - 19 Page 32
5. Entrepreneurship development small business enterprises Poornima, Charanti Matt edition 5th, Dorling Kindersley (India Pvt Ltd)

6. Bangalore Business ethics, ethical decision making and cases 6th edition O.C Ferrell, Jhonpaeel fraedrich, lindaferrel Houghton Mifflinco, USA
7. '8 steps to Innovation' – Rishikesha T Krishnan and Vinay Dabholkar; Collins Publications

REFERENCE BOOKS (Latest Editions)

1. Reddy, "Entrepreneurship: Text & Cases", Cengage Learning
2. David H. Holt, "Entrepreneurship: New Venture Creation", Prentice-Hall of India
3. K Ram Chandran, "Entrepreneurship Development: Indian cases on Change Agents" Tata McGraw Hill
4. Brigitte Berger, "The Culture of Entrepreneurship", ICS Press
5. Vasant Desai, "Entrepreneurial Development and Management", Himalaya Publication

Supplementary Resources:

1. Design Thinking for Business Innovation, by University of Virginia, platform: Courserahttps://www.coursera.org/learn/uva-darden-design-thinking-innovation/
2. SMS Journal of Entrepreneurship & Innovation; http://journals.smsvaranasi.com/index.php/smsjei
3. Ebsco: Academy of Entrepreneurship Journal
4. https://elibrary.in.pearson.com/login
5. https://jgateplus.com/home/
6. https://capitaline.com/
7. http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06.

CO PO Mapping

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	1	-	2	2	3	-	1
CO2	3	2	1	2	2	3	2	-
CO3	-	2	-	3	3	3	1	-
CO4	1	1	-	3	2	3	-	-
CO5	1	2	-	2	2	3	1	1

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	MANAGING AND GROWING FAMILY BUSINESS
Term/Semester	IV
Course ID	23MBA245
Credits	3

Introduction: This course as part of the Entrepreneurship and Family Enterprise Management electives provides the students/learner's an understanding into the concepts of Family Enterprise, enable them to apply their family enterprise management ability to in nurturing, decision making and developing the scale and size of family enterprise operations.
This course engages the students in contributing to every type of family enterprises by ensuring performance-oriented growth for the enterprise.

Course Outcomes (COs):
On completion of the course students of the course will be able to:

CO1: Perceive the concept and dynamics of family enterprises, its importance and contribution.
CO2: Analyse and propose a relevant business idea, functional process that can be adopted for a family enterprise idea.
CO3: Appraise implementable business model, functional strategies, that allows scaling up of the family business operations.
CO4: Analyze and propose future plans and succession plan
CO5: Implement new advances in the family business.

Course content and Structure: (36 hours)

Module 1: Family Business Concept and theories. 08 Hours

- Defining Family Business: Distinction between Family and Non-Family Business., Defining Family Types, Family business theory Circle model of Family Influence. Family firm identity. Types of Family Business Models.
- Evolution of Family Business, Family Business models in India.
- Prevalence and Contribution of Family firms.
- Economic Contribution of Family Firms
- Institutional Setting and Prevalence of Family firms

Module 2: Governance in Family Business 05 Hours

- Strength and Weakness of Family Business
- Corporate Governance System in Family Business: The role and involvement of board of directors. The boards' involvement of strategy formulation. Family Governance: Family Constitution - Family charter, family assembly and council.
- Governance in Family Business: Typical governance system in Family Business: Untangling corporate, ownership, family and wealth governance.
- Ownership Governance: Family Governance: Family values and goals, family involvement in ownership, family involvement in new entrepreneurial activity.

Module 3: Strategic management in family business: Trans generational value creation 10 Hours

- Strategic decision making in family business: Socioemotional wealth, Distinctiveness and Impact of Socioemotional wealth -A framework for strategic decision making.
- Conceptualizing the competitive advantage of family firms: The agency perspective Family members conflict with managers. The resource-based perspective: Family as resource provider. Turning families into business strategy. Generic strategy.
- Firm identity to corporate reputation. Corporate Responsibility in family firms. Branding in family firm: Family firm image drives financial performance.
- Transgenerational value creation: Upholding entrepreneurial change, creating family firm in changing environment. Focus on overall performance of family wealth.
- Evolution of Investment Management: Integrated business and Business management for large fortunes.

Module 4: Finance in Family Business and Succession Plan in family business 07 Hours

- Financing for family business: Difference of financing for family business, Family equity as a distinct asset. Performance in family firms. Risk taking in family firms.
- Financing -Debt and Equity financing, Leveraging, Monitoring key financial indicators, Value management.
- Financial management systems: Growth vs. Liquidity, Profitability vs Security. Responsibility of shareholders in family firm. Role of CFO in family firm
- Succession options: Opportunity and challenges in succession options, Significance of succession options.
- Structuring the succession plan: Source of complexity in family business succession, Succession frame work: Clarifying goals and priority, Successor's willingness and ability, review firm's strategy,
- Planning the transition responsibility: Succession road map-entry path of successor. Valuing the firm: Combining varied valuation for a fuller perspective, from valuation to price. Defining legal and tax setup. Private equity, re-capitalization, leveraged buyout.

Module 5: Contemporary Developments in Family Business 06 Hours

- E-commerce strategy adapting to family business.
- Trends in family Business: Professionalizing family business
- Internationalization of Family Business: Means to enter new markets.
- Disruptions in technology: take advantage by adopting digitalization and innovation.
- Career in Family Business.

Pedagogy:

- Class Discussion
- Expert Workshops and Seminars
- Expert's Video lecture Class
- Case Discussions
- Simulations
- Activity -Based Teaching
- Project -Based Learning.

Recommended Books:

- Managing the Family Business: Theory and Practice by T. Zellweger, EE publishing,2017,1st Edition.
- Innovation, Growth, and Succession in Asian Family Enterprises, EE Publishing, 2021,1st Edition.
- Understanding the Family Business (Entrepreneurship & Small Business Management Collection) by Keanon J. Alderson, March 15, 2011, Business Expert Press.1st Edition.
- Family Enterprise: Understanding Families in Business and Families of Wealth, + Online Assessment Tool, The Family Firm Institute, Inc,2013,1st Edition. Wiley Publication.
- Family business: Methods and Essentials of Building Business Families by Mohan Krishnan Raman,1st Edition, 2020, Notion Press.
- Management, Succession and Internationalization by Léo-Paul DanaVeland Ramadan, Springer International Publishing, 2017, 1st Edition.
- Ten Commandments of Family Business, Kavi Ramachandra,Sage Publishers.
- The 5'G's of Family Business –Walter Wye and MitraDixita, Sage Publishers.

Reference Books:

1. Family Business, By Carole Howorth, Nick Robinson, 2020, 1st edition, Published by Routledge.
2. Family Business by Poza, Cengage Learning, 4Th Edition, 2015.
3. Entrepreneurs in Family Business Dynasties by Laura Hougaz, Springer International Publishing, 2017, 1st Edition.
4. Entrepreneurs in Every Generation: How Successful Family Businesses Develop Their Next Leaders by Allan Cohen, Pramodita Sharma, 2016, 1st Edition, Berrett-Koehler Publishers.
5. Indian Family Business Mantras by Peter Leach,Tatwamasi Dixit, 2015, 1st edition, Rupa Publications India.

SUPPLEMENTARY RESOURCES:

1. https://www.coursera.org/learn/leadership-in-the-family-business (By Tecnológico de Monterrey).
2. EBSCO: Academic Journal 0894-4865, Family Business Review, Sage Publications.
3. Magazine -Family Business Advisor Family Business Institute.
4. Online Cases: https://www.iidmglobal.com/case_studies/case-study-categories/cs-personal-success/family_biz/id44463.html
5. https://elibrary.in.pearson.com/login
6. https://jgateplus.com/home/
7. https://capitaline.com/
8. http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06.

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	-	1	2	-	1	2	-
CO2	3	2	-	3	-	2	-	-
CO3	3	-	-	3	1	2	-	-
CO4	3	-	-	3	-	1	-	-
CO5	3	1	-	3	2	1	2	1

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	FINANCIAL MANAGEMENT FOR ENTREPRENEURS
Term / Semester	IV
Course ID	23MBA246
Credits	3

Introduction:

Owning and operating one's own business can be a dream come true, but every entrepreneur will have to stay firmly grounded in reality if you want to make a success of it.

After all, businesses need to make money, which means entrepreneurs need to know how to manage their finances effectively. No matter what kind of company the entrepreneur runs, control of their finances will help them to avoid losses and grow their business faster.

Thus, the course prepares the students to be competent in entrepreneurship and corporate finance management skills. The course focuses on specific financial planning and financial decision-making needs of entrepreneurial ventures, including start up and development phase financial and management problems.

Course Outcomes:

After the successful completion of this course, the students should be able to

CO1: Analyse the financial statements and interpret the financial ratios.
CO2: Decode the financial health of the business with the help financial Analysis.
CO3: Evaluate and describe the financial status of the Startups.
CO4: Develop proforma statements and predict the future financial status.
CO5: Formulate decisions, both as entrepreneurs and venture capitalists.

Course Content and Structure: (36 hrs.)

Module 1: Introduction to Entrepreneurial Finance 06 Hours

- Introduction- Meaning; Definitions, Concepts, Importance & Applications to the Entrepreneurial Finance.
- Corporate Finance V/S. Entrepreneurship Finance, Sequence of New Venture financing
- Regulatory considerations, financial distress affecting financing choices.

Module 2: Business Evaluation and Valuation 08 Hours

- Introduction- Financial Plan Development, Checklist of Finance Information
- Business Plan Development Sources- Government Schemes
- Key factors of Valuation- Methods of Asset Valuation (Simple Problems).

Module 3: Venture Capital Financing of Startups 06 Hours

- Introduction to Venture Capital Industry
- Venture Capital Partnerships, Types of Funds
- Investment Characteristics, Credible Finance Proposals, Amount and Staging of Investment, Financial Projection, Investment Expectations.

Module 4: Financing Start-ups and Small Firms 08 Hours

- Introduction- Changing Landscape of Small Firm Finance, Time Series Perspective on Credit Availability and Cost; Start -up Financing, On Going Financing of Small Firms, Bank Consolidation and Small Firm Finance.

Module 5: Financial Analysis for Start-ups **08 Hours**

— Financial Ratio Analysis-, Liquidity Ratio, Leverage Ratio, Efficiency Ratio, Profitability Ratio, Market Value Ratio

— Long term financial planning- Simple Financial Planning Model, Percentage of Sales Approach. Proforma Statements- Free Cash Flow, EFN and growth rate review, Proforma Income statement, proforma balance Sheets.

Pedagogical Tools

1. Classroom Discussion
2. Practice based teaching using Excel
3. Interaction with the Experts
4. Experiential Learning
5. Project Based Learning
6. Case Study (Success and Failure Stories)

RECOMMENDED BOOKS (Latest Editions)

1. The FT Essential Guide to Writing a Business Plan: How to win backing to start up or grow your business, 2nd Edition, Vaughan Evans, Pearson Publications
2. Rassoul Yazdipour: Advances in Entrepreneurial Finance, Springer Publication
3. Gary Gibbons: Entrepreneurial Finance: A Global Perspective, Sage Publication
4. Steven Rogers: Entrepreneurial Finance, McGraw Hill Publication

REFERENCE BOOKS

1. John B Vinturella& Suzanne Erikson; Raising Entrepreneurship Capital
2. Janet Kiholm Smith, Richard L. Smith, Richard T. Bliss: Entrepreneurial Finance, Stanford University Press
3. Luisa Alemany, Job J. Andreoli: Entrepreneurial Finance: The Art and Science of Growing Ventures, Cambridge University Press.

Supplementary Resources:

1. Entrepreneurship: Do your venture; https://onlinecourses.swayam2.ac.in/imb19_mg03/preview
2. Identifying entrepreneurial Opportunities; https://www.classcentral.com/course/edx-identifying-entrepreneurial-opportunities-12828
3. Start-up: How to build a successful business? https://www.coursera.org/learn/startup-english.
4. Journal of Small Business; https://www.tandfonline.com/toc/ujbm20/59/5?nav=tocList&utm_source=google&utm_medium=sem&utm_campaign=JQI23394&gclid=CjwKCAjw2P-KBhByEiwADBYWCv2I5x7mJfPINjBbhRLD4XjkkbAt7YY8_jnsRuuLrZuwcDQ0-t8HNhoC6Z0QAvD_BwE .
5. JEB- Journal of Entrepreneurship and Business: https://jeb.umk.edu.my/
6. https://elibrary.in.pearson.com/login
7. https://jgateplus.com/home/
8. https://capitaline.com/
9. http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06.

CO PO Mapping

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	3	1	1	1	3	2	-
CO2	2	3	1	1	2	3	2	-
CO3	2	3	2	1	-	3	3	-
CO4	3	3	2	1	2	3	-	-
CO5	3	3	3	1	-	3	-	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

FINANCE SPECIALISATION

Course Title	RISK MANAGEMENT AND DERIVATIVES
Term/Semester	IV
Course ID	23MBA341
Credits	3

Course Description

The course will focus on the application of financial derivatives in financial risk management. The course concentrates on introduction and pricing of derivative securities such as forwards, futures, and options. It focuses on the application of these derivative securities for financial risk management which include introduction to derivatives markets, pricing futures and forwards, Binomial model and Black and Scholes model for pricing options. The course will also cover real world case studies to illustrate practical application of financial derivatives to solve complex risk management problems

Course Outcomes (COs):

At the successful completion of this course the students should be able to;

CO1: Demonstrate risk identification and showcase comprehensive knowledge about the types and functions of the derivatives market

CO2: Analyse the trading and settlement of forward and future contracts and apply valuation techniques of futures

CO3: Develop and construct an option trading strategies for real life in different market conditions

CO4: Estimate the option pricing using different models and analyze the factors affecting option pricing

CO5: Examine the various credit risk derivatives for managing liquidity and credit risk.

Course content and Structure: (36 hours)

Module 1: Introduction to Derivatives 04 Hours

Definition and managing risk, types of risk, approaches to risk management, Derivatives market - Meaning, benefits, types (both exchange traded and OTC traded) and features of financial derivatives- functions of derivatives Market-Derivative market players (Hedgers, speculators and arbitragers), Trading, Derivatives market in India. (Theory).

Module -2 Hedging with Futures and Forwards 08 hours

Futures and Forwards: Meaning, features -Futures vs Forwards-Mechanics of buying and selling futures/Forwards-Hedging through futures/Forwards-Marking-to-market process-contract specifications of stock, index and commodity futures–valuation of futures/forwards using cost of carry model, Arbitrage Process- (Numerical problems on MTM and valuation of futures/forwards). (Theory and Problems).

Module -3 Hedging Using Options 10 Hours

Option Contracts: Meaning, features and types of option Contracts-Options vs futures/forwards-Mechanics of buying and selling option contracts-contract specifications of stock, index and commodity options- Option Trading strategies – Spreads: Bull spread, bear spread and Butterfly spread using call and put option. Combinations: Straddle, Strangle, Strips and Straps.

Module 4: Valuation of option contracts **08 hours**

Option pricing-factors affecting option Pricing-Valuation of option contracts using Black Scholes model (No dividend, with dividend and dividend yield) and Binomial Model-Put-call parity theory-Option Greeks--Interest rate options-Exotic options. (Numerical problems on all aspects except exotic options).

Module -5 Credit Derivatives and VaR **6 Hours**

Credit Derivatives-Total Return Swap (TRS)-Credit Default Swap (CDS)-Types of CDS-Asset Backed Securities (ABS)-Collateralized Debt Obligation (CDO) Credit Spread Options-Probability of Default- Forward Rate Agreement (FRA)-Interest Rate Caps/Floors/Collars-Value-at-Risk-Meaning, VaR Models. (Theory only)

Pedagogy

- Lectures
- Case study
- Trading simulation
- Minor projects

Teaching Learning Resources:

Essential Readings

1. Futures and Option Markets, John C. Hull, Pearson Education
2. Derivatives Markets (3nd edition), by Robert L McDonald, Pearson Publication.
3. Derivatives & Risk Management, Rajiv Srivastava, 4th Edition, Oxford Publication House.
4. Options & Futures Vohra & Bagri TMH 2/e

References

1. Risk Management & Derivative, Rene M. Stulz, Cengage
2. Sheldon Natenberg, Option Volatility and Pricing: Advanced Trading Strategies and Techniques (2nd Edition).
3. Kerry Back, A Course in Derivative Securities: Introduction to Theory and Computation.

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	1	1	1	1	1	1	1
CO2	3	3	1	1	-	2	-	1
CO3	2	2	1	1	1	2	2	-
CO4	3	1	1	-	1	2	1	1
CO5	2	2	1	-	-	-	-	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid – Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Quiz	Individual	5	After completion of each module
4	Assignments: Trading using NSMART	Group	20	Full Semester

Course Title	INTERNATIONAL FINANCIAL MANAGEMENT
Term/Semester	IV
Course ID	23MBA342
Credits	3

Introduction:

"As for Foreign Exchange, it is almost as romantic as young love and quite as resistant to formulae". H.L. Mencken

Knowledge of international finance can help a financial manager decide how international events will affect a firm. It helps to understand the flow of fund in the international market, foreign exchange rate behavior and risk exposures associated with it. This subject also discusses the various financing tools available to the corporates while operating in the international market. Students will get the knowledge of currency derivatives, which helps the firm manage their funds in the international market. They will also come to know how the firms manage the exchange rate risk while operating globally.

Course Outcomes (COs):

At the successful completion of this course the students should be able to;

CO1: Determine the fundamental theories of international finance and calculate Balance of payment of the country.

CO2: Analyze and predict foreign exchange market movements by applying effective forecasting techniques.

CO3: Examine and Implement effective currency risk mitigation hedging strategies using derivative contracts

CO4: Assess various parity theories, arbitrage concepts, and exchange rate exposure management techniques to manage the risk.

CO5: Analyze current financial challenges by assessing the implications of Tax heavens, Offshore banking, Euro Currency Markets, Anti-money laundering compliance measures, and international banking services.

Course content and Structure: (36 hours)

Module 1: Introduction to International Finance 4 Hours

- Scope, Importance of International Finance- Rewards & Risk of International Finance, Goals of MNC- International Business Methods.
- Balance of Payments (Components and structure, Importance, Economic Relevance)
- Demand and Supply aspects of Currency Market.
- International Monetary System: Evolution, Gold Standard, Bretton Woods system, the flexible exchange rate regime, the current exchange rate arrangements.

Module 2: Exchange Rate Management 8 Hours

- Foreign Exchange Market: Function and Structure of the Forex markets, Foreign exchange market participants
- Forecasting FOREX rates.
- Determination of Exchange rates in Spot and Forward markets.
- Exchange rate Behavior-Cross Rates- Bid – Ask – Spread, Cross rates (Theory & Numerical Problems).

Module 3: Foreign Exchange Risk Management 8 Hours

- Currency Futures & Options Strategies
- Hedging against foreign exchange exposure
- Forward Market- Futures Market- Options Market- Currency Swaps-Interest Rate Swap

Module 4: Analyzing Parity Theories and Exchange Rate exposure 8 Hours

- International Parity Relationships, Interest Rate Parity, Purchasing Power Parity &International Fisher effects.
- Arbitrage, Types of Arbitrage – Locational, Triangular and Covered Interest Arbitrage.
- Management of Transaction exposure, Management of Translation exposure, Management of Economic exposure.
- International Capital Budgeting: Concept, Evaluation of a project.
- (Theory & Problems)

Module 5: Contemporary Issues 8 Hours

- Tax Heavens and Offshore Banking
- Euro Currency Markets including Depository Receipts (ADR's, GDR's and IDR's)
- Money Laundering and Anti Money Laundering / Compliance measures
- International Banking services –Correspondent Bank, Representative offices, Foreign Branches.
  (Only Theory)

Pedagogy:

- Classroom Discussions
- Currency trading simulations
- Real world currency trading on Trading Apps
- Creating hedging models using Excel.
- Case Study Analysis
- Expert Talk / Guest Lectures

Teaching Learning Resources:

Essential Readings

- Jeff Madura, International Financial Management, South-Western College Publishing, ISBN: 9781133947837.
- Krugman & Obsfeld. (2018). International Finance, Pearson Publication
- Levi, M. (2020). International Finance, Taylor and Francis.
- Daniel, K. (2018). Principles of International Finance, McGraw Hill.
- Somanath, V. (2017). International Financial Management, I.K. Publication
- Apte, Prakash, ―International Finance – A Business Perspective, Tata McGraw Hill.
- DavidB. ZenofF & JackZwick: International Financial Management.
- RitaM.Rodriguez L.BigameCarter: International Financial Management.
- V.A.Avadhani:InternationalFinance-TheoryandPractice,HimalayaPublishingHouse.

References

- Jain, Peyrard, and Yadav―International Financial Management‖, MacMillan
- J. Fred Weston, Bart: Guide to International Financial Management.
- Robery O. Edmister: Financial Institutions – markets and Management.
- A.V. Rajwade: Foreign Exchange International Finance and Risk Management, Prentice Hall.
- Apte P.G., International Financial Management, Tata McGraw Hill,

- Eun and Resnik, International Financial Management, Tata McGraw Hill
- Bekaert, Greet and Hodrick, Robert J., _International Financial Management', Prentice Hall.
- Shapiro, Alan C., _Multinational Financial Management', John Wiley..

Supplementary Resources:

- https://jgateplus.com/home/
- https://capitaline.com/
- http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06
- https://elibrary.in.pearson.com/login

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	-	-	2	1	2	-	-
CO2	-	1	-	-	-	2	1	-
CO3	-	1	-	-	-	1	1	-
CO4	-	2	-	-	-	2	1	-
CO5	1	-	1	1	1	1	1	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	BEHAVIORAL FINANCE
Term/Semester	IV
Course ID	23MBA343
Credits	3

Introduction:
Too frequently, investors—amateurs and professionals alike—unknowingly fall prey to their best investing intentions. Most often, their disappointment stems from a wide array of well-documented behavioral influences. We know that they are harmful to our financial health, yet we persist in them. Why are behavioral dilemmas so sticky to overcome? Behavioral finance has blossomed—and justly so. It is a key to the justification for active portfolio management. If investors were perfectly rational and always acted in their enlightened self-interest, active management would still have a role because different investors have different goals and preferences and may require different portfolios. Roger Ibbotson, with three colleagues, demonstrated in Popularity: A Bridge between Classical and Behavioral Finance that an investment may be popular (and thus offer inferior prospective returns) for perfectly rational reasons—for example, because it offers liquidity or tax savings. And it may be unpopular (and thus offer superior prospective returns) for precisely opposite reasons. But active management based on investor irrationality—that is, on behavioral finance—is much more interesting and likely to be much more rewarding. It turns the students into detectives, hunting down parts of the market where euphoria, despair, ignorance, greed, fear, and a litany of other Behavioral Finance faults reign and prices depart from their fair value. It is in these situations where active managers can add the most value.

Course Outcomes (COs):
At the successful completion of this course the students should be able to;
CO1: Explain behavioral finance and types of investors
CO2: Examine and Analyze "Efficient Market Hypothesis"
CO3: Apply "Prospect theory and asset pricing models in different situations"
CO4: Evaluate "Heuristics and Behavioral Biases of Investors with empirical evidence".
CO5: Elaborate Behavioral Finance theories and overcoming Investor Biases

Course content and Structure: **(36 hours)**

Module 1: Introduction to Behavioral Finance **6 Hours**

- Rational Markets Hypothesis, Intellectual Underpinnings, The Rise of the Rational Markets Hypothesis, Impact on Wall Street and the Corporates, The Challenge of Behaviorists, Synthesis and Future Horizons
- Psychology and market people – Understanding investor psychology and their types.
- Investors, portfolio managers, analysts: are they rational?
- Bounded rationality in real market conditions.
- Decision-making process by an investor and behavioral biases.

Module 2: Efficient market hypothesis & Failing EMH **8 Hours**

- Theoretical Foundations of the EMH.
- Empirical Support for the EMH.
- Theoretical Challenges to the EMH.
- Empirical Challenges to the EMH.
- An Assessment of EMH

Module 3: Behavioral Aspects of Investing **8 Hours**

- Investor Behaviour- Portrait of an Individual Investor, What the Heuristics and Biases Mean for Financial Decision Making, Implications of Overconfidence for Decision Making, Influence of Emotions, Implications of Mental Accounting, Behavioral Portfolio Theory, Knowing Yourself: Psychographic Models, Basic Ingredients of a Sound Investment Philosophy, Guidelines for Overcoming Psychological Biases.
- Market Outcomes, Size Effect and Seasonality, Momentum and Reversal, Post-Earnings Announcement Drift, The Value Premium, The Equity Premium Puzzle, Excessive Volatility, Bubbles, Behavioral Asset Pricing Model.
- Value Investing, Central Tenets of Value Investing, Evidence and Prospects of Value Investing, Strategies of Some Well-Known Value Investors, Academic Research on Value Investing.

Module 4: Behavioral Corporate Finance **8 Hours**

- Behavioral Corporate Finance, Rational Managers with Irrational Investors Approach, Valuation, Capital Budgeting, Capital Structure, Dividend Policy, Mergers and Acquisitions (M&A), Agency Conflicts and Corporate Governance.
- Building a Smart Organisation, Challenges in Building a Psychologically Smart Organisation: Accounting, Financial Planning, Incentives, Information Sharing, Group Processes, Improving Organizational Decision-Making Process

Module 5: Contemporary Issues **6 Hours**

- Methods to overcome behavioral biases – Anchoring effect, Bandwagon bias, Confirmation bias and Halo Effect and Company Performance.
- Wisdom of Crowds, Fooled by Randomness, Power Laws, Noise and Performance in Stock Market, Stock Market as a Complex Adaptive Systems, Evolutionary Analogy, Animal Spirits, From Homo Economics to Homo Sapiens, Flaws of Finance, The Clash of Cultures

Pedagogy:

1) Classroom Discussions
2) Intense Case study analysis
3) Running Simulations
4) Modelling to evaluate investor psychology
5) Expert Talk / Guest Lectures
6) Empirical Evidence based Research Paper Writing

Teaching Learning Resources:

Essential readings

1. Behavioral Finance, Prasanna Chandra, McGraw Hill Education, ISBN: 978-9385965555.
2. Buy Psychology of Investing, Pearson Publication.

Supplementary Resources

1. Misbehaving- The making of behavioral economics, Richard Thaler, Penguin Press.
2. Nudge, Richard Thaler, Penguin Press.
3. Baker, Malcolm, and Jeffrey Wurgler, 2000, ―The equity share in new issues and aggregate stock returns‖, Journal of Finance 55(5), 2219-2257.
4. https://jgateplus.com/home/

5. https://capitaline.com/
6. http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06
7. https://elibrary.in.pearson.com/login

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	1	2	1	1	2	1	3
CO2	3	2	-	1	1	1	1	1
CO3	2	2	1	-	2	2	1	-
CO4	3	2	-	-	2	1	1	1
CO5	3	2	1	1	1	1	1	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid – Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	BANKING AND INSURANCE
Term/Semester	IV
Course ID	23MBA344
Credits	3

Introduction:

According to Sir Warren Buffett, "Risk comes from not knowing what you are doing. "This course has been designed in order to help students understand various financial services and institutions providing the same. Banking, Financial Services and Insurance (BFSI) is set to grow exponentially in India due to the rising per capita income, introduction of new products, innovation in technology, expanding distribution, networking and increasing customer awareness of financial products. BFSI Industry has seen bold reforms in the last few years and will continue to be a top priority focus industry for India's economic development based on inclusive growth.

This course will provide basic understanding about the Banking, Insurance and other financial services and will also help students understand the concept of risk management in respect to the above two industries.

Course Outcomes

After the Course completion, Students will be able to:

CO1: Comprehend the Indian Financial System.
CO2: Exemplify the Principles and Practice of Banking.
CO3: Establish the Principles and Practice of Insurance in Business and Management.
CO4: Classify various financial services for decision making.
CO5: Interpret the current and changing scenario of Indian Banking, Insurance and financial service sector.

Course content and Structure: (36 hours)

Module 1: Financial System 5 hours

- Introduction to and Functions of a Financial system
- Indian Financial System, Markets and Regulators
- SEBI: Role and functions of SEBI, Recent Financial sector reforms of SEBI
- Reserve Bank of India: Functions of RBI. Recent Policy Developments in the Indian Financial system.
- Money Market in India: Organized and Unorganized Market, Money market structure.

Module 2: Banking System and Structure in India 10 Hours

- Introduction to Banking- Retail banking; Wholesale banking and International banking; Universal banking, Banker and customer Relationship; RBI's Constitution and objectives; Role and function of RBI.
- Payment and collection of Cheques and other Negotiable Instruments.
- Banking Technology- Core banking, Payment system and Electronic banking.
- Fundamentals of Investment Banking Fund based and fee based services.
- Differences between International Banking and Indian Banking;
- Components of Liabilities and Components of Assets; Significance of Asset Liability management; Assets and Liabilities Committee (ALCO); Activities of ALCO.
- Introduction to NPAs and its management, Classification of NPAs and recovery strategy.
- Recent development in Indian banking sector- ATM; Mobile Banking; IMPS; NEFT; RUPAY; E- Banking; Credit and Debit Card; UPI; Block-chain; Fintech; AI Robots; Digitization; Chatbots; Cloud Banking; Biometrics, Payment Banks; FWH for Bankers (Pandemic Effect).

Module 3: Insurance **7 Hours**

- Introduction to Insurance and Insurance Laws in India
- Insurable Interest, Insurable Risk, Requirements of an insurable risk.
- Types of Insurance- Life, Fire, Marine, Crop/Agriculture insurance, different Insurance Covers, ULIPs, Endowment Policies
- Significance of insurance to business
- Insurance Premium.
- Actuarial Service Scope.
- Agent Qualifications.
- Recent developments in the Indian Insurance Sector- Insurance Covers for Pandemics; Customer Focused Solutions; Digitization; Enhanced Claim settling processes; Increased Insurance and Rider options.

Module 4: Financial Services in India **9 Hours**

- Factoring & Forfeiting – Definition, Functions, Types and Services offered.
- Credit rating: Meaning, process of credit rating, rating methodology, rating agencies and symbols.
- Securitization: Meaning, process, Types of securitisable assets, Benefits of securitization.
- Depository system: objectives, activities, NSDL& CDSL; The process of clearing and settlement.
- Leasing and Hire Purchase

Module 5: Financial Institutions **5 Hours**

- Functions and Instruments; Call Money Market; Treasury Bills Market; Commercial Bills Market; Markets for Commercial Paper and Certificate of Deposit, Differences between CDs and CBs, Diff between Bond and Debentures.
- Special Purpose Institutions –NABARD, SIDBI Inclusive Banking Trade Finance, REC Bonds.

Pedagogy:

- Classroom discussions.
- Enquiry Based Teaching.
- Webinars, MOOCs, SDPs.
- Multimedia Cases and Illustrations.
- Student Teacher Interactive Learning.

Teaching Learning Resources:

Essential Readings

1. Principles and Practices of Banking - IIBF, 2/e, Macmillan, New Delhi. ISBN: 978-9350597293, 978-9350597293
2. Management of Banking and Financial Services, Fourth Edition, By Pearson. ISBN13:978-9352861873.
3. Financial services – Khan M Y, 6/e, McGraw Hill. ISBN: 0070585857, 978-0070585850.

References

1. Banking Theory and Practice, K.C. Shekar and Lakshmi Shekhar, Vikas Publishing House, 2011. ISBN: 978-9325969056
2. Banking and Insurance, O.P Agarwal, Himalaya Publishing House. ISBN: 978-8184884883.

3. Elements of Banking and Insurance, Jyotsna Sethi, Nishwan Bhatia, PHI Learning, ISBN: ISBN: 9788120346574, 9788120346574
4. Essentials of Banking and Insurance, Sunil Kumar, JSR Publishing House LLP. ISBN: 978-9387684614

Supplementary Resources

1. https://www.rbi.org.in/Scripts/BS_ViewSpeeches.aspx
2. https://nptel.ac.in/courses/110/106/110106040/
3. https://nptel.ac.in/courses/110/105/110105121/
4. https://www.coursera.org/learn/fintech-transformation-financial-services
5. https://www.coursera.org/lecture/financial-markets-global/insurance-fundamentals-X6HV1
6. (https://onlinecourses.swayam2.ac.in/cec20_mg08/preview)-
7. https://www.edx.org/school/state-bank-of-india
8. https://www.coursera.org/lecture/financial-markets-global/insurance-fundamentals-X6HV1
9. https://www.youtube.com/watch?v=Ce3A8l7LHMc&ab_channel=HitBullsEyeHitBullsEyeVerified
10. https://www.youtube.com/watch?v=uPqNNshSA9I&ab_channel=CARachanaPhadkeRanadeCARachanaPhadkeRanadeVerified
11. https://www.youtube.com/watch?v=YyWOnt15CYE&ab_channel=TheLogicalLearningTheLogicalLearning

CO-PO Mapping:

COs/POs	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	2	1	1	1	2	1	1
CO2	3	2	1	3	2	3	2	3
CO3	3	2	1	3	2	2	2	3
CO4	3	2	1	3	2	2	2	3
CO5	3	3	2	3	3	1	3	2

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid – Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

OPERATIONS AND SUPPLY CHAIN MANAGEMENT

Course Title	WORLD CLASS MANUFACTURING
Term/Semester	IV
Course ID	23MBA441
Credits	3

Introduction:

World Class Manufacturing is a set of concepts, policies, techniques, and principles for operating and managing a manufacturing company. The concept of World Class Manufacturing is based on the positive results achieved by Japanese manufacturing companies after World War II. In order for companies to compete on the world stage, businesses will need to focus on producing quality products and services, delivering on time, and running operations at the lowest cost possible. Adopting the manufacturing processes will help managers focus on continual improvement in quality, cost, lead time, flexibility, and customer service.

Companies using World Class Manufacturing strategies focus on continuously improving operations, eliminating waste, and creating Lean organizations, which often results in higher productivity. These companies also focus on setting new standards for speed from order capture through delivery without the heavy dependence on inventory. Combining the philosophies of World Class Manufacturing with the tools of Lean will help businesses achieve success and a reduction in waste. Sequential methods of performing work are being replaced with concurrent methods to compress time, and functional and hierarchical divisions of duties are being replaced by team-driven activities.

Course Outcomes (COs):

Having successfully completed this course student will be able to:

CO1 –Identify the recent trends in manufacturing.
CO2 - Describe the relevance of World Class Manufacturing
CO3 – Illustrate customization of product for manufacturing
CO4 – Explain the implementation of new technologies
CO5 –Evaluate the existing industries with WCM industries

Course content and Structure: (36 hours)

Module I: Introduction & Overview of WCMM 6hrs

- Definition, Factors affecting Global Business conditions, Global competitiveness, Hall Marks of Excellence, Path to becoming world class, World Class Suppliers and World class customers,
- Operation Strategy & Competitiveness, Dimensions of Competitiveness, Competitive priorities, Globalization and international business, Productivity Measures, Improving Productivity, Strategy & Competition,
- Elements of Operations Strategy –Manufacturing competitiveness to World Class Manufacturing, scorecard.
- Ten pillars of WCM Business Excellence

Module: II Process Selection & Design (Manufacturing and Services) 6hrs

- Process Design, Planning and Selection, Process analysis
- Process flowcharting – Types of processes
- Measuring process performances, Product, Process Matrix. Service, System design matrix
- Process capability studies, process capability studies, SPC & control charts

Module III: WCM Models, Quality & Global Competitiveness: 8 Hrs.

- Manufacturing objective strategy, Malcolm Baldridge National Quality Award, Hall's Framework of Value-added Engineering, Schon bergers's Framework, Gunn's model, Maskell's Model,
- Relationship between Quality and Global Competitiveness,
- Deming's and Shiego Shingo's approach to Quality Management, Competitiveness enhancing manufacturing technologies.
- Global Integration & Economic Trends

Module IV: **WCM Systems, Tools & Techniques 8hrs**

- The emergence of information age, Concept of Value Chain, Sheer's Integrated information systems Framework,
- Information Management Tools, Material processing and handling tools, Automation,
- Six sigma, Bar coding, JIT, Value Engineering, Quality Circles, Rapid Prototyping, Poka Yoke,
- KANBAN, FMS and SMED, value stream mapping, Differential diagnosis as a problem solving tool

Module: V Lean Production Systems 8hrs

- Lean logic – Elements of Lean Production, Lean Production & JIT, Comparison of Batch Production,
- Mass production and Lean Production, Lot size basics,
- Elimination of waste – Techniques for set Up time reduction,
- Effect of Lot Size reduction on competitive criteria & set-up time reduction, reduction methodology,
- Toyota Production system

Pedagogy:

1) Classroom Discussion
2) PPT and Students Presentations
3) Project Based teaching
4) Case study based teaching

Teaching Learning Resources:

1)K. Sridhara Bhat, "World Class Manufacturing", HPH
2) World Class Manufacturing – Strategic Perspective, Sahay B.S., Saxena K B C and Ashish Kumar, Mac Milan Publications, New Delhi.
3) World Class Manufacturing - The Lesson of Simplicity, Schonberger R. J, Free Press, 1986

Reference Books:

1. B.S. Sahai, K.B.C. Saxena & Ashish Kumar, "World Class Manufacturing", Macmillan Publishing Co**.**
2. Richard B Chase, Nicholas J Acquilano, Ravi Shankar & F. Robert Jacobs, "Operations Management for Competitive Advantage", Mc Graw Hill
3. Nicholas, "Competitive Manufacturing Management", TMH
4. Richard Schonberger, World Class Manufacturing: The Lessons of Simplicity Applied, Free Press, London
5. Toyota Production Systems – Taichi Ohno, Kaizen , Masaki Imai

Supplementary reading:

Industry 4.0 and World Class Manufacturing Integration - MDPI
https://www.mdpi.com › pdf
READ What is World Class Manufacturing and Its Principles
https://www.managementstudyhq.com › world-class-ma.
Improving Operations Performance with World Class ...
https://www.intechopen.com › operations-management
Keys for World-class Manufacturing
https://www.reliableplant.com › Read › world-class-ma...

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	-	2	1	1	1	2	-
CO2	2	-	-	-	1	-	2	-
CO3	-	-	-	-	1	1	1	-
CO4	-	-	-	-	1	-	2	-
CO5	1	-	-	-	1	-	3	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	BUSINESS PROCESS IMPROVEMENT
Term/Semester	IV
Course ID	23MBA442
Credits	3

Introduction:

Business process improvement (BPI) is a management exercise in which enterprise leaders use various methodologies to analyze their procedures to identify areas where they can improve accuracy, effectiveness and/or efficiency and then redesign those processes to realize the improvements. Business process improvement, or BPI, works by identifying the operations or employee skills that could be improved to encourage smoother procedures, more efficient workflow and overall business growth. This process can also be referred to as functional process improvement.

Enterprises use BPI to find ways to reduce the time it takes to complete processes, and to eliminate waste and friction in the processes, and/or improve the quality of the products or services that are produced through these processes.

In IT, business process improvement addresses the root causes of process or system deficiencies to harmonize IT and business goals. Process mapping, which assesses business operations to pinpoint problem areas and adjust workflow, is often the first step in a larger business process improvement effort.

With BPI as a discipline capable of producing such improvements, BPI creates value in its ability to help enterprises fine-tune how they operate to ensure they are best positioned to compete in today's competitive, technology-driven business environment.

Course Outcomes (CO)

Having successfully completed this course student will be able to:

CO1 Explain the key terms associated with Business Process Improvement.

CO2 Discuss the various supporting and opposing forces to Business Process Improvement in simple business situations.

CO3 Examine the various enablers of BPI

C04 Formulate a working plan to establish a Business Process Improvement in an organization

CO5 Evaluate the success of a BPR initiative in relation to the impact on organizational key performance indicators (KPIs.)

Course content and Structure: (36 hours)

MODULE 1: Introduction to Business Process Improvement (BPI): 8 Hours

- Definition of business processes; BPI; Evolution Concept of BPI; BPI guiding principles business process redesign, and Benefits of BPI.
- Need for reengineering; Breakthrough in reengineering model; Business process reengineering & performance improvement;
- Key targets of BPR; Myths about BPR; and other management concepts.
- TQM, Quality function deployment; ISO standards; ERP; BPR and Continuous Improvement.

MODULE 2: Business vision and process objectives: 6 Hours

- The Key Elements of BPI
- Develop BPI Vision; Establish a Responsible Team for implementing BPI.
- Prepare the Organization for Change, and Redesign the Business Process.
- Processes to be redesigned; and selection criteria.
- Measuring existing processes; BPI Goals – Cycle time reduction; Cost reduction; Quality improvement; Customer Satisfaction.
- Case Studies

MODULE 3: Enablers of BPI **6 Hours**

- Enablers of BPI in manufacturing; Agile Manufacturing, Lean Manufacturing; JIT; Collaborative Manufacturing; Intelligent Manufacturing.
- Production Planning; Product design & development.
- Role of information technology in improving production
- Relationship between BPI and information technology.

MODULE 4: BPI implementation methodology **8 Hours**

- Different BPI Methodologies; Different Phases of BPI; Relationship between BPI phases; Tools used in Modeling the Business; flow-charting; business activity maps; relational diagrams; benefit/cost analysis; Process Modeling.
- KPIs Definition; Measuring Key Performance Indicator (KPIs) Methodologies (Common Assessment Framework (CAF); Balanced Scorecard).
- Fish bone diagram; Benchmarking
- Case Studies

MODULE 5: Change Management **8 hours**

- The Power of Habit in organizations; planned changes in business re-engineering projects; Factors relating to change management systems and culture; Committed and strong leadership;
- Models in change management - Kotter's Change Management Model, McKinsey 7-S Change Management Model, ADKAR Change Management Model, Lewin's Change Management Model
- Factors relating to organizational structure; Factors related to BPI program management;
- Factors related to IT infrastructure;
- Factors Relating to BPI Failure; Problems in communication and organizational resistance; Lack of organizational readiness for change.
- Problems related to creating a culture for change; Lack of training and education; Factors related to management support; Ineffective BPI teams.
- Framework for barrier management

  Note: Only Theory Questions

Pedagogy:

1) Classroom Discussion
2) Activity based teaching,
3) Project Based teaching
4) Case study based teaching
5) Interaction with Experts
6) Industrial Visits.

Teaching Learning Resources:

Recommended Books

- Ravi Anupindi, Sunil Chopra, Sudhakar D Deshmukh, Jan A. Van Mieghem- Managing Business Process Flows: Pearson New International Edition, 3rd Edition
- Carr, D.K. and Johasson, H.J.: Best Practices in Re-engineering, McGraw Hill, New York 1995.
- Vikram Sethi and William R.King: Organisational Transformation through Business Process Reengineering, Pearson Education, New Delhi 2003.
- Jayaraman, M.S.el: Business Process Re-engineering, Tata McGraw Hill, New Delhi 1994.

Suggested Reference Books:

- Harmon, P, Business Process Change: A Guide for Business Managers and BPM and Six Sigma Professionals, Elsevier/Morgan Kaufmann Publishers.
- Kock, N.F., Process Improvement and Organizational Learning: The Role of Collaboration Technologies, Idea Group.
- R. Anupindi et al., Managing Business Process Flows: Principles of Operations Management, Pearson Education Inc.
- Walford, R.B., Business Process Implementation for IT Professionals and Managers, Artech House.
- Hammer, Michael: Re-Engineering the Corporation: A Manifesto for Business Revolution, Nicholas Brealey, and London 1993.
- Peppard, J and Rowland P: The Essence of Business Process Re-engineering, Prentice Hall Inc., New York,

Supplementary Reading:

- https://www.cio.com https://mosimtec.com/business-process-improvement-methodology/
- https://centricconsulting.com › operational-excellence
- https://tallyfy.com/business-process-improvement-bpi/
- https://www.mooc-list.com/tags/process-improvement
- https://www.my-mooc.com/en/mooc/business-process-management/
- https://www.edx.org/course/operations-management
- Pearson e – library; https://elibrary.in.pearson.com/bookshelfDashboard
- EBSCO: https://www.ebsco.com/search?search=supplychainmodel
- Jgate: https://jgateplus.com/home/resources/
- Capitaline: https://www.capitaline.com/SiteFrame.aspx?id=1

CO-PO Mapping:

	PO1	**PO2**	**PO3**	**PO4**	**PO5**	**PO6**	**PO7**	PO8
CO1	1	2	-	1	1	-	2	-
CO2	2	-	2	-	1	-	2	-
CO3	3	1	1	-	2	-	1	-
CO4	2	2	-	-	2	-	2	-
CO5	1	-	1	-	-	-	-	1

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	**Evaluation Item**	**Unit of Evaluation**	**Marks Allotted**	**Timeline**
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Case Study Presentations, Module wise Concept Presentation and Group assignments etc.)	Individual	25	Full Semester

Course Title	BUSINESS ANALYTICS FOR SCM
Term/Semester	IV
Course ID	23MBA443
Credits	3

Introduction:

Analytics represent the ability to make data-driven decisions, based on a summary of relevant, trusted data, often using visualization in the form of graphs, charts and other means. Supply chains typically generate massive amounts of data. Supply chain analytics helps to make sense of all this data — uncovering patterns and generating insights. Supply chain analytics is also the foundation for applying cognitive technologies, such as artificial intelligence (AI), Robotics, ICT tools and Big Data to the supply chain process. Cognitive technologies understand, reason, learn and interact like a human, but at enormous capacity and speed. This advanced form of supply chain analytics is ushering in a new era of supply chain optimization. It can automatically examine through large amounts of data to help an organization improve forecasting, identify inefficiencies, respond better to customer needs, drive innovation and pursue breakthrough ideas.

Course Outcomes (COs):

Having successfully completed this course student will be able to:

CO1 –Identify the scope for Applications of Analytics in SCM
CO2 - Apply the appropriate ICT tools for enhancing the Supply Chain capabilities
CO3 – Analyse the applications of Big Data Analytics in Supply Chain Framework
CO4 – Comprehend the various AI tools used in SCM
CO5 –Deploy the Robotic Process Automation for Supply Chain functions

Course content and Structure: 36 hours

Module 1- Overview of Supply Chain Analytics (4 Hrs.)

- Meaning and concept of Supply chain analytics
- Growth and Evolution of SC Analytics
- Types of Supply Chain Analytics – Descriptive, Diagnostic, Predictive, Prescriptive
- Supply chain analytics software – SAP SCM; E2open; Logility; Watson Supply chain; Blujay SCM etc.,
- Features of SC Analytics
- Benefits of SC Analytics
- Latest trends in SC Analytics – Block chain; Graph Analytics; Hyper Automation

Module 2: ICT Tools for Supply Chain Management (6 Hrs.)

- Functional Roles of ICT in SCM – Transaction Execution; Collaboration and Coordination; Decision Support
- Benefits of ICT Deployment for SCM; ICT value-add for enterprises
- ICT tools for SCM: Electronic Data Interchange (EDI); Bar coding and Scanner; Enterprise Resource Planning (ERP) Systems; Warehouse MS WMS, Transportation MS and Inventory Management Systems; RFID; Decision Support Systems (DSS); Social, Mobile, Analytics and Cloud (SMAC) stack; Cloud Computing; Web Services;
- Assessment Framework for measuring impact of ICT in SCM

Module3: Supply chain Analytics (8 Hrs.)

- The Scale, Scope and Depth of Big data for supply chain
- Big Data for Suppliers Network, Knowledge sharing and Collaboration
- Big Data for Resource Optimisation, Demand Forecasting and Risk analysis
- Geo analytics based on big data to merge and optimize delivery networks.
- Big data for Supply Chain Performance
- Specific used cases in SC Analytics
  (Case studies demonstration using R)

Module 4: Artificial Intelligence in SCM (10 Hrs.)

- Chatbots for Procuring Operations; Automated and Augmented chatbot
- Managing Logistics with Predictive Analysis; strategic planning, procuring raw materials, controlling inventory, developing newer products
- AI in Logistics for Predicting Demand
- Optimizing Logistics Route
- Predicting Peak Hours in Logistics Center
- Automated Quality Checking
- Challenges of Using AI in Supply Chain

Module 5: Emerging trends in SC Analytics (8 Hrs.)

- Robotic Process Automation (RPA); Features and Capabilities; Benefits
- Levels of Robotics in SCM; Robotic Packaging; Robotic Palletization – Benefits
- Autonomous Mobile Robots (AMRs); Fleet Management and Systems; Pick optimization robots
- Store Robots that Aid in Replenishment
- Autonomous Trucks
- Autonomous Last Mile Deliveries
- Spend analytics
- Allocation of resources
- Procurement analytics
- Optimization of routes
- Warehouse location

Pedagogy:

- Class room discussion
- Software linked practice based teaching
- Workshop from practioners
- Case based teaching
- Experiential learning
- Inquiry based teaching
- Simulation

Teaching Learning Resources:

Recommended Books

1. Supply Chain Management, Sunil Chopra, and Peter Meindl, Pearson
2. Jeremy F. Shapiro, Modelling the Supply Chain. Duxbury, Thomson Learning

3. D.Simchi-Levi, P. Kaminsky, E. Simchi-Levi, and Ravi Shankar, Designing and Managing the Supply Chain concepts, Strategies and Case studies, Third Edition, Tata McGraw Hill, New Delhi, 2008.
4. Rahul Saxena, Anand Srinivasan, Business Analytics

Reference Books

1. Sridhar Tayur, Ram Ganeshan, Michael Magazine (editors). Quantitative Models for Supply Chain Management. Kluwer Academic Publishers, 1999.
2. Márquez Adolfo Crespo (2010) "Dynamic Modelling for Supply Chain Management: Dealing with Front-end, Back-end and Integration Issues", Springer
3. Simchi-Levi, David, Chen, Xin, Bramel, Julien (2014), "The Logic of Logistics Theory,
4. Algorithms, and Applications for Logistics Management", Third Edition, Springer, ISBN-978-1-4614-9149-1
5. Tang Christopher S, Teo Chung-Piaw and Wei Kwok-Kee (Eds) (2008), "Supply Chain Analysis: A Handbook on the Interaction of Information, System and Optimization", Springer, ISBN-13: 978-0-387-75239-6

Supplementary reading

- Supply Chain Management: An International Journal (Available on www.emaraldinsight.com)
- Supply Chain Management Review
- Purchasing World
- International Journal of Purchasing and Materials Management
- International Journal of Physical Distribution & Logistics Management
- http://www.supply-chain.com
- http://www.transportlink.com
- http://www.transportlaw.com
- http://www.apics.org
- http://www.clm1.org
- https://www.edx.org/new/course/supply-chain-analytics
- https://www.coursera.org/learn/supply-chain-analytics
- https://onlinecourses.nptel.ac.in/noc20_mg27/preview
- Pearson e – library ; https://elibrary.in.pearson.com/bookshelfDashboard
- EBSCO : https://www.ebsco.com/search?search=supplychainmodel
- Jgate: https://jgateplus.com/home/resources/
- Capitaline: https://www.capitaline.com/SiteFrame.aspx?id=1

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	1	3	-	-	-	1	3	-
CO2	-	3	-	-	1	-	-	-
CO3	2	3	-	-	-	-	-	-
CO4	-	3	-	-	1	-	2	1
CO5	-	3	-	-	1	-	3	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	STRATEGIC QUALITY MANAGEMENT
Term/Semester	IV
Course ID	23MBA444
Credits	3

Introduction:

Total quality management (TQM) is the continual process of detecting and reducing or eliminating errors in manufacturing, streamlining supply chain management, improving the customer experience, and ensuring that employees are up to date with training. Total quality management aims to hold all parties involved in the production process accountable for the overall quality of the final product or service. TQM was developed by William Deming, a management consultant whose work had a great impact on Japanese manufacturing. While TQM shares much in common with the Six Sigma improvement process, it is not the same as Six Sigma. TQM focuses on ensuring that internal guidelines and process standards to reduce errors, while Six Sigma looks to reduce defects. While TQM originated in the manufacturing sector, its principles can be applied to a variety of industries. With a focus on long-term change over short-term goals, it is designed to provide a cohesive vision for systemic change. With this in mind, TQM is used in many industries, including, banking and finance, and only limited to manufacturing sector.

Course Outcomes (COs):

After completion of this course, students will be able to;

- **CO1** Identify various Principles and Practices of TQM
- **CO2** Classify the Quality Control and Improvement Tools
- **CO3** Apply the Philosophies of Quality Management
- **CO4** Illustrate the Implementation of Total Quality Management
- **CO5** Critically evaluate the Quality Standards adopted in industry

Course content and Structure: (36 hours)

MODULE 1: Principles and Practices of TQM 8 Hours

- **Introduction:** Definition of TQM; Gurus of TQM; TQM Framework; Defining Quality for Goods and Services; Benefits of TQM.
- Importance of Leadership for Successful TQM; The Deming's Philosophy.
- **Quality Councils**: Definition; Principles and Roles of Quality Councils for Implementation of TQM. **Continuous Process Improvement**: The Juran's Trilogy; PDCA Cycle (Plan-do-check-act); Kaizen and Six Sigma.
- **Performance Measures;** Concept of Cost of Quality; Basics of Customer Satisfaction and Customer Satisfaction Index.

MODULE 2: Quality Control and Improvement Tools 8 Hours

- Statistical Quality Control: basic concepts; product control; process control; variations in quality.
- Applications of control charts: types of control charts; mean charts, range charts, P chart, np charts, C charts.
- Quality control graph: Affinity diagram, Tree diagram; Matrix diagram, Process decision program chart, Arrow diagram; Zero defect program (POKA-YOKE).

MODULE 3: Philosophies of Quality Management 6 Hours

- Overview of the contributions of Deming, Juran's Crosby; Masaaki Imai; Feigenbaum; Ishikawa; Taguchi techniques.
- Concepts of Quality circle; Japanese 5S principles and 8D methodologies

MODULE 4: Implementing Total Quality Management **8 Hours**

- Strategic quality planning; organizing for TQM; Training for TQM.
- Benchmarking: Rationale of benchmarking Prerequisites of benchmarking; Benefits of benchmarking; Obstacles to successful benchmarking; perpetual benchmarking.
- Concept of Kaizen; Kaizen vs. Innovation; Kaizen and management; Kaizen practice.
- TQM in service organizations; implementing TQM though out the organization.

Module 5: Quality Standards **6 Hours**

- BIS; AGMARK, ISO 9000; Quality systems under ISO 9000- 20000; ISO 14000; ISO Certification process.
- Quality awards; Malcolm Baldrige Award; Deming's Prize; Golden Peacock Award etc.
- Case studies of implementation of ISO quality systems; TQM verses Six Sigma.
- (Case studies- Mahindra & Mahindra, Mumbai Dabbawallahs, NTPC, TVS Motor etc.).

Pedagogy:

1) Classroom Discussion
2) Activity based teaching,
3) Project Based teaching
4) Case study based teaching
5) Interaction with Experts
6) Industrial Visits.

Teaching Learning Resources:

Recommended Books

1) Dale H. Bester filed, et at., "Total quality Management", Pearson Education Asia, Third Edition, Indian Reprint 2006.
2) Sridhara Bhat K, Total Quality Management – Text and Cases, Himalaya Publishing House, First Edition 2002
3) H. Lal, Organizational Excellence through TQM New Age Publications, 2008

Reference Books:

1. James R. Evans and William M. Lindsay, "The Management and Control of Quality", 8th Edition, First Indian Edition, Cengage Learning, 2012.
2. Suganthi. L and Anand Samuel, "Total Quality Management", Prentice Hall (India) Pvt. Ltd., 2006.
3. Janaki Raman. B and Gopal.R.K. "Total Quality Management – Text and Cases", Prentice Hall (India) Pvt. Ltd., 2006.
4. Managing for Quality and Performance Excellence by James R. Evans and William M Lindsay, 9th edition, Publisher Cengage Learning.
5. A New American TQM, four revolutions in management, Shoji Shiba, Alan Graham, David Walden, Productivity press, Oregon, 1990

Supplementary reading:

- https://mooc.es/course/total-quality-management-i/
- https://www.coursera.org/courses?query=quality%20management
- https://www.coursera.org/specializations/six-sigma-fundamentals
- Pearson e – library; https://elibrary.in.pearson.com/bookshelfDashboard
- EBSCO https://www.ebsco.com/search?search=supplychaindesign
- Jgate: https://jgateplus.com/home/resources/
- Capitaline: https://www.capitaline.com/SiteFrame.aspx?id=1

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	2	-	-	-	1	2	-
CO2	2	2	-	-	-	-	2	1
CO3	2	1	1	-	-	1	1	1
CO4	2	2	-	-	-	1	2	-
CO5	2	2	-	-	-	-	2	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

BUSINESS ANALYTICS SPECIALISATION

Course Title	MACHINE LEARING USING PYTHON
Term/Semester	IV
Course ID	23MBA541
Credits	3

Introduction:

Machine learning refers to a set of popular methods and algorithms used for analyzing data and creating models. Business decision making is modern times is heavily dependent on machine learning and managers require to know the basics of machine learning so that they can analyze and make sense of the reports and data presented to them. Python is a arguably the most popular programming language that is used to solve machine learning problems. In this course, we introduce different machine learning algorithms and then create models on different datasets. The students will learn how to read different types of data (structured and unstructured) from different sources (excel or csv files), summarize the data, clean the data, select which model to build and finally build and analyze the built model.

Course Outcomes (COs):

After successfully completing the course, the students will be able to:

CO1: Define different types of machine learning algorithms and measure goodness of fit of machine learning models

CO2: Build linear regression, logistic regression, decision tree or random forest models depending on problem and dataset.

CO3: Perform data reduction and latent factor identification using PCA and CFA and group data using cluster analysis algorithms (KNN and K Means)

CO4: Identify associations present in data applying Apriori algorithm, build TF-IDF model for corpus and measure sentiment score for each line of a paragraph.

CO5: Define the components of RNN and CNN and build basic neural network using fully connected layer, build ARIMA models for forecasting and build ARCH and GARCH for measuring volatility

Course content and Structure: (36 hours)

Module 1: Introduction to Machine learning and Python (7 hours)

- Recap of python – Reading data from files, data summary generation, cleaning of data
- Basics – Hypothesis testing, different plots - Construction and their usage
- Types of Machine learning – Classification of three major types of machine learning (supervised, unsupervised and reinforcement)
- Evaluation of machine learning models: – Accuracy, Precision, Recall, ROC Curve and contingency matrix
- Basic difference between classification and regression problems – applications to different industries
- Types of Dependent and independent variables, different types of data, concept of bias and variance

Module 2: Supervised Learning Algorithms (8 hours)

- Linear Regression (Single and Multiple)
- Lasso and Ridge regression
- Naïve Bayes method
- Random Forest
- Decision Tree
- Applications of supervised learning methods for business decision making

Module 3: Unsupervised Learning Methods (6 hours)

- Concept of unstructured data
- Clustering – K-Means and KNN methods
- Factor analysis – PCA and Common Factor Analysis
- Applications of unsupervised methods for business decision making

Module 4: Association Mining and Text Mining (7 hours)

- Introduction to Basic association mining
- Market Basket Analysis (Apriori Algorithm)
- Introduction to Text Mining – Definitions of Document, Corpus, Dictionary
- Basic text operations – Tokenization, lemmatization and removal of stop words
- Sentiment Score Calculation and part of speech identification
- TF-IDF calculation

Module 5: Neural Network and Time series analysis (8 hours)

- Introduction to neural network
- Theoretical background of Basic neural network types (CNN and RNN)
- Implementation of Vanilla neural network using Dense layer
- Concept of time series data and volatility
- Time series analysis using python – ARIMA, ARCH and GARCH.

Pedagogy:

1) Case based teaching
2) Classroom discussion
3) Activity based teaching
4) Talk by the industry experts
5) Software based learning - Python

Teaching Learning Resources:

Essential Readings

1. Machine learning using Python, Manaranjan Pradhan and U Dinesh Kumar, Wiley.
2. Machine Learning using Python – A practical guide, Binit Patel, Blue Rose Publishers.

References

1. Introduction to Machine learning using Python – A guide for data scientists, Andreas C Miller and Sarah Guido, O'Reilly

Supplementary resources-

1. https://www.kaggle.com/
2. https://www.analyticsvidhya.com/blog/2016/01/complete-tutorial-learn-data-science-python-scratch-2/
3. https://www.w3schools.com/python/python_ml_getting_started.asp

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	-	3	-	-	2	-	1	-
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CO3	1	2	-	1	1	2	1	-
CO4	2	2	-	1	1	2	1	-
CO5	1	2	-	1	1	2	1	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	EMERGING TECHNOLOGIES
Term/Semester	IV
Course ID	23MBA542
Credits	3

Introduction:

Bill Gates said, "we're only beginning to realize computing's potential" and that "we're entering an era when software will fundamentally transform almost everything we do," ranging from the evolutionary to the revolutionary transformations disrupting previously adopted technologies and business models. These transformations should create intelligent real-time enterprises that would conduct business in a significantly more effective, efficient and agile manner, and that could adapt to the changing business conditions and grow "smarter" over time by leveraging the future generations of Information Technologies. These technologies can be the greatest friends or the worst foes in building such "smart businesses," depending on how well they are adopted and deployed in the enterprises.

In this course, the students will study various principles of technological innovation driving major business transformations and leading to the creation of more intelligent and agile enterprises. Some of these principles include evolution and generations of emerging technologies, different types of technological trajectories, cycles and path dependencies of these technologies, business-pull and technology push. This course will use case studies to explore frameworks, tools, and strategies that are already proven in the real world and prepare ourselves and our organizations to have the tools needed to succeed in a fast and changing world.

Course Outcomes (COs):

After successfully completing the course the students will be able to:

CO1: Identify types of innovation and explain usage of emerging technologies
CO2: Analyze applications of technologies in communication and virtual reality
CO3: Analyze applications of IoT and Cloud computing in different industries
CO4: Analyze and evaluate applications of AI, ML and deep learning on different industries
CO5: Explain applications of Block chain, cryptocurrency, robotics and data security methods in business

Course content and Structure: (36 hours)

Module 1: Overview of Basic Principles of Emerging Technologies 4 Hours

- Emergence of innovative technologies, evolution and their adaptation by businesses.
- Interrelationship between technical and business issues
- Types of technological innovation and the value of emerging technologies.
- Digital Transformation: The Revolution, Hype and adoption
- Embrace the present and build the future
- Synergy between business and IT.

Module 2: Virtual, Mixed and Augmented Reality 8 Hours

- Virtual, Mixed and Augmented Reality: Overview of Virtual, mixed and augmented reality, Application of AR and VR in business.
- Communication Technologies: Foundations of wireless technologies, different generations of wireless technologies (2G through 5G).
- Applications of telecommunications in E-Governance (we will include)

Module 3: Cloud Computing and Internet of Things **8 Hours**

- Cloud Computing: Overview; Architectures of the cloud computing systems; Performance, security, reliability and economic viability issues, as pertaining to the cloud computing systems, How Cloud Computing is being used and its applications.
- Internet of things: Concept of Internet of Things Market trends and key companies and technologies; Adoption of IoT by business organizations; Impact of IoT on Customer Service; Effect of Internet of Things on Online Marketing; The Value of the Industrial Internet of Things (IoT) And Big Data in Manufacturing; Relevance of IoT for modern business, Applications and importance of IoT.

Module 4: Artificial Intelligence **6 Hours**

- Concept of Data Science, AI and ML;
- Problem Spaces and Search Knowledge and Rationality
- AI vs. Machine Learning;
- Machine Learning - Types, Process and Applications
- Deep Learning: Introduction to Deep Learning / Neutral Networks, Natural Language Processing; Modeling Concepts and Applications

Module 5: Emerging Technologies and Issues **10 Hours**

- Blockchain: Building the foundations; The key concepts of Blockchain technology, Blockchain and black markets, applications
- Cryptocurrency: Introduction to Cryptocurrencies, Legal Aspects of Virtual Currency, Applications of Cryptocurrencies and Block chains in Traditional Finance, Applications
- Robotics: Types and Components of a Robot, Classification of Robots, Industrial Robot Applications, Robot Accuracy and Repeatability.
- Introduction to Quantum Computing
- Cyber Security and Data Privacy

Pedagogy:

1) Case based teaching
2) Classroom discussion
3) Activity based teaching
4) Talk by the industry experts and industry visits

Teaching Learning Resources:

Essential Readings

1. Stuart Russell and Peter Norvig, “Artificial Intelligence: A Modern Approach”, 3rd Edition, Prentice Hall. ISBN: 978-1537600314
2. Elaine Rich and Kevin Knight, “Artificial Intelligence”, Tata McGraw Hill. ISBN: 978-0070087705
3. Vijay Madisetti, Arshdeep Bahga, Internet of Things, “A Hands on Approach”, University Press. ISBN:978-0996025515
4. Jai Singh Arun, Jerry Cuomo, Nitin Gaur, “Blockchain for Business” , Pearson publications, ISBN: 978-9389588880
5. Thomas Erl, Zaigham Mahood, Ricardo Puttini, “Cloud Computing, Concept, Technology & Architecture”, Prentice Hall, 2013. ISBN: 978-9332535923

References

3. Trivedi, M.C., "A Classical Approach to Artificial Intelligence", Khanna Publishing House, Delhi. ISBN: 9788190698894
4. Pethuru Raj and Anupama C. Raman, "The Internet of Things: Enabling Technologies, Platforms, and Use Cases", CRC Press. ISBN: 9781351981927
5. Barrie Sosinsky, Cloud Computing Bible, Wiley India,2011. ISBN: 9780470903568
6. Journal of Business Analytics – Taylor & Francis Online Journal ISSN: 2573-2358
7. http://nifm.ac.in/business-analytics-and-statistics
8. https://cloud.gov.in/services_da.php
9. https://dst.gov.in/data-science-research-initiative

Supplementary resources-

1. https://jgateplus.com/home/
2. https://search.ebscohost.com/
3. https://www.coursera.org/specializations/emerging-technologies
4. https://elibrary.in.pearson.com

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	1	1	-	3	-	1	-	-
CO2	2	-	2	2	2	1	-	1
CO3	2	1	-	2	1	2	1	1
CO4	1	3	-	1	2	1	1	1
CO5	1	1	-	2	2	1	-	1

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	IT RISK MANAGEMENT AND DATA SECURITY
Term/Semester	IV
Course ID	23MBA543
Credits	3

Introduction:

The purpose of this course is to provide understanding of the main issues related to security in modern networked computer systems. This covers underlying concepts and foundations of computer security, basic knowledge about security-relevant decisions in designing IT infrastructures, techniques to secure complex systems and practical skills in managing a range of systems, from personal laptop to large-scale infrastructures.

On completion of this course, students should have gained a good understanding of the concepts and foundations of computer security, and identify vulnerabilities of IT systems. The students can use basic security tools to enhance system security and can develop basic security enhancements in stand-alone applications.

Course Outcomes (COs):

After successfully completing the course the students will be able to:

CO1: Understand the basics of cyber security and IT risk.

CO2: Analyze and evaluate the cyber security needs of an organization.

CO3: Determine and analyze software vulnerabilities and security solutions to reduce the risk of exploitation.

CO4: Design and develop a security framework for an organization.

CO5: Analyze and assess management, data protection, security operations, etc.

Course content and Structure: (36 hours)

Module 1: Fundamentals of IT Risk and Cyber Security (CS) 10 Hours

- Introduction to IT Risk; Definitions of IT Risk; Four "A"s(Availability, access, accuracy, agility) ; IT Risk Disciplines; Cause of IT Risk.
- Cyber Security: Evolution; Principles; CIA – Confidentiality, Integrity, Availability
- Vulnerabilities: People-Process-Technology based vulnerabilities; Zero-Day Vulnerability
- Threats : Actors ; Tools (Types of cyber-attacks (viruses, worms, Trojan, RAT, etc.) phishing, social engineering, ransom ware)
- Counter measures: Cryptography, hashing, authentication, authorization, accountability

Module 2: Fundamentals of IT Risk Management 6 Hours

- IT Risk Management; IT Risk Management Issues; Failure of Risk Management in IT; Effective IT Risk Management
- General Risk Scenarios: Business-specific, industry-specific, region/location-specific scenarios
- Process of IT Risk Management Step One: Identify; Step Two: Access; Step Three: Remediate IT Risks; Step Four: Manage;

Module 3: Risk Management Tools and Techniques 8 Hours

- IT Risk Management Cycle
- Technology and business drivers
- Risk Terms – Asset, Threat, Threat Agent, Threat Event, Vulnerability, Countermeasure, Risk, Residual Risk
- ISO 31000:2009 Overview
- IT Risk Management Initiative
- Integrating risk management concepts into cyber security risk assessments

Module 4: IT Risk Mitigation **5 Hours**

- IT Risk Mitigation Options
- IT Risk Mitigation Strategy
- Controls' Identification and Analysis
- Calculating Residual Risk
- Applying ISO 31000 and Risk IT for Risk Mitigation
- Evaluation IT Risk Management Cycle: Project Evaluation; Learning from Selection and Execution techniques
- Integrating IT Risk Management with various frameworks and standards – BASEL II, ISO 20000, ITIL, COSO, COBIT, ISO 27001, BS 25999
- Risk Governance: Stages; advantages; challenges
- Complexity of cyber risk management: Legal; Political; Technical; Economic; Social

Module 5: Emerging Technologies and Issues **7 Hours**

- Data security: Control at the level of management: data control, data administration.
- Network security threats: spyware, search, denial of services, misrepresentation, playback and session hijacking, redirections, viruses, Trojan horses, and worms.
- Defining Privacy; Legislative Privacy
- Privacy and Data Collection
- Privacy Frameworks and policies
- Privacy-aware Access Control
- Privacy in Cloud infrastructure and Big Data

Pedagogy:

1) Classroom discussion
2) Case based teaching
3) Interaction with Industry experts
4) Seminar Based Teaching

Teaching Learning Resources:

Essential readings-

1. Information Security Principles and Practices By Mark S. Merkow, Jim Breithaupt · published by Pearson Education 978-0133589634
2. Data Privacy and Security, David Salomon published by Springer New York. ISBN : 978-0387217079
3. Data Privacy, Protection, and Security Law, Raymond T Nimmer, Holly K Towle, Published by LexisNexis. ISBN: 978-0769889245
4. Information Technology Risk Management in Enterprise Environments A Review of Industry Practices and a Practical Guide to Risk Management Teams By Jake Kouns, Daniel Minoli, Published by Wiley, ISBN: 978-1118211618

References

1. Michael T. Goodrich and Roberto Tamassia, Introduction to Computer Security, Addison Wesley, 2011.
2. Anderson, James P., "Computer Security Threat Monitoring and Surveillance," Washing, PA, James P. Anderson Co., 1980.
3. B. Raghunathan, The Complete Book of Data Anonymization: From Planning to Implementation, Auerbach Pub, 2013.
4. L. Sweeney, Computational Disclosure Control: A Primer on Data Privacy Protection, MIT Computer Science, 2002.

Supplementary resources-

1. https://jgateplus.com/home/
2. https://search.ebscohost.com/
3. https://elearning.tableau.com/tableau-fundamentals
4. https://www.coursera.org/learn/privacy-law-data-protection
5. https://www.coursera.org/learn/detect-mitigate-ethical-risks
6. https://elibrary.in.pearson.com

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	1	1	-	1	1	1	-	-
CO2	1	3	-	1	3	3	1	-
CO3	2	3	1	2	3	3	1	-
CO4	3	2	1	2	3	2	1	-
CO5	3	2	2	2	3	3	-	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid – Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	ANALYTICS FOR E-COMMERCE AND RETAIL
Term/Semester	IV
Course ID	23MBA544
Credits	3

Introduction:

E-commerce analytics is a system or tool that allows to understand user's behaviour. Although most e-commerce analytics tools focus on onsite behaviour, e-commerce analytics goes beyond that. In current scenario, many businesses are trying random tactic to succeed until something works. Real success happens when there are processes, trends, and concrete numbers that act as compass. And that's where ecommerce Analytics and the data supplied by it is powerful. Good data helps us understand the world around us, it provides guidance and helps us make sound decisions, and this includes ecommerce data as well.

E-commerce analytics tells where users came from, how much time they spent looking at a particular product, where they spend most of their time, and much more.

The course would provide detailed knowledge about Google analytics and how informed decisions can be made with the data from websites. Students will also learn how to analyze market and retail data which would help in evolving the process of retailing and help in making better decisions. Students will learn to create advanced reports on Google analytics platform on shopping behaviour and buying patterns to increase business sales.

Course Outcomes (COs):

At the end of the course students should be able to

CO1: Recall and comprehend the fundamental concepts and principles of E-commerce analytics

CO2: Apply different techniques in Google Analytics

CO3: Interpret and extract meaningful insights from various E-Commerce Reports in Google Analytics.

CO4: Analyze the impact of analytics on retailing strategies

CO5: Apply various application tools and algorithms in retail analytics.

Course content and Structure: (36 hours)

Module 1: E-commerce Analytics Basics 4 Hours

- What is E-commerce Analytics
- Why do you need it?
- AARRR for Ecommerce: Acquisition; Activation; Revenue; Retention; Referral
- Omni-channel impact on e-biz and vice-versa
- A/B testing
- Introduction to Google analytics.

Module 2: Settings in Google Analytics 12 Hours

- The Basics: How to set up Google Analytics
- Google Analytics views; ecommerce tracking
- Google Analytics settings : latest code; Ad Words time zone; View Settings; Ad Words Linking; Importing other paid traffic sources; Integrating Search Console; demographics and interests reporting; Create custom alerts
- What is UTM (Urchin Tracking Module) tagging for e-commerce and its important
- How to track competitors' prices and stock availability

Module 3: Customer Experience and analytics **6 Hours**

- Buyer personas
- Audience Reports in Google Analytics
- GDPR laws; how they shape ad targeting; limitations
- How to use geographic and demographic data to optimize campaigns
- How to Use Facebook data Insights for Better Targeting; segmentation; retention; customer satisfaction
- Analytics through Ads: Google Ads Analytics; Facebook Ads Analytics; Display Ads Analytics

Module 4: Overview of Retailing Analytics **4 Hours**

- Retailer Goodwill,
- The Inside Scoop: Retail Power Brokers, Retail Organization, Real Estate Marketing, Creative Advertising Marketing, Operations Marketing (Research), Direct Marketing, Strategic Marketing,
- Point of Sale versus Market Basket Data,
- Data as Revenue: The Price of Retail Data.
- POS data and its use cases
- Use cases on video analytics, shelf analytics

Module 5: Retail & Data Analytics **10 Hours**

- Data Terms, Market Basket, Data Storage, Data without Use Is Overhead,
- Case Studies and Practical Examples of Data-Related Retail Projects,
- Competitor Threat Analytics,
- Combining Multiple Data Sources,
- E-Business: Clicks and Mortar,
- Merchandise Cross-Sell Case Study
- Market Basket Analysis: Examples,

Pedagogy:

1) Practice based teaching using Google Analytics
2) Classroom discussion
3) Case based teaching
4) Project based teaching.
5) Interaction with Industry experts

Teaching Learning Resources:

Essential readings-

1. Retail Analytics – The Secret Weapon, Emmett Cox. Wiley publications, ISBN-13: 9781118148327
2. The Ridiculously Simple Guide to Google Analytics, Scott La Counte. Diana La Counte Publications ISBN-13 : 978-1629178042
3. Introduction to Google Analytics, Todd Kelsey. A press publications ISBN-13 : 978-1484228289
4. Consumer Behavior, Leon G. Schiffman, Joe Wisenblit, S. Ramesh Kumar, Pearson Education India. ISBN: 9789353943806
5. https://www.conversific.com/blog/ecommerce-analytics/

References

1. Google Analytics Breakthrough, FerasAlhlou. Wiley publications, ISBN-13: 9781119231691
2. Advanced Web Metrics with Google Analytics, Brian Clifton, Third edition. Wiley publications, ISBN-13: 9781118168448
3. Web Analytics 2.0, Avinash Kaushik, Wiley publications, ISBN-13: 9780470596449
4. B.king, A. (2008). Website Optimization. O'Reilly publication. ISBN-13:9780596515089
5. Sachs, A-L. (2014) Retail Analytics: Integrated Forecasting and Inventory Management for Perishable Products in Retailing, Springer. ISBN: ISBN 978-3-319-13305-8

Supplementary resources-

1. https://jgateplus.com/home/
2. https://search.ebscohost.com/
3. https://www.coursera.org/professional-certificates/google-data-analytics
4. https://elibrary.in.pearson.com

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	2	2	-	1	3	3	2	-
CO2	2	3	-	-	3	3	3	-
CO3	2	3	2	3	3	3	3	-
CO4	2	3	2	3	3	3	3	-
CO5	2	3	-	2	3	3	3	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid – Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

HUMAN RESOURCE MANAGEMENT

Course Title	MANAGING TEAMS
Term/Semester	IV
Course ID	23MBA641
Credits	3

Introduction:
Modern organizations rely on the efforts of different kinds of teams and pull together teams with members scattered over multiple geographic locations (including multiple countries) to bring together the skills and competencies needed to address tasks.
The structure of this course focuses Team Management as good portion of management skills are reserved for technical knowledge in a position. This course will focus on how teams are managed in the organization. When discussing about managing teams in the organization, managing conflicts and negation skills play a very vital role. The course will focus on those two aspects and ends with understanding how organization manages high performance teams.

Course Outcomes (COs):
Upon successful completion of this course, students will be able to:
CO1: Examine the various facets of team management including the team effectiveness models.
CO2: Analyse how teams are formed and managed within the organization
CO3: Explain the effects of conflict and develop strategies for conflict resolution.
CO4: Develop negotiation skills.
CO5: Design strategies for building and managing high performance teams.

Course content and Structure: (36 hours)
Module 1: Introduction to Team Management (6 Hours)

- Overview and Definition of teams, Characteristics of teams
- Reasons for team formation, reasons why teams fail
- Contextual issues of teams
- Types of teams
- Team Effectiveness Models- FSNPA 5 stage model, The GRPI Model, The Katzenbach and Smith Model, The Lencioni Model, The T7 Model
- Ethical values in teams

Module 2: Forming, Leading and Analyzing Teams (10 Hours)

- Environmental factors and influences on team formation
- Theories of group formation- Homan's Theory, Propinquity Theory, Balance Theory, Exchange Theory
- Selecting team members- Skills, Criteria and Techniques
- Motivating teams- Strategies
- Team decision-making processes and methods
- 360-degree performance appraisal and feedback- Methods
- Understanding & leading multicultural teams; virtual teams

Module 3: Conflict Management **(8 Hours)**

- Introduction to conflict Management
- Transition/views of conflict
- Types of Conflict
- Reasons for work place conflicts
- Preventive Measures
- Functional and Dysfunctional Aspects of Conflict
- Positive and Negative Effects of Conflict
- Skills required for Conflict Management
- Methods of Conflict Resolution

Module 4: Negotiation Skills **(6 Hours)**

- Introduction to negotiation skills
- Purpose and steps
- Types of Negotiations
- Styles of Negotiation
- Establishing WATNA and BATNA
- Essential skills for negotiation
- Tricks used in negotiation process
- Approaches to negotiation

Module 5: High Performance Teams **(6 Hours)**

- High-Performance Teams- Concept and Characteristics
- Types and roles in a high performance team
- The Three Pillars of High Performing Teams
- Building blocks for high-performing teams
- Building and leading High-Performance Teams- Strategies and benefits
- Motivating and managing high performance teams- Strategies and benefits
- Tracking and managing team process and performance

Pedagogy:

1) Classroom discussion
2) Case based teaching (Text and Multimedia)
3) Role play
4) Activity based teaching
5) Workshop, Webinars & Student Development Programs
6) Experiential learning

Teaching Learning Resources:

Essential Readings

1. Managing Teams- Larry Holpp. Managing Teams (McGraw-Hill Education: New York, Chicago, San Francisco, Athens, London, Madrid, Mexico City, Milan, New Delhi, Singapore, Sydney, Toronto, 1999). https://www.accessengineeringlibrary.com/content/book/9780070718654
2. Hackman R, "Leading Teams- Setting the stage for Great Performers", Harvard Business Review Press, 2002.
3. Proksch, S. (2016). Conflict Management.
4. Steven P. Cohen. Negotiating Skills for Managers (McGraw-Hill Education: New York, Chicago, San Francisco, Athens, London, Madrid, Mexico City, Milan, New Delhi, Singapore, Sydeny, Toronto, 2002).

https://www.accessengineeringlibrary.com/content/book/9780071387576
5. Fred Luthans, "Organizational Behaviour", 12th Edition, McGraw Hill International Edition
6. 1st Edition, Creating High Performance Teams- Applied Strategies and Tools for Managers and Team Members, by Ray Aldag, Loren Kuzuhara, 2015, ISBN 9780415538411
7. Robbins, S.P. (2003). Organizational Behavior (10th ed.). New York, NY: Prentice Hall.

Supplementary Resources

1. **MOOC Course:** Leading People and Teams- https://www.coursera.org/specializations/leading-teams?
2. **LinkedIn Learning**: Managing teams- https://www.linkedin.com/learning/managing-teams-3
3. **LinkedIn Learning**: Managing Team Conflict https://www.linkedin.com/learning/managing-team-conflict

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	-	3	-	-	-	-	2
CO2	2	2	3	-	-	-	2	-
CO3	2	-	3	-	-	-	-	-
CO4	2	-	3	-	-	-	-	-
CO5	-	-	3	-	2	2	2	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	LEARNING ORGANISATIONS AND KNOWLEDGE MANAGEMENT
Term	IV
Course ID	23MBA642
Credits	3

Introduction:
Managing knowledge effectively is key to the performance and competitiveness of organizations. The course examines how organizations innovate or create new knowledge, how they retain knowledge, and how they transfer knowledge. Strategic implications of new results on organizational learning and knowledge management are also developed. Students will acquire a greater appreciation of the dynamics of organizations and how to analyze them. You will also learn techniques for increasing your effectiveness as a manager, such as approaches for promoting creativity and knowledge sharing in organizations.

Course Outcomes (COs):
Upon successful completion of this course, students will be able to:
CO1: Explain the various facets of Learning Organisation
CO2: Formulate strategies to create and manage learning Organisations
CO3: Explain the concept of Knowledge and align knowledge management with business strategies.
CO4: Capture and Codify the knowledge for better decision making in the organization.
CO5: Ability to share/ transfer the meaningful knowledge with the stakeholders of the organization.

Course content and Structure: (36 hours)

Module 1: Learning Organisation 6 Hours)

- Introduction; Definition; Meaning; Needs and Importance; Characteristics
- Process of organizational learning
- The organizational learning cycle
- Difference between traditional organization and learning organization

Module 2: Creating and Managing Learning Organisation (6 Hours)

- Building blocks of Learning Organisation
- Challenges in the transformation to a learning organization
- Strategies to convert organisations into learning organization
- Disciplines of learning organization
- Strategies to manage learning organisation

Module 3: Knowledge Management (6 Hours)

- Introduction; Needs and Importance
- Types of Knowledge
- Knowledge Management system; Challenges; KMS Life Cycle
- Knowledge Management Models
- Aligning Knowledge Management and Business Strategy

Module 4: Knowledge Capture and Codification (10 Hours)

- Tacit Knowledge Capture
- Knowledge capturing techniques
- Evaluating the expert; Developing relationship with expert
- Explicit Knowledge Codification
- Codification Tools and Procedures
- Strategic and Practical Implications of Knowledge Capture and Codification
- Knowledge testing
- Knowledge metrics
- Tacit Knowledge Capture at the Individual, Group and Organizational Levels
- Cognitive Maps

Module 5: Knowledge Sharing/Transfer (8 Hours)

- Transfer methods
- Knowledge Transfer in e-world
- Knowledge-Sharing Communities; Types of Communities
- Obstacles to Knowledge Sharing
- Strategic and Practical Implications of Knowledge Sharing
- Data Management; Data mining and Business Intelligence

Pedagogy

- ACL Methods
- Classroom discussion
- Case based teaching (Text and Multimedia)
- Activity based teaching
- Practice based teaching
- Workshop, Webinars & Student Development Programs
- Project based teaching

Teaching Learning Resources:

Essential Readings

1. Argote, L. (2012). Organizational learning and knowledge management. In S. Kozlowski (Ed.) Oxford Handbook of Industrial and Organizational Psychology.
2. Argote, L. (2013). Organizational learning: Creating, retaining and transferring knowledge.
3. Springer
4. Peter M. Senge, *The Fifth Discipline* (New York: Doubleday, 1990), p. 1
5. Groff, T.R., and T.P. Jones. (2003). Introduction to Knowledge Management. Burlington, MA: Butterworth-Heinemann.
6. Marquardt, M. (1996). Building the Learning Organization. New York: McGraw-Hill.
7. Atwood, C.G. (2009). Knowledge Management Basics. Alexandria, VA: ASTD Press
8. Knowledge Management and Organizational Learning, King, W.R. (Ed.) 2009, XII, 396 p. illus., softcover.

Supplementary Resources

1. NPTEL Course- Knowledge Management- https://nptel.ac.in/courses/110/105/110105076/#
2. Coursera- Introduction to Learning Transfer and Life Long Learning (3L)- https://www.coursera.org/learn/intro-learning-transfer
3. https://jgateplus.com/home/

4. https://capitaline.com/
5. http://web.b.ebscohost.com/ehost/search/basic?vid=1&sid=c8b5124d-307d-4f0a-843e-3b13e9156a4a%40pdc-v-sessmgr06
6. https://elibrary.in.pearson.com/login

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	1	1	1	1	1	-	3	2
CO2	1	2	1	1	2	1	1	2
CO3	2	1	-	1	1	1	-	2
CO4	2	3	-	1	-	-	2	2
CO5	1	-	3	2	2	-	1	2

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	LEADERSHIP AND CHANGE MANAGEMENT
Term/Semester	IV
Course ID	23MBA643
Credits	3

Introduction:

In today's highly competitive and dynamic business environment, it is more important than ever for managers of all disciplines to be able to effectively deal with the wide range of organizational challenges with which they are presented. This course touches upon the full spectrum of organization change and methods which can be utilized to increase organization effectiveness. Students will gain an understanding of all aspects of OD including definitions and process models, leading change, elements of discovery and diagnosis, interventions for individuals, groups and organizations, and organization transformation. While theories are discussed to provide a foundation for learning, the emphasis of this course is to provide students with highly practical problem-solving tools which they can quickly take back to any work environment and apply to real-world challenges and opportunities for growth.

Course Outcomes (COs):

At the end of the course, students will be able to-

CO1: Describe the leadership styles, framework and theories

CO2: Analyse the various facets of Change Management.

CO3: Apply the change management models.

CO4: Demonstrate skills needed to develop an action plan for the organizational development process.

CO5: Analyse the various organization development intervention.

Course content and Structure: (36 hours)

Module 1: Introduction to Leadership and Leadership theories (10 Hours)

- Definition; Meaning; Approaches
- Leadership responsibilities
- Various styles of leadership
- Leadership framework
- Leadership ethics
- **Leadership Theories:**
- Great Man Theory of Leadership
- Trait Theory of Leadership
- Behavioral Theory of Leadership; Managerial Grid Model; Role Theory
- Contingency theory of Leadership; Fiedler's Contingency Theory; Hersey-Blanchard Situational Leadership Theory; Path-Goal Theory; Cognitive Resource Theory; Strategic Contingencies Theory
- Contemporary theories of Leadership; Transactional leadership Theories (Leader-member Exchange); Transformational Leadership Theories
- Changing trends in leadership development

Module 2: Change Management (10 Hours)

- Concept and Significance; Managing Change
- Concept of Analyzing the Environment
- Perspectives on Change: Contingency; Resource Dependence; Population Ecology;
- Implications of Change.
- **Organisational Change**- Types of Change: Continuous or Incremental Change; Discontinuous or Radical Change

- Participative Change and Directive Change
- Change Levels
- Levels of Change: Knowledge changes; Attitudinal Changes; Individual Behavior Changes and Organizational Performance Changes.
- Agile Management; Functional Transformation

Module 3: Implementing Change (5 Hours)

- Steps involved in assembling a Change
- Models of change: Kurt Lewin's 3 step model; Kotter's 8 step model; Nadler's Model & Mc Kinsey's model
- Management in Establishing a new Direction for the Organization;
- Setting up of Change Teams;
- Aligning Structure, Systems and Resources;
- Removing road Blocks;
- Absorbing Changes into Organization

Module 4: Planned Change and Organisational Development (6 Hours)

- Theories of planned change, a general model of planned change,
- Different types of panned change and critique of planned change.
- OD practitioner role, competencies and professional ethics
- **OD process**: Initiating OD relationship, contracting and diagnosing the problem
- Diagnosing models, open systems, individual-level group level and organizational level diagnosis;
- collection and analysis for diagnostic information, feeding back the diagnosed information

Module 5: Organisation Development interventions (5 Hours)

- Human process interventions: coaching, training and development, process consultation, third party intervention, and team building.
- Organization confrontation meeting, intergroup relations intervention, and large group intervention,
- Techno structural interventions: Structural design, downsizing, reengineering, employee involvement, work design, socio-technical systems approach.

Pedagogy

1) Experiential Learning
2) Activity Based Teaching
3) Case based Teaching
4) Project Based Teaching
5) Class room discussions
6) Industry Institute Interaction Series
7) Webinars

Teaching Learning Resources

Essential Readings

1. Nilakant,V. Ramnaryan,S., Managing Organisational Change, Response Books, New Delhi.
2. Beckhanrd Richard and Harris,ReubenT.,Organisational Transitions: Managing Complex Change, Addision,-Wesley, Mass

References:

1. Kanter, R.M., Stein, B.A and Jick,T.D., The Challenge of Organizational Change, Free Press, NewYork.
2. Hammer, Michael and Champy, James, Reengineering the Corporation: A Manifesto for Business Revolution, Harper Business, and New York.
3. Hurst,David K.,Crisis and Renewal: Meeting the Challenge of Organisational Change, Harvard University Press, Mass
4. Pattanayak, Biswajeet and Kumar Pravash, Change for Growth, Wheeler Publications, NewDelhi.
5. Morgan,Gareth ,Imagination, Response Books, New Delhi.
6. Madhukar Shukla, Competing Through knowledge, Response Books, New Delhi.
7. Storey,John, International Cases in Human Resources Management, Beacon Books, New Delhi.
8. Venkataratnam C.S.,Verma,Anil (Ed):Challenge of Change: Industrial Relations in Indian Industry: Allied Pub. Ltd.,New Delhi.
9. Kavitha Singh Organizational change and Development, ExcelBooksNewDelhi,2010

Supplementary Resources

1. https://www.coursera.org/learn/removing-barriers-to-change offered by University of Pennsylvania
2. https://www.coursera.org/projects/change-gap-analysis - Guided Project
3. EBSCO: https://www.ebsco.com/academic-libraries,
4. JGATE : https://jgateplus.com
5. Pearson E library : https://elibrary.in.pearson.com

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	-	3	3	-	-	2	-
CO2	-	2	2	3	-	-	-	-
CO3	3	-	2	3	-	-	-	-
CO4	-	2	3	3	-	2	3	-
CO5	-	2	2	3	-	-	-	-

LEVEL 3-Substantial 2-Moderate 1-Slight - No Co-relation

Course Evaluation Plan:

Sl. No.	Evaluation Item	Unit of Evaluation	Marks Allotted	Timeline
1	End Term Exam	Individual	50	At the end of the semester
2	Mid - Term Test	Individual	20	After completion of 2-3 modules
3	Attendance and Class participation	Individual	5	At the end of the semester
4	Remaining assignments (Quiz, Individual assignment, Cap-Stone project, Major or minor project, Group assignments etc.)	Individual	25	Full Semester

Course Title	LEARNING AND DEVELOPMENT
Term/Semester	IV
Course ID	23MBA644
Credits	3

Introduction:

The Main objective of the course is to help the students to understand about the process of Training and Development and effective administration of various training programmes in an organization. The course will facilitate the students to effectively analyze the training needs of employees and to implement different methods of training depending upon the needs of the organization. The course also aims to help the students to evaluate the effectiveness of training programmes and to understand the contemporary trends in Learning and Development.

Course Outcomes (COs):

After the completion of the course, students will be able to:

CO1: Distinguish between training, learning and development and to apply the process of training and development in an organization

CO2: Analyze the training needs of employees in an organization and to effectively organize various training programmes in an organization

CO3: Implement different methods of training based on the needs of the organization

CO4: Explain the purpose of training evaluation and to evaluate various training programmes implemented in the organization

CO5: Discuss contemporary trends in learning and development and to apply those contemporary trends in an organization on need basis

Course content and Structure: (36 hours)

Module 1: Introduction to Training and Development 6 Hours

- Difference between Training and Development
- Difference between Training, Learning and Development
- Advantages of Training to Organizations
- Process of training and development
- Training Administration Procedure
- Importance of Training Administration

Module 2: Training Need Analysis and Organization of Training Programme and Methods of Training 8 Hours

- Training Need Analysis and Importance of Training Need Analysis
- Different Types of Training Needs
- Components/Levels of Training Needs Analysis
- Techniques of Training Needs Assessment
- Skill Competency Mapping
- Organization of Training Programme: Selection of Trainees; Trainee Readiness; Trainee Motivation to learn; Preparedness of Trainer; Duration of Training Programme; Training Environment;
- On-the-Job Training Methods
- Off-the-Job Training Methods
- Management Development Methods

Module 3: Learning and Career Development **10 Hours**

- Principles of Andragogy in Training/Learning
- Overview of E-Learning Methods
- MOOCs; YouTube; Skype; Podcasts; Webinars; Edu blog; HBS Online; LinkedIn Learning; Playlists; Blogs;
- Continuous Learning
- Up-skilling and Re-skilling
- Learning Pyramid
- Different Types of Learning Styles
- Kolb's Experiential Learning Cycle
- Learning Management System (LMS)
- Purpose of Learning Management System
- E-learning – Characteristics of Instructional Design
- The ADDIE Model of Instructional Design
- Process of Outward Bound Learning: Framing, Implementation, Debriefing, Risks
- Safety and Ethical issues in OBL
- Career Development
- Stages of Career
- Types of Career Anchors
- Process of Career Planning
- Career Planning: Advantages to Employees and to Organization
- Horizontal and Lateral Career Development

Module 4: Training Evaluation **8 Hours**

- Training Evaluation
- Purpose of Training Evaluation
- Principles of Evaluation; Formative Evaluation; Summative Evaluation
- Models of Training Evaluation
- Kirkpatrick's Four Level Model
- Kaufman's Five Level Model
- The CIRO Approach
- The Philip's Five Level Model
- Approaches to ROI on Training
- Guidelines for Training Effectiveness
- Net Effectiveness Score as a tool for Training Feedback

Module 5: Contemporary Trends in Learning and Development - Overview **4 Hours**

- Simulations Training
- AI in Training
- Augmented Reality and Virtual Reality in Training
- The Gamification of Training
- Micro-learning
- Mobile Learning Apps

Pedagogy:

1. Classroom Discussion
2. Activity based Teaching
3. Theatre based Teaching (Role Play, Skit)
4. Case Based Teaching (Text Case, Multimedia Case Discussion)
5. Project Based Teaching
6. Experiential Learning

7. Industry-Institute Interface (III)
8. Webinar/Seminars/Student Development Programmes
9. Simulations

Teaching Learning Resources:

Essential readings

1. Noe Raymond, (2016), Employee Training and Development, 7th Edition, McGraw Hill.
2. Stephen Robbins, Phillip Hunsaker, Training in Interpersonal Skills, 6th Edition, Pearson
3. G Pandu Naik, ―Training and development‖, Excel Books Publications
4. Dr.B.Janakiram, ―Training and Development‖, Biztantra Publications

References

1. Lynton Rolf, PareekUdai, (2011), Training for Development, 3rd edition, Sage Publications, New Delhi
2. Rishipal, Training and Development Methods, S.Chand, 2011.
3. Goldstein Irwin L, ―Training in Organizations - Needs Assessment, Development &Evaluation, Wordsworth Publication
4. Deepak Kumar Bhattacharyya, Training and Development: Theories and Applications: Theory and Applications, Sage Publications
5. Donald Kirkpatrick and James D. Kirkpatrick, Evaluating Training Programs: The Four Levels, Berret-Koehler Publishers, NC
6. Karl M. Kapp, The Gamification of Learning and Instruction: Game-based Methods and Strategies for Training and Education

Supplementary Resources:

- M, R. A. S. 2021. Examining the Impact of Training and Development on Employee Engagement in Bangladesh Pharmaceutical Sector. IOSR Journal of Business and Management, 23(1), 32-42.
- Saikumar, K., D, P., & Rajesh, B. 2021. A Study on Training and Development with Reference to Bhel – H pvp. Ltd, Visakhapatnam. International Journal of Innovative Research and Practices, 9(1), 09-15.
- Rahmana, A., & Sukaya, Y. 2020. Training Needs Analysis: Suggested Framework for Identifying Training Need. International Journal of Psychosocial Rehabilitation, 24(2), 3861-3868.
- Panigrahy, A. K. 2017. Training Need Analysis for the Executives of Hindalco. International Journal on Research and Development - A Management Review, 6(3)
- Nayak, S. 2018. Impact of Learning and Development Strategy on Organisational Performance. International Journal of Business Management and Research, 8(1), 19-26.
- http://search.ebscohost.com/login.aspx?direct=true&db=bsh&AN=137656238&site=ehost-live
- http://search.ebscohost.com/login.aspx?direct=true&db=bsh&AN=11870970&site=ehost-live
- http://search.ebscohost.com/login.aspx?direct=true&db=bsh&AN=134170403&site=ehost-live
- http://search.ebscohost.com/login.aspx?direct=true&db=bsh&AN=6652656&site=ehost-live
- http://search.ebscohost.com/login.aspx?direct=true&db=bsh&AN=145973397&site=ehost-live

CO-PO Mapping:

	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8
CO1	3	2	2	2	2	2	3	1
CO2	3	3	2	1	1	2	3	1
CO3	3	3	3	2	1	2	3	1
CO4	1	1	3	2	1	2	3	1
CO5	1	3	2	3	3	2	3	1

LEVEL 3-Substantial 2-Moderate 1-Slight "-" No relation

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