Revised Syllabus of Courses of B.Com. Programme at Semester I with Effect from the Academic Year 2016-2017

Skill Enhancement Courses (SEC)

Foundation Course - I

Modules at a Glance

Sr. No.	Modules	No. of Lectures
1	Overview of Indian Society	05
2	Concept of Disparity- 1	10
3	Concept of Disparity-2	10
4	The Indian Constitution	10
5	Significant Aspects of Political Processes	10
Total		45

Sr. No.	Modules / Units
1	**Overview of Indian Society**
	Understand the multi-cultural diversity of Indian society through its demographic composition: population distribution according to religion, caste, and gender; Appreciate the concept of linguistic diversity in relation to the Indian situation; Understand regional variations according to rural, urban and tribal characteristics; Understanding the concept of diversity as difference
2	**Concept of Disparity- 1**
	Understand the concept of disparity as arising out of stratification and inequality; Explore the disparities arising out of gender with special reference to violence against women, female foeticide (declining sex ratio), and portrayal of women in media;Appreciate the inequalities faced by people with disabilities andunderstand the issues of people with physical and mental disabilities
3	**Concept of Disparity-2**
	Examine inequalities manifested due to the caste system and inter-group conflicts arising thereof; Understand inter-group conflicts arising out of communalism; Examine the causes and effects of conflicts arising out of regionalism and linguistic differences
4	**The Indian Constitution**
	Philosophy of the Constitution as set out in the Preamble; The structure of the Constitution-the Preamble, Main Body and Schedules; Fundamental Duties of the Indian Citizen; tolerance, peace and communal harmony as crucial values in strengthening the social fabric of Indian society; Basic features of the Constitution
5	**Significant Aspects of Political Processes**
	The party system in Indian politics; Local self-government in urban and rural areas; the 73rd and 74th Amendments and their implications for inclusive politics; Role and significance of women in politics

Revised Syllabus of Courses of B.Com. Programme at Semester III with Effect from the Academic Year 2017-2018

2 Ability Enhancement Courses (AEC)

*2B * Skill Enhancement Courses (SEC) Group B*

Foundation Course- Contemporary Issues- III

Modules at a Glance

Sr. No.	Modules	No. of Lectures
1	Human Rights Provisions, Violations and Redressal	12
2	Dealing With Environmental Concerns	11
3	Science and Technology I	11
4	Soft Skills for Effective Interpersonal Communication	11
Total		**45**

Sr. No.	Modules / Units
1	**Human Rights Violations and Redressal**
	A. Scheduled Castes- Constitutional and legal rights, Forms of violations,Redressal mechanisms. **(2 Lectures)**
	B. Scheduled tribes- Constitutional and legal rights, Forms of violations,Redressal mechanisms. **(2 Lectures)**
	C. Women- Constitutional and legal rights, Forms of violations, Redressalmechanisms. **(2 Lectures)**
	D. Children- Constitutional and legal rights, Forms of violations, Redressalmechanisms. **(2 Lectures)**
	E. People with Disabilities, Minorities, and the Elderly population- Constitutionaland legal rights, Forms of violations, Redressal mechanisms. **(4 Lectures)**
2	**Dealing With Environmental Concerns**
	A. Concept of Disaster and general effects of Disasters on human life- physical,psychological, economic and social effects. **(3 Lectures)**
	B. Some locally relevant case studies of environmental disasters. **(2 Lectures)**
	C. Dealing with Disasters - Factors to be considered in Prevention, Mitigation(Relief and Rehabilitation) and disaster Preparedness. **(3 Lectures)**
	D. Human Rights issues in addressing disasters- issues related to compensation, equitable and fair distribution of relief and humanitarian approach toresettlement and rehabilitation. **(3 Lectures)**
3	**Science and Technology – I**
	A. **Development of Science**- the ancient cultures, the Classical era, the Middle Ages, the Renaissance, the Age of Reason and Enlightenment. **(3 Lectures)**
	B. **Nature of science**- its principles and characteristics; Science as empirical, practical, theoretical, validated knowledge. **(2 Lectures)**
	C. **Science and Superstition**- the role of science in exploding myths, blind beliefs and prejudices; Science and scientific temper- scientific temper as a fundamental duty of the Indian citizen. **(3 Lectures)**
	D. **Science in everyday life**- technology, its meaning and role in development; Interrelation and distinction between science and technology. **(3 Lectures)**
4	**Soft Skills for Effective Interpersonal Communication**

Revised Syllabus of Courses of Bachelor of Management Studies (BMS)
Programme at Semester III
With Effect from the Academic Year 2017-2018

3. Core Courses (CC)

Business Planning & Entrepreneurial Management

Modules at a Glance

Sr. No.	Modules	No. of Lectures
1	Foundations of Entrepreneurship Development	15
2	Types & Classification Of Entrepreneurs	15
3	Entrepreneur Project Development & Business Plan	15
4	Venture Development	15
Total		**60**

Objectives

SN	Objectives
1	Entrepreneurship is one of the major focus areas of the discipline of Management. This course introduces Entrepreneurship to budding managers.
2	To develop entrepreneurs &to prepare students to take the responsibility of full line of management function of a company with special reference to SME sector.

Sr. No.	Modules / Units
1	**Foundations of Entrepreneurship Development:**
	• **Foundations of Entrepreneurship Development:** Concept and Need of Entrepreneurship Development Definition of Entrepreneur, Entrepreneurship, Importance and significance of growth of entrepreneurial activities Characteristics and qualities of entrepreneur • **Theories of Entrepreneurship**: Innovation Theory by Schumpeter &ImitatingTheory of High Achievement by McClelland X-Efficiency Theory by Leibenstein Theory of Profit by Knight Theory of Social change by Everett Hagen • **External Influences on Entrepreneurship Development**: Socio-Cultural, Political, Economical, Personal. Role of Entrepreneurial culture in Entrepreneurship Development.
2	**Types & Classification Of Entrepreneurs**
	• Intrapreneur –Concept and Development of Intrapreneurship • ==Women Entrepreneur – concept, development and problems faced by Women Entrepreneurs, Development of Women Entrepreneurs with reference to Self Help Group== • Social entrepreneurship–concept, development of Social entrepreneurship in India. Importance and Social responsibility of NGO's. • Entrepreneurial development Program (EDP)– concept, factor influencing EDP. Option available to Entrepreneur. (Ancillarisation, BPO, Franchise, M&A)
3	**Entrepreneur Project Development &Business Plan**
	• Innovation, Invention, Creativity, Business Idea, Opportunities throughchange. • Idea generation– Sources-Development of product /idea, • Environmental scanning and SWOT analysis • Creating Entrepreneurial Venture-Entrepreneurship Development Cycle • Business Planning Process-The business plan as an Entrepreneurialtool, scope and value of Business plan. • Elements of Business Plan, Objectives, Market and Feasibility Analysis,Marketing, Finance, Organization &Management, Ownership, • Critical Risk Contingencies of the proposal, Scheduling and milestones.
4	**Venture Development**
	• Steps involved in starting of Venture • Institutional support to an Entrepreneur • Venture funding, requirements of Capital (Fixed and working)Sources of finance, problem of Venture set-up and prospects • Marketing: Methods, Channel of Marketing, Marketing Institutions andAssistance. • New trends in entrepreneurship

Revised Syllabus of Courses of B.Com. Programme at Semester VI with effect from the Academic Year 2018-2019

B. Discipline Related Elective (DRE) Courses

Commerce-VI Human Resource Management

Modules at a Glance

Sr. No.	Modules	No. of Lectures
01	Human Resource Management	12
02	Human Resource Development	11
03	Human Relations	11
04	Trends In Human Resource Management	11
Total		**45**

Sr. No.	Modules / Units
1	**Human Resource Management**
	• Human Resource Management – Concept, Functions, Importance, Traditionalv/s Strategic Human Resource Management • Human Resource Planning- Concept Steps in Human Resource PlanningJob Analysis- Concept, Components, Job design- Concept, Techniques • Recruitment- Concept, Sources of Recruitment Selection - Concept , process , Techniques of E,selection,
2	**Human Resource Development**
	• Human Resource Development- Concept, functions Training- Concept, Process of identifying training and development needs, Methods of Training & Development (Apprenticeship, understudy, job rotation,vestibule training, case study, role playing, sensitivity training, In, basket, management games) Evaluating training effectiveness- Concept, Methods • Performance Appraisal- Concept, Benefits, Limitations, Methods Potential Appraisal-Concept, Importance • Career Planning- Concept, Importance Succession Planning- Concept, Need Mentoring- Concept, Importance Counseling- Concept, Techniques.
3	**Human Relations**
	• Human Relations- Concept, Significance Leadership –Concept, Transactional & Transformational Leadership Motivation- Concept, Theories of Motivation,(Maslow's Need Hierarchy Theory, Vroom's Expectancy Theory, McGregor's Theory X and Theory Y, Pink's Theory of Motivation) • Employees Morale- Concept, Factors affecting Morale, Measurement of Employees Morale Emotional Quotient and Spiritual Quotient- Concept, Factors affecting EQ & SQ • Employee Grievance- Causes, Procedure for Grievance redressal Employee welfare measures and Healthy & Safety Measures.
4	**Trends In Human Resource Management**

| | HR in changing environment: Competencies-concept, classification
Learning organizations- Concept, Creating an innovative organization, Innovation culture- Concept, Need, Managerial role.
Trends in Human Resource Management,: Employee Engagement- Concept, Types
Human resource Information System (HRIS) – Concept, Importance, Changing patterns of employment. Challenges in Human Resource Management: Employee Empowerment, Workforce Diversity. Attrition, Downsizing, Employee Absenteeism, Work life Balance, <mark>Sexual Harassment at work place</mark>, Domestic and International HR Practices, Millennial (Gen Y)Competency Mapping |