

Program: MBA
SEMESTER: Fourth
Course: FINANCIAL DERIVATIVES
Course code- 11.671.7

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Course Objective:

- Understand how the instruments covered can be used to implement basic market risk management strategies, appropriate for corporate applications.
- Be able to solve basic problems requiring the ability to price derivative instruments and hedge market risk based on numerical data and current market conventions
- Have acquired the basic skills required for pricing financial derivatives, including familiarity with some central techniques, namely risk-neutral valuation, no-arbitrage pricing, the binomial model, and the Black-Scholes model.
- Be able to exercise basic quantitative and mathematical skills in pricing derivative instruments.

Unit I

Introduction to Derivatives: Meaning and purpose of Derivatives, Economic benefits of derivatives, Types of financial derivatives, Types of Traders, Exchange traded versus OTC derivatives, Derivatives market in India

Unit II

Risks in Derivative Market: Credit Vs. Market, Default Risk, Foreign Exchange Risk, Interest Rate Risk, Purchasing Power Risk; Systematic and Non-systematic Risk.

Unit III

Forward and futures contracts: Definition and types, Mechanism of futures market, Future Prices and Spot Prices; Forwards Prices vs. Future Prices; Hedging using futures, Valuations of Forward and future prices

Unit IV Options Contracts: Concept of options; American and European options; Types of Options; Option pricing models: Binomial Option; Pricing Model; Black-Scholes Model; Option trading strategies
 Financial Swaps: Concept; Mechanics of Interest Rate Swaps, Valuation of Interest Rate, Swaps Currency Swaps and its Valuation Credit Risk and Swaps.

Suggested Reading:

- *Das, Satyajit: Swap & Derivatives Financing, Probes*
- *Hull, J. Robert W: Understanding Futures Markets, Prentice Hall, New Delhi*
- *Kolb, Robert W: Understanding Futures Markets, Prentice Hall Inc, New Delhi*
- *Financial derivative by SL Gupta*

Program: MBA
SEMESTER: Fourth
Course: INTERNATIONAL FINANCE
Course code-11.671.5

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Course Objective:

- By the end of the course, you should be able to:
- Understand international capital and foreign exchange market
- Identify and appraise investment opportunities in the international environment
- Identify risk relating to exchange rate fluctuations and develop strategies to deal with them
- Identify and evaluate foreign direct investment and international acquisition opportunities
- Develop strategies to deal with other types of country risks associated with foreign operations
- Express well considered opinion on issues relating to international financial management

Unit I

Global Financial Environment: Overview, International Monetary System: Exchange Rate Regimes, IMF, Euro Currency Market, Balance of Payments: Understandings, Analysis & Interpretation.

Unit II

Foreign Exchange Market: Nature, Structure, Types of transactions, Exchange rate quotation & Arbitrage, Spot & Forward, Foreign Exchange Market in India: Nature, Structure, Operations & Limitations, Theories of Exchange Rate Determination, Exchange Rate Forecasting, the Exchange Rate of Rupee.

Unit III

Foreign Exchange Risk Exposure: Types of Risk, The Risk Management Process: Hedging, Swaps, Futures, Options, Types of Derivatives, Role of SEBI/RBI.

Unit IV

Foreign Investment Decision: International Project Appraisal, Exchange Rate Risk & Cost of Capital, International Joint Ventures, A review of NPV Approach.

Multinational capital budgeting, capital structure decisions; dividend policy of multinational firm

Suggested Reading:

1. International Financial Management, Bhalla. V. K. (2010).10th Edition, Anmol Publications Pvt. Ltd.
2. International Financial Management, T. Siddaiah, (2010).1st edition, Pearson Education.
3. International Financial Management, Apte, P.G. (2009).5th edition, Tata Mcgraw–Hill.
4. International Financial Management, Vij. Madhu.(2006). 2nd Edition, Excel Books.
5. Multinational Financial Management, Alan, C. Shapiro. (2006).8th Edition. Prentice–Hall
6. International Financial Management V. Sharan, (2004).3rd edition, Prentice- Hall.

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Program: MBA

SEMESTER: Fourth

Course: Project Planning appraisal and Finance

Course code- 11.671.6

Course Objective:

- Adapt projects in response to issues that arise internally and externally.
- Adapt project management practices to meet the needs of stakeholders from multiple sectors of the economy (i.e. consulting, government, arts, media, and charity organization).
- Interact with team and stakeholders in a professional manner, respecting differences, to ensure a collaborative project environment.
- Utilize technology tools for communication, collaboration, information management, and decision support.
- Implement general business concepts, practices, and tools to facilitate project success.

Unit I

Generation and screening of project idea. Generation of idea, monitoring the environment, corporate appraisal, preliminary screening etc.

Market and demand analysis Technical analysis, financial analysis, risk analysis, Capital expenditure, importance and difficulties, market demand. Financing of the project, investment criteria, importance, difficulties, time value of money etc.

Unit II

Social cost and benefit analysis. UNIDO approach, net benefit in terms of economic prices, savings impact and its value, income distribution impact, adjustment for merit and demerit goods, shadow prices, SCBA by financial institutions, public sector, investment decision in India.

Unit III

Multiple project and. Constraints, method of ranking, mathematical programming approach, linear programming model, integer linear programming model, goal programming model.

Network technique for project management, Development of project network, time estimation, determination of critical path, scheduling when resources are limited, PERT model, CPM model, and network cost system.

Unit IV

Project review and administration aspect. Control of in-progress projects, the post- audit, abandonment analysis, administrative aspects of capital budgeting, agency problem, evaluation the capital budgeting system of an organization.

Project financing in India. Capital structure, menu of financing, internal accruals, equity capital, preference capital, debenture capital, debenture (or bonds), methods of offering, term loans, working capital advances, miscellaneous sources, raising capital in international markets, project financing structures, financial closure, financial institutions: what information they want and how they appraise, credit risk rating.

Suggested Readings:

1. Allen, D: *An Introduction to Strategic Financial Management*, CIMA/Kogan Page, London.
2. Chandra, Prasanna: *Financial Management*, Tata McGraw Hill, Delhi.
3. Copeland, T., Koller, T and Murrin, J: *Valuation: Measuring and Managing the value of Companies*, John Wiley, International Edition, New York.
4. Copeland, T.E. and Weston, J.F: *Financial Theory and Corporate Policy*, Addison-Wesley, New

Program: MBA
SEMESTER: Fourth
Course: CROSS CULTURAL MANAGEMENT
 Course code- 11.672.3

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Course Objective:

- The objective of this course is to develop a diagnostic and conceptual understanding of the cultural and related behavioural variables in the management of global organizations.
- To develop interpersonal and intra-team competency in cross-cultural situations
- Critically analyse, select and evaluate the appropriate conceptual frameworks for firms approaching international markets

Unit I

Cross - Cultural Management – The Meaning and Concept; Cultural Orientations; Cross-cultural differences and managerial implications; Global HR issues: Differences in communication, work settings, negotiations, leadership,

Unit II

Work behaviour across cultures; National Culture and Organizational Culture; Hofstede's Cultural dimensional; value dimensions; copying with cultural differences; Understanding socialization; Implications of organizational cultures for International Management.

Unit III

Cultural diversity – Meaning and nature; importance of valuing diversity; the challenge of work-force diversity; Managing global staff: Recruitment, Selection criteria and issues; Retaining and motivating International staff;; Culture caricatures, team development and cooperation

Unit IV

Managing people in international context,. Cross- Cultural communication: Communication misperception, communication misevaluation, communication Misinterpretation; Communication break down across cultures. Cross-cultural leadership, Cross – cultural Motivation Bargaining behavior and negotiation strategies, Qualities of a good negotiator. Cross-cultural transitions: Expatriate employee- cross culture entry, Home county re-entry: careers in international management.

Suggested Reading:

1. *International dimensions of organizational Behaviour- Alder Nancy J.,PWS-Kent, 1991.*
2. *International Human Resource Management – Managing people in multinational context-Peter, J. Dowling, Denjee E. Welch and Randall S. Shuler, South – Western College Publishing 1999.*
3. *Culture's Consequences- Hofstede Geert.H Saga, 1999.*
4. *Globalising Management- Pucik Vladinia, Noel M. Tichy and Carole K. Barnett, John Wiley, 1992.*
5. *International Management- Hodgelts, Richard M. and Fred Luthans, Mc Graw Hill, 1994.*
6. *Organisational Behaviour- Luthans Fred,, Mc Graw Hill, 1995.*
7. *Cross Cultural Perspectives in Human Development(T.S. Sarawath) Sage Publication,2003.*

Program: MBA
SEMESTER: Fourth
Course: International HRM
Course code-11.672.5

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Course Objective:

- To provide a basic understanding about the finer aspects of international business to the students.
- It is aimed at making the students realize that International Business is a combination of multiple disciplines brought together in a systematic manner.

UNIT 1.

Defining international HRM, Difference between domestic and International HRM, Organizational Structure in MNC. International staffing, The role of an expatriates, The role of non-expatriates, The role of the corporate HR functions .

UNIT 2.

Recruiting and selecting staff for International assignments- Introduction, Issues in staff selection, Training and Development: The role of expatriate training, components of effective pre-departure training, developing staff through international assignments ,

Compensation: Objectives of International compensation, Key components of an international compensation program, Approaches to International compensation, Patterns in complexity

UNIT 3

Expatriation and Repatriation, Performance Management: Introduction, performance management of International employees, performance appraisal of International employees

Unit 4.

Industrial Relations in International Context, Managing people in International Context

Suggested Readings:

- 1. International Human Resource Management – Text and Cases P. L. Rao, Excel Books (Latest Edition)**
- 2. International Human Resource Management, Peter Dowling and Denice Welch, Cengage Learning**
- 3. International Human Resource Management, Tony Edwards, Pearson Education**
- 4. Global Human Growth Model, M.N Rudrabasavaraj, Himalaya**
- 5. International Human Resource Management, Monir Tayeb, Oxford**

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Program: MBA
SEMESTER: Fourth

Course: Employee Relations
Course code- 11.672.6

Course Objective:

- To provide exposure of theories, techniques and approaches to manage Employee Relations.
- To understand the importance of labour administration and Constitutional Provisions.
- To acquaint students with the principles and practices of management of Employee Relations and to teach them the importance of various aspects and issues related to it.

Unit I

Introduction to Employee Relations Management (ERM): Introduction, Overview of Employee Relations Management, Importance of Employee Relations Management, Employee Relations Management Tool, Core Issues of Employee Relations Management

Unit II

Trade Unionism: Trade Union: origin and growth, unions after independence, unions in the era of liberalization. Trade Union concept, objectives, functions and role of Trade Unions in collective bargaining; problems of Trade Unions. Labour problems : Discipline and misconduct; Grievance Handling Procedure;

Unit III

Human Resource Information System (HRIS): Introduction, Overview of Human Resource Information Systems, Importance of Human Resource Information Systems, Features of Human Resource Information Systems, Common Applications of Human Resource Information Systems

Organizational discipline: Introduction, Overview of Organisational Discipline, Types of Organisational Discipline, Types of Disciplinary Problems, Disciplinary Procedure

Unit IV

Laws related to Employee Relations: Introduction, Evolution of Employee Laws in India, Laws Relevant to Employee Relations, Laws Relevant to Organisational Conflicts, Laws Relevant to Employee Wages and Compensation

Contemporary Issues in Employee Relations: Introduction, Careerism, Stress and Employee wellness in organisation, Organisational Justice, Organisational Misconduct, Issues with Contract labour and temporary workforce, Managing Employee Relations through Organisational Change, Employee relations for the diverse workforce and Multinational Companies (MNC), Employee relations during crises – Recession

Suggested Reading:

1. *Dynamics of Industrial Relations-* Mamoria CB, Mamoria, Gankar, (Himalayan Publications, 15th Ed.)
2. *Industrial Relations-* Singh B.D., (Excel, 1st Ed.)
3. *Industrial Relations, Trade Unions and Labour Legislation-* Indu Bala Sinha, (Pearson Education, 1st Ed.)
4. *Industrial Relations and Labour Laws-* Srivastava SC, (Vikas, 2000, 4th Ed.)
5. *Elements of Merchantile Law(N.D Kapoor) Sultan Chand & sons ,2009.*

Program: MBA

SEMESTER: Fourth

Course: E-Commerce and Digital Market

Course code- 11.674.5

Course Objective:

- Analyze the impact of E-commerce on business models and strategy
- Describe Internet trading relationships including Business to Consumer, Business-to-Business, Intra-organizational.
- Describe the infrastructure for E-commerce
- Describe the key features of Internet, Intranets and Extranets and explain how they relate to each other.
- Discuss legal issues and privacy in E-Commerce
- Assess electronic payment systems
- Recognize and discuss global E-commerce issues

Unit 1

Introduction to Electronic Commerce : What is E-Commerce (Introduction and Definition) Main activities E-Commerce Goals of E-Commerce Technical Components of E-commerce Functions of E-commerce Advantages and Disadvantages of E-commerce Scope of E-commerce Electronic commerce Applications Electronic commerce and Electronic Business C2C,C2G , G2G , B2G , B2P,B2A, B2A, C2A, B2B,B2C)

Unit 2

Building own website :Reasons for building own website Benefits of website Bandwidth requirements Cost , Time , Reach Registering a Domain Name Web promotion Target email , Banner Exchange , Shopping Bots **Internet and Extranet :**Definition of Internet Advantages and Disadvantages of the Internet Component of a Intranet Information technology structure Development of a Intranet Extranet and Intranet Difference Role of Intranet in B2B Application

Unit 3

Electronic payment System :Introduction Types of Electronic payment system Payment types Traditional payment Value exchange system Credit card system Electronic funds transfer Paperless bill Modern payment cash Electronic cash

Unit 4

Technology Solution :Protecting Internet Communications Encryption Symmetric Key Encryption Public key Encryption Public Key Encryption using digital signatures Digital Envelopes Digital Certificates Limitations to Encryption solutions. **E-com Security :**E-commerce security environment Security threats in E-com environment Malicious code and unwanted programs Phishing and identity theft Hacking and cyber vandalism Credit card fraud/Theft Spoofing Denial of service(DOS) Distributed denial of service(dDOS)

Recommended Books :

1. E-Commerce- Kenneth C.Laudon and Carol Guercio Traver
2. E-Commerce by --Kamlesh K Bajaj and Debjani Nag
3. Internet marketing and E-commerce-Ward Hanson and Kirthi Kalyanam
4. E-Commerce Concepts , Models , Strategies by -- G.S.V Murthy

Program: MBA
SEMESTER: Fourth
Course: Managing Software Project
Course code-11.674.6

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Course Objective:

- Describe network management and the network management architecture
- Explain the various functions of network management.
- Gain in - depth theoretical and practical knowledge of network management, and in particular of SNMP (Simple Network Management Protocol).
- Compare a number of variations of the network man.

Unit-I

Project Management Framework

Overview of project Management, Project Organization, Project management life cycle, planning a s/w project, Role of - Project Manager, Team members, Client & Users in project management

Unit-II

Project Management Framework, Overview of project Management, Project Organization, Project management life cycle, Planning a s/w project, Role of - Project Manager , Team members, Client & Users in project management

Unit-III

Risk Management: Identification of Risks Risk Management Process: Risk identification, Risk analysis, Risk planning, Risk monitoring, Risk Closure

Unit-IV

Software Team Management: Team Structure & Staff development plan, Characteristics of Performance management, High performance Directive and collaborative styles, Team Communication, Group Behavior Managing customer expectations

Suggested Reading:

- 1. Software engineering principles and practice, McGraw-Hill, Waman S. Javadekar**
- 2. Effective software project management, Willy india edition, Robert K. Wysocki**
- 3. Software quality, producing practical, consistent software, Mordechai Ben-Menachem**
- 4. Software project management in practice, Pearson, Pankaj Jalote**
- 5. Software testing and quality assurance , Theory and practice, Willy-India edition, Kshirsagar Naik**
- 6. Software project management, A Concise Study, S. A. Kelakar. Software Engineering, Pressman**

Program: MBA

SEMESTER: Fourth
Course: IT consulting
Course code- 11.674.7

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Course Objective:

Unit I

History of IT/ ITeS industry - events that lead to the evolution of the industry in the 90's - the rapid growth phase post 2000, and the current mature phase since 2010. Industry overview - types of companies, study of key players, details of services offered, key challenges

Unit II

Technology forecasting, Feasibility study Opportunities, Innovation building with teams, Technology audit, Technology diffusion and Deployment. Technology life cycle, R&D and its role, Managing R&D New product development process, Business models innovations financial assessment of Business model

Unit III

Operations inside IT company; Discussion on the Application development process, Application testing process, Application support process, Business process outsourcing processes; the key management processes that drive the IT /ITeS service delivery

An introduction to computer-integrated design and manufacturing with a focus on manufacturing process planning. Emphasis on concurrent engineering principles, manufacturing process engineering, computer-aided process planning,

Unit IV

Organization structure and key departments in IT/ ITeS companies – resourcing, training, deployment, project management and delivery, customer acquisition, marketing, finance, infrastructure and management metrics

The role of MBA's in IT/ITeS industry – Business analysis, Functional consultant, Finance roles, Marketing roles, Sales roles.

Note :

Relevant Case Studies should be discussed in class.

Suggested Reading:

1. David, Ford., & Michel, Saren. (2001). *Managing and marketing Technology (2nd ed.)*. Publisher International Thomson computer Press.
2. Fredrik, Betz. (2003). *Managing technological innovations (2nd ed.)*. Publisher Wiley.
3. Haag, Baitzan. Phillips. (2009). *Business driven technology(2nd ed.)*. Publisher TataMcgraw Hill

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Program: MBA
SEMESTER: Fourth
Course: International Marketing
Course code- 11.673.6

Course Objective:

- The course aims at acquainting students with the concepts and procedures for international marketing
- Trains them to develop and implement plans and strategies for entering international markets and managing overseas operations.

Unit I

Definition, scope, importance and challenges of international marketing, International trade theories, Reasons for going international, economic analysis of multinational trade, International Market Segmentation and Positioning; Screening and Selection of Markets; International Market Entry Strategies: Exporting, licensing, Contract Manufacturing, Joint Venture M & A, Setting-up of Wholly Owned Subsidiaries Aboard, Strategic Alliances.

Unit II

International Marketing Environment: Political, Legal, Environmental, Socio Cultural and Technological environment, Country Risk Analysis, International Economic Environment: IMF, WTO, International Monetary System, International Trade Barriers: Tariff and Non Tariff Regional Blocks: European Union, NAFTA, SAARC, ASEAN, MERCOSUR, International Marketing Research, Selection of export markets.

Unit III

Direction & composition of Indian exports, Indian export and import policy export promotion organizations, export, incentives, producing for exports, export quality control; export finance, shipment and procedures thereof, Export documents.

Unit IV

Processing of an export order, organization and structure of export and import houses. International product policy: Product standardization & adaptation, international, product mix, International product life cycle, new product development, exports packaging, International pricing policy: Factors influencing selection of pricing policies, international pricing strategies, International distribution policy: Factors influencing selection of international distribution channels, types of international distribution channels, role of internet in international distribution International communication policy: communication strategies in international marketing, international promotion mix.

Suggested Reading:

1. *Onkvisit S. & Shaw, J., International Marketing: Analysis & Strategy, Pearson Education*
2. *CzinkotaM, Ronkaine I, Sutton Brady, C. and Beal, T. International Marketing, Cengage Learning.*
3. *Cherunilam F, International Trade & Export Management, Himalaya Publishing.*
4. *Cateora & Graham, International Marketing, McGraw Hill.*
5. *Keegan, Global Marketing Management, Pearson Education Asia.*
6. *Daniels, J, International Business, Pearson Education.*
7. *Cherunilam, International Marketing, Himalaya Publishing.*

Program: MBA
SEMESTER: Fourth
Course: Services Marketing
Course code- 11.673.5

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Course Objective:

- This course aims at creating understanding among the students to apply service marketing concepts and strategies to the create customer value in today's highly competitive environment.

Unit I

Introduction to Services, Growth of service sector economy, Service characteristics, Service classification, Service marketing mix, Consumer behavior in services: customer expectation of service, customer perceptions of service.

Unit II

Managing relationship and building loyalty, Complaint handling and Service recovery strategies, Service development and design: Challenges of service design, types of new services, core and supplementary elements, new service development process, Service blueprint, Physical evidence and the Servicescapes: types, role and its effect on behavior.

Unit III

Delivering and performing service through employees and customers: service culture, employee's role, strategies to deliver quality, cycle of failure, mediocrity and success, self service technologies and Customer Participation, introduction to customer citizenship behavior Delivering services through intermediaries and electronic channels, Managing demand and capacity, Waiting line strategies integrated.

Unit IV

Services Marketing communications and services marketing triangle, Pricing of services: Pricing approaches, Pricing Strategies, Improving Service Quality and productivity: Integrated gaps model of service quality, Prescriptions for closing quality gaps,

Suggested Reading:

- 1. Zeithmal A Valarie and Bitner Mary, 'Services Marketing', Tata McGraw Hill,**
- 2. Lovelock, Christopher H, 'Services Marketing', Pearson Education ,**
- 3 Hoffman, 'Marketing of services', Thomson South westen**
- 4. Govind Apte, 'Service Marketing' Oxford Press**
- 5. Shajahan , "Service Marketing" Himalya Publishing**

Program: MBA
SEMESTER: Fourth
Course: RETAIL MANAGEMENT
Course code- 11.673.2

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Course objective:

- Understand the basics Of retailing
- Understand various function & types of Retailers.
- Understand the ways that retailers use marketing tools and techniques to interact with their customers

Unit I

Retailing: Definition, Scope, Economic significance, Opportunities in retailing, various retail formats, Multichannel retailing including online retailing (E-tailing), Changing scenario of retail, Customer Buying Behaviour in Retailing.

Unit II

Retailing Strategy: Retail strategy, Target market and retail planning process. Retail Locations and Site Selection, location opportunities, factors affecting the site selection, estimating demand for a new location. Human Resource Management in Retailing: Gaining competitive advantage through HRM, Designing retail organization structure, Motivating retail employees.

Unit III

Role of Personal selling in retail promotion mix – role of retail sales person – retail selling process – preparing for the customer – prospecting the customer – approaching the customer – presenting the merchandise demonstrating – handling objections – up selling – cross selling – making the sale. Franchising: Meaning, scope, types, history and overview, advantages and disadvantages to franchisee and franchisor, recognizing franchising opportunities, Assessing franchise feasibility.

Unit IV

Merchandise Management: Planning merchandise, buying merchandise, pricing decision for merchandise. Retail Communication Mix: Developing brands and building customer loyalty, Promotion strategy, planning a retail promotion strategy. Store Management: Managing the store, store layout, design and visual merchandising.

Suggested Readings

1. *Retail Management – Michael Levy and Barton A. Weitz, Tata McGraw Hill, Fifth Edition, 2004.*
2. *Retail Management – ICFAI Centre for Management Research Publication*
3. *Integrated Retail Management (Indian Adaptation) – James R. Ogden and Denise T. Ogden – Biztantra, 2005.*

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Program: MBA

SEMESTER: Fourth

Course: ENTREPRENEURSHIP

Course code- 11.654

Course objective:

- Understand the actions taken to acquire and retain customers; produce goods and services; and measure/track financial performance.
- Understand the leadership skills and personal characteristics needed to succeed in starting and managing a small business.
- Research, develop and implement a business plan.
- Analyze financial statements to determine strengths or weaknesses of an existing business.
- Understand the basic principles of small business marketing

Unit I

Entrepreneurship :

Concept , Need, Definition& role of Entrepreneurship ,Definition, characteristics& scope of Entrepreneur, Innovation, Invention, Creativity, Opportunities. Concepts of Entrepreneur, Manager, Intrapreneur / Corporate Entrepreneur– comparative study , Roles& Responsibilities. Role of entrepreneur in Indian economy, Entrepreneurship as a career, Sustaining Competitiveness - Maintaining competitive advantage, Entrepreneurial culture. Reasons for the failure of entrepreneurial ventures, various case studies- successful, failed and turnaround ventures.

Unit II

Information : assistance from different organizations in setting up a new venture, technology parks, industrial corporations, directorate of industries / cottage and small scale .

Unit III

Laws : liabilities under the Factories Act, Shops & Establishment Act, Industrial Employment (Standing Orders) Act, Environment Protection Act, maintenance & submission of statutory records & returns, understanding labour - management relationship, Preparation of Project Report : product / service selection, economic viability and market feasibility, projected financial state

Unit IV

International Entrepreneurship Opportunities: The nature of international entrepreneurship, Importance of international business to the firm, International versus domestic's entrepreneurship, Stages of economic development. Institutional support for new ventures: Supporting Organizations; Incentives and facilities; Financial Institutions and Small scale Industries, Govt. Policies for SSIs.

Case Studies: diagnostic case studies of successful / unsuccessful entrepreneurs,

Suggested Reading:

1. Creativity in Organisations- Nina Jacob, (Wheeler, 1998)
2. Entrepreneurship Development in India- C B Gupta & Srinivasan, Sultan Chand.

Program: MBA
SEMESTER: Fourth
Course: ENVIRONMENTAL MANAGEMENT
Course code- 11.652

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Course objective:

- Provide definitions of environment, management, systems and organizations in relation to environmental management
- Describe organizations as systems and their role in environmental management
- Understand the usefulness of systems thinking in relation to environmental management in organizations
- Explain how environmental management can be used as environmental protection and how organizations can define and manage risk

Unit-I: - Introduction to Environmental Studies: Self, Society, and Environment, Preservation vs. Conservation, Fundamental Causes of Environmental Problems, Opposing Values and Viewpoints on the Environment, Literature and the Environment

Unit II: Social Issues in Environment:- From unstable to sustainable Development urban Problem related to energy, Resettlement & Rehabilitation of people, Environment ethics , Consumerism, Environment Protection Act, Climate change, global warming, acid rain, ozone-layer depletion & nuclear accidents, Air Act, Waters Act, wild life protection Act, Issues involved in enforcement of environmental legislation for public Awareness.

Unit III: Environmental Ethics: Basic Facts and Environmental Ethics, Values, Science, and Environmental Ethics, Understanding Normative and Non-Normative Ethics,

Unit IV: Environmental Management: Introduction to Public Policy, Environmental Policy/Politics, International Environmental Law, International Environmental Politics. Environmental Policy of the Government of India and the working of the Ministry of Environment and Forests, Central Pollution Control Board, State Pollution Control Boards. Annual Report of the Ministry of Environment and Forests

Suggested Readings:-

1. William Dudley: The Environment: Opposing Viewpoints. Opposing Viewpoints Series. Greenhaven Press, 2001.
2. George S. Howard: How Should I Live My Life? Psychology, Environmental Science, and Moral Traditions. Rowman & Littlefield, 2002.
3. David Schmidtz and Elizabeth Willott: Environmental Ethics: What Really Matters, What Really Works. New York: Oxford University Press, 2002.
4. Susan Armstrong and Richard Botzler: Environmental Ethics: Divergence and Convergence (second edition).

Program: MBA

SEMESTER: Fourth

Course: HUMAN VALUES AND ETHICS

Course code- 40M.451

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COURSE OBJECTIVE- *To develop students' sensibility with regard to issues of gender in contemporary India.*

- *To provide a critical perspective on the socialization of human beings.*
- *To introduce students to information about some key aspects of Indian culture and ethics.*
- *To expose the students to debates on the politics and economics of work.*
- *To help students reflect critically on gender violence.*
- *To expose students to more egalitarian interactions between men and women.*
- *Students will attain a finer grasp of how gender discrimination works in our society and how to counter it.*

LEARNING OUTCOME:

- *Leads students to be aware of gender issues and try to resolve them on personal basis*
- *Active critical engagement with moral issues and have secular thinking*
- *Give importance to human solidarity and dignity*
- *Make something positive of their life*

1. VALUE CRISIS IN CONTEMPORARY INDIAN SOCIETY

- 1.1 Value Crisis at the Individual Level
- 1.2 Societal Level
- 1.3 Intellectual Level
- 1.4 Cultural Level
- 1.5 Value – What are they?
- 1.6 The Indian Concept of Values.
- 1.7 Modern Approach to the Study of Values.
- 1.8 Aesthetic Sensibilities

2. MORAL AND ETHICAL HUMAN VALUES

- 2.1 Bases for Moral Judgment
- 2.2 Some Canons of Ethics.
- 2.3 Virtue Ethics.
- 2.4 Ethics of Duty.
- 2.5 Ethics of Responsibility
- 2.6 Factors to be considered in Making Ethical Judgments.
- 2.7 Different Meanings of Human Values
- 2.8 A New Approach to Human Value ,Freedom, Creativity Love &Wisdom

3. MORAL VALUES IN PROFESSION

- 3.1 What is a Profession?
- 3.2 Professional Ethos

Program: MBA

3.3 Code of Professional Ethics

3.4 Practicing the Code

3.5 Corporate Social Responsibility

3.6 The Larger Domain of Human Values

3.7 Institutionalizing Ethics and Human Values

4. GENDER SENSITIZATION

4.1 Socialisation of women

4.2 Just Relationships, being together as equals

4.3 Declining sex ratio, demographic consequences

4.4 Women's work, its politics and economics, fact and fiction, unrecognized and unaccounted work

4.5 Domestic violence, eve teasing and harassment. Is home a safe place?

Recommended Texts:

- Dr. Rajan Mishra, Human Values: Laxmi Publications Pvt. Ltd.
- S. Dinesh Babu, Professional Ethics and Human Values; Laxmi Publications Pvt. Ltd.
- P.S. Rathore. Business Ethics And Communication; S.Chand Publishing
- Dr. K.Alex. Managerial Skills; S. Chand Publishing.
- Dr. M. Adithan, Study Skills For Professional Students For Higher Education , S.Chand Publishing
- Govindarajan M "Professional Ethics and Human Values."
- R.R. Gaur and R. Sangal " A Foundation Course in Human Values and Professional Ethics"