

Department of Management Studies

Vision

Institute aims to become a leading Management Institute that contributes to the development of society through excellence in grooming Leadership, Entrepreneurial Talent and Research in Management.

Mission

M1: To develop Managers and Entrepreneurs for the business and industry by inculcating the values for discipline, transparency and quality.

M2: To develop Leadership Skills.

M3: To train the students to become employable & Self employable.

Objectives

1. To enhance the quality of Management and IT Education.
2. To develop physically, emotionally, culturally & educationally competent human resources.
3. To provide education for sustainable development of society by enabling students to acquire the knowledge, skills, attitudes & values necessary to shape their future.
4. To create globally competent manpower for meeting the present & future industrial and social demands and needs.
5. To empower students by providing opportunities for higher education and make them self-reliant.
6. To impart knowledge and develop a research approach and attitude among teachers and students.
7. To improve technical skills and abilities of the students in the field of software development.
8. To conduct trainings and workshops for enrichment of Managerial skills, IT, Communication & Entrepreneurial skills among students.
9. To develop the students to make them ready for the industry and market.

OUTCOMES

- **Outcome Based Education (OBE) Approach:** Outcomes are about performance, and this implies:
 - a) There must be a performer – the student (learner), not only the teacher
 - b) There must be something performable (thus demonstrable or assessable) to perform
 - c) The focus is on the performance, not the activity or task to be performed

- **Programme Educational Objectives (PEOs):** Programme Educational Objectives are a set of broad future focused student performance outcomes that explicitly identify what students will be able to do with what they have learned, and what they will be like after they leave school and are living full and productive lives. Thus PEOs are what the programme is preparing graduates for in their career and professional life (to attain within a few years after graduation1).
 - PEO1:** Graduates of the MBA program will successfully integrate core, cross-functional and inter-disciplinary aspects of management theories, models and frameworks with the real world practices and the sector specific nuances to provide solutions to real world business, policy and social issues in a dynamic and complex world.

 - PEO2:** Graduates of the MBA program will possess excellent communication skills, excel in cross-functional, multi-disciplinary, multi-cultural teams, and have an appreciation for local, domestic and global contexts so as to manage continuity, change, risk, ambiguity and complexity.

 - PEO3:** Graduates of the MBA program will be appreciative of the significance of Indian ethos and values in managerial decision making and exhibit value centered leadership.

 - PEO4:** Graduates of the MBA program will be ready to engage in successful career pursuits covering a broad spectrum of areas in corporate, non-profit organizations, public policy, entrepreneurial ventures and engage in life-long learning.

 - PEO5:** Graduates of the MBA program will be recognized in their chosen fields for their managerial competence, creativity & innovation, integrity & sensitivity to local and global issues of social relevance and earn the trust & respect of others as inspiring, effective and ethical leaders, managers, entrepreneurs, entrepreneurs and change agents.

- **Programme Outcomes (POs):** Programme Outcomes are a set of narrow statements that describes what students (learners) of the programme are expected to know and be able to perform or attain by the time of graduation.
 1. **Generic and Domain Knowledge** - Ability to articulate, illustrate, analyze, synthesize and apply the knowledge of principles and frameworks of management and allied domains to the solutions of real-world complex business issues
 2. **Problem Solving & Innovation** - Ability to Identify, formulate and provide innovative solution frameworks to real world complex business and social problems by systematically applying modern quantitative and qualitative problem solving tools and techniques.
 3. **Critical Thinking** - Ability to conduct investigation of multidimensional business problems using research based knowledge and research methods to arrive at data driven decisions

4. **Effective Communication** - Ability to effectively communicate in cross-cultural settings, in technology mediated environments, especially in the business context and with society at large
5. **Leadership and Team Work** - Ability to collaborate in an organizational context and across organizational boundaries and lead themselves and others in the achievement of organizational goals and optimize outcomes for all stakeholders.
6. **Global Orientation and Cross-Cultural Appreciation** - Ability to approach any relevant business issues from a global perspective and exhibit an appreciation of Cross Cultural aspects of business and management.
7. **Entrepreneurship** - Ability to identify entrepreneurial opportunities and leverage managerial & leadership skills for founding, leading & managing startups as well as professionalizing and growing family businesses.
8. **Environment and Sustainability** - Ability to demonstrate knowledge of and need for sustainable development and assess the impact of managerial decisions and business priorities on the societal, economic and environmental aspects.
9. **Social Responsiveness and Ethics** - Ability to exhibit a broad appreciation of the ethical and value underpinnings of managerial choices in a political, cross-cultural, globalized, digitized, socio-economic environment and distinguish between ethical and unethical behaviors & act with integrity.
10. **Lifelong Learning** – Ability to operate independently in new environment, acquire new knowledge and skills and assimilate them into the internalized knowledge and skills.

- **Programme Specific Outcomes (PSOs):** Programme Outcomes are a set of narrow statements that describes what students (learners) of a particular specialization of the programme are expected to know and be able to perform or attain by the time of graduation. PSOs are also a function of the various course combinations offered by the Institute.
 - It is expected that Institutes define the PSOs for each specialization / major-minor combination. PSOs shall also vary based upon the customized combination of Generic Core, Generic Elective, Subject Core, Subject Elective, Foundation, Enrichment & Alternative Study Credit Courses that they offer.
- **Learning Outcomes:** A learning outcome is what a student CAN DO as a result of a learning experience. It describes a specific task that he/she is able to perform at a given level of competence under a certain situation. The three broad types of learning outcomes are: a) Disciplinary knowledge and skills b) Generic skills c) Attitudes and values
- **Teaching and Learning Activities (TLAs):** The set of pedagogical tools and techniques or the teaching and learning activities that aims to help students to attain the intended learning outcomes and engage them in these learning activities through the teaching process.
- **Outcome Based Assessment (OBA):** An assessment system that asks course teachers to first identify what it is that we expect students to be able to do once they have completed a course or program. It then asks course teachers to provide evidence that they are able to do so. In other words, how will each learning outcome be assessed? What evidence of student learning is most relevant for each learning outcome and what standard or criteria will be used to evaluate that evidence? Assessment is therefore a key part of outcome-based education and used to determine whether or not a qualification has been achieved.

- **Graduate Attributes (GAs):** Graduate Attributes (GAs) are the qualities, knowledge and capabilities that students are encouraged to take responsibility for developing throughout their studies and are the defining characteristics of the students passing out of the MBA program. These attributes include, but go beyond, the disciplinary expertise or technical knowledge.

- **Graduate Attributes (GAs):** At the end of the MBA programme the learner shall exhibit:
 - **GA1:** Managerial competence
 - **GA2:** Proficiency in Communication, Collaboration, Teamwork and Leadership
 - **GA3:** Competence in Creativity & Innovation
 - **GA4:** Research Aptitude, Scholarship & Enquiry
 - **GA5:** Global Orientation
 - **GA6:** Proficiency in ICT & Digital Literacy
 - **GA7:** Entrepreneurship & Entrepreneurship Orientation
 - **GA8:** Cross-functional & Inter-disciplinary Orientation
 - **GA9:** Results Orientation
 - **GA10:** Professionalism, Ethical, Values Oriented & Socially Responsible behaviour
 - **GA11:** Life-Long Learning Orientation

COURSE OUTCOMES

- **Course Outcomes (COs):** A set of specific statements that describes the complex performances a student should be capable of as a result of learning experiences within a course.

1. MBA – MASTER OF BUSINESS ADMINISTRATION

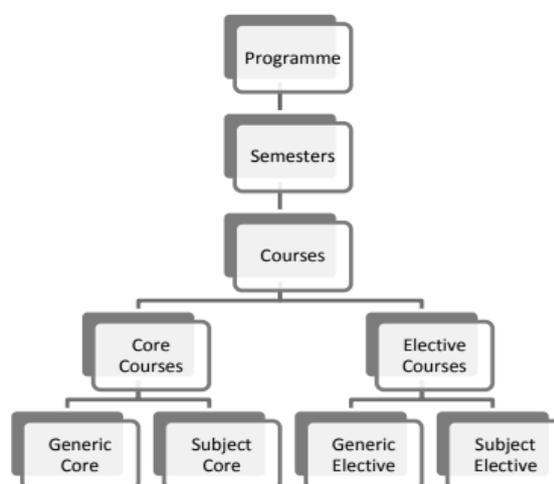
Introduction about the course

The MBA programme curriculum of Savitribai Phule Pune University is designed in view of the dynamism in industrial practices, evolution in technology and the evolving expectations of key stakeholders viz. students, the industry and faculty members at large. It also has relevance due to changed technological, social, cultural and economic environment of the nation. This programme prepares a student for a career in diverse sectors of the industry domestically and globally. The MBA programme facilitates learning in theory and practice of different functional areas of management and equips the students with an integrated approach to various functions of management. Students also expect to become entrepreneurs. Their aspirations also require a broad based learning encompassing the end to end processes involved in developing entrepreneurial skills.

Specifically the objectives of the MBA Programme are:

1. To equip the students with requisite knowledge, skills & right attitude necessary to provide effective leadership in a global environment.
2. To develop competent management professionals with strong ethical values, capable of assuming a pivotal role in various sectors of the Indian Economy & Society, aligned with the national priorities.
3. To develop proactive thinking so as to perform effectively in the dynamic socio-economic and business ecosystem.
4. To harness entrepreneurial approach and skillsets.

Programme Structure:



Course: A “Course” is a component of programme, i.e. in the new system; papers will be referred to as courses. Each course is identified by a unique course code. While designing curriculum, course can have defined weightage. These weightages are called credits. Each course, in addition to having a syllabus, has learning objectives and learning outcomes. A course may be designed to comprise lectures/ tutorials/ laboratory work/ field work/ project work/vocational training /viva voce etc. or a combination of some of these.

Core Courses: The Curriculum comprises of Core Courses and Elective Courses. Core courses are the foundation courses of management education. They are compulsory for all the students. Core courses are of two types: Generic Core & Subject Core.

Generic Core: This is the course which should compulsorily be studied by a candidate as a core requirement to complete the requirement of a degree in a said discipline of study. Therefore, Generic Core courses are mandatory and fundamental in nature. These courses cannot be substituted by any other courses. Such courses are also known as Hard Core Courses. A Hard core course may be a Theory, Practical, Field based or Project Work based subject which is a compulsory component in the Programme Structure.

Subject Core: A Core course may be a Subject Core if there is a choice or an option for the candidate to choose from a broad category (grouping) of subjects (specializations). These are also known as Soft Core Courses.

Elective Course: Elective course is a course which can be chosen from a pool of courses. It may be:

- a) Very Specialized or advanced course focusing on a specific aspect
- b) Supportive to the discipline of study
- c) Providing an extended scope
- d) Enabling an exposure to some other discipline/domain
- e) Nurturing candidate's proficiency/skill.

Generic Elective: An elective course which is common across disciplines / subjects is called a generic elective. 'Generic Elective' courses develop generic proficiencies amongst the students.

Subject Elective: A 'Discipline centric' elective is called 'Subject Elective.'

- Generic Elective courses, in Semester I and II facilitate self-development and skill building.
- Subject Elective courses, in the Semester III and IV are focused on a specialization.

Open Elective: A subject elective course chosen generally from an unrelated discipline/ subject, with an intention to seek cross-functional exposure is called an Open Elective. A Subject Elective offered in a discipline / subject may be treated as an Open Elective by other discipline / subject and vice versa.

Pre-requisites for successful implementation: The success of the CBCS also requires certain commitments from both the students and the teachers.

1. The student should be regular and punctual to his classes, studious in carrying out the assignments and should maintain consistency in his tempo of learning. He should make maximum use of the available library, internet and other facilities.
2. The teachers are expected to be alert and punctual and strictly adhere to the schedules of teaching, tests, seminars, evaluation and notification of results.
3. All teachers should notify the tentative schedule of teaching and tests of the entire semester, including the dates of tests, dates of score notification and all other schedules, which can be planned in advance.
4. The teachers are expected to adhere to unbiased and objective evaluation and marking of concurrent evaluation scores (internal examinations) which will not only maintain the confidence of the students, but, at the same time, ensure that merit is given due credit.
5. Transparency, objectivity and quality are the key factors that will sustain a good CBCS system.
6. At the post-graduate level, and in a professional programme, the syllabus is to be looked upon as the bare minimum requirement to be fulfilled and sufficient emphasis shall be laid on contemporary aspects, going beyond the syllabus.

Course Structure

SEMESTER - I	
Sub Code & Objective	Subject
101	Accounting for Business Decisions
Objective	1. To understand the basic concepts of financial accounting, cost accounting and management accounting. 2. To know various tools from accounting and cost accounting this would facilitate the decision making. 3. To develop analytical abilities to face the business situations.
102	Economic Analysis for Business Decisions
Objective	1. To equip the students of management with time tested tools and techniques of managerial economics to enable them to appreciate its relevance in decision making. 2 To explore the economics of information and network industries and to equip students with an understanding of how economics affect the business strategy of companies in these industries. 3 To develop economic way of thinking in dealing with practical business problems and challenges.
103	Legal Aspects of Business
Objective	1. To acquaint students with general business law issues to help become more informed sensitive and effective business leaders. 2 To provide the students with an understanding of fundamental legal issues pertaining to the business world to enhance their ability to manage businesses effectively.
104	Business Research Methods
Objective	1 To understand the concept and process of business research in business environment. 2 To know the use of tools and techniques for exploratory, conclusive and causal research. 3 To understand the concept of measurement in empirical systems. 4 To use statistical techniques for analysis of research data.
105	Organizational Behavior
Objective	1 To gain a solid understanding of human behavior in the workplace from an individual, group, and organizational perspective. 2 To obtain frameworks and tools to effectively analyze and approach various Organizational situations. 3 To reflect upon your own beliefs, assumptions, and behaviors with respect to how individuals, groups, and organizations act in order to expand your options of approaches and increase your own effectiveness.
106	Basics of Marketing
Objective	1 To introduce marketing as a business function and a philosophy 2 To emphasize importance of understanding external environment in marketing decision making 3 To expose students to a systematic frame work of marketing & implementations and to highlight need for different marketing approaches for services, goods, and for household consumers, organizational buyers.
ELECTIVE : Any Four	
107	Management Fundamentals
Objective	1 To explain the various concepts of management 2 To make the students understand the contemporary management practices 3 To highlight professional challenges that managers face in various organization 4 To enable the students to appreciate the emerging ideas and practices in the field of management.
108	Business Communication Lab
Objective	1 To acquaint the students with fundamentals of communication and help them to transform their communication abilities. 2 To help the students to acquire some of the necessary skills to handle day-to-day managerial responsibilities, such as - making speeches, controlling one-to-one communication, enriching group activities and processes, giving effective presentations, writing letters, memos, minutes, reports and advertising, and maintaining one's poise in private and in public. 3 To build the students' confidence and to enhance competitiveness by projecting a positive image of themselves and of their future.
109	MS Excel & Advanced Excel Lab

Objective	1 To familiarize Students with basic to intermediate skills for using Excel in the classroom vis-à-vis Business Applications 2 To provide students hands on experience on MS Excel Utilities 3 To gain proficiency in creating solutions for Data Management and Reporting
115	Enterprise Analysis - Desk Research
Objective	1 To acquaint students with basic aspects of an Enterprise. 2 To guide the students in analyzing an Enterprise w.r.t a set of basic parameters. 3 To help the students assimilate basic jargon and its meaning w.r.t. Enterprise Analysis.
SEMESTER - II	
201	Marketing Management
Objective	1 To introduce the concept of Marketing Mix as a framework for Marketing Decision making. 2 To emphasize the need, importance and process of Marketing Planning and Control. 3 To sensitize the students to the dynamic nature of Marketing Function.
202	Financial Management
Objective	1. To understand various concepts related to financial management. 2. To study in detail, various tools and techniques in the area of finance. 3. To develop the analytical skills this would facilitate the decision making in Business situations.
203	Human Resource Management
Objective	1 To understand the role of HRM in an organization 2 To learn to gain competitive advantage through people 3 To learn to study and design HRM system
204	Decision Science
Objective	1 To understand role of quantitative techniques in managerial decision making. 2 To understand process of decision problem formulation. 3 To understand applications of various quantitative techniques in managerial settings.
205	Operations & Supply Chain Management
Objective	1 To develop an understanding of the strategic importance of Operations & SCM and how it can provide a competitive advantage in the marketplace 2 To understand the relationship between Operations & SCM and other business functions, such as Marketing, Finance, Accounting, and Human Resources. 3 To develop knowledge of the issues related to designing and managing Operations & SCM and the techniques to do so.
206	Management Information Systems
Objective	1 To develop conceptual understanding about latest developments in the field of Information Technology and the impact of I.T. in managing a business 2 To learn to use Information Technology to gain competitive advantage in business 3 To learn from, with a view to emulate, entrepreneurial ventures in e-Commerce and m-Commerce
ELECTIVE : Any Four	
207	Emotional Intelligence and Managerial Effectiveness Lab
Objective	1 To equip students with individual and group learning methods 2 To understand intelligence and develop emotional competence 3 To develop understanding and competence for personal and managerial effectiveness
210	Life Skills Lab
Objective	1 To encourage students to develop and use balanced self-determined Behavior. 2 To help students in enhancing self, increasing life satisfaction and Improving relationships with others. 3 To develop new ability to practice new problem solving skills in group and use these skills in personal life.
211	Geopolitics & the World Economic System
Objective	1 To expose students to the relationship between political power and geographic space amidst world economic system. 2 To help students understand various facets of international political economy & national system political economy. 3 To develop abilities to appreciate the interrelationship between the trading system, international financial system and the participants in the changed economic system
215	Industry Analysis - Desk Research
Objective	1 To help the students understand the dynamics of a specific industry. 2 To acquaint students with various issues particular to an industry. 3 To provide a cross-functional perspective of the functioning of a business enterprise and an industry.
SEMESTER - III	

COMMON SUBJECTS	
301	Strategic Management
Objective	1 To expose participants to various perspectives and concepts in the field of Strategic Management 2 To help participants develop skills for applying these concepts to the solution of business problems 3 To help students master the analytical tools of strategic management
302	Enterprise Performance Management
Objective	1 To acquaint the students with a perspective of different facets of management of an enterprise 2 To provide inputs with reference to the Investment Decisions along with the techniques for those decisions 3 To inculcate the evaluation parameters of enterprise in terms of expenses, control systems and pricing 4 To develop the knowledge of the concept of auditing and its applicability as performance management tool
303	Startup and New Venture Management
Objective	1 To instill a spirit of entrepreneurship among the student participants. 2 To provide an overview of the competences needed to become an entrepreneur 3 To give insights into the Management of Small Family Business
304	Summer Internship Project
Objective	1 To offer the opportunity for the young students to acquire on job the skills, knowledge, attitudes, and perceptions along with the experience needed to constitute a professional identity. 2 To provide means to immerse students in actual supervised professional experiences. 3 To give an insight into the working of the real organizations. 4 To gain deeper understanding in specific functional areas. 5 To appreciate the linkages among different functions and departments. 6 To develop perspective about business organizations in their totality. 7 To help the students in exploring career opportunities in their areas of interest.
MARKETING SPECIALIZATION COMPULSARY SUBJECTS	
305 MKT	Contemporary Marketing Research
Objective	1 To give the students an understanding of marketing research from both user's (management) and doer's (the researchers) perspective. 2 To design and produce, evaluate a research proposal & understand the quality of research studies. 3 To learn the basic skills to conduct professional marketing research. 4 To understand the applications of business research tools in Marketing decision making.
306 MKT	Consumer Behavior
Objective	1 To highlight the importance of understanding consumer behavior in Marketing. 2 To study the environmental and individual influences on consumers 3 To understand consumer behavior in Indian context.
MARKETING SPECIALIZATION ELECTIVE : Any Four	
307 MKT	Integrated Marketing Communications
	1 To provide an overview of the range of tools available for Marketing Communications 2 To provide an understanding of the basic principles of planning and execution in Marketing Communications 3 To acquaint the students with concepts and techniques in the application for developing and designing an effective advertising and sales promotion program. 4 To sensitize students to the various facets of advertising, public relation and promotion management. 5 To develop a managerial perspective and an informed decision-making ability for effective and efficient tackling of promotional situations.
308 MKT	Product Management
	1 To make the students appreciate the various facets of the job of a product manager. 2 To highlight the strategic role of product management in organizational and functional context. 3 To emphasize the financial and other metrics of effective product management
309 MKT	Strategic Brand Management
	1 To introduce different approaches to measuring brand equity. 2 To provide conceptual framework for managing brands strategically. 3 To emphasize the role of brands, the concept of brand equity and the advantages of creating strong brands. 4 To provide insights into how to create profitable brand strategies by building, measuring and managing brand equity.

312 MKT	Customer Relationship Management
	1 To introduce the core concepts of CRM paradigm 2 To emphasize CRM as a business strategy 3 To highlight the role of appropriate business process and technology management capabilities in managing customer relationships. 4 To help the students understand the organizational context of CRM.
FINANCE SPECIALIZATION COMPULSARY SUBJECTS	
305 FIN	Direct Taxation
Objective	1. To understand the basic concepts in Income Tax Act, 1961. 2. To Calculate Gross Total Income and Tax Liability of an Individual. 3. To acquaint with online filling of various forms and Returns.
306 FIN	Financial System of India , Markets and Services
Objective	To enlighten the students with the Concepts & Practical dynamics of the Indian Financial System, Markets, Institution and Financial Services.
FINANCE SPECIALIZATION ELECTIVE : Any Four	
307 FIN	Strategic Cost Management
	1 To acquaint students with various techniques used for Strategic Cost Management 2 To develop an understanding of the adoption of various techniques of Strategic Cost Management for obtaining sustainable competitive advantage 3 To make the student familiar with the integration of various techniques in decision making.
309 FIN	Corporate Finance
	1 To acquaint students with advanced treatment of various concepts and tools and techniques used in Financial Management 2 To highlight the importance of various decision making areas of financial management
313 FIN	Banking Operations - I
	1 To understand the basics of Banking and the emergence of Banking in India. 2 To get acquainted with the functionality of the Banks. 3 To know the meaning and use of commonly used technologies in Banking.
316 FIN	Financial Instruments & Derivatives
	1 To provide students with an introduction to the theory and practice of financial instruments. 2 To develop an understanding and importance of financial derivatives and institutional structure of the market.
IT SPECIALIZATION COMPULSARY SUBJECTS	
305 IT	IT Management and Cyber Laws
Objective	1 To understand legal provisions of Information Technology Act, 2000. 2 To know Case Law and practical ramifications of the Act 3 To develop understanding of managerial aspects so as to use Information technology effectively and efficiently. 4 To appreciate IT Management as an independent and important field of work, different from IT for Management
306 IT	E-Business and Business Intelligence
Objective	1 To appreciate e-Business as a significant business segment of the future 2 To develop capacity to initiate/lead an e-business venture/ business segment 3 To understand principles of BI and Analytics at conceptual level 4 To develop skills to design BI and Analytics projects
IT SPECIALIZATION ELECTIVE : Any Four	
307 IT	Software Engineering
Objective	1 To develop theoretically sound understanding of Software Engineering Methods 2 To develop understanding of object oriented software Engineering 3 To develop ability to represent diagrammatically and in descriptive form, software engineering schemas
308 IT	Mobile Computing with Android
Objective	1 To understand technical aspects of M-computing 2 To appreciate impact of M-computing on Information Technology scenario 3 To understand M-computing applications; initiate new applications
309 IT	RDBMS with Oracle
Objective	1 To understand theoretical concepts in Relational Data Base Management 2 To develop working level proficiency for writing SQL commands 3 To develop capability to design applications for a real life DBMS problem
310 IT	Software Quality Assurance
Objective	1 To understand concepts and methodology related to Software Quality Assurance

	2 To Know software Quality standards specifies by regulatory authorities 3 To develop capability to design Quality Testing processes in software development environment
311 IT	E-Learning
Objective	1 To understand e-learning as an emerging educational technology 2 To learn use of tools/ technologies used for e-learning based pedagogy 3 To develop capability to initiate e-learning project(s)
OPERATIONS SPECIALIZATION COMPULSARY SUBJECTS	
305 OPE	Planning & Control of Operations
	1 To give an overview of Planning & Control of Operations 2 To explain the role of forecasting in the operations planning process. 3 To explain the need for aggregate planning and the steps in aggregate planning. 4 To explain how is capacity planning done in organizations and what is its relationship with MRP. 5 To highlight the importance of scheduling in operations management.
306 OPE	Inventory Management
	1 To give an overview of various aspects of inventory. 2 To explain the impact of types of inventory costs on inventory management decisions. 3 To explain the principles of JIT
OPERATIONS SPECIALIZATION ELECTIVE : Any Four	
307 OPE	Productivity Management
	1 To understand and appreciate significance of productivity management 2 To study various productivity management methods 3 To learn applicability of popular productivity management tools
311 OPE	Technology Management
	1 To highlight the role of technology and innovation as drivers of value and competitive advantage. 2 To provide conceptual foundations in managing innovation and technology.
312 OPE	Six Sigma
	1 To provide a comprehensive understanding of six sigma 2 To introduce the six sigma methodology and philosophy 3 To learn how to manage change and sustain benefits 4 To learn how to listen and map customer requirements 5 To start executing and delivering project
314 OPE	Toyota Production System
	1 To explain the management principles and business philosophy behind Toyota's worldwide reputation for quality and reliability. 2 To demonstrate how managers in every industry can improve business processes by: <ul style="list-style-type: none"> • Eliminating wasted time and resources • Building quality into workplace systems • Finding low-cost but reliable alternatives to expensive new technology • Turning every employee into a quality control inspector
HR SPECIALIZATION COMPULSARY SUBJECTS	
305 HR	Labour & Social Security Laws
Objective	1 To make the students understand rationale behind labour laws 2 To equip students with important provisions of various labour laws 3 To give students insight into the implementation of labour laws.
306 HR	Human Resource Accounting & Compensation Management
Objective	1 To orient the students with the concepts related to human resource accounting & compensation management. 2 To facilitate learning related to human resource accounting & compensation management for employees.
HR SPECIALIZATION ELECTIVE : Any Four	
307 HR	Employee Health, Safety & Welfare
	1 To learn the basic concepts of safety management 2 To study the various provisions of employee health and safety.
308 HR	Compensation Management
	1 To make the HR PROFESSIONAL understand the nuances of the crucial issues in compensation management. 2 To study various techniques of employee retentions 3 To acquaint students with various salary structures

316 HR	Lab in Training
	1 To make students understand training need analysis 2 To help students design Training Programmes 3 To make students understand & design training methods
318 HR	Lab in Personnel Administration & Application Procedures
	1 To give students insight into the implementation of Personnel Administration Procedures 2 To acquaint students with calculation of due/ compensations/ contributions etc.
RABM SPECIALIZATION COMPULSARY SUBJECTS	
305 RABM	Agriculture and Indian Economy
	1 To expose learners to the environment in which the agri-business is conducted. 2 Focus will be on understanding micro and macro environmental forces and their impact on agribusiness.
306 RABM	Rural Marketing I
	1 To objective of this course is to develop understanding of issues in rural markets 2 To provide an overview of marketing environment, consumer behaviour, distribution channels, marketing strategies, etc. in the context of rural markets in India.
RABM SPECIALIZATION ELECTIVE : Any Four	
307 RABM	Rural Development I
	1 To motivate students to understand the realities of rural India its economic strength, weaknesses, opportunities and threats in changing global context. 2 To help students to analyze the rural economic condition from two perspectives viz. actor's (the rural people) and outsider's (economists, development professionals) perspectives 3 To assists students to develop conceptual framework for dealing with rural economy.
309 RABM	Commodity Markets - I
	1 To help students understand what commodity means and how commodities are traded 2 To make students identify significant areas of risk associated with buying and selling commodities 3 To update students about the regulatory framework for commodity markets in India
312 RABM	Agricultural Marketing
	1 To make students understand the functions performed by the agricultural marketing system. 2 To make students aware of current issues and trends in agricultural markets 3 To help students identify basic market problems and assess the effect of market imperfections on the performance of the marketing
315 RABM	Agri Supply Chains Management
	1 To introduce students to the concepts and processes of agricultural supply chain management 2 To provide a framework for structuring supply chain drivers; network designs, 3 To develop an understanding of demand forecasting, inventory planning, sourcing decisions and IT enablement of supply chain.
SEMESTER - IV	
MARKETING SPECIALIZATION COMPULSARY SUBJECTS	
403 MKT	Services Marketing
	1 To emphasize the significance of services marketing in the global economy. 2 To make the students understand the deeper aspects of successful services marketing. 3 To provide insights to the challenges and opportunities in services marketing.
404 MKT	Sales and Distribution Management
	1 To provide foundations in components of sales and distribution management. 2 To introduce various facets of the job of a sales manager. 3 To focus on decision making aspects and implementation of decisions in sales and distribution management.
MARKETING SPECIALIZATION ELECTIVE : Any Four	
405 MKT	Retail Marketing
	1 To provide insights into all functional areas of retailing. 2 To give an account of essential principles of retailing. 3 To give a perspective of the Indian retailing scenario.
406 MKT	Rural Marketing
	1 To understand rural aspects of marketing 2 To learn nuances of rural markets to design effective strategies 3 To enhance deeper understanding of rural consumer behavior
408 MKT	International Marketing
	1 To make the students understand the concept and techniques of international marketing. 2 To train the students to develop plans and marketing strategies for entering into international

	markets and managing overseas operations.
410 MKT	Marketing Strategy
	1 To introduce a systematic understanding of marketing strategy and decision making in dynamic marketing environment. 2 To understand and apply the STP of marketing (segmentation, targeting, positioning). 3 To understand and appreciate the concept of marketing strategy formulation and implementation.
FINANCE SPECIALIZATION COMPULSARY SUBJECTS	
403 FIN	Indirect Taxation
	1. To understand the basic concepts in various Indirect Tax Acts. 2. To understand procedural part of Indirect Taxes 3. To acquaint with online filling of various Forms & Returns.
404 FIN	International Finance
	1. To make students familiar with the operations in foreign exchange markets. 2. To sensitize students with complexities of managing finance of multinational firm. 3. To highlight the importance of the regulatory framework within which international financial transactions can take place, with special reference to India.
FINANCE SPECIALIZATION ELECTIVE : Any Four	
407 FIN	Financial Risk Management
	1 To understand what is risk and the basic concepts of modeling its application for measuring and managing financial risks 2 To measure volatility in market prices, highlight Risk Management issues in investments.
409 FIN	Banking Operations – II
	1 To get acquainted with the changed role of Banking post 1991 Reforms. 2 To know the lending and borrowing rates along with the various mandatory reserves. 3 To know the procedural compliances by bank's functionality.
410 FIN	Wealth & Portfolio Management
	1 To understand the concept of Wealth Management. 2 To understand the concept of Portfolio Management. 3 To understand various tools and methods of evaluating the portfolio.
412 FIN	Commodity Markets
	1 To equip young managers with the knowledge of emerging commodities derivatives trading practices in India. 2 To explain the regulatory framework of these markets and domestic and international historical developments in commodities market. 3 To highlight the importance of hedgers, speculators and arbitragers. 4 To highlight the importance of Commodity indices as an investment class.
IT SPECIALIZATION COMPULSARY SUBJECTS	
403 IT	Software Project Management
	1 To understand different aspects of Software Project Management as an important field of practice under IT Management 2 To learn tools and techniques of Software Project Management 3 To understand importance of, and learning techniques to ensure, software quality 4 To learn to use a Software Package for Software Project Management
404 IT	Enterprise Resource Planning (ERP)
	1 To acquire in-depth knowledge of ERP as a prime Application Software product 2 To learn operational aspects of ERP implementation and support 3 To know features of important ERP modules 4 To learn, through case studies, practical aspects of ERP in various industries
IT SPECIALIZATION ELECTIVE : Any Four	
405 IT	Web Designing and Multimedia
	1 To acquire technical competence in Web Designing and Multimedia Applications 2 To learn to use HTML, VB Script and Java script 3 To integrate Web and Multimedia with business objectives of the organization
406 IT	Network Technologies and Security
	1 To acquire an overview of (but not technical proficiency in) various computer networks, technologies behind networks and application protocols, e-mail and communication protocols 2 To develop awareness of managing networks well so as to offer high quality service to the users
409 IT	Information Security and Audit
	1 To understand perspectives of Information Security risks 2 To appreciate security audit as a preventive system

	3 To know other techniques / approaches of risk prevention
410 IT	Data Warehousing & Data Mining
	1 To learn operational aspects of Data Warehousing and Data Mining 2 To know applications of Data Warehousing / Data Mining in business
OPERATIONS SPECIALIZATION COMPULSARY SUBJECTS	
403 OPE	Operations Strategy and Research
	1 To emphasize the key role of operations in bringing about the growth and profitability of organizations. 2 To impart ideas, concepts and principles in operations strategy. 3 To understand use of quantitative tools in solving typical Operations Domain Problems
404 OPE	Total Quality Management
	1 To give various perspectives on Quality and various contributors to Quality. 2 To provide an in-depth understanding of the various QC tools. 3 To introduce the frameworks of Global Quality Awards.
OPERATIONS SPECIALIZATION ELECTIVE : Any Four	
405 OPE	Quality Management Standards
	1 To introduce various management system standards. 2 To explain the implementation and role of MR for IMS. 3 To help the students understand the implementation of IMS through cases in services and manufacturing.
406 OPE	World Class Manufacturing
	1 To bring out the relevance and basics of World Class Manufacturing. 2 To highlight the current state of Indian Manufacturing 3 To provide a road map for World Class Manufacturing
407 OPE	Business Process reengineering
	1 To explain how organizational performance in terms of efficiency and effectiveness can be improved through BPR. 2 To introduce BPR as a change management tool. 3 To explore and master the fundamental principles of BPR. 4 To provide a practical framework and management techniques needed for implementation of BPR.
413 OPE	Lean Manufacturing
	1 To provide the concepts of Lean Manufacturing. 2 To give a hands on – How To – series of steps in Lean Manufacturing Implementation. 3 To highlight the role of company culture in transformation to Lean.
HR SPECIALIZATION COMPULSARY SUBJECTS	
403 HR	Employment Relations
	1 Give students insight into the IR scenario in India 2 Make students understand important laws governing IR 3 Create understanding about role of Govt., society and trade union in IR
404 HR	Strategic Human Resource Management
	1 To make students understand HR implications of organizational strategies 2 Understand the various terms used to define strategy & its process 3 Understand HR strategies in Indian & global perspective
HR SPECIALIZATION ELECTIVE : Any Four	
405 HR	Organizational Design and Development
	1 To develop an understanding of the nature, functioning and design of organization 2 Be able to understand the theory and practice relating to the processes of organization development and change 3 Develop insight and competence in diagnostic and intervention processes and skills for initiating and facilitating organizational processes and change in organizations
408 HR	Change Management
	1 To make students understand meaning of change and need for organizational Change. 2 To appraise students with the change management process
409 HR	Conflict & Negotiation Management
	1 To develop an understanding of the nature and strategies of negotiation. 2 To understand conflict and strategies to resolve the conflict.
410 HR	Lab in CSR
	1 Introduction of CSR: Aims & Objectives, Importance of CSR 2 CSR initiatives: Adopted by organization in Indian Context as well as Global context 3 Desk Research/ Field Study: Faculty to divide students in a group of 6 each. Groups will visit

	various industries in nearby area, understand various CSR activities initiated by them & present as well as submit the report on same.
RABM SPECIALIZATION COMPULSARY SUBJECTS	
403 RABM	Rural Credit and Finance
	1 To help students to understand various facets of agricultural credit in Indian rural market 2 To motivate students to know the relationship between and the institutional structural bodies and their linkages with rural credit. 3 To initiate students into the world of Micro Financial Institutions and their interventions in the rural finance
404 RABM	Rural Marketing II
	1 To objective of this course is to develop understanding regarding issues in rural marketing mix.
RABM SPECIALIZATION ELECTIVE : Any Four	
405 RABM	Rural Development II
	1 To help students understand various aspects of Rural Development in India 2 To make students know the challenges in rural development and the importance of monitoring and people's participation in rural projects
407 RABM	Commodity Markets - II
	1 To introduce the concept of commodity markets. 2 To develop an understanding about the functioning of Commodity Exchanges. 3 To develop an understanding about the price movements of Commodities
410 RABM	Management of Agricultural Input Marketing
	1 To develop an understanding of the peculiarities of marketing in the context of agricultural inputs.
413 RABM	Agri-Entrepreneurship
	1 To orient learners towards agri-entrepreneurship

2. MBA-IT (INFORMATION TECHNOLOGY)

Introduction about the course: MBA-IT (INFORMATION TECHNOLOGY) is a full time two years post graduate degree course with four semesters. The knowledge and skills required to plan, design and build complex application software systems are highly valued in all industry sectors including business, health, education and the services. The basic objective of the MBA-IT is to provide to the country a steady stream of competent young men and women with the necessary knowledge, skills and foundations for acquiring a wide range of rewarding careers into the rapidly expanding world of Information Technology. In today's Global Economic scenario highly skilled versatile professionals with all-round approach for problem solving is need of the hour. MBA IT program of SPPU wishes to create such professionals.

Programme Structure:

- a. The first two semesters of the programme is a mix of computer-related and general business courses. The computer-related courses use computers to introduce standard techniques of programming; the use of software packages systems analysis and design. The general business courses include the functional areas of management like the study of marketing management, financial management, operations management and general management. The course would emphasize the study and creation of business applications, rather than mere programming. Considering the current environment, fundamental concepts related to web-based applications are introduced. Inclusion of Mobile Technologies, Web technologies gives new platforms to students to work on.
- b. In semesters III and IV, students are exposed to system development in the information processing environment, with special emphasis on Management Information Systems and Computer Resource Management. Specializations are included in IIIrd Semester which includes network Technology, Software Testing or Software Development. Inclusion of specialization papers will improve thorough knowledge of students in that subject. It will also focus on particular technology in which student is more interested.
- c. Colleges are given the opportunity to select Latest technology and prepare students in that Technology with the help of Departmental Subject. In addition Global Industry approved certifications could be offered as supplementary skill upgrade.
- d. Soft skills techniques are covered in every semester, which will lead to overall personality development of the student and that will help them in their placement activities and to sustain in the organization successfully. Colleges are encouraged to teach minimum one foreign language in addition to English to enhance employability of students.

PRACTICAL TRAINING AND PROJECT WORK:

Towards the end of the second year of study, a student will be examined in the course "Project Work".

- a. Project Work may be done individually or in groups in case of bigger projects. However if project is done in groups, each student must be given a responsibility for a distinct module and care should be taken to monitor the progress of individual student.
- b. Student should take guidance from an internal guide and prepare a Project report on "Project Work" in 2 copies to be submitted to the Director of the Institute by 31st March. Wherever possible, a separate file containing source code listings should also be submitted.

- c. The Project Work should be of such a nature that it could prove useful or be relevant from the commercial / management angle.
- d. The project report will be duly assessed by the Internal guide of the subject and marks will be communicated by the Director to the University after receiving the Seat numbers from the University along with marks of the internal credit for theory and practical to be communicated for all other courses.
- e. The project report should be prepared in a format prescribed by the University which also specifies the contents and the method of presentation.
- f. The project work will carry 250 marks for internal assessment and 250 marks for external viva. The external viva shall be conducted by a minimum of two external examiners.
- g. Project Work can be carried out in the Institute or outside with prior permission of the Institute.
- h. The external viva-voce examination for Project Work would be held in March/April of the second year of study, by a panel of two external examiners.

Course Structure

Semester I	
Course	Subject Name
101	Fundamentals of Information Technology
Objective	To give introduction to computer systems, operating systems, numbering systems, microprocessor, input output devices.
102	C Programming & Data Structure
Objective	After completing this subject student will be able to understand and write Programs by using C language along with basic concepts of Data Structures.
103	Software Engineering with UML
Objective	After completing this subject student will be able to understand the issues involved in implementing SSAD and OOAD concepts. Student will also be able to analyze project requirements and produce an initial design.
104	Database Management System (DBMS)
Objective	After completing this subject student will be able to learn detail concepts of DBMS and understand concept of database design as an implementing point of view by using SQL.
105	Soft Skills
Objective	1. To encourage the all round development of students by focusing on soft skills. 2. To make student aware about the importance, the role and the content of soft skills through instruction, knowledge acquisition, and practice etc.
106	Practical (C & Case tools)
Objective	To Improve the concept of logic and the flow of operation. Use of case tools is also encouraged to understand the basic operation and its execution flow to the student.
107	Soft Skills Practical-Word Power ,Business English
Objective	To improve the vocabulary of English and comfort ability with business English. Use of language lab is also encouraged and lot of hearing practice, reading and understanding exposure should be given to the students.
Semester II	
201	BA & ERP Tools
Objective	1. The processes and practices in business and their applications are taught in subject. Student will go through Design to Development life cycle typically carried out in an industry. 2. He will gain domain knowledge in various fields and come to know about HR, manufacturing practices. 3. Also the financial aspect of business and management will be taught to student through this subject
202	PPM & OB
Objective	The basic management concepts and use of management principles in the organization will be introduced to student through this elaborative subject.
203	Advanced RDBMS using Oracle
Objective	This subject will enhance database handling , data manipulation and data processing skills

	through SQL & PL/SQL, which will help them in developing data centric computer applications.
204	JAVA Programming
Objective	To enable the students to understand the core principles of the Java Language and use visual tools to produce well designed, effective applications and applets.
205	Technical Help Desk
Objective	Candidates can expect to gain knowledge and understanding in the following upon successful completion of the education <ul style="list-style-type: none"> • Service Management as a practice (Comprehension) • Service Lifecycle (Comprehension) • Key Principles and Models (Comprehension) • Generic Concepts (Awareness) • Selected Processes (Awareness) • Selected Roles (Awareness) • Selected Functions (Awareness) • Technology and Architecture (Awareness) • ITIL Qualification scheme (Awareness).
206	Practical (Java & Oracle)
Objective	Objective : To get assignments solved based on Java and Advanced RDBMS using Oracle
207	Soft Skills Practical - Group discussion & Interview Techniques
Objective	To improve the vocabulary of English and comfort ability with business English. Use of language lab is also encouraged and lot of hearing practice, reading and understanding exposure should be given to the students.
301	Information Security & Audit
Objective	To create awareness about the values of Information and how the Information security practices are meticulously implemented in IT companies worldwide.
302	Optional 1- NT
303	Optional 2 - ST
304	Optional 3 - SD
302NT	Basics of Networking
Objective	Objective : Students will able to learn networking concepts with practical as well as theoretical concepts after studying this subject
303NT	Server & Desktop Technologies
Objective	We aim to introduce the hardware components and their internal architecture. It also aims at teaching students about how to assemble a PC or Server machine and carryout basic trouble shooting. It also gives and insight about the contemporary desktop OS likes Windows xp and Windows 7 and their installation and administration.
304NT	System Administration & Server Integration
Objective	To enlighten students about the various server operating systems and its administration
302ST	Software Quality Assurance
Objective	To enable student to learn Software Quality Assurance good practices with the help of various techniques, Strategies and tools.
303ST	Software Testing Processes & Documentation
Objective	To enable student to learn Software Testing processes with the help of various software testing techniques, Strategies, tools and technologies
304ST	Software Test Planning and Documentation
Objective	Explain test plan formats, risk management in testing, defect management and test report generation tools, case studies.
302SD	Program and Design with ASP.NET
Objective	To understand the DOTNET framework, C# language features and Web development using ASP.NET
303SD	Mobile Programming using Android
Objective	This course introduces mobile application development for the Android platform. Students will learn skills for creating and deploying Android applications, with particular emphasis on software engineering topics including software architecture, software process, usability, and deployment.
304SD	Advanced JAVA
Objective	Student will be able to do socket programming, develop server side applications with database handling using servlets and JDBC, struts framework.
305	Web Designing & Content MGMT
306	Specialization Practical & Mini Project
307	Soft Skills Practical - Technical Writing

401	Current Trends in IT
Objective	To make students aware with the changes in technologies, applications and systems around us.
402	Departmental Paper (Additional Input)
403	Project

Opportunities in MBA-IT: Today we live in a world where technology has come of age and we are mostly dependent on it for even for the smallest of things. So it doesn't come as a surprise that today we have professional degrees dedicated to **Information Technology** and the career in the same has many avenues. Similarly **MBA-IT** offers a wide array of opportunities to those who are a part of the career path.

Like other specializations, IT, too, is a two years full time MBA degree program, through this course you will be prepared for the managerial work profile, having an in-depth knowledge of Computer Applications. This program prepares you for a *great career as a Database Administrator, Network Administrator, System Administrator, EDP In-charge, Software Developer, Software Tester and Cyber Security Officer etc.*

Master of Business Administration in Information Technology (MBA-IT) is a course which has many avenues for its students. From the possibility of joining an IT company to being placed in one of the departments of IT governance, Cyber Security Cell to much more.

3. MBA-HRD (HUMAN RESOURCE DEVELOPMENT)

Introduction about the course: MBA-HRD (HUMAN RESOURCE DEVELOPMENT) is a full time two years post graduate degree course with four semesters. This course is design to understand the dynamics and exciting environment of Human Resource Management and complex decision that all manages must make when managing employees. This course facilitates learning modern concepts, techniques and practices in the management of human resources to enhance the effectiveness. This course imparts know-how which will be applied further in the field of HR by using skill and competence to conceptual, managerial and operational functions.

Human Resource has proved to be a vitally competitive factor in the present scenario in an organized sector. The functions of Human Resource Development and Human Resource Management need high professional skill and competence considering take off stage of globalization in India.

The objectives of the course programme are highlighted as under:

- a) To understand the dynamics and exciting environment of Human Resource Management and complex decision that all managers must make when managing employees.
- b) To facilitate learning modern concepts, techniques and practices in the management of human resources to enhance the effectiveness.
- c) To impart know-how which will be applied further in the field of HR by using skill and competence to conceptual, managerial and operational functions?

Projects:

RM Mini Project:

Students shall work in groups of 2 each and work on a small research problem. They shall work under the guidance of a faculty member and shall submit 2 copies of research report in spiral bound form. The Institute shall conduct an internal viva for 50 marks. Students shall select a social issue / managerial issue of local relevance for investigation. They are also encouraged to use technology for research. It is not necessary that the student has to carry out the RM Mini Project in an industry.

It is expected that they develop the following abilities through this Project:

- a) Problem identification & definition
- b) Defining data requirements and identifying data sources
- c) Literature review
- d) Primary data collection
- e) Writing a report.

Field Work: In Semester II the student shall work under the supervision of the Faculty and carry out a Field Work and submit a structured report in TWO hard copies & one soft copy (CD). *In the interest of environmental considerations, students are encouraged to print their reports on both faces of the paper.*

Summer Internship Project: At the end of Second Semester each student shall undertake a Summer Internship Project (SIP) for 8 weeks in the area of Human Resource Management. The student shall submit a written structured report based on work done during this period. SIP may be a research project – based on primary / secondary data or may be an operational assignment involving working by the student on a given task/assignment/project/ etc. in an organization / industry. It is expected that the SIP shall sensitize the students to the demands of the workplace.

Course Structure:

Semester I	
Sub Code	Subject
101	PPM
Objective	<ol style="list-style-type: none"> 1. Explain the role of management in organizations 2. Demonstrate understanding of management principles and techniques 3. Apply management theories in organizations
102	Organizational Behavior
Objective	<ol style="list-style-type: none"> 1. To develop an understanding of the behavior of individuals and groups inside organizations 2. To enhance skills in understanding and appreciating individuals, interpersonal, and group process for increased effectiveness both within and outside of organizations. 3. To develop theoretical and practical insights and problem-solving capabilities for effectively managing the organizational processes.
103	Economics for Human Resource Management
Objective	<ol style="list-style-type: none"> 1. To introduce the concept of Economics for HR & its role in Decision making. 2. To emphasize the need, importance of economics of HR .
104	Human Resource Management
Objective	<ol style="list-style-type: none"> 1. To develop an understanding of how to effectively manage people 2. To understand and carry out HR related responsibilities 3. To become conversant with latest trends as well as the basics of the theory of human 4. resource management
105	Labour Laws I
Objective	<ol style="list-style-type: none"> 1. To acquaint with professional understanding of labour legislations 2. To acquaint the students with Legal provisions of Labour Laws in India 3. To develop implementation skills of various Industrial and labour laws
106	Research Methodology
Objective	<ol style="list-style-type: none"> 1. To acquaint the students with methods of conducting systematic inquiry in the social sciences. 2. To equip students with skills and knowledge needed to undertake the research project competently. 3. To develop theoretical and practical insights and enable the students to critically evaluate empirical literature in the field of management. 4. Use of Excel is the basic requirement of this subject.
107	Business Communication
Objective	<ol style="list-style-type: none"> 1. To enable the students become aware of the importance of managerial communication and the need to master it in order to successfully function in their day-to-day work 2. To enable them to acquire some of the skills that are routinely needed
108	Personnel Admin Systems
Objective	<ol style="list-style-type: none"> 1. To familiarize the students with the basic concepts, techniques, and tools of job evaluation, a major method of deciding monetary value of the relative worth of the jobs; 2. To help the students to gain hands-on-learning experience in submission of various forms and returns under various labour laws
109	RM Mini Project
Objective	<ol style="list-style-type: none"> 1. To develop research skills of students. 2. To develop an understanding of application of research in real life.
Semester II	
201	Labour Welfare
Objective	<ol style="list-style-type: none"> 1. To develop theoretical and practical insights and enable the students to critically evaluate the need and importance of labour welfare facilities in various sectors of industries 2. To acquaint the students with methods of improving the working conditions and maintenance of better Industrial relations.
202	Industrial Organizational Psychology
Objective	<ol style="list-style-type: none"> 1. To provide conceptual understanding amongst the upcoming managers of industrial & organizational psychology. 2. To increase student understanding of types of psychology and its effect on the efficiency and productivity
203	Industrial Relations
Objective	<ol style="list-style-type: none"> 1. To provide conceptual understanding industrial Relations amongst the Upcoming managers of Industrial Relations 2. To increase student understanding role and types of Efficiency, Skills required for

	developing the Industrial Relations
204	Training & Development
Objective	1. To create awareness amongst managers about the importance of Training & Development 2. To make candidates learn different stages in the Training cycle 3. To enable candidates know the process of learning and use of technology in training.
205	Labour Laws II
206	Finance for HR
Objective	1. To Impart sound understanding of finance fundamentals 2. To enable students to use the right finance jargon..
207	Quality Management
Objective	1. To Create awareness among Management students regarding QMS, its Norms & Principles 2. To enable students understand the importance and application of Quality 3. Management Tools – Kaizen, Poka Yoke, ISO Certifications etc. 4. To make students understand the concepts and necessity of 5S in the current business scenario
208	Field Work
Semester III	
301	Strategic Human Resource Management
Objective	1. The purpose of this subject is to equip students with the necessary knowledge, skills and abilities in order to perform various human resource management functions at the foundation level in an organization. 2. The idea behind SHRM is that companies must “fit” their HR strategy within the framework of overall Business objectives and hence ensure that there is alignment between the HR practices and the strategic objectives of the organization.
302	Organizational Development
Objective	1. To generate awareness amongst the managers about the significance of OD 2. To make students eligible to apply/employ/for the application, of different models of OD 3. To enable participants understand the concept, necessity and applicability of Management of Change.
303	Compensation Management
Objective	1. Promote understanding of the nature of industrial employee’s compensation package; principles regulating different components and their role in the compensation package. 2. Impart skills in formulating a compensation policy and planning a suitable package on principles of equity and efficiency. 3. To identify the problem areas and scope for rationalizing compensation policy;
304	Best Practices In HR
Objective	1. To monitor effectively the use of human resources by the management. 2. To make the student understand about the Human Asset, i.e. whether such assets are conserved, depleted or appreciated.
305	Labour Laws III
Objective	1. To acquaint with professional understanding of labour legislations 2. To acquaint the students with Legal provisions of Labour Laws in India 3. To develop implementation skills of various Industrial and labour laws
306	Instruments In HRD
Objective	1. Introduce the students to the basic concepts and practices in the area of Human Resource Development tools. 2. Introduce the students to the foundational frameworks in the area of organizational psychology and their implications on designing and using some HRD tools 3. Enhance the knowledge of the students on application of such tools in the context of modern HR challenges facing organizations
307	Performance Management
Objective	1. To provide conceptual understanding amongst the upcoming managers of Performance Management System 2. To expose the students to different Performance Appraisal approaches with their industry applications. 3. To enable the students to carry out/ conduct practical on designing, structuring and implementing various Performance Appraisal tools.
308	Summer Internship Project
Objective	1. To offer the opportunity for the young students to acquire on job the skills, knowledge, attitudes and gain experience for developing professional identity. 2. To provide means to immerse students in actual supervised professional

	<ol style="list-style-type: none"> 3. experiences 4. To give an insight into the working of the real organizations 5. To gain deeper understanding in specific functional areas and relevant topic. 6. To appreciate the linkages among different functions and departments 7. To develop perspective about business organizations in their totality 8. To help the students in exploring career opportunities in their areas of interest
Semester IV	
401	Competency Mapping & Career Development
Objective	<ol style="list-style-type: none"> 1. To appreciate the importance of career strategies in a rapidly changing environment. 2. To develop an awareness of various career orientations and strategies of individual career planning. 3. To Develop an understanding in designing appropriate systems of competency mapping & organizational career development
402	Environmental Mgt & CSR
Objective	<ol style="list-style-type: none"> 1. To give students exposure of environmental problems and issues in a scientific framework 2. To create awareness among students regarding CSR and role of organization 3. To generate ownership about environment protection
403	Human Resource Information System
Objective	<ol style="list-style-type: none"> 1. To create awareness in upcoming managers, of different types of information systems. 2. To increase student understanding of IT and their application for human resource. 3. To explore the use of some common Information Systems development tools.
404	PR & Corporate Communications
Objective	<ol style="list-style-type: none"> 1. To make the students aware about Public Relations its importance and applications in the organization. 2. To enable the students with the essentials of Planning Public Relation Programs.
405	Labour Laws IV
Objective	<ol style="list-style-type: none"> 1. To acquaint with professional understanding of labour legislations 2. To acquaint the students with Legal provisions of Labour Laws in India 3. To develop implementation skills of various Industrial and labour laws
406	International HRM
Objective	<ol style="list-style-type: none"> 1. To give students exposure of international HR issues 2. To create awareness among students about the HR aspects from an MNC perspective.
407	Collective Bargaining
Objective	<ol style="list-style-type: none"> 1. To introduce the concept of Collective Bargaining & Negotiation Process 2. To bring awareness about critical issues of collective bargaining. 3. To sensitize the students to understand the required skills in Collective Bargaining & Negotiation.
408	Cases in HR
Objective	<ol style="list-style-type: none"> 1. To update students with the various current changes initiated in industry. 2. To give opportunity to gain valuable experience in case analysis through active participation and discussion
409	Dissertation
Objective	<ol style="list-style-type: none"> 1. To understand the business environment and decision making in the prevalent environment. 2. Felicitating the learning of global environment of the business.

Opportunities in MBA HRD: HR administrators are a must in all institutions that seek to have a smooth functioning. MBA HRD is very much demanding profession. As HR is the most important part of any organization/company. So, the need of HR in every field is increasing. Students can find jobs in almost all fields ranging from educational institutions to corporate, industries and Multinational corporations. In this profession, you can avail numbers of jobs with higher salary packages. Some of the jobs that students with an MBA degree in HRD can take include Compensation Manger, Manager of Employee Relations, HR Generalist, Technical Recruiter, Director of Staff, Placement Manager, Training and Relations Manager, Organizational Consultant and more.

Diploma Courses Outcomes

1. POST GRADUATE DIPLOMA IN HOSPITAL MANAGEMENT (PGDHM)

Objective of the Course:

The Hospital Administration to meet the growing demand of Hospital Administrators at the middle level of management. It is a one-year blended-learning course that will provide the student with managerial skills essential for planning and administering **healthcare** services.

1. To train Medical & Non-Medical Graduates in the specialty of the Hospital Administration to meet the growing demand of Hospital Administrators at the middle level of management.
2. To enable such persons to take up consultancy in the Hospital Planning.
3. To enable them to take up higher courses of learning/specialization in the field of Hospital Management in due course of time.

Course Structure:

Semester I	
Code	Subject
101	Principles & Practices of Management & Organizational Behavior
102	Managerial Accounting & Financial Management
103	Hospital Planning & Project Management
104	Medical Terminology & procedures
105	Hospital Administration
106	Viva Voce on Journal Related to Hospital Training
Semester II	
201	Human Resource Management
202	Law related to hospital medical services
203	Material Management & Inventory Control
204	Management of Healthcare & Hospital Services
205	Project Report & Viva Voce based on Project Report
206	Computer Fundamentals & Software related to hospitals

Opportunities in Post Graduate Diploma in Hospital Management: Hospital Management Career involves ensuring effective use of physical & financial resources of the hospital. Hospital Managers, Administrators have become essential to manage hospitals & medical facilities. They are responsible for education, overall patient care, research & community health care related to the organization. Medical & Non-Medical background students can pursue a career in Hospital Management/Administration. Medical graduates generally take care of the more technical aspects of hospital administration; non-medical graduates handle the operational aspects. The tasks would typically involve managing the staff, health services, technology decisions, IT management and working under a given budget.

Students can work as hospital superintendents, dean or director of medical colleges, medical directors, and nursing directors and so on. Other roles include head of departments and as administrators with substantial managerial responsibilities. A hospital manager will be in charge of the overall organization and management of the hospital to ensure its smooth functioning.

2. POST GRADUATE DIPLOMA IN COMPUTER MANAGEMENT (PGDCM)

Objectives of the Course:

The broad objective of the PGDCA programme is to prepare Post Graduates for productive careers in software industry, corporate sector, govt. organisations and academia by providing skill based environment for teaching and research in the core and emerging areas of the discipline.

1. This aim of diploma is to develop dynamic computer professionals in short time.
2. The programme covers all aspects and basics in Computer Application.
3. It also has projects for developing full software in various software languages along with real time environment.
4. The programme prepares the student to undertake Master Programme and for designing small business application software's as per the need of industry and real world.

Course Structure

Semester I	
Subject Code	Subject
101	Elements of Information Technology and Office Automation (Windows Operating System and MS Office)
102	Programming using Visual Basic
103	Introduction to C and C++ Language
104	Practical
Semester II	
201	Web Technology including Ecommerce, HTML and Basic Java
202	Software Engineering
203	Database Management System and Oracle
204	Practical

Opportunities in Post Graduate Diploma in Computer Management: There are bright career prospects for computer management in recent scenario. With the opening of huge software and IT companies in India, the job opportunities for trained professionals have increased considerably. Diploma holders find job opportunities in a variety of environments in academia, research, industry, government, private, business organizations and so on.

They are involved in analyzing problems for solutions, formulating and testing, using advanced communications or multi-media equipment, or working in teams for product development.

The software and IT companies are the major employers of Post Graduate Diploma in Computer Management.