

**DR B R AMBEDKAR NATIONAL INSTITUTE OF TECHNOLOGY  
DEPARTMENT OF HUMANITIES AND MANAGEMENT**



# **Teaching Scheme for MBA**

## **Syllabi for MBA Courses**

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## **Department of Humanities and Management**

### **Vision**

To stand distinct and create its own niche in terms of transformation of young minds into excellent leader-managers who are capable of creating and enhancing the value for both business and society.

### **Mission**

The mission of the department is to demonstrate and strive for continuing excellence in imparting business education by offering Master of Business administration (MBA) and Post Graduation Diploma Programme in Management. These programmes aim at:

- Developing and sensitizing the strong sense of morals and ethics in students that would help them practice management with great courage, conviction and confidence.
- Developing business acumen with entrepreneurial focus based on resolve, ingenuity and tolerance for risk and ambiguity.
- Developing and enhancing leadership qualities in students necessary to become potential change champions for bringing dramatic change in the organizations.
- Enhancing capabilities in terms of envisioning, analyzing, quick decision-making, futuristic thinking, probing, strategizing and creative thinking.

### **Values**

- We work together with utmost commitment and candidness. Integrity is the centrifugal force that acts on all activities of the department.
- We have strong commitment towards both business and society.
- We believe in team spirit, synergy and systems thinking so as to achieve the distant vision of the institute as a whole.
- We respect all and embrace diversity.
- We understand that learning is a continuous long-term process and there is no short cut to success.
- We believe in cooperation and compete with ourselves only.
- We always endeavour for giving great experiences to all those who associate with us in any manner.

We understand that there is nothing like 'bad experience' because every experience gives you a learning opportunity

### **Programme Outcomes (MBA)**

- The students will be capable of taking quick decisions in different aspects of management.
- The students will be able to demonstrate strong leadership qualities necessary for becoming change champions.
- The students will be able to scan changing environmental conditions in a comprehensive and holistic manner.
- The students will be able to develop strong behavioural competencies necessary for becoming team player.
- The students will develop and enhance intrapreneurial qualities.
- The students will be able to develop strong analytical abilities and carry out research and consultancy in different areas of management to deal with management decision problems.

### **Programme Outcomes (Post Graduate Diploma in Management)**

- The students should develop basic managerial acumen and skills.
- The students will have basic understanding about main functional areas of management.
- The students will be able to develop reasonable analytical abilities.

## **Objectives of Master of Administration (MBA) Programme (PEO)**

Management education in India has come a long way. However it has remained predominantly as a derivative of western management education system. No significant steps have been taken so far to Indianize the management education in the country. Instead, there is a greater need to increase its horizon other areas besides large-scale industry. Management so far has largely remained large-industry oriented. Therefore, management education so far has been considered elitist. Hence there is only miniscule percentage of people who have harnessed their management education to their dreams of establishing organizations. There is still a huge gap between demand and supply of management graduates even though there is a mushrooming of management institutes in the country.

Department of Humanities and Management Dr B R Ambedkar National Institute of Technology intends to offer Master of Business administration programme in a thoughtful way with a strong concern to benefit the sectors that have largely remained unmanaged. The pace of industrial development in Punjab has remained relatively low during the past many years. But now the state is striving for rapid and progressive industrial growth. The department will endeavour to facilitate the regional industry in terms of improving their operational efficiencies, better financial planning and distinct market positioning. The management programme of the department will encourage the students to take the projects concerning the contemporary issues of the local industry. It will not only help the local industry but will also provide challenging opportunities to the students to have first-hand experience to take on the issues relating to the industry that is still naive. It will help such industrial units to get rid of their long-lasting nebulous state.

The department has a special plan for establishing 'Case Research Centre' that will be a platform for the students to connect with the industrial organizations and society in general. The students will write cases on the latest issues of the industry and changing consumption patterns that will be further discussed and analysed in students' forums. At present, management students in majority of the business schools are still given case studies of west or that are written by the leading schools of the world. Its access is limited to only few leading schools of the country. The case research centre will facilitate and train students to develop innovative approaches to tackle latest industrial issues and will enhance their development into confident and versatile managers. The cases so written will not be helpful to the students of the department but will also be available on-line for all other business schools of the country.

## Teaching Scheme for MBA Programme (2019)

### Semester I

S.No <b>Proposed</b>	Subject Name	Teaching Load			Credits
		L	T	P	
HM-501	Principles and Practices of Management	3	0	0	3
HM-503	Organizational Behaviour	3	0	0	3
HM-505	Management Accounting	3	0	0	3
HM-507	Statistical Methods for Managers	3	0	0	3
HM-509	Managerial Economics	3	0	0	3
Total Credits					15

### Semester II

S. No. <b>Proposed</b>	Subject Name	Teaching Load			Credits
		L	T	P	
HM-502	Business Ethics	3	0	0	3
HM-504	Financial Management	3	0	0	3
HM-506	Human Resource Management	3	0	0	3
HM-508	Marketing Management	3	0	0	3
HM-510	Research Methodology	3	0	0	3
Total Credits					15

### 6-8 Weeks Summer Internship

### Semester III

S.No. <b>Proposed</b>	Subject Name	Teaching Load			Credits
		L	T	P	
HM-511	Corporate Management and Strategy	3	0	0	3
HM-513	Legal Aspects of Business	3	0	0	3
HM-515	International Business	3	0	0	3
HM***	Major Specialization Elective 1	3	0	0	3
HM***	Major Specialization Elective 2	3	0	0	3
HM***	Minor Specialization Elective 1	3	0	0	3
HM-601	Summer Internship Presentations				3
Total Credits					21

## Semester IV

S. No Proposed	Subject Name	Teaching Load			Credits
		L	T	P	
HM-512	Operations Management	3	0	0	3
HM-514	Information Technology in Management	2	0	2	3
HM-516	Entrepreneurship Development and Management	3	0	0	3
HM ***	Major Specialization Elective 3	3	0	0	3
HM***	Major Specialization Elective 4	3	0	0	3
HM***	Minor Specialization Elective 2	3	0	0	3
HM-600	Research Project				3
	Total Credits				21

## Specialization Electives

Marketing Management	Human Resource Management	Financial Management
Consumer Behaviour (HM-517)	Strategic Human Resource Management (HM-521)	Working Capital Management (HM-525)
Marketing of Services (HM -519)	Industrial Relations and Labour Laws (HM-523)	Management of Financial Services and Institutions (HM-527)
Modern Marketing Practices (HM-518)	International Human Resource Management (HM-522)	Investment and Portfolio Management (HM-526)
Retail and Supply Chain Management (HM-520)	Organizational Change and Development (HM-524)	Derivative and Risk Management (HM-528)

## **Principles and Practices of Management**

**HM-501**

**[3 0 0 3]**

### **Course Objectives**

1. To familiarize with management theory, evolution, approaches and contemporary concepts of management.
2. To familiarize with the process of different management functions.

### **Course Contents**

Management: Nature, Concept, Evolution of Management Thought. Management Thinkers and historical foundation of learning organizations. Management skills and roles. Environment of management. Important management functions: planning, types of plans, organizing, directing, leadership, coordination and controlling. Decision making: types of decisions, process, techniques and tools. Communication: types, process and barriers. Organization structure and design: types, authority, responsibility, centralization versus decentralization, line and staff functions, and span of control.

### **Course Outcomes**

1. The students will have a basic understanding and knowledge of management functions and organizations that they can use in their profession.
2. The students will be capable of taking quick decision-making by managing organizational resources.

### **Reference Books**

1. Harold Koontz and Heinz Weihrich (2007), Essentials of Management: An International Perspective, New Delhi, McGraw-Hill.
2. Stephen P Robbins, David A. Decanzo (2001), Fundamentals of Management, New Delhi, Pearson Ed.
3. Robbins S.P., Management, Prentice-Hall of India Ltd., New Delhi, 9th Edition
4. Richard L Daft, Management, 5<sup>th</sup> Ed. Thomson.

## **Organizational Behaviour**

**HM-503**

**[3 0 0 3]**

### **Course Objectives**

1. To understand different concepts and theories of both individual and group behaviour.
2. To gain knowledge about leadership models, organizational culture, management of conflicts and stress.

### **Course Contents**

Organizational behavior (concept, contributing disciplines, evolution and role), theories of OB, challenges and opportunities to OB. Learning, beliefs, values, attitude, and perception. Personality development, determinants, measurement. Motivation concept and theories. Interpersonal behaviour and transactional analysis. Job satisfaction. Emotions and moods. Intelligence measurement and approaches, IQ tests. Group dynamics and work teams. Organizational culture and climate. Organizational conflicts and management. Stress management. Work force diversity and cross-cultural organizational behaviour. Organizational justice and whistle blowing.

### **Course Outcomes**

1. The students will be able to adjust quickly in multicultural environment.
2. It will help the students to adapt and get seamless fit in the organizational culture.
3. The students will be able to demonstrate strong leadership qualities and become capable of becoming potential change champions.

### **Reference Books**

1. Robbins, SP and Judge TA (2013) Organizational Behavior (15<sup>th</sup> Ed), Pearson.
2. Fred Luthens (2010), Organizational Behavior (12<sup>th</sup> Ed), McGraw Hill Education.
3. Nelson, DL and Quick, JC (2012) “Organizational Behavior: Foundations, realities & challenges” (8<sup>th</sup> Ed.) New Delhi: Cengage Learning.
4. Uma Sekaran (2004), Organisational Behaviour, McGraw Hill Education.



## **Management Accounting**

**HM-505**

**[3 0 0 3]**

### **Course Objectives:**

The course attempts to build potential to use appropriate accounting tools and techniques of accounting for analyzing financial statements and helping in managerial decision making.

### **Course Contents:**

Introduction to Management Accounting: Introduction, Meaning, role, functions and framework of Management accounting and Tools of Management Accounting .Distinction between Management Accounting, Financial Accounting and cost accounting. Tools of Financial Analysis: trend analysis, common size statements, comparative statements, Ratio analysis, Cash flow statements and funds flow statements. Cost Accounting: Meaning, Objectives, Scope and Classification of costs, Marginal Costing –Concept of Marginal Cost; Marginal Costing Vs Absorption Costing; Cost-Volume-Profit Analysis; Break-Even Analysis; Assumptions and its practical applications for managerial Decision making with special reference to pricing, make or buy decisions, selection of Sales-Mix. Standard Costing and ion, Variance Analysis. Budgetary Control- Types of Budgets Master budget, , Zero Base Budget, Participative Budget and Performance Budget. Price Level Accounting, Human Resource Accounting, responsibility centres and Transfer Pricing. Target Costing, Kaizen costing, Activity based costing, Life Cycle Costing, business process re-engineering, The Balanced Scorecard, Value Added Concept, benchmarking, Economic value added, Market value added.

### **Course Outcomes: After the completion of the course, the student will be able to:**

1. Analyse and interpret financial statement for business decisions.
2. Take analytically rational business decision based on costing and other contemporary accounting practices.

### **Reference Books**

1. Drury, C., Management Accounting for Business Decisions, Thomson Learning: London.
2. Sharma, R.K. and Gupta, S.K., Management Accounting, 9th Edition, Kalyani Publishers: New Delhi.
3. Atkinson, A., Kaplan, R., Matsumura, E.M. and Young, S., Management Accounting 5th Edition (International), Pearson Education.
4. Horngren, C., Sundem, G., Stratton, W., Schatzberg, J. and Burgstahler, D., Introduction to Management Accounting, 14th Edition (International), Pearson Higher Education.

## **Statistical Methods for Managers**

**HM-507**

**[3 0 0 3]**

### **Course Objective**

1. To understand different statistical concepts for estimation and hypothesis testing
2. To statistically measure and infer different parameters

### **Course Contents**

Grouping and displaying of data, Measures of central tendency and dispersion, probability distributions; Binomial, Poisson, Normal, the Central Limit Theorem, Sampling and sampling distributions, Estimation, Hypothesis testing; t, z and f testing, one sample and two sample testing, chi square, simple regression and correlation, index numbers, decision tree analysis.

### **Course Outcomes**

1. The students will be able to do numeric summarization and measure different parameters statistically.
2. The students will be able to develop and test hypotheses.
3. The students will also be able to make inference from statistical indicators.

### **References Books:**

1. Richard I Lewin and David S Rubin (2012), Statistics for Management, 7<sup>th</sup> edition, Pearson
2. David M. Levine, David F. Stephan, and Kathryn A. Szabat (2017), Statistics for Managers, 8<sup>th</sup> edition, Pearson
3. Robert Stine and Dean Foster (2015), Statistics for Business: Decision Making and Analysis, 2<sup>nd</sup> edition, Pearson

## **Managerial Economics**

**HM-509**

**[3 0 0 3]**

### **Course Objectives**

1. To gain knowledge about different micro and macro aspects of economics.
2. To understand the complex relationships and intricacies of different economic variables.
3. To understand the micro and macro implications of economic policies and decisions.

### **Course Contents**

Basic Economic concepts, Decision making under risk and uncertainty. Concept of utility, demand and supply, elasticity of demand and supply, Demand forecasting. Production function in short and long run: law of diminishing marginal returns, isoquant-isocost approach. Economies of scale. Shapes of different cost curves in short and long run. Price-output determination in perfect competition, monopoly, monopolistic competition and oligopoly. Macroeconomics: national income, business cycle, fiscal policy, monetary policy, price indices, inflation, theories of international trade.

### **Course Outcomes**

1. The students will be able to understand different terms and concepts of economics.
2. The students will gain proficiency in understanding the changes in economic environment and their impact both at micro and macro levels.

### **Reference Books**

1. Carl E Case, Ray C Fair and Sharon E Oster (2017), Principles of Economics, Pearson
2. John Sloman, Dean Garratt and Alison Wride (2014), Economics, 9<sup>th</sup> edition, Pearson.
3. Christopher R Thomas, S Charles Maurice and Sumit Sarkar (2010), Managerial Economics, 9<sup>th</sup> edition, McGraw Hill Publication.
4. H L Ahuja (2017), Managerial Economics, 9<sup>th</sup> edition, S Chand Publishing.

## **Business Ethics**

**HM-502**

**[3 0 0 3]**

### **Course Objectives**

1. To understand the concept of ethics and its relevance in business and society.
2. To familiarize students with ethical principles and different ethical aspects.

### **Course Contents**

Nature and essence of ethics, relationship between business and society, corporate social responsibility, stakeholder theory, corporate accountability and citizenship, ethical theories, developing moral capital, employees and business ethics, consumers, suppliers and business ethics, competitors and business ethics, environment and ethics, IT and ethics, government , regulation and business ethics.

### **Course Outcomes**

1. The students will be able to understand moral aspects of business.
2. The course will enhance critical thinking and promote ethical considerations in business decision-making.
3. The course will increase the sensitivity of the students towards employees, consumers, environment and society in general.

### **Reference Books**

1. Manuel G. Velasquez (2012), Business Ethics, Pearson.
2. Andrew Crane and Dirk Matten (2015), Business Ethics, 4<sup>th</sup> edition, Oxford University Press.
3. S Manikutty (2016), Being Ethical, Penguin .
4. A C Fernando (2013), Business Ethics: An Indian Perspective, Pearson.

## Financial Management

HM-504

[3 0 0 3]

### Course Objectives:

The objective of this course is to acquaint the students regarding various accounting concepts, conventions and take financial decisions

### Course Contents:

Meaning of Accountancy, bookkeeping and Accounting, Accounting Process, Objectives for accounting, Differences between book-keeping and accounting Users of accounting information, Limitations of Accounting, Accounting Concepts, Conventions and Principles. Accounting Standards - Scope and functions of Accounting Standards Board - International Financial Reporting System, Preparation of Final Accounts  
Financial Management: Objectives - Functions and Scope - Evolution - Interface of Financial Management with Other Functional Areas, Sources of Long-Term Finance, Raising Long-term Finance: Venture Capital, Initial Public Offering, Public Issue by listed companies, Rights Issue, Preferential allotment, Private placement, Term Loans Valuation of Securities: Concept Of Valuation - Bond Valuation - Equity Valuation: Dividend Capitalization Approach and Ratio Approach -Valuation of Warrants and Convertibles. Introduction to Risk and Return: CAPM and Dividend Capitalization Model. Time Value of Money, Annuity, Perpetuity and Growing Perpetuity. Basics of Capital Expenditure Decisions: The Process of Capital Budgeting - - Appraisal Criteria, Analysis of Project Cash Flows: Cash Flow Estimation - Identifying the Relevant Cash Flows - Cash Flow Analysis - Replacement, Cash Flow Estimation Bias - Evaluating Projects with Unequal Life - Adjusting Cash Flow for Inflation., Capital Rationing. Leverage: Measuring and analyzing the implications of Leverage - Operating Leverage, Financial Leverage and Total Leverage. Capital Structure Policy, Determinants of Capital Structure Decision Variations in Capital Structures, EBIT / EPS Analysis and ROI / ROE Analysis. Capital Structure Theories, Dividend Policy: Traditional Position - Walter Model - Gordon Model - Miller-Modigliani Position - and Rational Expectations Model, working capital management.

### Course Outcomes:

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

1. Decide appropriate capital structure of a firm by minimizing cost of capital of the firm.
2. Take appropriate dividend decision, financing decision and working capital decisions for a firm.

### Reference Books

1. Khan M.Y, and Jain P.K., Financial Management, Tata McGraw Hill, New Delhi.
2. Pandey, I.M., Financial Management, Vikas Publishing House, Delhi.
3. Chandra, Prasanna, Financial Management, Tata McGraw Hill, Delhi.

## **Human Resource Management**

**HM-506**

**[3 0 0 3]**

Human resources are the most important resources of any organization without which other resources are meaningless. In many industries, human resources provide sustainable competitive advantage. In knowledge economy and information age, their importance has increased than ever before. In this perspective, the course in human resource management is being offered with following objectives:

### **Course Objectives**

1. To learn about basic understanding about human resources, their importance and their management.
2. To understand the key elements of human resource management.
3. To understand the key and emerging issues of human resource management in the changing business scenario.

### **Course Contents**

Meaning and nature of human resource management (HRM), line and staff aspects of HRM, trends shaping HRM, operating and managerial functions of HRM, system approach to HRM, job analysis, personnel planning, recruitment, selection, psychological tests, interviews, placement and induction, talent management, training and development, performance appraisal, employee retention, career development and management, compensation and financial incentives, benefits and services, managing employee relations, ethics, employee rights and disciplines, labour relations and collective bargaining, industrial dispute act, employee health, safety and welfare, factory act, HR as a profit centre, Green HRM, HR scorecard, managing diversity and global HR resources.

### **Course Outcomes**

1. The students would be able to understand the basic framework and dimensions of human resource management.
2. The students would be able to understand how human resources are required to be managed differently from all other resources.
3. The students would also learn how human resources can be better synchronized through systemic thinking to give overall synergetic outcomes and serendipitous results.

### **Reference Books:**

1. Gary Dessler, Human Resource Management, 15<sup>th</sup> Edition, Pearson.
2. George W Bohlander and Scott A Snell (2016), Principles of Human Resource Management, Cengage.
3. C.B. Mamoria and VSP Rao, Personnel Management, 13<sup>th</sup> Edition, Himalaya Publication.
4. Edwin B Flippo, Personnel Management, 6<sup>th</sup> Edition, Tata McGraw Hill Education.

## **Marketing Management**

**HM-508**

**[3 0 0 3]**

### **Course Objectives**

1. To provide an experienced-based approach to marketing theory and its practical application.
2. To gain insights into new and contemporary marketing practices.

### **Course Contents**

Introduction to the Concept of Marketing, basic concepts, recent changes in marketing, role in marketing. Forces in the market-place: demographic, economic, natural, technological, political-legal and social-cultural environment, techniques for environmental scanning. Concept of customer value, the value delivery process, the value chain. Elements of a marketing plan: designing the business mission statement, setting marketing plan objectives, conducting a situation analysis (SWOT Analysis). Product life cycle – strategic implications; New product development and consumer adoption process. Factors affecting price determination; Pricing Methods and Techniques. Marketing research and information systems. Consumer buying behaviour, organizational buying behaviour. Market segmentation, targeting and positioning. Market mix components for products and services. Types of Distribution Channels; Distribution channel intermediaries. Marketing performance and control. Global issues in marketing. Case studies

### **Course Outcomes**

1. The course will increase an ability to understand and develop the marketing mix for an organization.
2. The students will be able to apply the introduced conceptual frameworks, theory and techniques to various marketing contexts.

### **Reference Books**

1. Saxena R (2008), “Marketing Management”, Tata McGraw-Hill, 3rd Edition, 8th reprint.
2. Kotler P., “Marketing Management”, Pearson Education, 11th Edition.
3. Ramaswamy V.S. & Namakumari S., “Marketing Management”, McMillan India Ltd.
4. Kurtz & Boone, “Principles of Marketing”, Thomson, 12<sup>th</sup> Edition.
5. Cinzkota & Kotabe, “Marketing Management”, Thomson, 2<sup>nd</sup> Edition.

## **Research Methodology**

**HM-510**

**[3 0 0 3]**

### **Course Objective**

1. To understand different research tools and techniques for carrying out business research
2. To develop analytical abilities of the students

### **Course Contents**

Overview of Research, Research and its types, identifying and defining research problem and different types of research designs. Methods of data collection (primary and secondary), questionnaires and schedules, Sampling methods, sampling distribution, scaling and testing of hypothesis, correlation and regression including multiple regression, hypothesis development and testing, parametric and non-parametric testing. Reliability and validity of scales, multivariate analysis techniques regression analysis, factor analysis, ANOVA, discriminant analysis, cluster analysis, multidimensional scaling. Conjoint Analysis and Structural Equation Modeling. Report preparation.

### **Course Outcomes**

1. The students will be able to carry out business research by applying appropriate tools and techniques of research.
2. It will enhance students' analytical abilities in terms of both inductive as well as deductive research.
3. The students will be able to apply theory into practice and at the same time will be able to conceptualize observations and experiences.

### **Reference Books**

1. N K Malhotra, Imad B Baalbaki and Nada Nasr (2013), Marketing Research: An Applied Orientation, Pearson education.
2. W.G. Zikmund, John C Carr, A Adhikari, M Griffin and Barry J Babin (2012), Business Research Methods, 8<sup>th</sup> Edition, Cengage.
3. Krishnaswami, K.N., Sivakumar, A. I. and Mathirajan, M. (2013), Management Research Methodology, 9<sup>th</sup> edition, Pearson Education.



## Corporate Management and Strategy

HM-511

[3 0 0 3]

### Course Objectives:

This course helps students to combine strategic and managerial approach towards various decisions of management

### Course Contents:

Strategic Management: Introduction, Strategic Management, Need, scope, key features and importance of strategic management, Strategic decision-making. Process of strategic management and levels at which strategy operates. Role of strategists. Defining strategic intent: Vision, Mission, Business definition, Goals and Objectives. Environmental Appraisal and environmental scanning techniques- ETOP, QUEST and SWOT (TOWS),. Porters's five forces model, building Strategic Advantage Profile, Methods and techniques used for organizational appraisal (Value chain analysis, Financial and non financial analysis, historical analysis, Industry standards and benchmarking, Balanced scorecard and key factor rating). Identification of Critical Success Factors (CSF).

Corporate level strategies-- Stability, Expansion, Retrenchment and Combination strategies. Corporate restructuring. Concept of Synergy. Mergers & Acquisitions, Types of Strategic Alliances and Business Decisions. Corporate Restructuring. Business level strategies— Porter's framework of competitive strategies; Conditions, risks and benefits of Cost leadership, Differentiation and Focus strategies. Location and timing tactics. Concept, Importance, Building and use of Core Competence. Strategic Analysis and choice—Corporate level analysis (BCG, GE Ninecell, Hofer's product market evolution and Shell Directional policy Matrix).Strategy Implementation and its Stages, Leadership and corporate culture, Values, Ethics and Social responsibility. Operational and derived functional plans to implement strategy. Integration of functional plans. Strategic control and operational Control. Organisational systems and Techniques of strategic evaluation., , Reasons for Strategy Failure and Methods to Overcome,

Business Continuity Plan, Relevance and Importance of BCP, BCP and its Influence on Strategic Management, Contingency Planning

### Course Outcomes: After the completion of the course the student will have

1. Interpret internal and external business environment and formulate strategies
2. Analyse and interpret business level strategies and corporate level strategies

### Reference Books

1. Kazmi A. 'Business Policy & Strategic Management' Tata McGraw Hill
2. Thomson & Strickland 'Strategic Management: Concept & Cases' Tata McGraw Hill
3. S. Reddy, Strategic Management by Himalaya Publication
4. Johnson & Scholes 'Exploring Corporate Strategy' Prentice Hall India
5. Jauch&Glueck 'Business Policy & Strategic Management' Tata McGraw Hill

## **Legal Aspects of Business**

**HM-513**

**[3 0 0 3]**

### **Course Objective**

1. To familiarize with different legal aspects of business
2. To understand legal framework for business

### **Course Contents**

Law of contract, offer and acceptance, consideration, free consent, capacity to contract, legality of object, performance of contract and discharge of duties, breach of contract, quasi contracts. Indemnity and guarantee, bailment and pledge, contract of agency. Sale of goods, conditions and warranties, transfer of property, rights of unpaid seller. Law of partnership. Negotiable instruments, Law of insurance. GST, Company Law, nature and kinds of companies, memorandum and article of association, prospectus, share capital and shares.

### **Course Outcomes**

1. The students will have knowledge about legal framework for business.
2. The students will have knowledge about different types of business laws relating to general contract act, special types of contracts, companies act and other miscellaneous legal aspects.

### **References Books:**

1. Kapoor, N.D. and Abbi Rajni (2018), Elements of Mercantile Law, Sultan Chand & Sons, New Delhi.
2. Kuchhal, M.C. and Kuchhal V. (2018), Business Law, Vikas Publishing House, New Delhi.
3. Tulsian, P.C. and Tulsian B. (2018), Business Law, Tata McGraw-Hill Publication New Delhi.

## International Business

HM-515

[3 0 0 3]

### Course Objectives:

To prepare students with the knowledge, analytical ability, and management perspectives and skills needed to provide leadership to organizations competing in a world increasingly characterized by diversity in the workforce, rapid technological change, and a fiercely competitive global marketplace.

### Course Content:

Introduction to International Business, Elements of International Business, Globalisation, *International Trade theories and their application*: Introduction, Why do nations trade, Theories of International trade- mercantilism, Absolute advantage, Comparative advantage, Heckscher- Ohlin, Product life cycle theory and Porter's diamond model. *Indian and International Business Environment*: Introduction, Economic Environment, Political Environment, Demographic environment, Legal Environment. Country Culture. *Foreign Investments*- Types and Motives: Foreign investments, types of foreign investments, motives, *Regional integration*: Introduction, Overview of Regional Integration, Types of Integration, Regional Trading Arrangements, India and Trade Agreements, *Global trade institutions*: Introduction, World trade organization (WTO), International Labour Organisation (ILO), *International Financial Management*: Introduction, Overview, Components, Scope of International Financial Management, *International Marketing*: Introduction, scanning international markets, mode of entering into potential markets, Global Marketing Strategies, , *International Strategic Management*: Introduction, Strategic Management, Strategic Planning, Strategic Management Process, *Ethics in International Business*: Corporate Governance, Code of conduct for MNCs. *Finance and International Trade*: Introduction, understanding payment mechanism, Documentation in International Trade, Financing Techniques, Export Promotion Schemes, Export and Import Finance.

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

1. Acquire a comprehensive foundation in the fundamentals of business, the global environment in which they will function.
2. Describe current conceptual and theoretical models, issues, and concerns in international business
3. Apply current business practices to the management of international businesses.

### Reference Books:

1. International Business: Environments and Operations, John D. Daniels, Pearson Education.
2. International Business: The Challenges of Globalization, John J. Wild, Pearson
3. International Business: Competing in the Global Marketplace, Charles W.L. Hill, McGraw- Hill International Edition
4. MBA Fundamentals International Business, Rajesh Iyer, Kaplan Publishing

## **Operations Management**

**HM-512**

**[3 0 0 3]**

### **Course Objectives**

1. To understand different aspects of operations management and operations research
2. To familiarize with different issues relating to operations such as constraints, resource planning, quality control and optimization.

### **Course Contents**

Operations Management, production function, productivity, services operations, manufacturing operations. Facility location layout: site selection, design and process. Production planning and scheduling; loading, sequencing and monitoring. Inventory management techniques, Just-In-Time approach, theory of constraints. Project management, critical path method, PERT, statistical quality control, total quality management, quality circles, KAIZEN, six sigma, ISO 9000 standards. ERP modules and implementation. Linear Programming, Transportation models, assignment models, queuing decision models.

### **Course Outcomes**

1. The students will be able to become effective operations managers with clear understanding of different costs at the cost center.
2. They will be able to take appropriate measures in terms of increasing both efficiency and effectiveness by increasing output, reducing costs and enhancing quality.
3. They will be able to make effective decisions using management science techniques.

### **Reference Books**

1. Elwood S Buffa and Rakesh K Sarin, Modern Production and Operations Management, 8<sup>th</sup> edition, Wiley.
2. Jay Heizer, Barry Render, Chuck Munson and Amit Sachan (2017), Operations Management, 12<sup>th</sup> edition, Pearson.
3. Hamdy A Taha, Operations Research, 8<sup>th</sup> edition, PHI.
4. Bernard W Taylor III, Introduction to Management Science, 12<sup>th</sup> edition, Pearson.

## **Information Technology in Management**

**HM-514**

**[2 0 2 3]**

### **Course Objectives**

1. To familiarize students different applications of information technology in management
2. To enable students in identifying and implementing IT solutions on management issues.

### **Course Contents**

Use of computers in management applications. Information systems and managerial decision-making. Requirements for decision support. DSS Architecture. Decision modeling and analysis, Data warehousing, access, mining and knowledge management. Database system: purpose of database system, view of data, relational databases, database architecture, transaction management. Artificial intelligence, Management Information System. Managing technological change.

### **Course Outcomes**

The students will be able to understand, develop and execute IT solutions in management decision making.

### **Reference Books**

1. Elmasri Ramez and Navathe Shamkant B, Fundamentals of Database Systems, Pearson, 5<sup>th</sup> edition.
2. Kahate Atul, Introduction to Database Management Systems, Pearson, 1st edition.
3. Delen Dursun, Sharda ramesh, and Turban Efraim, Decision Support and Business Intelligent Systems, Pearson, 9<sup>th</sup> edition.
4. Firestone Joseph M and McElroy Mark W, Key Issues in the New Knowledge Management,
5. Taylor and Francis.

## **Entrepreneurship Development and Management**

**HM-516**

**[3 0 0 3]**

### **Course Objectives**

1. To familiarize with basics of entrepreneurship
2. To generate the spirit of entrepreneurship

### **Course Contents**

Entrepreneurial mind for entrepreneurial society, Entrepreneurship vs unemployment, fundamentals of entrepreneurship, entrepreneurial development in emerging markets, entrepreneurial leadership, intrapreneurship, creativity, innovation and business ideas, ideas to opportunity, the entrepreneurial process, entrepreneurial support system, planning small scale industry. business plan, intellectual property rights, human resource plan, recruitment, selection, placement and induction, training and development, marketing plan, operation and production plan, venture team, insights from financial statements, financing venture; role of financial institutions and micro finance, launching a venture, managing growth, from start-up to going public. Women entrepreneurship, rural entrepreneurship. Sickness in small sector; reasons and rehabilitation.

### **Course Outcomes**

1. The students will be able to develop and demonstrate entrepreneurial abilities both at work place and at their ventures.
2. The students will be able to manage their own enterprises effectively through creative thinking, innovation and leadership.

### **Reference Books:**

1. Arya Kumar (2012), Entrepreneurship, Pearson.
2. H Nandan (2013), Fundamentals of Entrepreneurship, PHI.
3. Jeffry A Tommons and Stephen Spinelli (2009), New Venture Creation, Tata McGraw Hill.
4. Sangeeta Sharma (2016), Entrepreneurship Development, PHI.

## **Consumer Behaviour**

**MB-517**

**[3 0 0 3]**

### **Course Objectives**

1. To update key terms, definitions, and concepts used in the study of consumer behaviour.
2. To gain insights of consumer behaviour concepts to develop better marketing programs and strategies to influence those behaviours.

### **Course Contents**

Consumer Behaviour: introduction, determinants of buying behaviour, framework of buying behaviour, information gathering and evaluation, perceptual mapping, value perceptions and positioning. Consumer's satisfaction. Role of Consumer's personality. Consumer's motivation, learning, attitude and memory. Situational determinants of buying behaviour. External influences (family, social class, reference groups, culture) on buying behaviour. Consumer research.

### **Course Outcomes**

The course will increase the understanding about the many aspects of consumer behaviour and its applications in marketing.

### **Books**

1. Louden David and Della Bitta Albert J, Consumer Behavior, , McGraw Hill.
2. Kapoor Ramneek, Consumer Behaviour: Text and Cases, , Tata McGraw Hill Education, Ist edition.
3. Schiffman Leon and Kanuk Leslie, Consumer Behavior, Pearson Education, 10<sup>th</sup> Edition.
4. Wright Malcolm, East Robert and Vanhuele Marc, Consumer Behaviour: Applications in Marketing, Sage Publications, first edition,

## **Modern Marketing Practices**

**HM-518**

**[3 0 0 3]**

### **Course Objectives**

1. To update marketing proficiency with new concepts of marketing
2. To gain insights into new and contemporary marketing practices

### **Course Contents**

Digital marketing, e-marketing, direct marketing, green marketing, customer relationship management, consumer loyalty, experiential marketing. Marketing through omni-channels, managing consumer confusion, consumer co-creation, strategic marketing, international marketing and export management. Social Marketing.

### **Course Outcomes**

The course will increase the horizon of marketing practices. The students will be able to practice transformational marketing by learning new aspects of value addition and value delivery.

### **Reference Books:**

1. Ian Dodson (2016), *The Art of Digital Marketing*, Wiley.
2. Kerry Smith and Dan Hanover (2016), *Experiential Marketing*, Wiley.
3. Robert Dahlstrom, *Green Marketing Management*, Cengage Learning.
4. Gerald Albaum, Edwin Duerr and Jesper Strandskov, *International Marketing and Export Management*, 5<sup>th</sup> edition, Pearson.
5. David Meerman Scott, *The New Rules of Marketing and PR*, John Wiley and Sons.
6. Nancy R Lee and Philpi Kotle, *Social Marketing*, 5<sup>th</sup> edition, Sage.
7. Philip Kotler, Hermawan Kartajaya and Iwan Setiawan (2017), *Marketing 4.0 Moving from Traditional to Digital*, John Wiley and Sons.





## **Marketing of Services**

**HM-519**

**[3 0 0 3]**

### **Course Objectives**

1. To understand the nature and scope of services marketing in present business scenario.
2. Identify challenges of managing service firms in the modern world including cultural implications.

### **Course Contents**

Introduction to services marketing. Consumer behaviour in services (including consumers' expectations and experience management). Delivering quality services (including SERVQUAL). Customer satisfaction measurement. Developing sustainable service models. Demand management in services. Service promotion service delivery, and service pricing. Physical evidence in services. Relationship marketing and loyalty programmes. Role of employees in services.

### **Course Outcomes**

1. The course will develop insights into emerging trends in the service sector in a developing economy like India.
2. The students will be able to tackle issues involved in services marketing and challenges facing in traditional commercial marketing, e-marketing and non commercial environments.

### **Reference Books**

1. Apte Govind, Services Marketing, Oxford University Press, First edition.
2. Lovelock Christopher H, Services Marketing: People, Technology, and Strategy, McGraw Hill Publication, 7<sup>th</sup> edition.
3. Srinivasan R, Services Marketing-The Indian Context, PHI, 3<sup>rd</sup> edition.
4. Zeithaml Valarie A, Bitner Mary Jo, Gremler Dwayne D and Ajay Pandit, Services Marketing, McGraw Hill Publication, 6<sup>th</sup> edition.

## **Retail and Supply Chain Management**

**MB-520**

**[3 0 0 3]**

### **Course Objectives**

1. To teach the basic principles and different aspects of retail and supply chain management.
2. To understand the different issues and problems in retail and supply chain management.

### **Course Contents**

Retailing- Introduction, Definition of Retailers, Origin of Retailing, Scope of Retailing, Retailing Scenario: An Overview, Retailing: Importance and Success Factors, Retail Formats, non store retailing, retail marketing strategies (6 Ps), Case studies. Recent trends in retailing. E- retailing, The Basics of Supply Chain Management- Introduction, Definition of Supply Chain Management, Evolution of the Concept of Supply Chain Management, Key Drivers of Supply Chain Management, Problems in SCM, Three Components of SCM, Demand Management, Demand Forecasting. Supply Chain Benchmarking- Introduction, Understanding the Benchmarking Concept, Benchmarking Process. Recent Trends in Supply Chain Management, New Developments in Supply Chain Management, Outsourcing Supply Chain Operations, Economic order quantity, Just In Time, Lean Supply chain management, Kanban system, The Role of E-Commerce in Supply Chain Management, Green Supply Chain Management, case studies.

### **Course Outcomes**

1. The course will help students to understand the structure of supply chains and the different ways through which supply chains can become competitive in the market.
2. It will also helpful to understand the trends recent in retailing and analyze the importance of the term “value creation” in the field of retailing.

### **Reference Books:**

1. Simchi-Levi, David, Kamisnky, Philip, and Simchi-Levi, Edith, Designing and Managing the Supply Chain: Concepts, Strategies and Case Studies, 3rd Edition, Irwin/McGraw Hill, 2008.
2. Berman, B. R., & Evans, J. R. (2010). *Retail Management: A Strategic Approach (11th.* Boston, MA: Prentice Hall.
3. Levy, M., Weitz, B. A., & Grewal, D. (2012). *Retailing management* (Vol. 6). New York, NY: McGraw-Hill/Irwin.
4. Fernie, J., & Sparks, L. (Eds.). (2018). *Logistics and retail management: emerging issues and new challenges in the retail supply chain.* Kogan page publishers.
5. Ogden, J. R., & Ogden, D. T. (2005). *Retailing: integrated retail management.* Boston, MA: Houghton Mifflin.
6. Hugos, M. H. (2018). *Essentials of supply chain management.* John Wiley & Sons.

## **Strategic Human Resource Management**

**HM-521**

**[3 0 0 3]**

### **Course Objectives**

1. To gain knowledge about strategic aspects of Human Resource Management
2. To gain knowledge about strategies specific to different aspects of HRM

### **Course Contents**

Concept of strategic human resource management. Future of HR, HR strategies, strategic role of HR, strategic HRM in action, human capital management strategies, high performance strategies, employee resourcing strategies, knowledge management strategies, talent management strategies, development strategies and reward strategies. Employee engagement and work life balance. HR Scorecard.

### **Course Outcomes**

1. The students as HR managers will be able to use human resource development and management as a part of strategy.
2. The students will be able to craft and implement strategies relating different aspects of HRM.
3. The students will be able to develop and use the human capital as a competitive resource of sustainable competitive advantage.

### **Reference Books**

1. Michael Armstrong, Strategic Human Resource Management, 4<sup>th</sup> edition, Kogan Page.
2. Catherine Truss, David Mankin and Clare Kelliher (2012), Strategic Human Resource Management, Oxford.
3. Gary Rees and Paul E Smith (2014), Strategic Human resource Management, Sage.

## **International Human Resource Management**

**HM-522**

**[3 0 0 3]**

### **Course Objectives**

1. To gain knowledge about international aspects of human resource management
2. To gain insights into global HR issues, practices and strategies.

### **Course Contents**

Cultural context of HRM, standardization versus localization, path to global status of HRM. International human resource management in cross-border mergers, acquisitions and alliances, international staffing, international performance management, international career and talent management, international compensation management, international industrial relations, international trends and future challenges.

### **Course Outcomes**

The course will increase the horizon of HR practices particularly in multinational and transnational companies dealing with Human Resource Management across different countries and culture.

### **Reference Books:**

1. Peter J Dowling, Marion Festing and Allen D Engle (2017), International Human resource Management, 7<sup>th</sup> edition, Cengage Learning.
2. K Aswathappa and Sadhna Dash (2017), International Human Resource Management 2<sup>nd</sup> edition, McGraw Hill Education.
3. Charles M Vance and Yongsun Paik, Managing a Global Work Force, 3<sup>rd</sup> edition, Routledge.

## **Industrial Relations and Labour Laws**

**HM-523**

**[3 0 0]**

### **Course Objectives**

1. To familiarize students with legal aspects of HR
2. To familiarize with employees' rights and obligations

### **Course Contents**

Different approaches to industrial relations. Relationship between labour, management and state. Roles of different participants. Contemporary issues in industrial relations. Workers' participation in management. Collective bargaining. Strikes and lockouts. Trade Unions Act, 1926, Standing Orders Act, 1946. Industrial Dispute Act, 1947. Employee Provident Fund (and Misc. Provisions) Act, 1952. Workmen Compensation Act, 1923. Payment of Wages Act, 1936. Minimum Wage Act, 1948. Employee state Insurance Act, 1948. Payment of Gratuity Act, 1972. Child Labour (Prohibition and Regulation) Act, 1986. Payment of Bonus act, 1965. Factories Act 1948. Apprentices Act, 1961.

### **Course Outcomes**

The students will be able to make clear understanding about employees' rights and obligations under the legal framework.

### **Reference Books**

1. Gupta C B, Tripathi P C and Kapoor N D, Industrial Relations and Labour Laws, Sultan Chand and Sons, 4<sup>th</sup> edition.
2. Monappa Arun, Nambudiri Ranjeet and Selvaraj Patturaja, Industrial Relations and Labour Laws, MGH-India, 2<sup>nd</sup> edition.
3. Srivastava S C, Industrial Relations and Labour Laws, Vikas Publishing, 6<sup>th</sup> edition.

## **Organizational Change and Development**

**HM-524**

**[3 0 0 3]**

### **Course Objectives**

1. To understand the dynamics of organizational change and development
2. To gain knowledge about the determinants of change

### **Course Contents**

Organizational capacity for change, change readiness of organizations, elements of human capital; organizational trust, change champions. Social infrastructure; systems thinking, communication systems, culture. Leading change, building a structure for change. Developing and implementing strategy for change. Creating guiding coalitions, embedding change in culture, overcoming barriers to change. Organizational renewal through innovation. OD models.

### **Course Outcomes**

1. The students will be able to become change agents in their respective organizations.
2. They will be proactively able to take change initiatives and implement successfully.

### **Reference Books:**

1. John P Kotter and W Chan Kim (2011), HBR's 10 Must Reads on Change Management, HBR Publishing.
2. W Warner Burke, Organizational Change: Theory and Practice, 4<sup>th</sup> edition, Sage Publishers.
3. Thomas G Cummings and Christopher G Worley, Organizational Development and Change, 10<sup>th</sup> edition, Cengage Learning.

## Working Capital Management

HM-525

[3 0 0 3]

**Course Objectives:** to provide students with the knowledge that examines financial decisions that affect the value of the firm in the short run mainly based on current assets and current liabilities

### Course Content:

Objectives of Working Capital (Conservative vs Aggressive Policies), Static vs Dynamic View of Working Capital - Factors Affecting the Composition of Working Capital, Operating Cycle Approach to Working Capital and Cash Management. Inventory Management: Nature of Inventory and its Role in Working Capital - Purpose of Inventories - Types and Costs of Inventory -Inventory Management Techniques - Pricing of Investments Receivables Management: Purpose of Receivables - Cost of Maintaining Receivables - Credit Policy Variables (Credit Standard, Credit Period, Cash Discount, Collection Program), Credit Evaluation - and Monitoring Receivables. Cash Management Models: Baumol Model and Miller and Orr Model, Simulating a Cash Budget Financing Current Assets: Behaviour of Current Assets and Pattern of Financing -Accruals - Trade Credit - Provisions - Short-Term Bank Finance - Public Deposits, Commercial Paper – Factoring.

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

1. Identify and summarize the essential theories and concepts of modern working capital Management.
2. Constitute a comprehensive introduction to basic concepts of working capital management

### Reference Books

1. Bhalla V K, Working Capital Management: Text and Cases, Anmol Publications, 13 edition.
2. Bhattacharya Hrishikes, Working Capital Management-Strategies and Techniques, PHI, 2<sup>nd</sup> edition.
3. Soni Anita, Working Capital Management Principles and Techniques, Neha Publishers.



## Investment and Portfolio Management

HM-526

[3 0 0 3]

**Course Objectives:** To acquaint the students with the working of security market and principles of security analysis; and to develop the skills required for portfolio management so as to be able them to take investment decisions.

### Course Content:

Introduction: Concepts of investment, Objectives of investment, various alternatives of investments, Investment vs speculation. Financial Markets: Primary Markets and secondary markets. Introduction to Primary Market, Primary Market Design and its Role, Types of Offers in the Primary Market, Major Eligibility Guidelines for the issuers in Primary Market, Secondary Market : Introduction, Major players, Trading and settlement Mechanism, Types of orders, Stop Loss, Trading on Margin and how margin works, Short Selling Price freeze, Market Wide Circuit breaker, Insider Trading, Odd lot Trading, Bulk Deals, Block Deals, Arbitrage Opportunity in the market. Risk and Return: Concept, types and measurement of risk and return. Security analysis: Fundamental Analysis: International Environment: Global Economy Overview, Global Markets, Global Market and Indian Market Inter linkages. Economic Analysis: GDP, Fiscal Policy, Monetary Policy and Liquidity, Inflation, Interest Rate , Unemployment, Individual Savings, Domestic corporate Tax Rate, Balance of Trade. Industry Analysis Industry Life Cycle. Company Analysis, Technical Analysis: Introduction, Critical Appraisal of Dow theory, Different Types of charts, Concept of trend, Trend lines: support and resistance, Importance of Volume, Reversal Patterns, Continuation Pattern, Moving averages, other market indicators, Portfolio Management: Meaning, Importance and Approaches of Portfolio Management, Portfolio analysis, Portfolio evaluation and revision techniques. Portfolio theory: Markowitz Model, Capital Asset Pricing Model, Single-index model, Arbitrage Pricing theory. Market Efficiency and Behavioral Finance.

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

1. Analyse security risk return profile and construct an efficient portfolio
2. Maximise portfolio return, revise portfolio based on fundamental and technical analysis

### Reference Books

1. ChandraPrasanna, Investment & Portfolio Management, Tata McGraw Hill, 4<sup>th</sup> edition.
2. Jordan Ronald J and Fischer Donald E, Security Analysis and Portfolio Management, PHI, 6<sup>th</sup> edition.
3. Pandian Punithavathy, Security Analysis and Portfolio Management, Vikas Publishing, 2<sup>nd</sup> edition.
4. Ranganatham M and Madhumathi R, Security Analysis and Portfolio Management, Pearson education, 2<sup>nd</sup> edition.

## Management of Financial Services and Institutions

HM-527

[3 0 0 3]

**Course Objectives:** To provide students with conceptual and pragmatic frameworks of issues confronting Managers of Financial Institutions and various financial services in the economy.

### Course Content:

Indian financial system, Indian financial market and its structure, financial assets and their role in economic development. Money market and capital market. Secondary Market System and Regulations in India, Primary Market System and Regulations in India, Bond Market in India: Government Bond Market and its Interface with Capital Market, Debt Market in India Interface between | Stock Market and Bond Market Establishment of RBI and its functions. Different types of commercial banking. Non-Banking Financial Companies, International Market and Financial Services (IMF, WB, Asian Development Bank), International financial markets, financial assets, and services.

Depository Concept, participants, functioning, benefits, depository systems in India, Dematerialization and Rematerialization. Mutual funds and AMCs - Concept, origin and growth of mutual funds, Constitution & management of MFs , NAV and pricing of mutual fund units. Recent trends in mutual funds in India. Credit rating- the concept and objective of credit rating, various credit rating agencies in India and International credit rating agencies, factors affecting credit rating & procedural aspects. Venture capital - concepts and characteristics of venture capital, venture capital in India, guidelines for venture capital. Debt Securitisation: Meaning, Features, Scope and process of securitisation. Factoring - Development of factoring types & importance, procedural aspects in factoring, financial aspects, prospects of factoring in India. Plastic Money - Concept and different forms of plastic money - credit and debit cards, pros and cons. Credit process followed by credit card organisations. Factors affecting utilisation of plastic money in India.

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

1. Comprehend the structure and contribution of financial market, financial structure and financial assets.
2. Understand the functioning of various financial services in the Indian economy

### Reference Books

1. Khan M Y, Financial services, McGraw Hill Publication, 7<sup>th</sup> edition.
2. Manchiraju H R, Indian financial system, Vikas Publication, 4<sup>th</sup> edition.
3. Mudra Jeff, Financial Markets and Institutions, Cengage Learning, 9<sup>th</sup> edition.
4. Padmalatha Suresh, Management of Banking and Financial Services, Pearson Education, 2<sup>nd</sup> edition.
5. Srivastava R M, Management of Indian Financial Institution, Himalaya Publication, 9<sup>th</sup> edition.

## Derivative and Risk Management

HM-528

[3 0 0 3]

**Course Objectives:** To provide a basic understanding of financial derivatives as well the application of derivatives, trading mechanism, uses as hedging instruments, risks involved and legal, controlling and regulatory framework.

### Course Content:

Derivatives: objectives, types, instruments, and roles in financial risk. Forward contract, future contract. Options (pricing models, taxation, and strategies). Financial swaps: types, advantages, interest rates, currency swaps. Hedging with money market, currency options and speculations. Regulatory framework (SEBI guidelines for derivative trading). Clearing House operations and Risk Management Procedures, Issues related to monitoring and surveillance by Exchanges and Regulator Commodities derivatives markets. Commodity Options on Futures and its mechanism, internationally traded Commodities based ETFs.

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

1. Equip with the ability to apply stock market basics to Indian Derivative market. ,
2. Learn valuation, analysis and application for hedging, speculation and arbitrage for Financial Derivatives. ,
3. Learn the mechanics, valuation and trading strategies of derivative market; develop their own trading strategies in the volatile market

### Reference Books

1. Apte P G, International Financial Management, Tata McGraw- Hill Publication, 6<sup>th</sup> edition.
2. Das Satyajit, Derivatives Products and Pricing, John Wiley and Sons, 3<sup>rd</sup> edition.
3. Das Satyajit, Risk Management and Financial Derivatives, McGraw Hill
4. Gupta S L, Financial Derivatives: Theory and Concepts & Problems, PHI, 1<sup>st</sup> edition.
5. Hull John C, Introduction to Futures and Options Market, PHI, 2<sup>nd</sup> edition. Kolb Robert W and Overdahl James A, Financial Derivatives: Pricing and Risk Management, John Wiley & Sons