



Shiksha Mandal's

G. S. College of Commerce, Wardha
(Autonomous)
M.B.A.



Semester II

MBC08 Fundamentals of Human Resource Management			
Teaching Hours: 4	Total Credits: 4	Total Marks: 80	Group: Core
Objectives: <ol style="list-style-type: none">1. To acquaint students with the techniques and principles to manage human resource of an organization.2. To explore the concept of human resource planning and acquisition.3. To identify different methods and tools for conducting Training, including organizational analysis, task analysis, and individual analysis.4. To explain the purpose, benefits, and challenges associated with conducting performance and potential appraisals in organizational settings.5. To describe the components of compensation, including base pay, incentives, benefits, and nonmonetary rewards.6. To explain the purpose and components of grievance management systems, including grievance handling procedures, mechanisms for resolution, and escalation processes.			
Learning Outcomes: After learning this course, students will be able to – <ol style="list-style-type: none">1. Understanding about the fundamentals of managing Human Resources in an organization.2. Identify how human resource planning aligns with organizational strategy and contributes to achieving business objectives.3. Describe the theoretical foundations, models, and frameworks that underpin effective T&D practices.<ol style="list-style-type: none">4. Understand the strategic significance of performance and potential appraisal in managing and developing talent within organizations.5. Explain different types of compensation systems including salary, wages, bonuses, and stock options.6. Understand various functions that the HR performs for the welfare of employees in order to maximize their productivity.			
Unit	Content		
I	Human Resource Management: Introduction: Concept of Labor and Human Resource; Definition, Nature, Scope, Importance, Evolution of the concept of HRM, Personnel Management vs. Human Resource Management, Role of personnel manager-administrative roles and operational roles, Qualities and Qualifications of a Personnel Manager, Future of HRM- Influencing factors, Functions of a human resource manager.		
II	Human Resource Planning & Acquisition: Job Analysis: - Process, Competency approach, methods to collect job analysis data, Job description, job specification, Human Resource Planning- Objectives, importance, Process, Recruitment- Introduction, constraints and challenges, sources of recruitment, methods of recruitment, interviews- types of interviews Selection- Interview process, mistakes in interviews; Current Trends in recruitment, effects of Covid pandemic on human resource management.		



Shiksha Mandal's

G. S. College of Commerce, Wardha
(Autonomous)
M.B.A.



Semester II

III	Training & Development: Induction Program & its importance Training-Introduction, benefits, Training vs. Education vs. Development, Checklist to avoid training pitfalls, Philosophy of training in HRM, Types of training, Training methods, Methods of Evaluation, Management Development Program- methods/ techniques.
IV	Performance and Potential Appraisal: Performance appraisal; Definition, objectives, importance, process, methods- traditional and modern, Characteristics of an effective appraisal process, Pitfalls of Performance Appraisal system, Performance appraisal practices in India, Performance management-meaning, concepts and challenges in Performance management.
V	Compensation Administration, Incentives & Employee benefits: Compensation planning- objectives, Equity and pay rates, Components of pay structure in India, Factors influencing compensation levels, choices in designing a compensation system, Wage Payment, characteristics, methods of wage payment, Types of Incentive plans, fringe benefits- meaning, objectives and types.
VI	Employee welfare, Grievances and Industrial disputes: Employee Welfare-agencies for welfare work, types of welfare facilities, Health and safety- legal provisions regarding health, Effective safety management in the factory, Employee grievances and discipline- Model grievance procedure, approaches to discipline, Vishaka Judgement- harassment at workplace and redressal mechanism Industrial disputes- forms, causes, Preventive machinery, settlement machinery, conciliation, Voluntary arbitration.
Books Recommended:	
<ol style="list-style-type: none">1. A Textbook of Human Resource Management, C. B. Mamoria & S. V. Gankar. Himalaya Publishing House2. Personnel and human Resource management, Text & cases, P Subba Rao, Himalaya Publishing House3. Human resource Management, P. Jyothi, Publication, Oxford University Press4. Human Resource Management, R. Wayne Mondy, Robert M, Noe, Pearson Education, Ninth Edition5. Human Resource and Personnel Management -Text and cases, K. Ashwathappa, Publication, TATA Mc-Graw Hill Publications	



Shiksha Mandal's

G. S. College of Commerce, Wardha
(Autonomous)
M.B.A.



Semester II

MBC09 Advanced Financial Management			
Teaching Hours: 4	Total Credits: 4	Total Marks: 80	Group: Core
Course Objectives: <ol style="list-style-type: none">1. Analyze the components of the cost of capital and their implications on investment decisions and firm valuation.2. Evaluate different capital structure theories and recommend optimal capital structure decisions to maximize firm value.3. Apply advanced techniques in working capital management to optimize liquidity, minimize financing costs, and enhance profitability.4. Implement effective cash management strategies to ensure sufficient liquidity, manage cash flows efficiently, and mitigate liquidity risks.5. Assess the risks associated with capital budgeting projects using various risk assessment techniques and make informed decisions to maximize shareholder wealth.6. Synthesize knowledge of international finance management theories and practices to develop comprehensive strategies for managing financial risks and opportunities in a global business environment.			
Learning Outcomes: After learning this subject, students will be able to: <ol style="list-style-type: none">1. Calculate the specific cost of capital for any specific given firm.2. Evaluate the impact of different capital structures on firm value.3. Apply strategies to optimize working capital efficiency.4. Implement effective cash management techniques to maximize liquidity.5. Assess the risk associated with investment projects using various capital budgeting techniques.6. Contrast International financial management practices in different international contexts.			
Unit	Content		
I	Cost of Capital: Overview, Significance of Cost of Capital, Determinants of Cost of Capital, Measurement of Specific Costs – Redeemable and Irredeemable Debt, Redeemable and Irredeemable Preference Shares, Equity and Retained Earnings; Computation of Overall Cost of Capital using Book Value and Market Value Weights (Weighted Average Cost of Capital).		
II	Capital structure & Value of firm: Assumptions & Definitions, NI approach, NOI approach, Traditional Position, MM Position, Taxation & Capital Structure, Trade-off Theory, Signalling Theory. EBIT-EPS Analysis. Capital Structure of Automobile Industry Companies viz. Bajaj Auto and Mahindra & Mahindra.		
III	Working Capital Management: Working Capital Meaning, Importance/Significance of Working Capital Management, Determinants of Working Capital, Components of Working Capital, Factors Influencing Working Capital Requirements, Estimating Working Capital Management (needs), Operating or Working Capital Life Cycle.		



Shiksha Mandal's
G. S. College of Commerce, Wardha
(Autonomous)
M.B.A.



Semester II

IV	Cash Management: Motives of Holding Cash, Factors Determining the Cash Balance, Managing the Cash Flow, Options for Investing Surplus Funds & Strategies for Managing Surplus Funds, Cash Management Models- The Baumol Model, and The Miller-Orr Model.
V	Risk Analysis in Capital Budgeting: Sources & Perspective of Risk, Sensitivity Analysis, Scenario Analysis, Break-even Analysis, Miller Model, Simulation Analysis, Decision Tree Analysis, and Corporate Risk Analysis.
VI	International Financial Management (Theoretical Unit): The Foreign Exchange Market, International Parity Relationships, Foreign Exchange Risk and Hedging, International Capital Investment Analysis, Political Risk of Foreign Investments, Instruments of International Financial Markets, Overview of Global Financial System, Overview of Foreign Bond Market.
Books Recommended:	
<ol style="list-style-type: none">6. Financial Management: Ravi Kishore, Taxman, New Delhi.7. Financial Management: Problems and Solutions, Ravi Kishore, Taxmann, New Delhi8. Financial Management: Theory & Practice, Prasanna Chandra, TMH Publishers 20049. Financial Management: I.M. Pandey, Vikas Publishing House, New Delhi.10. Financial Management & Policy: V. K. Bhalla – (Anmol Publication, New Delhi)11. Strategic Financial Management: Dr. J. B. Gupta – Taxman, New Delhi12. Financial Management: Rajiv Srivastava, Anil Mishra – Oxford Higher Education.13. Financial Management: M. Y. Khan & P. K. Jain – Tata McGraw Hill Education Pvt. Ltd.14. International Financial Management 3rd Edition: Geert Bekaert & others, Columbia Business School, 2017	



Shiksha Mandal's

G. S. College of Commerce, Wardha
(Autonomous)
M.B.A.



Semester II

MBC10 Fundamentals of Operations Management			
Teaching Hours: 4	Total Credits: 4	Total Marks: 80	Group: Core
Course Objectives: <ol style="list-style-type: none">1. By the end of the course, students will be able to plan and carry out choices pertaining to production and services, as well as apply the concept of operations management in the manufacturing and service sectors.2. By the end of the course, students will possess the ability in analyzing and optimizing capacity in organizational operations to improve efficiency and effectiveness.3. By the completion of the chapter, students will be competent in creating production schedules and scheduling the machines and materials needed for production.4. By the end of the course, students will be equipped with knowledge and skills relevant to effectively managing maintenance operations and optimizing material handling processes in industrial settings.5. By the completion of the course, students will possess the ability to effectively manage purchasing procedures, optimize inventory levels, and apply inventory control methods.6. By the completion of the course, students will possess the information and abilities required to improve organizational operations' quality and productivity while overcoming various challenges.			
Learning Outcomes: <p>At the end of the course, the students will be able to: (a) Understand the roles and functions of operations management. (b) Apply operations management concepts to solve operational problems such as quality management, material and inventory management, facility management, and scheduling. (c) Calculate resource allocations using operations management tools and techniques and analyze performance using appropriate quantitative methods.</p>			
Unit	Content		
I	Introduction: Concept of Operations Management, Difference between Manufacturing & Services, Meaning of Production, Types of Production, meaning of plant location, Plant Location Factors, Types of Manufacturing & Service Layouts.		
II	Analysing Capacity in Operations: Introduction, the notion of capacity in Organizations, Process Design and Capacity Analysis, Capacity Estimation and De-bottlenecking, other Issues in Capacity Planning.		
III	PPC: Concept of Production Planning and Control, Planning Premise, Make to Stock, Make to Order and Assemble to Order, Process Planning, MPS (Master Production Schedule), MRP (Material Requirement Planning), MRP II.		
IV	Maintenance & Material Management: Maintenance Management: Meaning and Importance, Types of Maintenance, Maintenance Costs, TPM, OEE (Overall Equipment Efficiency), Material Management (MM): Meaning of Material Management, Functions and scope of MM, Material handling – principles, types of MHE (Material Handling Equipment), Industrial Safety.		



Shiksha Mandal's

G. S. College of Commerce, Wardha

(Autonomous)

M.B.A.



Semester II

V	Purchase & inventory Management: Purchase management, Stores management, Vendor Selection, (Practical Problems of Vendor Selection), Inventory Management, Inventory Costs, Inventory management tools, Concept of EOQ (Practical Problems of EOQ).
VI	Assuring Quality in Operations: Introduction, Productivity Paradox in Organizations, Productivity Management: Philosophy, Tools & Techniques, Tools for Sustaining Productivity Improvements, Challenges in Lean Management.
Books Recommended:	
1. Industrial Engineering and Production Management, Martand Telsang, 2nd Rev Edn 2006 edition, S Chand Publications, ISBN-13: 978-8121917735 2. Operations Management, K. Shridhara Bhat, First Edition, Himalaya Publishing House 3. Operations Management, B. Mahadevan, Third Edition, Pearson	



Shiksha Mandal's

G. S. College of Commerce, Wardha
(Autonomous)
M.B.A.



Semester II

MBC11 Business Research Methods & Application			
Teaching Hours: 4	Total Credits: 4	Total Marks: 80	Group: Core
Objectives: 1 To understand the basic concepts and approaches involved in conducting research. 2. To understand and apply the various statistical tools and processes in practical research situations.			
Learning Outcomes: It would familiarize students with basic of research and the research process. Students would have developed understanding on various kinds of research, objectives of doing research, research process, research designs and sampling. It will enable the students/participants in conducting research work and formulating research synopsis and final report with interpretation.			
Unit	Content		
I	Introduction to Research: The concept of research, characteristics of good research, Application of Research, Meaning and sources of Research problem, characteristics of good Research problem, Research process, types of Research, Importance of Review of Literature, Organizing the Review of Literature.		
II	Research Design: Features of good Design, Types of Research Design – exploratory, descriptive, experimental, Research design process, Classification of research designs – exploratory, secondary source analysis and descriptive; Basic principles of experimental Design, Causality, Validity in experimentation, factors affecting internal and external validity of experiment Classifications of experimental designs – pre, quasi, true and statistical designs		
III	Sampling & Data Collection: Sampling Concept, sampling methods, determination of sample size. Primary and secondary data, Data collection methods – observation, interview, schedules, focus group, personal interview method, projective techniques – sentence completion, word association, story completion, verbal projection tests, Pictorial techniques; play techniques, quizzes, tests and examinations, Socio-metric analysis, Content analysis.		
IV	Scaling and Questionnaire design: Introduction, types of measurement scales, classification of scales, Scaling and scale construction technique. Measurement error criteria for good measurement Criteria for questionnaire design, types of questionnaires, design procedure, types of questions, structure of questionnaire, physical characteristics, pilot testing, administering the questionnaire, reliability and validity of questionnaire, E questionnaire – salient features.		
V	Testing of Hypothesis: Concept in testing of hypothesis, Hypothesis testing process, Errors in hypothesis testing. Parametric and Non-Parametric testing: Cross tabulation, Use of correlation and regression Analysis, Test of significance of regression parameters, application of regression analysis in various functional areas of management. Z, t, goodness of fit and F test, Small and large sample concept, Practical problems involving parametric and non-parametric tests.		



Shiksha Mandal's

G. S. College of Commerce, Wardha
(Autonomous)
M.B.A.



Semester II

VI	Advanced Data Analysis Techniques & Report Writing: Multivariate technique, Factor Analysis, Cluster Analysis, Discriminant Analysis, Conjoint Analysis, Multi-Dimensional Scaling. Application of advanced techniques in decision making, decision situations and application suitability of these techniques. Meaning and Norms of Plagiarisms. Report Writing: Report Structure, Types of research reports, Report preparation and presentation.
Books Recommended:	
<ol style="list-style-type: none">1. Business Research Methods, Zikmund, Thomson Learning Books2. Marketing Research, G C Beri third edition McGraw Hill3. Research Methods in Behavioural Science, Dwivedi –Macmillan4. Management Research, Bennet, Roger: ILO, 19935. Exploring Research, Salkind, Neil J.: Prentice – Hall, 19976. Research Methodology: Concepts and Cases, Dr. Deepak Chawla & Dr. Neena Sondhi, Vikas Publications	



Shiksha Mandal's

G. S. College of Commerce, Wardha
(Autonomous)
M.B.A.



Semester II

MBC12 Cost & Management Accounting

Teaching Hours: 4 **Total Credit: 4** **Total Marks: 80** **Type: Core**

Objectives:

1. To understand and apply the principles and practices of cost and management accounting in various business contexts.
2. To develop skills in the preparation and analysis of financial documents and reports for effective decision making.
3. To analyse cost behaviours and their impact on business operations and profitability.
4. To understand and utilize various costing methods and techniques for efficient cost management.
5. To evaluate and interpret financial ratios and cash flows for business performance assessment.
6. To integrate theoretical knowledge with practical problem-solving skills in cost and management accounting

Learning Outcomes: After learning this subject, students will be able to:

1. Create comprehensive cost sheets and tender sheets based on given data. **(Apply & Create)**
2. Determine break-even points, profit volume ratios, and margins of safety through practical problem solving. **(Apply & Analyze)**
3. Construct contract accounts, work in progress accounts, and balance sheets for both complete and incomplete contracts. **(Apply & Create)**
4. Develop and utilize cash budgets for effective financial planning and control. **(Apply & Create)**
5. Construct detailed cash flow statements and analyze their implications for business performance. **(Apply & Evaluate)**
6. To determine income under absorption costing and variable costing.

Unit	Content
I	Unit & Output Costing: Theory: Meaning and Types of costs, Meaning, Objectives, Scope, Importance and functions of Cost Accounting. Costing Principles. Difference Between of Cost Accounting and Financial Accounting, Functions of Cost Accountant Practical Problems: Preparation of Cost Sheet and Tender Sheet
II	Marginal Costing: Theory: Meaning of Marginal Costing, Objectives, Need, Importance, Advantages and Disadvantages of Marginal Costing. Meaning and Use of Break-Even Point, Introduction of Various Concepts Like Contribution, Profit Volume Ratio, Fixed Costs, Margin of Safety. Practical Problems: Calculation of BEP in Units and Amount, Profit Volume Ratio, Margin of Safety, Fixed Cost, Sale, Profit, Variable Cost, Contribution.
III	Contract Costing: Theory: Meaning and Types of Contracts, Advantages and Disadvantages of Contract Costing. Parties Involved in Contract Costing. Meaning and Concepts of Work Certified, Work Uncertified and Notional Profits, Rules of Transferring Notional Profit to Profit and Loss Account. Practical Problems: Preparation of Contract Account, Work in Progress A/c and Balance Sheet for Complete and Incomplete Contract.
IV	Introduction to Management Account: Theory: Meaning of Management Account, Objectives, Scope, Importance and functions of Management Accounting. Tools of Management Account. Meaning of Cash Budget, Importance of Cash Budget, format of Cash Budget & Utility of Cash Budget. Difference Between of Cost Accounting and Management Accounting, Role of Management Accountant. Practical Problems: Preparation of Cash Budget



Shiksha Mandal's

G. S. College of Commerce, Wardha
(Autonomous)
M.B.A.



Semester II

V	Cash Flow Statement: Theory- Meaning, Objectives of Cash Flow Statement, Importance of Cash Flow Statement, Limitations of Cash Flow Statement, Benefits of Cash Flow Statement, Format of Cash Flow Statement, Difference Between Funds Flow Statement Vs. Cash Flow Statement & Techniques of Preparing Cash flow statements. Practical Problems- Preparation of Cash flow Statement
VI	Absorption costing and Variable costing: Theory: Meaning, Features, Advantages and limitations of Absorption costing. Meaning, Features, Advantages and limitations of variable costing. Practical Problems: Income determination under Absorption costing and Variable Costing
Books Recommended:	
<ol style="list-style-type: none">1. Management Accounting: Text Problems and Cases, KHAN and Jain, McGraw- Hill Education 6th Edition2. Modern Cost and Management Accounting, HANIF, Mc Graw - Hill Education, 1st edition3. Cost and Management Accounting, M. N. Arora, Himalaya publishing house 3rd edition4. Management Accounting, Pandey IM, Vikas Publication, 3rd edition5. Introduction to Management Accounting, Horngren et al, Prentice Hall.	



Shiksha Mandal's

G. S. College of Commerce, Wardha
(Autonomous)
M.B.A.



Semester II

MBC13 International Business Management			
Teaching Hours: 4	Total Credits: 4	Total Marks: 80	Group: Core
Objectives: <ol style="list-style-type: none">1. To develop an understanding among students of the basic concepts & theories of International Trade.2. To understand major trading blocs & Trade barriers and its impact upon global trade.3. To familiarize students with the International Business environment.4. To create an awareness regarding the Institutional Support for Foreign Trade in India.5. To understand Exchange Rate Management to ensure the smooth functioning of global trade and the domestic economy.6. To understand the role of various international economic organizations			
Learning Outcomes: <ol style="list-style-type: none">1. Analyze the environment differentiate the various global market entry strategies in the light of international trade theories.2. Evaluate the rationale for government intervention in the forms of trade regulation.3. Understand an environmental scan to evaluate the impact of world issues on an organization's international business opportunities.4. Discover an entry strategy into other markets recognizing the nature of institutions and forces governing the process of globalization.5. Analyze an exchange rate mechanism used to manage a country's currency exchange rate relative to other currencies.6. Understand the various international economic functional support services to be considered in an highly competitive global scenarios.			
Unit	Content		
I	International Trade: Concepts and Theories: International Trade, Origin, Need & Importance, Historical Background, Barter Trade, Entrepot trade, Foreign Market entry Strategies, Factor Endowment Theory, Comparative Cost Theory, Opportunity Cost Theory, Theory of Absolute Advantage		
II	Global Trade Scenario Overview: Trading Blocs, (EU, NAFTA, USMCA, Regional Comprehensive Economic Partnership, SAFTA, BIMSTEC, etc.), Trade Agreements, Trade & Tariff Barriers, Specific & Advaloram Tariff, Non-Tariff Areas Quota, Subsidies, GATT & UNCTAD, Impact of Globalization and WTO On World Trade.		
III	International Business Environment: Factors Affecting Environment – Economic, Social, Cultural, Commercial, Demographic, Geographic, Competitive, Political, Legal & Technological Etc. Modes of entry into International Business, Internationalization process and managerial implications. International business approaches: ethnocentric, polycentric, regiocentric, geocentric.		
IV	Foreign Trade of India: Direction, Flow and Trends, Exim Policy, Institutional Support for Foreign Trade – DGFT, EXIM Bank, ECGC, Export Promotion Councils, EPZ, EOU, SEZ Etc.		



Shiksha Mandal's
G. S. College of Commerce, Wardha
(Autonomous)
M.B.A.



Semester II

V	Exchange Rate Management: Basic Concepts – Balance of Trade, Balance of Payments, Exchange Rate Theories (Purchasing Power Parity), Working of Foreign Exchange Markets, Determination of Rate of Exchange, Role Of RBI, Introduction To FEMA.
VI	International Economic Organizations and International Monetary/ Financial System – World Bank, IMF, IFC, ADB Etc., Settlement of International Financial Transactions, International Liquidity.
Books Recommended:	
<ol style="list-style-type: none">1. International Business, Subba Rao, Himalaya Publications2. International Business, R.M. Joshi, Oxford University Press3. International Business Strategy, A. Nag, Vikas Publishing House\4. Global Business Management, M. Adhikary, Macmillan5. International Business, Francis Cherunilam; Prentice Hall Of India.6. International Business, Shukla, Excel Books.7. International Business Environment, Francis Cherunilam, HPH.8. Elements of International Business, S.N.Charry, Biztrantra.	



Shiksha Mandal's
G. S. College of Commerce, Wardha
(Autonomous)
M.B.A.



Semester II

MBC14 Business Ethics & Corporate Governance			
Teaching Hours: 4	Total Credits: 4	Total Marks: 80	Group: Core
Course Objectives: <ol style="list-style-type: none">1. To promote ethical thinking and behaviour in students2. To develop an understanding of the need and concepts of Business Ethics3. To sensitize students regarding the ethical issues arising in various domains of business			
Learning Outcomes: <p>Students would acquire the skills with which they will recognize and resolve ethical issues in business; enhance awareness and critical self-examination of one's own values, and to appreciate the relevance of personal values in business/workplace setting; they would further imbibe the ethical issues in corporate governance and adhere to the ethical codes.</p>			
Unit	Content		
I	Business Ethics: Introduction, Concepts and theories, definitions, importance and need for Business ethics, Values and morals. Management and ethics, Normative Theories, Gandhian Approach, Friedman's Economic theory, Kant's Deontological theory, Mill & Bentham's Utilitarianism theory.		
II	Business & Organisational Ethics: The Indian Business scene, Ethical Concerns, LPG & Global trends in business ethics, Business ethics rating in India. Organizations & Organisation culture, Types of Organization, Corporate code of ethics – Formulating, Advantages, implementation Professionalism and professional ethics code.		
III	Corporate Governance: Introduction, mechanisms and systems of corporate governance, Indian model of Corporate Governance, OECD principles, World Bank on Corporate Governance, McKinsey Survey on CG, Indian Committees and guidelines.		
IV	Corporate social Responsibility: Introduction, Models for implementation of CSR, Advantages, Scope, and steps to attain CSR, Prestigious awards for CSR, CSR & Indian Corporations-A Score Card, Future of Indian CSR. CSR-Legislation In India & the world- Section 135 of Companies Act 2013.Scope for CSR Activities under Schedule VII, Appointment of Independent Directors on the Board. The Drivers of CSR in India, Changing expectations of social responsibility, four faces of social responsibility, the regulatory environment in India Counter trends. Performance in major business and programs.		
V	Environment Ethics: Marketing Ethics & Ethics in HRM, India's Environment Policy, Environment Risk Management, Environment Audit, Areas in Marketing Ethics, Beyond the 4P's, Role of HR in creating an ethical organisation.		



Shiksha Mandal's

G. S. College of Commerce, Wardha
(Autonomous)
M.B.A.



Semester II

VI	<p>Globalisation & Business Ethics: Growth of Global Corporations, Factors facilitating Globalisation, Impact of globalization on Indian corporate and social culture, Advantages and disadvantages of MNC's to the Host Country, International codes of Business Conduct, Whistleblowing and its codes.</p>
<p>Books Recommended:</p> <ol style="list-style-type: none">1. Business Ethics – Concept & Practice, B. H. Agalgatti & R. P. Banerjee, Nirali Publication2. Ethics in Business & Management, R. P. Banerjee, Himalaya Publication3. Business Ethics, Crane, Pub. By Oxford Press4. Corporate Governance & Business Ethics – (Text & Cases), U. C. Mathur, Macmillan India Ltd.5. Business Ethics, C S V Murthy, Himalaya Publishing House6. Business Ethics & Corporate Governance, A. C. Fernando	



Shiksha Mandal's

G. S. College of Commerce, Wardha
(Autonomous)
M.B.A.



Semester II

MBGE01 Financial Technology Management			
Teaching Hours: 4	Total Credits: 4	Total Marks: 80	Group: Generic
Objectives: <ol style="list-style-type: none">1. To understand the foundational concepts and principles of financial technology (Fintech) and its evolution, including key technologies, market trends, and innovations.2. To analyse the role of technology in investment management, to enhance investment decision-making and portfolio performance.3. To evaluate the concepts and applications of digital currencies, such as cryptocurrencies, and understand the underlying technology of blockchains, including its potential impact on financial services and industries.4. To apply cybersecurity principles and practices to assess and mitigate risks in digital banking systems, including protecting customer data and preventing cyber-attacks.5. To assess the regulatory environment governing Fintech companies, including regulatory frameworks, compliance requirements, and implications for Fintech innovation and business operations.6. To students will be able to synthesize knowledge of cybersecurity threats, online frauds, and fraud prevention techniques for managing cyber risks, safeguarding digital assets.			
Learning Outcomes: After learning this subject, students will be able to: <ol style="list-style-type: none">1. Understand the fundamental concepts and principles of financial technology (Fintech) and its impact on the financial services industry.2. Analyse the use of technology in investment management, to optimize investment strategies and portfolio performance.3. Evaluate the characteristics and potential applications of digital currencies, such as cryptocurrencies, and understand the underlying technology of blockchains.4. Apply cyber security measures and best practices to mitigate risks and protect digital banking systems and customer data from cyber threats.5. Assess the regulatory landscape governing Fintech companies and compliance requirements, and understand the implications for Fintech innovation and business operations.6. Synthesize knowledge of cybersecurity threats, online frauds, and fraud prevention techniques to develop comprehensive strategies for safeguarding digital assets and preventing financial crimes.			
Unit	Content		
I	Foundation of FinTech: Meaning, Characteristics, Operations, Types of Financial Softwares, Fintech in India, Impact of Fintech on Economies & Financial System		
II	Technology in Investment Management: IT Applications in Stock Trading, IT Solutions in Mutual Funds Management, Artificial Intelligence in Portfolio Management, Software Tools for Financial Analysis, Recommendations and Suggestions by Artificial Intelligence		



Shiksha Mandal's

G. S. College of Commerce, Wardha
(Autonomous)
M.B.A.



Semester II

III	Digital Currency and Blockchains: Central Bank Digital Currency (CBDC) and its Implications, Fundamentals of Blockchain Technology, Cryptocurrencies: Types, Characteristics, and Market Trends, Challenges and Opportunities in Adopting Cryptocurrencies
IV	Banking & Cyber Security: Digital Banking Services and Innovations, Cashless Payment Systems: Mobile Payments, Digital Wallets, and Contactless Payments, Cybersecurity Threats in Banking Sector, Measures Adopted by Banks for Cyber security, Peer-to-Peer Lending Platforms: Features and Risks
V	Fintech Regulations and Compliance: Regulatory Framework for Fintech Companies, Evolution of Fintech Regulations Globally, Regulatory Technology (Reg Tech) Solutions, Fintech Regulations in India: Current Landscape and Future Trends, Compliance Challenges and Strategies for Fintech Startups, Future Trends and Opportunities in the Digital Financial World
VI	Cyber Security & Online Frauds: Meaning, Characteristics, Measures, Types of Frauds, Common Frauds in India, Fraud Detection, Cyber Law in India, Common Practices by People
Books Recommended:	
<ol style="list-style-type: none">1. Digital Finance: Security, Privacy, and Regulation by Sujata Das, Tapaswini Nayak, and Saraju P. Mohanty2. Fintech Innovation: From Robo-Advisors to Goal-Based Investing and Gamification by Paolo Sironi and Daniele Savare3. Blockchain Revolution: How the Technology Behind Bitcoin and Other Cryptocurrencies Is Changing the World by Don Tapscott and Alex Tapscott	



Shiksha Mandal's

G. S. College of Commerce, Wardha
(Autonomous)
M.B.A.



Semester II

MBGE02 Project Management			
Teaching Hours: 4	Total Credits: 4	Total Marks: 80	Group: Generic
Objectives: <ol style="list-style-type: none">1. To develop an understanding of project management plan and its process.2. To understand scope, priorities of project.3. To examine the options available for accelerating project completion.4. To construct project duration networks and analyse the risks management process.5. To measure the issues related to project teams and strategize for it.6. To analyse the project closure techniques.			
Learning Outcomes: After learning this subject, students will be able to <ol style="list-style-type: none">1. Understand the concept of the Project Management & its essentials.2. Analyse various costs and constraints associated with projects.3. Develop Organization Structure in Project with WBS.4. Create strong project teams for a particular project.5. Evaluate the risks connected with the Project.6. Estimate Project control and closure techniques.			
Unit	Content		
I	Introduction to Project Management: Characteristics & Objectives of Project, Project Life Cycle, Importance of Project Management, Types of Projects, Project Management Plan & its Process; Project Portfolio Management, Introduction to the Agile practices in the Project Management.		
II	Project Organization Structure & Project Definition: Advantages & Disadvantages of various Organization Structure used in Project. Project Scope, Project Priorities, Work Breakdown (WBS), Integration of WBS with organization, Project communication plan		
III	Estimating Project Time, Costs & Scheduling Resources: Factors influencing quality of estimates, Top Down & Bottom-Up methods of Estimating, Various Costs associated with Projects, Projects Cost – Duration Graph, Types of resource constraints, Time Constrained & Resource Constrained Projects, options for accelerating project completion.		
IV	Developing project plan & Risk management: Risk Identification, Risk Assessment, Risk Response Development & Risk Response Control, Constructing project network: Basic rules, concept of forward and backward pass (PERT & CPM).		
V	Managing project teams: Network of Stakeholders, Qualities of an effective Project Manager, Five Stage Team Development Model, Building high performance project teams; Role of Leadership in Project Management, Ethics in Project Management.		
VI	Project Performance, Evaluation & Closure: Structure of Project Monitoring Information System, Project Control process, Monitoring Time performance, Earned Value System, Types of Project Closure. Practical – An Introduction to Project Management Software MS- Project (Hand-on experience), Case study on Project evaluation/Project closure.		



Shiksha Mandal's
G. S. College of Commerce, Wardha
(Autonomous)
M.B.A.



Semester II

Books Recommended:

- 1. Project Management**, Clifford F. Gray, Erik W. Larson, McGraw Hill
- 2. Project Management**, Jeffrey Pinto, Pearson
- 3. Project Management**, Rory Burke, Wiley India
- 4. Project Management**, S Chowdhary, McGraw Hill
- 5. Project Management**, V C Sontakki, Himalaya Publishing House
- 6. Project Management**, Arun Kanda, PHI



Shiksha Mandal's
G. S. College of Commerce, Wardha
(Autonomous)
M.B.A.



Semester II

MBGE03 Agri-Business Management			
Teaching Hours: 4	Total Credits: 4	Total Marks: 80	Group: Generic
Course Objectives: Objectives: <ol style="list-style-type: none">1. Understand the basic concepts of agriculture inputs and Agri-business2. Understand the challenges and importance of the agri-business3. Analyse the global scenario and functioning of ancillary industries4. Know the present position ancillary industries and their application5. Understand the role of various supporting institutions6. Acquire the latest trends in Agri-business Management			
Learning Outcomes: After learning this subject, students will be able to: <ol style="list-style-type: none">1. Describe the meaning and importance of agri-business and agriculture inputs2. Identify challenges of Agri-business, their ancillary industries and importance in sustainability3. Summarize the functions of feed industry global market scenario4. Elaborate the developments into floriculture, biotech and food industries5. Elaborate the role of various institutions for agri businesses6. Explain the latest trends in the agri business management.			
Unit	Content		
I	Introduction: Meaning and Definition of Agri-Business, Components and Types of Agri-businesses; Management of Agri-Business – Meaning, Scope, importance and opportunities; Overview of agri business sector, Agri-business and Indian Economy; Agriculture Inputs: Types and importance of agro inputs, Various Ancillary industries of agriculture and their role		
II	Challenges of Agri-Business Sector; Impact of climate change on agri-business; Sustainable Agribusiness Practices; Inclusive Business Model in Agri-Business; Role of IT and Robotics in Agribusiness; Importance of Agri-Business Management in Sustainable Development and SDGs 2023; Case Study -ITC's Sustainable Agriculture Programme.		
III	Livestock Management: Meaning of Livestock products, Present status of livestock products industry in India: demand-supply scenario in domestic and global markets; Feed Industry: feed manufacturing industry, organizing and planning feed manufacturing unit, storage, transportation and marketing of livestock.		
IV	Management of Floriculture, Biotech and food: Present status and advances in floriculture and flower, landscaping, fruit production, food processing industry, Agricultural needs & application of biotechnology for agricultural uses and benefits.		
V	Institutional Support: Role and functions – NAFED, COSAMB, NCDC; DMI; NIAM, SHGs, PDS (Public Distribution System) – Functions, Importance & Issues, Government Schemes and Programmes for Agri Businesses; Financial Inclusion; Working of NCDEX for Agriculture Produce; MSP – Minimum Support Price – Concept & Role		



Shiksha Mandal's

G. S. College of Commerce, Wardha
(Autonomous)
M.B.A.



Semester II

VI	Crop Insurance and Commodity Markets: Introduction to & functions of AIC, PMFBY, WBCIS Latest Trends in Agriculture: E-Commerce in Agri-Business, Digital Agriculture, Agri-Tech Startups, Value-Added Agriculture, Sustainable Practices in Agriculture, Introduction to the concepts - Agritourism, Agri-tainment, Block – Chain in Agri-business
Books Recommended: <ol style="list-style-type: none">1. Agri Business Management, Himanshu. Jaipur, Ritu Publications Jaipur.2. Encyclopedia of Agricultural Marketing: Marketing of Farm Inputs Seed, Jagdish Prasad, Fertilizer and Irrigation, Vo. IX, www.vedamsbooks.com/3. Livestock Feeding Strategies for Dry Regions/edited by P.S. Pathak and S.S. Kundu, www.indianbooksandperiodicals.com4. Food Processing and Preservation, Neelam Khetarpaul, www.astralint.com5. Fruit Production- Problems and Solutions, R.R. Sharma, www.indianbooksandperiodicals.com6. Emerging Trends in Post-Harvest Processing and Utilization of Plant Foods, Neelam Khetarpaul, R.B. Grewal, Sudesh Jood and Umaid Singh, api.champagnetravel.com.	




PRINCIPAL
G. S. College of Commerce
WARDHA