## **BBA-MBA Integrated Program**

#### **Program Mission Statement**

The mission of the GU School of Business BBA-MBA Integrated program is to prepare effective and socially responsible business leaders. Our goal is that participants develop sufficient depth in functional areas of business, ability to work in cross-cultural teams and the skills to identify and exploit new opportunities for their growth. The learning goals focus on cross-cultural communication and negotiations, business acumen, analytical and entrepreneurial thinking skills, working in and leading teams, and understanding social impact of business decisions.

# Learning Goal 1: Graduates demonstrate effective communication and negotiation skills and can appreciate different cultures

Learning Outcomes

GU BBA-MBA Integrated graduates will be able to:

- a. Are able to clearly articulate their ideas (Oral and Written) and are active listener
- b. Prepare and deliver an effective business presentation (Oral)
- c. Present logical arguments in support of a position (Oral and Written)
- d. Demonstrate effective negotiation skills in cross-cultural business situations (Oral)

#### Assessment method:

- 2a. Report writing after seminar/guest lecture & group discussion
- 2b. Individual and Group presentation
- 2c. Case analysis report
- 2d. Role plays/cases with cross-cultural perspective

# Learning Goal 2: Demonstrate strong understanding of functional areas and be able to think integratively to support business decision making

GU BBA-MBA Integrated graduates will be able to:

- a. Demonstrate critical business thinking in core functional areas of business and an ability to take decisions with holistic (integrative) perspective
- b. Understand and appreciate strategic decisions of a business organisation
- c. Understand the social impact of business decisions

#### Assessment method:

- 2a. Concept testing for functional area knowledge and analysis of a business case for assessing integrative thinking
- 2b. Based on a business scenario, assess student understanding of social impact dimension
- 2.c. Case analysis and filed visits report of business that have significant social impact

# Learning Goal 3: Analytical and critical skills – Ability to understand business scenarios and develop reasoning to support proposed solutions.

GU BBA-MBA Integrated graduates will be able to:

- a. Frame business problems and generate alternative solutions
- b. Analyse the alternative solutions using quantitative methods and logical arguments
- c. Recommend a solution and provide supporting evidence

#### Assessment method:

- 3a. Present business scenarios for students and require them to separate the symptoms from the problem, assumptions from constraints and generate alternative solutions for the problem identified
- 3b. Require the students to analyse the alternative solutions using quantitative analysis and logical arguments
- 3c. Have the students recommend a solution/approach and provide supporting evidence

#### Learning Goal 4: Develop entrepreneurial thinking

Learning Outcomes

GU BBA-MBA Integrated graduates will be able to:

- a. Identify and assess business opportunities in diverse business contexts
- b. Develop strategies to take advantage of the business opportunities

#### Measurement Method:

- 4.a Using a business case assess the student's ability to assess business opportunities
- $4.b \ \ Based \ on \ the \ business \ opportunities \ identified, \ have \ students \ develop \ ways \ to \ take \ advantage \ of \ them$
- 4.c Develop a business plan

#### Learning Goal 5: Leadership and teamwork skills

GU BBA- MBA Integrative graduates will be able to

- a. Achieve their team objectives by collaborating with team members for the group task.
- b. Demonstrate an understanding of the characteristics of effective leadership.
- c. Demonstrate the ability to handle diverse and cross-cultural perspectives
- d. Understand the importance of social impact of business decisions
- e. Identify ethical issues when presented with a business situation

#### Assessment method:

5a. Complete a team task successfully

5b. Identify leadership traits among business leaders

5c. Based on a real case, have the students write a memo/present a decision when multiple conflicting perspectives are present

5d. Simulate an ethical dilemma and have students identify key issues

# Learning Goal 6: Enhancement of lifelong learning skills and personal development

GU BBA- MBA Integrative graduates will be able to

- a. Learn quickly from the challenges and opportunities provided by the business environment.
- b. Develop a habit of knowing and understanding advances taking place in the field of business and management.
- c. Effectively apply the new knowledge acquired by them.

#### Assessment method:

5a. Quizzes to test understanding about the emerging issues

5b. Understanding suggested readings from leading journals

5c. Analyzing and presenting cases of the currents happenings in the Corporate world

#### Building Blocks of the BBA MBA Integrated Curriculum

#### Foundational Core

Courses in this module equip students with the fundamental skills in problem analysis, quantitative methods, information technology and communication.

#### **Functional Core**

Courses in this module provide students with a fundamental understanding of all functional areas in business.

# Cross-Functional Core (Breadth)

Courses in this module enable the students to gain an understanding of the interdependencies between functional areas of business.

# Experiential Learning Courses (Application of Knowledge)

Courses in this module help the students develop skills to apply the knowledge to real or simulated business scenarios.

# Elective Courses (Depth)

Courses in this module help the students develop deep knowledge in a particular domain of business.
Free/Open electives provide them an opportunity to take approved allied courses of their choice in any area at GU

Pedagogical Methods: All courses will be delivered by a combination of pedagogical methods of lectures, cases, field study projects, and simulation with a special emphasis on active learning methods. Pedagogical approach has a strong inclination towards experiential learning.

Learning Assessment: Assessment of learning is aligned with the pedagogical approaches used in the courses. Given the focus on active learning methods and use of case studies, students are assessed using projects, case analysis, active participation etc. in addition to the concept testing using exams.

#### BBA MBA Integrated Program Overview:

#### BBA MBA Integrated Foundational Core:

- Understanding the Business Context
- Critical and Analytical Thinking
- Foundations for Analysis of Business Data
- Information Technology Skills
- Business Communication
- Macroeconomic Analysis
- Environment Management
- Business Research Methods
- Negotiation, Persuasion and Social Influence
- Managing Groups and Teams
- Microeconomics

#### BBA MBA Integrated Functional Core:

- Principles of Organizational Theory and Practice
- Financial Management
- Marketing Management
- Fundamentals of Financial Accounting
- Managing and Leading People
- Managerial Accounting
- Human Resource Management
- Applications of Database and Data Warehouse Technologies
- Production and Operations Management
- Strategic Marketing

#### BBA MBA Integrated Cross-Functional Core:

- Building Decision Support Models
- International Business
- Project Management
- Management Science
- Business Strategy
- Business Law
- Governance, Ethics and Social Responsibility
- Business Data Analytics
- Entrepreneurship and New Venture Development
- Supply Chain Management
- Global Strategy
- Management Consulting
- Change Management
- Managing E-Business

#### MBA Integrated Experiential Learning Courses:

- Business Problem Framing Project
- Industry Analysis Project
- Integrative Action Project

- Cross Cultural and Global Management Project
- Industry Internship I
- Industry Internship II
- Social Leadership Program / Case Competition (6 credits)
- Special Topics (Contemporary Issues)
- Professional Certification (Additional cost as applicable)
- Six Months Professional Practice or Work Placement or Research Project (involving the identification of a core business problem and ways and means of solving the same or International Immersion (with additional cost)

#### **Guided Industry Internship**

Industry Internship aims to provide students an insight into the working of a real organization and provides a platform to apply knowledge acquired. It also helps them explore career opportunities as well as develop professional skills. Specific deliverables will be outlined for students and faculty will evaluate student performance. Two industry internships (one at the end of Year-2 and one at the end of Year-3) are integral part of the Program.

#### **Electives**

Electives provide an opportunity to students to develop deeper understanding about a functional area or vertical. MBA students can choose following functional area or vertical as their thrust area or major area of concentration:

- Marketing Management
- Finance
- Human Resource Management
- Operations Management
- Information Technology
- International Business
- Hospitality Management
- Healthcare Management
- Media Management

A minimum of 4 electives in a functional area qualifies as the student's thrust area /major area of concentration. Although not required, a student may choose to have a minor in any of the areas of concentration by taking 2 or more courses. Students choosing to not opt for a minor are encouraged to take interdisciplinary courses to meet the two open elective requirements. Courses taken outside the Business school to meet this requirement will need to be approved by the Curriculum Committee.

#### **Professional Practice (Work Placement)**

Professional practice is an integral component of BBA MBA Integrated Program. On the completion of nine semesters of the taught courses students are required to undertake a guided 6 month work placement in an international firm in which you reflect on how the taught element of the programme can be applied to managerial practice. This is undertaken in continuous guidance and through coursework assignments in association with a tutor.

Primarily it is the student's responsibility to obtain a work placement. A work placement is very close to real employment by a firm and students must apply and succeed in interview just as with any other employment situation.

It takes some time to locate, apply for, and secure a work placement. Students should commence this activity at the start of the semester nine with the University so that their placement is arranged and available from January. In all cases, the work placement that students locate must be approved by the Business School as suitable for the purposes of this degree.

The Business School Placements Office will provide support to help students locate and secure a placement but the responsibility to succeed here is that of student. In particular, while the office holds information on some placement opportunities, normally students locate these opportunities in the private sector themselves.

Support provided by the Placements Office includes:

- A database of current placement opportunities
- Advice on methods of searching for placement opportunities
- Advice and individual coaching on the preparation of CVs and application letters
- Advice and individual coaching on interview technique
- Review and approval of work placement opportunities

Students also have the option to do a desk Research Project involving the identification of a core business problem and ways and means of solving the same under the guidance of a faculty member spanning over six months or International Immersion (with additional cost) spanning over a period of six month in place of Professional Practice (Work Placement).

#### BBA MBA Integrated Program Requirements:

Curricular Credits 151 credits [Grades]

Co-Curricular 66 credits [Fail, Pass, Outstanding]

Summer Internship 06 credits [Fail, Pass]

Guided Internship/ Work Placement 15 Credits [Fail, Pass, Outstanding]

### **BBA-MBA Integrated Program Details**

# 151 Curriculum credits + 6 credits industry internship + Six Months Guided Industry Internship (15 Credits) + 66 Co-Curricular Credits

1.	Understanding the Business Context (BBA 111)	3.0 Credits
2.	Critical and Analytical Thinking (BBA 112)	3.0 Credits
3.	Principles of Organizational Theory and Practice (BBA 113)	3.0 Credits
4.	Business Communication (BBA 114)	3.0 Credits
5.	Business Law (BBA 115)	3.0 Credits
6.	Macroeconomic Analysis (BBA 116)	3.0 Credits
7.	Information Technology Skills (BBA 117)	3.0 Credits
8.	Foundations for Analysis of Business Data (BBA 118)	4.0 Credits
9.	Microeconomics (BBA 119)	3.0 Credits
10.	Managing and Leading People (BBA 120)	3.0 Credits
11.	Fundamentals of Financial Accounting (BBA 121)	3.0 Credits
12.	Business Problem Framing Project (BBA 122)	3.0 Credits
	- Business Simulation/Case Study/Field Study (Focus: Demonstrate	an
	understanding of business problems and the ability to frame them; i	dentify key
	issues in a business, identify assumptions, weigh the importance of e	each)

#### \*\* End of 1st Year\*\*

13. Managerial Accounting (BBA 123)	3.0 Credits
14. Environment Management (BBA 124)	3.0 Credits
15. Marketing Management (BBA 125)	3.0 Credits
16. Building Decision Support Models (BBA 126)	3.0 Credits
17. Financial Management (BBA 127)	3.0 Credits
18. Industry Analysis Project (BBA 128)	3.0 Credits
(Focus: Industry analysis; moving from an organizational analysis to	
understanding how/why industries grow and decline)	

#### 19. Applications of Database and Data warehouse Technologies (BBA 129)

	3.0 Credits					
20. Production and Operations Management (BBA 130)	3.0 Credits					
21. Human Resource Management (BBA 131)	3.0 Credits					
22. International Business (BBA 132)	3.0 Credits					
23. Project Management (BBA 133)	3.0 Credits					
24. Integrative Action Project (BBA 134)	3.0 Credits					
(Focus: Understanding the interdependence of functional areas in a business)						

25. Summer Internship - I (BMI 101) 3.0 Credits

#### \*\* End of 2nd Year\*\*

26. Management Science (MBA 121)	2.0 Credits
27. Business Data Analytics (MBA 122)	2.0 Credits
28. Business Research Methods (BMI 102)	3.0 Credits
29. Operations and Supply Chain Management (MBA123)	3.0 Credits
30. Strategic Marketing (BMI 103)	3.0 Credits
31. Negotiation, Persuasion and Social Influence (BMI 104)	3.0 Credits

<ul> <li>32. Business Strategy (MBA 126)</li> <li>33. Entrepreneurship and New Venture Development (MBA 130)</li> <li>34. Managing E-Business (BMI 105)</li> <li>35. Managing Groups and Teams (BMI 106)</li> <li>36. Cross Cultural and Global Management Project (BMI 107) (Focus: Understanding the Issues and Challenges working in cultura teams)</li> </ul>	3.0 Credits 3.0 Credits 3.0 Credits 3.0 Credits 3.0 Credits diverse
37. Summer Internship - II (BMI 108)	3.0 Credits
** End of 3rd Year**	
38. Global Strategy (BMI 109) 39. Elective 1 40. Elective 2 41. Elective 3 42. Elective 4  43. Governance, Ethics and Social Responsibility (MBA 128) 44. Elective 5 45. Elective 6 46. Elective 7	3.0 Credits 3.0 Credits 3.0 Credits 3.0 Credits 3.0 Credits 2.0 Credits 3.0 Credits 3.0 Credits 3.0 Credits
47. Elective 8	3.0 Credits
** End of 4th Year**	
48. Management Consulting (BMI 110) 49. Change Management (BMI 111) 50. Social Leadership Program / Professional Certification (With addition (BMI 112) 51. Special Topics (Contemporary Issues) (BMI 113) 52. Special Topics (Contemporary Issues) (BMI 114)	3.0 Credits 3.0 Credits onal cost) 6.0 Credits 3.0 Credits 3.0 Credits
53. Six Months Professional Practice (Work Placement) or Research Pro (BMI 115) involving the identification of a core business problem and ways and solving the same or International Immersion (with additional cost)	15.0 Credits

\*\* End of 5th Year\*\*

#### BBA MBA Integrated Program Details - Co-Curricular (mandatory)

#### Year 1, 2, 3 and 4: 16 credits (all programs below graded on Fail, Pass, Outstanding)

Professional Development Program:

Business Context Awareness

Active Learning Exercises

6 credits (3 credits/semester)

4 credits (2 credits/semester)

6 credits (3 credits/semester)

#### Year 5: 2 credits

Career Advancement / Campus Recruitment Activities 3 hours/week (No Credits)
Business Context Awareness 2 credits (for semester IX)

#### Professional Development Program (3 hours per week):

- Semester Fall
  - o Overview of Professional Careers in Management
  - o Communication Skills
  - o Professional Networking
  - o Professional Etiquette
- Semester Winter
  - o Resume Preparation
  - o Mock Interview
  - Public Speaking

#### Business Context Awareness (2 hours per week):

- Basic knowledge of the business world (names of companies, leaders, logo identification)
- Analysis of Business Events

#### Active Learning Exercises (3 hours per week):

(Students required to choose a minimum of one per semester, can continue the choice for the entire year)

- Investment Competition
- New Venture Formation
- Creativity Exercises
- Social Impact Projects
- Case/Debate Competitions
- Business Analytics

# **Annexure 1: Course Flow Chart BBA MBA Integrated (2012-17)**

Total Credits (238 Credits) Year 1 (53 Credits)		Year 2 (52 Credits)		Year 3 (50 Credits)		Year 4 (4	8 Credits)	Year 5 (35 Credits)		
Total Curricular (172 Credits)			Year 2 (36 Credits)		Year 3 (34 Credits)		Year 4 (32 Credits)		Year 5 (33 Credits)	
	Semester 1 18 Credits	Semester 2 19 Credits	Semester 3 18 Credits	Semester 4 18 Credits	Semester 5 19 Credits	Semester 6 15 Credits	Semester 7 18 Credits	Semester 8 14 Credits	Semester 9 18 Credits	Semester 10 15 Credits
Program Core	18 Credits	19 Credits	18 Credits	18 Credits	16 Credits	15 Credits	3 Credits	2 Credits	12 Credits	
Program Elective University Elective			-	-	-	-	12 Credits	12 Credits	-	-
Summer Internship			-	-	3 Credits	-	3 Credits	-	-	-
Project Report/ Work Placement				-	-		-	-	6 Credits	15 Credits
Audit Course (Optional)		One in a semester with a maximum ceiling of two in the whole duration of the program								

Total Co-curricular (66 Credits)	Year 1 (16 Credits)		Year 2 (16 Credits)		Year 3 (16 Credits)		Year 4 (16 (	Credits)	Year 5 (2 Credits)		
	8 Credits	8 Credits	8 Credits	8 Credits	8 Credits	8 Credits	8 Credits	8 Credits	2 Credits		
Professional Development Program	3 Credits	3 Credits	3 Credits	3 Credits	3 Credits	3 Credits	3 Credits	3 Credits			
Business Context Awareness	2 Credits	2 Credits	2 Credits	2 Credits	2 Credits	2 Credits	2 Credits	2 Credits	2 Credits		
Active Learning Exercises	3 Credits	3 Credits	3 Credits	3 Credits	3 Credits	3 Credits	3 Credits	3 Credits			
Career Advancement / Campus Recruitment Activities									3hours/week (No Credits)		

# **Annexure 2: LIST OF COURSES (BBA)**

## YEAR ONE

CODE	SEMESTER I	L	T	Р	С	Course Prerequisite
BBA 111	Understanding the Business Context	3	0	0	3	
BBA 112	Critical and Analytical Thinking	3	0	0	3	
BBA 113	Principles of Organizational Theory and Practice	3	0	0	3	
BBA 114	Business Communication	3	0	0	3	
BBA 115	Business Law	3	0	0	3	
BBA 116	Macroeconomic Analysis	3	0	0	3	
					18	

CODE	SEMESTER II	L	Т	р	C	Course Prerequisite
BBA 117	Information Technology Skills	2	0	1	3	
BBA 118	Foundations for Analysis of Business Data	4	0	0	4	
BBA 119	Microeconomics	3	0	0	3	
BBA 120	Managing and Leading People	3	0	0	3	
BBA 121	Fundamentals of Financial Accounting	3	0	0	3	
BBA 122	Business Problem Framing Project	3	0	0	3	
					19	

## YEAR TWO

CODE	SEMESTER III	L	т	Р	С	Course Prerequisite
BBA 123	Managerial Accounting	3	0	0	3	
BBA 124	Environment Management	3	0	0	3	
BBA 125	Marketing Management	3	0	0	3	
BBA 126	Building Decision Support Models	3	0	0	3	
BBA 127	Financial Management	3	0	0	3	
BBA 128	Industry Analysis Project	3	0	0	3	
					18	

CODE	SEMESTER IV	L	Т	Р	С	Course Prerequisite
BBA 129	Applications of Database and Data warehouse Technologies	3	0	0	3	
BBA 130	Production and Operations Management	3	0	0	3	
BBA 131	Human Resource Management	3	0	0	3	
BBA 132	International Business	3	0	0	3	
BBA 133	Project Management	3	0	0	3	
BBA 134	Integrative Action Project	3	0	0	3	
					18	

## YEAR THREE

CODE	SEMESTER V	L	Т	Р	С	Course Prerequisite
BMI 101	Summer Internship	0	0	0	3	
MBA 121	Management Science	2	0	0	2	
MBA 122	Business Data Analytics	2	0	0	2	
BMI 102	Business Research Methods	3	0	0	3	
MBA 123	Operations and Supply Chain Management	3	0	0	3	
BMI 103	Strategic Marketing	3	0	0	3	
BMI 104	Negotiation, Persuasion and Social Influence	3	0	0	3	
					19	

CODE	SEMESTER VI	L	Т	Р	С	Course Prerequisite
MBA 126	Business Strategy	3	0	0	3	
MBA 130	Entrepreneurship and New Venture Development	3	0	0	3	
BMI 105	Managing E-Business	3	0	0	3	
BMI 106	Managing Groups and Teams	2	0	0	2	
BMI 107	Cross Cultural and Global Management Project	3	0	0	3	
					15	

## YEAR FOUR

CODE	SEMESTER VII	L	Т	Р	С	Course Prerequisite
BMI 101	Summer Internship	0	0	0	3	
BMI 109	Global Strategy	3	0	0	3	
1	Elective 1	3	0	0	3	
2	Elective 2	2	0	0	2	
3	Elective 3	3	0	0	3	
4	Elective 4	3	0	0	3	
					18	

CODE	SEMESTER VIII	L	Т	Р	С	Course Prerequisite
MBA 128	Governance, Ethics and Social Responsibility	2	0	0	2	
1	Elective 5	3	0	0	3	
2	Elective 6	3	0	0	3	
3	Elective 7	3	0	0	3	
4	Elective 8	3	0	0	3	
					14	

## YEAR FIVE

CODE	SEMESTER IX	L	Т	Р	С	Course Prerequisite
BMI 110	Management Consulting	3	0	0	3	
BMI 111	Change Management	3	0	0	3	
BMI 112	Social Leadership Program / Professional Certification (With additional cost)	0	0	0	6	
BMI 113	Special Topics (Contemporary Issues)	3	0	0	3	
BMI 114	Special Topics (Contemporary Issues)	3	0	0	3	
					18	

CODE	SEMESTER X	L	Т	Р	С	Course Prerequisite
BMI 115	Six Months Professional Practice (Work Placement) or Research Project	0	0	0	15	
					15	

BBA MBA Integrated ELECTIVES

MBA 501 S MBA 502 R MBA 503 S MBA 504 D MBA 505 III	Papers Sales and Distribution Management Retail Management Services Marketing Digital Marketing Integrated Marketing Communication Security Analysis and Portfolio	3 3 3 3	0 0 0	<b>P</b> 0 0	<b>c</b> 3	Area of Concentration  Marketing
MBA 502 R MBA 503 S MBA 504 D MBA 505 III	Retail Management Services Marketing Digital Marketing Integrated Marketing Communication	3	0	0		_
MBA 503 S MBA 504 D MBA 505 II	Services Marketing Digital Marketing Integrated Marketing Communication	3			3	
MBA 504 D	Digital Marketing Integrated Marketing Communication		0			Marketing
MBA 505	ntegrated Marketing Communication	3		0	3	Marketing
S			0	0	3	Marketing /IB/ IT
	Security Analysis and Portfolio	3	0	0	3	Marketing
MBA 506	decurry Analysis and I of tiono	3	0	0	3	Finance
MBA 507	Risk Management	3	0	0	3	Finance
MBA 508 F	Financial Institutions and Markets	3	0	0	3	Finance
MBA 509	Corporate Restructuring	3	0	0	3	Finance
MBA 510	nternational Finance	3	0	0	3	Finance/IB
	Talent Acquisition and Management	3	0	0	3	HRM
	Competency Mapping & Performance Management Management	3	0	0	3	HRM
MBA 513	Negotiation and Conflict Resolution	3	0	0	3	HRM
MBA 514	Cross Cultural Management	3	0	0	3	HRM /IB
MBA 515 e	e-business	3	0	0	3	IT /IB
MBA 516	Web Analytics	3	0	0	3	IT
MBA 517 B	Business Intelligence	3	0	0	3	IT
MBA 518 E	Event and Conference Management	3	0	0	3	Hospitality
MBA 519 Fo	Food & Beverage – Operations and Management	3	0	0	3	Hospitality
MBA 520 S	Strategic Brand Management	3	0	0	3	Marketing
MBA 521	nternational Marketing	3	0	0	3	Marketing/ IB
MBA 522	Consumer Behaviour	3	0	0	3	Marketing
MBA 523	Rural Marketing	3	0	0	3	Marketing
MBA 524	Marketing Research	3	0	0	3	Marketing
MBA 525	Business-to-Business Marketing	3	0	0	3	Marketing
MBA 526	Organisational Change Management	3	0	0	3	HRM
MBA 527 T	Γraining and Development	3	0	0	3	HRM
MBA 528	Compensation Management	3	0	0	3	HRM
MBA 529	ndustrial Relations and Labour Laws	3	0	0	3	HRM
MBA 530	nternational Trade Operations and Management	3	0	0	3	IB/ Marketing
MBA 531 A	Accommodation Management	3	0	0	3	Hospitality

MBA 532	Service Operations Management	3	0	0	3	Operations/ Hospitality
MBA 533	Facility Planning and Management	3	0	0	3	Hospitality
MBA 534	Business Processes and Information Systems	3	0	0	3	IT/ Operations
MBA 535	Enterprise systems for management	3	0	0	3	IT/ Operations
MBA 536	Project Management	3	0	0	3	Operations/ IT
MBA 537	Stock Market Operations	3	0	0	3	Finance
MBA 538	Personal Financial Planning	3	0	0	3	Finance
MBA 539	Financial Derivatives	3	0	0	3	Finance
MBA 540	Financial Services	3	0	0	3	Finance